



5 Year Strategic Plan-2015-2020 Framework



BIHS Mission, Vision, and Philosophy

The **Mission** of the Bishop Indian Head Start program is to provide safe, healthy, nurturing and stimulating learning environments, and to promote the school readiness of children age three to five by enhancing their cognitive, social, and emotional development in two ways:

1. The learning environment will support children's growth in language, literacy, mathematics, science, emotional functioning, creative arts, physical skills, approaches to learning, and cultural diversity.
2. Each family will be provided with health, mental health, educational, nutritional, social, and other services when necessary based on the family's needs assessments.

The Bishop Indian Head Start Program's **Vision** is to provide families, children, staff, and the community with a diverse learning experience. Bishop Indian Head Start collaborates with community services to provide education on parenting, leadership, disabilities, health, mental health, nutrition, fitness, and culture.

The Bishop Indian Head Start Program's **Philosophy** is to create a developmentally appropriate and enriched environment for every child. Bishop Indian Head Start believes in the empowerment of families so that they may make informed decisions about their children's education and well-being.

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The Bishop Indian Head Start 5 Year Strategic Plan was received, reviewed, discussed, and approved by the Bishop Paiute Tribal Council on April 16th, 2018 and signed by William Vega, Chairman

The Bishop Indian Head Start 5 Year Strategic Plan was received, reviewed, discussed, and approved by the Bishop Indian Head Start Policy Council on April 27th, 2018 and signed by Arlene Brown, Policy Chair

OHS-Regulation and Purpose:

1302.102 Achieving program goals.

(a) *Establishing program goals.* A program, in collaboration with the governing body and policy council, must establish goals and measurable objectives that include:

- (1) Strategic long-term goals for ensuring programs are and remain responsive to community needs as identified in their community assessment as described in subpart A of this part;
- (2) Goals for the provision of educational, health, nutritional, and family and community engagement program services as described in the program performance standards to further promote the school readiness of enrolled children;
- (3) School readiness goals that are aligned with the Head Start Early Learning Outcomes Framework: Ages Birth to Five, state and tribal early learning standards, as appropriate, and requirements and expectations of schools Head Start children will attend, per the requirements of subpart B of part 1304 of this part; and,
- (4) Effective health and safety practices to ensure children are safe at all times, per the requirements in §§1302.47, 1302.90(b) and (c), 1302.92(c)(1), and 1302.94 and 1303 subpart F, of this chapter.

(b) *Monitoring program performance.* (1) *Ongoing compliance oversight and correction.* In order to ensure effective ongoing oversight and correction, a program must establish and implement a system of ongoing oversight that ensures effective implementation of the program performance standards, including ensuring child safety, and other applicable federal regulations as described in this part, and must:

- (i) Collect and use data to inform this process;
- (ii) Correct quality and compliance issues immediately, or as quickly as possible;
- (iii) Work with the governing body and the policy council to address issues during the ongoing oversight and correction process and during federal oversight; and,
- (iv) Implement procedures that prevent recurrence of previous quality and compliance issues, including previously identified deficiencies, safety incidents, and audit findings.

(2) *Ongoing assessment of program goals.* A program must effectively oversee progress towards program goals on an ongoing basis and annually must:

- (i) Conduct a self-assessment that uses program data including aggregated child assessment data, and professional development and parent and family engagement data as appropriate, to evaluate the program's progress towards meeting goals established under paragraph (a) of this section,

compliance with program performance standards throughout the program year, and the effectiveness of the professional development and family engagement systems in promoting school readiness;

(ii) Communicate and collaborate with the governing body and policy council, program staff, and parents of enrolled children when conducting the annual self-assessment; and,

(iii) Submit findings of the self-assessment, including information listed in paragraph (b)(2)(i) of this section to the [responsible HHS official](#).

(c) *Using data for continuous improvement.* (1) A program must implement a process for using data to identify program strengths and needs, develop and implement plans that address program needs, and continually evaluate compliance with program performance standards and progress towards achieving program goals described in paragraph (a) of this section.

(2) This process must:

(i) Ensure data is aggregated, analyzed and compared in such a way to assist agencies in identifying risks and informing strategies for continuous improvement in all program service areas;

(ii) Ensure child-level assessment data is aggregated and analyzed at least three times a year, including for sub-groups, such as dual language learners and children with disabilities, as appropriate, except in programs operating fewer than 90 days, and used with other program data described in paragraph (c)(2)(iv) of this section to direct continuous improvement related to curriculum choice and implementation, teaching practices, professional development, program design and other program decisions, including changing or targeting scope of services; and,

(iii) For programs operating fewer than 90 days, ensures child assessment data is aggregated and analyzed at least twice during the program operating period, including for subgroups, such as dual language learners and children with disabilities, as appropriate, and used with other program data described in paragraph (c)(2)(iv) of this section to direct continuous improvement related to curriculum choice and implementation, teaching practices, professional development, program design and other program decisions, including changing or targeting scope of services;

(iv) Use information from ongoing monitoring and the annual self-assessment, and program data on teaching practice, staffing and professional development, child-level assessments, family needs assessments, and comprehensive services, to identify program needs, and develop and implement plans for program improvement; and,

(v) Use program improvement plans as needed to either strengthen or adjust content and strategies for professional development, change program scope and services, refine school readiness and other program goals, and adapt strategies to better address the needs of sub-groups.

(d) *Reporting.* (1) A program must submit:

(i) Status reports, determined by ongoing oversight data, to the governing body and policy council, at least semi-annually;

(ii) Reports, as appropriate, to the responsible HHS official immediately or as soon as practicable, related to any significant incidents affecting the health and safety of program participants, circumstances affecting the [financial viability](#) of the program, breaches of personally identifiable

information, or program involvement in legal proceedings, any matter for which notification or a report to state, tribal, or local authorities is required by applicable law, including at a minimum:

(A) Any reports regarding agency staff or volunteer compliance with federal, state, tribal, or local laws addressing child abuse and neglect or laws governing sex offenders;

(B) Incidents that require classrooms or centers to be closed for any reason;

(C) Legal proceedings by any party that are directly related to program operations; and,

(D) All conditions required to be reported under §1304.12, including disqualification from the Child and Adult Care Food Program (CACFP) and license revocation.

(2) Annually, a program must publish and disseminate a report that complies with section 644(a)(2) of the Act and includes a summary of a program's most recent community assessment, as described in §1302.11(b), consistent with privacy protections in subpart C of part 1303 of this chapter.

(3) If a program has had a [deficiency](#) identified, it must submit, to the responsible HHS official, a quality improvement plan as required in section 641A(e)(2) of the Act.

Long Term Goals:

Systematic issues and major areas of change that take significant time, resources and commitment of program leaders.

(List in order of importance)

Short Term Goals (objectives):

Operational issues that managers and content area experts can address in a quick and efficient manner.

(List in order of importance)

Data Sources:

Self-Assessment, Child Records and Outcome Data, Community Assessment and survey data, Bishop Paiute Reservation Census Analysis, Program Improvement Report (PIR), OHS Monitoring Protocol, Family Partnership Records, Cultural Survey, Staff Needs Assessment, Staff Performance Appraisals, 5 Year Needs Assessment Office of Education State Preschool; First 5 Strategic Plan; the Bishop Paiute Comprehensive Economic Development Plan; and Bishop Tribe Strategic Planning Notes.

Program Year 1: 2015-2016

Areas to Strengthen Long Term Goal	Data Sources	Timeframes and Progress	Need for T/TA?
New: Year 1-2015-2016 Long Term (LT) and Short Term Objectives (STO)			
<p>1. Program Governance Head Start Performance Standard: 1304.50, including Appendix A; 1304.52 (K) a. Policy Council Financial Training (All) b. Program Governance Training (new members of Policy and Tribal) (Short Term Goal) c. Continue to work with PC and TC to find resources and financial relief for Early Child Development agency employees to obtain affordable quality programs for their children. (Long Term)</p>	<p>Program Governance Screener Self-Assessment 2014-2015</p>	<p>a. May –August 2015 b. May-August 2015 c. August 2015 2017-Follow-up: a. <u>Not Yet Met-Year 2-Online Training Head Start Knowledge Center-in progress</u> b. Goal Met c. Goal: Met-added to Criteria Worksheet</p>	<p>Head Start Knowledge Center Online Courses</p> <p style="text-align: center;">Year 1</p>
<p>2. Planning Head Start Performance Standard: 1304.51 (a); 1305.3 (K);1306.30(a);1306.30(d);1306.31-1306.36;1308.4 a. Revisit resources to purchase 1 replacement school bus (Long Term) b. Plan Expansion of outdoor classroom by 16,700 feet. (Long Term) c. Gather Potential Resources for outdoor classroom expansion (Short Term Goal) d. Write and Submit Grants to fund Outdoor classroom expansion (Short Term Goal) e. Maintain T/TA training schedule and record progress for entire staff on a monthly basis. Ultimate goal is for all staff to move to the next permit level. 2nd goal brain storm with staff each</p>	<p>Self-Assessment 2014-2015 Bus Financial Repair Records Community Partnership Planning Survey2014 ECERS /POEMS Health Advisory Meetings Employee evaluations and professional development plans Administration Observations CLASS Observations</p>	<p>a. July-August-2016 b. May-2015-September -2018 c. March-April -2015 d. March-April -2015 e. May-April 2016 f. June-July 2015 g. June-July 2015 h. August-December 2015 2017-Follow-Up: a. Goal Met b. Goal Met c. Goal Met d. Goal Met e. <u>In Progress-Continue to formulate a monitoring form to meet this goal</u> f. Still planning by Month-Goal Not Met Yet. Continue for 2016-2017. g. Goal Met h. <u>Goal Not Yet Met-continue in 2016-2017</u></p>	<p>Yes-Bishop Tribe Grant Writer Toiyabe Indian Health Project OHS Community Partners</p> <p style="text-align: center;">Year 1</p>

