

Program Goal: #1 Head Start will empower families to be proactive in their child's success in school and beyond.

Objectives:

1A Improve opportunities for families to develop the skills necessary to engage in literacy activities that will increase their children's school readiness success by 10%.

1B Attendance of all children will be 90% or above each month.

1C Parents participation in At-Home Activities and Family Engagement events will increase by 20% each year.

Expected Outcome: Families will become actively involved in their child's education at Head Start and as they enter the school system.



School Readiness Goal:

Cognition

Action Inc. Goal:

#1 Expand the role of Action Inc. In strengthening the service network to support youth pathways out of poverty through coalition building and program development.

Program Activities:	Responsible Party	Timeline	Financial Supports	Tools for Tracking Progress
1. A survey will be developed to determine causes for low family engagement activities.	Parents	Fall 2018	Budget to cover cost of survey.	Survey
2. An Action Plan will be developed with strategies on increasing involvement at family engagement activity events.	Management Team/ Policy Council	Fall 2018		Action Plan
3. At-Home activities for families will be re-structured to increase parent participation in school readiness involvement at home.	Early Childhood Advocates	Fall 2018		At-Home Activities
4. Conduct Family Engagement events related to school readiness activities that can be done at home.	Early Childhood Advocates/Family Engagement Coordinator	Year 1-5	Budget to cover activities	Parents participating in family events.

Program Activities:	Responsible Party	Timeline	Financial Supports	Tools for Tracking Progress
5. Families will receive training and support in learning developmentally appropriate early learning activities for their children.	Family Engagement/ Early Childhood Advocates	Years 1-5		Tracking forms for Family Engagement events
6. Families will gain a better understanding around school readiness goals and expected outcomes for their children through training opportunities presented by Head Start staff.	Early Childhood Advocates	Years 1-5		Tracking forms for Family Engagement events
7. An Attendance toolkit will be developed to assist staff in reinforcing attendance requirements.	Program Director	Year 1		Attendance toolkit ChildPlus attendance data

Progress Toward 5-year Goals

Goal #1 Head Start will empower families to be proactive in their child's success in school and beyond.

Progress	Responsible Party	Timeline
1. Family Survey revised to include questions regarding family engagement – will be sent on Home Visits.	Program Director Family Engagement Coordinator	February/March 2019
3. At-Home Activities 20% in In-kind received from September - December 22% in parent hours has increased also.	Early Childhood Advocates Family Engagement Coordinator	On-Going
4. An Attendance toolkit will be developed to assist staff in reinforcing attendance requirements.	Program Director Family Engagement Coordinator	On-Going

Program Goal: #2 Action Inc.'s Head Start program will be recognized as the leader in the community for Early Childhood programs.

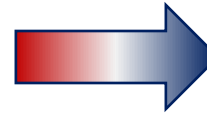
Objectives:

2A Educate families in the community in understanding the comprehensive services provided at Action Inc.'s Head Start program.

2B Develop a marketing campaign to increase the waitlist by 5% each year.

2C Community Partnerships will increase by 10% each year.

Expected Outcome: Strengthen partnerships in the community that will promote Action Inc.'s Head Start program.



School Readiness Goal:

#2 Social and Emotional

Action Inc. Goal:

#4 Outreach and Strategic Partnerships
Expand awareness of and accessibility to our programs and services throughout our service area, improving outreach and facilitating collaboration of service providers.

Program Activities:	Responsible Party	Timeline	Financial Supports	Tools for Tracking Progress
1. Marketing consultant will be consulted to develop a marketing plan.	CEO	Year 1	CSBG	Marketing Plan
2. Develop systems and materials for marketing and recruitment of staff and families.	Marketing Consultant	Year 1	CSBG	ChildPlus - Track # children on waitlist HR System - Track # applicants for job vacancies
3. Community Outreach events will promote all Action Inc. programs.	Outreach Coordinator	Year 1-5	CSBG	
4. Effective data will be collected and used to promote Head Start accomplishments.	Data Analysis Team	Year 1-5		# children on waitlist DIBELS scores

Progress Toward 5-year Goals

Goal #2 Action Inc.'s Head Start Program will be recognized as the leader in the community for Early Childhood programs.

