

Table 1 – Five-Year Plan

Table 1 – Five-Year Plan				
Work Plan Abbreviations:				
Georgia Head Start Association (GHSA); Georgia’s Pre-K Program (Pre-K); Georgia Department of Education (GaDOE); Office of Head Start (OHS); Bright from the Start (BFTS); Training /Technical Assistance; ICFI (T/TA); Region IV Office of Head Start (RIVOHS); Head Start Director (HSD); Family Service Workers (FSW); Disability Coordinators (DC); State Advisory Council (SAC); Grantees (G); Department of Public Health (DPH); Environmental Protection Agency (EPA); Medicaid (M); Home Visitation Team (HVT); Inclusion Leadership Team (ILT); Quality Rating and Improvement System (QRIS); Professional Development Leadership Team (PDLT); Community Action Agency (CAA); Child Care Resource and Referral Agency (CCR&R); Scholarships and Incentives (SI); Childcare & Parent Services (CAPS); Center for Disease Control (CDC); Prevent Child Abuse GA (PCAG); Homeless Coalition (HC)				
Completed items are in red. New items are in green.				
PRIORITY AREA 1: HEALTH CARE	Responsible Parties	Project Measures/Outcomes	Benefits	Year(s)
				1 2 3 4 5
Goal: Improve the physical, dental, and mental health of Head Start and Early Head Start children and families in Georgia				
Objective 1. Decrease the number of families with medical insurance requalification needs		Measures: Grantees, PIR	25% fewer children and families will experience lag time for medical treatment due to requalification issues.	1 2 3 4 5
Task 1: Determine a baseline of requalification needs	G, HSSCO, GHSA	Measures: Grantees, PIR	The extent of the requalification issue will be evident.	1 2 3 4 5 Not enough data
Task 2: Contact Medicaid and develop a strategy/plan to assist in the requalification process and implement the plan	M, HSSCO, GHSA	95% of Grantees will have a requalification plan	More children will not experience a lag in medical treatment.	4 5
Task 3: Review and adjust requalification plan	M, HSSCO, GHSA	Outcome: Evaluation of plan	More effective plan will be in place as evidenced in years 3, 4, and 5.	3 4 5
Objective 2. Increase the number of children tested for lead in Head Start and on Medicaid		Measures: PIR, Medicaid data	100% of HS children are tested for leads and the number of Medicaid children tested will increase.	1 2 3 4 5
Task 1: Work with DPH to assist with lead testing	DPH, HSSCO, G	Outcome: Georgia grantees have a plan and schedule for lead testing	Children not tested for lead by Medicaid providers receive testing.	1 2 3 4 5
Task 2: Prioritize most needy grantees	DPH, HSSCO	Outcome: Needy grantees are identified.	Plan to implement lead testing in areas most in need. More children will receive lead tests.	1 2

				Completed
Task 3: Develop initiative in Middle Georgia to attend to the lead testing needs of the grantee	DPH, HSSCO, G	Outcome: A plan designed and implemented to test 100% of HS children for lead.	HS children will receive required lead test and follow-up.	1 Completed
Task 4: Certify seven grantees in Middle Georgia to read blood let test.	EPA, DPH	Outcome: The seven grantees will provide lead testing so all children will be tested.	HS children will have the required lead test and follow up.	1 Completed
Task 5: Open lead screening to Medicaid children in community not enrolled in Head Start	G, DPH	Outcome: Increase in the Medicaid children in the communities that receive lead testing /follow up.	Increase in the number of Medicaid children in Middle Georgia that receive lead testing.	1 2 Data in process
Objective 3: Increase the awareness of Head Start families on health issues related to childhood obesity		Measures: BMI reports, PMI data, PR media and materials, conferences	Increase in the activities related to obesity awareness	1 2 3 4 5
Task 1: Assist ACF and DPH in planning and implementing obesity conference	RIVOHS, DPH, CDC, HSSCO	Outcome: A conference will be held.	HS staff will implement activities for parents and children that will result in lower BMIs.	1 Information delivered at Fall Conference
Objective 4: Decrease the obesity rate in Head Start children by 2% annually		Measures: BMI	Decrease by 2% annually the number of children in Head Start falling in the obese range.	1 2 3 4 5 Data in process
Task 1: Determine the number of children with obesity in HS statewide	HSSCO, GHSA	Outcome: a base line for obesity	Head Start will know the rate of obesity in HS children.	1 2 3 4 5 Baseline data obtained from PIR
Task 2: Each grantee develops a plan to deal with the obesity	G	Outcome: 100% of grantees will have a plan to decrease the rate of obesity in children.	100% grantees decrease obesity in HS/EHS children through planning and implementation.	1 2 3 4 5 Data to come
Task 3: Grantees submit innovative plans to share at GHSA conferences and provide written information to all grantees	GHSA, G	Outcome: Grantees will share information to increase strategies to decrease child obesity.	Access to additional strategies for implementing obesity prevention measures	1 Completed

