

2024-2029

UCAP Head Start 5-Year Goals



United Community Action Partnership
Head Start
2024-2029

Program Goal 1:

UCAP Head Start will strengthen attendance outcomes through enhanced partnerships with families.

Objectives:

1. Develop and revise systems to integrate family services and education to improve children’s attendance.
2. Support families in lessening barriers to children’s attendance, increasing overall attendance to 85%.

Expected Outcomes:

Families will become actively engaged in their child's education, as well as children will increase educational outcomes.



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
Barriers to children’s attendance will be identified using attendance data to collect baseline information.	ERSEA Coordinator Family Engagement Manager	Year 1	NA	ChildPlus Attendance Data
Support families with transportation needs.	Family Service Workers Family Engagement Manager Transportation Coordinator	Years 1-5	Budget to cover transportation needs.	Attendance data, reasons for absence
Increase the skill and expertise of family service workers and teaching staff to better understand the impacts of poverty on	Family Service Workers Teaching Staff	Years 1-5	Budget to cover training activities.	Parent Gauge, attendance data

families and its effects on attendance.				
Include monthly attendance results and action items in Team Staffing meetings.	Supervisors Teachers FSWs	Years 1-5	NA	Team Staffing Forms – action items, attendance works plans

Program Goal 2:

UCAP Head Start will work in partnership with families to meet the mental health and nutritional needs of children.

Objectives:

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

Expected Outcomes:

Strengthen two generation approach to support children’s nutritional and mental health needs.



School Readiness Goals:

Children will regulate emotions, sustain positive relationships and participate cooperatively.
Children will demonstrate increased physical development.

Program Activities	Who	By When	Financial Supports	Data Tools for Tracking Progress
Refer and follow up with families that identify nutritious food as a need to SNAP and WIC.	Family Service Workers Home Visitors	Years 1-5	NA	PIR data, ChildPlus
Closely monitor mental health referrals for evaluation and treatment statuses.	Disability Mental Health Coordinator Site Supervisors	Years 1-5	NA	ChildPlus
Partner with community nutrition and mental health agencies to support the health and well-being of children and families.	Health & Safety Manager Disabilities Mental Health Coordinator Family Engagement Manager	Years 1-5	Budget to cover consultants	MOUs, Consultant Contracts

Program Goal 3:

UCAP Head Start will support high quality services which ensure the safety of children through organizational and management systems.

Objectives:

- 1. A culture of safe children will be established.
- 2. Heightened monitoring and training of all Head Start staff.

Expected Outcomes:

Maintain accountability and efficiency.



School Readiness Goal:

Children will demonstrate positive approaches to learning.

Program Activities	Who	By When	Financial Supports	Data Tools for Tracking Progress
Continue to improve monitoring procedures focused on child safety.	Director Operations Manager All supervisors Health & Safety Manager	Year 1	Budgeted, supervision	Monitoring reports, Child incident/accident reports
Increase staff skills related to active supervision, zoning, and nurturing environments.	Director All managers Supervisors Coaches	Years 1-5	Budget T/TA	Training records, monitoring reports
Continue to provide staff and families with more strategies to support social and emotional challenges.	Family Engagement Manager Disabilities Mental Health Coordinator Education Manager	Years 1-5	Budget T/TA	PD Plans, Training Records, FPAs, IGPs

Program Goal 4:

UCAP Head Start will strengthen approaches to staff onboarding.

Objectives:

- 1. Strengthen the approach to orientation, training, and PD that aligns with program goals.
- 2. Strengthen the comprehensive onboarding and staff retention plan, inclusive of staff wellness activities.

Expected Outcomes:

Attain and retain high quality staff that are supported and have the tools to be successful.



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
Conduct ongoing professional development opportunities for all staff.	Director	Years 1-5	Budgeted T/TA	PD Plans, training records
Conduct quarterly new staff check-ins.	Director	Years 1-5	N/A	Meeting attendance and agendas
Strengthen the comprehensive onboarding plan for all new employees for the first year of employment	Operations Manager Director	Year 1	N/A	Onboarding plan
Include wellness activities at team or building meetings and identify and share self-care practices.	Operations Manager Supervisors	Years 1-5	N/A	Meeting notes

Program Goal 5:

UCAP Head Start will enhance successful learning by providing high quality services, inclusive of those with disabilities and dual language learners.

Objectives:

- 1. Strengthen staff abilities in individualization strategies as measured by improved scores on child assessment data.
- 2. Teaching staff and FSWs work together in a positive approach so all children and families are successful learners using two-generation strategies.

Expected Outcomes:

All children will demonstrate appropriate progress.



School Readiness Goal:

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
Focus Professional Development Plans on individualizing for children with disabilities and children that are dual language learners.	Education Manager Coaches	Years 1-5	NA	PD Plans
Provide small group coaching (PD days) including data reviews.	Education Manager Coaches	Years 1-5	Budget PD/Coaching staff time	PD Plans, Coaching logs, child assessment data
Increase supports for children and families with disabilities, including social-emotional delays.	Education Manager Disabilities Mental Health Coordinator	Years 1-5	Budgeted Behavior Coaches, mental health consultants	BIRs, TS GOLD assessments

Monitor fidelity of curriculum implementation and assessments, including a focus on children that are dual language learners and children with disabilities.	Education Manager Coaches	Years 1-5	NA	<i>Creative Curriculum</i> fidelity, TS GOLD assessments
--	------------------------------	-----------	----	--