



02CH010371

North Hudson Community Action Corporation

Head Start and Early Head Start

Program Goals and Objectives

2023-2024 Year 2



Joseph M. Muniz,

Governing Board Chairperson

Jose Luis Chicas,

Policy Council Chairperson

Joan M. Quigley, President/CEO

Monica Charris Tabares,

Vice President Head Start/Early Head Start Program

Long Range Goal 1: Education and Early Childhood Development Services: NHCAC Head Start will enhance its educational services to improve the school readiness skills of enrolled children to maximize their potential to enter kindergarten with a solid foundation for life-long success.

Objective 1: The program will ensure children are ready for school by providing a high-quality individualized educational, physical, mental, and social environment that produces positive child outcomes

Short term objectives	Expected outcomes	Action steps	Data tools or methods for tracking progress	School Term 2022-2023 Outcomes
<p>Program will demonstrate at or above the national average in each area of CLASS Assessment domains</p> <p>Program will demonstrate at or above national average in each area of the Early Childhood Environment Rating Scale (ECERS) and Infant and Toddler Environment Rating Scale (ITERS)</p>	<p>Teachers will continue improvement in all three domains of the CLASS observation through ongoing professional development and coaching</p> <p>Teachers will continue improvement in all 6 subscales of the ECERS and ITERS instrument tool through ongoing professional development and coaching</p>	<ul style="list-style-type: none"> - Ensure that all Education Supervisors are CLASS reliable - Develop and implement a coaching model using the CLASS scoring instrument - Teachers will continue PD in CLASS, Creative Curriculum and High Scope - Ensure Education Supervisors are ECERS and ITERS reliable 	<ul style="list-style-type: none"> - Three of 5 Head Start Education Supervisors have maintained CLASS reliability - CLASS scoring instrument - Professional Development Plan report - Professional Development Plan/ Training plan 	<p>In progress</p> <p>Not started</p> <p>Completed/Ongoing - Preservice staff training and in-service training on curriculum</p> <p>Completed - Education Director has earned State Anchor in ITERS assessment tool; 2 Ed supervisors</p>

		<ul style="list-style-type: none"> - Teachers will continue PD in ECERS/ ITERS, Creative Curriculum and High Scope - Develop and implement a coaching model using the ECERS & ITERS scoring instrument 	<ul style="list-style-type: none"> - Sign in sheets and agenda - Results of ITERS rating tool 	<p>completed ECERS Recalibration</p> <p>In progress (planning) - PD in ECERS and ITERS schedule for March 2023</p> <p>Completed - Consultant conducted ITERS assessment on all Early Head Start classrooms</p>
<p>Program will continue to promote Dual Language classroom learning in order to boost students' connection to their own culture.</p>	<p>Dual Language learners will enter Kindergarten with appropriate vocabulary in their native language and English</p>	<ul style="list-style-type: none"> - Continue to collect Home Language Surveys - Teachers will continue PD in DLL instruction - Continue to implement NHCAC Head Start DLL program - Teachers will continue to include culturally and linguistically activities in weekly lesson plans 	<ul style="list-style-type: none"> - Home Language Surveys - Professional Learning agendas/ minutes - Lesson Plans 	<p>Completed 2022-2023 surveys</p> <p>In progress</p> <p>On going</p>

<p>Program will provide children with disabilities extra support to achieve school readiness as determined by their learning needs</p>	<ul style="list-style-type: none"> - Students with disabilities will be included in the general education classroom with a multi-tiered system of support. - Continued recruitment of students with disabilities 	<ul style="list-style-type: none"> - Teachers will use results of ESI-R and ASQ:SE screening to plan individual goals for students - Individualization will be noted on lesson plans as needed for students - Disability manager will work with education staff to incorporate a multi-tiered system of academic support - Education staff PD in Challenging behaviors and Social Emotional support 	<ul style="list-style-type: none"> - ESI-R and ASQ:SE inventory checklist - IEP/ IFSP student reports - Ongoing student observations 	<ul style="list-style-type: none"> - Outside therapist provide services weekly - 10 one to one staff has been hired to assist in providing additional service to students with IFSP/IEP
--	--	---	---	---

Objective 2: Health/Mental Health/ Nutrition Services: NHCAC Head Start will continue to work with families to ensure all children have a source of continuous accessible health care; ensure children are up to date on all age appropriate preventive and primary health care.

