Application for Federal Assistance SF-424

* 1. Type of Submission:	* 2. Type of Application:	* If Revision, select appropriate letter(s):
☐ Preapplication	☐ New	
☒ Application	☒ Continuation	* Other (Specify):
☐ Changed/Corrected Application	☐ Revision	

* 3. Date Received:	4. Applicant Identifier:
	05CH013263-000

5a. Federal Entity Identifier:	5b. Federal Award Identifier:
N/A	05CH013263

State Use Only:

6. Date Received by State:	7. State Application Identifier:

8. APPLICANT INFORMATION:

* a. Legal Name: Rock Island-Milan School District, Inc.

* b. Employer/Taxpayer Identification Number (EIN/TIN):	* c. UEI:
366005357	NKWYJK7ELAB7

d. Address:

* Street1:   3530 38th Ave

Street2:

* City: Rock Island

County/Parish: Rock Island County

* State: IL: Illinois

Province:

* Country: USA: UNITED STATES

* Zip / Postal Code: 61201-6563

e. Organizational Unit:

Department Name:	Division Name:
Rock Island Milan School Distr	

f. Name and contact information of person to be contacted on matters involving this application:

Prefix:	* First Name: Nicole
Middle Name:	
* Last Name: Berry	
Suffix:	

Title:

Organizational Affiliation:

Rock Island Milan School District #41 ECE Programs

* Telephone Number: (309) 793-5928	Fax Number:

* Email: nicole.berry@rimsd41.org

Application for Federal Assistance SF-424

* 9. Type of Applicant 1: Select Applicant Type:

Independent School District

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

* Other (specify):

* 10. Name of Federal Agency:

ACF-Head Start

11. Catalog of Federal Domestic Assistance Number:

93.600

CFDA Title:

Head Start

* 12. Funding Opportunity Number:

eGrants-N/A

* Title:

N/A

13. Competition Identification Number:

Not Applicable

Title:

Not Applicable

14. Areas Affected by Project (Cities, Counties, States, etc.):

Rock Island, Illinois and Milan, Illinois w

* 15. Descriptive Title of Applicant's Project:

Head Start

Attach supporting documents as specified in agency instructions.

Application for Federal Assistance SF-424

16. Congressional Districts Of:

* a. Applicant: `IL-017`   b. Program/Project: `IL-017`

Attach an additional list of Program/Project Congressional Districts if needed.

17. Proposed Project:

* a. Start Date: `07/01/2026`   * b. End Date: `06/30/2027`

18. Estimated Funding ($):

* a. Federal	3,277,131
* b. Applicant	820,121
* c. State	
* d. Local	
* e. Other	0
* f. Program Income	
* g. TOTAL	4,097,252

* 19. Is Application Subject to Review By State Under Executive Order 12372 Process?

☐ a. This application was made available to the State under the Executive Order 12372 Process for review on ⬚ .

☐ b. Program is subject to E.O. 12372 but has not been selected by the State for review.

☒ c. Program is not covered by E.O. 12372.

* 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes," provide explanation in attachment.)

☐ Yes   ☒ No

 If "Yes", provide explanation and attach

21. *By signing this application, I certify (1) to the statements contained in the list of certifications** and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances** and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)

☐ ** I AGREE

** The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

Authorized Representative:

Prefix: `Mr.`   * First Name: `Jason`

Middle Name:

* Last Name: `Roessler`

Suffix:

* Title: `School Board President`

* Telephone Number: `(309) 793-5900`   Fax Number:

* Email: `jason.roessler@rimsd41.org`

* Signature of Authorized Representative: * Date Signed:

BUDGET INFORMATION - Non-Construction Programs

SECTION A - BUDGET SUMMARY

Grant Program Function or Activity (a)	Catalog of Federal Domestic Assistance Number (b)	Estimated Unobligated Funds		New or Revised Budget		
		Federal (c)	Non-Federal (d)	Federal (e)	Non-Federal (f)	Total (g)
1. Head Start: Program Operations	93.600	$	$	$ 3,246,774	$ 820,121	$ 4,066,895
2. Head Start: TTA	93.600			30,357	0	30,357
3.						
4.						
5. Totals		$ 0	$ 0	$ 3,277,131	$ 820,121	$ 4,097,252

SECTION B - BUDGET CATEGORIES

6. Object Class Categories	GRANT PROGRAM, FUNCTION OR ACTIVITY				Total
	(1) Head Start: Program Operations	(2) Head Start: TTA	(3)	(4)	(5)
a. Personnel	$ 2,267,423	$ 0	$	$	$ 2,267,423
b. Fringe Benefits	572,305	0			572,305
c. Travel	0	3,200			3,200
d. Equipment	0	0			0
e. Supplies	71,001	0			71,001
f. Contractual	241,895	0			241,895
g. Construction	0	0			0
h. Other	94,150	27,157			121,307
i. Total Direct Charges (sum of 6a-6h)	3,246,774	30,357			$ 3,277,131
j. Indirect Charges	0	0			$ 0
k. TOTALS (sum of 6i and 6j)	$ 3,246,774	$ 30,357	$	$	$ 3,277,131
7. Program Income	$	$	$	$	$

Authorized for Local Reproduction

SECTION C - NON-FEDERAL RESOURCES

	(a) Grant Program	(b) Applicant	(c) State	(d) Other Sources	(e)TOTALS
8.	Head Start: Program Operations	$ 820,121	$	$	$ 820,121
9.	Head Start: TTA				$ 0
10.					
11.					
12. TOTAL (sum of lines 8-11)		$ 820,121	$ 0	$ 0	$ 820,121

SECTION D - FORECASTED CASH NEEDS

	Total for 1st Year	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
13. Federal	$ 3,277,131	$ 819,283	$ 819,283	$ 819,283	$ 819,282
14. Non-Federal	$ 820,121	205,030	205,030	205,030	205,031
15. TOTAL (sum of lines 13 and 14)	$ 4,097,252	$ 1,024,313	$ 1,024,313	$ 1,024,313	$ 1,024,313

SECTION E - BUDGET ESTIMATES OF FEDERAL FUNDS NEEDED FOR BALANCE OF THE PROJECT

(a) Grant Program	FUTURE FUNDING PERIODS (YEARS)			
	(b)First	(c) Second	(d) Third	(e) Fourth
16.	$	$	$	$
17.				
18.				
19.				
20. TOTAL (sum of lines 16 - 19)	$	$	$	$

