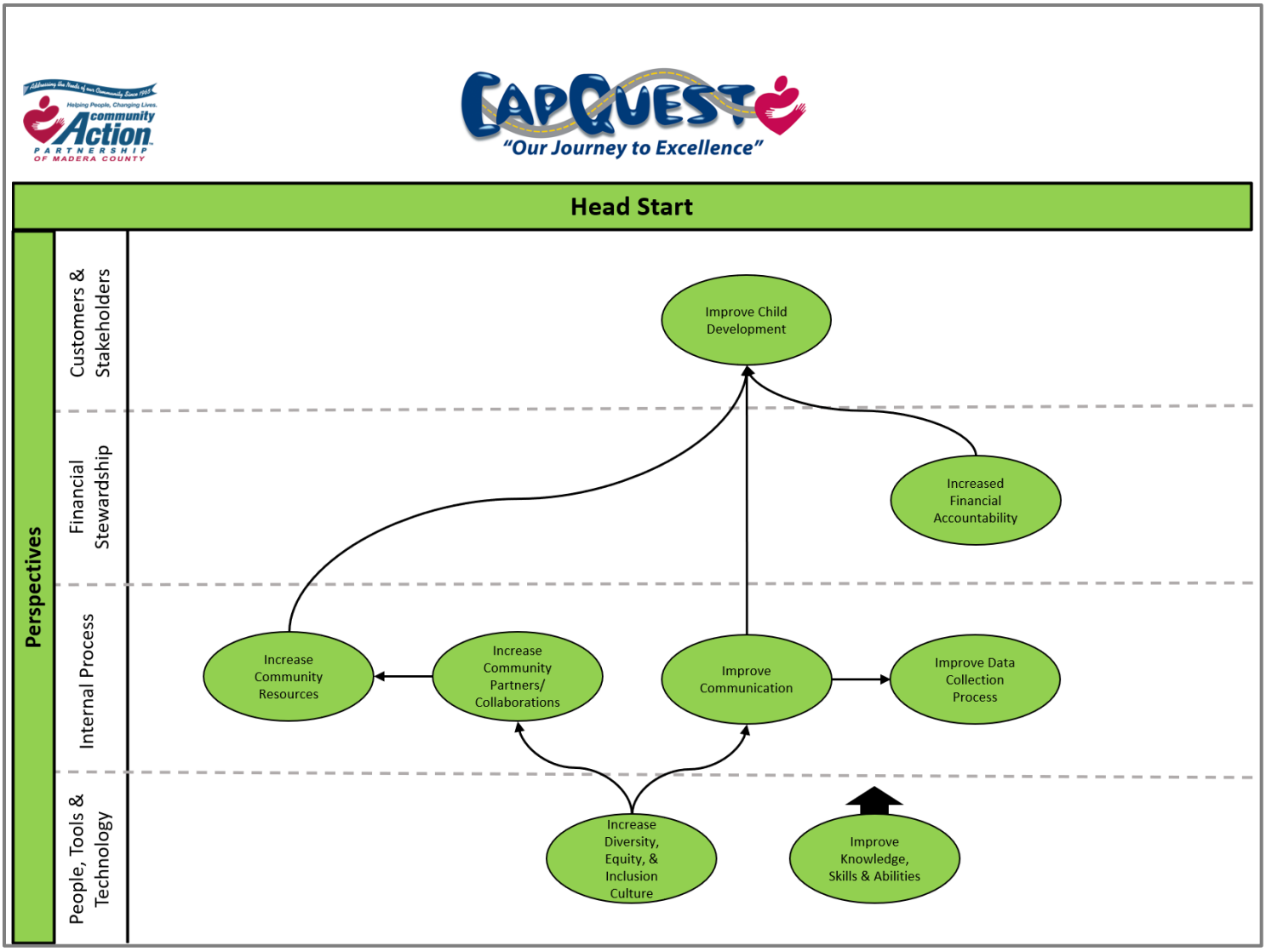
Head Start / Early Head Start Program Objectives



