



L.B.J.& C. Head Start 2024-2029 Strategic Plan



Vision

L.B.J.& C. Head Start's vision is to be a model program by collaborating internally and partnering externally with the community to measurably improve the school readiness skills of children that will strengthen our families and communities.

Mission

L.B.J.& C. Head Start's mission is to partner with the family and community to help children and families prepare for school.

Motto

..."it takes a village to raise a child..."

Philosophy

L.B.J.& C. Head Start believes that all children and their families share certain needs and can benefit from a comprehensive child development program. High quality services will enable children to achieve school readiness and success in life. We will succeed with involvement and commitment on the part of everyone: parents, employees, concerned citizens, local education agencies, and organizations in the community.

Distinctive Competencies

Since its inception in 1965, the success of Head Start has been grounded in general values. These values frame all our work, whether our focus is on optimizing child health, enhancing our facilities, assessing our communities, pursuing strategic goals - or creating, expanding and enriching school readiness initiatives.



Core Values:

Comprehensive Services: Head Start is not only an early childhood program, nor is it only a health, social services or parent engagement program. It is all of these and more. We believe that significant positive changes in the lives of young children happen only when they and their families receive an array of services and opportunities that are individualized, strength-based and multi-faceted.

A Focus on the Whole Child: This oft-used concept has new life when we remember that children are creators, thinkers, movers, feelers, and doers. Program experiences and the child assessment tools we use to shape those experiences must focus on all developmental domains: cognitive-language, social, emotional, and physical.

Parent Engagement: Head Start values parents as the first and most important teachers of their children, knowing that children develop to their fullest potential when they are loved, nurtured and supported by all the significant adults in their lives. Head Start relies on the strengths and knowledge of parents throughout the program.

Governance: Effective program oversight, accountability, and leadership, through which parents, agency leadership, other staff, and community members work, ensures the provision of quality program services in keeping with Federal regulations.

Collaboration: Head Start originated as a Federal to local community-based program and local partnerships with agencies and institutions continue to contribute to our success. Collectively, we shape and continuously improve services to children and families.

Professional Development: Empowering all staff through an array of training and educational experiences is a vital component of program improvement efforts. Professional development underscores Head Start's commitment to providing services of the highest quality and developing local leadership and advocates for vulnerable children and their families.

Diversity: The unique and special contributions of each child, family, community, and staff are celebrated throughout our programs. Head Start remains a place where individuals of different ethnic, racial, religious, educational, and experiential backgrounds pool their talents on behalf of children and families.

Continuous Quality Improvement: Head Start stands as a model for excellence in early childhood and human service fields by engaging in data-driven decision-making, embracing evidence-based practices, and consistently seeking to excel in the pursuit of excellence.

2024-2029 L.B.J.& C. Head Start Strategic Goals and Objectives

GOAL 1:	L.B.J.& C. Head Start will expand their scope of services to include serving low-income pregnant women, infants and toddlers by offering Early Head Start in communities that have the greatest need.
Time Frame	05/01/2024-04/30/2029
Responsible Staff	All Staff
Objective 1.1	By the end of year 1, the program will identify the areas and facilities that will operate EHS.
Objective 1.2	In year 2, the program will develop a staffing strategy and EHS budget.
Objective 1.3	By the end of year 3, the program will submit the conversion request/competitive application.
Objective 1.4	By the end of year 4, the program will implement the EHS program.
GOAL 2:	L.B.J.&C. Head Start will develop and implement a comprehensive Trauma-Informed Care Plan to address and decrease the traumatic experiences of young children while developing resilience through positive support and intervention.
Time Frame	05/01/2024-04/30/2029
Responsible Staff	TIC Taskforce, Mental Health Contractors/Partners, All Staff
Objective 2.1	Develop a framework and program-wide training model to address trauma-informed care.
Objective 2.2	Develop a systemic training model and employ full implementation of the Trauma-informed Care plan.
Objective 2.3	Create measures to promote social-emotional well-being, ensure data collection and maintain program monitoring using evaluations.
Objective 2.4	Establish family-based communication, as well as, develop mental health practices and supports to promote positive outcomes.
GOAL 3:	L.B.J.&C. Head Start will work with community partners to assist unemployed or underemployed parents access employment and support services to succeed in the labor market.
Time Frame	05/01/2024-04/30/2029
Responsible Staff	Parent/Family Engagement Specialist, ERSEA Specialist, Family Engagement Staff
Objective 3.1	Develop MOUs with at least 5 key community partners that have the capacity to offer employment services, on-the-job training (OJT), and apprenticeships.
Objective 3.2	A point of contact will be identified at each local American Job Center (AJC) to assist parents with employment services.
Objective 3.3	Information about available employment services, educational opportunities, and community resources will be provided to all parents.
Objective 3.4	Partner with DOL to host a career fair exclusively for Head Start parents, where 25% of attendees will obtain employment and/or enroll in school/vocational program.
Objective 3.5	By the end of year 5, the program will evaluate the effectiveness of the strategies put in place to decrease the unemployment rate of HS parents by 25%