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<p>month on how employer can assist in employee needs awareness (Short Term Goal)</p> <p>f. Plan for entire year of BIHS PFCE and Staff events based on passed calendars (Short Term Goal) before 2015-2016 begins.</p> <p>g. Update and new and returning employee policy and procedure training checklist as it relates to federal, tribal, and state regulations with time frame prior to assuming duties (Short Term Goal)</p> <p>h. Train two additional CLASS observers and renew existing certification. (Short Term Goal)</p>			
<p>3.Human Resources Head Start Performance Standard: 1301.31, Appendix A; 1304.24 (a)(2)-1304.24 (a) (3);1304.52; (3);1306.20-1306.23;1308.4(e); 1308.4 (k); 1310.16-1310.17</p> <p>a. Finalize Job Descriptions with HR(Short Term Goal)</p> <p>b. Cross train part time aide into bus driver position. (Long Term)</p> <p>c. Continue to collaborate with HR Director to complete all required paperwork for long term volunteers. (TB, Background, Physicals, etc.) Short Term Goal</p>	<p>Self-Assessment 2014-2015 Parent Survey Results 2015 Staff Needs Survey 2014-2015 PAR Forms</p>	<p>a. June-August-2015-in progress and remains a goal 2016-2017 b. April 2015-January 2016 Cross trained Associate Teacher to become Bus Driver –sub. Goal is to train part time Aide to become a driver and aide. Did not obtain Education Manager. Utilized Lead Teachers to share Education Manager Duties. c. February-April 2016 2017-Follow-Up: a. <u>Job Descriptions updated and approved by PC in progress with Human Resources.</u> b. <u>In Progress</u> c. <u>In Progress to comply with new regulations</u></p>	<p>Assistance from Tribal HR Department</p> <p align="center">Year 1</p>
<p>4.Ongoing Monitoring Head Start Performance Standard: 1304.51 (i) (2)-1304.51 (i) (3);1308.4 (d) Part 74.51;Part 92.40</p> <p>a. School Readiness Child Outcomes- teachers cross trained in aggregation of data (Short Term Goal)</p>	<p>2014-2015 Self-Assessment</p>	<p>a. June –September 2015 Updates: 2017-Follow-Up: a. Goal met and staff utilizing information to set classroom goals, provide info to families through newsletters.</p>	<p>a. Yes- OHS FHSi360; BIHS Director; State Preschool Director Year 1</p>
<p>5.Communication Head Start Performance Standard:</p>	<p>2014-2015 Self-Assessment 2014-2015 Parent Survey</p>	<p>a. June-August 2015 b. August-2015</p>	<p>None</p>

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<p>1304.51 (b);1304.22 (a) (4);1304.20 (c) (1); 1304.22 (b)-1304.51 (f); 1308.4 (1)</p> <p>a. Inform parents and community about staff education and required experience for position (Short Term Goal)</p> <p>b. Inform and check for understanding (parents and guardians) Attendance and Tardiness Policy. (Short Term Goal)</p> <p>c. Revisit Parents, Guardians, Community, and staff Head Start Policy on Shared Governance/ Decision Making, Chain of Command in a conflict situation (Short Term Goal)</p> <p>d. Combine Parent Handbook and Transportation Handbook (Short Term Goal)</p> <p>e. Add to monthly newsletters where to report health and safety concerns. (Short Term Goal)</p> <p>f. Write a formal policy on message logs and delivery of message to appropriate receiver. (Short Term Goal)</p> <p>g. Write and or update policies and procedures regarding photo release for newsletters, tribal webpage and parent committee face book, and train parents and staff on the procedures. (Short Term Goal)</p>	<p align="center">Attendance Records</p>	<p>c. June-August 2015 d. May-June 2015 e. May-June 2015 f. May-June 2015 g. May-September 2015</p> <p>2017-Follow-up:</p> <p>a. Goal Met, but still is a concern for 1 or 2 parents a year. Teachers provide information about their qualifications in newsletters and information is added in school newsletter. Teachers will share their qualifications in the initial home visit and check it off the initial home visit form.</p> <p>b. Goal Met c. Goal Met d. <u>All handbooks need to be updated in 2017 to reflect new regulations.</u> e. Goal Met f. Goal Met g. Goal Met</p>	<p align="center">Year 1</p>
<p>6. Prevention and Early Intervention Head Start Performance Standard: 1304.20; 1304.21 (c) (1) (iii); 1304.22-1304.24; 1304.40 (c) (2) (3); 1304.40 (f); 1304.41 (a) (2); 1304.41 (b); 1304.53 (a) (10) (i)- 1304.53 (a) (10) (iii); 1304.53 (a) (10) (v)-1304.53 (a) (10) (xvii); 1306.30 (c) (3); 1308.6; 1308.20; 1304.40 (c) (1) (i)-1304.40 (c)(1)(iii); 1310.21</p>	<p align="center">2014-2015 Self-Assessment School Wide Attendance Data Individual Attendance Data CACFP Meal Count Summaries Case Management Meetings</p>	<p>a. Update Emergency Plans by July 2015 b. Excessive Absenteeism and Tardiness Plan June-September 2015 c. May-April 2016</p> <p>2017-Follow-up:</p> <p>a. Goal Completed-Need to update each year to reflect changes.</p>	<p align="center">None Year 1</p>

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<p>a. Update Contingency Plan- (Emergency Plan) (Short Term Goal) (Short Term Goal) b. Update Attendance Procedure Communication and Add Tardiness Focus is not excessive absenteeism (Short Term Goal) (Procedures) (Short Term Goal) c. Director and Health and Disabilities Manager will participate in quarterly meetings with other preschools; SELPA and other LEA to plan training events for Parents and Staff as it relates to Social Emotional Development and Behavior Strategies. (Short Term Goal)</p>		<p>b. <u>BIHS attendance is maintaining at 91% as of 4/5/2017 and 5% of same families are tardy each day. Remains a goal for 2017-2018. Education Summit addressed tardiness and school attendance in workshops. BIHS requested School Attendance and Tardiness be addressed in Tribal Newsletter.</u> c. <u>Started in 2015, BIHS is invited to participate, but due to scheduling have not been able to attend. BIHS hired a bus driver in February and beginning in March the Director will be able to participate in monthly meetings. BIHS is receiving daily support for children with challenging classroom behavior as a result from meeting with SELPA and LEAs. Availability to attend as of 2017 continues to be a challenge.</u></p>	
<p>7. Recordkeeping and Reporting Head Start Performance Standard: 1301.30;1304.20 (e) (5);1304.22 (c) (3)-1304.22 (c) (5); 1304.51 (g)-1304.51 (h); 1304.52 (k) (3) (i);1308.4 (1);1308.6(e)(4) a. In-Kind Tracking (Short Term Goal)</p>	<p>Self-Assessment 2014-2015</p>	<p>a. Design or Research In-Kind Reporting form for Tribal Fiscal by June 2015 2017-Follow-up: a. Goal Met</p>	<p>None Year 1</p>
<p>8. Parent, Family, and Community Engagement <u>Family Partnership Building</u> Head Start Performance Standard: 1304.40; 1304.20 (e); 1304.21 (a) (2); 1304.23 (b) (4); 1304.40; 1304.50 (a) (1); 1306.30 (b); 1308.19 (j); 1308.21 a. Professional Growth Training FA/Cross Train Teacher and Health Manager (Short Term Goal) <u>Parent Involvement</u> Head Start Performance Standard: 1304.20 (e) (4); 1304.23 (d); 1304.24 (a) (1); 1304.40 (b)-1304.40 (h); 1304.50; 1308.19 (j);1308.21 <u>Community and Child Care Partnerships</u> Head Start Performance Standard:</p>	<p>Self-Assessment 2014-2015 Staff Needs Survey 2014-2015 Child Care Partnership Funding Applications available for Infant Toddler Community Partnership Survey 2014 First 5 Strategic Plan 2014-2019 Parent Survey Results 2014 Community Partnership Planning Survey (Parent Resiliency) PIR Data collected from 2013-2014 enrolled families Father Involvement Survey 2015 Self-Assessment Review 2014-2015</p>	<p>a. July-2015 b. June-July-2015 c. June-May 2016- seek and support established shared Tribal plan for Community Resource Agency- In the past three Community Partnership/Staff/Parents Planning survey's it has been identified as the reason families do not receive services is: transportation, confidentiality, and people are just not aware of services available. (Services: temporary shelters, clothing and food) d. March 2015- e. June-September 2015 f. June-May 2016 2017-Follow-up: a. <u>Two Teachers cross trained in ERSEA, Need Health and Disabilities Manager (Continue for 2017-2018).</u> b. <u>Daycare closed in 2016 when EHS was established. Currently working on a Transition Activity Plan. BIHS needs to work with EHS on an MOU. Transportation from Big Pine may be a need for EHS.</u></p>	<p>a. Yes- OHS FHSi360; BIHS Health Manager; Family Advocate, and Lead Teacher (HS University) b. NO c. Yes-TERO, Cerro Coso Junior College, TANF, agencies families identify as a place they may wish to seek employment c. OHS designated trainers in the area of Community Resource building, First 5, Tribal</p>

