

## Macomb Community Action Head Start 0-5 Program Goals for 2020-2021

05CH010665 & 05HP0010

### **Program Goal #3:**

Foster a culture of learning that promotes the development of high quality early childhood professionals.

### **Measurable Objective #1: Increase staff knowledge and skills in trauma informed care.**

<b>Program Activities or Action Steps that Meets Objective</b>	<b>Data Tools or Methods for Tracking Progress</b>	<b>Financial Supports</b>
<ul style="list-style-type: none"> <li>Trauma Smart Training</li> </ul>	Training assessment, coaching, cert.	Trauma Smart Grant
<ul style="list-style-type: none"> <li>Mental Health First Aid Training</li> </ul>	Training cert.	T/TA
<ul style="list-style-type: none"> <li>Reflective Supervision</li> </ul>	Consultant	T/TA

	<b>Year 1 Baseline 2018-2019</b>	<b>Year 2 2019-2020 Progress through March 2020</b>	<b>Year 3 2020-2021 Progress</b>	<b>Year 4 2021-2022 Progress</b>	<b>Year 5 2022-2023 Progress</b>
	<b>Expected Outcome</b>	<b>Expected Outcome</b>	<b>Expected Outcome</b>	<b>Expected Outcome</b>	<b>Expected Outcome</b>
Head Start & Early Head Start	50% of staff complete trauma informed training plan	60% of staff complete trauma informed training plan	75% of staff complete trauma informed training plan	90% of staff complete trauma informed training plan	100% of staff complete trauma informed training plan
<b>Outcomes</b>	All (100%) new staff had training plans which included 5, 2 hr. trainings	All (100%) new staff had training plans which included 5, 2 hr. trainings the Sept-Dec session. The Jan- April class was cancelled.			

Expected Challenges: Staff turnover, finances beyond non-discretionary grant (Trauma Smart), pandemic,

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### **Measurable Objective #2: Increase coaching opportunities for staff.**

Program Activities or Action Steps that Meets Objective	Data Tools or Methods for Tracking Progress	Financial Supports
• Trauma Smart Coaching	Effectiveness of Coaching Survey	Trauma Smart Grant
• Reflective Supervision	Consultant	T/TA
• Coaching to Fidelity	Effectiveness of Coaching Survey	T/TA
• Hearts & Mind on Babies	Effectiveness of Coaching Survey	T/TA
• GSRP blend coaching	GSRP Blend Classrooms	NA
Survey = more confident after coaching Not very confident Needs more coaching		

	Year 1 Baseline 2018-2019	Year 2 2019-2020 Progress through March 2020	Year 3 2020-2021 Progress	Year 4 2021-2022 Progress	Year 5 2022-2023 Progress
	Goal Outcome	Goal Outcome	Goal Outcome	Goal Outcome	Goal Outcome
Head Start	30% of classroom receive active coaching	35% of classroom receive active coaching	40% of classroom receive active coaching	45% of classroom receive active coaching	50% of classroom receive active coaching
<b>Outcomes</b>	35% (12 rooms out of 34)	<b>82% (31 rooms out of 38)</b>			
Early Head Start	20% of classroom receive active coaching	25% of classroom receive active coaching	30% of classroom receive active coaching	35% of classroom receive active coaching	40% of classroom receive active coaching
<b>Outcomes</b>	20% (3 rooms out of 15)	<b>100% (18 rooms out of 18)</b>			
Expected Challenges: dedicated coaching staff, staff turnover,					

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### **Program Goal #3:**

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### **Measurable Objective #3: To recruit, reduce turnover and maintain high quality staff.**

<b>Program Activities or Action Steps that Meets Objective</b>	<b>Data Tools or Methods for Tracking Progress</b>	<b>Financial Supports</b>
• Trauma Smart – Trauma Informed Care	Attendance at training modules	Trauma Smart Grant and T/TA
• Wolf Trap	Wolf Trap survey	T/TA and outside grants
• Michigan Workforce Development CDA prep	CDA certificate	NA
• Staff Wellness	Number of cards distributed	Outside grants
• Tracking staff terminations	ChildPlus report	NA
• Exit Interviews	Survey Monkey	NA

	Year 1 Baseline	Year 2 Progress <i>through April 2020</i>	Year 3 Progress	Year 4 Progress	Year 5 Progress
	Goal Outcome	Goal Outcome	Goal Outcome	Goal Outcome	Goal Outcome
<b><u>Head Start</u></b>	Staff Turnover	Staff Turnover details	Staff Turnover	Staff Turnover	Staff Turnover
<b>Outcomes</b>	63 staff left/replaced	Teachers 4 left/replaced T. Aides 20 left/replaced Advocates 10 left/replaced			
<b><u>Early Head Start</u></b>	Staff Turnover	Staff Turnover details	Staff Turnover	Staff Turnover	Staff Turnover
<b>Outcomes</b>	EHS 23 staff left/replaced CCP 31 staff left/replaced	<u>EHS</u> Teachers 2 left/replaced T. Aide 1 left/replaced <u>CCP</u> Teachers 5 left/replaced T. Aide 13 left/replaced			
Expected Challenges: Macomb County Compensation Study results; timely report out from partners, full-time jobs with benefits					