

Cheaha Regional Head Start Five Year Goals and Objectives 2023-2028

Program Goal 1: Transitions

CRHS will strengthen policies and practices that ensure children experiencing transitions are smooth and effective.

Objective	Action Plan	Who	By When	Financial Supports	Data tools or methods for tracking progress
<p>Objective 1: Home to the center setting Increase children’s familiarity with the center setting, including the classroom, school environment, and their new teachers. Increase the educators’ familiarity with individual children and build a relationship with the child and family.</p>	<ol style="list-style-type: none"> 1. During home visits teachers will share pictures of the classroom and center. 2. Discuss the functions of the classroom with the child and parent during home visits and leave pintables. 3. Share the daily classroom schedule for the family to start discussing a typical day prior to enrollment. And leave pintables. 4. Parent Orientation and Parent Training to increase relationships with the teachers and parents. 5. Encourage and provide more parent involvement activities in the classroom and the center to increase relationships among parents and staff. 	<ul style="list-style-type: none"> • Center Directors • Teachers • Education Manager 	Beginning in August 2023 and on-going	None	<ul style="list-style-type: none"> • Parental Input (survey) • Teacher Input (survey) • Both surveys will be conducted after the initial opening date for each program year • Home Visit forms • Sign in sheets from parent orientation and parent trainings • Volunteer sheets from parent volunteering
<p>Objective 2: Between age-groups, centers, or program settings Increase center activities and opportunities for children to become familiar with other parts of the center and center staff. Conduct transition meetings with the family prior to</p>	<ol style="list-style-type: none"> 1. Devise transition team to provide information to receiving classroom/center prior to transition 2. Provide activities and events throughout the year to familiarize children to other age-group classrooms and teachers 	<ul style="list-style-type: none"> • Center Directors • Teachers • Education Manager • Family Advocates 	Beginning in August 2023 and on-going	None	<ul style="list-style-type: none"> • Sign in sheet and/or notes from transition meeting • Documentation of transition activities on the lesson plan • End of the year transition survey

<p>transition from classroom, program, or site.</p>	<ol style="list-style-type: none"> 3. Involve children in activities that include other classrooms in the center 4. Orient parents to other age-group classrooms prior to transitions and encourage them to volunteer in those classrooms 				
<p>Objective 3: Between center settings and Kindergarten settings Increase activities focusing on Kindergarten transition and provide more opportunities for parents to connect with the school environment and personnel.</p>	<ol style="list-style-type: none"> 1. Host yearly Kindergarten summit for all parents of children going to kindergarten 2. Provide take home materials for children going to Kindergarten 3. Invite school personnel to the centers for events and volunteer activities 4. Participate in Kindergarten Registration at each elementary school in our counties and strengthen our partnerships 5. Participate in Kindergarten field trips 6. Adjust the lunch mealtime experience to look more like the experience at the elementary school 7. Be aware of and refer parents to Kindergarten workshops in the community. 	<ul style="list-style-type: none"> • Head Start Director • Education Manager • PFCE Staff • Family Service Staff 	<p>Beginning in August 2023 and on-going</p>	<p>Cost of materials to host trainings and purchase back packs</p>	<ul style="list-style-type: none"> • Verification documentation of meetings/field trips

Program Goal 2: Family Engagement

CRHS will provide more opportunities for families to engage in the centers, attend trainings, serve on boards/committees, and engage within their communities.

Objective	Action Plan	Who	By When	Financial Supports	Data tools or methods for tracking progress
<p>Objective 1: The program will provide at least 10 workshops each year that address parenting skills, child development or parental stress utilizing the <i>Conscious Discipline Parenting Curriculum and the Frog Street Family Connections</i></p>	<p>CRHS PFCE Specialist will be trained to be facilitators and will conduct the <i>Conscious Discipline Parenting Curriculum</i> training monthly</p>	<ul style="list-style-type: none"> • PFCE Specialist • Center Directors • Family Advocates 	<p>Monthly, beginning September of each program year</p>	<ul style="list-style-type: none"> • Cost of parenting curriculum • On-going professional development training • Advertisement of meetings 	<ul style="list-style-type: none"> • Schedule of parent training sessions • Attendance sheets
<p>Objective 2: CRHS will have parental representation from each site to serve on School Readiness Committees, Self-Assessment Committees, and other committees. Participation will increase each year for each site.</p>	<p>Center directors will advertise the sessions through verbal communication, flyers, emailing and texting.</p> <p>Each center will develop and initiate a series of incentives for parent participation</p>	<ul style="list-style-type: none"> • Education Manager • Center Directors • Family Advocates 	<p>Yearly, by end of program year</p>	<p>Cost of incentives</p>	<ul style="list-style-type: none"> • Parent training attendance sheets • Annual Parent Survey

