



Catherine
Hershey
Schools
for early learning

Nurture. Play. Discover.

Inspired by
MILTON HERSHEY SCHOOL

Empowering Children, Strengthening Families: Measuring Outcomes of an Innovative Early Childhood Education Program

Presented at 2025 NAEYC Annual Conference

This poster session explored how the Catherine Hershey Schools for Early Learning (CHS), a subsidiary of Milton Hershey School, employs a Continuous Quality Improvement (CQI) framework to improve outcomes for children and families. This flexible and responsive approach builds excellence through empowering all staff to embrace a data-driven approach to decision-making and professional development.

Key Points

- Data literacy empowers all staff to make smart, evidence-based decisions, and use data responsibly
- CHS programs include innovations, such as on-site health services, an extended onboarding program, and a Family Success model
- CQI uses data to spotlight programmatic strengths, pinpoint growth areas, test new ideas for improvement, and embed successful solutions into daily practice
- Plan-Do-Study-Act cycles are repeated annually, or more frequently as appropriate
- CHS runs CQI at three different levels: Network (to improve across the network of Centers), Center (each site to improve departmental processes), and Coaching (managers with their teams at all Centers)
- Process data (showing what actions are being taken vs. what actions are expected) includes: staff/parent interviews, attendance, classroom observational data, incident reports, etc.
- Outcome data (showing whether a goal was achieved or if progress was made) includes: Behavior Rating Inventory of Executive Function (BRIEF), Teacher Rating of Oral Language (TROLL) assessment, Devereux Early Childhood Assessment (DECA), teaching quality data (e.g., CLASS 2.0), annual attendance, family satisfaction, family success data, staff retention, participation rates, etc.

Plan-Do-Study-Act



Key Takeaways

- Evidence-based decisions improve early learning outcomes
- CQI increases staff capacity, encourages professional development at all levels, and promotes community and family engagement
- Plan-Do-Study-Act is an ongoing, cyclical process that drives sustained improvement in the long term