

SCRANTON LACKAWANNA HUMAN DEVELOPMENT  
AGENCY

HEAD START



ANNUAL REPORT 2009

## Pre-Kindergarten Programs

The Scranton-Lackawanna Human Development Agency, Inc. serves as the Grantee for the Pre-Kindergarten Program that serves 1,430 children and families utilizing a variety of program models and funding sources.

### Awards and Accreditation

The Head Start/Early Head Start Program has been nominated by Governor Ed Rendell as a Center of Excellence. Head Start Centers are accredited by the National Association for the Education of Young Children. NAEYC Accreditation is awarded to high quality programs across the United States only after curriculum, safety and staff child interactions are evaluated by independent validators.

Centers are also evaluated by the Keystone Stars Program that awards Stars to high quality programs throughout Pennsylvania. There are 4 Head Start Centers that have a four star rating (highest). There are 11 Partners with 4 star Ratings and 5 Partners are Star 3.

<u>Program</u>	<u>Funding Source</u>	<u># of Children</u>	<u>Model</u>	<u>Sites</u>
Head Start	U.S. Department of Health and Human Services	616	Double Session Part Day - School Year	Central City Mid-Valley North Pocono (2) Taylor Hill Dunmore Moosic North Scranton (3) West Scranton Jermyn (2) New Milford South Scranton (5) Pike County Partners: Good Shepherd Little Acorns Little Wonders Sunshine Station
Head Start	U.S. Dept. of Health and Human Services	67	Full Day/Full Year	Sunshine & Rainbows (Moosic) Just 4 Kids (Lake Ariel) Fricchione Center (Marywood College) United Neighborhood Centers (Bellevue) Day Nursery (Scranton) Treasure House (Blakely) Treasure House (Scranton)
	U.S. Dept. of Health and Human Services (American Recovery & Reinvestment Act)	34	Full Day/Full Year	Little People (Oak) Imagination Station (Browndale) Carbondale YMCA Kindercare Learning Center (Morgan Hwy.) Kindercare Learning Center (Quincy) Little Acorns (Dingmans Ferry) Treasure House (Hawley) Little People (Meridian) ABC Academy (Carbondale) Through Our Eyes (Carbondale) Sutton Playhouse (Scranton) Sunshine Station (Milford) Little Wonders (Dingmans Ferry) Treasure House (Honesdale)

Head Start Supplementary Assistance Program	PA. Department of Education	485	Double Session Part Day – School Year	ABC Academy (Carbondale) Carbondale School District Center for Developmental Disabilities (Milford) Delaware Valley School District Forest City Regional School District Honesdale (2) Susquehanna School District Scranton School District	Blue Ridge School District Carbondale YMCA Elk Lake School District Hawley (2) – Wallenpaupack School District Keystone College Western Wayne School District
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Pre-K Counts	PA. Department of of Education	34	Double Session Part Day – School Year	Hawley (Wallenpaupack School District)
		34	Full Day - School Year	Carbondale Area School District

Pregnant Mothers/Infant/Toddlers Programs

Pregnant Mothers	U.S. Department of Health and Human Services	12	Home Based	Scranton Family Center Wayne Family Center
Infant/Toddlers	U.S. Department of Health and Human Services	28	Home Based	Scranton Family Center
Infant/Toddlers	U.S. Department of Health and Human Services	12	Home Based	Wayne Family Center
Infant/Toddlers	U.S. Department of Health and Human Services (American Recovery and Reinvestment Act)	76	Home Based	Employment Opportunity and Training Center Wayne Family Center Center for Developmental Disabilities
Infant/Toddlers	U.S. Department of Health and Human Services (American Recovery & Reinvestment Act)	32	Center Based	ABC Kidde Kampus (Old Forge) North Pocono Preschool (Moscow) Day Nursery (Scranton) Sunshine Station (Milford)

1,430 Children/Families

## ANNUAL EXPENSES BY FUNDING SOURCES

### Federal

U.S. Department of Health and Human Services – Head Start	5,386,730
U.S. Department of Health and Human Services – Early Head Start	343,114
U.S. Department of Health and Human Services – Head Start Stimulus	378,980
U.S. Department of Health and Human Services – Early Head Start Stimulus	4,721
U.S. Department of Health and Human Services – Head Start Expansion	26,958
U.S. Department of Health and Human Services – Early Head Start Expansion	2,182
U.S. Department of Agriculture – Child and Adult Care Food Program	268,413