<p>Objective 3: CRHS will plan, implement, and participate in more activities and committees within the communities and advocate for parents to engage in the program and the community. CRHS will have parent participation from each center participate in community events and join community organization.</p>	<p>Head Start Family Service Staff will collaborate with community partners to coordinate events and schedule parents to assist in events.</p> <p>Head Start staff will invite parents to attend community meetings, events, and encourage them to join and participate in their committees/boards.</p>	<ul style="list-style-type: none"> • All Head Start Staff 	<p>On-going</p>	<p>Cost of materials, incentives, and travel</p>	<p>Participant Sign in Sheets</p>
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Program Goal 3: Professional Development

CRHS will increase employee retention by evaluating, educating, and responding to employee wellness concerns within the program.

Objective	Action Plan	Who	By When	Financial Supports	Data tools or methods for tracking progress
<p>Objective 1: CRHS will support employee challenges timely and effectively</p>	<p>Utilization of the Professional Development/Mentor Coach will ensure that the concerns of the staff or the needs identified are met timely</p>	<ul style="list-style-type: none"> • PD/Mentor Coach • Education Manager • Center Director • Head Start Director 	<p>On-going</p>	<p>Cost of training/materials if need is identified for staff</p>	<ul style="list-style-type: none"> • Regular Coaching visits and Professional Development Needs Plan
<p>Objective 2: CRHS will improve employee break policies</p>	<p>Schedule support staff at centers to ensure teaching staff receive breaks.</p>	<ul style="list-style-type: none"> • All Management Staff • Head Start Director • Center Directors 	<p>On-going</p>	<p>\$250.00 per center</p>	<ul style="list-style-type: none"> • Center Director and Employee Feedback

Program Goal 4: Social and Emotional Development

CRHS will partner with parents, community agencies, collaborative partners to educate staff and parents on positive discipline techniques, effects of adverse family environments, challenging behaviors, and social emotional wellbeing both directly and indirectly.

Objective	Action Plan	Who	By When	Financial Supports	Data tools or methods for tracking progress
<p>Objective 1: CRHS will ensure parents are an immediate integral part of the child’s social and emotional plan.</p>	<p>CRHS will revise and implement policies on concerning and challenging behaviors to ensure families are activated as part of the child’s social emotional team immediately in effort to support concerns and challenges.</p>	<ul style="list-style-type: none"> • Head Start Director • Education Manager • Center Directors • Teachers 	<p>On-going</p>	<p>Any materials or training costs</p>	<p>Documentation from teachers and Center Director</p>
<p>Objective 2: CRHS will provide environments that support social and emotional well being providing structure and limitations to decrease the number of challenging behaviors in the classroom.</p>	<p>CRHS will purchase more materials and implement more techniques that support structure and routine, and limits.</p>	<ul style="list-style-type: none"> • Education Manager • Head Start Director 	<p>On-going</p>	<p>Costs of materials or training costs</p>	<p>Observations by Center Directors, Education Manager, PD/Coach</p>

Program Goal 5: Math and Science

CRHS will enhance its educational services to improve the Math and Science skills of enrolled children to maximize their potential to enter kindergarten with a solid foundation for Math and Science success.

Objective	Action Plan	Who	By When	Financial Supports	Data tools or methods for tracking progress
<p>Objective 1: CRHS will expand the number of math and science experiences indoors and outdoors in the EHS and HS programs.</p>	<p>CRHS will purchase math and science materials to expand these experiences indoors and outdoors.</p> <p>Educational staff will receive more training in math and science activities for indoor and outdoor experiences.</p> <p>PD/Coach will assist teachers with broadening their lessons on math and science.</p>	<ul style="list-style-type: none"> • Head Start Director • Education Manager • Center Directors • Teachers • PD/Coach 	<p>On-going</p>	<p>Cost of materials and training.</p>	<p>Assessment data Lesson plans</p>
<p>Objective 2: CRHS will introduce and educate families on the importance of early math and science concepts.</p>	<p>CRHS will conduct Parent-Child events to train and model the importance of early math and science concepts, and how to incorporate these techniques at home.</p>	<ul style="list-style-type: none"> • Head Start Director • Education Manager • Center Directors • Teachers 	<p>On-going</p>	<p>Cost of materials and training</p>	<p>Training Sign In Sheets</p>