

Early Childhood
Education and Care
Implementation Strategy

Zborov Municipality

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1. INTRODUCTION

In March 2024, Zborov Municipality together with the municipality of Koprivnica joined the PRIMOKIZ pilot project initiated by the International Step by Step Association (ISSA) and implemented by Škola dokorán – Wide Open School, n. o. in the Slovak Republic. Its objective is to:

establish a comprehensive early childhood policy (for children of age 0 to 10) that will ensure that high-quality programs for children and parents achieve an optimal impact.

Representatives of the municipality, headed by the mayor, and a representative of Škola dokorán – Wide Open School n. o., signed a memorandum of cooperation in which they agreed to cooperate on the development of a ECEC situation analysis and implementation strategy for children of age 0 to 10, based on the PRIMOKIZ methodology. In this process, the project team of Škola dokorán – Wide Open School n. o. has been providing its expertise and organizational support.

PRIMOKIZ methodology focuses on the development and implementation of comprehensive strategies in the field of early childhood education and care with a specific focus on horizontal and vertical networking and seeks to guide towards the application of the basic project implementation strategy: 'think strategically – act pragmatically'.

A comprehensive, network-based program for early childhood should include the following:

- child- and family-oriented strategic planning,
- educational and care services for young children,
- publicly accessible places, facilities and programmes for children and their families/ caregivers and educators, where they can play and interact with others,
- educational support, health care and social services for families.

The document 'Early Childhood Education and Care Implementation Strategy' for Zborov municipality was developed by the local coordinator Radoslav Slovík in close cooperation with the local action team and the project team of Škola dokorán – Wide Open School n.o. The Implementation Strategy is based on the findings of the ECD Situation Analysis for Zborov Municipality, which identifies the community's developmental needs in the field of early childhood education and care.

In the Situation Analysis it is stated that:

In the Zborov municipality, the main current need is to maintain a high level of work with the marginalised community, including in the area of pre-school education. Many of the activities carried out in the past years have been funded by the European Structural and Investment Funds or Norway Grants and are not anchored as systemic measures at the national level. Thus, the municipality does not have sufficient resources to ensure their financing and loses the results achieved in the previous periods.

A concrete measure would be, for example, the entitlement to funding for a staff member dedicated to early childhood development, e.g. through the Ministry of Education, starting from a certain number of children aged 0 to 6 years. This would ensure continuity of work in the locality and the possibility of establishing long-term cooperation both within the community

and of the organisations concerned. It would also facilitate the transition from pre-school to primary school education.

The main activity, which would be best not to interrupt even for a year, is awareness raising focusing on the importance of early childhood development. In Zborov municipality, direct field-work outreach has been implemented since 2009 (with two short interruptions); however, the shift in the positive direction has been observed only in recent couple of years. The creation of a sufficient number of places in the kindergarten, but especially the active work of the civic association Cesta von directly in the families, has contributed to this. Thus, field work in the families, e.g. in the framework of the “Omama” programme, is a very important activity, which is currently financed by donations and private resources of the civic association.

The strength in this area is the excellent cooperation at the level of the civil sector operating in the municipality and in the region, as well as the excellent cooperation with the regional managers of the national field social work and community centres projects.

The most important need at present is to secure funding for activities that have been carried out thanks to grants and subsidies, but these sources of funding have now come to an end. The basic need is defined at the level of about 10,000 EUR per year, with the parallel active work of the community centre and the civic association Cesta von in its current form.

