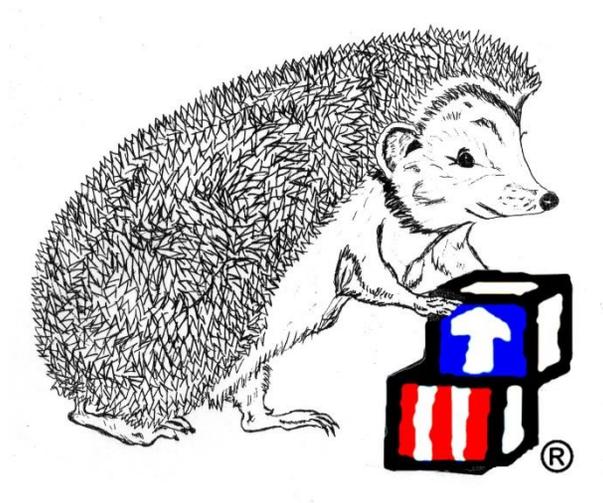


Plano ISD Head Start



**Program Goals – 2016-2017
With Achievements Accomplished for 2015-2016 Goals
Goals were determined based on results of Annual Self-Assessment**

Approved by DBIC on November 14, 2016

**PLANO ISD HEAD START PROGRAM IMPROVEMENT PLAN
EARLY CHILDHOOD DEVELOPMENT**

Based on Self-Assessment of February 23-March 6, 2015 *(S) Short Term Goal (L) Long Term Goal **Yes/On Going/Revised 2015 – 2016

PERFORMANCE STANDARD NUMBER	TO BE TAKEN (IN MEASURABLE TERMS)	PERSON RESPONSIBLE	PROJECTED COMPLETION DATE	* S L	** COMPLETED ?
1304.21 (a) (I) (i))	Continue to review/revise School Readiness Goals in order to develop a plan for program improvement	Early Childhood Development Manager	On-going	L	On-going
1304-21 (a)(3)(i)	Provide appropriate journal writing experiences to support language development.	Early Childhood Development Manager	September 2016	S	Yes
1304.21(a) (iii)	Provide strategies and bilingual and English materials for parents and teachers to help students increase vocabulary.	Early Childhood Development Manager	September 2017	S	On-going

Based on Self-Assessment of February 22-29, 2016 * (S Short Term Goal (L) Long Term Goal ** Yes/On Going/Revised 2016-2017

Performance Standard Number	ACTION TO BE TAKEN (IN MEASUREABLE TERMS)	PERSON RESPONSIBLE	PROJECTED COMPLETIONS DATE	* S L	** COMPLETED ?
1304.21(a)(I)(i)	Continue to review/revise School Readiness Goals for program improvement.	ECD Manager/Head Start Director	On-Going	L	
1304.21(2)(I)	Build foundational skills/meet expectations in literacy, math, writing by providing parents with home activities which will be modeled at conferences and home visits to increase effectiveness.	Early Childhood Development Manager	On-Going	L	
1304.21(a)(I)(ii)	Provide strategies for teachers to meet the needs of at risk, struggling students	Early Childhood Development Manger	September 2017	S	

Based on the 2015-2016 Self-Assessment:

Strengths:

- Classes for parents (Family Literacy, Nutrition, CPR, Juego Conmigo)
- Supportive administration
- Hands on learning approach

Challenges:

- To be more effective in meeting the needs of challenging children.
- To help parents be more supportive by providing effective home learning opportunities.

