



Early Head Start/Head Start 5 Year Program Goals

In 2019 CEO's Head Start program developed program goals that provide a framework for our program's mission. Our goals are strategic and long term. They focus on areas related to education, nutrition, health, and family engagement and are based on our Community Needs Assessment, various program data, and staff and family feedback. These goals help guide our program, practices, and services we deliver to our children and families. They are evaluated on an annual basis to ensure they are still applicable. Program goals are monitored and shared with appropriate stakeholders.

- 🌈 **Goal 1: CEO will strengthen its data management system to maximize the program's ability to effectively gather, measure and analyze data and implement program improvements.**
 - **Objectives:**
 - *CEO will strengthen its current data management system to ensure program success.*
 - *CEO will increase staff and family understanding of data driven practices and decision making.*
 - *CEO will increase frequency of monitoring program data.*

- 🌈 **Goal 2: CEO will stabilize our workforce and build employee capacity across the program.**
 - **Objectives:**
 - *CEO will re-develop and enhance current staff recruitment strategies.*
 - *CEO will increase employee morale, team participation, and engagement.*
 - *CEO will provide opportunities for cross training.*
 - *CEO will develop and implement creative strategies to train and certify teachers.*
 - *CEO will encourage retention by mentoring new hires.*
 - *CEO will strengthen onboarding and training for new staff.*

- 🌈 **Goal 3: CEO will enhance coordinated approaches to school readiness and be recognized in the community as a leader in Early Childhood Education.**
 - **Objectives:**
 - *CEO will use Teaching Strategies GOLD, Classroom Assessment Scoring System (CLASS), and other classroom observations to assess child progression and outcomes through their Head Start experience.*
 - *CEO will ensure safe, secure and healthy learning environments to support children's learning and development.*
 - *CEO will enhance the community's knowledge of Head Start.*

- 🌈 **Goal 4: CEO will increase the health of children and families.**
 - **Objectives:**
 - *CEO will create a functioning Health Service Advisory Committee consisting of community members that promote community health.*
 - *CEO will provide education and support to parents experiencing substance use and or/mental health concerns.*
 - *CEO will continue to increase collaboration with health providers.*
 - *CEO will increase health education to parents and staff.*



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- CEO will evaluate options for comprehensive mental health services.
- CEO will continue to provide staff and parents with more strategies to support children with social and emotional challenges.