The questionnaire survey conducted within the Situation Analysis found the following core needs of the respondents in the field of ECEC:

- *Enhance the opportunities for children to visit playgrounds and sports grounds as part of their leisure activities*
- *Strengthen the sense of safety in public spaces in the municipality, especially with regard to young children*
- *Provide a counselling and support programme for parents of children in early years*
- *Provide a counselling and support programme for pregnant women and parents on parental leave by setting up a clubroom/play hub, so that they can meet, socialise and play together*
- *Raise the awareness of parents about the services to which they are legally entitled, as well as services provided by the municipality.*

Based on the above findings, and considering the municipality's short-, medium- and long-term potential for the development of early childhood education and care in the municipality, our shared **vision** has been developed:

Our municipality strives to be an attractive and safe place for living for all children from their birth onwards as well as for their families. We strive to ensure that their well-being is based on a wide range of opportunities for their full-scale development and on supporting them to fulfil their potential and objectives, regardless of their social status and individual disadvantages. Their rights are protected and secured by a network of institutions and support programmes, which enable every member of our municipality's community to take an active part in meeting their respective needs.

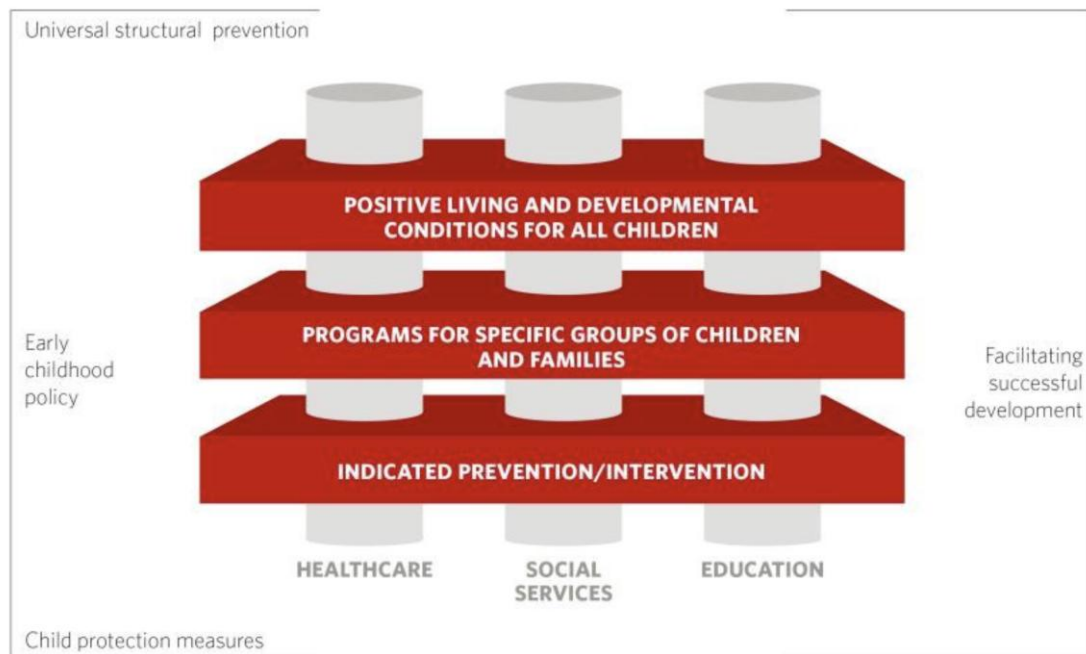
Strategic objectives based on this vision are the following:

- From birth on, every child should be afforded equitable opportunities leading to a successful start in life.
- Responsible parties in the early childhood sector, as well as local authorities, institutions and organizations, should form networks and engage in systematic communication with one another.
- The municipality should provide an adequate number of high-quality early childhood programs and services, in line with existing needs.
- The municipality should proactively pursue its early childhood policy.
- The municipality should provide regular information on strategies and activities, which it pursues in the field of ECEC.

Implementation Plan

The Implementation Plan of the ECEC Strategy for Zborov Municipality has been developed in line with the PRIMOKIZ methodology, which focuses on the development and implementation of comprehensive strategies in the field of early childhood development with a specific focus on horizontal and vertical networking and seeks to guide towards the application of the basic strategy of implementation: 'think strategically – act pragmatically'.

The structure of the implementation plan is based upon the key elements of PRIMOKIZ methodology:



The implementation plan draws upon the current situation in the field of early childhood education and care in the municipality in three areas: health care, social services, and education.