SECTION F - OTHER BUDGET INFORMATION

21. Direct Charges:

22. Indirect Charges:

23. Remarks:

STGi

Region V Technical Assistance Center
T/TA Assessment

PREVENTION AND EARLY INTERVENTION	STRENGTH	ACCEPTABLE	IMPROVEMENT AREA	NON COMPLIANCE	TRAINING TECHNICAL ASSISTANCE	RELEVANT DATA SOURCES – Check all that apply to this section; explain the relevance of any checked data source in the section below. **X** PIR **X** SA ☐ CA ☐ Outcomes **X** Other
PARENTS INVOLVED AS FULL PARTNERS		X				Opportunities are available for parents to be actively involved in their child's preschool experience. I.e. classroom volunteer, Policy Council, parent meetings/trainings, parent/child activities.
DETERMINATION OF ONGOING SOURCE OF CONTINUOUS CARE (MEDICAL AND DENTAL)	X					All mandatory screenings have been completed within the required timeframe. Follow-up screenings are administered by a school district speech pathologist or school psychologist. A mental health practitioner conducts classroom observations and participates in regular Teacher Assistance Team meetings.
DETERMINATION OF UP TO DATE SCHEDULE OF WELL CHILD CARE (MEDICAL AND DENTAL)	X					The Health Manager is a registered dietitian and assists the program with nutrition needs. BMI results are assessed throughout the year.
SCREENING FOR DEVELOPMENTAL, SENSORY, AND BEHAVIORAL CONCERNS	X					
CHILD HEALTH & SAFETY	X					Linkage Agreements with Community Health Care (CHC) and School Health Link to support families.
NUTRITION		X				Continue to promote a culture of safety, i.e., active supervision, head count boards, and safety checklists.
OTHER: _____						
REQUIRED TRAININGS: Annual Virtual Lab and GCN Trainings that meet HSPPS and local requirements.						Screening results are shared with parents.

HEALTH CARE TRACKING AND FOLLOW-UP	ST RE NG TH	AC CE PT AB LE	IM PR OV E M EN T AR EA	NON COM PLIAN CE	TRAINI NG TECHNI CAL ASSIST ANCE	RELEVANT DATA SOURCES – Check all that apply to this section; explain relevance of any checked data source in the comment section below. **X** PIR **X** SA ☐ CA ☐ Outcomes ☐ Other
TRACKING CHILD HEALTH SERVICES	X					ChildPlus is an effective method of tracking children's health records. This includes: medical, dental, immunizations, BMI, lead screening, and hemoglobin.
TREATMENT AND FOLLOW-UP – MEDICAL AND DENTAL	X					
SYSTEM OF ONGOING COMMUNICATION AMONG PARENTS, STAFF, AND PROVIDERS TO ENSURE FOLLOW-UP	X					
OTHER: ____						
REQUIRED TRAININGS: The Health Manager attends conferences and webinars to gather and share health updates with staff.						

DISABILITIES	STRENGTH	ACCEPTABLE	IMPROVEMENT AREA	NONCOMPLIANCE	TRAINING TECHNICAL ASSISTANCE	RELEVANT DATA SOURCES – Check all that apply to this section; explain the relevance of any checked data source in the comment section below. **X** PIR **X** SA **X** CA **X** Outcomes ☐ Other
PROCEDURES FOR TIMELY SCREENING	X					ChildPlus is an effective method of tracking children's screening information. All staff are provided with updates concerning disabilities and the referral process. Teacher Assistance Team meetings facilitate ongoing communication and support. The Director meets weekly with the evaluation team to discuss students, screenings, and any students who need to be, or are, in the referral process. The Director works closely with the LEA to support inclusion services.
INTERAGENCY AGREEMENTS WITH LEA	X					
PROCEDURES FOR MAKING REFERRALS TO THE LEA AND A SYSTEM TO TRACK SERVICES	X					
PROVIDE PARENTS WITH INFORMATION TO ENSURE UNDERSTANDING AND ADVOCACY	X					
PROVIDE STAFF WITH INFORMATION, GUIDANCE, AND RESOURCES TO ENSURE CHILDREN'S NEEDS ARE MET	X					
ALL SYSTEMS AND SERVICES SUPPORT FULL INCLUSION	X					
OTHER: ____						
REQUIRED TRAININGS: Annual Training related to inclusion and MTSS. New Family Service Workers are trained on speech and developmental screenings.						

MENTAL HEALTH	STRENGTH	ACCEPTABLE	IMPROVEMENT AREA	NON COMPLIANCE	TRAINING TECHNICAL ASSISTANCE	RELEVANT DATA SOURCES – Check all that apply to this section; explain the relevance of any checked data source in the comment section below. ☐ PIR **X** SA **X** CA **X** Outcomes ☐ Other
CERTIFIED/LICENSED MH PROFESSIONAL	X					Contract with Every Child to provide mental health services by a licensed provider.
PARENT INPUT RE: CHILD'S MH		X				Classroom observations and Teacher Assistance Team meetings are scheduled throughout the year.
REGULAR SCHEDULE OF ON-SITE MH CONSULTATION – SUFFICIENT FREQUENCY		X				Family Service Workers discuss mental health and resources with families during home visits.
MH ASSESSMENT					X	A parent meeting is offered annually that addresses mental health.
SYSTEM FOR MH REFERRALS		X				
MH INTERVENTIONS – CHILD, PARENTS, CLASSROOM	X					
STAFF AND PARENT EDUCATION		X				
OTHER ____						
REQUIRED TRAININGS: Conscious Discipline training is ongoing and recurring.						

CURRICULUM, ASSESSMENT, AND CHILD OUTCOMES	STRENGTH	ACCEPTABLE	IMPROVEMENT AREA	NON COMPLIANCE	TRAINING TECHNICAL ASSISTANCE	RELEVANT DATA SOURCES – Check all that apply to this section; explain the relevance of any checked data source in the comment section below. ☐ PIR **X** SA ☐ CA **X** Outcomes ☐ Other
WRITTEN CURRICULUM, LEARNING ENVIRONMENT, ADULT/CHILD INTERACTION, DAILY ROUTINE SUPPORT CHILDREN'S LEARNING AND DEVELOPMENT	X					Staff are trained in the Creative Curriculum, Teaching Strategies GOLD, the CLASS observation tool, I Am Moving, I Am Learning, Conscious Discipline, and other components of the curriculum. The CLASS Observation tool is used to assess adult/child interactions and provide data to drive professional development.
ONGOING ASSESSMENT	X					
PARENTS INVOLVED IN CURRICULUM PLANNING AND IMPLEMENTATION		X				
ANALYSIS AND USE OF CHILD OUTCOME DATA IN PROGRAM PLANNING INDIVIDUALIZATION SCHOOL READINESS GOALS: OTHER: ____ REQUIRED TRAININGS: The Head Start Education Manager attends conferences and webinars to gather and share information with staff. Annual training is provided related to curriculum, assessments, child outcomes, and CLASS.	X					The Teaching Strategies GOLD Assessment tool provides child outcome data and supports individualized planning. Analysis of child outcome data informs program planning and individualization at the classroom level. Parents receive curriculum objectives for learning and development at the initial home visit. Developmental progression conversations and goal setting occur with parents during home visits and conferences. Analysis of school-readiness goals provides program and classroom information to ensure children are making progress toward them. Teachers are invited to participate in curriculum decisions and planning. Fidelity checklists are used annually to support curriculum implementation. The Head Start Education Manager is part of the LEA Literacy Committee. The Director works with LEA to coordinate alignment of curriculum and screening components.