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<p>1304.41; 1304.23 (b) (4); 1304.24 (a) (3) (iv);1304.40 (e) (4);1304.41; 1308.4 (l) (1)-1308.41 (l) (7); 1310.23</p> <p>b. Form MOU/Partnership with TANF Daycare/First 5 Application (New Early Head Start) (Short Term Goal)</p> <p>c. To begin identifying full partnerships throughout the tribal community and outside agencies in an effort to establish Community Resources where families feel safe, comfortable and successful. (universal referral program) (Long Term)</p> <p>d. Parent Involvement-Father Involvement (Short Term Goal)</p> <p>e. Assemble a cultural committee to brainstorm events, daily activities, and curriculum. (Short Term Goal)</p> <p>f. Work with parent committee and parents to increase parent attendance in planned events (Short Term Goal)</p>		<p>c. Goal Met</p> <p>d. Design Father Involvement Survey-; April 2015 distribute Father Involvement Survey; April-May 2015 analyze results; May-June 2015 begin Father Involvement Activity Planning; August 2015 complete Father Involvement Survey with new families. August-September update activity plan-goal met</p> <p>e. <u>In 2016, facilitated a parent cultural survey. BIHS ERSEA Manager with Tribal Collaborative partners organized a cultural night for the community. Goal remains for 2017-2018.</u></p> <p>f. <u>Goal met. Incentives and raffles seem to have significant impact on participation. Continue goal for 2017-2018.</u></p>	<p>Community Resource agencies e. PFCE online resources and Local Father Group Year 1</p>
<p>9. Individualization Head Start Performance Standard: 1304.20 (d); 1304.20 (f); 1301.21 (a); 1304.21 (b); 1304.21 (c) (1) (i); 1304.23 (b) (1); 1304.40 (a) (2); 1308.19</p> <p>a. Improve process for -Summarize and plan for classroom Interest and Cultural activities using the child web (Short Term Goal)</p> <p>b. Improve process for Summarize and plan for Parent Interest activities utilizing Parent and Father Involvement Survey (Short Term Goal)</p> <p>c. Improve process for Summarize and plan for Parents education</p>	<p>Self-Assessment 2014-2015 Parent, Child, and Staff Surveys</p>	<p>a. Gather Data and Summarize by September 2015</p> <p>b. Gather Data and Summarize by September 2015</p> <p>c. Gather Data and Summarize by September 2015</p> <p>d. Gather Data and Summarize by April 2015, January 2016 2017-Follow-up:</p> <p>a. Goal Met with Child Plus</p> <p>b. <u>Goal Met, however remains a goal for 2017-2018. Time is the goal to complete summary and formulate training no later than October 1 2017.</u></p> <p>c. <u>Goal Met, however remains a goal for 2017-2018. Time is the goal to complete summary and formulate training no later than October 1 2017.</u></p> <p>d. <u>Staff training in process, Director, Lead Teachers will continue to focus on trainings based on Staff request needs and evaluations. Ongoing goal for 2017-2018</u></p>	<p>a. Yes- OHS FHSi360; BIHS Director, Teachers, and Family Advocate Year 1</p>

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<p>utilizing the Parent Partnership and Needs Survey (Long Term)</p> <p>d. Improve process for Summarize and Plan Training for Staff based on Staff Needs Survey (Long Term)</p>			
<p>10. Facilities, Materials, Equipment, and Transportation</p> <p>Head Start Performance Standard: 1304.21 (a) (4) (iv); 1304.21 (a) (5)-1304.21 (a) (6); 1304.22 (e) (7); 1304.23 (e); 1304.53 (a) (1)-1304.53 (a) (5); 1304.53 (a) (7)-1304.53 (a) (9); 1304.53 (a) (10) (iv); 1304.53 (a) (10) (xiv)-1304.53 (a) (10) (xv); 1304.53 (a) (10) (xvii); 1304.53 (b); 1306.30 (c); 1308.4 (o) (4)-1308.4 (o) (6); 1310.10; 1310.12 (b); 1310.13-1310.15 (b); 1310.15 (d); 1310.20; 1310.22 (b); 1310.23; 45 CFR 84.5</p> <p>a. Program planning data, forms, monitoring and tracking, etc. on USB backup and distribute to Bishop Paiute Administration, BIHS management Staff (Short Term Goal)</p> <p>b. Outdoor Classroom expansion area cleared (16,700 square feet) (Short Term Goal)</p> <p>c. Order/install irrigation materials (Long Term)</p> <p>d. .Order/install fencing material (Long Term)</p> <p>e. Order materials and garden supplies (Short Term Goal)</p> <p>f. Replace carpet in all four classrooms and tile health office. (Long Term)</p> <p>g. .New air conditioning unit for bus 83 (Long Term)</p> <p>h. Purchase 4 i-pods for recoding a transition playlist of songs to</p>	<p>Self-Assessment 2014-2015</p> <p>Daily Observation</p> <p>Staff Needs Survey 2014-2015</p> <p>Parent Surveys</p> <p>Farm to School Initiatives</p> <p>Toiyabe Community Health Goals</p> <p>ECERS</p>	<p>a. Completed by August by 2015</p> <p>b. Completed by August by 2015</p> <p>c. August 2015-September 2016</p> <p>d. August 2015-September 2016</p> <p>e. August 2015-September 2016</p> <p>f. April-September 2015</p> <p>g. December-January 2016</p> <p>h. June-September 2015</p> <p>i. September-October</p> <p>j. Ongoing</p> <p>2017-Follow-up:</p> <p>a. <u>Data is on USB, but need to be organized. Administration and Tribal Council is provided documents in word form. Data needs to be organized on USB drive for easier use. Goal Continued 2017-2018.</u></p> <p>b. Goal Met.</p> <p>c. Goal Met.</p> <p>d. Goal Met.</p> <p>e. Goal Met.</p> <p>f. Goal Met.</p> <p>g. Goal Met</p> <p>h. Goal Met.</p> <p>i. <u>Goal met. Maintenance rototills sand at least 1-2 x a month. Fall Zone sand is low and sand to be added the summer of 2016. New level is 9 inches. In 2016-2017-continues to be a challenge. BIHS will remodel first yard and replace sand with woodchips around climbing equipment.</u></p>	<p>j. None</p> <p>b-f. Toiyabe Indian Health Project</p> <p>Year 1</p>

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<p>strengthen classroom management (Edison Grant) (Short Term Goal) i. Inform Tribal Maintenance to measure fall zone daily and inform Director when fall zone falls below required 6 inch depth. (Short Term Goal)</p>			
<p>11. Curriculum and Assessment Head Start Performance Standard: 1304.21; 1304.21; 1304.23 (b)-1304.23 (c); 1304.3 (a) (5); 1304.40 (e)-1304.40 (f); 1306 (b); 1308.4 (c); 1310.21 a. Curriculum and Assessment Planning-MOU with agencies that provide Higher Education-financial assistance (Long Term) b. Teachers continue to involve parents in lesson planning in regards to culture PFCE, and school readiness engagement (Short Term Goal) c. Increase classroom diversity toys in all four classrooms including gender specific drama clothes and accessories (Short Term Goal)</p>	<p>Self-Assessment 2014-2015 Staff Needs Assessment Surveys 2014-2015 Processional Growth Plans ECERS</p>	<p>a. July-August- 2016 b. August-May 2016 c. February – August 2015 2017-Follow-up: <u>Director is invited to participate in quarterly meetings. Currently working with a Tribal Educational Board to plan training for the community. MOU not established yet. Incentives to cover cost of tuition available through the tribe and through Head Start Training funds. Continue for 2017-2018.</u> <u>Teachers inform parents of the lesson planning process-discussions regarding strategies to complete this goal will continue.</u> Goal Met</p>	<p>Yes-OVCDC Director Year 1</p>
<p>12. Child Development and Health Services: Nutrition (CACFP) a. Continue to complete meal production-and increase fruits and vegetables by an extra 4 lbs. and round up to the next pound. (Short Term Goal) b. Update meal time policy and procedure related to start and finish times as it related to allowable claims (Short Term Goal) c. Write a policy as it relates to milk intolerance and CACFP allowable substitute (Lactaid).</p>	<p>Teacher Interviews CACFP Triennial Review</p>	<p>a. February -2015-May 2016 b. February -2015-June 2016 c. February -2015-June 2016 d. August-2015-May 2016 e. August-2015-May 2016 2017-Follow-up: Goal met. <u>Procedure practiced but not written yet. Goal continued for 2017-2018.</u> <u>Procedure practiced but not written yet. Goal continued for 2017-2018.</u> <u>Goal Not met Yet-continue for 2017-2018</u> e. <u>Goal in progress-continue for 2017-2018</u></p>	<p>Yes-OVCDC – Language Director and Elders Food program Director Health Advisory Year 1</p>

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<p>d. Collaborate with Culture Committee and brainstorm how to integrate Paiute cultural foods into menu (Long Term)</p> <p>e. Collaborate with Health Advisory to update CACFP/BIHS Mission Statement and provide in Spanish (Short Term Goal)</p>			
<p align="center">Program Year 2: 2016-2017</p>			
<p align="center">Areas to Strengthen</p>	<p align="center">Data Sources</p>	<p align="center">Timeframes/Progress</p>	<p align="center">Need for T/TA?</p>
<p align="center">New: Year 2-2016-2017 Long Term (LT) and Short Term Objectives (STO)</p>			
<p>1. Planning Head Start Performance Standard: 1304.51 (a); 1305.3 (K);1306.30(a);1306.30(d);1306.31-1306.36;1308.4</p> <p>a. purchase 1 bus to replace gasoline (Long Term)</p> <p>b. community assessment (Long Term)</p>	<p>Self-Assessment 2014-2015</p> <p>Bus Financial Repair Records</p> <p>Grant Resources</p> <p>Community Partnership Data</p> <p>BIHS tracking and PIR data</p> <p>Community and Staff Surveys</p>	<p>a. June-August-2017</p> <p>b. March-2017</p> <p>2017-Follow-up:</p> <p>a. Goal complete-bus will be delivered in July.</p> <p>b. In progress-surveys completed and distributed. Data will be summarized in April and submitted to OHS with grant.</p>	<p>Yes-Bishop Tribe Grant Writer</p> <p>OHS Transportation Specialist</p> <p>Tribal Community Agencies</p> <p align="center">Year 2</p>
<p>2.Human Resources Head Start Performance Standard: 1301.31, Appendix A; 1304.24 (a)(2)-1304.24 (a) (3);1304.52; (3);1306.20-1306.23;1308.4(e); 1308.4 (k); 1310.16-1310.17</p> <p>a. All Teachers are fully qualified with AA, BA, or CDA Teacher permits (Long Term)</p> <p>b. All Teacher Associates are qualified with an Associate or Teacher, and an AA in Child development(Long Term)</p> <p>c. Education Manager/Teachers are certified Reliability CLASS observers</p>	<p>Self-Assessment 2013-2014</p> <p>Head Start Act</p> <p>Parent Survey Results 2014</p> <p>Staff Needs Assessment Survey 2013-2014</p>	<p>a. August-2017</p> <p>b. August-2017</p> <p>c. August-2017-completed by Director-Goal is for 2 CLASS Reliable Observers for BIHS on staff.</p> <p>2017-Follow-up:</p> <p>a. <u>All Lead Teachers hold a Child Development Permit and or Degree.</u></p> <p>b. <u>Teacher Aid turnover: 2 out of 4 teachers hold a child development permit; 1 has applied and waiting for permit; 1 will be eligible to apply this summer.</u></p> <p>c. <u>Director attempted CLASS Reliability Certification. Did not pass and will have to retrain. BIHS will utilize State support team to complete CLASS official observations.</u></p>	<p>Yes- OHS FHSi360; BIHS Director, HS University, Cerro Coso, OV CDC Teach stone CLASS Trainers</p> <p align="center">Year 2</p>
<p>Parent, Family, and Community Engagement <i>Family Partnership Building</i> Head Start Performance Standard:</p>	<p>Self-Assessment 2014-2015</p> <p>Staff Needs Assessment Survey 2014-2015</p>	<p>a. August –September 2017</p> <p>b. June-August 2017</p> <p>c. August 2017</p> <p>2017-Follow-up:</p>	<p>a. Yes-OHS child care partnership specials and/or State Preschool Director</p>