### State of Pennsylvania

Head Start Supplementary Assistance Program	2,630,508
Pre-K Counts	374,865

### Local

All Sources	<u>1,835,109</u>
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Total Program Funding \$11,251,580

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### Local Initiatives

- PNC Bank - “Grow Up Great” as part of their five year commitment to helping prepare young Children for Kindergarten.
- “Art Project”
  - “Back to School Project” – employees of the bank donate back to school supplies for Head Start children.
  - “Growing Up Together Under One Big Sky” Mobile Planetarium Tour

Workforce Investment Board – Winter Coat Project – Purchases a brand new winter coat for every child (1,430) enrolled in the program.

I am Moving, I am Learning – A curriculum involving proper nutrition and exercise to help children form a basis for lifelong fitness.

Al’s Pal’s – A nationally recognized evidence-based curriculum and teacher training program that develops social-emotional skills, self-control, problem-solving abilities, and healthy decision-making in children ages 3-8 years old.

English as a Second Language – Course work to improve the qualifications and skills of teachers to become certified and licensed as bilingual education teachers.

FUDGE Days – Fathers, Uncles, Dads, Grandfathers, etc. stresses male involvement through activities that stress male involvement with their children.

United Way of Lackawanna/Wayne County – Grant for purchase of food through Emergency Voucher Program for families.

Toys for Tots – Partnerships with U.S. Marine Corp. to provide toys for enrolled children and their siblings.

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## Policy Council Officers

Stacie Billings . . . . .	Chairperson
Holly Hay . . . . .	Vice Chairperson
Nicole Telford . . . . .	Secretary
Megan Buli . . . . .	Treasurer
Marilyn Vitali . . . . .	Board Liason
Larriana Suarez . . . . .	Parent/Board Member

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## Staff Awards 2009

Teacher of the Year (Dorothy Scott Award)	Toni Mullen	South Scranton V
Teacher Aide of the Year	Nilda Alverado	Hawley II
Social Services (Judy Sharr Award)	Jean Simonson	Mid-Valley
Nutrition Department Award	Evelyn McAuliffe	Central City

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Woman of the Year	Deborah Hafler	Project JOY Summer of Hope Project
Organization of the Year	Marywood College	Department of Communication Sciences and Disorders

## Education

**The Education Component continues to use the Creative Curriculum for 3 to 5 year olds as its curriculum. It is supplemented by the CIRCLE Literacy Curriculum which promotes literacy in all inclusive setting (through play, routines, math, science and the arts). The development of these activities are monitored through weekly visits, lesson plans and child assessments. Classroom reports are generated three times per year where the education staff looks at areas of the curriculum that need enhancement.**

**An Educational Summary is compiled using all tools, observations and parent input. Following assessment of developmental levels, kindergarten readiness services are available to children who need additional support.**

**Educational goals focus upon development of cognitive, physical, social and emotional needs of each child following objectives, strategies and goals.**

**Activities during the year include, but are not limited to, receiving/reviewing monthly lesson plans, progress reports, center visits, home visits, coordinating the monthly program newsletter, weekly bulletin and field trips. The Education Coordinator is also responsible for facility care, maintenance and staffing.**

**Monthly teacher and teacher aides meetings are held in order to keep staff aware of events involving the Education Component and to provide staff the opportunities to exchange ideas relevant to their classrooms.**

## Outcome Measures

The SLHDA Head Start Program completed an analysis of all mandated areas of school readiness. Attached is a written report as well as a graphic illustration. Also attached is a summary of educational and employment outcomes for the 2008-2009 school year. Center staff has received intensive training in lesson planning, documenting and recording results.

### 2008-2009 Outcome Analysis

In the area of counting to 10 and beyond:	62%
In the area of identifies at least 10 letters of the alphabet:	58%
In the area of associates sounds with written words:	24%
In the area of knows letters as a visual graphic:	100%
In the area of knows words as a unit of print:	94%
In the area of understands complex and varied vocabulary:	80%
In the area of used complex and varied vocabulary:	51%
In the area of developing increasing abilities to understand and use language to communicate information, experiences, ideas, feelings, opinions, needs, questions, and for other varied purposes:	47%
In the area of shows interest in books:	99%
For non-English speaking children: Progresses in using and understanding English:	76%
For non-English speaking children: Progresses in speaking English:	29%

### Health Component

The Health Component is responsible for providing vision and Blood Pressure screenings to each child within 45 days of the child's enrollment in Head Start. Heights and weights are done by Center staff, twice yearly, with Body Mass Index letters sent in the Spring. The component also strives to make sure that each child has a yearly physical and dental exam. Staff reviews Immunizations and makes sure that they are up to date so that the child will be properly immunized before they start Kindergarten. If dental treatment is necessary, staff follows up and makes sure that the child goes for treatment. Hemoglobin, Hematocrit, and Lead levels are also tracked.