Progress	Responsible Party	Timeline
4. Professional Development Plans/Goals have been revised and staff training requests are identified through their plans.	Program Director Program Managers	On-Going

Program Goal: #3 Grow the Action Inc. – Head Start team and build employee capacity.

Objectives:

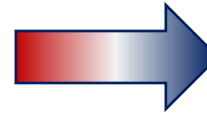
3A Develop training opportunities to support staff in Professional Development.

3B Staff wages will be competitive with similar positions in the community.

3C Staff turnover will be at 5% or less.

3D An effective mentoring program will be in place to enhance staff skills that will foster positive child outcomes toward school readiness.

Expected Outcome: Retain quality well trained staff that provide continuous program improvement toward school readiness success.



School Readiness Goal:

#5 Approaches to Learning

Action Inc. Goal:

#3 Operational Excellence
Continually improve management systems that foster accountability, consistency and efficiency across service areas.

Program Activities:	Responsible Party	Timeline	Financial Supports	Tools for Tracking Progress
1. Conduct an employee engagement survey to identify staff needs.	HR Manager/ Contracted Consultant	Year 1	CSBG	Survey
2. Professional Development Plans will be revised to identify educational needs and requirements related to each employee.	Coach/ Early Childhood Advocates	Year 1		Revised Professional Development Plans
3. Develop a comprehensive on-boarding plan for all new employees – which includes on-line training opportunities.	HR Manager	Year 1		On-Boarding Plan
4. Provide training opportunities to support staff in professional development and educational goals.	Program Director	Year 1-5	T/TA Budget	Staff Turnover Data

Program Activities:	Responsible Party	Timeline	Financial Supports	Tools for Tracking Progress
5. A mentoring program will be developed to assist staff to effectively perform their job.	Coach	Year 2-5		CLASS Scores Staff Turnover Data
6. Develop a system to track teachers that can be used to document the movement toward mastery of curriculum and school readiness success.	Coach Early Childhood Advocates	Year 1-5		ECERS TSG Fidelity Tool CLASS

Progress Toward 5-year Goals

Goal #3 Grow the Action Inc. – Head Start team and build employee capacity.

Progress	Responsible Party	Timeline
4. Professional Development Plans have been revised – Training opportunities have been provided to several employees: 1 - Teacher Assistant completed CDA 4 - Teacher Assistants in training toward Associate in Early Childhood. 1 - Bus Assistant passed CDL test and training requirements to become a Bus Driver.	Program Director Management Team	On-Going
5. Mentoring is done on all new employees as part of Coaching Plan – Goals are developed based on CLASS observations.	Early Childhood Advocates Coach	On-Going

Program Goal: #4 Increase Sustainability – Invest and Grow

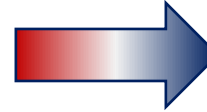
Objectives:

4A Obtain funding to maintain Extended Day/Year services.

4B Provide classrooms with staffing to support individual needs in classrooms.

4C A safe and secure environment will be provided to support children’s learning and development.

Expected Outcome: Head Start will provide children and families with high quality services and the skills necessary to be successful in school.



School Readiness Goal:

#6 Language and Literacy

Action Inc. Goal:

#2 Long-term Sustainability
Fully develop existing funding and identify new funding opportunities.

Program Activities:	Responsible Party	Timeline	Financial Supports	Tools for Tracking Progress
1. Seek other funding opportunities to increase sustainability.	CEO	Year 1-5		Increase \$
2. Become a licensed facility to provide full day/full year services.	Coach/Family Engagement Coordinator	Year 1		Child Care License
3. Explore the possibility of becoming a STARS program.	Coach/Family Engagement Coordinator	Year 2		STARS Certificates
4.				

Progress Toward 5-year Goals

Goal #4 Increase Sustainability – Invest and Grow

Progress	Responsible Party	Timeline
1. Applied for a Supplemental Grant from HHS to continue to provide services for extended day classrooms.	Program Director	August 2019