Head Start Goals, Initiatives, and Measures

OBJECTIVE COMMENTARY	OWNER	INITIATIVES	MEASURES	2024 STATUS
Strengthen employee engagement by providing professional development, recognition, and wellness opportunities.	Head Start	Utilizing the Coaching Corner Newsletter to provide recognition to staff and professional opportunities. Plan a yearly event to provide an opportunity to recognize/acknowledge staff's accomplishments. Utilize the Training Needs Assessment data to develop annual trainings for all Head Start staff that include cultural awareness, diversity, equity, inclusion, family services data (family assessments, goals, and parent curriculum), ACES, child outcome data, curriculum, leadership, and time management,	Collect information regarding outstanding work from staff/center to recognize monthly. End of the season event will be planned to celebrate accomplishments with staff. Events will be yearly RHS – May Madera MHS – February Fresno MHS - November Each program will have a Training plan developed at the start of each program year (March, June, and September) based on results from Trainings Needs Assessment. At least 85% of staff will participate on all trainings by the end of each program year (February, May, August). **Update:** Coaching Corner: A monthly issue is developed and deployed the first week of every month, topics include staff recognition, training opportunities, and highlights from	

			center activities. Monthly issues will be posted on CAPMC's Viva Engage Yearly Event: Events are taking place at the end of each program year's season. Training Plan: A variety of training topics have been provided to staff via pre-service at the start of each season and throughout the year based on staff and program needs. Topics include, Active Supervision, Teaching Pyramid Model, ACES, Wellness, Leadership, CLASS, and DRDP.	

OBJECTIVE COMMENTARY	OWNER	INITIATIVES	MEASURES	2024 STATUS
Provide quality child development services to meet the needs of children and families enrolled in the Head Start Program	Head Start	Program will intentionally use its data plan at all levels for program activities, planning, and service delivery to increase the quality of service to children and families. Utilize program data, develop a comprehensive professional development and resource plan to provide knowledge and skills to teachers, Advocates, and families.	Data will be reviewed with site supervisor after each child assessment collection at least two times per program year. School readiness goals and center level plans are reviewed and developed with program staff 3 times per program year. Based on staff and parent/family needs identify training topics, resources, and strategies to address the social	

			emotional needs of children in the classroom and home. **Update:** Data is reviewed with center staff at least two times per program year in order to analyze data and make necessary changes to program services. Based on the needs of staff, children and families, the program as a whole is undergoing training to support the social emotional development of children and their families. Teaching staff are participating in the Teaching Pyramid Model training and coaching.	

