



2015-2019

Goals



Long-range Goals
& Objectives



School
Readiness Goals



Parent, Family
& Community
Engagement Goals



Original Report: 2015 Revised Report: 2016



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YEAR 1

Long-range Goals & Objectives

Harris County Department of Education Head Start 2014-2015

Long-range Goal 1 Ensure quality facilities for all Head Start centers

Short-term Objectives

- a) Begin the process to find a new location for Tidwell Head Start
- b) Improve safety of facilities with entry access and camera systems

Expected Impact

- Serve a larger capacity of students
- Provide services in underserved areas
- Ensure safe and healthy environments
- Secure monies for renovation of space

Measure/Progress

Measure

- Child care licensing inspection report
- Contracts/licenses/permits obtained
- Ground-breaking
- Ribbon-cutting
- Monitor budget

Progress

- Policy Council updates and approvals
- Board agenda items and approvals

Outcome

- a) Tidwell Head Start new location identified
- b) Security systems at 8 locations

Long-range Goal 2 Improve in efficiency of collecting and utilizing program data

Short-term Objectives

- a) Transition to new ChildPlus
- b) Establish framework for personnel and facilities database

Expected Impact

- Improve tracking and reporting of child/family data
- Improved self-assessment process
- Improve ongoing monitoring outcomes
- Improve the amount and quality of information in the annual report

Measure/Progress

Measure

- CCL inspection reports
- Ongoing monitoring series reports

Progress

- Management team meeting
- Self-assessment

Outcome

- a) Transitioned to ChildPlus
- b) Framework established

Long-range Goal 3 Teach and enhance families' knowledge about the impor- tance of reading together to support their children's academic success

Short-term Objectives

- a) Increase attendance at Read and Rise trainings – measure 2016
- b) Support home libraries through the REAL SuperMENTor program (In progress)

Expected Impact

- Provide families with hands-on strategies for building literacy skills
- Increase parent's peer to peer connections with other adults in the program
- Families guide and promote everyday learning in their center and home
- Increase the number of books in the home

Measure/Progress

Measure

- Parent participation in Read and Rise training
- Parent's feelings about their role as their child's first teacher

Progress

- Family attendance
- Positive feedback from parent surveys

Outcome

- a) Attendance increased by 3% in 2016
- b) Each child received books to support a home library



YEAR 2

Long-range Goals & Objectives

Harris County Department of Education Head Start 2015-2016

Long-range Goal 1 Ensure quality facilities for all Head Start centers

Short-term Objectives

- a) Identify possible locations for the Tidwell Head Start
- b) Complete installation of entry access and camera systems

Expected Impact

- Serve 57-60 students in Deer Park
- Improve school readiness for children, families and the community in Deer Park
- Have safer and more secure facilities
- Establish partnerships in the Deer Park and Pasadena communities

Measure/Progress

Measure

- Ongoing monitoring series reports
- Child outcome data

Progress

- Child care licenses
- Number of centers with security system

Outcome

- a) In the process of acquiring a license for Tidwell Head Start
- b) Security system at 9 locations

Long-range Goal 2 Increase efficiency and effectiveness of program leadership and operations

Short-term Objectives

- a) Strengthen Head Start orientation plans
- b) Use technology to provide on demand training for staff
- c) Provide leadership development training for all Managers
- d) Implement personnel and facilities database

Expected Impact

- Increase retention of new employees
- Prepare new hires for success
- Improve management and leadership skills
- Increase conflict resolution skills
- Strengthen center-based management teams

Measure/Progress

Measure

- Staff turnover
- Improved staff morale

Progress

- Lower turnover
- Staff satisfaction survey

Outcome

- a) Orientation and onboarding plan in progress
- b) Implementing on demand training with articulate
- c) Planned for 2016-2017
- d) Exploring solutions

Long-range Goal 3 Strengthen and expand relationships with other programs, independent school districts, charter school, child care centers, and colleges and universities in the community

