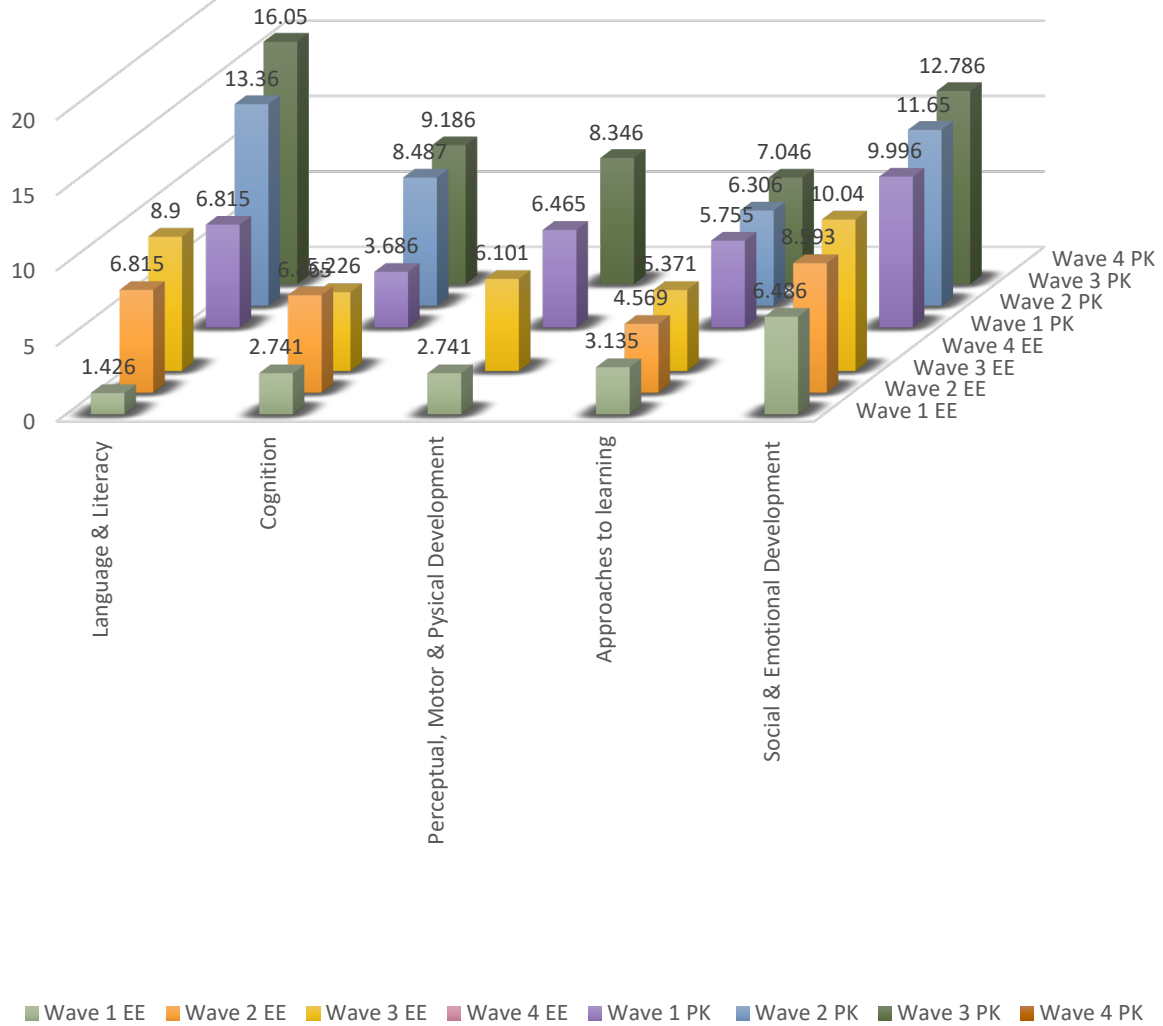
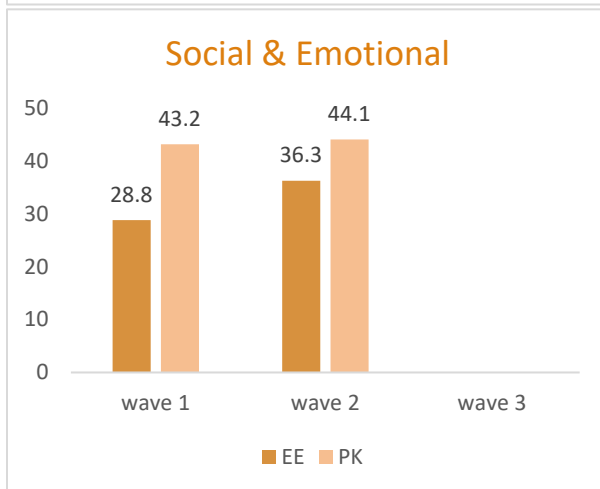
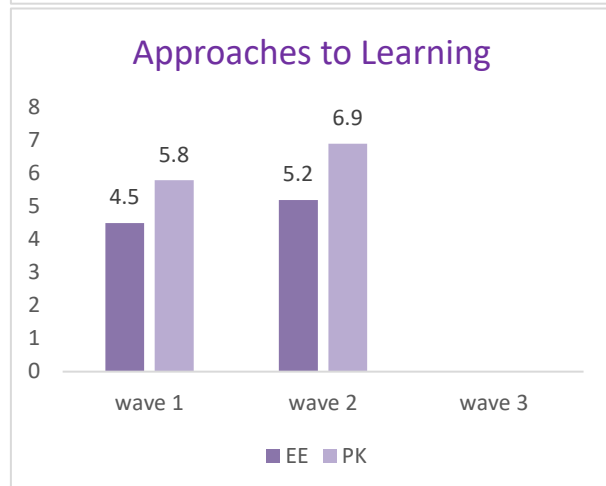
