

Approval of Head Start Program Five-Year Strategic Plan



City of San Antonio Department of Human Services

Head Start Program Five-Year Strategic Plan



Goal 1 – Education

Prepare children to succeed in school and life

Objectives	
1	Decrease the percentage of children enrolled in the Early Head Start Program with chronic absenteeism to 55% in 2023-2024.
2	Decrease the percentage of children enrolled in the Head Start Program with chronic absenteeism to 30% in 2023-2024.
3	Increase the annual Infant Classroom Assessment Scoring System (CLASS) score by .5 from 4.84 in <i>Responsive Caregiving</i> in 2017-2018 to 5.34 2023-2024.
4	Increase the annual Toddler Classroom Assessment Scoring System (CLASS) scores by .5 in each domain, from 5.37 in Emotional and Behavioral Support and 3.33 in Engaged Support for Learning in 2017-2018 to 5.87 in Emotional and Behavioral Support and 3.83 in Engaged Support for Learning by 2023-2024.
5	Increase the annual Prekindergarten Classroom Assessment Scoring System (CLASS) scores by .5 in each domain, from 5.65 in Emotional Support, 5.02 in <i>Classroom Organization</i> , and 2.99 in Instructional Support in 2016-2017 to 6.15 in <i>Emotional Support</i> , 5.52 in <i>Classroom Organization</i> , and 3.49 in <i>Instructional Support</i> by 2023-2024.
6	Increase the percentage of children enrolled in the Early Head Start Program that show six months or more of developmental growth in all six domains on the Early Learning Accomplishments Profile (E-LAP) from BOY to EOY by 5% from 31% in 2017-2018 to 36% in 2023-2024.
7	Increase the percentage of children enrolled in the Early Head Start Program that show six months or more of developmental growth in all seven domains on the Learning Accomplishments Profile-3rd Edition (LAP-3) from BOY to EOY by 5% from 41% in 2017-2018 to 46% in 2023-2024.
8	Increase the percentage of children enrolled in the Head Start Program identified as PROFICIENT at EOY in <i>Rapid Letter Naming, Rapid Vocabulary, Phonological Awareness, Letter/Sound Correspondence, Story Retell & Comprehension</i> , and <i>Book & Print Awareness</i> on the CIRCLE Progress Monitoring System to 75% across all areas in 2023-2024.
9	Increase the percentage of children transitioning to kindergarten enrolled in the Head Start Program identified as PROFICIENT at EOY in <i>Rapid Letter Naming, Rapid Vocabulary, Phonological Awareness</i> , and <i>Mathematics</i> on the CIRCLE Progress Monitoring System to 75% across all areas in 2023-2024.

Goal 2 – Family Support

Promote well-being of families to enable them to support their children's learning and development.

Objectives	
1	Increase the percentage of parents/guardians who make progress towards completion of an identified <i>Family Self-Sufficiency</i> goal by the end of the program year by 9% from 71% in 2019-2020 to 80% in 2023-2024.
2	Maintain the percentage of parents/guardians who make progress towards completion of an identified Family Life Practice goal at 90% or higher through the year 2023-2024.
3	Increase the average number of services received per family (such as emergency assistance, parenting education, asset building, or job training and education services) to promote family outcomes from 2.7 in 2021-2022 to 3.0 in 2023-2024.
4	Increase the number of parents/guardians that participate in the Head Start Triple P Parenting Program by 96 from 4 in 2020-2021 to 100 in 2023-2024.

Goal 3 – Health

Children are healthy and ready to learn.

Objectives	
1	Increase the percentage of children who are up-to-date on TX EPSDT requirements at the end of the program year to 78% by 2023-2024.
2	Increase the percentage of children who receive services following a referral for hearing concerns at the end of the program year by 10% from 55% in 2018-2019 to 65% in 2023-2024.
3	Increase the percentage of children who receive services following a referral for vision concerns at the end of the program year by 10% from 70% in 2018-2019 to 80% in 2023-2024.
4	Increase the percentage of children identified as <i>Class 2</i> following a dental evaluation that are designated as <i>Treatment Complete</i> by the end of the program year by 4% from 63% in 2021-2022 to 67% in 2023-2024.
5	Decrease the percentage of parents/guardians that report their child had 2 or more sugary drinks. The baseline will be established in 2022-2023 with a percentage decrease determined in 2023-2024.
6	Increase the percentage of parents/guardians that report that mental health/wellness services/supports are available by 24% from 11% in 2021-2022 to 35% in 2023-2024.