**PLANO ISD HEAD START PROGRAM IMPROVEMENT
DISABILITIES**

BASED ON SELF –ASSESSMENT OF FEBRUARY 23-March 6, 2015 *(S) Short Term Goal (L) Long Term Goal **Yes/On Going/Revised 2015-2016

PERFORMANCE STANDARD NUMBER	ACTION TO BE TAKEN (IN MEASURABLE TERMS)	PERSON RESPONSIBLE	PROJECTED COMPLETION DATE	* S L	** COMPLETED ?
1308.4 (d)	Supportive materials will be ordered for the general education classroom. These will include books and dolls reflecting disabilities.	Disabilities Manager	By October 2015	S	Yes
1308.4 (f)(2)	A working partnership will be developed between Plano ISD Head Start and ECI. This will be evidenced through a signed Interagency Agreement and representation in the Disabilities Advisory Committee.	Disabilities Manager	By May 2016	L	Yes

BASED ON SELF-ASSESSMENT OF FEBRUARY 22-29, 2016 *(S) Short Term Goal (L) Long Term Goal **Yes/On Going/Revised 2016-2017

PERFORMANCE STANDARD NUMBER	ACTION TO BE TAKEN (IN MEASURABLE TERMS)	PERSON RESPONSIBLE	PROJECTED COMPLETION DATE	* S L	** COMPLETED ?
1308.4(1)(1-7)	Materials from community resources will be available for pickup in the Head Start office by visiting families.	Disabilities Manager	By September 2016	S	
1308.4(d)	The Disabilities Manager will provide classroom lessons at a minimum of three times during the school year to increase children’s knowledge of disabilities and to teach them about having sensitivity to others who are different.	Disabilities Manager	By May 2017	L	

Based on the 2015-2016 Self –Assessment:

Strengths:

- Incorporation of disabilities into the classrooms (ex. Special needs dolls in the pretend center)
- Special education services provided in the classroom as much as possible (inclusion encouraged)
- Variety of stations/activities for children
- Consistency of materials, supplies, resources across all rooms

Challenges:

- Teacher training needed to help them fully understand developmentally appropriate activities.
- Finding quiet locations for individual student assessment can be difficult.

**PLANO ISD HEAD START PROGRAM IMPROVEMENT PLAN
Family and Community Partnerships**

BASED ON SELF-ASSESSMENT OF FEBRUARY 23-March 6, 2015 * (S) Short Term Goal (L) Long Term Goal **Yes/On Going/Revised 2015-2016

PERFORMANCE STANDARD NUMBER	ACTION TO BE TAKEN (IN MEASURABLE TERMS)	PERSON RESPONSIBLE	PROJECTED COMPLETION DATE	* S L	** COMPLETED ?
1304.40(a)(3)	Explore community resources and create community partnerships that will allow families to feel empowered overcome their challenges and strengthen their ability to engage with programs that support their family's needs.	Family Social Workers	Spring 2016	L	Yes
1304.40(a)(3)	Continue developing alliances with community resources to strengthen the family's ability to engage with programs that support their children's learning.	Family Social Workers	Spring 2016	L	Ongoing
1304.40(e)(3)	Provide parent opportunities to attend family engagement activities that will foster child/parent interactions and strengthen parents' understanding of the educational and developmental needs of their child.	Family Social Workers	Spring 2016	S	Yes
1304.52(k)(1)-(3)	Family Social Workers will continue to obtain professional development social work education, skills new social work trends, awareness of state and local social resources, networking opportunities to meet the needs of children and families,.	Family Social Workers	Spring 2016	L	Ongoing

BASED ON SELF-ASSESSMENT OF FEBRUARY 22 – February 29, 2016 * (S) Short Term Goal (L) Long Term Goal **Yes/On Going/Revised 2016– 2017

PERFORMANCE STANDARD NUMBER	ACTION TO BE TAKEN (IN MEASURABLE TERMS)	PERSON RESPONSIBLE	PROJECTED COMPLETION DATE	* S L	** COMPLETED ?
1304.41 (a)(2)	Research community-based entities with the focus of developing partnerships to support the basic needs of families and the Plano ISD Head Start program.	Family Social Workers	Spring 2017	L	
1304.40 (a)(3)(4)(i)(ii)	Provide web-based applications to families which encourage child-parent relationships which will support school readiness skills.	Family Social Workers	Spring 2017	S	
1304.40(3)(3)(h)(3)(i)	Develop strategies to engage fathers and families to foster the parent-child relationship to support healthy social developmental.	Family Social Workers	Spring 2017	L	

Based on the 2015-2016 Self -Assessment:

Strengths:

- Family Social Workers help support and empower families to use the tool they have acquired to achieve their goals/aspirations.
- Having trained social workers to both listen and help families make use of services available in the community.
- ReadyRosie video program helps parents prepare their child for Kindergarten.