If a family is found to be without health insurance, Family Service Workers and Health Component staff refer the families to the appropriate agencies. Any assistance that may be needed is accessed.

The Health Component staff is also responsible for handling any medical situations that may arise such as accidents and illnesses.

The Health Component is also responsible for making sure that Head Start staff have a yearly physical and a bi-yearly tuberculosis test.

The Health Component staff is also responsible for providing educational material to families and Head Start staff regarding any health issues.

### Activities for the year:

Immunizations .....	1325
Dental Appointments .....	743
Blood Pressure Screenings .....	1164
Vision Screenings .....	1164
Heights & Weights .....	1164
Physical Exams .....	973
Lead Screenings .....	840
Staff Physicals .....	173
Early Head Start Vision Screenings .....	41
Early Head Start Heights and Weights .....	41
Early Head Start Blood Pressure Screens .....	41

### Nutrition

The Nutrition component is responsible to monitor and inspect food safety, cleanliness and efficiency of the Head Start kitchens. We currently have 20 kitchens, which provide the meals for the children. Children receive a snack and cooked lunch daily.

Three Food Monitor Reports are completed on all centers annually. The Child and Adult Care Food Program mandates this report and also provides our meal reimbursement funds.

Weekly food orders are completed by all cooks and approved by the Nutrition Coordinator and Project Director. Non-food orders are completed monthly.

Our program follows and teaches family style meals. A full place setting and place mats are used for all meals served.

We currently have a six-week summer and a six-week winter menu, which is prepared by a Registered Dietitian following guidelines written by USDA.

Our program does accommodate all children with special dietary needs. This includes food allergies, religious and cultural beliefs.

We provide In-Service for cooks twice during the year with more sessions as required. We provide In-Service for the teachers aides and Family Service Workers yearly, more if necessary, regarding nutrition.

The program has a well trained, experienced staff with an average of 8.5 years of service.

### Career Development

The program has a well trained, experienced staff with an average of 8.5 years of service.

Training Plans were written and followed during the year based on the annual Self-Assessment and Outcomes Training Need Assessment, Child Development Associates training continued under the direction of child care providers.

Center visits were continued this year and are made by Head Start Parents in May and November to serve as a follow-up to parent orientation and home visits. Weekly bulletins are sent to the homes every Friday recapping activities of the week and keeping parents informed of educational themes and projects. Ethnic Days were also continued.

16 Teachers, 1 Administrative staff enrolled in a 12 credit ESL class at Keystone College.

### **STAFF QUALIFICATION**

#### **TEACHERS (37)**

- 28 BACHELOR'S DEGREE – EARLY CHILDHOOD EDUCATION AND CHILD DEVELOPMENT ASSOCIATE (CDA) CERTIFICATION
- 5 BACHELOR'S DEGREE – ELEMENTARY EDUCATION WITH CHILD DEVELOPMENT ASSOCIATE (CDA) CERTIFICATION
- 2 BACHELOR'S DEGREE – ELEMENTARY EDUCATION
- 1 BACHELOR'S DEGREE – SPEECH COMMUNICATIONS AND CHILD DEVELOPMENT ASSOCIATE (CDA) CERTIFICATION
- 1 BACHELOR'S DEGREE – PSYCHOLOGY AND CHILD DEVELOPMENT ASSOCIATE (CDA) CERTIFICATION

#### **ASSISTANT TEACHERS (8)**

- 5 ASSOCIATE DEGREE - EARLY CHILDHOOD EDUCATION
- 1 BACHELOR'S DEGREE – ELEMENTARY EDUCATION
- 2 BACHELOR'S DEGREE – EARLY CHILDHOOD EDUCATION

