

2019 - 2020 T/TA PLAN

GRANTEE Webb County Commissioners Court

<p>General Information</p> <p>Mailing Address: P.O. Box 2397 Laredo, Texas 78041</p> <p>Office Number: (956) 795-1515</p> <p>FAX Number: (956) 791-2149</p>		<p>Main Contact: Aliza Flores Oliveros</p> <p>Title: Head Start / Early Head Start Executive Director</p> <p>Main Contact Email: aflowers@webbcountytx.gov</p>	
<p>Overall Vision for Growth:</p> <ul style="list-style-type: none"> To improve the quality of services offered to enrolled children and families by using school readiness goals, the Head Start Parent, Family, and Community Engagement Framework, advanced technological resources, providing professional development designed to improve instruction and learning, and strengthening relationships with community partners. 		<p>Resources Available:</p> <ul style="list-style-type: none"> Head Start, Early Head Start, CCP funding Webb County support/services (Commissioners Court, Attorney, Auditor, Treasurer, Purchasing Agent, Indigent Department, Community Action Agency, Administrative Services, IT, etc.) In-kind contributions from parents/community partners Laredo Community College, Texas A&M International University, United Independent School District, Laredo Independent School District, and Child Care Partners. 	
<p>Strengths:</p> <ul style="list-style-type: none"> ISD integrated classrooms. Degreed teachers (M.S., B. A. and A.A.) Experienced staff (20+ years with this program) Full-time Computer Specialist In-house Certified CPR/First Aid Trainers Numerous community partners Licensed Vocational Nurse to provide early intervention and prevention screenings. 		<p>Growth Areas to be addressed:</p> <ul style="list-style-type: none"> Expand service sites based on community needs Increase enrollment of children with disabilities. Retain qualified teaching staff. Expand Partnerships with LEAs for dual enrollment. <p>Ongoing Professional Development to be addressed:</p> <ul style="list-style-type: none"> On-going education for obtaining advanced degrees. On-going training needs for use of advanced technology. On-going training needs for volunteer recruitment. 	

2019 - 2020 T/TA PLAN

ONE YEAR IMPLEMENTATION PLAN

Content Area	Outcome	Strategies	Person (s) Responsible	Resources Needed	Estimated Cost	Timetable	Evaluation
Education	The program will ensure that all enrolled children possess the skills, knowledge, and attitudes necessary for success in school and later in life.	<p>1. The program will utilize the Head Start Early Learning Outcomes Framework that outlines the essential areas of development and learning to establish and update school readiness goals for children, monitor children's progress, align curricula, and conduct program planning.</p> <p>2. The Domains will be represented in the School Readiness Goals.</p> <p>3. The Head Start Parent and Family Engagement foundations will be used to support school readiness goals and child outcomes such as enhanced school readiness skills, sustained learning, and development into elementary.</p> <p>4. The program will link health and school readiness by identifying and treating children's health issues and helping families comprehend developmental screening and referral, providing engaging, empowering, and action-oriented health education programs that are designed for and with families to support child development in culturally and linguistically responsive and meaningful ways, as well as prevention when health issues affect children's learning.</p> <p>5. The Head Start Director and Education Director will present the school readiness goals to the governing body annually for input / approval.</p> <p>6. The School Readiness Team will ensure and monitor progress in aligning the goals with the Head Start Early Learning Outcomes Framework, Texas Pre-K-Kindergarten guideline, and the</p>	<p>HS/EHS/CCP Director</p> <p>Assistant Director</p> <p>Education Director</p> <p>Specialized Services Director</p> <p>Education Assistants</p> <p>Specialized Services Assistants</p> <p>Area Service Managers</p> <p>School Readiness Team</p>	<p>Teaching Strategies GOLD assessment & CIRCLE Progress Monitoring</p> <p>Parent, Family, and Community Engagement Framework</p> <p>Infant, Toddler, & Pre-K CLASS instruments</p> <p>Practice-Based Coaching (Researched Based Tools)</p> <p>Curriculum Fidelity Tools</p> <p>T&TA Funds</p>	\$5,000	On-going	<p>Content Area Monitoring Report</p> <p>Outcome Reports</p> <p>CLASS Reports</p> <p>Staff Assessment based on classroom data/monitoring reports/Home Visitors Rating Scale (HOVRS)</p>

2019 - 2020 T/TA PLAN

<p>Early Head Start – Child Care Partnerships</p>	<p>The program will have nine seamless, integrated classrooms with two private child care centers.</p>	<p>requirements and expectations of the local education agencies. 7. The HS/EHS/CCP Classroom Assessment Scoring System (CLASS) instrument will be used to assess the quality of classroom interactional processes. The Education Director, Education Assistants, Area Service Managers, and other Content Area Staff, will assess classrooms two times in the program year. 8. Practice Based Coaching (PBC) for HS/EHS/CCP is based on the staff assessment data that will identify the strengths and any needed support for intensive coaching. This will include opportunities to be observed and receive feedback and modeling for effective teacher practices that will be related to their program performance goals. 9. The Curriculum Fidelity Tools will be used to assess the quality of center-based child care services for children from birth through 5 years of age. The information in the checklist pertains to the classroom environment, children's supervision, classroom management, and adult/child interaction.</p>	<p>HS/EHS/CCP Director Assistant Directors Education Director Teaching Staff</p>	<p>T&TA Funds</p>	<p>\$6,000</p>	<p>On-going</p>	<p>Content Area Monitoring Report Licensing Reports</p>
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2019 - 2020 T/TA PLAN