Short-term Objectives

- a) Establish partnerships that support the goals of the program
- b) Establish partnerships that provide specialized training to staff
- c) Establish partnerships with colleges and universities that will allow HCDE to utilize the talent of internship or student field placements
- d) Establish partnerships with community-based programs to develop coordinated services to children and families

Expected Impact

- Increase resources for the program
- Make way for innovations in the program
- Provide a wider range of services and resources to children and families

Measure/Progress

Measure

- Program volunteers
- Community participation

Progress

- In-kind
- Memorandums of understanding

Outcome

- a) Achieved
- b) Initiated
- c) Will have an Education Pioneer work with program summer 2016
- d) Established MOUs



YEAR 3

Long-range Goals & Objectives

Harris County Department of Education Head Start 2016-2017

Long-range Goal 1 Ensure quality facilities for all Head Start centers

Short-term Objectives

- a) Identify and work to acquire a new location for Coolwood Head Start

Expected Impact

- Provide a more effective early childhood center for services to children and families
- Improve the quality of services to children and parents
- Provide a positive and attractive work environment for staff

Measure/Progress

Measure

- Identify a site

Progress

- Child care licenses

Long-range Goal 2 Increase community awareness of HCDE Head Start as a leader in early childhood education

Short-term Objectives

- a) Participate in local and statewide organizations to be a voice for low-income, high risk children
- b) Provide training at Head Start and Early Childhood Conferences
- c) Participate in planning for Early Childhood Conferences
- d) Facilitate networking and planning with other Head Start programs

Expected Impact

- Recognition of program expertise in early childhood
- Opportunity for staff to network and learn from others
- Awareness of staff expertise

Measure/Progress

Measure

- Number of early childhood conferences and committee involvements
- Number of presentations by Head Start staff

Progress

- Requests to attend
- Training evaluations

Long-range Goal 3 Program will demonstrate at or above the national average in each area of the CLASS Assessment domains

Short-term Objectives

- a) Ensure that all Assistant Center Managers and Education and Special Services staff are CLASS reliable
- b) Provide Train the Trainer CLASS Reliability on an annual basis
- c) Develop and implement a mentor/coach model using the CLASS scoring instrument

Expected Impact

- Engaging and warm interactions between teachers and children
- Classroom communities that promote children's decision making and leadership abilities
- Children will develop higher-order thinking and cognitive skills
- Support of all school readiness goals

Measure/Progress

Measure

- Ongoing monitoring CLASS tool
- Federal monitoring review CLASS tool

Progress

- Ongoing monitoring CLASS scores
- Federal monitoring review CLASS scores



YEAR 4

Long-range Goals & Objectives

Harris County Department of Education Head Start 2017-2018

Long-range Goal 1 Program will strengthen the parent financial literacy training component and implement it consistently across all centers

Short-term Objectives

- a) Establish partners to support financial literacy training
- b) Provide staff development on financial literacy
- c) Integrate financial literacy in parent connection

Expected Impact

- Enhanced family well-being
- Parents will learn about budgeting and how to set goals toward financial stability
- Families operate as lifelong learners

Measure/Progress

Measure

- Parent satisfaction

Progress

- Evaluations

Long-range Goal 2 Increase community awareness of HCDE Head Start as a leader in early childhood education

Short-term Objectives

- a) Participate in local and statewide organizations to be a voice for low-income, high risk children
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- c) Participate in planning for Early Childhood Conferences
- d) Facilitate networking and planning with other Head Start programs

Expected Impact

- Recognition of program expertise in early childhood
- Opportunity for staff to network and learn from others
- Awareness of staff expertise

Measure/Progress

Measure

- Number of early childhood conferences and committee involvements
- Number of presentations by Head Start staff

Progress

- Requests to attend
- Training evaluations

Long-range Goal 3 Improve the availability of Early Head Start Services in Northeast Harris County

Short-term Objectives

- a) Seek opportunity to access funds for Early Head Start expansion

Expected Impact

- Provide needed early childhood services for infants and toddlers in the community