Challenges:

- To increase parental involvement in family engagement activities.

PLANO ISD HEAD START PROGRAM IMPROVEMENT PLAN
Health, Nutrition, and Safety

BASED ON SELF-ASSESSMENT OF FEBRUARY 23 - March 6, 2015

***(S) Short Term Goal (L) Long Term Goal ** Yes/On Going/Revised**

2015-2016

PERFORMANCE STANDARD NUMBER	ACTION TO BE TAKEN (IN MEASURABLE TERMS)	PERSON RESPONSIBLE	PROJECTED COMPLETION DATE	* S L	** COMPLETED ?
1304.20 (A) (1) (i)	Explore new ways to improve data collection within the first 45 days of school. Continue to work closely with ERSEA Clerk, increase parents' awareness and understanding of Texas Health Steps requirements, collaborate with local health care providers, and continue one-on-one interviews with parents.	Health Manager	May 2016	S L	Yes/ Ongoing
1304.23 (d)	Explore new ways to improve participation by parents in nutrition activities, including parent classes by the nurse, and the North Texas Food Bank "Cooking Matters."	Health Manager	May 2016	S	Yes/ Ongoing
1304.20 (A) (3) (i)	Increase parents' and children's knowledge, understanding, and practice of proper oral hygiene, with classes, flyers, prizes, and one-on-one discussions as needed.	Health Manager	May 2016	S L	Yes/ Ongoing

BASED ON SELF-ASSESSMENT OF FEBRUARY 22 – February 29, 2016

***(S) Short Term Goal (L) Long Term Goal ** Yes/On Going/Revised**

2016-2017

PERFORMANCE STANDARD NUMBER	ACTION TO BE TAKEN (IN MEASURABLE TERMS)	PERSON RESPONSIBLE	PROJECTED COMPLETION DATE	* S L	** COMPLETED ?
1304.20 (A) (1) (i)	Implement new forms for data collection with deadlines in mind. Put information in class newsletters encouraging parents to get their documents to the nurse in a timely manner.	Health Manager	May 2017	S L	Ongoing
1304.23 (d)	Continue with North Texas Food Bank "Cooking Matters." Promote at initial interviews and at events. Increase attendance by one more participant.	Health Manager	May 2017	S L	Ongoing
1304.20 (A) (3) (i)	Increase parents' and children's understanding, and practice of overall health and nutrition with classes, flyers, prizes. Use health lessons and nutrition classes to emphasize the importance and practice of healthy habits and good nutrition.	Health Manager	May 2017	S L	Ongoing

Based on the 2015-2016 Self -Assessment:

Strengths:

- Health Advisory Committee made up of many community agencies for the families' and program's benefit.
- Plano ISD FANS (Foods and Nutrition Services) recognized as outstanding.

Challenges:

- Client participation in nutrition classes is less than desired.
- Many barriers exist due to language, culture, nationality, age, and poverty.

