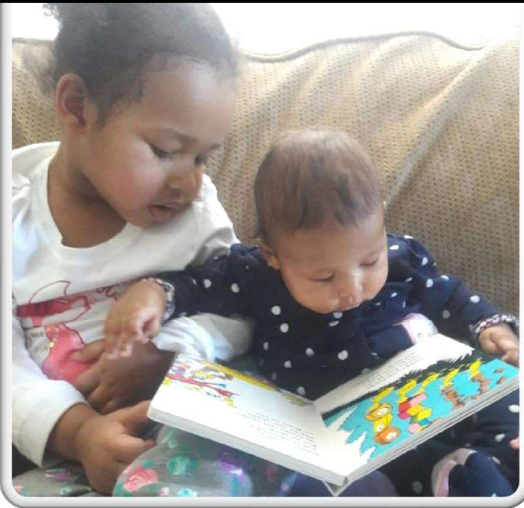


2020-2025

UCAP Head Start 5-Year Goals



United Community Action Partnership
Head Start
2020-2025

Program Goal 1:

UCAP Head Start will empower families to be proactive in their child's school success.

Objectives:

1. Improved opportunities for families to develop the skills necessary to engage in math and SE activities that will increase their children's school readiness by 10%.
2. Lessen barriers for families to increase social capital by .2 points.

Expected Outcomes:

Families will become actively engaged in their child's education, as well as making connections with other adults.



School Readiness Goals:

Children will regulate emotions, sustain positive relationships and participate cooperatively.
Children will demonstrate age appropriate early math skills and develop investigative science and exploration skills.

Program Activities	Who	By When	Financial Supports	Data Tools for Tracking Progress
At-home activities for families will include early math and social-emotional development learning.	Teaching staff Education Manager	Years 1-5	NA	At-Home Activities
Conduct family engagement events/activities aligned with school readiness activities that are inviting to all families.	Family Service Workers Family Engagement Manager	Years 1-5	Budget to cover activities	Parent Sign-In
Families will have opportunities to participate in parenting classes that include	Family Service Workers Family Engagement Manager	Years 1-5	Budget to cover parent curriculum activities, and parent transportation needs	Parent Gauge

appropriate preventative measures and responses to challenging behaviors.				
Develop action plan to increase parents' social capital	Family Engagement Manager Director	Year 1	NA	Action Plan

Program Goal 2:

UCAP Head Start will promote a culture of physical, nutritional, oral, and mental health importance.

Objectives:

1. Partner with families to identify and receive follow up treatment.
2. Provide more educational opportunities to families and staff regarding importance of ongoing health care and good nutrition.
3. Provide more supports to staff and families for guiding children with mental health needs.

Expected Outcomes:

Staff, families, and children will engage in healthy choices and well-being.



School Readiness Goals:

Children will regulate emotions, sustain positive relationships and participate cooperatively.
Children will demonstrate positive approaches to learning.

Program Activities	Who	By When	Financial Supports	Data Tools for Tracking Progress
Develop action plan for increasing staff supports when working with children's' challenging behaviors.	Education Manager Disability Coordinator	Year 1	NA	Action Plan
Closely monitor referrals for evaluation and treatment statuses.	Health & Safety Manager Site Supervisors	Years 1-5	NA	ChildPlus
Partner with community health services programs and agencies to support the health and well-being of children and families.	Health & Safety Manager Family Engagement Manager	Years 1-5	Budget to cover consultants	MOUs, Consultant Contracts, Medical/Dental Contracts

Increase reflective consultation services to staff.	Disability Coordinator Director	Years 1-5	Budget to cover consultants	Consultant Contracts
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Program Goal 3:

UCAP Head Start will ensure there are quality facilities for all Head Start and EHS classrooms and socializations.

Objectives:

1. Complete construction of Marshall HS/EHS facility.
2. Completed lease with renovations for Willmar HS/EHS facility. Move Willmar classrooms.
3. Completed lease with renovations for Tracy EHS facility.
4. Move Hutchinson HS classrooms to same location as EHS

Expected Outcomes:

Stabilized and safe facilities to meet program's growing needs and changing communities.