Measure/Progress

Measure

- Receiving funding for Early Head Start slots

Progress

- Grantee numbers





YEAR 5

Long-range Goals & Objectives

Harris County Department of Education Head Start 2018-2019

Long-range Goal 1 Improve the availability of Early Head Start Services in Northeast Harris County

Short-term Objectives

- a) Continue to seek opportunity to access funds for Early Head Start expansion

Expected Impact

- Provide needed early childhood services for infants and toddlers in the community

Measure/Progress

Measure

- Receiving funding for Early Head Start slots

Progress

- Grantee numbers

Long-range Goal 2 Compete for the Area 1 Head Start Competitive Grant

Short-term Objectives

- a) Make application for the competitive grant
- b) Receive the grant for Area I Head Start

Expected Impact

- Continue to provide high quality Head Start services to the children and families of Area I Head Start

Measure/Progress

Measure

- Receiving award for Area I Head Start

Progress

- Award letter
- Grantee numbers





School Readiness Goals

Harris County Department of Education Head Start

DOMAIN Physical Development and Health

EARLY HEAD START

School Readiness Goal

Children will develop control of large muscles for movement, balance, and navigation and fine muscles for exploration and manipulation.

Data Gathering Measures

- Frog Street Infant and Toddler Development Checklist
- Portfolio collection
- Staff observations
- Anecdotal notes
- Parental feedback

Data Sources

- Overall achievement of developmental milestones in Physical Well-Being and Motor Development

HEAD START

School Readiness Goal

Children will demonstrate increased gross and fine motor skills.

Data Gathering Measures

- Frog Street Press Online Assessment (FSP-A)
- Staff observations
- Anecdotal notes
- Parental feedback

Data Sources

- FSP - An overall average gross motor subtest score
- FSP - An overall average fine motor subtest score

DOMAIN Social Emotional Development

EARLY HEAD START

School Readiness Goal

Children will develop trust and security in relationships with adults and peers.

Data Gathering Measures

- Frog Street Infant and Toddler Development Checklist
- Portfolio collection
- Staff observations
- Anecdotal notes
- Parental feedback

Data Sources

- Overall achievement of development milestones in Social and Emotional Development

HEAD START

School Readiness Goal

Children will increase their ability to express age appropriate behavior with peers and adults by following the rules, paying attention, and regulating their behaviors.

Data Gathering Measures

- Frog Street Press Online Assessment (FSP-A)
- Staff observations
- Anecdotal notes
- Parental feedback

Data Sources

- FSP - An overall average social emotional subtest score questions
 - o 2
 - o 5
 - o 6
 - o 11

DOMAIN Approaches to Learning

EARLY HEAD START

School Readiness Goal

Children will demonstrate interest, curiosity, and eagerness in exploring the environment.

Data Gathering Measures

- Frog Street Infant and Toddler Development Checklist
- Portfolio collection
- Staff observations
- Anecdotal notes
- Parental feedback

Data Sources

- Overall achievement of development milestones in Approaches to Learning

HEAD START

School Readiness Goal

Children will increase their ability to stay focused, interested, and engaged in activities that support positive outcomes all domains by asking questions, solving problems, maintaining focus, and playing with peers.

Data Gathering Measures

- Frog Street Press Online Assessment (FSP-A)
- Staff observations
- Anecdotal notes
- Parental feedback

Data Sources

- FSP - An overall average approaches to learning subtest score questions
 - o 1
 - o 4
 - o 7
 - o 8

DOMAIN
Language and Literacy
Development

EARLY HEAD START

School Readiness Goal

Children will develop receptive and expressive communication skills in structured language contexts.

Data Gathering Measures

- Frog Street Infant and Toddler Development Checklist
- Portfolio collection
- Staff observations
- Anecdotal notes
- Parental feedback

Data Sources

- Overall achievement of developmental milestones in language and literacy

HEAD START

School Readiness Goal

Children will have increased growth in identifying the name, symbol and sound for each letter and increased skills in rhyming and alliteration.