PLANO ISD HEAD START PROGRAM IMPROVEMENT PLAN
ERSEA, Facilities, Human Resources Management, Management Systems & Procedures, Program Governance

BASED ON SELF-ASSESSMENT OF February 23-March 6, 2015*(S) Short Term Goal (L) Long Term Goal **Yes/On Going/Changed 2015 – 2016

PERFORMANCE STANDARD NUMBER	ACTION TO BE TAKEN (IN MEASURABLE TERMS)	PERSON RESPONSIBLE	PROJECTED COMPLETION DATE	* S L	** COMPLETED ?
5-Year Grant Requirement	Ensure that Health and Safety Screener and Governance, Leadership, and Oversight Capacity Screener are completed and certified by Board of Trustees and Policy Council within deadline set by 5-Year Grant.	Director	September 2015	S	Yes
5-Year Grant Requirement Health & Safety Screener	Meet with district staff members to explore methods of provided a shade structure as required by new guidelines in the Head Start Health and Safety Screener.	Director	November 2015	S	Yes
Eligibility Final Rule	Implement requirements and revise Service Plans as required and within guidelines set by Eligibility Final Rule which became effective March 12, 2015.	Director	December 2015	S	Yes

BASED ON SELF-ASSESSMENT OF February 22-29, 2016 *(S) Short Term Goal (L) Long Term Goal **Yes/On Going/Changed 2016 - 2017

PERFORMANCE STANDARD NUMBER	ACTION TO BE TAKEN (IN MEASURABLE TERMS)	PERSON RESPONSIBLE	PROJECTED COMPLETION DATE	* S L	** COMPLETED ?
1304.51(g)	Explore Child Plus capabilities to may better use of the program to help with tracking of student absences and tardies.	Director	August 2016	S	
1305.5(a)	Adjust recruitment and interview timelines and processes to ensure that Plano ISD low-income families have the appropriate opportunities to apply to Head Start so that the neediest families enroll in Head Start rather than the new full day Pre-K program being implemented within the district.	Director	August 2016	S	
1304.53(a)(1)	Partner with Plano ISD PASAR to provide after-school care of Head Start students while making sure that facility space is used appropriately for PASAR and scheduled afternoon and evening Head Start events.	Director	September 2016 – May 2017	S	

Based on the 2015-2016 Self –Assessment:

Strengths:

- Certified/Licensed Staff members
- Plano ISD Facility Department
- Child Plus On-line Data Collection System

Challenges:

- Adjusting staff workloads to provide time to assist with applicant interviews.
- Scheduling facilities for Head Start and PASAR use.

PLANO ISD HEAD START PROGRAM IMPROVEMENT PLAN
Mental Wellness

BASED ON SELF-ASSESSMENT OF FEBRUARY 23-March 6, 2015 *(S) Short Term Goal (L) Long Term Goal **Yes/On Going/Revised 2015 - 2016

PERFORMANCE STANDARD NUMBER	ACTION TO BE TAKEN (IN MEASURABLE TERMS)	PERSON RESPONSIBLE	PROJECTED COMPLETION DATE	* S L	** COMPLETED ?
1304.24 (3)(i)	Increase the opportunity of parent mental wellness education in a new style/format by providing an attended mental wellness/parenting booth at 3 well attended family events.	Mental Wellness Manager	Spring 2016	L	YES
1304.24 (3) (ii)	Maintain the Juega conmigo program by implementing a variety of techniques to improve consistent attendance.	Mental Wellness Manager	Spring 2016	L	YES
1304.24 (3)(i)	Establish a student small group to improve social skills with positive play skills, polite manners, and problem solving skills	Mental Wellness Manager	Spring 2016	S	Yes

BASED ON SELF-ASSESSMENT OF February 22-29, 2016 *(S) Short Term Goal (L) Long Term Goal **Yes/On Going/Revised 2016 - 2017

