



City of San Antonio Head Start Program Five Year Plan

Vision Statement

For every child and every family the best Head Start services every day.

Mission Statement

Preparing children and engaging families for school readiness and life-long success

Goal 1 - Education

Ensure children are prepared for Kindergarten

Objective	
1	Increase annual Classroom Assessment Scoring System (CLASS) scores <ul style="list-style-type: none"> • 2013-2014- Baseline • 2014-2015- Increase the scores for the Emotional Support and Classroom Organization Domains • 2015-2016- Reach the national average CLASS scores in the Emotional Support and Classroom Organization Domains and increase the score in the Instructional Support Domain to three (3) • 2016-2017- Reach the national average scores in all of the CLASS Domains • 2017-2018- Maintain the national average scores in the Classroom Organization and Instructional Support Domains and reach the Standard of Excellence of six (6) in the Emotional Support Domain
2	Increase the number of children transitioning to kindergarten that reach or exceed the <i>Average</i> range in all seven LAP-3 Domains <ul style="list-style-type: none"> • 2013-2014- Baseline established – 75% of the children transitioning to kindergarten scored at or above the <i>Average</i> range in all seven LAP-3 Domains • 2014-2015- 77% of the children transitioning to kindergarten will score at or above the <i>Average</i> range in all seven LAP-3 Domains • 2015-2016- 79% of the children transitioning to kindergarten will score at or above the <i>Average</i> range in all seven LAP-3 Domains • 2016-2017- 81% of the children transitioning to kindergarten will score at or above the <i>Average</i> range in all seven LAP-3 Domains • 2017-2018- 83% of the children transitioning to kindergarten will score at or above the <i>Average</i> range in all seven LAP-3 Domains
3	Increase the number of children that score <i>Satisfactory</i> in Vocabulary on the CIRCLE assessment <ul style="list-style-type: none"> • 2013-2014- Baseline established – 52% of the children scored <i>Satisfactory</i> • 2014-2015- 57% of the children identified as <i>Satisfactory</i> • 2015-2016- 62% of the children identified as <i>Satisfactory</i> • 2016-2017- 67% of the children identified as <i>Satisfactory</i> • 2017-2018- 72% of the children identified as <i>Satisfactory</i>

Goal 2 - Family Support

Ensure families are self-sufficient and support their children's school readiness

Objective	
1	<p>Increase the enrollment of parents/guardians in English as Second Language (ESL), General Equivalency Diploma (GED) and higher education services</p> <ul style="list-style-type: none"> • 2015-2016- Establish the baseline enrollment of parents/guardians in English as Second Language (ESL), General Equivalency Diploma (GED) and higher education services • 2016-2017- Increase the enrollment of parents/guardians in English as Second Language (ESL), General Equivalency Diploma (GED) and higher education services by 10% • 2017-2018- Increase the enrollment of parents/guardians in English as Second Language (ESL), General Equivalency Diploma (GED) and higher education services by 10%
2	<p>Increase the number of parents/guardians who complete English as Second Language (ESL), General Equivalency Diploma (GED) and higher education programs</p> <ul style="list-style-type: none"> • 2015-2016- Establish baseline for the number of parents/guardians who complete English as Second Language (ESL), General Equivalency Diploma (GED) and higher education programs • 2016-2017- Increase the number of parents/guardians who complete English as Second Language (ESL), General Equivalency Diploma (GED) and higher education programs by 10% • 2017-2018- Increase the number of parents/guardians who complete English as Second Language (ESL), General Equivalency Diploma (GED) and higher education programs by 10%
3	<p>Increase the number of families that achieve one or more Family Life Practice goals by 10% annually</p> <ul style="list-style-type: none"> • 2015-2016- Establish baseline for number of families that achieve one or more Family Life Practice goals • 2016-2017- Increase the number of families that achieve one or more Family Life Practice goals by 10% • 2017-2018- Increase the number of families that achieve one or more Family Life Practice goals by 10%
4	<p>Increase the average attendance at Parent Connection Committee (PCC) meetings</p> <ul style="list-style-type: none"> • 2014-2015 Establish a baseline for the average attendance at PCC meetings • 2015-2016 Increase the average attendance at PCC meetings by 10% • 2016-2017 Increase the average attendance at PCC meetings by 15% • 2017-2018 Increase the average attendance at PCC meetings by 20%
5	<p>Increase parent/guardian participation in the Annual Parent Conference</p> <ul style="list-style-type: none"> • Establish a baseline for the number of parent/guardians participating in the Parent Conference – 91 parents/guardians • 2014-2015 Increase the number of parent/guardians participating in the Parent Conference by 50% • 2015-2016 Increase the number of parent/guardians participating in the Parent Conference by 10% • 2016-2017 Increase the number of parent/guardians participating in the Parent Conference by 15% • 2017-2018 Increase the number of parent/guardians participating in the Parent Conference by 20%
6	<p>Increase the number of 5-Star Ready Rosie users</p> <ul style="list-style-type: none"> • 2014-2015 Establish a baseline for 5-Star Ready Rosie users • 2015-2016 Increase the number of 5-Star Ready Rosie users by 10% • 2016-2017 Increase the number of 5-Star Ready Rosie users by 15% • 2017-2018 Increase the number of 5-Star Ready Rosie users by 20%



