

2015-2020 L.B.J.& C. Head Start Strategic Goals and Objectives

Healthy Lifestyles

GOAL 1: Enhance child, family, and staff's understanding of the importance of incorporating and maintaining a healthy lifestyle.

Objective 1.1 Educate staff and parents on the importance of good nutrition and the negative effects of being overweight.

Time Frame: Annually

Responsible Person(s): Child Nutrition Specialist; Child Health Specialist; Parent/Family Engagement Specialist; Early Childhood Education & Professional Development Manager

Action Steps:

- 1.1.a. Analyze available resources for nutrition information and the effects of being overweight.
- 1.1.b. Continue to train staff and implement the nutrition curriculum resources, such as Be Choosy, Be Healthy, Color Me Healthy, and I Am Moving, I Am Learning (IMIL).
- 1.1.c. Educate and increase parents' knowledge by written information, parent meetings, etc.
- 1.1.d. Educate staff on the importance and benefits of good nutrition.
- 1.1.e. Train staff to work with parents on sensitive subjects, re: overweight families.

Objective 1.2 Develop a proactive approach to help decrease childhood obesity.

Time Frame: Annually

Responsible Person(s): All staff

Action Steps:

- 1.2.a. Utilize Be Choosy, Be Healthy and other nutrition curriculums in the classroom.
- 1.2.b. Utilize IMIL in the classroom.
- 1.2.c. Complete the HEN28-Nutrition Services Follow-up form with parents on children who are above 85% BMI.
- 1.2.d. Incorporate moderate to vigorous activities on a daily basis.

Objective 1.3 Broaden the health outcomes for Head Start children, families, and staff by increasing levels of awareness of the effects of household tobacco use.

Time Frame: Annually

Responsible Person(s): Child Health Specialist; Parent/Family Engagement Specialist; Family Engagement Staff

Action Steps:

- 1.3.a. Educate and increase awareness of the health consequences of tobacco use.
- 1.3.b. Provide families information on reducing children's exposure to secondhand smoke.
- 1.3.c. Provide resources to families and staff on tobacco cessation providers.

Professional Growth and Development

GOAL 2: **Recruit and retain highly qualified staff and provide them with ongoing professional development opportunities and experiences to continuously improve the quality of services to children and families.**

Objective 2.1 Achieve the target of 100% of L.B.J.& C. teachers with a Bachelor Degree in Early Childhood Education/Child Development.

Time Frame: Annually

Responsible Person(s): Early Childhood Education & Professional Development Manager

Action Steps:

2.1.a. Assist staff in the development of class schedules each semester, develop semester schedule plans, and aid in staff enrollment.

2.1.b. Track all educational credentials and attainment using data entry/management system.

Objective 2.2 Develop Professional Growth Plans with all staff.

Time Frame: Annually

Responsible Person(s): Early Childhood Education & Professional Development Manager

Action Steps:

2.2.a. Develop or update professional development plan with each staff member.

2.2.b. Assist staff in achievement of their goals using a variety of techniques and resources.

Objective 2.3 Offer at least 15 hours of in-service training annually.

Time Frame: Annually

Responsible Person(s): Early Childhood Education & Professional Development Manager

Action Steps:

2.3.a. Utilize annual Training Plan to schedule training.

2.3.b. Assure employee participation in training relevant to individual Professional Development Plan.

2.3.c. Document and track all employee participation in training.

School Readiness

GOAL 3: Continue to promote school readiness in the children we serve.

Objective 3.1 Review school readiness goals to ensure continued alignment with the Head Start Child Development and Early Learning Framework, local school requirements, and State early learning standards.

Time Frame: Annually

Responsible Person(s): Early Childhood Education & Professional Development Manager

Action Steps:

3.1.a. Utilize Assessment Technology Incorporated's Galileo Pre-K Program in aligning the Head Start Child Development and Early Learning Framework and State early learning standards.

3.1.b. Identify our local school readiness goals by utilizing our local education agencies.

3.1.c. Ensure that all stakeholders understand alignment.

Objective 3.2 Continue to implement research-based curriculum, ongoing child assessment, and intentional instruction reflective of school readiness goals.

Time Frame: Annually

**Responsible Person(s): Early Childhood Education & Professional Development Manager;
Early Literacy Mentor-Coaches; Teaching Staff**

Action Steps:

3.2.a. Train staff.