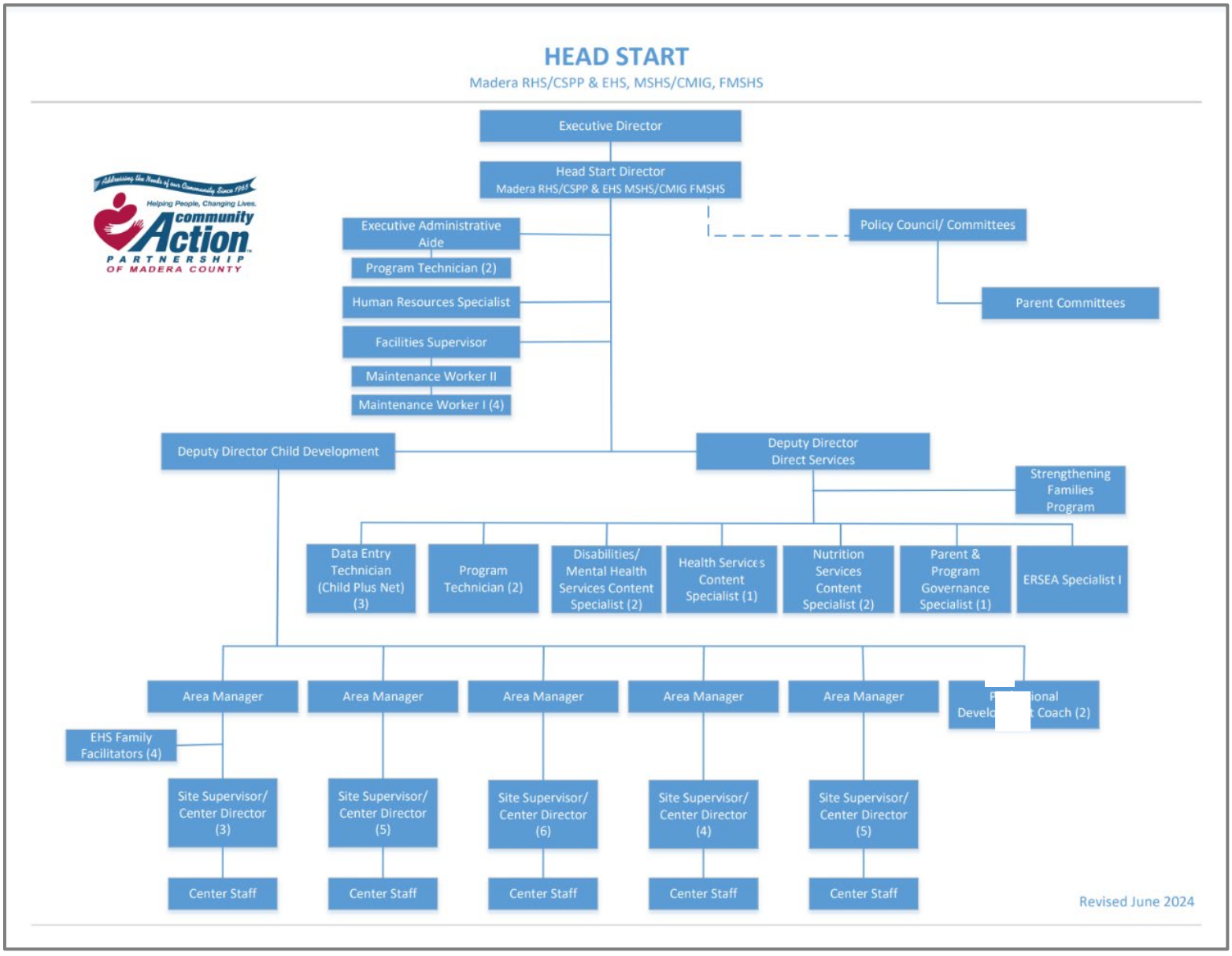
OBJECTIVE COMMENTARY	OWNER	INITIATIVES	MEASURES	2024 STATUS
Program will prepare children enrolled in Head Start to enter Kindergarten.	Head Start	Program will develop connections with Local School Districts to improve transitions and share program data.	Program staff will contact local school districts to develop a stronger partnership and collaboration. Center staff will have a better understanding of Kindergarten expectations, enrollment process, and data/information sharing between Head Start and the elementary schools. Teachers will schedule a meeting with the closest Elementary School's	

			teaching staff to share children's outcomes and K-SEP data. Parent's consent will be obtained prior to data/information sharing. **Update:** Partnerships are on-going with local school to provide a smooth transition to participating children and families. Staff are providing requested child information from schools – medical, IEP, K-SEP data, etc.	