FAMILY PARTNERSHIP BUILDING	ST RE NG TH	AC CE PT AB LE	IM PR OV E M EN T AR EA	NON COM PLIAN CE	TRAINING TECHNICA L ASSISTAN CE	RELEVANT DATA SOURCES – Check all that apply to this section; explain the relevance of any checked data source in the comment section below. ☐ PIR **X** SA **X** CA **X** Outcomes ☐ Other
SERVICES SUPPORT FAMILY DIVERSITY		X				We partner with World Relief for assistance with enrolling refugee families. We partner with the RIMSD #41 translation coordinator to better meet the needs of multilingual families. Use the PFCE Framework to assess family strengths and needs and support families in setting and meeting goals. Referrals to community partners as needed.
FAMILY PARTNERSHIP AGREEMENT	X					
REFERRALS AND FOLLOW-UP		X				
ACCESS TO PRENATAL/POST-PARTUM CARE					X	
OTHER: ___						
REQUIRED TRAININGS: The Social Services Manager attends conferences and webinars to gather and share information with staff.						

PARENT INVOLVEMENT	STRENGTH	ACCEPTABLE	IMPROVEMENT AREA	NON COMPLIANCE	TRAINING TECHNICAL ASSISTANCE	RELEVANT DATA SOURCES – Check all that apply to this section; explain the relevance of any checked data source in the comment section below. X PIR X SA X CA X Outcomes ☐ Other
IN PLANNING					X	Parents are interviewed in person during the intake process and provided information about opportunities to become involved in their child's education. Family engagement activities are held throughout the year and are well attended. Parents receive pertinent community information at Policy Council meetings, which they then share at parent meetings. Parents participate in transition meetings and receive transition packets for their kindergarten-bound child. The program will continue to use the PFCE Framework to measure family progress.
PARENT VOLUNTEERS		X				
PARENT EDUCATION	X					
IN COMMUNITY ADVOCACY		X				
TRANSITION SERVICES	X					
OTHER: ___						
REQUIRED TRAININGS:						

COMMUNITY PARTNERSHIPS	STRENGTH	ACCEPTABLE	IMPROVEMENT AREA	NON COMPLIANCE	TRAINING TECHNICAL ASSISTANCE	RELEVANT DATA SOURCES – Check all that apply to this section; explain the relevance of any checked data source in the comment section below. ☐ PIR ☐ SA X CA ☐ Outcomes ☐ Other
COLLABORATION/INTERAGENCY AGREEMENTS	X					We have community collaborations and linkage agreements with many agencies. Community partners are invited to promote their services at family engagement events. Community partners visit the classrooms throughout the year to support curriculum and health initiatives. The Health and Mental Health Advisory Committee meets at least twice per year and includes community partners.
ACCESS TO COMMUNITY SERVICES	X					
COMMUNITY VOLUNTEERS	X					
HEALTH SERVICES ADVISORY COMMITTEE	X					
SERVICE AREA ADVISORY COMMITTEES					X	
OTHER: ___						
REQUIRED TRAININGS:						

ERSEA	STRENGTH	ACCEPTABLE	IMPROVEMENT AREA	NON COMPLIANCE	TRAINING TECHNICAL ASSISTANCE	RELEVANT DATA SOURCES – Check all that apply to this section; explain relevance of any checked data source in the comment section below. **X** PIR **X** SA **X** CA ☐ Outcomes ☐ Other
COMMUNITY ASSESSMENT	X					
ELIGIBILITY	X					In-person interviews are conducted to verify eligibility.
RECRUITMENT	X					Recruitment is ongoing to maintain an active waiting list, which is used to make placements as openings occur.
SELECTION	X					
ENROLLMENT	X					Parents are contacted within the first hour regarding unknown absences
ATTENDANCE		X				
OTHER: ____						ChildPlus is an effective method of tracking children's attendance.
REQUIRED TRAININGS: The Social Services Manager attends conferences and webinars to gather and share information.						Attendance percentage is reviewed for all children during FSW home visits; the importance of regular attendance and strategies for improvement are discussed.

FACILITIES, MATERIALS, EQUIPMENT, and TRANSPORTATION	STRENGTH	ACCEPTABLE	IMPROVEMENT AREA	NONCOMPLIANCE	TRAINING TECHNICAL ASSISTANCE	RELEVANT DATA SOURCES – Check all that apply to this section; explain the relevance of any checked data source in the comment section below. ☐ PIR **X** SA ☐ CA ☐ Outcomes **X** Other
FACILITY INSPECTIONS, MAINTENANCE, AND REPAIR		X				Bus and pedestrian safety training is provided at orientation. Bus and pedestrian safety is also included in the classroom curriculum. Bus evacuation drills are held three times per year.
SPACE ARRANGEMENTS		X				
USE OF MATERIALS AND EQUIPMENT	X					We have a contract with Johannes Bus Service to provide transportation to a limited number of classrooms, taking into account family needs.
PEDESTRIAN TRAINING, TRAIN DRIVERS AND RIDERS		X				
VEHICLE INSPECTIONS, MAINTENANCE, AND REPAIR		X				Classroom and facility maintenance locations are controlled by the LEA.
OTHER: _____ FACILITIES PURCHASE, RENOVATION, AND CONSTRUCTION						Equipment, materials, and spaces are updated as funds allow.
REQUIRED TRAININGS:						Teachers complete safety checklists regularly to document maintenance and repair needs.

MANAGEMENT SYSTEMS	STRENGTH	ACCEPTABLE	IMPROVEMENT AREA	NONCOMPLIANCE	TRAINING TECHNICAL ASSISTANCE	RELEVANT DATA SOURCES – Check all that apply to this section; explain relevance of any checked data source in the comment section below. **X** PIR **X** SA **X** CA **X** Outcomes **X** Other
PROGRAM PLANNING	X					The program uses ChildPlus and Google Suite.
COMMUNICATION	X					Maintaining current technology equipment in the classrooms can present financial challenges, but is supported by the LEA technology department.
RECORD KEEPING AND REPORTING		X				
ONGOING MONITORING	X					Program planning is guided by multiple data sources.
SELF ASSESSMENT		X				
TECHNOLOGY	X					
OTHER: _____						

REQUIRED TRAININGS: ____	
The management team attends QECs, webinars, and regional training offered by Head Start and its affiliates.	