<p>Early Head Start</p>	<p>The program will provide all services in compliance with Performance Standards.</p>	<p>1. The EHS program will be fully enrolled at all times. 2. All EHS/HS employees will be provided with staff development opportunities to comply with mandated qualifications. 3. Any opportunity to apply for funding to expand EHS service will be considered.</p>	<p>HS/EHS/CCP Director Assistant Director I EHS Area Service Manager EHS Staff</p>	<p>Trainings Various supplies and equipment</p>	<p>\$40,000</p>	<p>On-going</p>	<p>State Licensing Reports Local Assessment Report Federal Review Results</p>
<p>Career and Professional Development</p>	<p>All Head Start, Early Head Start, and Child Care Partnership employees will comply with local, State, and Federal mandated trainings and will be provided with information, coaching, and support to access career advancement opportunities.</p>	<p>1. The program will provide opportunities for employees to comply with mandated trainings / certifications / credentials. 2. The program will ensure that all employees participate in mandated trainings. 3. The Education Content Area will reform the Professional Development Plan. 4. The Education Content Area will assess the educational staff to identify their strengths and areas of need/support by providing intensive coaching, which will include observations, feedback and modeling of effective teacher practices related to program performance goals. Ensure Coaching Opportunities for the staff identified: a) Align with the program's School Readiness Goals, Curriculum, and other approaches to professional development. b) Utilize a Coach with adequate training and adult learning and using assessment data to drive</p>	<p>HS/EHS/CCP Director Education Director Education Assistants Records Manager Mentor Teachers /Coaches All Staff</p>	<p>Training and Technical Assistance Funds Practice Based Coaching (PBC) (Researched Based Tools)</p>	<p>\$80,000</p>	<p>On-going</p>	<p>Personnel Records Staff Training Logs Professional Development Plans/Teaching Practice Action Plan State Licensing Reports Federal Review Results</p>

2019 - 2020 T/TA PLAN








	<p>The program will provide high-quality health, mental health, and nutrition services that are developmentally, culturally, and linguistically appropriate and that will support each child's growth and school readiness.</p>	<p>coaching strategies aligned with program's goals. c) Provide on-going communication between the coach, program director, education director, and other relevant staff. d) Include clearly articulated goals informed by the program's goals. Establish policies that ensure assessment results are not used to solely determine punitive actions for staff identified as needed support, without providing time and resources for staff to improve. 4. All staff will be provided with staff development opportunities to include health, mental health, wellness, and substance misuse (opioid). 4. All Commissioners Court Members, Policy Council members, Consultants, and staff will be provided with support and on-going training regarding the New Head Start Program Performance Standards.</p>	<p>HS/EHS/CCP Director Specialized Services Director Specialized Services Coordinator Nutrition Coordinator Education Director Specialized Services</p>	<p>Training and Technical Assistance Funds</p>	<p>\$20,000</p>	<p>On-going</p>	<p>Monitoring and Tracking Forms Self-Assessment Data Health Screenings Federal Review Results</p>
<p>Health and Safety</p>		<p>1. The program has established and maintains a Health Services Advisory Committee that includes Head Start parents, professionals, and other volunteers from the community. 2. Deadlines for health services begin for center based care when a child first attends class: for home based care when the first home visit occurs. Within 30 calendar days the program will consult with parents to determine whether each child has ongoing sources of continuous, accessible health care and health insurance coverage. If the child does not have such a source of ongoing care and health insurance coverage the health services staff assists families in accessing a source of care and health insurance that will meet these criteria, as quickly as possible. 3. The Specialized Services staff</p>					

2019 - 2020 T/TA PLAN

		<p>promotes effective oral health hygiene by ensuring all children with teeth are assisted by appropriate staff, or volunteers, if available, in brushing their teeth with toothpaste containing fluoride once daily.</p> <p>4. The Nutrition Coordinator designs and implements nutrition services that are culturally and developmentally appropriate, meet the nutritional needs of and accommodate the feeding requirements of each child, including children with special dietary needs and children with disabilities.</p> <p>5. Administration supports a program-wide culture that promotes children's mental health, social and emotional well-being, and overall health. All staff provide supports for effective classroom management and positive learning environments, supportive teacher practices, and strategies for supporting children with challenging behaviors and other social, emotional, and mental health concerns.</p> <p>6. The program has an agreement with a mental health consultant with a schedule that ensures partnering with staff and families in a timely and effective manner. Parental consent is always obtained for mental health consultation services.</p> <p>7. The program continues to build community partnerships to facilitate access to additional mental health resources.</p>	<p>Assistants Education Assistants All Staff</p>		
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2019 - 2020 T/TA PLAN

PERSONNEL, CONSULTANTS AND PARTNERS CONTRIBUTION TO T/TA PLAN

Name	Status with Grantee (X)			Title	Number of hours spent working on the plan	Number of hours planned for implementation	Signature
	Employee	Governing Board	Consultant				
Alba Oliveros	✓			Program Director	20	3,000	
Estela Salazar	✓			Assistant Director I	7	1,000	
Luz Munoz	✓			Assistant Director II	5	1,000	
Leticia Zavala	✓			Records Manager	10	1,000	
Lucy Trejo	✓			Education Director	10	1,000	
Ana Huerta	✓			Specialized Services Coordinator	7	500	
Tano Tijerina		✓		Webb County Judge	5	90	
Alma Rangel			✓	Policy Council President	5	90	