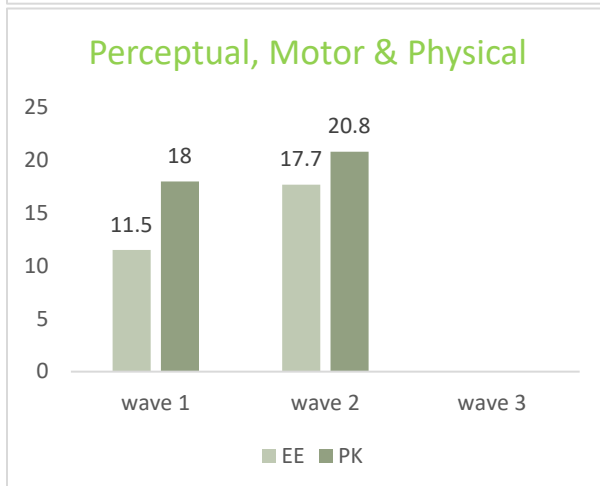
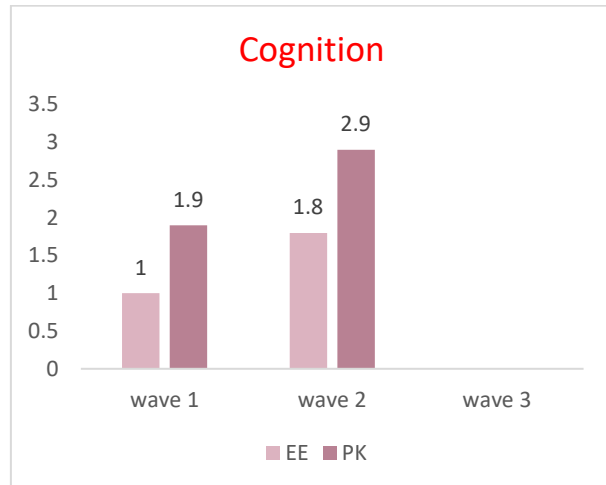
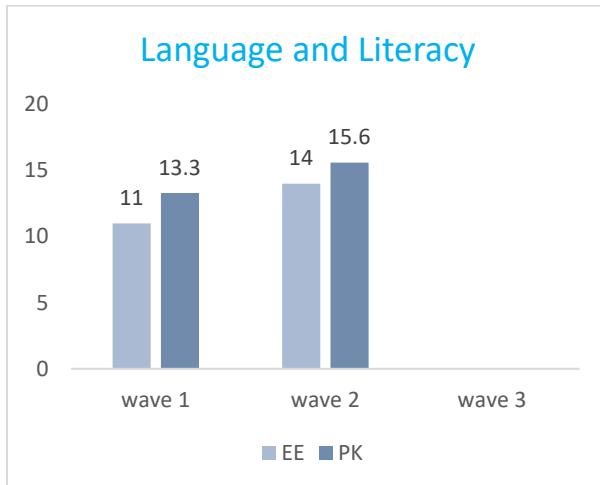