PROGRAM GOVERNANCE	STRENGTH	ACCEPTABLE	IMPROVEMENT AREA	NONCOMPLIANCE	TRAINING TECHNICAL ASSISTANCE	RELEVANT DATA SOURCES – Check all that apply to this section; explain relevance of any checked data source in the comment section below. ☐ PIR **X** SA ☐ CA ☐ Outcomes **X** Other
POLICY COUNCIL STRUCTURE, COMPOSITION, AND FORMATION	X					
POLICY COUNCIL RESPONSIBILITIES (INCL. WRITTEN PLAN FOR SHARED GOVERNANCE)	X					Parents, community representatives, and a governing board member are active members of the Policy Council. Policy Council meetings are held monthly, with transportation and childcare provided. Additional committee meetings are held as needed.
PARENT COMMITTEES		X				
BOARD RESPONSIBILITIES	X					
INTERNAL DISPUTE RESOLUTION	X					
OTHER: ____						
REQUIRED TRAININGS: ____						

HUMAN RESOURCES MANAGEMENT	STRENGTH	ACCEPTABLE	IMPROVEMENT AREA	NONCOMPLIANCE	TRAINING TECHNICAL ASSISTANCE	RELEVANT DATA SOURCES – Check all that apply to this section; explain relevance of any checked data source in the comment section below. **X** PIR **X** SA **X** CA ☐ Outcomes **X** Other

	STRENGTH	ACCEPTABLE	IMPROVEMENT AREA	NON COMPLIANCE	TRAINING TECHNICAL ASSISTANCE	
SUPERVISION AND MANAGEMENT	X					Human Resource systems are being integrated with the LEA Human Resources Department.
STAFF QUALIFICATIONS		X				
PROFESSIONAL DEVELOPMENT SYSTEM	X					Professional development opportunities are available through the local STAR Net, the Regional Office of Education, the OHS, ECKLC, LEA, and internal training.
PERFORMANCE APPRAISAL SYSTEM		X				
ORGANIZATIONAL STRUCTURE	X					Teaching staff use tuition assistance for continuing education degrees and CDA programs.
WAGE COMPARABILITY	X					
CODE OF CONDUCT/PERSONNEL POLICIES	X					Each staff member has a professional development plan that is updated annually. Action plans and remediation plans are utilized as needed.
OTHER: ____						
REQUIRED TRAININGS: ____						Based on recent wage studies, our program offers competitive salaries and benefits, but will need to increase in line with the revised HSPPS by 2031.

FISCAL MANAGEMENT	STRENGTH	ACCEPTABLE	IMPROVEMENT AREA	NON COMPLIANCE	TRAINING TECHNICAL ASSISTANCE	RELEVANT DATA SOURCES – Check all that apply to this section; explain the relevance of any checked data source in the comments section.
						☐ PIR **X** SA ☐ CA ☐ Outcomes **X** Other
ACCOUNTING AND BUDGETING PRACTICES	X					We continue to maintain a strong working relationship with the school district's fiscal department to ensure sound, efficient budget management.
ADMINISTRATIVE COSTS	X					
NON-FEDERAL SHARE – allowable, documentation of	X					The director meets quarterly with the finance department to ensure budget efficacy.
PROPERTY MANAGEMENT – use allowance, appraisals	X					
PROCUREMENT	X					
USDA AND FOOD COSTS	X					
AUDIT AND MANAGEMENT LETTER	X					
COST ALLOCATION PLAN	X					
DRAW DOWNS	X					
FISCAL SUPPORT OF PROGRAM SERVICES	X					
OTHER: ____						
REQUIRED TRAININGS: ____						

NATIONAL INITIATIVES	STRENGTH	ACCEPTABLE	IMPROVEMENT AREA	TRAINING TECHNICAL ASSISTANCE	RELEVANT DATA SOURCES – Check all that apply to this section; explain the relevance of any checked data source in the comments section. ☐ PIR ☐ SA ☐ CA ☐ Outcomes ☐ Other
HEALTHY MARRIAGE				X	Child outcome data is analyzed in the fall, winter, and spring to support Kindergarten readiness.
FATHERHOOD		X			The program will continue to encourage male role models to participate in developmental experiences and to engage in the program.
STEPS TO SUCCESS				X	
THE MANAGEMENT INITIATIVE				X	
I Am Moving, I Am Learning (IMIL)	X				Internal CLASS assessments help drive professional development and individualized support for teaching teams.
PFCE Framework Kindergarten Readiness CLASS	X X X				A curriculum committee composed of teaching staff analyzes child outcomes data and sets annual program goals.

GRANTEE NAME: Rock Island/Milan School District #41   GRANT #:05CH013263
DIRECTOR: Nicole Berry HS: X EHS: ☐ Both: ☐
PY:2026/2027 FUNDING CYCLE: _____
PO: Yaidettee Noriega TAS/STATE: Verlinda Sims
DATE COMPLETED: 2/2026
DATE UPDATED: 02/2026

STG _____|_____|_____
Region V Technical Assistance Network
Grantee T/TA Plan

Grantee T/TA Plan

Grantee Profile

T/TA AREAS COVERED IN THE TA PLAN:
X PREVENTION AND EARLY INTERVENTION
X HEALTH CARE TRACKING AND FOLLOW-UP
X DISABILITIES
X MENTAL HEALTH
X CURRICULUM, ASSESSMENT, AND CHILD OUTCOMES
X FAMILY PARTNERSHIP BUILDING
X PARENT INVOLVEMENT
X COMMUNITY PARTNERSHIPS
X FACILITIES, MATERIALS, EQUIPMENT, AND TRANSPORTATION
X MANAGEMENT SYSTEMS
X HUMAN RESOURCES MANAGEMENT
X FISCAL MANAGEMENT
X NATIONAL INITIATIVES

Comments:

Based on Self-Assessment

PREVENTION AND EARLY INTERVENTION

<table>
<tr><td colspan="7">Goal: Promote the health and safety of all children

Objective: Provide training and resources to staff to ensure health and safety in the classroom</td></tr>
<tr><th>T/TA Activities</th><th>Person(s) Responsible</th><th>Timeframe</th><th>Outcomes</th><th>Performance Measures</th><th colspan="2">Resources</th></tr>
<tr><td>Provide First Aid and CPR training for staff</td><td>Health Manager</td><td>July 2026 – June 2027</td><td>Staff members will receive appropriate certification and demonstrate skills in First Aid and CPR</td><td>Certification for First Aid and CPR</td><td>First Aid and CPR</td><td>1,200</td></tr>
<tr><td>Additional health, safety, and nutrition training</td><td>Health Manager, Program Assistant</td><td>July 2026 – June 2027</td><td>Growth in professional development in health, safety, and nutrition</td><td>Evaluation forms, certificates</td><td>IHSA, NHSA, IMIL, Local Training</td><td>1,000</td></tr>
<tr><td>Travel and expenses to attend training in the early childhood field</td><td>Director, Health Manager</td><td>July 2026 – June 2027</td><td>Knowledge of current trends and issues in the early childhood field</td><td>Evaluation of Sessions</td><td>NHSA, IHSA, NAEYC, Local Agencies</td><td>700</td></tr>
<tr><td colspan="7">Goal: Promote health and nutrition with families