Task 4: Collect data at end of year	HSSCO, GHSA	Outcome: Each grantee will evaluate the effectiveness of their plan to combat child obesity.	The obesity rate of HS/EHS children will decrease 2% annually.	1 2 3 4 5 Data in process
Objective 5: Decrease the number of children experiencing asthma attacks by 1% annually		Measures: Number of asthma attacks at HS centers	The number of asthma attacks will decrease 1% annually.	4 5
Task 1: Sign MOU with Fulton Co. Dept. of Health; GHSA/Georgia Pre-K to provide training to 20-30 Head Start and Pre-K centers regarding the school flag program that deals with the outdoor air environment	HSSCO, GHSA, BFTS	Outcome: HS, Pre-K centers in Fulton County will participate in the school flag air quality program	25 centers will participate in the “School Flag Program.”	1 Completed
Task 2: Increase the number of centers participating in the school flag program in and outside of Fulton County	HSSCO, HGHA, DPH	Outcome: Participation in the school flag air quality program will increase 10% annually.	Children will experience fewer asthma attacks in HS and child care centers.	1 2 3 4 5 Baseline = 11 centers
PRIORITY AREA 2: HOMELESSNESS	Responsible Parties	Project Measures/Outcomes	Benefits	Year(s)
				1 2 3 4 5
Goal 1: Increase the number of homeless children and families served by Head Start and Early Head Start				
Objective 1: Provide information and training regarding homelessness for HS/EHS		Measures: Number of training events	Head Start FSW will have current information and resources regarding homeless families.	1 2 3 4 5
Task 1: Develop relationship with the Homeless Coalition to provide training to grantees	HSSCO, GHSA, HC	Outcome: HC will provide training events for FSW. Provide track at GHSA Conference 2014	FSW will have information and resources to assist homeless families.	1 2 3 4 5
Objective 2: Provide incentives for HS/EHS grantees to increase services to the homeless population		Measures: PIR data, competition participation	Increase homeless families enrolled	12,3,4,5,
Task 1: Conduct a competition to showcase the agency with the most innovative ways to serve the homeless	GHSA	Outcome: Innovative strategies will be available to HS.	FSWs will be able to serve more homeless families by having access to additional strategies.	1 2 removed
Objective 3: Identify challenges that prevent HS/EHS grantees from serving homeless families		Measures: Survey, Needs Assessment	FSWs will identify challenges.	1 2 3 4 5

