

12. Approval of Head Start Program Five-Year 2025-2029 Strategic Plan

City of San Antonio Department of Human Services Head Start Program Five-Year Strategic Plan



Goal 1 – Education

The City of San Antonio Department of Human Services Head Start program will provide welcoming, responsive, safe, and inclusive learning environments that prepare children, six-weeks to five years old, for kindergarten.

Prepare children to succeed in school and beyond.	
Objectives	
1	Implement effective strategies to provide welcoming, responsive, and inclusive learning environments for all children.
2	Enhance teacher practices & support to increase student outcomes.
3	Enhance the program's approach to attendance and follow up to maximize learning opportunities for all children.
4	Implement effective strategies to create safe environments for all children.

Goal 2 – Family and Community

The City of San Antonio Department of Human Services Head Start program will provide family engagement opportunities that strengthen family outcomes.

Empower families to be their best!	
Objectives	
1	Implement a family goal setting approach that supports the well-being of families.
2	Strengthen parent participation in family engagement activities that support healthy relationships with their children and strong school-to-home connections.
3	Build targeted partnerships that provide needed services that support the well-being of families.

City of San Antonio Department of Human Services Head Start Program Five-Year Strategic Plan



Goal 3 – Health

The City of San Antonio Department of Human Services Head Start program will support the growth, learning, and development of children six weeks to five years old.

Support the care and health of children.	
Objectives	
1	Enhance ongoing health services and family resources that support all children.
2	Strengthen collaboration across CoSA Head Start teams to increase families' access to healthcare, follow-up, and individualized case management.

Goal 4 – Mental Wellness

The City of San Antonio Department of Human Services Head Start program will support the mental health and overall wellness of Head Start staff and families.

Promote mental health and wellness.	
Objectives	
1	Enhance awareness and accessibility to mental health and wellness resources for staff and families.
2	Implement trauma-informed and strength-based supports to ensure staff are equipped to support social emotional development for children 6 weeks to 5 years old.
3	Increase the number of parents/guardians that participate in an evidence-based parenting curriculum.

Goal 5 – Highly Qualified Staff

The City of San Antonio Department of Human Services Head Start program will recruit, prepare, and retain highly qualified staff.

Recruit and retain highly qualified staff.	
Objectives	
1	Enhance outreach and professional development programs to attract, promote, and retain employees.
2	Implement employee recognition and retention programs to ensure all staff are valued.
3	Promote team building and staff cohesion.