PERFORMANCE STANDARD NUMBER	ACTION TO BE TAKEN (IN MEASURABLE TERMS)	PERSON RESPONSIBLE	PROJECTED COMPLETION DATE	* S L	** COMPLETED ?
1304.24 (3)(i)	Establish a "Safe Place" for every classroom to use consistency as a place for children to calm, expression emotion, and self soothe. (sensory items, deep breathing icons, feelings chart, soft items, items for destruction). Train teachers and staff on how to use "safe place" effectively.	Mental Wellness Manager	Spring 2017	L	
1304.24 (3) (ii)	Establish a student recognition program school wide for positive behaviors. Recognizing individual students (student of the month in each classroom) and classrooms for their positive behaviors. (PAWS-itive behavior award, lunch with Pepe, Picture with Pepe, whole class popcorn party, show and tell party, flashlight party) etc..	Mental Wellness Manager	Spring 2017	L	
1304.24 (3)(ii)	Establish a book study program as a staff professional learning committee over an early childhood social and emotional book. Staff would read required amounts each month and discuss at a monthly study session.	Mental Wellness Manager	Spring 2017	S	

Based on the 2015-2016 Self -Assessment:

Strengths:

- 95% of children interviewed could verbalize several emotion coping skills (with a visual support) many children demonstrated them for interviewer
- Counselor was able to provide mental wellness information at a variety of well attended evening events (reaching a wider target audience)
- Expansion of Juega conmigo into English classes as well

Weaknesses

- Event attendance is lower than desired at parenting classes

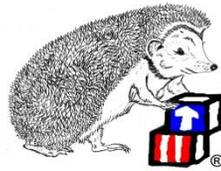
PLANO ISD HEAD START STRATEGIC PLAN 2016-2017

PROGRAM GOALS:

1. Children will show increased growth in use and understanding of oral language.
2. Encourage learning beyond the school walls through Parent and Family Engagement opportunities and linking families to community resources to foster parents' active role in student learning.
3. To ensure that Head Start children are receiving necessary health and nutritional services, our program will show an increase in the number of parents advocating for their children by obtaining services to address medical, dental, and mental health issues.
4. To raise public awareness about the head Start program in the Plano ISD Community to ensure that all populations are informed and have access to apply for the program.

School Readiness Goals:

1. **LANGUAGE AND LITERACY:** Students will use and understand oral language for conversation and communication purposes.
2. **COGNITION AND KNOWLEDGE:** Students will develop the ability to increase math skills, use scientific processes, utilize problem-solving skills, and develop an appreciation for all members of the communities in which they live.
3. **PHYSICAL WELL-BEING AND MOTOR DEVELOPMENT:** Students will identify and practice healthy habits.
4. **APPROACHES TO LEARNING:** Students will work cooperatively while maintaining curiosity and focus.
5. **SOCIAL AND EMOTIONAL DEVELOPMENT:** Students will engage in positive peer relationships while following classroom rules, routines, and directions.



Parent and Family Engagement Outcomes:

- * Actively engage families as life-long learners.
- * Promote parent and family engagement of everyday learning in the home.
- * Engage families as advocates and leaders.
- * Provide families opportunities to develop parent/child relationships that nurture their child's learning and development.

Health & Mental Wellness:

- * Increase and maintain parent participation in mental wellness and nutrition educational opportunities.
- * Increase children's practices of proper oral hygiene and positive social/emotional behaviors.
- * Improve health data collection.

Family & Community Partnerships:

- * Actively engage fathers in children's learning.
- * Engage families with community partners to support needs during stressful times.
- * Parents will gain skills to access daily web-based Ready Rosie activities.
- * Continue developing resources to enhance family well-being.

Education:

- * Review School Readiness Goals on a yearly basis and revise as needed.
- * Focus on use of appropriate writing techniques for early childhood students. (Handwriting Without Tears)
- * Implement Conscious Discipline Program in all classrooms to support students in social-emotional development and problem-solving skills.

Disabilities:

- * Develop working partnership with ECI.
- * Provide additional classroom materials that highlight students with differing abilities.

ERSEA, Facilities, HR Management, Management Systems, Program Governance:

- * Complete Health & Safety Screener
- * Complete Governance, Leadership, and Oversight Capacity Screener
- * Work with Plano ISD staff members to facilitate implementation of after school PASAR program for Head Start students.