Task 1: Conduct a survey and present information to HS/EHS grantees	HSSCO, GHSA, G	Outcome: Challenges to serving the homeless will be identified.	FSWs will identify common challenges and will work together on solutions to improve services.	1
Objective 4: Each grantee has a plan of action regarding serving additional homeless families		Measures: Survey results, plans	Each grantee has a plan to increase services for the homeless.	1
Task 1: Each grantee has a plan to serve additional homeless families	G	Outcome: FSWs will have a plan to serve additional homeless families.	More homeless families will benefit from additional resources and services.	1
Objective 5: Develop an agreement with the LEA Homeless Coordinator (McKinney-Vento Liaison)		Measure: state MOU	The state MOU will serve as a template for local HS programs and respective LEAs.	1 2 3 4 5
Task 1: Develop a collaborative agreement with the State McKinney-Vento Liaison regarding serving homeless children that will serve as a template for local agreements	HSSCO, GHSA, McKinney-Vento State Liaison	Outcome: A signed state MOU	The state MOU will serve as a template for local HS programs and respective LEAs.	1 2 3 4 5
Objective 6: Identify and publish shelters that will admit homeless families and victims of domestic violence		Measures: Resource publications	HS/EHS have additional resources available to homeless families and victims of domestic violence.	1 2 3 4 5
Task 1: Work with public schools/Community Action Agencies to identify the Coordinators of Domestic Violence and Homeless Families	PCAG, HSSCO, GHSA	Outcome: Coordinators of Domestic Violence and Homeless families are identified.	FSWs will develop relationships with Domestic Violence and Homeless Coordinators, and families will have more options.	1
Task 2: Develop collaborations with coordinators/shelters regarding services	G	Outcome: Through partnerships, additional family resources will be available.	Homeless families will receive more services.	1 2 3 4 5
Task 3: Provide joint training with HS and state agencies serving homeless population during GHSA conference to find ways to share resources	PCAG, GHSA	Outcome: Appropriate training/networking opportunities	Homeless families will benefit by availability of resources.	1 2 3 4 5
Objective 7: Grantees will partner with local homeless authority to obtain data on number of families served	Grantees	Outcome: HS will be more aware of needs in each service area	Ensure HS is targeting homeless families	1 2 3 4 5
	Responsible Parties	Project Measures/Outcomes	Benefits	Year(s)

PRIORITY AREA 3: WELFARE / CHILD WELFARE				1 2 3 4 5
Goal: Improve access to welfare services for families				
Objective 1: Inform public about resources for child abuse/ prevention		Measures: List of child abuse/ prevention services/ PR materials	Public will be able to access resources and information easily.	1 2 3 4 5
Task 1: Compile list of statewide resources annually with a link to local information	HSSCO, GHSA, G	Outcome: HS/EHS will have an updated/viable list of resources for referral.	Head Start and families will know where to access assistance locally.	1 2 3 4 5
Task 2: Collaborate with Prevent Child Abuse Georgia Network and publish information	PCAG, GHSA, HSSCO	Outcome: Head Start and families will have information to assist families more effectively.	HS and families will know and be able to access resources/information.	1 2 3 4 5
Task 3: Facilitate on-going training/information at GHSA meetings/conferences	HSSCO, G	Outcome: Head Start staff will become knowledgeable regarding child abuse/ prevention services.	Families will have access to options and resources available.	1 2 3 4 5
Task 4: Share information and training with child care providers, including faith based	HSSCO, G	Outcome: Head Start and child care providers will be able to increase their training and materials by sharing resources.	HS and child care providers will combine resources to reach more families.	1 2 3 4 5
Task 5: Provide training at conferences in preventing child abuse.	PCAG, GHSA	Outcome: Head Start staff will have additional information about preventing child abuse.	HS families will have access to more prevention services through HS staff.	1 2 3 4 5
Task 6: Hold Prevent Child Abuse Month and provide information packets	GHSA	Outcome: Families and staff will have more awareness of Child Abuse and Prevention	Create more awareness of abuse/prevention and available resources.	1 2 3 4 5
Task 7: Collaborate with hospitals, doctors, emergency rooms by putting name and address of Head Start center on hospital, admission, treatment forms,	G	Outcome: Partners will be aware that the family is enrolled in Head Start	More collaboration between Head Start and service agencies	4 5
Objective 2: Families will be more educated on the dangers and impacts of domestic violence		Measures: Number of events and PR regarding domestic violence, survey	Family and community awareness about domestic violence will increase.	2 3 4 5