Objective: Provide families with opportunities related to health and nutrition</td></tr>
<tr><th>T/TA Activities</th><th>Person(s) Responsible</th><th>Timeframe</th><th>Outcomes</th><th>Performance Measures</th><th colspan="2">Resources</th></tr>
<tr><td>I Am Moving I Am Learning (IMIL) annual family event</td><td>Health Manager, Education Manager</td><td>July 2026 – June 2027</td><td>Parents will engage in activities and games with their children to promote healthy lifestyle choices</td><td>Evaluation Forms</td><td>IMIL Materials, Community Partners</td><td>1,000</td></tr>
<tr><td>Provide families with training and opportunities that align with their health and nutrition, PFCE Goal</td><td>Managers</td><td>July 2026 – June 2027</td><td>Increase family awareness of community partners that can assist in meeting family goals</td><td>Outcome measures</td><td>Community Partners, headstart.gov</td><td></td></tr>
<tr><td>Area Budget Total</td><td></td><td></td><td></td><td></td><td>$</td><td>$3,900</td></tr>
</table>

HEALTH CARE TRACKING AND FOLLOW-UP

<table>
<tr><td colspan="6">Goal: Effectively use technology for referrals, health care tracking, and follow-up

Objective: Implement Child Plus and other technology</td></tr>
<tr><td>T/TA Activities</td><td>Person(s) Responsible</td><td>Timeframe</td><td>Outcomes</td><td>Performance Measures</td><td>Resources</td></tr>
<tr><td>Provide technology training as needed. I.e. Child Plus and Google Suite</td><td>Managers</td><td>July 2026 – June 2027</td><td>Staff will utilize digital platforms for health tracking, community referrals, and other required reporting procedures</td><td>PIR, Attendance, Child Plus reports</td><td>Child Plus, Community Resources, Google Suite</td></tr>
<tr><td>Area Budget Total</td><td></td><td></td><td></td><td></td><td>$ $0</td></tr>
</table>

DISABILITIES SERVICES

<table>
<tr><td colspan="6">Goal: Head Start teachers and Family Service Workers will recognize developmental and social-emotional concerns

Objective: Family Service Workers and teachers will collaborate to provide interventions, resources, and referrals to meet individual child needs</td></tr>
<tr><td>T/TA Activities</td><td>Person(s) Responsible</td><td>Timeframe</td><td>Outcomes</td><td>Performance Measures</td><td>Resources</td></tr>
<tr><td>Social-Emotional, Developmental, and Speech Screening</td><td>Director, ERSEA Manager, Family Service Workers, Teachers</td><td>Ongoing</td><td>Ages & Stages SE and 3, ESI, Speech and Language screenings will be completed at intake and within 45 days of enrollment</td><td>Screening Results</td><td>Ages & Stages SE and 3, ESI, Speech and Language screenings   400</td></tr>
<tr><td>Area Budget Total</td><td></td><td></td><td></td><td></td><td>$400</td></tr>
</table>

MENTAL HEALTH SERVICES

<table>
<tr><td colspan="6">Goal: Support the mental health of teachers and children in the classroom

Objective: Provide staff with strategies for promoting positive classroom behavior and managing challenging behaviors</td></tr>
<tr><td>T/TA Activities</td><td>Person(s) Responsible</td><td>Timeframe</td><td>Outcomes</td><td>Performance Measures</td><td>Resources</td></tr>
<tr><td>Teacher Assistance Team (TAT) meetings throughout the year to support teaching staff and provide interventions. Additional mental health observations to support individualization and potential play therapy needs.</td><td>Health Manager</td><td>Ongoing</td><td>Assist teachers in handling challenging behaviors and developmental delays. Discuss potential referrals and the applicable support tiers.</td><td>Classroom Observation, Teacher Documentation</td><td>Health Manager, Education Manager, Mental Health Consultant, Family Service Worker, Teaching Team,</td></tr>
</table>

					Conscious Discipline		
Provide a variety of activities and resources that promote all aspects of staff wellness	Director, Managers	July 2026 – June 2027	Promote healthy well-being	Survey	Various community mental health and health providers, a monthly staff newsletter		3,450
Continue training related to trauma and social-emotional support, including Conscious Discipline and CLASS training	Education Manager	Ongoing	Support and strengthen teachers' application of Conscious Discipline, support of self-regulation skills, social-emotional development, and positive classroom interactions.	Training Certificates & Evaluations	Conscious Discipline, CLASS Trainings, Local and National Training		

Goal: Support the mental health of families
Objective: Assist staff in recognition of mental health issues and ways to support families

T/TA Activities	Person(s) Responsible	Timeframe	Outcomes	Performance Measures	Resources		
Training on various mental health topics	Director	July 2026 – June 2027	Inform staff and assist families in forming more appropriate classroom and home behavior	Evaluations, Training Certificates	Child Plus, Contracted Mental Health Consultant, TAT & Applicable Conferences		500
Area Budget Total							$3,950

CURRICULUM, ASSESSMENT, AND CHILD OUTCOMES

Goal: Staff will use the Creative Curriculum with fidelity
Objective: Use a variety of training techniques to keep the Creative Curriculum fresh and intentional

T/TA Activities	Person(s) Responsible	Timeframe	Outcomes	Performance Measures	Resources		
Monitor Creative Curriculum Fidelity	Director, Education Manager	Ongoing	Ongoing support and training using the Creative Curriculum Fidelity Tool	Classroom Observations, District Walk Throughs & Review of Lesson Plans	Creative Curriculum Resources		
Continue training and support related to Creative Curriculum Studies	Director, Education Manager	July 2021 – June 2027	Teachers will utilize Creative Curriculum Digital Resources and Studies	Classroom Observations, District Walk Throughs & Review of Lesson Plans	Creative Curriculum Teaching Guides, Teaching Strategies Smarteach & Digital Resources		

Goal: New staff will successfully implement primary curriculum components
Objective: New teaching staff will complete training in Creative Curriculum, Conscious Discipline, and CLASS

T/TA Activities	Person(s) Responsible	Timeframe	Outcomes	Performance Measures	Resources		
Provide specific training for new hires on the implementation of primary curriculum components	Education Manager	As Needed	Staff will successfully implement the curriculum with fidelity	Child Outcomes, Classroom Observations, Training Certificates	Teaching Strategies Creative Curriculum Smarteach and GOLD, Conscious Discipline, CLASS Primer		300
Twelve-month onboarding process	Director Education Manager	Ongoing	New staff will work with a mentor and meet with the supervisor quarterly for evaluation and professional development planning	Onboarding Performance Appraisal	Teaching Strategies: Creative Curriculum and GOLD, Conscious Discipline, CLASS, HSPPS, ELOF, RIMSD Policies		

Goal: Continue to support social-emotional development and positive interactions in the classroom

Objective: Provide ongoing training to support Conscious Discipline and CLASS growth