Short term objectives	Expected outcomes	Action steps	Data tools or methods for tracking progress	School Term 2022-2023 Outcomes
<p>All children will be screened and connected to a medical home to receive high quality health, oral health, mental health, and nutrition services for the preventive and follow-up treatment for any noted health concern.</p>	<ul style="list-style-type: none"> - Increase school attendance; better oral health; family medical health home and parent education community resources - To use tracking of medical, vision and hearing assessments as early intervention strategies that influence education progress. 	<ul style="list-style-type: none"> - Continue to provide parent committee meeting that focus on health prevention and treatments - During Home visits/ parent conference inform families of current health strategies - During registration assist families in enrollment into a medical home. 	<ul style="list-style-type: none"> - Screening results - myheadstart reports - Health Manager monitoring and tracking reports - Enrollment parent surveys 	<p>Completed</p> <ul style="list-style-type: none"> - Medical homes were documented during registrations and enrollment. <p>Completed</p> <ul style="list-style-type: none"> - Nutrition and allergy forms/requested were documented
<p>Program will develop and implement a plan to integrate nutrition and "Wellness Plan" into the curriculum</p>	<p>To work with families and staff to develop an activities that focus on nutritional needs for children, considering cultural preferences, special dietary requirements, community nutritional issues.</p>	<ul style="list-style-type: none"> - Send home nutrition information monthly - Research cooking activities to share with staff - Plan nutrition workshops for parents <p>- Provide education staff with cooking activities to include in lesson plans</p>	<ul style="list-style-type: none"> - Nutritional assessments - Event agenda - Nutrition handouts - Parent sign-in sheets 	<p>On-going</p> <ul style="list-style-type: none"> - Nutrition workshops were provided to parents sponsored by EFNEP by Rutgers <p>Not started</p> <ul style="list-style-type: none"> - cooking activities

Program will offer all staff the opportunity to enhance their awareness of Mental Health issues	Disability Manager and Mental Health Coordinator will continue to raise awareness about mental health continuum, reduce stigmas, related to mental illness.	- To celebrate Mental Awareness Month with inclusive program activities	- Attendance sheets - Agenda - Event flyers	On going
	Disability Manager and Mental Health Coordinator will provide staff with PD that focuses on helping children meet challenges and regulate emotions	-To create PD opportunities for staff	- Training proposals - sign in sheets - Presentation evaluations - photos	Completed - Preservice staff training and in-service training on Mental Health strategies - 4 Staff Wellness activities completed

<p>Long Range Goal 2: Family Engagement: NHCAC Head Start will continue to build positive, ongoing, goal-orientated relationships with families that support family well-being, strong relationships between parents and their children, and on-going learning and development for both parents and children.</p> <p>Objective 1: The program will ensure that families are ready to support their children in school by providing support and engagement services that are responsive to and appropriate for each family</p>				
Short term objectives	Expected outcomes	Action steps	Data tools or methods for tracking progress	School Term 2022-2023 Outcomes

<p>To engage families in dialogue about their expectations for their children, program objectives and school readiness goals</p>	<p>Family wellbeing:</p> <ul style="list-style-type: none"> - Parents and families are safe, healthy and have increased financial security - Parents report positive, supportive relationships staff and that staff help them meet their goals - Parents understand school readiness goals 	<ul style="list-style-type: none"> - Conducting Home visits/ parent conference - Completion of Individual Family Partnership Agreement - During Parent committee meetings, reporting out Student outcomes and its relationship to School Readiness 	<ul style="list-style-type: none"> - Home visits/ parent conference post evaluations - Individual Family Partnership Agreement post evaluations - Event presentation - parent sign in sheets 	<p>Completed</p> <ul style="list-style-type: none"> - Fall and Winter Home Visits <p>Completed</p> <ul style="list-style-type: none"> - FPAs post evaluation scheduled for May 2023 <p>Completed/ Ongoing</p> <ul style="list-style-type: none"> - Monthly parent meetings - Student Outcomes scheduled for 1/2023 - Back to School Night discussion on curriculum and classroom expectation
--	---	---	--	--

<p>To support parents as learners by providing trainings that help parents learn more about their child's social and emotional behavior</p>	<p>Families as learners - Parents and families advance their own learning interests through education, training and other experiences that support their parenting, career and life goals</p>	<ul style="list-style-type: none"> - Conduct CDA trainings for parents - Connect parents with outside resources to support their parenting "Strengthen Families" trainings - Attendance at NHS Parent Conference 	<ul style="list-style-type: none"> - CDA participant attendance - Event presentations - sign in sheets - Outreach parent attendance 	<p>In progress - classes started 9/2022</p> <p>Completed - "Strengthen Families" Classes started in 9/2022</p> <p>- 2 parents/ 1 Community member attended NHS parent Conference</p>
<p>In partnership with families, organize and implement at least two advocacy activities identified by parent committee group/ Policy council</p>	<p>Family as advocates and leaders: - parents and families participate in leadership development, decision-making, program policy development or in community and State organizing activities to improve children's development and learning experiences</p>	<ul style="list-style-type: none"> - share opportunities for advocacy in the program and community - solicit parents interest in advocacy activities - provide staff support to mentor parents to carry out advocacy activities 	<ul style="list-style-type: none"> - Parent Committee meeting notes - Policy Council minutes -Documentation of advocacy events in which parents participated 	<ul style="list-style-type: none"> - Hispanic Heritage advocacy event (Hispanic State parade) held in 10/2022 - Community events: Thanksgiving drive Christmas Toy drive

				- Dollar per Child advocacy event planned for 1/ 2023
--	--	--	--	---

Long Range Goal 3: The program will seek methods to ensure NHCAC HS/EHS has necessary resources to provide child and family services by seeking available funding and ensuring systems are in compliance with Federal, State and local regulations while still maintaining the overall high quality of the program.

