

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.