

5-year strategic plan -**Updates 4/5/2017 (See Year 3)**

**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.

Areas to Strengthen Long Term Goal	Data Sources	Timeframes and Progress	Need for T/TA?
<b>New: Year 1-2015-2016 Long Term (LT) and Short Term Objectives (STO)</b>			
<p><b>1. Program Governance</b> Head Start Performance Standard: 1304.50, including Appendix A; 1304.52 (K) <b>a. Policy Council Financial Training (All)</b> <b>b. Program Governance Training (new members of Policy and Tribal)</b> <b>(Short Term Goal)</b> <b>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)</b></p>	<p>Program Governance Screener Self-Assessment 2014-2015</p>	<p>a. May –August 2015 b. May-August 2015 c. August 2015 <b>2017-Follow-up:</b> 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   Year 1</p>
<p><b>2. Planning</b> Head Start Performance Standard: 1304.51 (a); 1305.3 (K);1306.30(a);1306.30(d);1306.31-1306.36;1308.4 <b>a. Revisit resources to purchase 1 replacement school bus (Long Term)</b> <b>b. Plan Expansion of outdoor classroom by 16,700 feet. (Long Term)</b> <b>c. Gather Potential Resources for outdoor classroom expansion</b> <b>(Short Term Goal)</b> <b>d. Write and Submit Grants to fund Outdoor classroom expansion</b></p>	<p>Self-Assessment 2014-2015 Bus Financial Repair Records Community Partnership Planning Survey 2014 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 <b>2017-Follow-Up:</b> a. Goal Met b. Goal Met c. Goal Met d. Goal Met</p>	<p>Yes-Bishop Tribe Grant Writer Toiyabe Indian Health Project OHS Community Partners   Year 1</p>

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<p><b>(Short Term Goal)</b>  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. 2<sup>nd</sup> goal brain storm with staff each month on how employer can assist in employee needs awareness <b>(Short Term Goal)</b>  f. Plan for entire year of BIHS PFCE and Staff events based on passed calendars <b>(Short Term Goal)</b> before 2015-2016 begins.  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 <b>(Short Term Goal)</b>  h. Train two additional CLASS observers and renew existing certification. <b>(Short Term Goal)</b></p>		<p>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><b>3.Human Resources</b>  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  a. <b>Finalize Job Descriptions with HR(Short Term Goal)</b>  b. <b>Cross train part time aide into bus driver position. (Long Term)</b>  c. <b>Continue to collaborate with HR Director to complete all required paperwork for long term volunteers. (TB, Background, Physicals, etc.) Short Term Goal)</b></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  <b>2017-Follow-Up:</b>  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   Year 1</p>
<p><b>4.Ongoing Monitoring</b>  Head Start Performance Standard:  1304.51 (i) (2)-1304.51 (i) (3);1308.4 (d)</p>	<p>2014-2015 Self-Assessment</p>	<p>a. June –September 2015  Updates:</p>	<p>a. Yes- OHS FHSi360; BIHS Director; State</p>

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<p>Part 74.51;Part 92.40  <b>a. School Readiness Child Outcomes- teachers cross trained in aggregation of data (Short Term Goal)</b></p>		<p><b>2017-Follow-Up:</b>  a. Goal met and staff utilizing information to set classroom goals, provide info to families through newsletters.</p>	<p>Preschool Director  Year 1</p>
<p><b>5.Communication</b>  Head Start Performance Standard:  1304.51 (b);1304.22 (a) (4);1304.20 (c) (1);  1304.22 (b)-1304.51 (f); 1308.4 (1)  <b>a. Inform parents and community about staff education and required experience for position (Short Term Goal)</b>  <b>b. Inform and check for understanding (parents and guardians) Attendance and Tardiness Policy. (Short Term Goal)</b>  <b>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)</b>  <b>d. Combine Parent Handbook and Transportation Handbook (Short Term Goal)</b>  <b>e. Add to monthly newsletters where to report health and safety concerns. (Short Term Goal)</b>  <b>f. Write a formal policy on message logs and delivery of message to appropriate receiver. (Short Term Goal)</b>  <b>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)</b></p>	<p>2014-2015 Self-Assessment  2014-2015 Parent Survey  Attendance Records</p>	<p>a. June-August 2015  b. August-2015  c. June-August 2015  d. May-June 2015  e. May-June 2015  f. May-June 2015  g. May-September 2015  <b>2017-Follow-up:</b>  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.  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>None   Year 1</p>
<p><b>6. Prevention and Early Intervention</b>  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)</p>	<p>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  <b>2017-Follow-up:</b></p>	<p>None   Year 1</p>