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<p>1304.40; 1304.20 (e); 1304.21 (a) (2); 1304.23 (b) (4); 1304.40; 1304.50 (a) (1); 1306.30 (b); 1308.19 (j); 1308.21</p> <p>a. Utilize data from Parent Needs and Interest to formulate Training / Education Plan</p> <p><u>Parent Involvement</u> Head Start Performance Standard: 1304.20 (e) (4); 1304.23 (d); 1304.24 (a) (1); 1304.40 (b)-1304.40 (h); 1304.50; 1308.19 (j);1308.21</p> <p><u>Community and Child Care Partnerships</u> Head Start Performance Standard: 1304.41; 1304.23 (b) (4); 1304.24 (a) (3) (iv);1304.40 (e) (4);1304.41; 1308.4 (l) (1)-1308.41 (l) (7); 1310.23</p> <p>b. Update MOU/Partnership: First 5;TERO; OVCDC; Salvation Army; Tribe; Toiyabe Indian Health for the purpose of increasing employment and wellness opportunities for families& continue a full partnership throughout the tribal community agencies in an effort to establish Community Resources where families feel safe, comfortable and successful .</p> <p>c. Assemble a cultural committee to brainstorm events, daily activities, and curriculum.</p>	<p>Child Care Partnership Funding Applications available for Infant Toddler</p> <p>First 5 Strategic Plan 2014-2019</p> <p>Parent Survey Results 2014</p> <p>Community Partnership Planning Survey (Parent Resiliency)</p> <p>PIR Data collected from 2013-2014 enrolled families</p>	<p>a. <u>Data gathered and summarized. Training plan will be summarized by end of April for year 3. CPR and First Aid classes held, Education Summit held past 2 years for families, nutrition courses and parent and child activities classes held. Goal continued for Year 3.</u></p> <p>b. <u>Toiyabe, State Preschool and Bishop Elementary Updated. We work with a substantial number of agencies but we have not developed formal MOU with each partner. Community Resource book updated with the collaborative effort from the Bishop Paiute Tribe-continue 2017-2018.</u></p> <p>c. <u>Cultural survey data available for planning-continue 2017-2018.</u></p>	<p>b. Yes-TERO, Cerro Coso Junior College, TANF, agencies families identify as a place they may wish to seek employment</p> <p>c. OHS designated trainers in the area of Community Resource building, First 5</p> <p align="center">Year 2</p>
<p>10.Facilities, Materials, Equipment, and Transportation</p> <p>Head Start Performance Standard: 1304.21 (a) (4) (iv); 1304.21 (a) (5)-1304.21 (a) (6); 1304.22 (e) (7); 1304.23 (e); 1304.53 (a) (1)-1304.53 (a) (5); 1304.53 (a) (7)-1304.53 (a) (9); 1304.53 (a) (10) (iv); 1304.53 (a) (10) (xiv)-1304.53 (a) (10) (xv); 1304.53 (a) (10) (xvii); 1304.53 (b); 1306.30 (c); 1308.4 (o) (4)-1308.4 (o) (6); 1310.10; 1310.12 (b);</p>	<p>Self-Assessment 2014-2015</p> <p>Daily Observation</p> <p>Staff Needs Survey 2014-2015</p> <p>Parent Surveys</p> <p>Farm to School Initiatives</p> <p>Toiyabe Community Health Goals</p>	<p>a. Completed by August 2017</p> <p>b. Completed by September 2016</p> <p>c. Completed by September 2016</p> <p>d. August 2015-September 2016</p> <p>e. June 2017</p> <p>2017-Follow-up:</p> <p>Goal Met</p> <p>b. Goal Met</p> <p>c. Goal Met</p> <p>d. Goal Met</p>	<p>e. Tribal Grant writer</p> <p>b-f. Toiyabe Indian Health Project</p> <p align="center">Year 2</p>

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<p>1310.13-1310.15 (b); 1310.15 (d); 1310.20; 1310.22 (b); 1310.23; 45 CFR 84.5</p> <p>a. New Gasoline Bus (Long Term)</p> <p>b. Grass Field for Outdoor Classroom (6,000 square feet) (Long Term)</p> <p>c. Head Start Community Garden 2,300 square feet with irrigation (Long Term)</p> <p>d. Swings and Slides/shade/usage zones (Long Term)</p>			
<p align="center">Areas to Strengthen</p>	<p align="center">Data Sources</p>	<p align="center">Timeframes/Progress</p>	<p align="center">Need for T/TA?</p>
<p align="center">Program Year 3: 2017-2018</p>			
<p align="center">New: Year 3-2017-2018 Long Term (LT) and Short Term Objectives (STO)</p>			
<p align="center">1301-Program Governance</p>			
<p>1301-Program Governance Head Start Performance Standard: (1301.5 pg. 4-Training)</p> <p>a. BIHS Policy Council and Tribal Council will receive training in Leadership and Governance to include all areas under Program Management, Planning & Oversight Systems (Short Term)</p>	<p>Five Year Plan Review Self-Assessments</p>	<p>a. December 2017-January 2018 2017-Follow-up: a. Current PC and TC are familiar with Management Wheel and Online Training. PC has been provided a copy of new regulations and target dates. 2018-Follow-up: Current PC is familiar with Management Wheel and Online Training. PC has been provided a copy of new regulations and target dates. 78% of the PC has received their Governing Body and Tribal Council Certification. Tribal Council throughout the year has been provided the resources via email and in person to obtain their certification (Program Governance Reference Book and instruction the Early Childhood Knowledge Center). The Policy Council and Tribal Council reviewed and discussed the Governance, Leadership and Oversight Capacity Screener.</p>	<p>Head Start Knowledge Center Online Training Year 3</p>

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		<ul style="list-style-type: none"> ➤ Goal is ongoing and will be continues until 85% or better of the governing body has earned their certification. ➤ Program Finding: The Governance, Leadership and Oversight Capacity Screener was not completed within the first 3 months of receiving our grant continuation funding letter. Goal for 2018-2019 is to complete screening in the first month of award and review screening in the third month. 	
1302 Program Operations			
<p>1302 Program Operations Subpart J Program Management and Quality Improvement Head Start Performance Standard: (1302.103 pg. 62-Implementation of the program performance standards; 1302.101 Management Systems pg. 59; 1302.101 (b) (4) Management of Program Data) a. Update all policies and procedure to reflect new regulations-(Long Term) b. Organize all updated forms, policies and procedures, service plans, improvement plans and assessments on USB drives. Provide Key Management and Lead Teachers with copies of the USB drive (Long Term). c. BIHS will assess the current practice for securing program data and reevaluate current policies and procedures related to program data. All policies and procedures will be updated to align with the 2016 regulations and approved by the Policy Council and Tribal Council.</p>	<p>OHS Information Memorandums Program Specialist 2016 December Training on OHS Regulations</p>	<p>a. December 2016-July 2018 b. May 2017-September 2018 c. August 2017 2017-Follow-Up: a. The BIHS Director and ERSEA/Assistant Director attended New HS 2016 Head Start Regulations. Current Staff, PC and TC are familiar with Management Wheel and Online Training. PC has been provided a copy of new regulations and target dates. b. Information is on USB from 2014-to current. USB needs to be organized into years. c. BIHS has policies and procedures in place to secure program data. Designated staff have access and passwords to Child Plus, ASQ, DRDP, CACFP, Fiscal Data, and Child Files-However procedures need to be updated and training needs to take place at preservice. 2018-Follow-up: a. A plan/schedule to update all policies and procedure to reflect new regulations has been drafted and approved by the Policy Council and Tribal Council. b. Progress towards this goal has not been achieved. The Director will order USB drives in preparation of the updated plans, polices and procedures. As policies and procedures are updated they are uploaded to the BIHS webpage. Currently the IT department as created a U</p>	<p>Head Start Knowledge Center Online Training Year 3</p>

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		<p>drive to share information with key staff. The Director will begin to save information on the u drive.</p> <p>c. Currently BIHS uses Child Plus Data System for staff, children and families. BIHS utilizes a consent form for Staff and family files. BIHS needs to update the consent form to outline all data systems: Child Plus, DRDP, and ASQ data systems.</p> <p>➤ Goals combine a & b. and c. will continue into Year</p>	
<p>1302 Program Operations-Subpart D Health Program Services Head Start Performance Standard: (1302.46 pg. 39-Family Support services for health, nutrition, and mental health; 1302.44 Child Nutrition pg.37) a. Outdoor Fitness Area for Adults located near Head Start Expanded Outdoor Classroom- Short Term b. Order Outdoor Fitness Active Living Equipment - Short Term c. Update meal time policy and procedure related to start and finish times as it related to allowable claims (Short Term Goal) d. Write a policy as it relates to milk intolerance and CACFP allowable substitute (Lactaid). e. Collaborate with Culture Committee and brainstorm how to integrate Paiute cultural foods into menu (Long Term). f. Collaborate with Health Advisory to update CACFP/BIHS Mission Statement and provide in Spanish (Long Term).</p>	<p>Self-Assessments POEMS Health Advisory Minutes Grant Resources Five Year Strategic Plan Review</p>	<p>a. September 2017 b. August 2017 c. June-July 2017 d. June –July 2017 e. May 2017-July 2018</p> <p>2017-Follow-Up:</p> <p>a. Funding was not rewarded. No longer a goal. However, BIHS will collaborate with Toiyabe Indian Health Project to organize family fitness nights b. Goal complete: Awarded an additional \$5000.00 to be applied towards children and family fitness activities for 2017-2018. c. Staff is trained yearly on allowable meal claim times. Times are posted on daily meal counts. Nutrition Policies and Procedure still need to be updated. d. Staff is trained food allergies and allowable substitutes. Menus are updated to reflect substitute foods. Nutrition Policies and Procedure still need to be updated. e. Cultural Food has been discussed in Health Advisory meetings but a formal plan needs to be drafted. f. CACFP/BIHS mission statement has been discussed in Health Advisory meetings but a formal plan needs to be drafted.</p> <p>2018-Follow-up</p> <p>a. n/a BIHS is currently working with the Bishop Paiute Tribe Human Resource to contract a physical fitness instructor. BIHS has not been able to facilitate a family</p>	<p>No Year 3</p>

