

# Moody Early Childhood Center

## 2021-2022 Goals and Performance Objectives

**Goal 1:** Increase student access to high-quality early childhood education in order to enter kindergarten prepared to succeed and become lifelong learners.

**Performance Objective 1:**

Increase and maintain the number of students enrolled in the Moody Early Childhood Center PK program to 150 full-time students by opening new classrooms for the 2020-2021 school year.

**Performance Objective 2:**

MECC will participate in job fairs in-person or virtually to recruit and hire high-quality and motivated staff that exemplifies the Core Values of MECC.

**Performance Objective 3:**

100% of MECC PK staff will be highly trained in early childhood education to meet and exceed all state requirements.

**Performance Objective 4:**

100% of MECC staff will participate in high-quality professional development opportunities as well as on site coaching that is aligned with school-wide goals or to meet staff individual needs.

**Performance Objective 5:**

MECC will open a PK4 classrooms serving students who attended the center prior to PK3.

**Performance Objective 6:**

90% of students attending the PK4 class will be assessed as "Kindergarten ready" prior to enrolling in Galveston ISD kindergarten program.

**Performance Objective 7:**

PK student performance data will be extrapolated and uploaded into the TCDS system in a timely manner.

**Goal 2:** Increase all families' connectedness and participation in school, and community by expanding their knowledge and access to resources and educational opportunities.

**Performance Objective 1:**

MECC will receive input from parents and caregivers on family engagement activities and topics.

**Performance Objective 2:**

MECC will allocate resources appropriate to facilitate a high-quality family engagement program, including funding for personnel, contracted services for presenters, supplies and materials, as well as travel.

**Performance Objective 3:**

MECC will work with partnering agencies to provide monthly family engagement activities and workshops.

**Performance Objective 4:**

MECC will implement strategies learned in Ruby Payne "A Framework for Understanding Poverty" and "Getting Ahead in a Just Getting By World" in family engagement class discussions/meetings.

**Performance Objective 5:**

Implement and track family engagement and family goals using Optima case management and reporting software.

**Performance Objective 6:**

75% of the identified MECC families will meet or exceed all of their individually set family development goals.

**Goal 3:** Ensure all resources, including staffing, physical resources, school organization, and educational resources are aligned to strengthen and support our work in implementing our School Strategic Plan and our School Vision

**Performance Objective 1:**

100% of staff will be assigned a Lead Teacher as their mentor to meet, observe, and coach them no less than once a month.

**Performance Objective 2:**

100% of new employees will receive continuous feedback throughout their 90-day probationary period and will receive a performance evaluation at their 60-day benchmark.

**Performance Objective 3:**

100% of staff will receive ongoing walkthrough documentation for compliance and performance, including those evaluated through TTESS.

**Performance Objective 4:**

Implement a time management system to monitor staff attendance rate for the 2020-2021 school year.

**Performance Objective 5:**

Student attendance rate will maintain a 92% for the 2020-2021 school year.

**Performance Objective 6:**

MECC will provide supplies and materials such as classroom furniture, communication system, curriculum, technology, materials, and equipment necessary to implement a safe, high-quality early childhood program and expand services for additional classrooms.

**Performance Objective 7:**

Moody Early Childhood Center will provide high-quality on site training as well as send staff to training to meet center and personal needs.

**Performance Objective 8:**

MECC will maintain lower class-size ratios, lowering the student-teacher ratio from the traditional 22:1 for the school district to 15:1.

**Goal 4:** Develop a sustainable and replicable business model

**Performance Objective 1:**

MECC Business office will implement a new financial/HR system to comply with school requirements, and review the Business Operations manual to comply with school-based accounting procedures.

**Performance Objective 2:**

MECC will identify a minimum of three additional funding sources annually.

**Performance Objective 3:**

MECC will increase enrollment for full pay students attending the PK program to 10 students.

**Goal 5:** Ensure MECC is recognized as a regional, state-wide, and national model as high-quality early childhood education

**Performance Objective 1:**

Moody Early Childhood Center will meet all performance objectives defined by the partnering agency, Galveston ISD.

**Performance Objective 2:**

MECC will become NAEYC accredited by the end of the 2020-2021 program year.

**Goal 6:** The Moody Early Childhood Leadership will exemplify the founding principles of the organization and make decisions that will successfully move the organization forward.

**Performance Objective 1:**

All of the administration and Board members of MECC will have the required and supplemental training on or before July 31, 2021.

**Goal 7:** Increase students and families' connectedness to school utilizing staff and community partners to strengthen the support and connection families have to student engagement.

**Performance Objective 1:**

Continue to develop and refine the partnership with Galveston ISD to remove any roadblocks to success.

**Performance Objective 2:**

Explore stronger partnership with local entities, such as Galveston Urban Ministries, Galveston College, Diaper Bank, etc. to access more programs and resources for MECC families and students, and assist other agencies to provide services for their clients and families.