CEO 2025-2030 Program Goals

CEO Head Start has developed a comprehensive and effective planning process, including ongoing analysis and reporting of program data in meaningful ways, which allows staff, parents, and governing bodies to utilize the information presented to make thoughtful strategic decisions for the program. By establishing program goals, measurable objectives, and systems to measure progress toward achieving goals and objectives, CEO Head Start supports ongoing program improvement and successful outcomes for children and families.

Analysis of data from multiple sources is utilized in the development of program goals. CEO Head Start goals and objectives for the 2025-2030 grant funding period are as follows:

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| **Goal 1: CEO will enhance family engagement across all content areas and activities**.  |
| *Objective* | *Expected Outcome* | *Methods for Tracking Progress* |
| Establish program committee groups (education, program, financial, health and mental health, etc.) that have family representation on all established committees.  | Increase parent participation in leadership roles in all aspects of program planning. | Attendance at established committee meetingsMeeting minute documentation  |
| Survey families on an annual basis to identify potential barriers to family engagement.  | Utilize survey results to problem solve potential solutions to barriers to increase family engagement.  | Annual survey results Attendance at family engagement activities  |
| Increase tracking of various family structures (kinship, foster, multi-generational housing, etc.) and utilize data to provide individualized support and resources.  | Enhance individualized support and services provided to meet the varying needs of family structure the program serves. | Demographic tracking systemAnnual family survey |
| Utilization of multi-disciplinary approach to children and families by meeting with content leads on a bi-weekly basis to discuss children and families that are receiving support from various areas of the program.  | Enhance the coordination of services provided to families to ensure all needs are met. | Content Area Manager meeting minutesReferrals to familiesCase conferences |
| **Goal 2: CEO will ensure the provision of high-quality Early Childhood Services.**  |
| *Objective* | *Expected Outcome* | *Methods for Tracking Progress* |
| Create and maintain a Head Start wellness committee that guides and drives the program’s wellness initiatives. | Support staff health and wellness through the integration of ongoing wellness opportunities that are driven by staff.Support decrease in staff burn out and potential reportable child incidents.  | Wellness committee agenda, meeting minutesWellness events and initiative attendance Staff surveys |
| Increase utilization of data collection (staff and family survey data, child and family outcome data, etc.) to guide individual and program professional development provided to all staff.  | Strengthen the approach to training and professional development that aligns with program goals and includes ongoing reflective supervision strategies.Increase the support of staff and decrease potential reportable child incidents. | Survey resultsChild and family assessment and outcome dataProgram and individual professional development plans and outcomes |
| To increase staff wages to be a competitive employer in the ECE field. | Increase competitive, livable wages for staff. Increase retention rates and decrease turnover.  | Staff retention and recruitment dataAdvocacy efforts for additional program fundingWage compensation data |
| Ensure all ECS staff, collaborators, and visitors are aware of ECS Code of Conduct and ECS polices regarding behavior management, emergency release, child abuse, and active supervision. | All individuals that may interact with Head Start children are aware of the Code of Conduct and policies regarding interaction. | Signed Code of Conduct and mandated policiesClassroom observationReportable child incidents |
| Maintain at least 97% of funded enrollment monthly.  | Ensure program is meeting funded enrollment and meeting the needs of the community and is not placed on an under-enrollment plan. | Monthly enrollment dataWaitlist DataRecruitment plans |
| **Goal 3: CEO will support families to meet the health and educational needs of children the support children’s growth and school readiness.**  |
| *Objective* | *Expected Outcome* | *Methods for Tracking Progress* |
| Increase community and political awareness of lack of special education service providers and the detrimental impact it is having on Head Start children’s education. | Increase ECE advocacy around the need for special education providers to increase services provided to children.Explore opportunities to enhance or add new community partnerships. | Special Education referral outcome tracking |
| Enhance utilization of Health and Mental Health Advisory Committee members to develop stronger collaboration with community and CEO resources to meet the needs of families. Ensure the Family Engagement Manager attends meetings and disseminates information to the Family Advocate staff.  | Increase CEO staff knowledge of internal and external resources for referral purposes. Engage committee members in outreach efforts | Health and Mental Health Advisory Committee meeting minutesReferral outcomesInter-agency referrals and meetingsHealth team event participation (tabling/health fair) |
| Increase education and information to families regarding health literacy and how to navigate the health system and resources.  | Increase family’s confidence in navigating the health system to help improve health outcomes for children and families.  | Family meeting attendanceMedical referral outcomesChild health outcomes |
| Enhance transition efforts with collaborating school districts by facilitating a transition planning meeting with each district at least three months prior to the end of the school year. | Implementation of comprehensive transition plan for all collaborative school districts that allow children and families to have a successful transition from Head Start to Kindergarten.  | Transition plansSurveys from districtsFeedback/surveys from families  |