Task 1: Conduct forums on domestic violence (shopping malls, health fairs, online resources)	GHSA, G	Outcome: Forums will create community awareness.	Community awareness will create an outreach for victims of domestic violence.	4,5
Objective 3: Develop resources and training on “Strengthening Families”/ Head Start Family Engagement Outcomes	HSSCO, T/TA, GHSA	Measures: Number of training events	HS staff will have knowledge and information on “Strengthening Families.”	3,4,5
Task 1: Target activities for teen parents	G, GHSA	Outcome: Activities /strategies for teen parents	Teen parents will understand responsibilities/resources available.	4 5
Objective 4: Increase number of children participating in home visiting programs by 1% annually		Measures: Home Visitation data	HS families will receive support services needed to effectively function.	1 2 3 4 5
Task 1: Determine number of children in Head Start participating in home visitation programs	HV, HSSCO	Outcome: A baseline of participation in HV will be available.	HS families will receive family support services.	1 2 3 4 5
Task 2: Provide information updates on existing home visitation programs	HSSCO	Outcome: HS will be aware of HV programs. Additional grantees will participate in HV.	Grantees will be able to add HV as an option for families as it becomes available in their community.	1 2 3 4 5
Task 3: Continue to participate on leadership team with Georgia Home Visitation project.	HSSCO, HV	Outcome: The HSSCO will assist in the selection of programs for HV, and HS will be included.	More HS families will be included in HV.	1 2 3 4,5
Task 4: Participate in planning the home visitation conference	HSSCO	Outcome: HS programs will be included in the conference.	HS issues/ concerns will be addressed at the HV conference as evidenced by the program agenda.	1 2 3 4 5
Objective 5: Georgia grantees will have a better understanding of the welfare priority		Measures: Needs Assessment	Family welfare needs will be supported.	2,3,4,5
Task 1: Collaborate with Region IV Collaboration Directors to support a Regional event geared around welfare issues	HSSCO, RIV Collaboration Directors, GHSA	Outcome: Grantees will have understanding of welfare areas the benefit HS families.	Grantees will effectively support family welfare needs.	2 3 4
PRIORITY AREA 4: CHILD CARE	Responsible Parties	Project Measures/Outcomes	Benefits	Year(s)
				1 2 3 4 5
Goals: Provide quality affordable extended care for Head Start and Early Head Start children				

Objective 1: Increase number of HS/EHS children subsidized through CAPS		Measures: CAPS data	More HS families will have extended care.	1 2 3 4 5 Processing data
Task 1: Meet with CAPS to prioritize HS children for subsidies	HSSCO, CAPS	Outcome: Set priorities/strategies for reaching HS families	Parents will have safe before/ after/summer child care.	1 2 3 4 5
Task 2: Facilitate meetings with HS grantees and CAPS regarding the process	HSSCO, CAPS, G	Outcome: HS will understand the process for subsidized care	HS staff will be able to provide families with accurate information.	1 2 3 4 5
Objective 2: Increase the number of children in extended care by increasing the number of partnerships with child care providers		Measures: Survey	More families will benefit from extended care.	1 2 3 4 5
Task 1: Locate/advertise requesting child care providers who are willing to provide extended care to HS children disabilities and transportation	G, CCR&R	Outcome: List of providers who are interested in extended care (emphasis on transportation and disabilities)	Families will have extended care options.	1 2 3 4 5
Task 2: Develop collaborative agreements with local child care providers	G, Local Providers	Outcome: List of agreements from grantees	Families will have their extended care needs met.	1 2 3 4 5 challenge
Task 3: Provide partnership training opportunities to grantees	HSSCO	Outcome: number of partnership trainings	Grantees will be better prepared and partnership agreements will increase	4,5
Task 4: Post partnership information of web	HSSCO	Outcome: Grantees and providers will have current information	More partnerships will be developed	4,5
Task 5: Work with CCR&Rs to help locate child care centers/facilities that offer extended care	CCR&R, G, HSSCO	Outcome: More centers will partner for extended care with Head Start.	The quality of extended care will be monitored by CCR&Rs.	1 2 3 4 5
Objective 3: Increase the number of state licensed facilities by 1% annually		Measures: Number of licensed centers	HS/EHS grantees will be eligible for funding opportunities restricted to licensed programs.	1 2 3 4 5 Processing data
Task 1: Facilitate meetings with BFTS to assist in licensing process.	BFTS, G, HSSCO	Outcome: Grantees will receive individual TA regarding licensing process.	More centers will be eligible for funding.	1 2 3 4 5