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		<p>fitness night in year 3. However, Parent Committee hosted a Health Fitness Carnival in October.</p> <ul style="list-style-type: none"> b. Goal met-see 2017 follow-up. c. Goal Met d. Several new policies related to kitchen have been approved but not added to the Nutrition Policy handbook online. CACFP has provided guidance to the creditable milk process. BIHS Director has included the Nutrition policy and procedure plan in the schedule to be updated. Target is July 2018. e. BIHS has discussed Cultural Committees with the Policy Council but the Committee has not been formed. BIHS has gathered data from parents and staff regarding their request to increase cultural language and activities for their children. BIHS Teachers submitted a letter to OV CDC Language requesting activities for 2018-2019. BIHS provided a support letter documenting our partnership to improve this service area for our families. Cultural Food activities have been provided through collaboration with the Bishop Food Sovereignty Program. However, BIHS has not included Paiute Cultural food into the daily menus. BIHS will collaborate with other agencies to obtain recipes. f. Goal complete: Just need to translate into Spanish when needed. <p>➤ Goal d and e continue into 2018-2019.</p>	
<p>1302 Program Operations Subpart I Human Resources Management Head Start Performance Standard: (1302.92 pg. 57-Training and Professional Development; 1302.91 Staff Qualifications and competency requirements-pg. 54; 1302.90 (b) (i); 1302.90 (b) (2); 1302.90 (b) (3); 1302.90 (b) (4); 1302.90 (b) (5); 1302.92 (c)</p>	<p>Self-Assessments Parent Surveys Staff Needs Survey Five Year Strategic Plan Review CLASS Reviews Employee turnover Head Start Program Performance Standards 45CFR Chapter XIII Compliance Table</p>	<ul style="list-style-type: none"> a. May 2017-September 2018 b. June 2018 c. July 2018 d. July 2018 e. September 2017 f. August 2017 <p>2017-Follow-Up:</p>	<p align="center">No Year 3</p>

<p>a. Maintain T/TA training schedule and record progress for entire staff on a monthly basis. Ultimate goal is for all staff to move to the next permit level. 2nd goal brain storm with staff each month on how employer can assist in employee needs awareness (Short Term Goal)</p> <p>b. Train two additional CLASS observers and renew existing certification(Long Term)</p> <p>c. All Teachers are fully qualified with AA, BA, or CDA Teacher permits (Long Term)</p> <p>d. All Teacher Associates are qualified with an Associate or Teacher, and an AA in Child development(Long Term)</p> <p>e. BIHS will complete background, child abuse and neglect registry and fingerprint checks every 5 years Short term goal.</p> <p>f. BIHS will implement coordinated researched based coaching strategy and coaching staff will meet qualifications</p>		<p>a. The Director completes annual evaluations, records trainings, reviews professional development plans. Staffing issues has prevented Director from meeting monthly with each employee. Remains a goal for 2017-2018.</p> <p>b. Director needs to contact program specialist to attend a CLASS training to recertify.</p> <p>c. All Lead Teachers hold a Child Development Permit and or Degree.</p> <p>d. Teacher Aid turnover: 2 out of 4 teachers hold a child development permit; 1 has applied and waiting for permit; 1 will be eligible to apply this summer.</p> <p>e. Bishop Tribal Human Resources, Staff, Policy Council and Tribal Council are aware of new regulations. Director has contacted the Police Station as an option for finger print screening</p> <p>f. BIHS will utilize the Director as the Coach and will coordinate with State Preschool to utilize qualified coaches in their department. BIHS will utilize the strategies located on https://eclkc.ohs.acf.hhs.gov/hslc/tta-system/teaching/development.</p> <p>2018-Follow-Up:</p> <p>a. Staffing challenges preventing Director from meeting monthly with each staff member. Evaluation completed but not at due date. Staff satisfaction levels related to training and incentives decreased. Staff continues to work on next level permits.</p> <p>b. Goal not achieved.</p> <p>c. All Lead Teachers hold a Child Development Permit and or Degree. (2 hold and AA; 1 holds a BA; and 1 enrolled in College working towards an AA).</p> <p>d. Teacher Aides at start of year-all 4 held a child development permit and ¾ enrolled in college working towards AA and 1 holds an AA. At end of year of year</p>	
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		<p>all 4 Teacher Aides enrolled in college and $\frac{3}{4}$ hold a child development permit; 1 holds an AA; 2 working on an AA; and 1 working on a BA.</p> <p>e. In progress. Partnership with Inyo County Superintendent of School allowed BIHS to complete live scans for all employees. All employees complete background, child abuse and neglect registry prior to hire.</p> <p>f. BIHS started to implement coordinated researched based coaching strategy however staff turnover prevented consistent documentation. Director qualifies for coaching staff but is limited on time. Director has begun discussion regarding peer coaching and utilizing qualified sub Teachers to assist in documentation.</p> <p>➤ Goals A-F will be continued in Year 4.</p>	
<p>1302 Program Operations Subpart E Facilities Head Start Performance Standard: (Transportation-1303.73 Trip Routing pg.86; 1303.74-Safety Procedures-pg.87) a. Reestablish Morning Bus Transportation based on needs Short Term. b. Update the BIHS Transportation Handbook to reflect the 2016 HS Regulations Short Term Goal. c. Inform Tribal Maintenance to measure fall zone daily and inform Director when fall zone falls below required 6 inch depth Short Term. d. Replace sand fall zone under climbing equipment with wood chips and borders.</p>	<p>Self-Assessments Parent Surveys Five Year Strategic Plan Review</p>	<p>a. August 2016-July 2018 b. June-July 2017 2017-Follow-Up:</p> <p>a. Morning bus in place for Big Pine families and families without transportation. Bus Driver hired for Big Pine Morning Route. Big Pine morning bus driver needs to be hired by August 1st 2017. b. Not yet started. c. Maintenance and Gardener are rototilling monthly, however weather challenges has negative effects on the depth of fall zone. Drainage needs to be constructed in back yard. d. BIHS was awarded an additional \$5,000 for PICH goals. 2018-Follow-Up:</p> <p>a. Goal Met in addition to a bus monitor for Big Pine and an additional bus driver was trained. b. In the process-goal date: May 2018 c. Goal met and is part of daily facility checklist. d. Goal met ➤ Goal b. continue</p>	<p>No Year 3</p>