The intention of the implementation plan is to follow a holistic approach to early childhood development based on networking in the following ways:

- a) vertical – prenatal care, early childhood education and care, daily institutional care for children of 3 – 10 years of age, including playgroups and preschool up to the period of compulsory education at primary school level;
- b) horizontal – paediatrician, programs for parents, counselling for mothers and fathers, playgroups, creating opportunities for families with children to meet, welcoming environment for children to play in public spaces, infrastructure that considers the needs of children and their families.

The implementation plan is structured in form of tables and comprises the following three areas:

1. health care
2. social services
3. education and personal development.

2. IMPLEMENTATION PLAN

2.1 HEALTH CARE AND HEALTHY LIFESTYLE

With regard to health care, high-quality paediatric care is provided in the municipality; therefore the strategic intentions in this area are mainly focused on the following:

- in the short term perspective with permanent validity on the development and implementation of a preventive health and safety programme for children and their families;
- in the medium- and long-term perspective on the strengthening of leisure-time options through construction and renovation of sports and recreational facilities.

Task	Short-term/ medium-term/ long-term objective	Person responsible for implementation and monitoring	Place of implementation	Steps of implementation	Positive change(s) expected	Feasibility
Health prevention activities and vaccination support	ST – 2025	Municipal office of Zborov Community Centre Regional Public Health Authority Bardejov Local paediatrician	Community Centre (CC) Integrated Health Care Centre	Define the activity as part of the activities of the CC, of field social workers (FSW) or of the paediatrician Determine the appropriate time and schedule Provide transport, tools and materials for the activities Apply for additional funds in order to finance the implementation	Improving the health of children Increasing the vaccination rate for compulsory vaccinations Raising awareness of children and parents about prevention, parenting, diseases and their consequences, as well as treatment methods	Provide sustainable financing Allocate staff and funds in order to implement the activities Ensure extra-budgetary financial resources

Task	Short-term/ medium-term/ long-term objective	Person responsible for implementation and monitoring	Place of implementation	Steps of implementation	Positive change(s) expected	Feasibility
Providing mental health support for children and parents	ST – 2025	Municipal office of Zborov Community Centre Third sector organizations providing the relevant services	Community Centre	Define the activity as part of the activities of the CC, or of the field social workers (FSW) Determine the appropriate time and schedule Provide tools and materials for the activities Sessions with a psychologist or other professional Apply for additional funds in order to finance the implementation	Strengthening the psychological resilience and mental health of families Improving the health of children Raising awareness of children and parents about prevention and possible treatment	Provide sustainable financing Allocate staff and funds in order to implement the activities Ensure extra-budgetary financial resources
Safety of children	ST – 2025	Municipal office of Zborov Community Centre The Police Force of the Slovak Republic	Whole municipality	Define the activity as a permanent service provided by the municipal office as well (in addition to the Police Force of the Slovak Republic, which has the provision of this service prescribed by law) Provide staff and necessary equipment for the activities (performed by the Local Civil and Preventive Service)	Reducing dangerous traffic collisions of children with road vehicles Reducing the number of accidents on local roads Increasing the number of preventive and educational activities	Provide sustainable financing Allocate staff and funds in order to implement the activities Ensure extra-budgetary financial resources

Task	Short-term/ medium-term/ long-term objective	Person responsible for implementation and monitoring	Place of implementation	Steps of implementation	Positive change(s) expected	Feasibility
Supporting the physical activity of children and organized sports	ST – 2025	Municipal office of Zborov Community Centre Magura Zborov Sports Club Third sector organizations providing the relevant services	Community Centre Magura Zborov Sports Club	Define the activity as part of the activities of the CC, or within the Magura Football Club (U15 category and younger) Determine the appropriate time and schedule Provide tools and materials for the activities Implement the activity Apply for additional funds in order to finance the implementation	Expanding the opportunities of children to spend their leisure time in an organized form Improving the health of children Improving the quality of community life	Provide sustainable financing Allocate staff and funds in order to implement the activities Ensure extra-budgetary financial resources
Reconstruction of the playground near the kindergarten	LT – school year 2031/32	Municipal office of Zborov United Primary School	Kindergarten	Define the scope of renovation and specify the elements to be renovated Determine the appropriate timeline (e. g. during the school holidays) Ensure resources and a company carrying out the renovation Apply for additional funds	Improving the safety and quality of the outdoor environment for the activities of the kindergarten	Provide one-off financing Allocate staff implementing the activities