Objective 4: Develop strategies to effectively blend HS/Georgia Pre-K to include lesson plans.		Measures: Updated list of FAQs, strategies, lesson plan template	HS/Pre-K blended programs meet both standards improving program quality.	1 2 3 4 5
Task 1: Along with updating FAQs, facilitate meetings with Georgia’s Pre-K regarding challenges.	GHSA, HSSCO, BFTS	Outcome: Positive communication will decrease challenges.	Blended programs meet the highest standards and improve quality.	1 2 3 4 5
PRIORITY AREA 5: LITERACY / FAMILY LITERACY	Responsible Parties	Project Measures/Outcomes	Benefits	Year(s)
				1 2 3 4 5
Goal: Improve parent and family participation in literacy activities				
Objective 1: Increase number of participants in the BFTS “Reading Challenge”.		Measures: Number of grantees participating, survey	More reading occurs in HS/EHS programs and homes.	1 2 3 4 5
Task 1: Support grantees by providing information about the Reading Challenge	HSSCO, GHSA	Outcome: Amount of separate information contacts	Grantees/staff will easily access information.	1 2 3 4 5
Objective 2: Increase the use of school/lending libraries by 2% annually		Measures: Survey, number of library cards	Staff, children, families have increased access to books.	1 2 3 4 5
Task 1: Develop an MOU for grantees regarding the use of school libraries	HSSCO	Measures: MOU template	Template makes partnerships with libraries easier.	1
Objective 3: Increase use of local museums by grantees.		Measures: Surveys, needs assessment	Children /families have more exposure to museums.	1 2 3 4 5
Task 1: Develop list of museums in state	G, HSSCO, GHSA	Outcome: List of resources for grantees/families	Resources for museum services are available.	1 Completed info on web
Objective 4: Participate in Reading by Grade 3 (5% of grantees)		Measures: Survey grantees	More children are engaged in reading activities.	1 2 3 4 5
Task 1: Support grantees by providing information regarding “Reading by Grade 3.”	HSSCO	Outcome: Information sent to programs, training events	Information/training increases participation.	1 HSSCO on state committee

Task 2: Increase school attendance to foster literacy	G,	Measures: PIR attendance data	Children have more opportunity to learn when they attend the program	.3,4,5 data being collected
Task 3: Increase summer programs to limit the “summer gap” problem	G, HSSCO	Measures: Number of children enrolled in summer transition program and CAPS	Children will not lose ground over the summer.	2,3,4,5
Objective 5: Increase the language competency of Head Start diverse families		Measures: Number of families participating in ESL classes, surveys	Families will be able to communicate effectively.	1 2 3 4 5
Task 1: Each grantee will locate community resources to support family literacy and language competencies.	G, GHSA	Outcome: List of community resources	Staff and families learn and have access to literacy services.	1 2 3 4 5
Task 2: Develop activities for ESL families to increase their English language acquisition	G, GHSA	Outcome: Published activities available to share	Staff and families will have more activities as a result of sharing.	1 2
Task 3: Establish relationship with Latin American Association	GHSA, HSSCO	Outcome: Determine strategies for ELL	Better serve ELL population	3,4,5
Objective 6: Promote family literacy through training/increased awareness of resources		Measures: Training events, number of resources	Outcome: Access and awareness of literacy resources for all.	1 2 3 4 5
Task 1: Promote book exchanges at state conferences and at the local level	G, GHSA	Outcome: Affordable means to access books for staff /families	Families and staff will read more by accessing affordable books.	1
Task 2: Conduct a family literacy panel at GHSA conference with literacy experts	GHSA	Outcome: Additional literacy training is available.	Staff will be able to apply knowledge to support literacy.	1 Completed
Task 3: Partner with community organizations to promote reading and literacy	G	Outcome: Communities are engaged in literacy activities.	Organizations are able to pool resources to promote literacy.	1 2 3 4 5
Task 4: Establish relationship with Dept of Adult and Technical Education	HSSCO, GHSA, G	Outcome: Increase in Number of literacy Classes available	Access to literacy programs increase	4,5
PRIORITY AREA 6: DISABILITIES SERVICES	Responsible Parties	Project Measures/Outcomes	Benefits	Year(s)
				1 2 3 4 5
Goal: Children will be identified and be provided disability services in a timely manner				