School Readiness Goal:

Children will demonstrate positive approaches to learning.

Program Activities	Who	By When	Financial Supports	Data Tools for Tracking Progress
Marshall Center: Construction and licensing, begin services in new center	Director Health & Safety Manager	Year 1	Budgeted, funds approved	Construction meeting minutes, MN DHS License, enrollment reports
Willmar Center: Work with lease holder to complete renovations, approve lease agreement, licensing, move classrooms from current locations, and begin services in new center.	Director Health & Safety Manager	Year 1	Budget higher lease costs and moving expenses	Lease agreement, MN DHS License, enrollment reports

Tracy Toddler: Work with lease holder to complete renovations, approve lease agreement, licensing, and begin services in center.	Director Health & Safety Manager	Year 1	Budget lease costs	Lease agreement, MN DHS License, enrollment reports
Hutchinson Center: Work with lease holder to complete renovations, approve lease agreement, licensing, move HS classrooms from current location, and begin services in new center.	Director Health & Safety Manager	Year 1	Budget lease costs and moving expenses	Lease agreement, MN DHS License, enrollment reports

Program Goal 4:
UCAP Head Start will build employee capacity.

Objectives:

1. Staff and wages will be competitive with similar positions in the communities located in.
2. Staff turnover will be at 10% or less.
3. Develop training opportunities to support staff in professional development.

Expected Outcomes:

Attain and retain quality staff that provide continuous program improvement towards school readiness.



School Readiness Goals:

Children will regulate emotions, sustain positive relationships and participate cooperatively.
 Children will demonstrate age appropriate early math skills.
 Children will understand and use language and demonstrate age appropriate early literacy skills.

Program Activities	Who	By When	Financial Supports	Data Tools for Tracking Progress
Conduct employee engagement survey to identify staff needs.	Director	Year 1	NA	Survey results
Complete wage study and respond accordingly with wage changes for specified positions.	HR Director Director	Year 1	Increased wages budgeted	Wage Study Union Contract UCAP Salary Ranges
Develop a comprehensive on-boarding plan for all new employees – which includes on-line training opportunities.	Operations Manager Director	Year 1	Budgeted T/TA Plan	<i>ProProfs</i> trainings, ChildPlus, MN DHS Orientation and Training Logs, New Employee On-Boarding Plan

Increase professional development opportunities to support staff to meet their needs. Increase staff training hours to 24 hours per year.	Education Manager Director	Years 1-5	Budgeted T/TA Plan	PD Plans, training records
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Program Goal 5:

UCAP Head Start will enhance its educational services to improve early math outcomes to maximize potential for later school success.

Objectives:

1. Strengthen staff abilities in early math instructional strategies as measured by improved scores on child assessment. 80% of children will reach school readiness benchmarks in math.
2. Conduct family events about the importance of early math.
3. Complete data reviews and planning with teaching staff following each checkpoint period.

Expected Outcomes:

Children will enter kindergarten with age appropriate early math skills.



School Readiness Goal:

Children will demonstrate age appropriate early math skills and develop investigative science and exploration skills.

Program Activities	Who	By When	Financial Supports	Data Tools for Tracking Progress
Focus Professional Development Plans on early mathematics using outcomes data on specific math content areas.	Education Manager	Years 1-5	NA	PD Plans
Provide small group coaching using math focused <i>15 mn in-service suites</i> .	Education Manager Coaches	Years 1-5	Budget PD/Coaching staff time	PD Plans, Coaching logs
Observe classrooms and home visits instructional strategies; support staff usage of math mediated language.	Education Manager Coaches Home Based Manager	Years 1-5	NA	Observation Coding Matrix

Monitor fidelity and effectiveness of <i>Building Blocks</i> implementation; provide coaching and staff supports.	Education Manager Coaches	Years 1-5	NA	<i>Building Blocks</i> fidelity
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