Data Gathering Measures

- Frog Street Press Online Assessment (FSP-A)
- Staff observations
- Anecdotal notes
- Parental feedback

Data Sources

- FSP - An overall average in the following subtest
 - o Uppercase letters
 - o Lowercase letters
 - o Rhyming
 - o Alliteration
 - o Letter sounds

DOMAIN
English Language
Development

EARLY HEAD START

School Readiness Goal

- Not applicable

Data Gathering Measures

- Not applicable

Data Sources

- Not applicable

HEAD START

School Readiness Goal

Children who are dual language learners will demonstrate an increase in English language acquisition.

Data Gathering Measures

- Frog Street Press Online Assessment (FSP-A)
- Staff observations
- Anecdotal notes
- Parental feedback

Data Sources

- FSP - An overall comparison average in all subtests for English and Spanish students

DOMAIN
Cognition and General
Knowledge

EARLY HEAD START

School Readiness Goal

Children will develop an understanding of cause and effect and apply knowledge to new situations

Data Gathering Measures

- Frog Street Infant and Toddler Development Checklist
- Portfolio collection
- Staff observations
- Anecdotal notes
- Parental feedback

Data Sources

- Overall achievement of developmental milestones in cognitive development

HEAD START

School Readiness Goal

Children will recognize one-digit numerals, identify common shapes, use the verbal ordinal terms, verbally identify without counting the number of objects from 1-5, rote count to 30, and demonstrate positional words.

Data Gathering Measures

- Frog Street Press Online Assessment (FSP-A)
- Staff observations
- Anecdotal notes
- Parental feedback

Data Sources

- FSP - An overall average in the following subtest
 - o Numeral recognition
 - o Subitize
 - o One-to-one counting





Parent, Family and Community Engagement Goals

Harris County Department of Education Head Start

PFCE Goal 1

To engage families in honest dialogue about their expectations for their children, program objectives and school readiness goals.

Outcome Family Well-being

Parents and families are safe, healthy and have increased financial security.

Activities

- Commitment Appointment
- Home Visits
- Parent/Teacher Conference
- Individualized Family Partnership Agreement (IFPA)
- Family Services Assessment

Indicators

- Parents report positive, supportive relationships with staff and that staff help them meet their goals
- Parents understand program objectives
- Parents understand the school readiness goals

Data Collection (pre, post or both)

- Parent Survey
- Family Services Assessment

PFCE Goal 2

Ensure programming and resources are available to staff and parents to strengthen parental feelings of competency and understanding of what children need to be successful in school and how the program's school readiness goals establish a foundation for future success in school.

Outcome Positive Parent-Child relationship

Beginning with transitions to parenthood, parents and families develop warm relationships that nurture their child's learning and development.

Activities

- Family Connection
- Parent Volunteering in Classrooms
- Family Services Assessment

Indicators

- Parents participate in Family Connection
- Parents volunteer at centers
- Staff complete professional development
- Parent reports gaining knowledge in the following areas:
 - Ways to support their child's learning
 - Ways to understand and respond to their children's behaviors
 - Parents to increase how often they read to their child
- Parents report increased feelings of competency

Data Collection (pre, post or both)

- Family Connection attendance
- Parent Survey
- Staff Survey
- Family Connection Evaluations
- Family Services Assessment

PFCE Goal 3

Through 80% participation in Family Connection, support parents in developing skills, attitudes and behaviors that support early literacy development at school and home.

Outcome Families as Lifelong Educators

Parents and families observe, guide, promote and participate in the everyday learning of their children at home, school and in their communities.