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<p>(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><b>a. Update Contingency Plan-(Emergency Plan) (Short Term Goal)</b> <b>(Short Term Goal)</b></p> <p><b>b. Update Attendance Procedure Communication and Add Tardiness Focus is not excessive absenteeism (Short Term Goal) ( Procedures ) (Short Term Goal)</b></p> <p><b>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)</b></p>		<p>a. Goal Completed-Need to update each year to reflect changes.</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></p> <p>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><b>7.Recordkeeping and Reporting</b></p> <p>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)</p> <p><b>a. In-Kind Tracking (Short Term Goal)</b></p>	<p>Self-Assessment 2014-2015</p>	<p>a. Design or Research In-Kind Reporting form for Tribal Fiscal by June 2015</p> <p><b>2017-Follow-up:</b></p> <p>a. Goal Met</p>	<p>None Year 1</p>
<p><b>8. Parent, Family, and Community Engagement</b></p> <p><i>Family Partnership Building</i></p> <p>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</p> <p><b>a. Professional Growth Training FA/Cross Train Teacher and Health Manager (Short Term Goal)</b></p> <p><i>Parent Involvement</i></p> <p>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>Self-Assessment 2014-2015</p> <p>Staff Needs Survey 2014-2015</p> <p>Child Care Partnership Funding Applications available for Infant Toddler</p> <p>Community Partnership Survey 2014</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>Father Involvement Survey 2015</p>	<p>a. July-2015</p> <p>b. June-July-2015</p> <p>c. June-May 2016-<u>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)</u></p> <p>d. March 2015-</p> <p>e. June-September 2015</p> <p>f. June-May 2016</p> <p><b>2017-Follow-up:</b></p> <p>a. <u>Two Teachers cross trained in ERSEA. Need Health and Disabilities Manager (Continue for 2017-2018).</u></p>	<p>a. Yes- OHS FHSi360; BIHS Health Manager; Family Advocate, and Lead Teacher (HS University)</p> <p>b. NO</p> <p>c. Yes-TERO, Cerro Coso Junior College, TANF, agencies families identify as a place they may wish to seek employment</p> <p>c. OHS designated</p>

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<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>b. Form MOU/Partnership with TANF Daycare/First 5 Application (New Early Head Start)</b> <b>(Short Term Goal)</b></p> <p><b>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)</b> <b>(Long Term)</b></p> <p><b>d. Parent Involvement-Father Involvement (Short Term Goal)</b></p> <p><b>e. Assemble a cultural committee to brainstorm events, daily activities, and curriculum. (Short Term Goal)</b></p> <p><b>f. Work with parent committee and parents to increase parent attendance in planned events (Short Term Goal)</b></p>	<p align="center">Self-Assessment Review 2014-2015</p>	<p>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>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>trainers in the area of Community Resource building, First 5, Tribal Community Resource agencies e. PFCE online resources and Local Father Group Year 1</p>
<p><b>9. Individualization</b> 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><b>a. Improve process for -Summarize and plan for classroom Interest and Cultural activities using the child web (Short Term Goal)</b></p> <p><b>b. Improve process for Summarize and plan for Parent Interest activities utilizing Parent and Father Involvement Survey (Short Term Goal)</b></p> <p><b>c. Improve process for Summarize</b></p>	<p align="center">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 <b>2017-Follow-up:</b></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>and plan for Parents education 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><b>10.Facilities, Materials, Equipment, and Transportation</b>                  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 strengthen classroom management</p>	<p>Self-Assessment 2014-2015                  Daily Observation                  Staff Needs Survey 2014-2015                  Parent Surveys                  Farm to School Initiatives                  Toiyabe Community Health Goals                  ECERS</p>	<p>a. Completed by August by 2015                  b. Completed by August by 2015                  c. August 2015-September 2016                  d. August 2015-September 2016                  e. August 2015-September 2016                  f. April-September 2015                  g. December-January 2016                  h. June-September 2015                  i. September-October                  j. Ongoing</p> <p><b>2017-Follow-up:</b></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.                  c. Goal Met.                  d. Goal Met.                  e. Goal Met.                  f. Goal Met.                  g. Goal Met                  h. Goal Met.                  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                  b-f.Toiyabe Indian Health Project</p> <p align="center">Year 1</p>

