

# HOW APPLICATIONS ARE REVIEWED

The Foundation is committed to transparent and thoughtful grantmaking. To support this commitment, we share the primary areas we consider during each phase of the review process.

Our review process includes Foundation staff, consultants, and family members who are passionate about investing in the workforce to increase access to high-quality early childhood education.

## PRELIMINARY SCREENING (LOI)

During the preliminary screening phase, we are primarily looking to understand:

The Strengths of the Existing Professional Development System

Competitive applicants will typically demonstrate:

- A clearly defined PD system already in place
- Multiple ongoing and coordinated supports (e.g., coaching, training, mentoring, professional learning communities)
- Alignment between professional learning and educator roles, competencies, career pathways, or advancement opportunities
- Professional learning that is ongoing, practical, and connected to educator practice
- Use of feedback and data to improve quality and effectiveness over time
- Has a clearly defined team that supports the implementation of the system

A Clear and Focused Area for Improvement

We look for organizations that can clearly explain:

- What part of their PD system they want to strengthen
- Why this area was selected
- How data, feedback, prior experience, or organizational learning informed the proposed focus

Staff and Family Voice

We are interested in how organizations:

- Gather feedback from staff and families
- Use that feedback to improve programming and professional learning systems

Alignment with the Foundation's Priorities

The includes:

- Demonstrating that at least 60% of children served are from low-income families
- Having clear approaches for collecting or calculating this information

## FULL PROPOSAL

In addition to the areas above, organizations invited to submit a full proposal will also be evaluated on:

Project Quality, Alignment, & Feasibility

We are looking for projects that:

- Have clear goals, realistic activities, and a focused scope
- Include practical implementation plans, timelines, and staffing structures
- Demonstrate thoughtful and feasible use of funding

Organizational Readiness and Capacity

Competitive proposals will typically demonstrate:

- Leadership and staffing capable of supporting implementation
- Internal systems and structures that support ongoing improvement

- Alignment between the project, staffing, timeline, and budget

#### Measuring Success and Continuous Improvement

We are interested in how organizations:

- Define and measure success
- Use data, feedback, observations, or assessment tools to understand progress

#### Alignment with Priority Populations and Communities

Additional consideration may be given to organizations that:

- Serve communities with limited access to high-quality early childhood education
- Support educators who have historically faced barriers to advancement and professional growth
- Demonstrate leadership and staffing reflective of the communities they serve
- Can share learnings with other providers and networks

### **SUPPLEMENTAL INFORMATION & SITE VISITS**

Organizations invited to the final phase will participate in additional organizational review and follow-up conversations.

At this stage, we may assess:

- Organizational and financial stability
- Board and leadership capacity
- Project feasibility and implementation readiness
- Availability of staffing, expertise, and other resources
- Ability to identify and address implementation challenges
- Long-term sustainability and future plans
- Clarity and realism of intended outcomes and success measures