



Request for Proposal (RFP)

RFP Name	Cleveland Preschool Coordinating Committee Research
Date Issued	July 8, 2024
Contact	Michelle Connavino PRE4CLE Deputy Director & Chief of Staff
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Proposals Due	July 24, 2024

Purpose of the RFP

Provide research and staffing support to the Cleveland Preschool Coordinating Committee and its Work Groups.

Project Goals and Objectives

- Explore career pipeline opportunities and best practices.
- Identify community level compensation goals and career pathways/ladders.
- Identify strengths, weaknesses, and gaps in the supports, resources, and training for teachers and staff.
- Complete a scan of how preschools are supporting parents and families of children with special needs.
- Present research results to work groups and full committee, as needed.
- Provide light staffing support to co-chairs to prepare for and follow-up on meetings.

Project Background and Summary

About PRE4CLE

PRE4CLE is a collective impact initiative implementing Cleveland's plan to expand access to high-quality preschool for all 3- and 4-year-olds in the city. PRE4CLE connects families to high-quality public and private preschool programs; connects preschool providers to tools, resources, and key partners to increase their quality and serve more children; and provides strategic leadership and advocacy to accelerate the availability of high-quality preschool in Cleveland.

The PRE4CLE Plan was developed in 2014 to fulfill a core goal of *Cleveland's Plan for Transforming Schools* (The Cleveland Plan) and is guided by PRE4CLE Steering Committee, a public-private leadership body.

PRE4CLE is administered through the Educational Service Center of Northeast Ohio (ESC). This position reports to the Deputy Director of PRE4CLE and is supported by the ESC.

About the Cleveland Preschool Coordinating Committee

The Cleveland Preschool Coordinating Committee is one of PRE4CLE's working committees. The goals of the committee are to:

- Facilitate coordination between organizations that provide and support preschool in the City of Cleveland.
- Identify challenges in the preschool system and opportunities to address those challenges collaboratively.
- Identify areas for innovation and growth within the preschool system.
- Share data related to preschool capacity, enrollment, and quality and kindergarten readiness.
- Collaborate on the implementation of the goals of the PRE4CLE Plan, including expansion, enrollment, quality improvement, workforce, and facilities, among others.

This committee is co-chaired by Michelle Connavino, PRE4CLE Deputy Director and Chief of Staff, and Joy Welch-Bey, Universal Pre-Kindergarten (UPK) Program Manager for Invest in Children. Committee members include PRE4CLE staff, Starting Point staff, Invest in Children staff, CMSD staff, Head Start providers, and other PRE4CLE Preschool providers.

The committee has two work groups, each with goals related to a pressing issue impacting Cleveland's preschool providers:

- Early Childhood Workforce and Compensation
- Social Emotional Learning and Special Education

Scope of Work

- Create, administer, and interpret a survey of preschool providers to collect data related to the work group goals.
- Complete national scans of best practices related to:
 - Early childhood career pipelines
 - Early childhood career pathways/ladders
 - Career pipelines and pathways/ladders in other industries that could be examples for early childhood
 - Hiring and employment practices
 - Early childhood compensation and benefits practices
 - Teacher training and support for serving students with special needs
 - Mental health supports for early childhood staff and teachers
 - Supports for families with children with special needs
 - Models for serving students with special needs
- Identify existing research that can help the committee create a compensation benchmark for Cleveland's early childhood professionals
- If needed, design and implement additional local research that can help the committee create a compensation benchmark for Cleveland's early childhood professionals
- Create a visual map of the continuum of services for children with special needs, their families, and their teachers to help identify gaps

Project Timeline

We anticipate this project will take 6-12 months to complete.