



Upbring

Head Start Preschool

2023-2024 Program Goals

Updated November 2023

Program Goal #1: To increase all staff capacity to promote school readiness through high-quality professional development and CLASS knowledge.		
Measurable Objective(s)	Progress/Outcomes	Challenges
Objective 1: To increase educational staff’s individualized learning by Education Coaches implementing coaching strategies and professional development as measured by an increase of 10% in CLASS scores in the domain of Pre-K instructional support by the end of the 2022-23 school year.	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> Professional Development plan created to focus on instructional support Provided reference tools to help in the classroom for CLASS that can be used ongoing. <p>2022-23 updates</p> <ul style="list-style-type: none"> No progress increase due to staff turnover 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> Staff shortages Training staff as they are hired <p>2022-2023 updates</p> <ul style="list-style-type: none"> Misaligned partnership academic calendars for scheduled Professional Development days Staff shortage/retention
Objective 2: Non-educational staff will have a basic working knowledge of CLASS provided during onboarding and in-service. Staff will demonstrate knowledge of training with a minimum passing rate of 80% by the end of the 2022-23 school year.	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> All staff (non-educational) was provided an introduction to CLASS training during In-Service and On-Boarding <p>2022-23 updates</p> <ul style="list-style-type: none"> All staff (non-educational) was provided an introduction to CLASS training during annual August In-Service 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> No challenges at this time <p>2022-23 updates</p> <ul style="list-style-type: none"> Gap in transition to a new Program Trainer
Program Goal #2: To increase the use of data-driven practices using improved technology and information systems to ensure continuous improvement and increased capacity to promote school readiness.		
Measurable Objective(s)	Progress/Outcomes	Challenges
Objective 1: Revise and implement monitoring systems to ensure uniformed data entry by end of January 2023.	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> One system was selected for Head Start and one for Early Head Start 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> Obtaining access for both Head Start and

	<ul style="list-style-type: none"> • Training was conducted to all staff on monitoring systems <p>2022-23 updates</p> <ul style="list-style-type: none"> • Completed objective and are continuing implementation process 	<p>Early Head Start platforms</p> <p>2022-23 updates</p> <ul style="list-style-type: none"> • No challenges
<p>Objective 2: Education Coach will provide professional development in data analysis to increase educational staff’s use of data to monitor and document progress in curriculum implementation, individualized learning, use of effective interactions and student progress in school readiness goals as measured by increase in student outcomes.</p>	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • Education Coaches provided training to all teachers during In-Service and through individualized professional plans through practice-based coaching <p>2022-2023 Updates</p> <ul style="list-style-type: none"> • Developed a monthly professional development scheduled to provide Education Coaches training in Practice Based Coaching and data analysis • Various education staff attended Frog Street training in July 2023 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • A constant influx of new staff posed an inconsistency in training. • Staff shortages and staff changes due to promotions <p>2022-2023 Updates</p> <ul style="list-style-type: none"> • Staff shortages and staff changes • Change in assessment tool
<p>Objective 3: Designated team will review, revise and/or create procedural training for all Data Approved Management Systems by March 1, 2023.</p>	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • Ongoing training and providing trainings to staff on management systems platforms • Revising and updating monitoring procedures <p>2022-2023 Updates</p> <ul style="list-style-type: none"> • Created PowerPoint and conducted training for existing and onboarding staff on Approved Data Management System 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • Staff shortages • Establishing and revising monitoring procedures <p>2022-2023 Updates</p> <ul style="list-style-type: none"> • No challenges