Task	Short-term/ medium-term/ long-term objective	Person responsible for implementation and monitoring	Place of implementation	Steps of implementation	Positive change(s) expected	Feasibility
Construction of a multifunctional playground for children	MT – 2026	Municipal office of Zborov	In the urban area of the municipality (e. g. in the areas of Magura Zborov Sports Club, former kindergarten, “Vatrisko” part of the municipality, or in other parts of the municipality with municipal rental housing)	Research the options of project support from grants Project design Technical facilities and equipment	Providing additional options and possibilities for children of age 0 – 6 (or 0 – 10) Strengthening the satisfaction of parents Improving the quality of community life	Ensure extra-budgetary financial resources Allocate staff implementing the activities
Reconstruction of the gym in the primary school	MT – 2026	Municipal office of Zborov United Primary School	United Primary School	Research the options of project support from grants Project design Technical facilities and equipment	Providing additional options and opportunities for the development of children in the primary school and in the primary art school Strengthening the satisfaction of parents Improving the quality of community life	Ensure extra-budgetary financial resources Allocate staff implementing the activities

2.2 SOCIAL SERVICES

With regard to social services, which directly or indirectly affect children at an early age, we will strategically focus on the following areas:

- Improving the quality of the programme structure in order to create conditions for families with children at an early age to meet, as well as to provide social assistance to socially disadvantaged families, in particular families with children aged under 3, or with those children who do not attend a kindergarten;
- Providing social counselling and legal advice to parents of children at an early age.

Task	Short-term/ medium-term/ long-term objective	Person responsible for implementation and monitoring	Place of implementation	Steps of implementation	Positive change(s) expected	Feasibility
Organizing a clothing swap	ST – 2025, approximately 2-times a year	Municipal office of Zborov Community Centre	Community Centre (CC)	Collect clothes from citizens and organizations Categorize the clothes Set a date and organize the swap (focus on families with children at an early age)	Improving the quality of life of people living in the community Improving the access of families to clothing for a symbolic price	Allocate staff and appropriate premises in order to implement the activity
Organizing a swap of various items	ST – 2025, approximately 2-times a year	Municipal office of Zborov	Municipal event hall (culture house)	Collect various items, things, toys, tools, shoes, etc. from citizens and organizations Categorize the items Set a date and organize the swap	Improving the quality of life of people living in the community Improving the access of families to various items and things for a symbolic price	Allocate staff and appropriate premises in order to implement the activity

Task	Short-term/ medium-term/ long-term objective	Person responsible for implementation and monitoring	Place of implementation	Steps of implementation	Positive change(s) expected	Feasibility
Social-legal protection of children and social guardianship	ST – 2025	Municipal office of Zborov Third sector organizations providing the relevant services	Community Centre Office of the Field Social Workers (FSW)	Define the activity as part of the activities of the CC, or of the field social workers (FSW) Determine the appropriate time and schedule Provide tools and materials for the activities Provide consultations and counselling Apply for additional funds in order to finance the implementation	Raising awareness of children and their parents regarding the public administration services, which can be provided to a family or a child Improving the quality of community life	Provide sustainable financing Allocate staff and funds in order to implement the activities Ensure extra-budgetary financial resources
Social counselling	ST – 2025	Municipal office of Zborov Community Centre Third sector organizations providing the relevant services	Community Centre Office of the Field Social Workers (FSW)	Define the activity as part of the activities of the CC, or of the field social workers (FSW) Determine the appropriate time and schedule Provide tools and materials for the activities Provide consultations and counselling Apply for additional funds in order to finance the implementation	Raising awareness of children and their parents regarding social issues Improving the quality of community life	Provide sustainable financing Allocate staff and funds in order to implement the activities Ensure extra-budgetary financial resources