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<p>(Edison Grant) <b>(Short Term Goal)</b>  i. Inform Tribal Maintenance to measure fall zone daily and inform Director when fall zone falls below required 6 inch depth. <b>(Short Term Goal)</b></p>			
<p><b>11. Curriculum and Assessment</b>  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  <b>a. Curriculum and Assessment Planning-MOU with agencies that provide Higher Education-financial assistance</b>  <b>(Long Term)</b>  <b>b. Teachers continue to involve parents in lesson planning in regards to culture PFCE, and school readiness engagement</b> <b>(Short Term Goal)</b>  <b>c. Increase classroom diversity toys in all four classrooms including gender specific drama clothes and accessories</b>  <b>(Short Term Goal)</b></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  <b>2017-Follow-up:</b>  <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><b>12. Child Development and Health Services: Nutrition (CACFP)</b>  <b>a. Continue to complete meal production-and increase fruits and vegetables by an extra 4 lbs. and round up to the next pound.</b> <b>(Short Term Goal)</b>  <b>b. Update meal time policy and procedure related to start and finish times as it related to allowable claims</b> <b>(Short Term Goal)</b>  <b>c. Write a policy as it relates to milk intolerance and CACFP allowable substitute (Lactaid).</b>  <b>d. Collaborate with Culture Committee and brainstorm how to integrate Paiute cultural foods into menu</b> <b>(Long Term)</b>  <b>e. Collaborate with Health Advisory to</b></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  <b>2017-Follow-up:</b>  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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update CACFP/BIHS Mission Statement and provide in Spanish ( <b>Short Term Goal</b> )			
Areas to Strengthen	Data Sources	Timeframes	Need for T/TA?
<b>New: Year 2-2016-2017 Long Term (LT) and Short Term Objectives (STO)</b>			
<b>1. Planning</b> Head Start Performance Standard: 1304.51 (a); 1305.3 (K);1306.30(a);1306.30(d);1306.31-1306.36;1308.4 <b>a. purchase 1 bus to replace gasoline (Long Term)</b> <b>b. community assessment (Long Term)</b>	Self-Assessment 2014-2015 Bus Financial Repair Records Grant Resources Community Partnership Data BIHS tracking and PIR data Community and Staff Surveys	a. June-August-2017 b. March-2017 <u><b>2017-Follow-up:</b></u> a. Goal complete-bus will be delivered in July. b. In progress-surveys completed and distributed. Data will be summarized in April and submitted to OHS with grant.	Yes-Bishop Tribe Grant Writer OHS Transportation Specialist Tribal Community Agencies Year 2
<b>2.Human Resources</b> 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 <b>a. All Teachers are fully qualified with AA, BA, or CDA Teacher permits (Long Term)</b> <b>b. All Teacher Associates are qualified with an Associate or Teacher, and an AA in Child development(Long Term)</b> <b>c. Education Manager/Teachers are certified Reliability CLASS observers</b>	Self-Assessment 2013-2014 Head Start Act Parent Survey Results 2014 Staff Needs Assessment Survey 2013-2014	a. August-2017 b. August-2017 c. August-2017-completed by Director-Goal is for 2 CLASS Reliable Observers for BIHS on staff. <u><b>2017-Follow-up:</b></u> a. <u>All Lead Teachers hold a Child Development Permit and or Degree.</u> 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> 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>	Yes- OHS FHSi360; BIHS Director, HS University, Cerro Coso, OVCDC Teach stone CLASS Trainers Year 2
<b>Parent, Family, and Community Engagement</b> <i>Family Partnership Building</i> 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 <b>a. Utilize data from Parent Needs and Interest to formulate Training / Education Plan</b> <i>Parent Involvement</i>	Self-Assessment 2014-2015 Staff Needs Assessment Survey 2014-2015 Child Care Partnership Funding Applications available for Infant Toddler First 5 Strategic Plan 2014-2019 Parent Survey Results 2014 Community Partnership Planning Survey	a. August –September 2017 b. June-August 2017 c. August 2017 <u><b>2017-Follow-up:</b></u> 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> b. <u>Toiyabe, State Preschool and Bishop Elementary Updated. We work with a substantial number of agencies</u>	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