<p>Objective 4: Update and install technology infrastructure on an ongoing basis by the end of the 2022-23 school year.</p>	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • Updated internet • Provided families and students with tablets to access virtual classrooms and family engagement activities, meetings, events, and resources <p>2022-2023 Updates</p> <ul style="list-style-type: none"> • Installed smartboards in various standalones and ISD partnership locations 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • Tablet connection to internet <p>2022-2023 Updates</p> <ul style="list-style-type: none"> • Training and monitoring for appropriate usage
<p>Program Goal #3: To continue developing, fully implement, and monitor Eligibility, Recruitment, Selection, Enrollment, and Attendance (ERSEA) systems that reinforce on-going recruitment and enrollment, as well as strategies that support regular attendance of all eligible children.</p>		
Measurable Objective(s)	Progress/Outcomes	Challenges
<p>Objective 1: Implement and monitor ERSEA recruitment plan quarterly with specific efforts in recruiting children experiencing homelessness or children living in foster care, other vulnerable children, or children with disabilities to meet the 10% by January 2023.</p>	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • ERSEA recruitment plan, attend 2 community events per month and recruit in local community once a week. • Partner with local homeless shelters and foster placement in community <p>2022-2023 Updates</p> <ul style="list-style-type: none"> • Select grant areas have partnered with homeless shelters • Increased partnerships with ISD inclusion classrooms • Five of six grant areas met 10% disability requirement 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • Staff shortages in Family Advocates <p>2022-2023 Updates</p> <ul style="list-style-type: none"> • External entities which offer easier access for children with disabilities • Identification of children with disabilities by external partners

<p>Objective 2: Provide specialized training to Family Advocates throughout the program year to ensure they are familiar with all areas of ERSEA. Family Advocates will demonstrate knowledge of specialized training with a minimum passing rate of 75% by the end of the 2022-23 school year.</p>	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • Provided trainings during In-Service and throughout our Professional Development days. <p>2022-2023 updates</p> <ul style="list-style-type: none"> • Developed a monthly professional development scheduled to provide ongoing training 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • A constant influx of new staff posed an inconsistency in training. • Staff shortages <p>2022-2023 updates</p> <ul style="list-style-type: none"> • Staff shortages/retention
<p>Objective 3: Family advocates will implement and monitor the monthly tracking system for attendance to ensure that families are meeting at least 85% average daily attendance through the 2022-23 school year.</p>	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • Access given to partnering agencies to ensure accurate recording of attendance • Add procedures to Monitoring Plan <p>2022-2023 updates</p> <ul style="list-style-type: none"> • Family Advocate tracked and monitored daily attendance 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • Delay in start dates with facilities opening • Communication from partnering agencies <p>2022-2023 updates</p> <ul style="list-style-type: none"> • Infrastructure compatibility with provide devices (bandwidth)

Program Goal #4: To effectively implement a family engagement framework that aligns with school readiness goals and reinforces parent-child outcomes.

Measurable Objective(s)	Progress/Outcomes	Challenges
<p>Objective 1: Facilitate <i>Conscious Discipline</i> curriculum at minimum twice a month and document completion of parent session on ChildPlus Family Assessment tool by May 2023.</p>	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • Purchased additional parent curriculum • Providing lessons twice a month at parent meetings and events <p>2022-2023 updates</p> <ul style="list-style-type: none"> • Purchased curricula for all locations • FS staff received Conscious Discipline training at annual in-service August 2022 • Family Advocates have documented completion of family assessment tool on Approved Data Management System 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • Training needing more training with Family Engagement Advocates • Need additional training with turnover of staff <p>2022-2023 updates</p> <ul style="list-style-type: none"> • Parent participation in monthly meetings
<p>Objective 2: Create and implement Fatherhood Initiative campaign that supports and encourages father figures to become active leaders and teachers in their child’s education. A minimum of two activities per year throughout the 2022-23 school year.</p>	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • Providing information to parents during meetings and events to initiate the Fatherhood Initiative • Encouraging involvement through music <p>2022-2023 updates</p> <ul style="list-style-type: none"> • Fatherhood Initiative was successfully piloted in South grant areas 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • Times for fathers to come to meetings due to work schedules <p>2022-2023 updates</p> <ul style="list-style-type: none"> • Parent/Guardian participation
<p>Objective 3: Provide on-going training to Family Advocates on successfully facilitating parent education classes to ensure quality programming. Family Advocates will demonstrate knowledge of training with a minimum passing rate of 75% by January 2023.</p>	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • Completed and on-going training through Conscious Discipline for discipline guidance on de-escalation. • Special Education training to FAs. <p>2022-2023 updates</p> <ul style="list-style-type: none"> • Various FS staff attended Conscious Discipline Parents Education training in July 9-15, 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • Staff shortages and turnover • Implementation of training <p>2022-2023 updates</p> <ul style="list-style-type: none"> • Staff retention