<p>1302 Program Operations Subpart E Family and Community Engagement Program Services Pages 43-46 Head Start Performance Standard: (1302.50 Family Services; 1302.51 Parent activities to promote child learning and development; 1302.52 Family Partnership Services; and 1302.53 Community partnerships and coordination with other early childhood and education programs)</p> <p>a. Plan for entire year of BIHS PFCE and Staff events based on passed calendars and parent needs and interest assessments Short Term Goal</p> <p>b. Utilize data from Parent Needs and Interest to formulate Training / Education Plan Long Term</p> <p>c. BIHS will collaborate with OVDCD-EHS to formulate an MOU for transitioning children to the three year old program at BIHS. Short Term Goal</p> <p>d. BIHS will update annually to every three years MOUs; Partnerships Agreements; Collaborative letters; Bishop Tribal Social Services; Inyo First 5; TERO; OVDCD-Education; Salvation Army; Toiyabe Indian Health for the purpose of increasing employment and wellness opportunities for families in an effort to establish Community Resources where families feel safe, comfortable and successful Long Term.</p> <p>e. Professional Growth Training FA/Cross Train Teacher and Health Manager Long Term Goal.</p>	<p>Self-Assessments Employee Turn-Over Family Case Load Staff Needs Assessment Surveys Community Partnership Planning First 5 Strategic Plan 2014-2019 Parent Survey Results PIR Data collected from enrolled families Child Plus Reports “Ways You Can Volunteer” Training Interest Forms Family Needs Forms</p>	<p>a. June 2017 b. April 2017-September 2017 c. May 2017-September 2017 d. June 2017-September 2017 e. October 2017-January 2018 f. May 2017-September 2017 g. May 2017-July 2017 h. June –July 2017 i. August 2017</p> <p>2017-Follow-up:</p> <p>a. All 2015-2017 calendars have been saved. Lead Teacher in Room 3 volunteered to draft the 2017-2018 Calendar with the support of the Director. b. Parents needs and interest data has been collected and summarized. Next goal is to plan trainings and workshops based on family needs, interests and goals. c. Currently working on a Transition Activity Plan. BIHS needs to work with EHS on a formal MOU. Transportation from Big Pine may be a need for EHS. d. BIHS collaborated with the Bishop Tribal Administration to update the Bishop Tribal Community Resource Directory. BIHS is collaborating with the Social Service Department to gather data regarding the needs of our families; to plan out resources and education opportunities that will strengthen families to meet their family needs and limit their risks. e. Two Lead Teachers have been trained in Family Services in 2015-2016. The Health Manager needs to be cross-trained in FA and ERSEA services. f. Parent attendance in events has increased. However, parent attendance in planning has not increase. Each classroom has a representative and they do participate in the planning meetings. The goal is to recruit additional parents and guardians in the planning process. BIHS will utilize data obtained from the “Ways</p>	<p>a. Yes-OHS child care partnership specials and/or State Preschool Director b. Yes-TERO, Cerro Coso Junior College, TANF, agencies families identify as a place they may wish to seek employment c. OHS designated trainers in the area of Community Resource building, First 5</p> <p>Year 3</p>
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<p>f. Work with parent committee and staff to increase parent attendance in planning meetings and Education Workshops Short Term Goal.</p> <p>g. Update the “Ways to Volunteer Survey” to align with BIHS needs Short Term Goal.</p> <p>h. Update the BIHS Parent Handbook to reflect the 2016 HS Regulations Short Term Goal.</p> <p>i. BIHS will participate in the Quality Rating and improvement Systems (QRIS) and Data Systems Long Term Goal</p>		<p>to Volunteer Survey” and personally invite families to attended planning meetings.</p> <p>g. Data dated 2015-2016 and 2016-2017 is currently being entered in child plus and a report will be generated for staff. The report will individualize areas families have indicated they would volunteer for BIHS. In addition, the Director and ERSEA Manager will meet with the Parent Committee, Policy Council and Staff to discuss and update form to support BIHS short and long term goals.</p> <p>h. Not yet started.</p> <p>i. BIHS is currently participating in QRIS and is rated a TIER 4 program. Highest Program is a TIER 5. BIHS has received \$21,000.00 in the last 2 years for program improvement materials for the classroom.</p> <p>2018 Follow-up</p> <p>a. Goal met and will be part of the planning process utilizing data entered into Child plus from parent interest surveys.</p> <p>b. Data collected; however reports need to be processed in a timely manner for appropriate planning. Program tends to take data from previous years to plan for next year. Goal is to shorten the time it takes to collect data, enter data and run reports.</p> <p>c. Goal met and Tribal Council Approved. BIHS needs OVCDC to provide a copy of final draft from 2017-2018.</p> <p>d. BIHS organized a plan of which MOU and support letters need updating. In progress and currently collected current partnerships for 2018. Partnership Book has been updated and organized.</p> <p>e. Goal continued due to staffing challenges</p> <p>f. Participation of same individuals has been consistent in Parent Committee planning meetings but remains and ongoing goals to increase parents. Parent Leaders have encouraged invites, parent incentives and provided meals. Teachers have sent out friendly reminders. However, events continue to have high attendance.</p>	
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		<p>Education workshops such as health and safety and family cooking nights are well attended.</p> <p>g. Goal met h. Goal not met yet-revised goal date-May 2018 i. Goal achieved met Tier 4 second year in a row-providing \$28,000.00 towards classroom improvements. ➤ Continue with goals a., b., e., and h</p>	
<p>1302 Program Operations Subpart C Education and Child Development Program Services Head Start Performance Standard: (1302.36 Tribal language preservation and revitalization-pg. 34; 1302.32pg.; 1302.32 Curricula pg. 28; 1302.33 Child Screenings and assessments) a. Assemble a cultural committee to brainstorm events, daily activities, and curriculum in an effort to strengthen and increase families Paiute Language Short Term Goal. b. Teachers will ensure parents participation in lesson planning in regards to culture, children and family interest and needs and school readiness Short Term Goal. c. BIHS will review current curriculum (Creative Curriculum) and upgrade to new addition and analyze how teachers are implementing curriculum. d. BIHS will enhance the Assessment outcomes by utilizing ASQ Development and ASQ Social Emotional Parent Questionnaires and providing resources to parents within the first 30 days of school attendance.</p>	<p>Parent Surveys Community Assessments Head Start Program Performance Standards 45CFR Chapter XIII Compliance Table</p>	<p>a. June 2017 b. August 2017-ongoing c. August 2017 d. August 2017 2017-Follow-up: a. BIHS gathered cultural ideas from parents during the fall. BIHS ERSEA Manager worked with the Education Summit Team to organize Cultural Night for the families in the Community. BIHS will work with Education and the Language program to plan for Cultural activities that support the Paiute Language. b. During the initial home visits teachers ask parents about their child's interests and school readiness strengths and needs <i>and</i> family culture. Information is documented. Teachers post lesson plans and indicated individualization on lesson plan. The goal is to work with families to update a yearly curriculum calendar that reflects the Paiute Culture. c. Teaching team continues to utilize Creative Curriculum as a framework. However, teachers need to increase teacher directive activities based on Creative Curriculum. Director/Coach will plan Creative Curriculum training for Pre-Service. In addition to a DRDP parent teacher report training to analyze the effectiveness of the training. d. In progress. Goal is continued to reflect 30 days. Policies and Procedures need to be drafted. 2018-Follow-up:</p>	<p>Yes Paiute Language Program Tribal Elders and Bishop Tribal Community Members Year 3</p>

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		<ul style="list-style-type: none"> a. Parent, Staff and Community Data collected regarding culture and language needs. Discussions regarding cultural committee has taken place among the policy council. Request form completed and submitted regarding resources needed to enhance efforts to increase knowledge of the Paiute Language and to increase cultural activities. Support Letter was provided to BIHS from OV CDC Language program in April to partner in achieving such goals. Summary Data was provided to OV CDC Language Teacher. b. Teachers document parent involvement in lesson planning during Parent Teacher meetings. Input will continue to be obtained and documented during parent teacher meetings, education and family gathering events and provided in newsletters. c. Contact was made with a Creative Curriculum representative and was requested to provide documentation that the curriculum continues to align with the Head Start School Readiness Framework, California Preschool Standards and DRDP. d. Goal met. But resources were provided by the first parent teacher conference due to staffing and parent follow-up in turning in ASQs. Second year of implementing new screening. Inyo County Social Services, Hospitals, and preschools are all utilizing ASQ program as an effort to collect the needs of children 0-5. <ul style="list-style-type: none"> ➤ Continue with goal a. and c. 	
<p>1302 Program Operations Subpart A Eligibility, Recruitment, Selection, Enrollment, and Attendance Head Start Performance Standard: (1302.16-Attendance page 16) a. BIHS will ensure student punctuality by working with PC to formulate a policy that demonstrates to families the</p>	<p>Daily Average Attendance Sign in Sheets CACFP food claims Self-Assessments</p>	<ul style="list-style-type: none"> a. May 2017-July 2018 b. April 2017-ongoing 2017-Follow-up: <ul style="list-style-type: none"> a. BIHS is currently tracking children's arrival time. BIHS needs to work with PC to indicate a time that indicates actual tardiness. BIHS post school starts time in newsletters, menus and classroom newsletters. The start time and end time of school is discussed during initial home visits. BIHS has requested the Bishop Tribal Administration add 	<p>Inyo County School District Year 3</p>

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<p>positive effects on their child's school readiness goals. (Short Term Goal) b. Director and Health and Disabilities Manager will participate in quarterly meetings with other preschools; SELPA and other LEA to plan training events for Parents and Staff as it relates to Social Emotional Development and Behavior Strategies. (Short Term Goal)</p>		<p>information on school attendance and punctuality in Tribal Newsletters. b. BIHS was able to attend 1 meeting, but due to staffing issues we have not been able to attend meetings. BIHS meets regularly onsite with SELPA specialist to ensure social emotional development needs are met for our students. The goal remains for BIHS to collaborate in monthly meetings with other early child development agencies. 2018-Follow-up: a. Goal yet to be achieved. PC topic in May-June 2018 b. Meetings are taking place: ERSEA and Health Manager attending collaborative meetings. Health Manager is a Commissioner for Inyo County First 5. Challenges with staffing has prevented BIHS from participating consistently. ➤ Continue goal a. and b.</p>	
Program Year 4: 2018-2019			
Areas to Strengthen	Data Sources	Timeframes/Responsibility/Measurements/Progress	Need for T/TA and or Funding
New: Year 4-2018-2019 Long Term (LT) and Short Term Objectives (STO)			
1301-Program Governance			
<p>1301-Program Governance Head Start Performance Standard: (1301.5 pg. 4-Training) a. 100% BIHS Policy Council and Tribal Council will receive training in Leadership and Governance training and complete the Governance, Leadership and Oversight Capacity Screener within three months of receiving grant award. (Short Term Goal)</p>	<p>Policy Council Agenda and Meeting Minutes Program The Governance, Leadership and Oversight Capacity Screener</p>	<p>Target Date: Mid November 2018 Responsibility: Director; Assistant Director; Policy Council; and Tribal Council Measurement: Documentation of Certifications; Leadership Interviews; Agendas/Minutes and emails</p>	<p>Online Resource No funding needed OHS trainers</p>
1302 Program Operations			
<p>1302 Program Operations</p>	<p>OHS Information Memorandums</p>	<p>Goal a. Target Date: January 2019</p>	<p>Cost to be determined</p>

Bishop Indian Head Start 5 Year Strategic Plan for Program Years 2015-2020

<p>Subpart J Program Management and Quality Improvement Head Start Performance Standard: (1302.103 pg. 62-Implementation of the program performance standards; 1302.101 Management Systems pg. 59; 1302.101 (b) (4) Management of Program Data) a. Update 100% of all policies and procedure to reflect new regulations following approved PC and TC schedule (Long Term) b. BIHS will assess the current practice for securing program data; update consent forms reflecting all data programs utilized by BIHS and shared by Program Partners: State Preschool and First 5. Data Systems include: ASQ; DRDP; Child Plus; and Creative Curriculum (Future) (Short Term Goal)</p>	<p>2016 December Training on OHS Regulations Self-Assessment</p>	<p>Responsibility: Director; Assistant Director; Health Manager Lead Teachers Policy Council; Tribal Council Measurement/ Documentation: % of updates collected from Policy and Procedures schedule; Agendas, Minutes; updated policies and procedures, plans and documents will be available on the BIHS webpage, HSES, U drive and USB drives. Goal b. Target Date: August 1 2018 Responsibility: Director; Assistant/ERSEA Director; Health Manager Lead Teachers Policy Council; Tribal Council Measurement/ Documentation: 100 % of new and returning families will sign updated consent forms as documentation of their awareness of the data systems used by BIHS; the purpose of collecting data/outcomes and agencies who have shared access. New updated policy related to Online Program File Security.</p>	
<p>1302 Program Operations- Subpart D Health Program Services Head Start Performance Standard: (1302.46 pg. 39-Family Support services for health, nutrition, and mental health; 1302.44 Child Nutrition pg.37) a. Update Nutrition Plan-policies and procedures to reflect new CACFP policies enforced since August 2017. (Short Term Goal) b. Collaborate with Culture Committee and or BITC Food Sovereignty and Food Core to integrate Paiute cultural foods into children’s CACFP menu (Long Term).</p>	<p>Self-Assessments Health Advisory Minutes Grant Resources Five Year Strategic Plan Review Parent Surveys</p>	<p>Goal a. Target Date: July 2018 Responsibility: Director; BIHS Cook Policy Council; Tribal Council and Health Advisory Measurement/ Documentation: Agendas, Minutes; updated policies and procedures, plans and documents will be available on the BIHS webpage, HSES, U drive and USB drives Goal b. Target Date: July 2018 Responsibility: Director; BIHS Cook Policy Council; Tribal Council and Cultural Committee Measurement/ Documentation: Monthly Menus will illustrate at least 3 integrated Native American meals/snacks; Parent and Staff surveys will reflect 100</p>	