Objective 1: Grantees will meet the 10% enrollment requirement at beginning of the school year		Measures: PIR data	Grantees will meet their federal requirement. More children will be served.	1 2 3 4 5
Task 1: Compile list of Disabilities Coordinators for Georgia HS/EHS programs; update annually	HSSCO, GaDOE	Outcome: List available	Disability Committees and GaDOE can access the coordinators in their community.	1 2 3 4 5 Updated year 1
Task 2: Attend meetings with LEAs regarding the Disability MOU with GaDOE	HSSCO, GaDOE, LEAs, G	Outcome: Head Start and LEAs understand the state agreement.	Children receive support services more effectively because HS/LEAs understand how to work together.	1 Completed
Task 3: Develop and sign an MOU with Babies Can't Wait	HSSCO, GHSA	Outcome: BCW added to the current agreement	Children 0-3 receive timely disabilities service.	1 2 3,4 5 in process
Task 4: Meet with BFTS State Inclusion Coordinator to develop and sign an MOU	HSSCO, BFTS, GHSA	Outcome: BFTS added to Disabilities MOU	All programs in Georgia working with children with disabilities have a seamless understanding/better services for children.	1 2 3 4 5 in process
Objective 2: Improve the RTI service as evidenced by the annual Needs Assessment		Measures: Annual Needs Assessment	Efficient services for children	1 2 3 4 5
Task 1: Provide opportunities to meet with LEAs to increase number of children with disabilities enrolled in HS/EHS	HSSCO, GaDOE	Outcome: Increase number of shared trainings between HS/EHS/ BCW/BFTS	More inclusive setting for children using HS/EHS as an option. HS meets disabilities enrollment.	1 2 3 4 5 ongoing
Objective 3: Provide parent education annually on how to incorporate the IEP/ IFSP plans and activities into the home in order to provide continuity of services	G	Measures: Number of parent trainings; list of activities	Continuity of services from school to home	1 2 3 4 5
Task 1: Develop information sessions on IEP and IFSP for parents and present at spring conference	GHSA	Outcome: Workshops for parents are provided.	Parents are knowledgeable about their rights.	1 2 3 4 5
PRIORITY AREA 7: COMMUNITY SERVICES	Responsible Parties	Project Measures/Outcomes	Benefits	Year(s) 1 2 3 4 5
Goal: Improve HS/EHS services through community engagement				
Objective 1: Increase military family enrollment by 2% annually		Measure: PIR	Increase in military family enrollment	1 2 3 4 5

Task 1: Contact military in Georgia regarding enrollment	HSSCO, GHSA, Military	Outcome: Establish relationship to aid HS recruitment statewide	Increase in services provided military families	1 2 3 4 5
Task 2: Develop strategies to enroll military families	Military, HSSCO, GHSA	Outcome: Availability of workable strategies	Increase military enrollment	1 2 3 4 5
Objective 2: Improve emergency disaster service coordination		Measure: State agreement with Red Cross/other state agencies providing emergency services, training events	HS/EHS programs prepared to meet emergencies needs	4 5
Task 1: Provide list of agencies to Georgia HS grantees	HSSCO	Outcome: Grantees have appropriate emergency information and plans.	HS/EHS prepared for emergencies	1 2 3 4 5
Task 2: Facilitate disaster training opportunities	HSSCO, GHSA	Outcome: staff prepared for disasters	Staff /families have services available when needed.	2 3 4 5
Objective 3: Increase the community involvement of Head Start parents	G			
Task 1: Provide a more up- to -date resource manual	G, GHSA	Measure: An updated manual	Head Start, families will know where they can serve	2 3 4 5
Task 2: Facilitate involvement between Head Start families, and community service leaders	G, GHSA, HSSCO	Measure: Number of exposures	Head Start parents will actively participate in community	2 3 4 5
Task 3: Send information regarding training to parents, community organizations to share training	G, GHSA	Number of trainings open to community	Community engagement in ECE will increase	4,5
Task 4: Work with DECAL regarding contracted training for kith and kin providers	G GHSA, HSSCO	Number of participants involved in training	Increase number of providers sharing training and resources	4,5
PRIORITY AREA 8: SCHOOL TRANSITION AND ALIGNMENT/EDUCATION (federal priorities)	Responsible Parties	Project Measures/Outcomes	Benefits	Year(s)
				1 2 3 4 5
Goal: Each Head Start child will enter school ready to learn as evidenced by meeting school readiness goals				
Objective 1: Establish Head Start statewide goals for school readiness (birth-5)		Measures: Written readiness state goals	Georgia HS will be able to show child outcomes by domain	1 2 3 4 5 In process