Activities

- Family Connection
- Providing books to build home libraries
- Family Services Assessment

Indicators

- Parents participate in Family Connection
- Parents read books in their child's classroom/participate in classroom activities
- Parents identify how Family Connection supports the program school readiness goals

Parents report:

- Increased awareness around the specific literacy needs of their children
- Understanding the positive influence of all cultures and traditions on literacy learning
- Understanding how to prepare children for reading and learning
- Feel more empowered as their child's first and most important teacher and role model

Data Collection (pre, post or both)

- Parent Survey
- Family Services Assessment
- Family Connection attendance

PFCE Goal 4

To support parents as learners by providing training that helps parents learn more about their child's social and emotional growth.

Outcome Families as Learners

Parents and families advance their own learning interests through education, training and other experiences that support their parenting, careers and life goals.

Activities

- Home Visits
- Mental Wellness staff
- Professional Staff Development
- Healthy Minds Healthy Families Conference

Indicators

- Parents complete two home visits with their child's teacher
- Parents report:
- Increased confidence in their parenting skills
 - Understanding that school readiness goals support their children's growth
 - Understanding that their engagement in Head Start supports their child's social and academic success

Data Collection (pre, post or both)

- Parent Survey
- Family Services Assessment
- Home Visit Report?

PFCE Goal 5

Staff and parents will collaborate to complete a transition plan for children moving to a new learning environment.

Outcome Family Engagement in Transitions

Parents and families support and advocate for their child's learning and development as they transition to new learning environments, including EHS to HS, EHS/HS to other early learning environments and HS to kindergarten through elementary school.

Activities

- Home Visit
- Center-based Transition Events
- Parent/Teacher Conference

- Teachers and Family Services Providers (FSP) engage parents in planning for their child's transition during Parent Meetings

Indicators

- Parents attend meetings related to transition.
- Completed transition plans are uploaded to the database.
- Centers complete a series of transition activities during the Spring semester.
- Parents report feeling ready for their child's transition to the next learning environment.

Data Collection (pre, post or both)

- Meeting Sign-in/out Sheets
- Transition Plan report

PFCE Goal 6

To provide parents with opportunities to connect with meaningful networks, peer to peer groups and volunteer opportunities in the program and community.

Outcome Family Connection to Peers and Community

Parents and families form connections with peers and mentors in formal or informal social networks that are supportive and/or educational and that enhance social well-being and community life.

Activities

- Family Connection
- Parent Committee meetings
- Parents Volunteering at Center Events
- Individualized Family Partnership Agreements (IFPA)
- Family Services Referrals

Indicators

- Parents participate in Family Connection
- Parents participate in Parent Committee meetings.
- FSPs support parents to make connections through the IFPA process.
- FSPs provide parents with referrals that support making connections.
- Parents report connecting to networks, participating in peer groups or volunteering in the program and/or community.

Data Collection (pre, post or both)

- Family Connection attendance
- Parent Committee meeting attendance
 - Number of parent volunteer hours
 - IFPA report
 - Family Services Referral report
 - Family Services Assessment
 - Parent Survey

PFCE Goal 7

In partnership with families, organize and implement at least two advocacy activities identified by the Parent Committee group or the Policy Council.

Outcome Family as Advocates and Leaders

Parents and families participate in leadership development, decision-making, program policy development or in community and state organizing activities to improve children's development and learning experiences.

Activities

- Share opportunities for advocacy in the program and community during Parent Committee/Policy Council meetings
- Solicit parent interest in advocacy activities during Parent Committee/Policy Council meetings
- Support Staff to mentor parents to carry out advocacy activities
- Center events

Indicators

- Parents identify and participate in two advocacy activities
- Staff assist parents to organize and implement activities

Data Collection (pre, post or both)

- Parent Committee Meeting minutes
- Policy Council Meeting minutes
- Parent attendance at meetings and events
- Parent Survey
- Event Photos



“HCDE Head Start is committed to school readiness
for children, families and the community.

We will use program data to evaluate our progress,
identify program improvements and drive continuous
improvement. Through partnerships with families
and community partners, we will work to achieve
lasting change for families and the program.”

VENETIA L. PEACOCK
Head Start Senior Director



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