T/TA Activities	Person(s) Responsible	Timeframe	Outcomes	Performance Measures	Resources		
Continue training and support using the CLASS Assessment tool and CLASS Primer	Education Manager	Ongoing	CLASS scores will continue to improve	CLASS Assessment Tool, Training Certificates	Teachstone, CLASS Primer, NCQTL, CLASS-Reliable Observers		500
Continue Conscious Discipline training and support, including the Feeling Buddies curriculum.	Director, Education Manager	Ongoing	Support and strengthen teachers' skills in Conscious Discipline and support of self-regulation skills	Classroom Observations, Lesson Plans, Training Certificates	Conscious Discipline, ROE		3500
Use the CLASS tool to observe classroom interactions with the Education Manager and CLASS-Reliable Observers	Director, Education Manager	Biannually	Classroom teachers will provide quality interactions with children in their classroom	CLASS Assessment Tool	Teachstone, CLASS Primer, Observations		

Goal: Utilize Practice-Based Coaching methods to support positive changes in teaching practices

Objective: Support teaching staff through Practice-Based Coaching

T/TA Activities	Person(s) Responsible	Timeframe	Outcomes	Performance Measures	Resources		
Use a systematic approach to professional development that includes Practice-Based Coaching	Director, Education Manager	July 2026 – June 2027	Teaching staff complete an annual needs assessment to guide the coaching plan, including intensive and group coaching options.	PBC Plans, CLASS Observations, General Observations, Professional Development Plan Goal, NCPMI Meeting Forms	NCQTL Practice-Based Coaching Resources, Teaching Practices, CLASS Resources, NCPMI		

Goal: Teachers will maintain Interrater Reliability using the Teaching Strategies GOLD Assessment Tool

Objective: Staff will continue to use the online assessment tool to guide individualized instruction

T/TA Activities	Person(s) Responsible	Timeframe	Outcomes	Performance Measures	Resources		
Teachers will maintain Interrater Reliability certification with supplemental training as needed	Director, Education Manager	July 2026 – June 2027	Ongoing training and updates regarding the Teaching Strategies GOLD Assessment Tool	Teaching Strategies GOLD Interrater Reliability Certification	Teaching Strategies Smarteach and GOLD		

Goal: Attend training for professional development
Objective: Staff will attend training according to needs identified in Professional Development Plans

T/TA Activities	Person(s) Responsible	Timeframe	Outcomes	Performance Measures	Resources		
Travel and expenses to attend training in the early childhood field	Director, Education Manager, Teachers & Asst. Teachers	July 2026 – June 2027	Knowledge of current trends and issues in the early childhood field that will contribute to child outcomes	Evaluation of Sessions, Training Certificates	NHSA, IHSA, NAEYC, Conscious Discipline, Local Agencies		1,200

Goal: Assess progress toward School Readiness Goal (SRG) annually
Objective: Assess progress toward SRG annually as part of the self-assessment process

T/TA Activities	Person(s) Responsible	Timeframe	Outcomes	Performance Measures	Resources		
SRG will be assessed and revised if necessary as part of a data-informed continuous improvement cycle	Director, Education Manager, Curriculum Committee	July 2026	Monitor child outcomes each period to measure growth and opportunities for growth	Analysis of child outcomes using the GOLD assessment data	Creative Curriculum, IMIL, Conscious Discipline, Second Step		
Area Budget Total							$5,500

FAMILY PARTNERSHIP BUILDING

Goal: Staff will attend training to learn skills to more effectively help families deal with challenging issues
Objective: Staff will help families learn strategies to deal with challenges impacting their family

T/TA Activities	Person(s) Responsible	Timeframe	Outcomes	Performance Measures	Resources		
FSW will have the opportunity to attend local training, such as the Annual Every Child Conference.	Social Services Manager, Director	March 2026	Staff will be better equipped to assist families dealing with violence and trauma issues	Professional Development Plan, Attendance Certificates	Local Training		1,300
Continue to expand translation services and community programs with staff	Social Services Manager, Director	July 2026 – June 2027	Improved family involvement and services to refugee and immigrant families	Family Partnership Agreements, Teacher Home Visits	RIMSD #41 Translation Coordinator, local churches, World Relief	140	

Goal: Provide staff with training opportunities to better assist families' unique situations
Objective: Seek out training opportunities for staff to assist families dealing with various kinds of trauma

T/TA Activities	Person(s) Responsible	Timeframe	Outcomes	Performance Measures	Resources		
Enhance family partnerships by continuing to seek out training for social service staff related to topics relevant to our families, such as homelessness, refugee acclimation, violence, human trafficking, opioid addictions, and community violence	Director, Social Services Manager	July 2026 – June 2027	Provide staff training to support families	Training Certificates, PIR	NHSA, IHSA, ROE, Local Meetings and Training		1,200
Goal: Increase family and child access to developmentally appropriate books in home languages **Objective: Parents and teachers will have access to books in different languages**							
T/TA Activities	Person(s) Responsible	Timeframe	Outcomes	Performance Measures	Resources		
Expand resources to enhance MLstudent's development of literacy skills in the home language of ML students	Education Manager	July 2026 – June 2027	Parents will read with their children at home	ML Books and Resources	Resource Lending Library, Classroom Resources, Program Activities		600
Area Budget Total						$140	$3,100

COMMUNITY PARTNERSHIPS

Goal: Continue to increase the family's connections to community resources **Objective: Increase staff awareness of new community resources to inform families of new options**							
T/TA Activities	Person(s) Responsible	Timeframe	Outcomes	Performance Measures	Resources		
Attend collaborative meetings locally and regionally	Social Services Manager	Ongoing	Keep staff informed about community resources and guide program decisions based on community trends and needs.	PIR, ChildPlus	Local and Regional Agencies	300	
Travel and expenses to attend training in the early childhood field	Director, Social Services Manager, Family Service Workers	July 2026 – June 2027	Knowledge of current trends and issues in the early childhood field	Evaluation of Sessions, Training Certificates	NHSA, IHSA, NAEYC, Local Agencies		1,000
Provide parents with information on services available in the community	Social Services Manager	Ongoing	Parents will receive information about how to access services in the community	Resource Directory	Resource Directory, Flyers	500	
Area Budget Total						$800	$1,000

PARENT INVOLVEMENT

Goal: Continue to offer comprehensive services and training opportunities for parents