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<p>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 <i>Community and Child Care Partnerships</i> 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 <b>b. Update MOU/Partnership: First 5;TERO; OV CDC; Salvation Army; Tribe; Toiyabe Indian Health for the purpose of increasing employment and wellness opportunities for families&amp; continue a full partnership throughout the tribal community agencies in an effort to establish Community Resources where families feel safe, comfortable and successful .</b> <b>c. Assemble a cultural committee to brainstorm events, daily activities, and curriculum.</b></p>	<p>(Parent Resiliency) PIR Data collected from 2013-2014 enrolled families</p>	<p><u>but we have not developed formal MOU with each partner.</u> <u>Community Resource book updated with the collaborative effort from the Bishop Paiute Tribe-continue 2017-2018.</u> c. <u>Cultural survey data available for planning-continue 2017-2018.</u></p>	<p>seek employment c. OHS designated trainers in the area of Community Resource building, First 5  Year 2</p>
<p><b>10.Facilities, Materials, Equipment, and Transportation</b> 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 <b>a. New Gasoline Bus (Long Term)</b> <b>b. Grass Field for Outdoor Classroom (6,000 square feet) (Long Term)</b> <b>c. Head Start Community Garden 2,300</b></p>	<p>Self-Assessment 2014-2015 Daily Observation Staff Needs Survey 2014-2015 Parent Surveys Farm to School Initiatives Toiyabe Community Health Goals</p>	<p>a. Completed by August 2017 b. Completed by September 2016 c. Completed by September 2016 d. August 2015-September 2016 e. June 2017 <b>2017-Follow-up:</b> Goal Met b. Goal Met c. Goal Met d. Goal Met</p>	<p>e. Tribal Grant writer b-f. Toiyabe Indian Health Project Year 2</p>

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square feet with irrigation <b>(Long Term)</b> d .Swings and Slides/shade/usage zones <b>(Long Term)</b>			
<b>Areas to Strengthen</b>	<b>Data Sources</b>	<b>Timeframes</b>	<b>Need for T/TA?</b>
<b>New: Year 3-2017-2018 Long Term (LT) and Short Term Objectives (STO)</b>			
<b>1301-Program Governance</b>			
<b>1301-Program Governance</b> Head Start Performance Standard: (1301.5 pg. 4-Training) <b>a. BIHS Policy Council and Tribal Council will receive training in Leadership and Governance to include all areas under Program Management, Planning &amp; Oversight Systems</b>	Five Year Plan Review Self-Assessments	a. December 2017-January 2018 <b>2017-Follow-up:</b> 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.	Head Start Knowledge Center Online Training Year 3
<b>1302 Program Operations</b>			
<b>1302 Program Operations Subpart J Program Management and Quality Improvement</b> 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) <b>a. Update all policies and procedure to reflect new regulations-(Long Term)</b> <b>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).</b> <b>c. BIHS will assess the current practice for securing program data and reevaluate current policies and</b>	OHS Information Memorandums Program Specialist 2016 December Training on OHS Regulations	a. December 2016-July 2018 b. May 2017-September 2018 c. August 2017 <b>2017-Follow-Up:</b> 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.	Head Start Knowledge Center Online Training Year 3