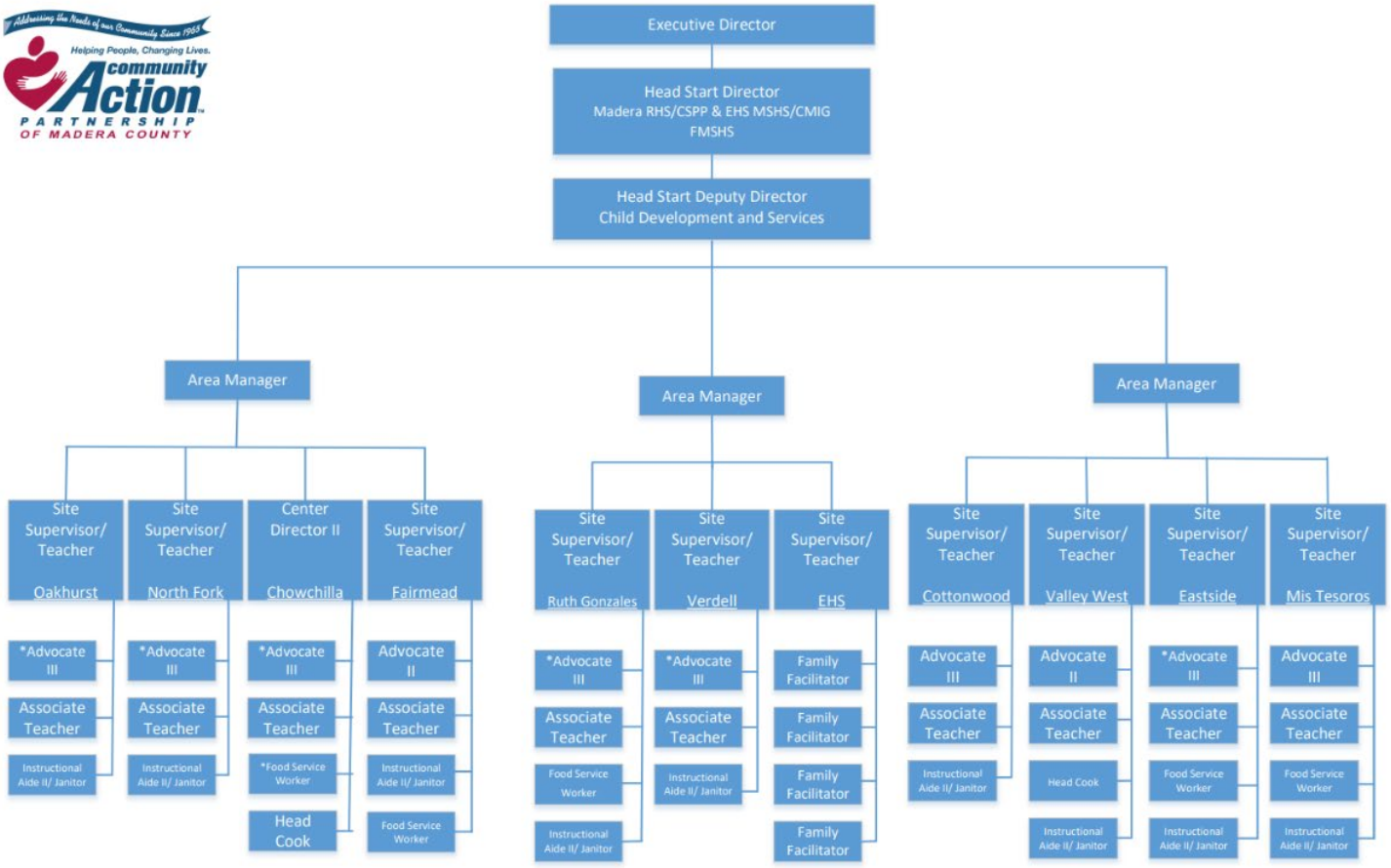
OBJECTIVE COMMENTARY	OWNER	INITIATIVES	MEASURES	2024 STATUS
Provide community resources to all Head Start participating families.	Head Start	Community resource book will be reviewed and updated annually. Locate resource list from Mariposa, North fork, Oakhurst and Chowchilla to create individual handbooks for each of the area. Training on how to identify resources in the community for parents based in their interest or need will be provided to Advocates during pre-service and/or monthly Advocate meetings. Advocates will be trained on how to identify opportunities to provide resources to parents and document at least one	Continue to seek new agencies and update resource book annually to ensure information is current. Four center will have a new parent handbook specifically to their location by August 2024. At least 80% of staff will participate by the start of each program year and/or during monthly Advocate meetings. At least 85% of parents will received at least one resource and/or referral.	

		referral/resource and per parent/family.	Collected data on documented referrals will be included during Advocate meetings for discussion and identify effectiveness and possible challenges. PIR Report C.44 will indicate an increase of 2% each year for each of the Head Start programs. **Update:** Resource book has been updates as new resources are identified and/or updated when agencies contact or services change. Resource book for mountain sites have been made available for parents/families. 100% of families have been provided with resource book. PIR Report C.44 indicates the following growth in parent family referrals: 2021-2022 – 91% 2022-2023 – 95% With a increase of 4% of referrals for participating parents/families.	