	<p>2023</p> <ul style="list-style-type: none"> All FS staff received Conscious Discipline Parent Education training in August 2023 during annual in-service 	
<p>Program Goal #5: To establish partnerships with health care providers and other community agencies to develop coordinated services to children and families and ensure support services on health conditions are provided to the families.</p>		
Measurable Objective(s)	Progress/Outcomes	Challenges
<p>Objective 1: A minimum of three (3) new partnerships will be established during the first program year to ensure children are accurately screened within 45/90 days of their enrollment date by December 2022.</p>	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> Two local community partners are providing hearing and vision screenings Prospect of third community partner to help with hearing and vision screenings in another community <p>2022-2023 updates</p> <ul style="list-style-type: none"> Partnership with Lions Club, Coastal Health Services, Galveston Food Bank, Coastal Wellness 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> None at this time <p>2022-2023 updates</p> <ul style="list-style-type: none"> Establishing partnerships in rural communities
<p>Objective 2: Access to comprehensive health services and support groups that provide on-going support for all children and families will increase by 10% during the subsequent program year as measured in PIR.</p>	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> Successful in referring students to health services within the region <p>2022-2023 updates</p> <ul style="list-style-type: none"> Access to comprehensive health services increased by 3.7% from 2021-22 to 2022-23 Access to support groups increases by 83% from 2021-2022 to 2022-23 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> Lack of rural community resources Transportation to resources <p>2022-2023 updates</p> <ul style="list-style-type: none"> Lack of rural community resources Transportation to resources
<p>Objective 3: Family advocates will receive training and targeted support throughout the program year on health requirements and document the families' progress monthly. Family Advocates will demonstrate knowledge of training with a minimum passing</p>	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> Partnering with local college to provide health training Health and Human services conducted training during In-Service <p>2022-2023 updates</p>	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> Staff shortages and turnover <p>2022-2023 updates</p> <ul style="list-style-type: none"> Staff shortages and retention

rate of 75% by May 2023.	<ul style="list-style-type: none"> All FS staff were trained on immunizations and EPSDT schedule by San Antonio Metropolitan Health District staff at August 2022 annual in-service 	
Program Goal #6: To fully implement and monitor (on-going) the compliance of all facility required health and safety practices associated with relevant local, state, and federal mandates.		
Measurable Objective(s)	Progress/Outcomes	Challenges
Objective 1: Center Directors will ensure all required daily and monthly observations of facilities are conducted to ensure potential hazards and licensing deficiencies are identified. Areas of concern will be immediately recorded, reported, and corrected, striving for 100% compliance by May 2023.	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> Center Directors, Operations ICS, partnership leadership report work orders as a result of daily inspections <p>2022-2023 updates</p> <ul style="list-style-type: none"> Regional Directors and Center Directors complete their DataSay Daily playground checklist and Center checklist monthly 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> Funding for major projects Backorder items delay 2022-2023 updates Identify vendors in rural areas Lack of funding for projects and materials
Objective 2: Center Directors will ensure facility inspections are completed in compliance with relevant local, state, and federal mandates by May 2023.	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> All partnership locations have updated documentation to stay in compliance Annual inspection dates scheduled at the beginning of the program year <p>2022-2023 updates</p> <ul style="list-style-type: none"> Conducted partnership training on Head Start Performance Standards Regional Directors complete center walkthrough checklists on DataSay 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> Vendor scheduling conflicts <p>2022-2023 updates</p> <ul style="list-style-type: none"> Vendor scheduling conflicts Training partnership locations on Head Start Program Performance Standards/Minimum Standards
Objective 3: Center Directors will ensure facility maintenance is conducted on a quarterly, monthly, or as needed basis by May 2023.	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> Regionals are completing DataSay site checklist once a month Center Directors and 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> Implementing the Center Director checklist with Partnership sites