Although enrollment is suppressed by the COVID-19 pandemic, there are no significant changes in the percentage rate of attendance of the families enrolled. We have continued to educate families about the importance of attending school daily. Denton ISD promotes attendance by allowing both remote and face-to-face learning and has authorized a health/safety protocol that allows the students to stay at home at the first signs of illness, or to quarantine in case of potential exposure. To sustain consistent attendance parents may check out electronic devices. Online assignments must be completed by 11:59 p.m. the same day to be counted present for that school day. We are working to keep families engaged through usual methods of contacting parents by letters, phone calls, and emails. We have also added virtual conferences.

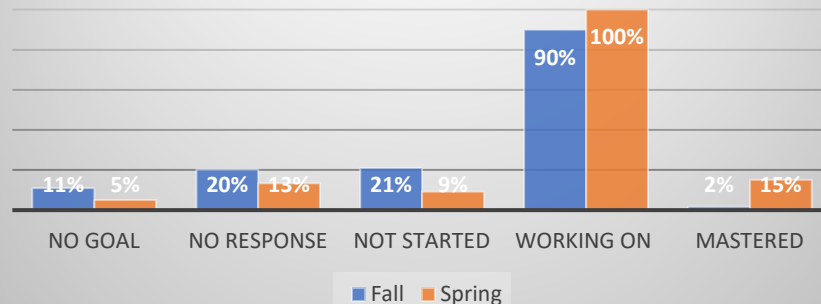
FY 19 - 20 Denton ISD Head Start School Readiness Outcomes (CLI Progress Monitoring)



FY 20-21 Denton ISD Head Start School Readiness Outcomes (CLI Engage Progress Monitoring)



Progression of Goals at the End of 2019-2020 School Year



We have seen slow but continued progress of parents working towards and achieving their goals to improve child outcomes. As a result of changing our data collection process, we have identified the parents who were not actively working on their goals before mid-year. The class that the PFCE manager aligned with the parent goals shows an increase in attendance. The social worker and the PFCE specialist observed parents moving from one category to another throughout the process. There is a greater sense of connection between the staff and the families. We identified what services and resources the parents needed to master the goals.

One of the roadblocks or challenges we faced is the PFCE managers are dealing with the impact of COVID, and the early closing of the school in March 2020. There are challenges with communicating effectively with our parents. We were suddenly unable to have face-to-face communication and interaction with the parents. After brainstorming together, we decided to stick with what is already established and build on it by using phone calls, emails, Seesaw, and Remind 101. Because of the pandemic we expanded communication with parents by adding Zoom, a virtual platform to communicate. While looking back and reviewing our data, we are needing to train and re-train PFCE managers on how to write goals and to strengthen relationship building.

2020

SCHOOL WIDE ACTIVITIES	ATTENDANCE
Grandparent's Day	Virtual/Zoom
Project Adoption	159
Make It Take It (Art Project)	159
Santa Day	158
Black History Presentation	Cancelled Weather
Happy Campers Fall Fest	150
Family Reading In progress	108 Families

Five Family Needs	Classes/Activity
1. Assist Child with Learning	*Virtual sharing with Grandparents Day *Fall Fest (Art& Crafts Activities) *Make art & Take It Home Reading (Free books)
2. Nutrition	A Fresh Start to a Healthier You Virtual/Zoom Good Nutrition Starts With My Plate /Virtual/Zoom
3. Child Behavior Management	* Behavior Management at Home (In Progress)
4. Family Council	Referral/Resources
5. Financial/Budget	Behind on bills? Start with One step. Free Income Tracker

PARENT CLASSES OFFERED	ATTENDANCE
Child Behavior	In Process
Families Reading Everyday	108
Walk Across Texas (8 Weeks) Nutrition and exercise.	42
Budget/Financial	4
Positive Discipline	In Process
Step into a Health Future	2
A Fresh Start/Healthier You (3 weeks)	8
Robert Rules	7
Policy Council and Parent Committee Training	20
Leadership Training	10
CPR	4

PROGRAM GOALS:

1. **TO IMPROVE OUR DATA MANAGEMENT SYSTEMS BY CONDUCTING INTENTIONAL QUARTERLY DATA REVIEWS AT THE END OF EACH 9-WEEK PERIOD.** Objectives: Attendance, Health Needs, School Readiness, Family Goal Progress
2. **TO ALIGN OUR EDUCATION CLASSES WITH THE IDENTIFIED NEEDS FOR OUR PARENTS, STAFF, AND STUDENTS.** Objectives: Align family needs to classes, Engagement in Parent Curriculum, Health Education

