

## 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"> <li>2013-2014- Baseline</li> <li>2014-2015- Increase the scores for the Emotional Support and Classroom Organization Domains</li> <li>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)</li> <li>2016-2017- Reach the national average scores in all of the CLASS Domains</li> <li>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</li> </ul>
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"> <li>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</li> <li>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</li> <li>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</li> <li>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</li> <li>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</li> </ul>
3	Increase the number of children that score <i>Satisfactory</i> in Vocabulary on the CIRCLE assessment <ul style="list-style-type: none"> <li>2013-2014- Baseline established – 52% of the children scored <i>Satisfactory</i></li> <li>2014-2015- 57% of the children identified as <i>Satisfactory</i></li> <li>2015-2016- 62% of the children identified as <i>Satisfactory</i></li> <li>2016-2017- 67% of the children identified as <i>Satisfactory</i></li> <li>2017-2018- 72% of the children identified as <i>Satisfactory</i></li> </ul>

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

### Goal 3 – Health

#### Children are healthy and ready to learn

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

### Goal 4 – Environmental Health and Safety

#### Support the care of children by creating safe environments

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

### **Goal 5 –Highly qualified staff**

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

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