<p>1302 Program Operations Subpart I Human Resources Management Head Start Performance Standard: (1302.92 pg. 57-Training and Professional Development; 1302.91 Staff Qualifications and competency requirements-pg. 54; 1302.90 (b) (i); 1302.90 (b) (2); 1302.90 (b) (3); 1302.90 (b) (4); 1302.90 (b) (5); 1302.92 (c); 1302.91 (e) (4) (ii)</p> <p>a. Maintain T/TA training schedule and record progress for entire staff on a monthly basis by meeting with staff each month to discuss how Director can assist in employee needs/incentives. Long Term)</p> <p>b. Train two additional CLASS observers and renew existing certification(Long Term)</p> <p>c. All Teachers are fully qualified with AA, BA, or CDA Teacher permits (Long Term) All Teacher Associates are qualified with an Associate or Teacher, and an AA in Child development(Long Term)</p> <p>d. BIHS will complete background, child abuse and neglect registry and fingerprint checks every 5 years and all yearly certifications will be completed Short term goal.</p> <p>e. BIHS will recruit a qualified sub Teacher to partner with Director or Lead Teacher to implement coordinated researched based coaching strategies. Option 2:</p>	<p>Head Start Staff Needs Surveys Self-Assessment Director Self-Evaluation Employee Annual Evaluations</p>	<p>satisfactions related to Cultural Foods being part of children's menu and family engagement events.</p> <p>Goal a. Target Date: Begin-June 2018 Responsibility: Director Measurement/ Documentation: 100% of staff will be indicate in the 2018-2019 Staff Needs Assessment their training needs were met. 85% of staff or greater will achieve progress towards next Child Development Permit and or additional certifications in their field and or cross trained in another service area to ensure efficient Program Operations. 85% of all staff employee evaluation goals will be completed. 85% of staff will be satisfied with employee incentives and recognition.</p> <p>Goal b. Target Date: December 2018 Responsibility: Director/Lead Teacher/Coach Measurement/ Documentation: CLASS Score will improve by 1% or better in each domain area during State and Federal reviews. Director/Coach is able to address specific CLASS strategies with teaching team and document appropriate goals.</p> <p>Goal c. Target Date: June 2019 Responsibility: Director/Lead Teacher/Coach; Teaching Team Measurement/ Documentation: 50% of Teaching Team will increase to the next Child Development Level and or earn an AA degree in Child Development. PIR will reflect positive outcome.</p>	<p>See T/TA budget</p> <p>\$75.00 per staff for background check and drug testing</p>
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<p>BIHS will seek funding to hire or contract a Child Development Specialist with a BA in Child development to implement researched based coaching strategies. (Long Term) f. Cross training plan-Potential Directors (Long Term)</p>		<p>Goal d. Target Date: September 2018 Responsibility: Director and BITC Measurement/ Documentation: 100% of employee file checks related to but limited to will be updated each year on or before due dates:</p> <ol style="list-style-type: none"> 1. Background and Live Scan (includes child abuse and neglect registry) 2. Drug Screening 3. Physicals and TB 4. Mandated Reporter Certification 5. CPR and First Aid/AED 6. Food Handler/Bloodborne pathogens 7. Material Data Sheets 8. Sexual Harassment Training <p>Goal e. Target Date: July 2019 Responsibility: Director; Assist. Director; Health Manager; Lead Teachers; and Policy Council. Measurement/ Documentation: Director is able to manage time efficiently by delegating duties. Director is able to report program goal achievements. Director is able to ensure program future success. 100% of staff will be indicate in the 2018-2019 Staff Needs Assessment their training needs were met.</p> <p>New Employee Job Description</p> <p>Goal f. Target Date: July 2018 Responsibility: Director/Lead Teacher/Coach; Teaching Team Measurement/ Documentation: Each month implementation of coordinated researched based coaching strategies will be documented in Early Child Development Knowledge Center Site and or in Child Plus. 100% of staff will be indicate in the 2018-2019 Staff Needs Assessment their training needs were met.</p>	
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<p>1302 Program Operations Subpart E Family and Community Engagement Program Services Pages 43-46 Head Start Performance Standard: (1302.50 Family Services; 1302.51 Parent activities to promote child learning and development; 1302.52 Family Partnership Services; and 1302.53 Community partnerships and coordination with other early childhood and education programs)</p> <p>a. Utilize data from Parent Needs and Interest to formulate Training / Education Plan Long Term</p> <p>b. BIHS will collaborate with OV CDC-EHS to formulate an MOU for transitioning children to the three year old program at BIHS. Short Term Goal</p> <p>c. BIHS will update annually to every three years MOUs; Partnerships Agreements; Collaborative letters; Bishop Tribal Social Services; Inyo First 5; TERO; OV CDC-Education; Salvation Army; Toiyabe Indian Health for the purpose of increasing employment and wellness opportunities for families in an effort to establish Community Resources where families feel safe, comfortable and successful Long Term.</p> <p>d. Professional Growth Training FA/Cross Train Teacher and Health Manager Long Term Goal.</p> <p>e. Work with parent committee and staff to increase parent attendance in planning meetings and Education Workshops Short Term Goal.</p>	<p>Self-Assessments Employee Turn-Over Family Case Load Staff Needs Assessment Surveys Community Partnership Planning First 5 Strategic Plan 2014-2019 Parent Survey Results PIR Data collected from enrolled families Child Plus Reports "Ways You Can Volunteer" Training Interest Forms Family Needs Forms</p>	<p>Goal a. Target Date: July 2018 for 2017-2018 families and from each year on by November 2018. Responsibility: Director; ERSEA Manager; Health Manager Measurement/ Documentation: Child Plus Data reports parent interest and needs</p>	
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<p>f. Update the “Ways to Volunteer Survey” to align with BIHS needs Short Term Goal.</p> <p>g. Update the BIHS Parent Handbook to reflect the 2016 HS Regulations Short Term Goal.</p> <p>h. BIHS will participate in the Quality Rating and improvement Systems (QRIS) and Data Systems Long Term Goal</p>			
<p>1302 Program Operations Subpart A Eligibility, Recruitment, Selection, Enrollment, and Attendance Head Start Performance Standard: (1302.11 Determining community strengths, needs, and resources pg. 7) a. Update Community Assessment New Goal a. Update all policies and procedures related to Program Operations according to approved schedules.</p>	<p>Self-Assessment Community Assessment</p>	<p>2018-Follow-up: a. Goal met New Goal Time Frame: a. By January 2019</p>	<p>Year 4</p>
<p>1302 Program Operations Subpart E Facilities Head Start Performance Standard: (Transportation-1303.73 Trip Routing pg.86; 1303.74-Safety Procedures-pg.87) a. Update the BIHS Bus Driver Transportation Handbook to reflect the 2016 HS Regulations Short Term Goal.</p>	<p>Self-Assessments Five Year Strategic Plan Review</p>	<p>Goal a. Target Date: May 2018 Responsibility: Director/Transportation Team/Policy Council Measurement/ Documentation: Updated Bus Driver Handbook will be located online. Teaching Team Notes and Policy Council Approval Minutes</p>	<p>none</p>

Program Year 5: 2019-2020

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Areas to Strengthen	Data Sources	Timeframes	Need for T/TA?
New: Year 5-2019-2020 Long Term (LT) and Short Term Objectives (STO)			
Part-1301-Program Governance			
<p>1301-Program Governance 1301.1 Purpose. 1301.2 Governing body. 1301.3 Policy council and policy committee. 1301.4 Parent committees. 1301.5 Training. 1301.6 Impasse procedures</p> <p>a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1301 Program Governance to reflect the September 2016 Head Start Program Performance Standards</p> <p>b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year.</p>	Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1 Head Start Performance Standards September 2016	a. January 2020 b. January 2020 2017-2018 Follow-up: a. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders	Year 5
Part-1302 Program Operations			
<p>1302 Program Operations Subpart A Eligibility, Recruitment, Selection, Enrollment, and Attendance 1302 Program Operations 1302.10 Purpose. 1302.11 Determining community strengths, needs, and resources. 1302.12 Determining, verifying, and documenting eligibility. 1302.13 Recruitment of children. 1302.14 Selection process. 1302.15 Enrollment. 1302.16 Attendance. 1302.17 Suspension and expulsion. 1302.18 Fees</p>	Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1 Head Start Performance Standards September 2016	a. January 2020 b. January 2020 2017-2018 Follow-up: a. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS	Year 5