Head Start Goals, Initiatives, and Measures



MADERA MARIPOSA REGIONAL HEAD START



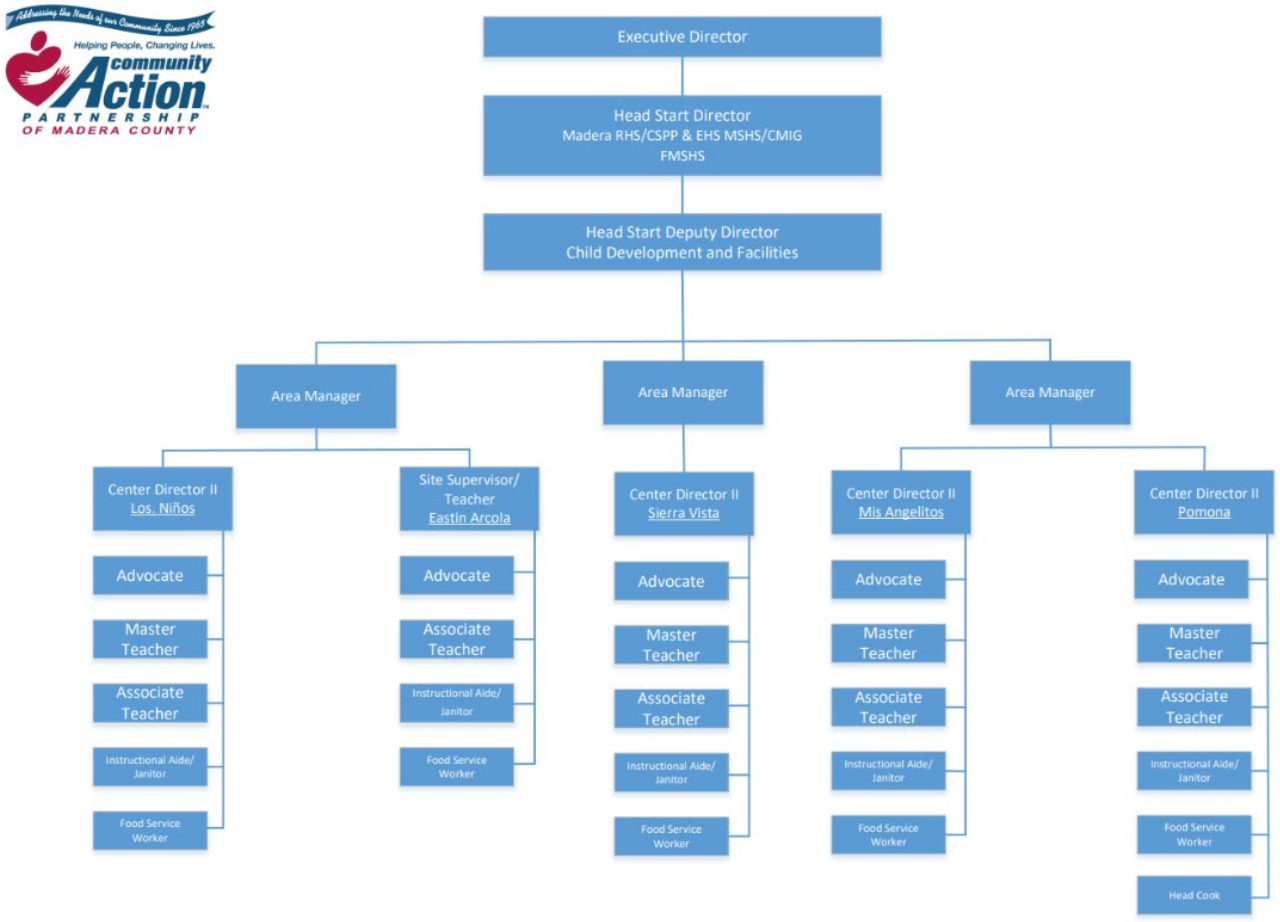
*Shared Staff

Chowchilla/ Fairmead: Advocate III & Food Service Worker

