



The 2019 Self-Assessment gathers information and evaluates the performance of the Head Start and Early Head Start program systems. From October 2018 through May 2019, data was collected using, CLASS assessments, child outcomes, individual observations/coaching, health, dental, and nutrition observations and checklists, center licensing reports, site visits, discussions and trainings with Policy Council, and also staff, parent, and community surveys. The Self-Assessment process is divided into content areas including Program Governance, Eligibility/Recruitment/Selection/Enrollment/Attendance, Program Structure, Education and Child Development Services Program Services, Health Program Services, Family and Community Engagement Program Services Additional Services for Children with Disabilities, Transition Services, Services to Enrolled Pregnant Women, Human Resources Management, Program Design and Quality Improvement and Fiscal Requirements.

The Self-Assessment showed the program strengths to be; we offer center based programming for pregnant moms up to 35 months, our partnership with Mid City Alternative School including having 24 infant slots for teen parents to be able to continue with their goal of education, each year at least four teen parents have children in Early Head Start at the Mid-City center have graduated, the addition of a school readiness teacher to enhance individualized school readiness skill building with Kindergarten bound children, and continued community partnerships that help us to makes programming hours and months better for individual family needs. For example, Early Childhood Iowa Scott County Kids makes it possible for parents that are working and going to school to have extended hours of early care and education at the Roosevelt Center.

A completed Self-Assessment Report was presented for approval by the Policy Council on July 17, 2019 and the Board of Directors on July 25, 2019 in this report; system areas needing some improvement are identified. Non-systematic items requiring attention as part of the day-to-day operation are not considered as part of ongoing systems goals. These items were immediately reported to the appropriate management staff for resolution through normal program operations Recommendations are made in the form of goals and target dates. Two goals are continued from last year, we did not meet our in-kind goal or the number of community representatives on Policy Council. Training recommendations will be addressed in the Training and Technical Assistance Plan for the Head Start/Early Head Start grant application.

A committee of 9 staff has recommended the objectives listed below.

**Program Objectives from the 2019 Self-Assessment**

<b>Community Partnerships</b>	<b>Target Date</b>	<b>Standard</b>	<b>Responsible Party</b>
At least 75% of the Head Start CORE staff will contact and become regularly involved with an outside community agency/affiliation. Documentation and Monitoring will be in the child plus system.	April 2020	1302.53 (a)	CORE
<b>Mental Health</b>	<b>Target Date</b>	<b>Standard</b>	<b>Responsible Party</b>
Set up and complete at least four trainings in ACEs and trauma informed care during in-services for all HS and EHS staff. Trainings will aim at continuing to build a cultural approach to positive mental health, wellness, and social emotional functioning.	April 2020	1302.45(b)(3)	Tami Holmes

<b>Family Services</b>	<b>Target Date</b>	<b>Standard</b>	<b>Responsible Party</b>
Hire an additional Family Specialist in order to decrease the caseload per Family Specialist	September 2020	1302.52	Lisa Mueller
<b>Education, Disability, Mental Health</b>	<b>Target Date</b>	<b>Standard</b>	<b>Responsible Party</b>
Enhance the child guidance procedure to include clear, defined, helpful, and appropriate steps that integrate Conscious Discipline and CPI to achieve a higher quality learning environment. Training of this procedure will occur at pre-service and on-going.	September 2019	1302.31 1302.45(a) 1302.47(4) 1302.70-72	Tricia Shannon Lisa Raya
<b>Family and Community Engagement Program Services</b>	<b>Target Date</b>	<b>Standard</b>	<b>Responsible Party</b>
Each Center Manager will train/implement an activity/lesson using the Conscious Discipline Parent Curriculum during parent events at least five times during the year,	May 2020	1302.34 1302.51	Lisa Raya
<b>Human Resource Management</b>	<b>Target Date</b>	<b>Standard</b>	<b>Responsible Party</b>
Create, hire and train a PE, teaching position to enhance children's opportunities to participate in increased physical activity in a fun manner within the center.	Jan 2020	1302.31(e) (4)	Tami Holmes
<b>Program Governance</b>	<b>Target Date</b>	<b>Standard</b>	<b>Responsible Party</b>
Increase the number of community representatives by at least 3 for Policy Council.	February 2020	1301.3	Tricia Shannon Jessica Boussetot
<b>Fiscal Management Items</b>	<b>Target Date</b>	<b>Standard</b>	<b>Responsible Party</b>
Increase non-federal match by \$50,000 compared to the previous year.	October 2020	1303.4 Act 640(b)	Tricia Shannon Jessica Boussetot