Goal 3 – Health

Children are healthy and ready to learn

Objective	
1	<p>Increase the attendance of Head Start staff at trainings that include strategies that promote good nutrition and an active life style</p> <ul style="list-style-type: none"> • 2014-2015- Establish a baseline for staff attendance at trainings that promote good nutrition and an active life style • 2015-2016- Increase the attendance of staff at trainings that promote good nutrition and an active life style by 10 % • 2016-2017- Increase the attendance of staff at trainings that promote good nutrition and an active life style by 15% • 2017-2018- Increase the attendance of staff at trainings that promote good nutrition and an active life style by 20%
2	<p>Increase the number of children with an up-to-date physical exam based on the TX EPSDT requirements at the end of the school year</p> <ul style="list-style-type: none"> • 2014-2015 Establish baseline of the number of children with an up-to-date physical exam based on the TX EPSDT requirements • 2015-2016 Increase the number of children with an up-to-date physical exam based on the TX EPSDT requirements by 5% • 2016-2017 Increase the number of children with an up-to-date physical exam based on the TX EPSDT requirements by 10% • 2017-2008 Increase the number of children with an up-to-date physical exam based on the TX EPSDT requirements by 15%
3	<p>Improve dental status of children annually</p> <ul style="list-style-type: none"> • Reduce the number of Class 2 dental referrals that become Class 1 by 50% • Increase the number of CLASS 1 dental referrals that receive treatment within 90 days by 10%
4	<p>Improve parent and teacher satisfaction of Mental Health services</p> <ul style="list-style-type: none"> • 2014-2015 Establish baseline with Head Start satisfaction with Mental Health Services • 2015-2016 Increase parent and teacher satisfaction with Head Start Mental Health Services by 10% • 2016-2017 Increase parent and teacher satisfaction with Head Start Mental Health Services by 15% • 2017-2018 Increase parent and teacher satisfaction with Head Start Mental Health Services by 20%

Goal 4 – Environmental Health and Safety

Support the care of children by creating safe environments

Objectives	
1	<p>Decrease the average number of findings in the Grantee Environmental Health and Safety Monitoring Reviews</p> <ul style="list-style-type: none"> • 2014-2015 Establish a baseline for the average number of findings in the Environmental Health and Safety Monitoring Reviews • 2015-2016 Decrease the average number of findings in the Environmental Health and Safety Monitoring Reviews findings by 20% • 2016-2017 Decrease the average number of findings in the Environmental Health and Safety Monitoring Reviews findings by 20% • 2017-2018 Decrease the average number of findings in the Environmental Health and Safety Monitoring Reviews findings by 20%
2	<p>Increase the knowledge of Head Start Staff in Environmental Health and Safety Protocol</p> <ul style="list-style-type: none"> • 2014-2015 Establish a baseline of Head Start Staff in Environmental Health and Safety Protocol • 2015-2016 Increase the knowledge of Head Start Staff in Environmental Health and Safety Protocol by 10% • 2016-2017 Increase the knowledge of Head Start Staff in Environmental Health and Safety Protocol by 20% • 2017-2018 Increase the knowledge of Head Start Staff in Environmental Health and Safety Protocol by 20%
3	<p>Increase the knowledge of parents/guardians in environmental health and safety practices</p> <ul style="list-style-type: none"> • 2015-2016 Establish a baseline of parents/guardians in environmental health and safety practices • 2016-2017 Increase the knowledge of parents/guardians in environmental health and safety practices by 20% • 2017-2018 Increase the knowledge of parents/guardians in environmental health and safety practices by 20%



Goal 5 –Highly qualified staff

Recruit and retain highly qualified staff (Defined as education, competencies or certification requirements)

Objective	
1	<p>Reduce the average number of days to fill a vacancy with the City of San Antonio Head Start Program</p> <ul style="list-style-type: none"> • 2015-2016 Reduce the average number of days to fill a vacancy by 3 days with the City of San Antonio Head Start Program • 2016-2017 Reduce the average number of days to fill a vacancy by 3 days with the City of San Antonio Head Start Program • 2017-2018 Maintain the reduced number of days to fill a vacancy with the City of San Antonio Head Start Program
2	<p>Reduce the turnover rate for Family Support Workers by 10% annually</p> <ul style="list-style-type: none"> • 2014-2015 Establish the baseline for turnover rate • 2015-2016 Reduce the turnover rate for Family Support Workers by 10% • 2016-2017 Reduce the turnover rate for Family Support Workers by 10% • 2017-2018 Maintain the reduced turnover rate for Family Support Workers
3	<p>Education Service Providers will reduce the turnover rate of Head Start teachers and teacher assistants</p> <ul style="list-style-type: none"> • 2014-2015 Establish the baseline for turnover rate for Teachers and Teacher Assistants • 2015-2016 Reduce the turnover rate for Teachers and Teacher Assistants by 10% • 2016-2017 Reduce the turnover rate for Teachers and Teacher Assistants by 10% • 2017-2018 Maintain the reduced turnover rate for Teachers and Teacher Assistants
4	<p>Increase the number of applicants with Head Start/Early Head Start experience</p> <ul style="list-style-type: none"> • 2014-2015 Establish a baseline of the number of applicants with Head Start experience • 2015-2016 10% of the applicants will have Head Start/Early Head Start experience • 2016-2017 15% of the applicants will have Head Start/Early Head Start experience • 2017-2018 20% of the applicants will have Head Start/Early Head Start experience