Objective 1: Program Design and management: Program Design and management: NHCAC Head Start will ensure that decision- making is data driven and inclusive.

Short term objectives	Expected outcomes	Action steps	Data tools or methods for tracking progress	School Term 2022-2023 Outcomes
Parent Engagement Coordinator will train governing bodies on Head Start standards and the Head Start Act as well as educate new members	To establish and maintain a formal structure of shared governance through which policy council and parents can participate in policy -making	- In October, educate Policy Council on PC member roles - Encourage PC members to attend NHS Parent Conference	- Sign-in sheets - Training presentations - Training plan proposal	Completed - PC elections held in 10/2022
V.P and various program staff will collaborate with governing body members to promote transparency and full participation of the policy council and NHCAC board through monthly updates	To share information and seek input at monthly policy council, board, site, staff and leadership meetings	- governing body receive annual reports - ensure PC and Governing bodies receive monthly reports, financial statements	- Agendas and minutes - training plan - financial audits - self assessment - strategic plan PIR	Completed/Ongoing - meeting held monthly

Objective 2: Program Professional Development: NHCAC Head Start will strengthen and expand relationships with other program, school districts, other child care centers, colleges and universities in the community.

Short term objectives	Expected outcomes	Action steps	Data tools or methods for tracking progress	School Term 2022-2023 Outcomes
Establish partnerships that provide specialized training to staff	Increase resources for the program	- Search workforce registry training opportunities for staff	- Community participation	Ongoing - Training for staff are

	<p>Increase funding resources by partnering with school district</p>	<ul style="list-style-type: none"> - Coordinate CDA and Infant and Toddlers with community colleges for staff - Reach out to neighboring districts and extend interest to partner 	<ul style="list-style-type: none"> - Community MOU - MOU with district 	<p>coordinated by NJJCISS and Ed Director</p> <ul style="list-style-type: none"> - EHS staff attending CDA College courses - EHS staff attending IT credential courses at PCCC <p>Completed</p> <ul style="list-style-type: none"> - District Partnership MOU 6/2022
<p>Establish partnerships with colleges, universities, local and statewide organizations</p>	<ul style="list-style-type: none"> - Make way for innovations in the program - Participate in planning for Early Childhood Conference - Facilitate networking and planning with other Head Start programs 	<ul style="list-style-type: none"> - Become member of advisory committee - utilize student field placement of future teacher - opportunity for staff to network and learn from others 	<ul style="list-style-type: none"> - MOU - Volunteer list - event presentations - training proposals 	<p>Ongoing</p> <ul style="list-style-type: none"> - partnership with PCCC <p>Ongoing</p> <ul style="list-style-type: none"> - VP of HS member of following advisory committees: -Seton Hall

				- WNY school district - Bloomfield School district
Establish partnerships with community-based programs to develop coordinated services to children and families	- Provide a wider range of services and resources to children and families - Enhance services provided to pregnant women through enrollment in WIC and mandated pre-natal workshops	- Update Community Resources Handbook - Search out health, nutrition, mental health, academic, and parent resources offered by community based programs	- MOU - Community Resource Handbook - networking index	Completed

Objective 3: Safe environment/ Facilities/ Materials and Equipment: NHCAC Head Start will ensure quality facilities and transportation methods for all Head Start centers and improve the availability Early Childhood Head start services in North Hudson County.

Short term objectives	Expected outcomes	Action steps	Data tools or methods for tracking progress	School Term 2022-2023 Outcomes
-----------------------	-------------------	--------------	---	--------------------------------

Continue to develop a plan to secure funding and facilities to expand HS and EHS services in North Bergen - 6 HS classrooms and 4 EHS classes.	Provide a positive and attractive work environment for students and staff	<ul style="list-style-type: none"> - Continue process to find a new location for North Bergen Center - identify site - acquire OHS approvals and local permits - request one-time funding 	<ul style="list-style-type: none"> - Policy Council and NHCAC Foundation approvals - New location documentation 	<p>In progress</p> <p>Not started</p>
To secure funding and facilities to expand 2 HS classrooms & 4 EHS classes in North Hudson	<ul style="list-style-type: none"> - Serve a larger capacity of students by expanding Early Head Start services - Provide services in underserved areas 	<ul style="list-style-type: none"> - Seek out funding opportunities - identify site - acquire OHS approvals and local permits - request one-time funding 	<ul style="list-style-type: none"> - Policy Council and NHCAC Foundation approvals - New location documentation 	<p>Not started</p>
To comply with all State and local licensing, as well as Safety and ECERS-3 requirements.	Ensure facilities maintain a safe and healthy environments	<p>Continue to renew child care licensing certificates</p> <p>Keep abreast of updated licensing mandates</p>	<ul style="list-style-type: none"> - Child care licensing inspection reports - Lead testing results - Water testing results - Playground checklist 	<p>In process</p> <p>Completed</p> <p>Completed</p> <p>Completed</p>



NORTH HUDSON
COMMUNITY ACTION CORPORATION

02CH010371 NHCAC Head Start Continuation Application Year - 2: 2023 - 2024