Goal 4 – Environmental Health & Safety

Support the care of children by creating safe environments

Objectives	
1	Decrease the percentage of findings in the Head Start Prekindergarten Environmental Health and Safety Monitoring Reviews by 2% from 5.8 % in 2016-2017 to 3.8% in 2023-2024.
2	Decrease the percentage of findings in the Early Head Start Environmental Health and Safety Monitoring Reviews by .5% from 2.84% in 2021-2022 to 2.6% in 2023-2024.
3	Maintain fewer than 15 findings in the Texas Health and Human Services Commission Childcare Center Inspections across all seven Childcare centers.
4	All six EHS-CCP Education Service Providers will maintain a four-star rating from the Texas Rising Star System (State of Texas QRIS) as a measure of quality.
5	Increase the average score on the Early Childhood Environment Rating Scale (ECERS) for the Head Start Prekindergarten Program. The baseline will be established in 2022-2023 with a percentage increase determined in 2023-2024.

Goal 5 – Highly Qualified Staff

Recruit and retain highly qualified staff

Objectives	
1	Reduce the average number of days to fill a vacancy with the DHS Head Start by 16 days from 62 days in 2016-2017 to 46 days in 2023-2024.
2	Maintain an annual retention rate for Family Support Workers at 90% or higher through the year 2023-2024.
3	Increase the number of teaching staff that complete the Head Start Summer Institute from 23 participants in 2017-2018 to 44 participants by 2023-2024.
4	Increase the number of Head Start TEACH participants that earn a certificate or degree to 15 by 2024.
5	Increase the number of Early Head Start TEACH participants that earn a certificate or degree.
6	Increase the percentage of staff reporting manageable stress levels by 4% from 71% in 2021-2022 to 75% in 2023-2024.

City of San Antonio Department of Human Services

Head Start Program Five-Year Strategic Plan



Goal 1 – Education

Prepare children to succeed in school and life

Objectives	
1	Decrease the percentage of children enrolled in the EHS-CCP Early Head Start Program with chronic absenteeism by 18% from 46% in 2017-2018 to 28 55% in 2023-2024.
2	Decrease the percentage of children enrolled in the Head Start Program with chronic absenteeism by 5% from 24% in 2017-2018 to 19 30% in 2023-2024.
3	Increase the annual Infant Classroom Assessment Scoring System (CLASS) score by .5 from 4.84 in <i>Responsive Caregiving</i> in 2017-2018 to 5.34 2023-2024.
4	Increase the annual Toddler Classroom Assessment Scoring System (CLASS) scores by .5 in each domain, from 5.37 in Emotional and Behavioral Support and 3.33 in Engaged Support for Learning in 2017-2018 to 5.87 in Emotional and Behavioral Support and 3.83 in Engaged Support for Learning by 2023-2024.
5	Increase the annual Prekindergarten Classroom Assessment Scoring System (CLASS) scores by .5 in each domain, from 5.65 in Emotional Support, 5.02 in <i>Classroom Organization</i> , and 2.99 in Instructional Support in 2016-2017 to 6.15 in <i>Emotional Support</i> , 5.52 in <i>Classroom Organization</i> , and 3.49 in <i>Instructional Support</i> by 2023-2024.
6	Increase the percentage of children enrolled in the EHS-CCP Early Head Start Program that show six months or more of developmental growth in all six domains on the Early Learning Accomplishments Profile (E-LAP) from BOY to EOY by 5% from 31% in 2017-2018 to 36% in 2023-2024.
7	Increase the percentage of children enrolled in the EHS-CCP Early Head Start Program that show six months or more of developmental growth in all seven domains on the Learning Accomplishments Profile-3rd Edition (LAP-3) from BOY to EOY by 5% from 41% in 2017-2018 to 46% in 2023-2024.
8	Increase the percentage of children enrolled in the Head Start Program identified as PROFICIENT at EOY in <i>Rapid Letter Naming, Rapid Vocabulary, Phonological Awareness, Letter/Sound Correspondence, Story Retell & Comprehension, and Book & Print Awareness</i> on the CIRCLE Progress Monitoring System to 75% across all areas in 2023-2024. The baseline will be established in 2021-2022 with a percentage increase determined in 2022-2023.
9	Increase the percentage of children transitioning to kindergarten enrolled in the Head Start Program identified as PROFICIENT at EOY in <i>Rapid Letter Naming, Rapid Vocabulary, Phonological Awareness, and Mathematics</i> on the CIRCLE Progress Monitoring System to 75 3% in 2023-2024.