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<ul style="list-style-type: none"> a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1302 Program Operations to reflect the September 2016 Head Start Program Performance Standards b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year. 			
<p>1302 Program Operations Subpart B Program Structure 1302.21 Center-based option 1302.24 Locally designed program variations</p> <ul style="list-style-type: none"> a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1302 Program Operations to reflect the September 2016 Head Start Program Performance Standards b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year. 	Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1 Head Start Performance Standards September 2016	<ul style="list-style-type: none"> a. January 2020 b. January 2020 <p>2017-2018 Follow-up:</p> <ul style="list-style-type: none"> a. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS 	<p align="center">Year 5</p>
<p>1302 Program Operations Subpart C Education and Child Development Program Services 1302.32 Curricula. 1302.33 Child screenings and assessments. 1302.34 Parent and family engagement in education and child development services. 1302.35 Education in home-based programs. 1302.36 Tribal language preservation and revitalization.</p> <ul style="list-style-type: none"> a. BIHS will update all Service Plans, Policies and Procedures and forms 	Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1 Head Start Performance Standards September 2016	<ul style="list-style-type: none"> a. January 2020 b. January 2020 <p>2017-2018 Follow-up:</p> <ul style="list-style-type: none"> a. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS 	<p align="center">Year 5</p>

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<p>related to 1302 Program Operations to reflect the September 2016 Head Start Program Performance Standards</p> <p>b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year.</p>			
<p>1302 Program Operations Subpart D Health Program Services 1302.40 Purpose. 1302.41 Collaboration and communication with parents. 1302.42 Child health status and care. 1302.43 Oral health practices. 1302.44 Child nutrition. 1302.45 Child mental health and social and emotional well-being. 1302.46 Family support services for health, nutrition, and mental health. 1302.47 Safety practices. a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1302 Program Operations to reflect the September 2016 Head Start Program Performance Standards b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year.</p>	<p>Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1 Head Start Performance Standards September 2016</p>	<p>a. January 2020 b. January 2020 2017-2018 Follow-up: a. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS</p>	<p align="center">Year 5</p>
<p>1302 Program Operations Subpart E—Family and Community Engagement Program Services 1302.50 Family engagement. 1302.51 Parent activities to promote child learning and development. 1302.52 Family partnership services.</p>	<p>Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1 Head Start Performance Standards September 2016</p>	<p>a. January 2020 b. January 2020 2017-2018 Follow-up: a. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS</p>	<p align="center">Year 5</p>

Bishop Indian Head Start 5 Year Strategic Plan for Program Years 2015-2020

<p>1302.53 Community partnerships and coordination with other early childhood and education programs.</p> <p>a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1302 Program Operations to reflect the September 2016 Head Start Program Performance Standards</p> <p>b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year.</p>			
<p>1302 Program Operations Subpart F—Additional Services for Children with Disabilities</p> <p>1302.60 Full participation in program services and activities.</p> <p>1302.61 Additional services for children.</p> <p>1302.62 Additional services for parents.</p> <p>1302.63 Coordination and collaboration with the local agency responsible for implementing IDEA.</p> <p>a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1302 Program Operations to reflect the September 2016 Head Start Program Performance Standards</p> <p>b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year.</p>	<p>Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1</p> <p>Head Start Performance Standards September 2016</p>	<p>a. January 2020</p> <p>b. January 2020</p> <p>2017-2018 Follow-up:</p> <p>a. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders</p> <p>b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS</p>	<p align="center">Year 5</p>
<p>1302 Program Operations Subpart G—Transition Services</p>	<p>Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1</p>	<p>a. January 2020</p> <p>b. January 2020</p> <p>2017-2018 Follow-up:</p>	<p align="center">Year 5</p>

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<p>1302.70 Transitions from Early Head Start. 1302.71 Transitions from Head Start to kindergarten. 1302.72 Transitions between programs.</p> <p>a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1302 Program Operations to reflect the September 2016 Head Start Program Performance Standards b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year.</p>	<p>Head Start Performance Standards September 2016</p>	<p>a. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS</p>	
<p>1302 Program Operations Subpart H—Services to Enrolled Pregnant Women 1302.80 Enrolled pregnant women. 1302.81 Prenatal and postpartum information, education, and services. 1302.82 Family partnership services for enrolled pregnant women.</p> <p>a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1302 Program Operations to reflect the September 2016 Head Start Program Performance Standards b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year.</p>	<p>Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1 Head Start Performance Standards September 2016</p>	<p>a. January 2020 b. January 2020 2017 -2018 Follow-up: a. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS</p>	<p align="center">Year 5</p>
<p>1302 Program Operations</p>	<p>Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1</p>	<p>a. January 2020 b. January 2020 2017 Follow-up:</p>	<p align="center">Year 5</p>

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<p>Subpart I—Human Resources Management 1302.90 Personnel policies. 1302.91 Staff qualification and competency requirements. 1302.92 Training and professional development. 1302.93 Staff health and wellness. 1302.94 Volunteers.</p> <p>a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1302 Program Operations to reflect the September 2016 Head Start Program Performance Standards</p> <p>b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year.</p>	<p>Head Start Performance Standards September 2016</p>	<p>a. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders</p> <p>b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS</p>	
<p>1302 Program Operations Subpart J—Program Management and Quality Improvement 1302.100 Purpose. 1302.101 Management system. 1302.102 Achieving program goals. 1302.103 Implementation of program performance standards.</p> <p>a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1302 Program Operations to reflect the September 2016 Head Start Program Performance Standards</p>	<p>Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1 Head Start Performance Standards September 2016</p>	<p>a. January 2020 b. January 2020 2017-2018 Follow-up:</p> <p>a. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders</p> <p>b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS</p>	<p align="center">Year 5</p>

<p>b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year.</p>			
Part 1303—Financial and Administrative Requirements			
<p>1303 Financial and Administrative Requirements Subpart A—Financial Requirements</p> <p>1303.2 Purpose. 1303.3 Other requirements. 1303.4 Federal financial assistance, non-federal match, and waiver requirements. 1303.5 Limitations on development and administrative costs.</p> <p>a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1303 Financial and Administrative Requirements to reflect the September 2016 Head Start Program Performance Standards</p> <p>b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year.</p>	<p>Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1 Head Start Performance Standards September 2016</p>	<p>a. January 2020 b. January 2020</p> <p>2017-2018 Follow-up:</p> <p>a. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders</p> <p>b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS</p> <p>Bishop Tribal Fiscal Department updated policies and procedures March 2018 and will be submitted with Grant Year application Year 2018-2019.</p>	Year 5
<p>1303 Financial and Administrative Requirements Subpart B—Administrative Requirements</p> <p>1303.10 Purpose. 1303.11 Limitations and prohibitions. 1303.12 Insurance and bonding</p>	<p>Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1 Head Start Performance Standards September 2016</p>	<p>a. January 2020 b. January 2020</p> <p>2017-2018 Follow-up:</p> <p>a. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders</p> <p>b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS</p>	Year 5

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<p>a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1303 Financial and Administrative Requirements to reflect the September 2016 Head Start Program Performance Standards</p> <p>b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year.</p>		<p>Bishop Tribal Fiscal Department updated policies and procedures March 2018 and will be submitted with Grant Year application Year 2018-2019.</p>	
<p>1303 Financial and Administrative Requirements Subpart C—Protections for the Privacy of Child Records</p> <p>1303.20 Establishing procedures.</p> <p>1303.21 Program procedures – applicable confidentiality provisions</p> <p>1303.22 Disclosures with, and without, parental consent.</p> <p>1303.23 Parental rights.</p> <p>1303.24 Maintaining records.</p> <p>a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1303 Financial and Administrative Requirements to reflect the September 2016 Head Start Program Performance Standards</p> <p>b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year.</p>	<p>Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1</p> <p>Head Start Performance Standards September 2016</p>	<p>a. January 2020</p> <p>b. January 2020</p> <p>2017-2018 Follow-up:</p> <p>a. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders</p> <p>b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS</p>	<p align="center">Year 5</p>
<p>1303 Financial and Administrative Requirements Subpart D—Delegation of Program Operations</p>	<p>Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1</p> <p>Head Start Performance Standards September 2016</p>	<p>a. January 2020</p> <p>b. January 2020</p> <p>2017-2018 Follow-up:</p> <p>a. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders</p>	<p align="center">Year 5</p>

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<p>1303.30 Grantee responsibility and accountability. 1303.31 Determining and establishing delegate agencies. 1303.32 Evaluations and corrective actions for delegate agencies. 1303.33 Termination of delegate agencies. a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1303 Financial and Administrative Requirements to reflect the September 2016 Head Start Program Performance Standards b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year.</p>		<p>b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS If Applicable</p>	
<p>1303 Financial and Administrative Requirements Subpart E Facilities 1303.40 Purpose. 1303.41 Approval of previously purchased facilities. 1303.42 Eligibility to purchase, construct, and renovate facilities. 1303.43 Use of grant funds to pay fees. 1303.44 Applications to purchase, construct, and renovate facilities. 1304.45 Cost-comparison to purchase, construct, and renovate facilities. 1303.46 Recording and posting notices of federal interest.</p>	<p>Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1 Head Start Performance Standards September 2016</p>	<p>a. January 2020 b. January 2020 2017 Follow-up: a. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS If Applicable</p>	<p align="center">Year 5</p>

<p>1303.47 Contents of notices of federal interest. 1303.48 Grantee limitations on federal interest. 1303.49 Protection of federal interest in mortgage agreements. 1303.50 Third party leases and occupancy arrangements. 1303.51 Subordination of the federal interest. 1303.52 Insurance, bonding, and maintenance. 1303.53 Copies of documents. 1303.54 Record retention. 1303.55 Procurement procedures. 1303.56 Inspection of work. a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1303 Financial and Administrative Requirements to reflect the September 2016 Head Start Program Performance Standards b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year.</p>			
<p>1303 Financial and Administrative Requirements Subpart F—Transportation 1303.70 Purpose. 1303.71 Vehicles. 1303.72 Vehicle operation. 1303.73 Trip routing. 1303.74 Safety procedures. 1303.75 Children with disabilities.</p>	<p>Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1 Head Start Performance Standards September 2016</p>	<p>a. January 2020 b. January 2020 2017-2018 Follow-up: a. Process has started with providing information as it is provided from the Office of Head Start to all BIHS stakeholders b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS</p>	<p>Year 5</p>

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<p>a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1303 Financial and Administrative Requirements to reflect the September 2016 Head Start Program Performance Standards</p> <p>b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year.</p>			
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