#### **AIDES (17)**

- 17 CHILD DEVELOPMENT ASSOCIATE (CDA) CERTIFICATION

#### **FAMILY SERVICE WORKERS (29)**

- 1 BACHELOR'S DEGREE - HISTORY/ASSOCIATE DEGREE EARLY CHILDHOOD EDUCATION
- 1 BACHELOR'S DEGREE IN HUMAN DEVELOPMENT
- 6 ASSOCIATE DEGREE EARLY CHILDHOOD EDUCATION
- 11 CHILD DEVELOPMENT ASSOCIATE (CDA) CERTIFICATION
- 2 ENROLLED IN BACHELOR'S DEGREE PROGRAM EARLY CHILDHOOD EDUCATION

#### **HOME VISITORS (4)**

- 1 BACHELOR'S DEGREE HUMAN DEVELOPMENT/CHILD STUDIES
- 1 BACHELOR'S DEGREE CHILD AND FAMILY DEVELOPMENT
- 2 ASSOCIATE DEGREES EARLY CHILDHOOD EDUCATION

#### **COOKS (23)**

- 1 CHILD DEVELOPMENT ASSOCIATE (CDA) CERTIFICATION
- 1 ASSOCIATE DEGREE – EARLY CHILDHOOD EDUCATION

## TRANSITION AIDES (6)

### 1 CHILD DEVELOPMENT ASSOCIATE (CDA) CERTIFICATION

## PART TIME BUS AIDES (23)

### 1 CHILD DEVELOPMENT ASSOCIATE (CDA) CERTIFICATION

#### Special Needs/Mental Health Component

The goal of the Special Needs/Mental Health component is to work collaboratively with parents, the educational staff, and community providers in the fields of early intervention and mental health services. This collaboration allows for the program to identify, refer, and assess children with a suspected or know disability and to ensure needed services to any eligible child. This includes the provision of all Head Start and Early Head Start services.

Head Start regulations state that a minimum of 10% of enrollment slots are reserved for children with disabilities. Collaborative agreements between HS/EHS and the LEA's/BSU's (NEIU #19, Wayne County Consortium, IU #20, Scranton Counseling Center, and Tri-Valley Care, Inc. have been implemented to provide screenings, referrals, and diagnosis and intervention services in a timely manner. Head Start staff provides developmental, speech, vision and hearing screenings to all enrolled children within 45 days following enrollment. Early Head Start staff provides screenings to identify developmental difficulties in infants and toddlers.

Children requiring further evaluations are referred to NEIU #19, Wayne County Consortium, and the Center for Developmental Disabilities, Scranton Counseling Center or Tri-Valley Care, Inc. If they are eligible for services, and IEP or IFSP is developed. These are documents that outline specific goals and objectives that are addressed by service providers. Services are often provided in the Head Start centers one time per week or in an early intervention classroom 2-4 times per week.

Mental health services include the Preschool and Kindergarten Behavior Scale II screening conducted by the classroom staff. A mental health consultant visits the sites a minimum of two times a year to observe the children and staff. Parents are provided an opportunity to address a particular concern or question on the parent-input form. These forms are provided prior to the scheduled visit. In EHS, the consultant schedules alternating visits between the two sites during FIT days (socialization) to be available to both parents and staff. The consultant's will review the forms and provide a written answer or a phone call on the day of visit if necessary. The consultant's will review the forms and provide a written answer or a phone call if necessary. The Head Start Helpline is also available on Wednesday mornings from 9-12 at 383-7272. This is an opportunity to speak with a psychologist. All calls are confidential.

Each year, training is provided on various disabilities and behavior disorders to help staff work effectively with all the children in the class. Staff is receiving training this year provided by Head Start and the LEA's on Building Positive Behaviors in Early Childhood Centers.

Our Head Start program implements the 123 Magic Behavior Management Program and also implemented the AI's Pals Mental Health curriculum for use in all Head Start centers. [AI's Pals: Kids Making Healthy Choices](#)

**Special Needs/Mental Health Activities:  
(2008-2009 Program Year)**

Children Referred for Early Intervention Services .....	99
Children Receiving Early Intervention Services .....	224
Children Referred for Mental Health Services .....	26
Children Receiving MH Services that were referred .....	23

**Social Services**

The Social Services Component consists of three Social Service Coordinators (2 for Head Start, 1 for Early Head Start), and an Eligibility Coordinator. The component in its entirety is responsible for the recruitment of children, the determination of age and income eligibility, implementation of the selection process, enrollment and re-enrollment, and maintaining accurate attendance records. The Component staff is also responsible for the supervision and guidance of the Family Service Workers, The Family Partnership Agreement Process, and specific responsibilities to the Full Day-Full Year (FDFY) program.