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<p>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><b>1302 Program Operations- Subpart D Health Program Services</b>                  Head Start Performance Standard: (1302.46 pg. 39-Family Support services for health, nutrition, and mental health; 1302.44 Child Nutrition pg.37)  <b>a. Outdoor Fitness Area for Adults located near Head Start Expanded Outdoor Classroom- Short Term</b>  <b>b. Order Outdoor Fitness Active Living Equipment - Short Term</b>  <b>c. Update meal time policy and procedure related to start and finish times as it related to allowable claims ( Short Term Goal)</b>  <b>d. Write a policy as it relates to milk intolerance and CACFP allowable substitute (Lactaid).</b>  <b>e. Collaborate with Culture Committee and brainstorm how to integrate Paiute cultural foods into menu ( Long Term).</b>  <b>f. Collaborate with Health Advisory to update CACFP/BIHS Mission Statement and provide in Spanish (Long Term).</b></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  <b>2017-Follow-Up:</b>                  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>No                   Year 3</p>
<p><b>1302 Program Operations Subpart I Human Resources Management</b>                  Head Start Performance Standard: (1302.92 pg. 57-Training and Professional Development; 1302.91 Staff Qualifications and competency requirements-pg. 54;</p>	<p>Self-Assessments                  Parent Surveys                  Staff Needs Survey                  Five Year Strategic Plan Review                  CLASS Reviews                  Employee turnover                  Head Start Program Performance</p>	<p>a. May 2017-September 2018                  b. June 2018                  c. July 2018                  d. July 2018                  e. September 2017                  f. August 2017</p>	<p>No                   Year 3</p>

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<p>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><b>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. 2<sup>nd</sup> goal brain storm with staff each month on how employer can assist in employee needs awareness (Short Term Goal)</b></p> <p><b>b. Train two additional CLASS observers and renew existing certification(Long Term)</b></p> <p><b>c. All Teachers are fully qualified with AA, BA, or CDA Teacher permits (Long Term)</b></p> <p><b>d. All Teacher Associates are qualified with an Associate or Teacher, and an AA in Child development(Long Term)</b></p> <p><b>e. BIHS will complete background, child abuse and neglect registry and fingerprint checks every 5 years Short term goal.</b></p> <p><b>f. BIHS will implement coordinated researched based coaching strategy and coaching staff will meet qualifications</b></p>	<p>Standards 45CFR Chapter XIII Compliance Table</p>	<p><b>2017-Follow-Up:</b></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 <a href="https://eclkc.ohs.acf.hhs.gov/hslc/tta-system/teaching/development">https://eclkc.ohs.acf.hhs.gov/hslc/tta-system/teaching/development</a>.</p>	
<p><b>1302 Program Operations Subpart E Facilities</b></p> <p>Head Start Performance Standard: (Transportation-1303.73 Trip Routing pg.86; 1303.74-Safety Procedures-pg.87)</p> <p><b>a. Reestablish Morning Bus Transportation based on needs Short Term.</b></p> <p><b>b. Update the BIHS Transportation Handbook to reflect the 2016 HS Regulations Short Term Goal.</b></p> <p><b>c. Inform Tribal Maintenance to measure</b></p>	<p>Self-Assessments Parent Surveys Five Year Strategic Plan Review</p>	<p>a. August 2016-July 2018</p> <p>b. June-July 2017</p> <p><b>2017-Follow-Up:</b></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 1<sup>st</sup> 2017.</p> <p>b. Not yet started.</p> <p>c. Maintenance and Gardener are rototilling monthly, however weather challenges has negative effects on</p>	<p>No</p> <p>Year 3</p>

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<p>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>the depth of fall zone. Drainage needs to be constructed in back yard. d. BIHS was awarded an additional \$5,000 for PICH goals.</p>	
<p><b>1302 Program Operations</b> <b>Subpart E Family and Community Engagement Program Services</b> <b>Pages 43-46</b> 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) a. <b>Plan for entire year of BIHS PFCE and Staff events based on passed calendars and parent needs and interest assessments Short Term Goal</b> b. <b>Utilize data from Parent Needs and Interest to formulate Training / Education Plan Long Term</b> c. <b>BIHS will collaborate with OVDCD-EHS to formulate an MOU for transitioning children to the three year old program at BIHS. Short Term Goal</b> d. <b>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</b></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 <b>2017-Follow-up:</b> 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</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  Year 3</p>