Task	Short-term/ medium-term/ long-term objective	Person responsible for implementation and monitoring	Place of implementation	Steps of implementation	Positive change(s) expected	Feasibility
Programme for children under 3 years of age – children who do not attend a kindergarten (OMAMA programme)	ST – school year 2024/25	Civic association Cesta von in cooperation with the Municipal office of Zborov	Households of the mothers Community Centre (CC)	Employ the person responsible and assign her to the mentor Perform a survey of interest in participation in the programme Select the families and children to be involved Provide the necessary trainings, tools and materials for the lessons Apply for additional funds in order to meet the demand of the whole community	Improved skills of children of age 0 to 3 Children and their parents spend more time together while playing and learning Parenting trainings focused on the need to develop children's skills at an early age	Provide sustainable financing Develop human resources (capacity building) through trainings and meetings Provide suitable premises (ideally as close as possible to the place of residence of the children involved) Establish continuous long-term cooperation with the parents

3.3 EDUCATION AND PERSONAL DEVELOPMENT

Formal education in the municipality is provided as follows: for children at an early age, formal education is provided in the local kindergarten and for children of age 6 to 10 and older, formal education is provided in the local primary school. The quality of formal education provided in the municipality is very good. Although the kindergarten and its pedagogical work is being transferred from the municipality's competence to the founding competence of the State, in the area of informal and non-formal education, there is still room for development, in particular in the following areas:

- Openness of the community centre to parents and children who are not involved in the formal education process due to age or other reasons;
- Improving the material and technical conditions; Strengthening the quality of informal and non-formal education services;
- Creating conditions for improving the community life by interconnecting the activities of formal and non-formal education, in particular by involving parents and other caregivers in activities dedicated to children at an early age.

Task	Short-term/ medium-term/ long-term objective	Person responsible for implementation and monitoring	Place of implementation	Steps of implementation	Positive change(s) expected	Feasibility
Programme for children attending the kindergarten (approximately 3 – 6 years of age)	ST – school year 2024/25	Municipal office of Zborov Community Centre	Community Centre Municipal library	Define the activity as part of the activities of the CC Determine the appropriate schedule (e. g. daily after kindergarten or during the holidays) Provide the necessary tools and materials for the lessons Apply for additional funds in order to finance the implementation	Better awareness and improved skills of children of age 4 to 6 Children and their parents spend more time together while playing and learning Improving the children's skills needed in order to successfully perform in primary school in the future	Provide sustainable financing Develop human resources (capacity building) through trainings and meetings Provide suitable premises

Task	Short-term/ medium-term/ long-term objective	Person responsible for implementation and monitoring	Place of implementation	Steps of implementation	Positive change(s) expected	Feasibility
Programme for children attending the first stage of the primary school (approximately 6 – 10 years of age)	ST – school year 2024/25	Municipal office of Zborov Community Centre United Primary School	Community Centre Municipal library United Primary School	Define the activity as part of the activities of the CC Determine the appropriate schedule (e. g. daily after school or during the school holidays) Provide the necessary tools and materials for the lessons Apply for additional funds in order to finance the implementation	Better awareness and improved skills of children of age 6 to 10 Children and their parents spend more time together while playing and learning Improving the quality and the utilisation of the School Club Improving the quality and the utilisation of the Leisure-time Center Improving the quality and the utilisation of the Primary Art School Improving the children's skills needed to complete the followings grades at school	Provide sustainable financing Develop human resources (capacity building) through trainings and meetings Provide suitable premises