School Readiness Goals:

1. **LANGUAGE AND LITERACY:** Child understands and uses a wide variety of words for a variety of purposes.
2. **COGNITION:** Child will demonstrate understanding of number names, the number of items in a set, & use math concepts and language regularly during every day experiences.
3. **PERCEPTUAL, MOTOR, & PHYSICAL DEVELOPMENT:** Child demonstrates control, strength, and coordination of large muscles. Child demonstrates increasing control, strength, and coordination of small muscles.
4. **APPROACHES TO LEARNING:** Child demonstrates initiative and independence; shows interest in & curiosity about the world around them.
5. **SOCIAL AND EMOTIONAL DEVELOPMENT:** Child manages emotions with increasing independence.



HEAD START STRATEGIC PLAN 2021-2022

PFCE Goals:

1. **Families will** choose goals based on needs assessments and actively work towards mastering them to improve child outcomes.
2. **Families will** build upon their strengths as advocates and leaders in parent-initiated program-supported activities.
3. **Families will** demonstrate and utilize knowledge of social networks that support family well-being.

Disability Specialist Goal: To attend the four part webinar series sponsored by the Office of Disability Prevention for Children and share information with staff and parents as appropriate and continue to monitor Early Childhood and the Head Start websites for information to share with staff and parents.

Family Services: **(PFCE/ERSEA)**

- *Monitor family engagement at home via Seesaw and Ready Rosie.
- *Continue to monitor Attendance & POD.
- *Increase efforts in getting more parents, Board, & community members involved in all campus committees.
- *Provide more training to increase and strengthen the understanding of the different Head Start Committees.

Health & Nutrition:

- * Provide health education to students & parents
- * Expand Health Advisory partnerships/resources
- *Identify & handle health needs as close to registration as possible.
- *Improve tracking of health needs & health screening follow-ups.
- *Provide Nutrition education and healthy recipes to our parents and students.

Education:

- *Review & refine Education Plan (PBC, PLC, ongoing PD, Instructional Support.
- *Aggregate & disaggregate data to track student progress towards school readiness (CLI, IDPs, DMTSS, formal and informal assessments).
- *Provide training to Instructional staff on the new Curriculum Adoption. Provide monitoring of the implementation to ensure that it is taught with fidelity.
- *Increase parent engagement with the parent curriculum, Ready Rosie, that is embedded in the new curriculum adoption.

Mental Health and Disabilities:

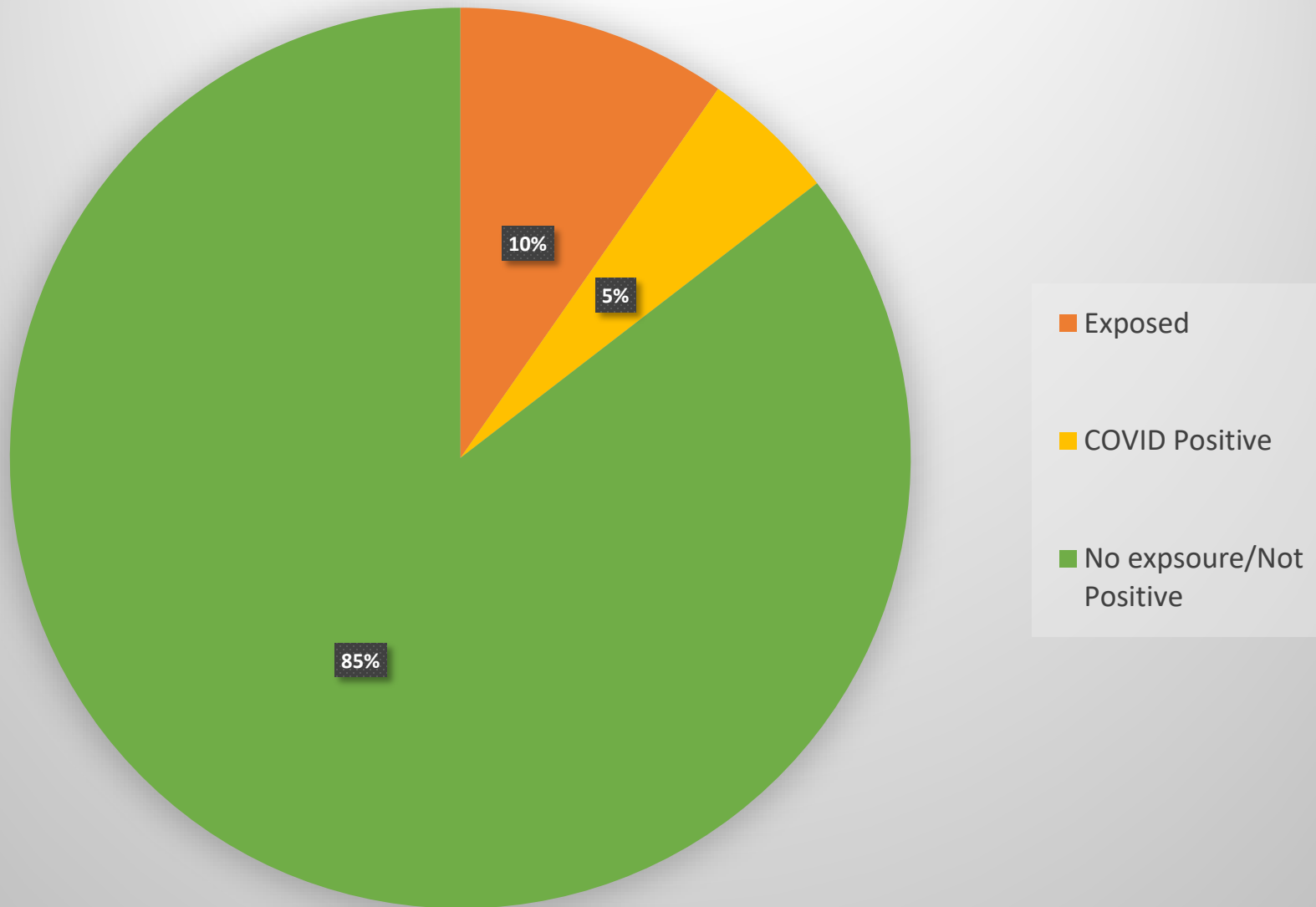
- * Continue to strengthen the DMTSS process.
- * Provide additional MH resources & education to staff/ students/parents in need.
- *Monitor Head Start website for trainings related to children with disabilities or behavior concerns to share w/staff & parents.