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<p>Resources where families feel safe, comfortable and successful <b>Long Term</b>.</p> <p>e. Professional Growth Training FA/Cross Train Teacher and Health Manager <b>Long Term Goal</b>.</p> <p>f. Work with parent committee and staff to increase parent attendance in planning meetings and Education Workshops <b>Short Term Goal</b>.</p> <p>g. Update the “Ways to Volunteer Survey” to align with BIHS needs <b>Short Term Goal</b>.</p> <p>h. Update the BIHS Parent Handbook to reflect the 2016 HS Regulations <b>Short Term Goal</b>.</p> <p>i. BIHS will participate in the Quality Rating and improvement Systems (QRIS) and Data Systems <b>Long Term Goal</b></p>		<p>to be cross-trained in FA and ERSEA services.</p> <p>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 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><b>1302 Program Operations</b>  <b>Subpart C Education and Child Development Program Services</b>          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)  <b>a. Assemble a cultural committee to brainstorm events, daily activities, and curriculum in an effort to strengthen and increase families Paiute Language</b>  <b>Short Term Goal.</b>  <b>b. Teachers will ensure parents participation in lesson planning in regards to culture, children and family</b></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  <b>2017-Follow-up:</b>          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</p>	<p>Yes          Paiute Language Program          Tribal Elders and Bishop Tribal Community Members          Year 3</p>

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<p>interest and needs and school readiness <b>Short Term Goal.</b> 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>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.</p>	
<p><b>1302 Program Operations</b> <b>Subpart A Eligibility, Recruitment, Selection, Enrollment, and Attendance</b> 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 positive effects on their child's school readiness goals. <b>(Short Term Goal)</b> 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. <b>(Short Term Goal)</b></p>	<p>Daily Average Attendance Sign in Sheets CACFP food claims Self-Assessments</p>	<p>a. May 2017-July 2018 b. April 2017-ongoing <b>2017-Follow-up:</b> 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 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.</p>	<p>Inyo County School District Year 3</p>
<p align="center"><b>Areas to Strengthen</b></p>	<p align="center"><b>Data Sources</b></p>	<p align="center"><b>Timeframes</b></p>	<p align="center"><b>Need for T/TA?</b></p>
<p align="center"><b>New: Year 4-2018-2019 Long Term (LT) and Short Term Objectives (STO)</b></p>			
<p align="center"><b>1302 Program Operations</b></p>			
<p><b>1302 Program Operations</b> <b>Subpart B Program Structure</b></p>	<p>Based on Past Surveys and Community Assessments</p>	<p>a. August-2018 b. February 2019</p>	<p>Office of Head Start</p>

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<p>Head Start Performance Standard: (1302.21 (c) (2) (iv)pg. 20) <b>a. Year Round Head Start Services – Begin investigating needs and funding resources</b></p>	<p align="center">Head Start Staff Needs Survey</p>	<p><b>2017-Follow-up:</b> a. BIHS applied for funding for in 2016. BIHS did not qualify because BIHS already provides 1,137.5 hours. By August 1<sup>st</sup> 2021 programs must provide 1,020 hours of service.</p>	<p align="center">Year 4</p>
<p><b>1302 Program Operations Subpart A Eligibility, Recruitment, Selection, Enrollment, and Attendance</b> Head Start Performance Standard: (1302.11 Determining community strengths, needs, and resources pg. 7) <b>a. Update Community Assessment</b></p>	<p align="center">Self-Assessment Community Assessment</p>	<p>a. February 2019 <b>2017-Follow-up:</b> a. The Community Assessment is being facilitated in 2017.</p>	<p align="center">Year 4</p>
<p><b>1302 Program Operations Subpart I Human Resources Management</b> Head Start Performance Standard: (1302.92 pg. 57-Training and Professional Development; 1302.91 Staff Qualifications and competency requirements-pg. 54; 1302.91 (e) (4) (ii)) <b>a. Cross training plan-Potential Directors</b> <b>b. BIHS will seek funding to hire a Child Development Specialist with a BA in Child development</b></p>	<p align="center">Head Start Needs Surveys</p>	<p>a. January 2019 b. August 2018 <b>2017 Follow-up:</b> a. BIHS with Policy Council and Tribal Council approved the Assistant Director Position. b. The BIHS Director is currently meets thus qualification and holds a BA in Child Development.</p>	<p align="center">Year 4</p>

Areas to Strengthen	Data Sources	Timeframes	Need for T/TA?
<b>New: Year 5-2019-2020 Long Term (LT) and Short Term Objectives (STO)</b>			
<b>Part-1301-Program Governance</b>			
<p><b>1301-Program Governance</b> 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 align="center">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 <b>2017 Follow-up:</b> 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>