Objective: Parents will utilize comprehensive service offerings							
T/TA Activities	**Person(s) Responsible**	**Timeframe**	**Outcomes**	**Performance Measures**	**Resources**		
Utilize home visits in addition to parent orientation to emphasize the comprehensive services that we offer	Social Services Manager, Teachers, and Family Service Workers	July 2026 – June 2027	Parents will take advantage of the comprehensive services offered	PFCE Measures, Evaluations, ChildPlus	Community Partners, Community Resource Directory, ChildPlus		
Continue to offer parent training opportunities monthly	All Managers	July 2026 – June 2027	Strengthened parenting skills and family goals addressed	Evaluations, Attendance	Born Learning, Parenting Classes, Center Meetings, Community Partners		1,587
Analyze evaluations after each parent training or event	Director, Managers	Ongoing	Analyze evaluations after each parent training or event to measure impact on PFCE goals	Evaluations	PFCE Measures, ChildPlus		
Goal: Increase inclusion and sensitivity of diverse family units and parent role models							
Objective: Encourage guardian participation in training events							
T/TA Activities	**Person(s) Responsible**	**Timeframe**	**Outcomes**	**Performance Measures**	**Resources**		
Family engagement and training events, including the Fatherhood Initiative	Social Services Manager/Parent Involvement, Director	July 2026 – June 2027	Recognize parent participation, including male role models, train parents on low-cost activities they can do with their child, and network with community partners.	Sign-in sheets, Evaluations	Classroom Volunteer Sheets, Activity Sign-in Sheets, Community Partners		4,375
Expand resources and visuals to reflect family units of classrooms	Education Manager, Teachers	July 2026 – June 2027	Children will identify with families like their own and other types of family units	Classroom Explorations, RIMSD District Walkthrough Form	Posters, Block Accessories, Books		1,000
Area Budget Total						$	$6,962

ERSEA

Goal: Maintain funded enrollment, improve classroom attendance, and improve recruitment techniques							
Objective: Staff will stay current on ERSEA information							
T/TA Activities	**Person(s) Responsible**	**Timeframe**	**Outcomes**	**Performance Measures**	**Resources**		
Provide staff training on ERSEA and safety issues	Social Services Manager, Family Service Workers	July 2026 – June 2027	Staff will stay informed of current ERSEA updates, maintain safety practices while recruiting, and emphasize the importance of attendance with families	Enrollment, recruitment, and Monthly Attendance Reports	NHSA, IHSA, Local Agencies, ChildPlus		500
Area Budget Total						$	$500

SYSTEMS

Goal: Engage Governing Board

Objective: Provide training and opportunities for the Governing Board to engage with the program							
T/TA Activities	**Person(s) Responsible**	**Timeframe**	**Outcomes**	**Performance Measures**	**Resources**		
Provide governance training to each new Board of Education member and Policy Council member	Director	October 2026	Each board member & Policy Council member will be knowledgeable about Head Start Performance Standards and their role and responsibilities	Members will be able to identify their roles & responsibilities	Policy Council Training Packet, headstart.gov		100
Upon availability, send Governing Board Members or Policy Council members to state or national training	Director	July 2026 – June 2027	Board or Policy Council members will attend training	Members will be able to identify their roles & responsibilities	NHSA, IHSA, Local Agencies		1,225
Goal: Continue to provide training assistance in Child Plus **Objective: Ongoing training in Child Plus to improve efficiency, data analysis, and PIR collection**							
T/TA Activities	**Person(s) Responsible**	**Timeframe**	**Outcomes**	**Performance Measures**	**Resources**		
Continue to provide Child Plus training as needed	Director	July 2026 – June 2027	Staff will continue to increase knowledge and skills related to Child Plus	PIR, Training Certificates, Database	Child Plus		1,000
Continue to look for ways to improve forms and systems to maximize efficiency	Director	July 2026 – June 2027	Streamline forms and digital practices to align with Child Plus	Child Plus	Child Plus		
Area Budget Total						$	$2,325

HUMAN RESOURCES MANAGEMENT

Goal: Attend training to stay abreast of policies and regulations relating to Human Resources **Objective: Staff will attend training according to needs identified.**					
T/TA Activities	**Person(s) Responsible**	**Timeframe**	**Outcomes**	**Performance Measures**	**Resources**
Travel and expenses to attend training related to Human Resources	Administrative staff	Ongoing	Knowledge of current policies related to Human Resources	Evaluation of training	RIMSD Policies, IHSA, NHSA, Local Training		150
Goal: Staff will continue to meet education and training requirements according to HSPPS **Objective: Provide financial support for training or coursework related to qualifications**					

T/TA Activities	Person(s) Responsible	Timeframe	Outcomes	Performance Measures	Resources		
Accredited college coursework for staff working on completion of AA in Child Development	Education Manager	Ongoing	To provide means for staff to obtain the required degrees for employment	Professional Development Plans	Black Hawk College, Scott Community College	3,100	
Accredited college coursework for staff working on a Bachelor's Degree in ECE or Teaching Certification	Education Manager	Ongoing	To provide means for staff to obtain the required degrees for employment	Professional Development Plans	Universities/Colleges with ECE Programs	10,000	
CDA certifications and renewal	Education Manager	Ongoing	To provide a means for staff to obtain the required certifications for employment	Professional Development Plans	CDA-approved training and coursework, CDA Application		2,420
Area Budget Total						$13,100	$2,570

<p align="center">**FISCAL MANAGEMENT**</p>

Goal: Attend training to stay abreast of policies and regulations relating to Fiscal Management Objective: Staff will attend training based on identified needs.							
T/TA Activities	**Person(s) Responsible**	**Timeframe**	**Outcomes**	**Performance Measures**	**Resources**		
Travel and expenses to attend training related to Fiscal Management	Administrative Staff	Ongoing	Knowledge of current policies related to fiscal management	Evaluation of training	IHSA, NHSA, Local Training		150
Professional Memberships	Director	Yearly	Memberships will keep staff up-to-date on trends in Head Start and will allow staff to attend state and local training at a discounted rate	IHSA, NHSA	IHSA, NHSA	2,260	
Area Budget Total						$2,260	$150

	PA 22	PA 20
Grand Total Budget		
	$16,300	$30,357

2026-2027 Salary Schedule

1.5% INCREASE		
Managers - Education, Health/Nutrition, & Social Services		
# Years	**BA or BS**	**MA**
1	$53,427	$56,632
2	$54,495	$57,765
3	$55,585	$58,920
4	$56,697	$60,098
5	$57,831	$61,300
6	$58,987	$62,526
7	$60,166	$63,777
8	$61,370	$65,052
9	$62,598	$66,354
10	$63,851	$67,681
11	$65,127	$69,035
12	$66,430	$70,416
13	$67,758	$71,824
14	$69,113	$73,261
15	$70,496	$74,726
16	$71,906	$76,220
17	$73,344	$77,745
18	$74,811	$79,300

Family Service Workers		
# Years	**BA**	**MA**
1	$44,748	$46,985
2	$45,644	$47,925
3	$46,557	$48,884
4	$47,489	$49,863
5	$48,439	$50,861
6	$49,408	$51,878
7	$50,397	$52,916
8	$51,405	$53,975
9	$52,433	$55,055
10	$53,481	$56,156
11	$54,551	$57,279
12	$55,642	$58,425
13	$56,755	$59,595
14	$57,890	$60,787
15	$59,048	$62,003
16	$60,229	$63,244
17	$61,434	$64,509