3.2.b. Identify child goals.

3.2.c. Implement curriculum and intentional instruction-based on child goals.

3.2.d. Work with parents and families.

Objective 3.3 Continue to track progress toward school readiness goals.

Time Frame: Annually

**Responsible Person(s): Early Childhood Education & Professional Development Manager;
Early Literacy Mentor-Coaches; Teaching Staff**

Action Steps:

3.3.a. Build a system to manage data.

3.3.b. Analyze data by child, classroom, and agency.

3.3.c. Report data to staff, families, governing bodies, and other stakeholders.

3.3.d. Implement program improvement plans.

Objective 3.4 Establish memoranda-of-agreement (MOAs) with local elementary schools to receive information about how their children score on kindergarten readiness assessments.

Time Frame: 2015, 2016, 2017

**Responsible Person(s): Management Staff; Early Childhood Advisory/School Readiness
Leadership Team**

Action Steps:

3.6.a. Develop memoranda-of-agreement (MOAs).

3.6.b. Arrange and meet with local education agencies to sign MOAs.

3.6.c. Receive the scores on kindergarten readiness assessments.

3.6.d. Aggregate and analyze data received from local education agencies.

3.6.e. Develop improvement plans, as needed, to address school readiness goals.

Objective 3.5 Create unique identifiers that are coordinated with K-12 systems to allow tracking children's progress beyond Head Start.

Time Frame: 2015, 2016

Responsible Person(s): Management Staff; Early Childhood Advisory/School Readiness Leadership Team

Action Steps:

3.7.a. Obtain information from the State Early Childhood Education Advisory Committee.

3.7.b. Identify K-12 team members.

3.7.c. Arrange and attend joint meeting with Head Start and appropriate K-12 personnel.

3.7.d. Develop a plan.

3.7.e. Implement plan.

Parent, Family, and Community Engagement

GOAL 4: Enhance parent, family, and community engagement by providing services and training, and strengthening linkages with community resources to address families' needs and goals.

Objective 4.1 Provide updated and current Community Resource Booklets for each county in the L.B.J. & C. Head Start service area to inform recipients of resources available in the community.

Time Frame: Annually

Responsible Person(s): Parent/Family Engagement Specialist

Action Steps:

4.1.a. Utilize staff in each Center to update community resource booklets.

4.1.b. Utilize newspapers, other forms of media, and community partners to assist in identifying additional community resources.

4.1.c. Continue to share Community Resource booklets with all stakeholders.

4.1.d. Continue to utilize Community Resource booklets to link families to service providers to support them in meeting their Identified Needs and/or Family Partnership Goals.

Objective 4.2 Increase participation and levels of involvement by broadening and expanding L.B.J. & C. Head Start's Fatherhood Initiative.

Time Frame: Annually

Responsible Person(s): Parent/Family Engagement Specialist

Action Steps:

4.2.a. Gain insight from fathers utilizing the PI110-Father/Male Involvement Survey.

4.2.b. Compile the PI110-Father/Male Involvement Survey to determine fathers/involved males' interests that could be effectively incorporated into the program.

4.2.c. Challenge fathers to be more involved.

4.2.d. Encourage fathers/male role models to read a book or tell a story in their primary language.

Objective 4.3 Broaden the L.B.J. & C. Head Start Healthy Marriage Initiative by increasing levels of awareness and implementing new strategies.

Time Frame: Annually

Responsible Person(s): Parent/Family Engagement Specialist

Action Steps:

4.3.a. Continue to train staff on healthy marriages.

4.3.b. Offer parents workshops/information on Healthy Marriages.

4.3.c. Offer parents resources on pre-marriage and marriage counseling.

Objective 4.4 Maintain and strengthen L.B.J. & C. Head Start's initiative to support relatives as caregivers.

Time Frame: Annually

Responsible Person(s): ERSEA/Transition Specialist; Parent/Family Engagement Specialist

Action Steps:

4.4.a. Collect the number of relatives as caregivers within each Center.

4.4.b. Share Relatives as Caregivers Support Group dates with parents.

4.4.c. Provide comprehensive community resource booklets.

4.4.d. Attend Relative as Caregivers meetings, and invite them to our advisory meetings.