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<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>		<p>stakeholders</p>	
<b>Part-1302 Program Operations</b>			
<p><b>1302 Program Operations</b> 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> <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 Head Start Performance Standards September 2016</p>	<p>a. January 2020 b. January 2020 <b>2017 Follow-up:</b> 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><b>1302 Program Operations</b> <b>Subpart B Program Structure</b> 1302.21 Center-based option 1302.24 Locally designed program variations</p> <p>a. BIHS will update all Service Plans, Policies and Procedures and forms</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 <b>2017 Follow-up:</b> 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</p>	<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>provided from the Office of Head Start to all BIHS</p>	
<p><b>1302 Program Operations</b>  <b>Subpart C Education and Child Development Program Services</b>          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> <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          Head Start Performance Standards September 2016</p>	<p>a. January 2020          b. January 2020  <b>2017 Follow-up:</b>          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><b>1302 Program Operations</b>  <b>Subpart D Health Program Services</b>          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</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  <b>2017 Follow-up:</b>          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>

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<p>health, nutrition, and mental health. 1302.47 Safety practices.</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><b>1302 Program Operations</b> <b>Subpart E—Family and Community Engagement Program Services</b> 1302.50 Family engagement. 1302.51 Parent activities to promote child learning and development. 1302.52 Family partnership services. 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>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 <b>2017 Follow-up:</b> 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><b>1302 Program Operations</b> <b>Subpart F—Additional Services for Children with Disabilities</b> 1302.60 Full participation in program services and activities. 1302.61 Additional services for children. 1302.62 Additional services for parents.</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 <b>2017 Follow-up:</b> 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>

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<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><b>1302 Program Operations Subpart G—Transition Services</b></p> <p>1302.70 Transitions from Early Head Start.</p> <p>1302.71 Transitions from Head Start to kindergarten.</p> <p>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</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><b>2017 Follow-up:</b></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>1302 Program Operations Subpart H—Services to Enrolled Pregnant Women</b></p> <p>1302.80 Enrolled pregnant women.</p> <p>1302.81 Prenatal and postpartum information, education, and services.</p> <p>1302.82 Family partnership services</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><b>2017 Follow-up:</b></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>

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<p>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</p> <p>b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year.</p>			
<p><b>1302 Program Operations</b>  <b>Subpart I—Human Resources Management</b>          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 Program Performance Standards 45 CFR Chapter XIII Preamble Part 1          Head Start Performance Standards September 2016</p>	<p>a. January 2020          b. January 2020  <b>2017 Follow-up:</b>          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><b>1302 Program Operations</b>  <b>Subpart J—Program Management and Quality Improvement</b>          1302.100 Purpose.          1302.101 Management system.          1302.102 Achieving program goals.          1302.103 Implementation of 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  <b>2017 Follow-up:</b>          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>

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<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>			
<b>Part 1303—Financial and Administrative Requirements</b>			
<p><b>1303 Financial and Administrative Requirements</b>  <b>Subpart A—Financial Requirements</b></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  <b>2017 Follow-up:</b></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
<p><b>1303 Financial and Administrative Requirements</b>  <b>Subpart B—Administrative Requirements</b></p> <p>1303.10 Purpose.</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  <b>2017 Follow-up:</b></p> <p>a. 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>1303.11 Limitations and prohibitions.          1303.12 Insurance and bonding          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>stakeholders          b. Process has started with providing information as it is provided from the Office of Head Start to all BIHS</p>	
<p><b>1303 Financial and Administrative Requirements</b>  <b>Subpart C—Protections for the Privacy of Child Records</b>          1303.20 Establishing procedures.          1303.21 Program procedures – applicable confidentiality provisions          1303.22 Disclosures with, and without, parental consent.          1303.23 Parental rights.          1303.24 Maintaining records.          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>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  <b>2017 Follow-up:</b>          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><b>1303 Financial and Administrative Requirements</b></p>	<p>Head Start Program Performance Standards 45 CFR Chapter XIII Preamble Part 1</p>	<p>a. January 2020          b. January 2020  <b>2017 Follow-up:</b></p>	<p align="center">Year 5</p>