Task 1: Collect grantees' school readiness goals, and select the five most selected goals	T/TA, HSSCO, GHSA	Outcome: Ensure Georgia has consensus on five outcomes to measure	Georgia will be able to show growth on five readiness goals for HS children.	1 2 3 4 5 Defined state goals
Objective 2: Develop standard reporting format to track progress on the goals.		Measure: A standard reporting format is in place.	Standard reporting will make tracking effective.	1 in process
Task 1. Format goals and collect information from each grantee on the five goals selected	T/TA, G	Outcome: Yearly data on readiness goals	Data will show effectiveness and show needs to address.	1 2 3 4 5 processing
Task 2: Develop universal statewide assessment tool to track children's progress	G, GHSA, HSSCO, TTA	Outcome: Georgia grantees will be able to compile statewide data on school readiness	Georgia will be able to have data that will measure children's progress.	2,3,4,5
Objective 3: Develop school readiness MOUs with LEAs		Measure: Local MOUs	Readiness goals are aligned with school goals.	1 2 3 4 5
Task 1: Develop an MOU template that grantees can use with their LEAs	HSSCO, GHSA, T/TA	Outcome: A workable template	Template assists grantees in MOU development.	1
Objective 4: State, Head Start, and local school district school readiness goals will be aligned		Measure: Each grantee will have goals aligned with respective LEAs.	Children will be better prepared for and successful in school.	1 2 3 4 5
Task 1: Grantees will share their goals at the fall GHSA conference	G, GHSA	Outcome: Grantees will have evidence of aligned goals.	Ideas about alignment will be shared and assistance provided.	1 2
Objective 5: Develop an MOU with GaDOE regarding school readiness goals		Measure: State MOU completed	Commitment for alignment of goals at state level	1 2
Task 1: Identify person in GaDOE responsible for school readiness and design a state MOU	HSSCO, GHSA, GaDOE	Outcome: Relationship built at state level	There will be a contact person at the state level regarding school readiness.	1 2 In process
Objective 6: Develop and implement joint training for HS/LEAs		Measure: Number of joint trainings conducted	HS/LEAs will have more opportunity to connect (grantees and individually).	1 2 3 4 5

Task 1: Establish comprehensive transition policies and training	GaDOE, GHSA	Outcome: Written policies in place	HS/LEA joint understanding of policies	1 2
Task 2: Develop individual goals with LEAs for HS children before attending public school	G	Outcome: Each child will have individual goals when they begin school.	Schools will be better prepared for each student's individual needs.	1 2 3 4 5
Objective 7: Develop a guide for year round activities for transitioning children and families and keep the guide updated		Measure: Completed state transition guide	Support parents and teachers in preparing children for school	4 5
Task 1: Collect information from grantees and schools	GHSA, HSSCO	Outcome: Information for the guide	HS/school jointly prepare activities to align goals	2 3 4 5
Task 2: Place activities on website for use along with additional readiness links	GHSA, HSSCO	Outcome: Website has readiness activities for teachers/parents	Parents/teachers have access to readiness information.	4 5
PRIORITY AREA 9: PROFESSIONAL DEVELOPMENT (federal priority)	Responsible Parties	Project Measures/Outcomes	Benefits	Year(s)
				1 2 3 4 5
Goal: Improve the quality of care by maintaining high functioning teachers				
Objective 1: Increase the number of degreed teachers and assistant teachers		Measure: PIR data, ATRIA	Higher teacher qualification supports higher quality programs.	1 2 3 4 5
Task 1: Develop partnerships with colleges and technical schools	HSSCO, GHSA, G, Tech School	Outcome: Outreach to provide PD to staff	HS staff have increased access to colleges and tech schools.	1 2 3 4 5
Task 2: Provide financial aid information	BFTS, SI FAFSA	Outcome: HS teachers have resources to continue formal education.	Increased number of HS teacher advanced degrees.	1 2 3 4 5
Task 3: Develop a statewide template for an individual professional development plan to include a written plan for degrees.	GHSA, BFTS	Outcome: Assist teachers in reaching higher levels of professional development	HS/teachers will have their own tool for individualizing professional development.	1 2
Objective 2: Receive approval of the ECE Professional Development System in Georgia from OHS and Region IV		Measure: Written Approval	Teacher credentials will be documented and consistent with state requirements.	1 2 3 completed