The Social Services Coordinators are responsible for the supervision of the Family Service Workers and oversee all of their responsibilities. These responsibilities include keeping accurate records in regard to attendance, family needs, and engaging the parents in the Family Partnership Agreement. Through the Family Partnership Agreement, staff identifies specific needs for the family, current concerns they might have and assist the families in developing/following through/and attaining said goals.

In addition, Family Service Workers keep ongoing documentation in both the partnership and on COPA (data entry program) in regard to all program requirements, family statistics and demographics, general family information, goal related contracts, referrals, and on-going collaborations with other community agencies.

All responsibilities in the Social Service Component are implemented and followed through on for every program option. These include Early Head Start, Head Start, Full Day Full Year, Pregnant Mothers Program, Pennsylvania Department of Education program, and the Wrap-Around program.

The Eligibility Coordinator is responsible for the recruitment, determination of eligibility and selection/enrollment of eligible children into the Head Start Program to maintain full enrollment. A screening committee meets each spring to review and approve criteria for acceptance into the Head Start Program. Services are coordinated with local school districts, child care facilities and Child Care Information Services (CCIS).

Activities during 2009 include:

Family Partnership Agreements .....	1,166
Funded Enrollment .....	1,220
Actual Enrollment (including withdrawals) .....	1,381
Withdrawals .....	161
Wait List .....	172

**Parent Involvement Component**

The Parent Involvement Coordinators are responsible for assuring parent involvement and volunteerism in the Head Start Program. This process begins at the start

of each school year with 2 group orientations for new parents. Parent groups are established in each center and officers are elected in September.

Parents from each center are elected at this September meeting to serve on Policy Council. Policy Council officer elections are held at the October Policy Council meeting and training is then conducted for new officers on their duties and responsibilities.

Parent Group meetings are also the means for educational topics to be presented to parents. Topics of interest are chosen by the parent groups and information, videos or a guest speaker are provided. Adult Basic Education, English as a Second Language, GED and Literacy continue to be a good primary focus of the program's educational efforts. Each year each center plans a family literacy project every month as part of the curriculum.

Partnerships have been formally established with Workforce Investment, SCOLA, Voluntary Action Center, Lackawanna College, local school districts, the University of Scranton, Northampton Community College and the Susquehanna Literacy Program to provide these services to interested parents.

Family Partnership agreements and an emphasis, beginning with enrollment, on family input as to services they may need requires that Parent Involvement Coordinators work collaboratively with other coordinators, staff, parents and agencies involved to coordinate services to our Head Start families. As issues are identified (i.e. behavior problems, hygiene, parenting) meetings are established to formulate a corrective plan.

The Parent Involvement Coordinators are also responsible to respond to any comments or concerns a parent may have and act as a mediator to resolve the concern.

The Parent Involvement Coordinators oversee the volunteer effort. We monitor volunteers in the centers as to ensure that appropriate screenings are completed (State Police, Child Abuse, etc.).

Parent Involvement Coordinators work closely with the Transition Team Leader and members of the Parent Involvement Committee to establish a system for parent group meetings to become a more integral part of the transition process. In the Spring we invite elementary school principals and PTA members to speak at our parent meetings.

Many annual projects are conducted to help families including Toys for Tots and Community wide Angel Trees. In April, a luncheon is held for National Volunteer Week to honor those outstanding parent and community volunteers who contribute their time and energies to the program. Parent Involvement meetings are held through the school year to develop ideas for implementation based on parent's interests.

Other projects include a Fatherhood Initiation Program to improve male involvement in both the program and their child's life. The Head Start Director provides training at the September Board of Directors Meeting to enhance the governing board's knowledge of the Head Start Program.

The SLHDA, Inc. Board of Directors and the Workforce Investment Board again conducted its Annual New Coats for the Head Start Children Program. The members once again solicited valuable gifts, which were awarded to those selected in a drawing. The members sell tickets in the amount of \$100 per, all of which goes toward the purchase of new winter coats for all of the Head Start Children.

To date, over 11,899 new winter coats have been purchased and distributed to children of the program.