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<p><b>Subpart D—Delegation of Program Operations</b>          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>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><b>1303 Financial and Administrative Requirements</b>  <b>Subpart E Facilities</b>          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.</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  <b>2017 Follow-up:</b>          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>1303.46 Recording and posting notices of federal interest.          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><b>1303 Financial and Administrative Requirements</b>  <b>Subpart F—Transportation</b>          1303.70 Purpose.          1303.71 Vehicles.          1303.72 Vehicle operation.          1303.73 Trip routing.</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  <b>2017 Follow-up:</b>          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>1303.74 Safety procedures.                  1303.75 Children with disabilities.                  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>Part 1304—Federal Administrative Procedures</b></p>			
<p><b>1304 Federal Administrative Procedures</b>  <b>Subpart A—Monitoring, Suspension, Termination, Denial of Refunding, Reduction in Funding, and their Appeals</b>                  1304.1 Purpose.                  1304.2 Monitoring.                  1304.3 Suspension with notice.                  1304.4 Emergency suspension without advance notice.                  1304.5 Termination and denial of refunding.                  1304.6 Appeal for prospective delegate agencies.                  1304.7 Legal fees.                  a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1304 Federal Administrative Procedures to reflect the September 2016 Head Start Program</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  <b>2017 Follow-up:</b>                  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>Performance Standards                  b. BIHS will ensure all existing and new stakeholders will be trained in 1301 each program year.</p>			
<p><b>1304 Federal Administrative Procedures</b>  <b>Subpart B—Designation Renewal</b>                  1304.10 Purpose and scope.                  1304.11 Basis for determining whether a Head Start agency will be subject to an open competition.                  1304.12 Grantee reporting requirements concerning certain conditions.                  1304.13 Requirements to be considered for designation for a five-year period when the existing grantee in a community is not determined to be delivering a high-quality and comprehensive Head Start program and is not automatically renewed.                  1304.14 Tribal government consultation under the Designation Renewal System for when an Indian Head Start grant is being considered for competition.                  1304.15 Designation request, review and notification process.                  1304.16 Use of CLASS: Pre-K instrument in the Designation Renewal System.                  a. BIHS will update all Service Plans,</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  <b>2017 Follow-up:</b>                  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>

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<p>Policies and Procedures and forms related to 1304 Federal Administrative Procedures 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><b>1304 Federal Administrative Procedures</b>  <b>Subpart C—Selection of Grantees through Competition</b>          1304.20 Selection among applicants.</p> <p>a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1304 Federal Administrative Procedures 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  <b>2017 Follow-up:</b>          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><b>1304 Federal Administrative Procedures</b>  <b>Subpart D—Replacement of American Indian and Alaska Native Grantees</b>          1304.30 Procedure for identification of alternative agency.          1304.31 Requirements of alternative agency.          1304.32 Alternative agency—prohibition.</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  <b>2017 Follow-up:</b>          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>

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<p>a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1304 Federal Administrative Procedures 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><b>1304 Federal Administrative Procedures</b>  <b>Subpart E—Head Start Fellows Program</b>  1304.40 Purpose.  1304.41 Fellows Program.</p> <p>a. BIHS will update all Service Plans, Policies and Procedures and forms related to 1304 Federal Administrative Procedures 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  <b>2017 Follow-up:</b>  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>
<b>Part 1305—Definitions</b>			
<p><b>1305 Definitions</b></p> <ul style="list-style-type: none"> <li>• <a href="#">1305.1 Purpose</a></li> <li>• <a href="#">1305.2 Terms</a></li> </ul> <p>c. BIHS will update all Service Plans, Policies and Procedures and forms related to 1305 Definitions to reflect the September 2016 Head Start Program Performance Standards</p> <p>d. 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  <b>2017 Follow-up:</b>  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>

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Updated April 17, 2014 SCV; Updated April 5, 2015 SCV; February 27<sup>th</sup>, 2016; updated April 8<sup>th</sup> 2017

The Bishop Indian Head Start 5 Year Strategic Plan was received, reviewed, discussed, and approved by the Bishop Paiute Tribal Council on April 13<sup>th</sup> 2017 and signed by Deston Rogers, Tribal 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 26<sup>th</sup> 2017 and signed by Chris Garcia, Vice-Chairperson.