North Fork/ Oakhurst: Advocate III

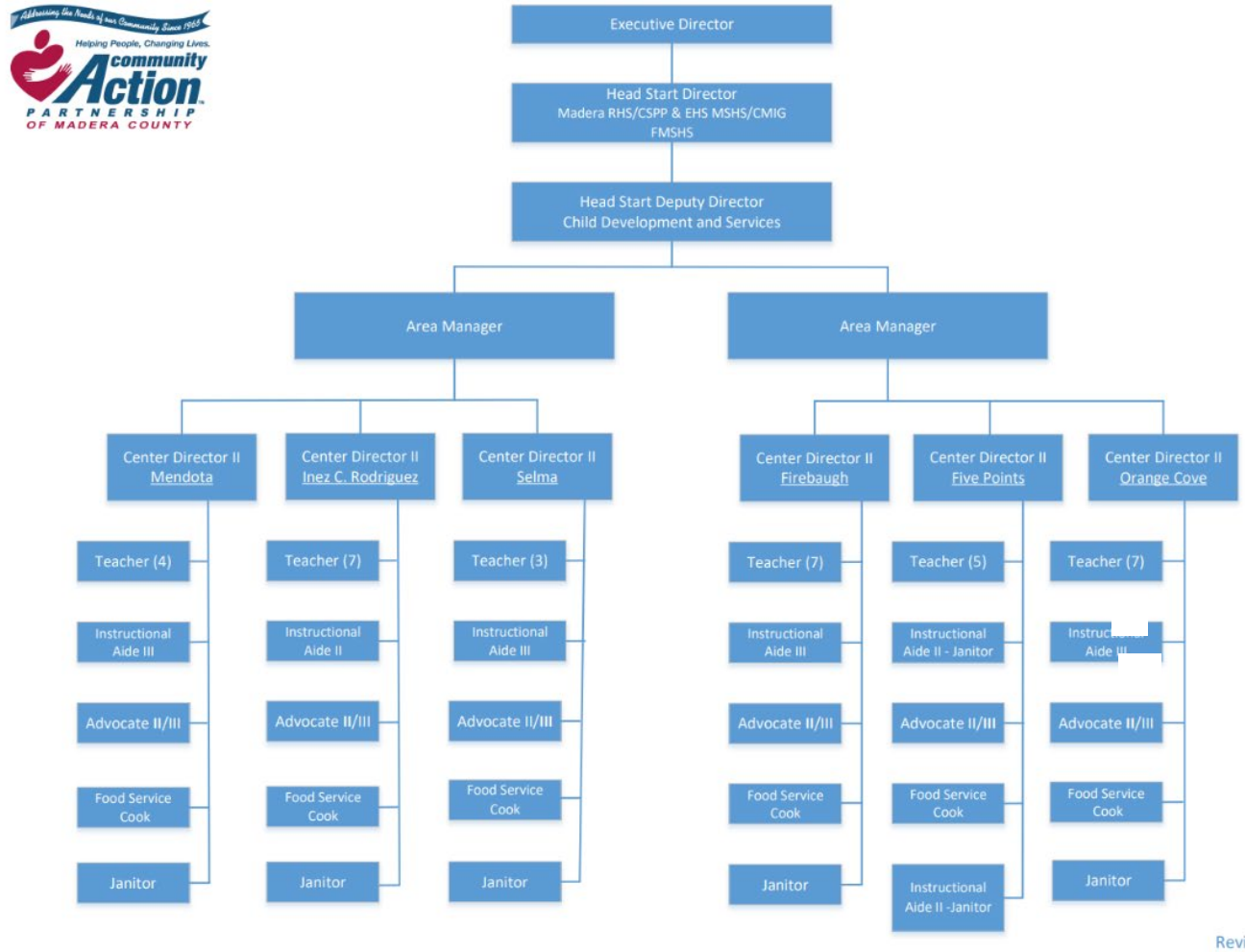
Revised June 2024

MADERA MIGRANT AND SEASONAL HEAD START



Revised June 2024

FRESNO MIGRANT AND SEASONAL HEAD START



Revised June 2024