18	$62,663	$65,800
19	$63,941	$67,117
20	$65,220	$68,460
21	$66,524	$69,487

Preschool Teacher Salary Schedule-Hrly Rate - 180 Days (1,414 Hrs.) - (8 hrs. per day when children are present)

# Years	CDA w/ECE Degree in Progress	AA - ECE, or AA - Non ECE + CDA or EC Equivalency*	BA - ECE, or BA - Non ECE + CDA or EC Equivalency*	BA/State Teacher License/Certificate or MA no Certificate	MA with Certificate
1	$28,374	$28,948	$33,010	$42,411	$44,535
2	$28,942	$29,527	$33,670	$43,259	$45,426
3	$29,521	$30,117	$34,343	$44,124	$46,335
4	$30,111	$30,720	$35,030	$45,006	$47,261
5	$30,713	$31,334	$35,731	$45,906	$48,206
6	$31,328	$31,961	$36,446	$46,825	$49,171
7	$31,954	$32,600	$37,174	$47,762	$50,154
8	$32,593	$33,252	$37,918	$48,717	$51,157
9	$33,245	$33,917	$38,676	$49,691	$52,180
10	$33,910	$34,595	$39,450	$50,685	$53,224
11	$34,588	$35,287	$40,239	$51,699	$54,288
12	$35,280	$35,993	$41,044	$52,733	$55,374
13	$35,986	$36,713	$41,864	$53,788	$56,482
14	$36,705	$37,447	$42,702	$54,864	$57,611
15	$37,439	$38,196	$43,556	$55,961	$58,763
16	$38,188	$38,960	$44,427	$57,081	$59,939
17	$38,952	$39,739	$45,315	$58,222	$61,138
18	$39,731	$40,534	$46,222	$59,387	$62,361
19				$60,574	$63,608
20				$61,786	$64,880
21				$63,021	$66,177

Preschool Teacher Salary Schedule-Hrly Rate - 180 Days (1,266 Hrs.)- (7 hrs. per day)

# Years	CDA w/ECE Degree in Progress	AA - ECE, or AA - Non ECE + CDA or EC Equivalency*	BA - ECE, or BA - Non ECE + CDA or EC Equivalency*	State Teacher License/Certificate or MA No Certificate	MA with Certificate
1	$25,407	$25,914	$30,435	$37,970	$39,869
2	$25,916	$26,432	$31,043	$38,729	$40,666
3	$26,434	$26,961	$31,664	$39,505	$41,481
4	$26,963	$27,500	$32,298	$40,293	$42,308

2026-2027 Salary Schedule

5	$27,502	$28,050	$32,944	$41,099	$43,155
6	$28,052	$28,611	$33,602	$41,922	$44,018
7	$28,613	$29,183	$34,274	$42,760	$44,898
8	$29,185	$29,767	$34,960	$43,616	$45,797
9	$29,769	$30,362	$35,659	$44,488	$46,713
10	$30,364	$30,970	$36,372	$45,379	$47,647
11	$30,972	$31,589	$37,100	$46,295	$48,610
12	$31,591	$32,221	$37,842	$47,211	$49,572
13	$32,223	$32,865	$38,599	$48,155	$50,562
14	$32,867	$33,522	$39,371	$49,119	$51,575
15	$33,525	$34,193	$40,158	$50,101	$52,606
16	$34,195	$34,877	$40,961	$51,102	$53,657
17	$34,879	$35,574	$41,780	$52,124	$54,731
18	$35,577	$36,286	$42,616	$53,167	$55,825
19				$54,230	$56,942
20				$55,315	$58,081
21				$56,422	$59,243

Assistant Teacher Salary Schedule - 180 Days (1,266 Hrs.)

# Years	High School Diploma w/ECE in Progress**	CDA	AA or BA - Non ECE w/ECE in Progress**	AA - ECE, or AA - Non ECE + CDA or EC Equivalency*	BA - ECE, or BA - Non ECE + CDA or EC Equivalency*
1	$18.91	$19.29	$19.67	$20.07	$20.47
2	$19.29	$19.67	$20.07	$20.47	$20.89
3	$19.67	$20.07	$20.47	$20.89	$21.32
4	$20.07	$20.47	$20.89	$21.32	$21.74
5	$20.47	$20.89	$21.32	$21.74	$22.18
6	$20.89	$21.32	$21.74	$22.18	$22.62
7	$21.32	$21.74	$22.18	$22.62	$23.08
8	$21.74	$22.18	$22.62	$23.08	$23.55
9	$22.18	$22.62	$23.08	$23.55	$24.01
10	$22.62	$23.08	$23.55	$24.01	$24.49
11	$23.08	$23.55	$24.01	$24.49	$24.98
12	$23.55	$24.01	$24.49	$24.98	$25.48
13	$24.01	$24.49	$24.98	$25.48	$25.98
14	$24.49	$24.98	$25.48	$25.98	$26.50
15	$24.98	$25.48	$25.98	$26.50	$27.03
16	$25.48	$25.98	$26.50	$27.03	$27.57
17	$25.98	$26.50	$27.03	$27.57	$28.12
18	$26.50	$27.03	$27.57	$28.12	$28.67

*Definitions of Equivalences - NAEYC Accreditation of Early Learning Programs

Expected Credential/Degree	NAEYC - defined Equivalency
Child Development Associate credential awarded by the Council for Professional Recognition	A minimum of 12 college credits (semester hours) in early childhood education, child development, elementary education, or early childhood special education that encompass the following: child development and learning of children birth through kindergarten; family and community relationships; observing, documenting, and assessing young children; teaching and learning; and professional practices and development
Associate's degree in child development - early childhood education	60 college credits, with 30 college credits (semester hours) in child development - early childhood education, child development, elementary education, or early childhood special education that encompass the following: child development and learning of children birth through kindergarten; family and community relationships; observing, documenting, and assessing young children; teaching and learning; and professional practices and development, including relevant field-based experience
Baccalaureate Degree in early childhood education, child development, elementary education, or early childhood special education that encompasses the following: child development and learning of children birth through kindergarten; family and community relationships; observing, documenting, and assessing young children; teaching and learning; and professional practices and development	A baccalaureate degree in any discipline, with a minimun of 36 college credits (semester hours) in early childhood education, child development, elementary education, or early childhood special education that encompass the following: child development and learning of children birth through kindergarten; family and community relationships; observing, documenting, and assessing young children; teaching and learning; and professional practices and development, including relevant field-based experience

Program Assistants

# Years	High School Diploma	AA	BA
1	$19.67	$20.07	$20.47
2	$20.06	$20.47	$20.88
3	$20.47	$20.88	$21.30
4	$20.87	$21.29	$21.73
5	$21.29	$21.72	$22.16
6	$21.72	$22.16	$22.60
7	$22.15	$22.60	$23.06
8	$22.60	$23.05	$23.52
9	$23.05	$23.51	$23.99
10	$23.51	$23.98	$24.47
11	$23.98	$24.46	$24.96