STRATEGIC PLAN - SEARP&DC Head Start / Early Head Start

SHORT TERM GOALS (Objective to be achieved within 3 years):

I – GOALS to be achieved in FY2015:

(A) Plan and provide for transition of EHS children to HS through short term over enrollments in compliance with license capacity;

(B) Provide additional training in ChildPlus.net to enhance use of system by Center Directors, Family Services Managers and HS & EHS Staff;

(C) Fully implement Teaching Strategies Gold as on-line assessment tool;

(E) Continue to Monitor Outcomes to Improve School Readiness;

(F) Improve communication with school systems in regard to IEP process and goals;

(H) Fully implement most recent OHS version of Health & Safety Screener;

(I) Management team to determine the role of Head Start / EHS as it relates to State Pre-K Classes operated by local school boards and administration’s proposed Federal Pre-K expansion;

(J) Program Director will continue working with Executive Director on succession planning;

(K) Continue School Readiness meetings to enhance communication with public kindergarten teachers and school officials.

(L) Installation and integration of biometric time clock system with central office accounting system;

(M) Seek ways to minimize personnel turnover, especially in classroom staff.

(N) Meet with local school officials to seek (USDA-CACFP) food service contract;

II – GOALS to be achieved within 3 years:

(A) Integrated CLASS scores into teaching staff performance evaluations;

(B) All Teachers to have 4 year degrees in ECE or related field;

(C) Teachers-Aide will make progress toward or achieving 2 year degrees in ECE;

(D) Seek funding to enhance Teacher salaries to mitigate or reduce turnover;

(E) Evaluation possible conversion of HS classrooms to EHS;

(F) Continue to meet with local officials to seek improved facility for Eufaula Head Start Center and improved maintenance support for Geneva Head Start Center.

(G) Implement USDA-CACFP food service contracts in all Head Start Centers.

LONG TERM GOALS:

(A) Address an uncertain future of early childhood service providers in a plan that is consistent with the needs of our service area;

(B) Continue to reorganize service plans based on community needs;

(C) Seek ways to minimize personnel turnover.