Task	Short-term/ medium-term/ long-term objective	Person responsible for implementation and monitoring	Place of implementation	Steps of implementation	Positive change(s) expected	Feasibility
Parenting trainings for parents of children aged 0 – 5	ST – school year 2024/25	Municipal office of Zborov Community Centre	Community Centre	Define the activity as part of the activities of the CC Determine the appropriate timeline (e. g. before the children are enrolled in the kindergarten and the primary school) Provide the necessary tools and materials for the lessons Apply for additional funds in order to finance the implementation	Increasing the proportion of children enrolled in the kindergarten Raising awareness of parents about the need for pre-school education in order to ensure the best possible development of a child Raising awareness of parents about the options, opportunities, conditions and regulations with regard to the pre-school education of their children	Provide sustainable financing Develop human resources (capacity building) through trainings and meetings Provide suitable premises
Parenting trainings for parents of children of early school age	ST – school year 2024/25	Municipal office of Zborov Community Centre United Primary School	Community Centre	Define the activity as part of the activities of the CC Determine the appropriate timeline (e. g. before the beginning of the school year) Provide the necessary tools and materials for the lessons Apply for additional funds in order to finance the implementation	Improving the school attendance of pupils Raising awareness of parents about the importance of primary school education for the future of their children Raising awareness of parents about the options, opportunities, conditions and regulations with regard to the primary school education	Provide sustainable financing Develop human resources (capacity building) through trainings and meetings Provide suitable premises

Task	Short-term/ medium-term/ long-term objective	Person responsible for implementation and monitoring	Place of implementation	Steps of implementation	Positive change(s) expected	Feasibility
Establishment of a Play Hub/Toy Library	ST – school year 2024/25	Municipal office of Zborov Community Centre	Community Centre Households of families	Define the activity as part of the activities of the CC Determine the appropriate schedule (e. g. after school on specific days of the week) Provide toys, equipment and materials Apply for additional funds in order to finance the implementation	Better awareness and improved skills of children of age 0 to 6 (Learning through Play) Children and their parents spend more time together while playing and learning Toys may be borrowed by children and brought home (the procedures need to be clearly defined) All children will be able to play with the most modern and popular toys (even when their families cannot afford to buy them)	Provide sustainable financing Develop human resources (capacity building) through trainings and meetings Provide suitable premises Establish continuous long-term cooperation with the parents (the main objective of the activity is to promote the children and parents playing together)

Task	Short-term/ medium-term/ long-term objective	Person responsible for implementation and monitoring	Place of implementation	Steps of implementation	Positive change(s) expected	Feasibility
Reading sessions for mothers and their children	ST – school year 2024/25	Municipal office of Zborov Community Centre	Community Centre Households of families	Define the activity as part of the activities of the CC Determine the appropriate schedule (e. g. after school on specific days of the week) Provide the necessary books, tools and materials for the lessons Apply for additional funds in order to finance the implementation	Better awareness and improved skills of children through reading Children and their parents spend more quality time together while reading Books may be borrowed by children and brought home (the procedures need to be clearly defined) All children will be able to read the traditional fairy-tale stories, including the children whose families cannot afford to buy books	Provide sustainable financing Develop human resources (capacity building) through trainings and meetings Provide suitable premises Establish continuous long-term cooperation with the parents (the main objective of the activity is to promote the improvement of the reading skills of both parents and their children)

Task	Short-term/ medium-term/ long-term objective	Person responsible for implementation and monitoring	Place of implementation	Steps of implementation	Positive change(s) expected	Feasibility
Individual educational activities (e. g. trips to Zborov Castle, agricultural cooperative, Bardejov Spa, cinema, Bardejov Town, Prešov Theatre, playgrounds for children in Bardejov, ZOO in Košice, etc.)	ST – 2025	Municipal office of Zborov Community Centre United Primary School Special Primary School	Zborov and the surrounding towns and region	Define the activity as part of the activities of the CC, United Primary School or Special Primary School Determine the appropriate time and schedule Provide transport, tools and materials for the activities Apply for additional funds in order to finance the implementation	Improving the skills and competences of children and parents participating in the activities Raising awareness of children and parents about Zborov, its surrounding towns and areas, as well as about the possibilities to attend various cultural and sports events and activities	Provide sustainable financing Allocate staff and funds in order to implement the activities Ensure extra-budgetary financial resources
Children's Day	ST – 2025	Municipal office of Zborov Community Centre United Primary School Special Primary School	Community Centre Municipal event hall (culture house)	Define the activity as part of the activities of the CC or United Primary School Provide the gifts and materials Apply for additional funds in order to finance the implementation	Improving the quality of life of people living in the community	Allocate staff and appropriate premises in order to implement the activity