Parent Meetings Attended .....	50
Center Visits .....	175
Home Visits .....	36
Parent Involvement Committee Meetings .....	2
Policy Council Meetings .....	8
Parent Group Training .....	160
Policy Council Training .....	140
Volunteer Training .....	130
GED/Literacy (2009-2010) .....	61
Parents attending In-Service Training .....	30
Parents in training programs/higher education .....	120

### Transition

The Transition Component of the Head Start Program is designed for children and families to experience a seamless move from one program to another.

The transition from Early Head Start to Head Start included providing information to the families regarding what to expect when their child enters a preschool classroom. A visit to the Head Start classroom is scheduled to allow the family the opportunity to familiarize themselves with the staff and classroom set up prior to the child's first day of school. Valuable information compiled during the families enrollment with Early Head Start is shared with the staff at the child's new Head Start center. Screenings are conducted on the child to allow for the staff to individualize when planning activities. Activities focus on skills that will allow the child to be successful in their new preschool placement.

The transition from Head Start to the school system was developed to ensure that the families move from our program to the school district is smooth. Families of children transitioning into the school district are allowed the opportunities to communicate with the elementary center their child will attend. This is done by providing families with information regarding what to expect once their child leaves Head Start. With families consent, information regarding progress and goals are shared with the schools. Center staff completes Transition Book lets with each family. In the booklet, accomplished goals are listed and future goals for the child are developed. A visit to a typical kindergarten classroom is set up in the school district where the child will enroll. Teachers conduct observations of the kindergarten classroom. Information gathered on their visit will be used to individually plan for transitioning children. Once the families enroll in the district, Head Start tracks the child's progress through third grade.

### Literacy

Besides Literacy Activities and a Program Wide Literacy Day, all families are sent applications for library cards. Centers have visits from the Bookmobile or regular visits from the local librarian.

### Transportation

Head Start owns and operates 1 bus and 1 van. The program employs 1 CDL licensed bus driver, and 28 bus aides to transport Head Start children to and from centers, dental appointments, health services, speech therapy and field trips. There are 28 bus runs through one sub-contractor and 3 school districts. There are 782 children transported daily.

## Technology

The SLHDA Head Start Program is in the sixth year of utilizing COPA (Child Outcome, Planning, and Administration) software. It provides scalable and powerful technology for data collection, assessment, monitoring and reporting on outcomes.

It is internet-based with real time data and provides reports and monitoring tools for all levels of Head Start including Program, Site, Class, Child and Family.

Features include:

- |   |   |
|---|---|
| <input type="checkbox"/> Enrollment             | <input type="checkbox"/> Health History               |
| <input type="checkbox"/> Class Assignment       | <input type="checkbox"/> Family Partnership Agreement |
| <input type="checkbox"/> Outcomes               | <input type="checkbox"/> Visits and Follow-Up Logs    |
| <input type="checkbox"/> Customized Assessments | <input type="checkbox"/> Reporting                    |
| <input type="checkbox"/> Customized Scoring     | <input type="checkbox"/> Graphs                       |
| <input type="checkbox"/> Assessment Monitoring  | <input type="checkbox"/> Admin Tools                  |
| <input type="checkbox"/> Health and Growth      | <input type="checkbox"/> Site Monitoring              |
| <input type="checkbox"/> BMI Graphs             | <input type="checkbox"/> PIR                          |
| <input type="checkbox"/> Immunization           | <input type="checkbox"/> Tracking Sheets              |
| <input type="checkbox"/> Disability             | <input type="checkbox"/> Dental & Medical Reports     |
| <input type="checkbox"/> Mental Health          | <input type="checkbox"/> Due-Date Flags               |
| <input type="checkbox"/> Meal Counts            | <input type="checkbox"/> Case Notes                   |
| <input type="checkbox"/> Attendance             | <input type="checkbox"/> Referrals                    |

At present, each child enrolled in Head Start for the school year 2009-2010 has been data entered into the system. Currently two complete child assessments have been data entered on each child this school year. This assists staff members to assess each child's progress toward obtaining their educational goals.

## Self-Assessment

Head Start conducts an annual self assessment and a Federal On-Site Review is conducted every three years.

The Self Assessment involves Administrative Staff, Center Staff, Board Members, Policy Council Members, Parents and Community Representatives.

Program performance is reviewed against Head Start Program Performance Standards, laws, regulations and policy requirements. The goal is to continuously improve program quality.

The Federal On-Site Review measures Program Performance against those same parameters.