Task 1: Work with Region 4 ACF to understand the PD	HSSCO, GHSA RIVHSA	Outcome: understanding of PD system in Georgia at federal level	Consistency in documenting teacher credentials and PIR data	1 2
Objective 3: Increase the number of Head Start/Early Head Start teachers in the Georgia Professional Development Registry by 5% annually		Measure: Data from the PDR	Georgia HS staff will be documented and tracked with consistency on PIR data	1 2 3 4 5 Processing data
Task 1: Provide grantees, GHSA, teachers information about the Professional Development Registry	BFTS, HSSCO, GHSA, Care Solutions	Outcome: Information will explain the reason and process for entering the PDR.	HS will have a documented record of staff credentials.	1 2 3 4 5
Objective 4: Identify funding sources to compensate teachers who have completed their four-year degree to compete with school systems	BFTS QRRS	Measure: List of resources	Staff retention and reward for higher education	1 2 3 4 5
Task 1: Increase blended HS/PK classrooms to provide additional funds for compensation	BFTS, HSSCO	Measure: Number of HS children in blended classrooms	Pooling resources can provide additional funds for compensation.	2 3 4 5
Task 2: Promote TEACH Scholarships and Incentives to staff through BFTS	HSSCO, GHSA, SI, BFTS	Measure: SI data	Increase in number of staff working on higher degrees and credentials	1 2 3 4 5
Objective 5: Increase teacher effectiveness through mentor coaching and CLASS	T/TA, GHSA, HSSCO	Measure :CLASS mentor coaching system developed	CLASS scores increase	4,5
PRIORITY AREA 10: EARLY CHILDHOOD SYSTEMS (federal priority)	Responsible Parties	Project Measures/Outcomes	Benefits	Year(s)
				1 2 3 4 5
Goal: HS/EHS is included in the Georgia plan to integrate child and family data to support services				
Objective 1: 100% HS/ EHS children will be integrated into the state system.		Measure: GaDOE data	Data integration will support all services to children.	1 2 3 4 5 Completed

Task 1: Develop document authorizing grantee, ChildPlus, and BFTS authority to share information	HSSCO, BFTS, Child Plus	Outcome: Agreements	Appropriate authorization meets confidentiality requirements.	1 2 comple ted
Task 2: Assign GTID numbers to HS/EHS children	BFTS	Outcome: Number in the system	HS/EHS will track assessments, family service information.	1 2 3 4 5
Objective 2: State child screening is seamless		Measure: State plan for screening process	Increased availability for screenings	1 2 3 4 5
Task 1: Participate in ECCS	HSSCO, GHSA	Measures: HS/EHS is included in the plan.	Increased availability for screenings	1 2 3 4 5 Disbanded
Task 2: Participate in ECCS dental training	G	Outcome: Number HS/EHS participating in training events	Increase understanding of screening and follow up services for children and families	1 2 3 4 5
Objective 3: HS will be included in state early childhood planning through the GSAC		Measure: Meeting attendance and committee participation	HS issues will be addressed and supported.	1 2 3 4 5
Task 1: Continue to participate in data integration and other committees	GSAC, HSSCO	Measure: HS/EHS is included in state data system	HS issues will be addressed and supported.	1 2 3 4 5
Objective 4: Increase the number of centers participating in the TQRIS by 5% annually		Measures: TQRIS data through BFTS	Grantees will receive additional materials and TA as they improve program quality.	1 2 3 4 5
Task 1: Provide information and TA regarding the process to grantees. Work with BFTS on the TQRIS evaluation	BFTS, HSSCO	Outcome: Grantees will have the information necessary to be Quality Rated.	Grantees will actively seek to participate in the TQRIS.	1 2 3 4 5
FEDERAL PRIORITIES ARE INCLUDED IN NUMBERS 8, 9, AND 10 ABOVE.				
REGIONAL OFFICE PRIORITIES MIRROR FEDERAL PRIORITIES AND ARE INCLUDED IN THE PLAN.				