	Principals are completing Center Director checklists monthly 2022-2023 updates <ul style="list-style-type: none"> Regional Directors check the Approved Data Management System weekly for new workorders 	2022-2023 updates <ul style="list-style-type: none"> Vendor scheduling conflicts
Objective 4: Active Supervision and Positive Discipline training will be provided to all Upbring Head Start staff during onboarding and in-service. Staff will demonstrate knowledge of training with a minimum passing rate of 100%.	2021-2022 Updates <ul style="list-style-type: none"> Ongoing training is provided to all staff at onboarding, In-Service, Professional Development Name to Face active supervision training conducted for ISD staff 2022-2023 updates <ul style="list-style-type: none"> All staff receive training at onboarding and annual recertification trainings (online) 	2021-2022 Updates <ul style="list-style-type: none"> A constant influx of new staff posed an inconsistency in training. Scheduling conflict for training partnership staff 2022-2023 updates <ul style="list-style-type: none"> System passing rate is 80%
Program Goal #7: To develop and implement physical and nutritional activities into the curriculum and daily routines in ways that support health and learning. Programs must collaborate with parents to promote children’s health and wellbeing by providing medical, oral, and nutritional education support.		
Measurable Objective(s)	Progress/Outcomes	Challenges
Objective 1: Family Advocates will complete nutritional assessments during the enrollment process on all new and returning children, will collaborate and communicate with parents regarding their child's health, and will record data in ChildPlus to (striving for 100%) ensure 100% compliance throughout the program year.	2021-2022 Updates <ul style="list-style-type: none"> Nutritional survey is completed at the start of each program year by returning and/or new families 2022-2023 updates <ul style="list-style-type: none"> FA are completing Nutrition Questionnaires for new and returning children 	2021-2022 Updates <ul style="list-style-type: none"> Obtaining completed forms from families once enrolled in the partnership ISD 2022-2023 updates <ul style="list-style-type: none"> No challenges
Objective 2: Family Advocates will ensure that height, weight, and BMI are processed within the 90-day period upon enrollment and recorded into the ChildPlus to	2021-2022 Updates <ul style="list-style-type: none"> Outcome is being met 2022-2023 updates <ul style="list-style-type: none"> Family Service Coordinators trained 	2021-2022 Updates <ul style="list-style-type: none"> ChildPlus training for new staff on entering information in accurately

<p>ensure 100% compliance throughout the program year.</p>	<p>FA’s on capturing data</p> <ul style="list-style-type: none"> • Purchased supplies to conduct height and weight measurement • Regional Directors monitor health events through reports 	<p>2022-2023 updates</p> <ul style="list-style-type: none"> • Inconsistent data entry • Staff retention
<p>Objective 3: Teachers will implement teacher-led physical activities with a minimum of 10 minutes daily as evidenced in lesson plans.</p>	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • Structured 10 minute daily physical activities are incorporated in lesson plans and daily activities <p>2022-2023 updates</p> <ul style="list-style-type: none"> • Education Coaches and Leadership schedule regular site visits • Various education staff attended Frog Street training in July 2023 for lesson plan training 	<p>2021-2022 Updates</p> <ul style="list-style-type: none"> • None at this time. <p>2022-2023 updates</p> <ul style="list-style-type: none"> • Lack of uniformity of lesson plans