Task	Short-term/ medium-term/ long-term objective	Person responsible for implementation and monitoring	Place of implementation	Steps of implementation	Positive change(s) expected	Feasibility
St. Nicholas Day	ST – 2025	Municipal office of Zborov Community Centre United Primary School Special Primary School	Community Centre Municipal event hall (culture house)	Define the activity as part of the activities of the CC or United Primary School Provide the gifts and materials Apply for additional funds in order to finance the implementation	Improving the quality of life of people living in the community	Allocate staff and appropriate premises in order to implement the activity
Christmas workshops (baking and making Christmas decorations)	ST – 2025	Municipal office of Zborov Community Centre	Community Centre	Define the activity as part of the activities of the CC Provide the necessary tools and materials Apply for additional funds in order to finance the implementation	Improving the quality of life of people living in the community	Allocate staff and appropriate premises in order to implement the activity

3. QUALITY ASSURANCE – MONITORING AND EVALUATION

Assuring the quality of the programmes provided, as well as the use of material and technical facilities and equipment of the premises dedicated to early childhood education and care is a prerequisite for the successful implementation of the implementation strategy. Therefore, we consider the processes of monitoring and evaluation of the implemented measures focused on children living in the municipality to be a very important factor. Also, monitoring and evaluation of quality of these measures play a crucial role in indicating further directions and possibilities for further development with regard to improving the living conditions of young children and their families in the municipality. Their satisfaction can then have a major impact on further positive demographic development in our municipality.

In order to assure the quality of the programmes provided and the measures taken, the following steps shall be taken:

- a) Setting up of a monitoring and evaluation group, which builds on the work of the local action team, and which comprises the following:
 - local PRIMOKIZ coordinator
 - representatives of the local council and the municipal office
 - pedagogues from the kindergarten and the primary school
 - representative of parents of children in their early years
 - community centre worker and field social worker
 - other experts invited ad hoc with regard to the specific programme or measure under consideration.
- b) The Monitoring and Evaluation Group monitors and evaluates:
 - the quality of projects submitted for the implementation of programmes and measures
 - adequate staffing
 - taking into account the actual needs of children in early age and their families, as well as accessibility to all
 - the state of implementation of individual measures set out in the implementation strategy
 - updating of the implementation plan as needed.

Monitoring and evaluation will take into account the following criteria:

1. Whether the target focus of the programme, project, measure corresponds to the needs of children in early age and their families.
2. Whether the programme, project, measure is likely to be sustainable in the long term in the municipality.
3. Whether the proposed and implemented programme, project, measure creates the preconditions in order to ensure that all children, parents and families can actually benefit from them.

4. Whether the proposed and implemented program, project, measure is consistent with scientific knowledge about the developmental, social, cultural, educational, and personal needs of children in early age.
5. Whether the proposed and implemented programme, project, measure meets the needs of parents and families of children in early age.
6. Whether the programme, project, measure is adequately staffed with qualified personnel, which provides services of sufficient quality.
7. Whether the proposed and implemented programme, project, measure is sufficiently inclusive and allows for an actual participation of children and their families with different social status and cultural background.
8. Whether the proposed and implemented programme, project, measure sufficiently enables children in early age to perceive themselves as independent actors and strengthens their sense of belonging and identity.
9. Whether the proposed and implemented program, project, measure sufficiently enables the involvement of parents and other adults on a voluntary basis in order to create space for strengthening of the community awareness of citizens.
10. Whether the proposed and implemented program, project, measure is sufficiently in line with the ideological, organizational and target focus of other planned and implemented projects, programs and measures for children in early age in the municipality.