Goal 2 – Family Support

Promote well-being of families to enable them to support their children’s learning and development.

Objectives	
1	Increase the percentage of parents/guardians who make progress towards completion of an identified <i>Family Self-Sufficiency</i> goal by the end of the program year by 9% from 71% in 2019-2020 to 80% in 2023-2024.
2	Maintain the percentage of parents/guardians who make progress towards completion of an identified Family Life Practice goal at 90% or higher through the year 2023-2024.
3	Increase the percentage of program average number of services received (such as emergency assistance, parenting education, asset building, or job training and education services) to promote family outcomes. The baseline will be established in 2021-2022 with a percentage increase determined in 2022-2023. From 2.7 in 2021-2022 to 3.0 in 2023-2024.
4	Increase the number of parents/guardians that participate in the Head Start Triple P Parenting Program by 66-96 from 4 in 2020-2021 to 70-100 in 2023-2024.

Goal 3 – Health

Children are healthy and ready to learn.

Objectives	
1	Increase the percentage of children who are up-to-date on TX EPSDT requirements at the end of the program year to 78% by 2023-2024. The baseline will be established in 2021-2022 with a percentage increase determined in 2022-2023.
2	Increase the percentage of children who receive services following a referral for hearing concerns at the end of the program year by 10% from 55% in 2018-2019 to 65% in 2023-2024.
3	Increase the percentage of children who receive services following a referral for vision concerns at the end of the program year by 10% from 70% in 2018-2019 to 80% in 2023-2024.
4	Increase the percentage of children identified as <i>Class 2</i> following a dental evaluation that are designated as <i>Treatment Complete</i> by the end of the program year by 134% from 6332% in 2016-2017-2021-2022 to 4567% in 2023-2024.
5	Increase the average score on the Health Wellness Assessment. The baseline will be established in 2021-2022 with a percentage increase determined in 2022-2023. Decrease the percentage of parents/guardians that report their child had 2 or more sugary drinks. The baseline will be established in 2022-2023 with a percentage decrease determined in 2023-2024.
6	Increase parent/guardian knowledge and understanding of wellness resources available to Early Head Start and Head Start families. The baseline will be established in 2021-2022 with a percentage increase determined in 2022-2023. Increase the percentage of parents/guardians that report that mental health/wellness services/supports are available by 24% from 11% in 2021-2022 to 35% in 2023-2024.

Goal 4 – Environmental Health & Safety

Support the care of children by creating safe environments

Objectives	
1	Decrease the percentage of findings in the Head Start Prekindergarten Environmental Health and Safety Monitoring Reviews by 2% from 5.8 % in 2016-2017 to 3.8% in 2023-2024.
2	Decrease the percentage of findings in the EHS-CCP Environmental Health and Safety Monitoring Reviews by .5% from 3.1 <u>2.84</u> % in 2017-2018 <u>2021-2022</u> to 2.6% in 2023-2024.
3	Decrease the number of findings in the Health and Human Services Commission Childcare Center Inspections by 50% from 38 in 2016-2017 to 19 in 2023-2024.
4	All six EHS-CCP Education Service Providers will maintain a two <u>four</u> -star rating or above from the Texas Rising Star System (State of Texas QRIS) as a measure of quality. by 2023-2024.
5	Increase the average score on the Early Childhood Environment Rating Scale (ECERS) for the Head Start Prekindergarten Program. The baseline will be established in 2022-2023 with a percentage increase determined in 2023-2024.

Goal 5 – Highly Qualified Staff

Recruit and retain highly qualified staff

Objectives	
1	Reduce the average number of days to fill a vacancy with the DHS Head Start by 16 days from 62 days in 2016-2017 to 46 days in 2023-2024.
2	Maintain an annual retention rate for Family Support Workers at 90% or higher through the year 2023-2024.
3	Increase the number of teaching staff that complete the Head Start Summer Institute from 23 participants in 2017-2018 to 48 <u>44</u> participants by 2023-2024.
4	Increase the number of <u>Early Head Start</u> TEACH participants that earn a certificate or degree to 12 by 2024.
5	<u>Increase the percentage of staff reporting manageable stress levels by 4% from 71% in 2021-2022 to 75% in 2023-2024. Develop and implement a wellness plan to increase morale, engagement, and health and well-being for DHS Head Start staff by July 31, 2022.</u>