

**College of Southern Idaho Head Start/Early Head Start
Strategic Goals and Objectives 2013-2015**

Goal	One Year Objective	Financial Objective	Three Year Objectives	Financial Objective	Outcomes Achieved
<p><i>Increase respect for children, families, staff and community. Continue a focused approach to involve Head Start parents, staff and community members in meaningful and respectful ways through training in parenting and family support strategies that are reflective of their culture.</i></p>	<ul style="list-style-type: none"> • Maintain a welcoming environment for parents, staff and community. • Demonstrate a responsive and proactive environment. by: <ul style="list-style-type: none"> • Refer parents to parenting classes and family support specialists. • Advocate for and refer families that are considered high-risk status. 		<ul style="list-style-type: none"> • Provide resources, materials, training for staff in Reflective Supervision. • Contract with multiple qualified translators to meet the two-way communication needs of the program's non-English speaking families. 	<p>\$1,000</p>	
<p><i>Respond in a timely and aggressive manner to the changing needs of enrolled families by including flexible scheduling to accommodate parents, providing additional supports for parents entering or re-entering the workforce, and accessing needed social or education services.</i></p>	<ul style="list-style-type: none"> • Collaborate with Idaho Department of Health and Welfare to increase the opportunities for parents to succeed as they transition from assistance programs. • Increase male involvement in activities and home visits. • Become more efficient in developing plans to individualize for the needs of all children. • Define in policy the regular working hours related to time and expectations. 		<ul style="list-style-type: none"> • Continue to seek funding sources to support families who are under employed, participating in job training or attending school. • Provide financial literacy training opportunities for enrolled families. 		

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<p><i>Promote Literacy among children and families served by the program, regardless of ages or stages, by encouraging the development of a literacy rich environment in the home as well as in the centers and by incorporating the latest scientifically research teaching strategies.</i></p>	<ul style="list-style-type: none"> • Provide training opportunities for parents related to school readiness skills and strategies to work with their children at home as well as expectations for the next school setting. 		<ul style="list-style-type: none"> • Seek and secure funding and/or resources to support family literacy enrichment. • Staff will work to increase the frequency of complex conversations during meal times. • Increase the number of coaching techniques/practice during parent/child interaction during home visits and socializations. 		
<p><i>Create an understanding of positive Head Start/Early Head Start outcomes and their impact among program constituents. Analyze the information on the progress of children who have been served in the College of Southern Idaho Head Start/Early Head Start program.</i></p>	<ul style="list-style-type: none"> • Provide program outcomes and ongoing assessment results to staff, parents and the community related to school readiness in a clear, concise and useful way. • Provide staff training to demonstrate the use of ongoing assessment in achieving outcomes. • Assist Center Supervisors with community presentations to share information regarding the Head Start program and national trends/updates. • Increase the completion of family partnership agreements by 10%. 		<ul style="list-style-type: none"> • Track and report Family Partnership Agreements for specific outcomes related to the progress of individual families. 		

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<i>Elevate the professional standing of the employees by encouraging continued education and training in anticipation of recruiting and retaining qualified individuals committed to long-term careers at College of Southern Idaho Head Start/Early Head Start.</i>	<ul style="list-style-type: none"> • Establish and maintain partners who will support and provide educational opportunities and/or trainings for staff and parents. • Improve upon the program's ability to update/communicate information related to training and/or educational opportunities. • Increase the amount of staff that are CLASS reliable by providing training opportunities. 		<ul style="list-style-type: none"> • The program will develop and implement training plans for all paid positions in HS/EHS. • All FEIII's will have obtained a bachelor's degree and/or will have met the requirements of the Head Start Act of 2007. • All EHS staff will enroll in Infant and Toddler classes. • All of the program's centers will be NAEYC accredited. • Seek and secure resources which support professional development of home visiting staff related to SSCBT. • All FEIII's will be CLASS reliable. 	\$3,918	
				\$6,180	
<i>Increase the use of technology in all aspects of Head Start/Early Head Start by providing access to equipment and training for technology applications in program management, Head Start classrooms, parent employment readiness and educational support.</i>	<ul style="list-style-type: none"> • Train staff to develop proficient basic computer skills • Train staff to be more proficient in program specific software, i.e. PROMIS and COR. • Continue investment in current software for parent and classroom computers. 		<ul style="list-style-type: none"> • Develop partnerships in educational settings to provide outreach to rural communities for job readiness and basic education competency, i.e. GED acquisition. • Increase the amount of technology available for staff use at centers. • Research the development of a program social media site. 	\$4,000	
				\$6,000	

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<p><i>Enhance the surrounding communities by creating and maintaining safe, inviting and aesthetically pleasing Head Start/Early Head Start facilities.</i></p>	<ul style="list-style-type: none"> • Maintain budgets that are responsive to the need for continuous maintenance and facilities upgrades program wide. • Collaborate with youth work crew and other community volunteers to maintain, remodel or upgrade program facilities. • Create classroom environments which reflect the highest standards of early childhood education. 		<ul style="list-style-type: none"> • Recruit consultant to assess and provide recommendations for improved safety/emergency procedures and standards at each center. 	<p>\$800</p>	
<p><i>Collaborate with other local, state, regional and national organizations to increase availability of services for low income families, including substance abuse prevention and treatment; employment opportunities; child abuse prevention; health care; affordable housing; affordable quality child care; youth development and early literacy.</i></p>	<ul style="list-style-type: none"> • Collaborate with all 22 LEA's we work with to provide the best transition experiences we can for our children and families. • Improve the partnership with school district 3-5 programs in which we are providing services by formalizing the agreements under which we will collaborate. • Increase community participation on HSAC, FSAC and Children's Services Advisory boards. 		<ul style="list-style-type: none"> • Develop partnerships with key community, state and national organizations to collaborate in efforts related to sharing the message of the importance of early intervention and funding priorities. • Recruit a greater number of local medical professionals to be involved with the program's HSAC. 		

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<p><i>Communication is demonstrated through a systematic approach involving staff and parents that provides for exchange of information to ensure full and meaningful involvement in program activities.</i></p>	<ul style="list-style-type: none"> • Better utilize e-mail to increase two-way communication between all staff. • Staff receive training and begin to implement the principles discussed in the Parent and Family Engagement Framework as they relate to all program goals. 		<ul style="list-style-type: none"> • Staff will be trained to effectively implement motivational interviewing and reflective supervision principles. • Program website including the updating and posting of forms will be brought in house. • Referral process for health related services becomes more efficient through support and training. 		