Program Design & Management:

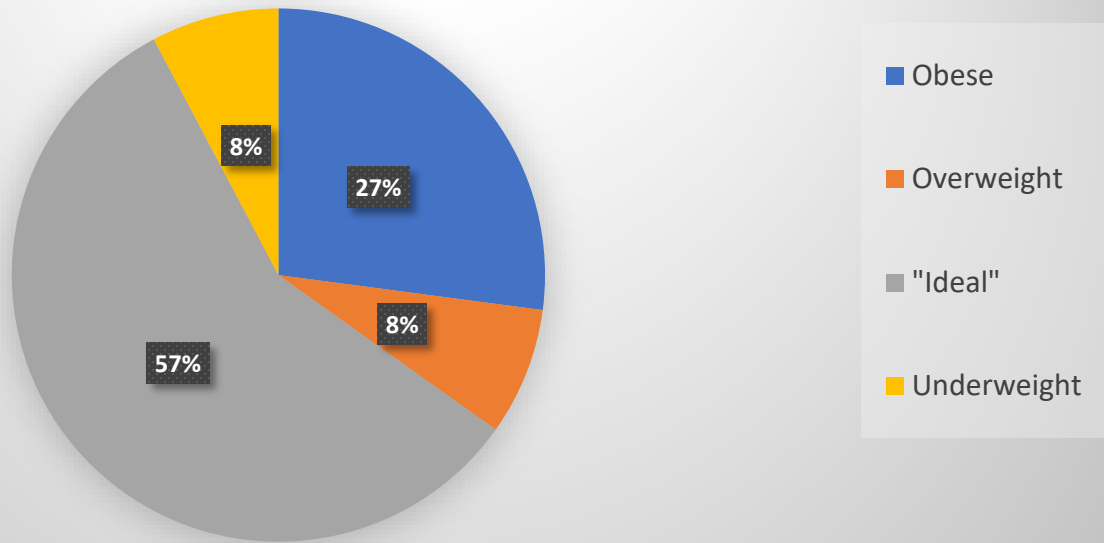
- *Strengthen ongoing monitoring/data collections (Quarterly Reviews)
 - *Completion of Program's Policies & Procedures that are aligned with the New HS Standards.
 - *Explore ways to create a shared data dashboard for key data for program managers to access easily.
- Fiscal:**
- *Look for ways to provide substitute teachers a few times a year to provide Head Start teachers the time they need for the extra things they are required to do above Pre-K staff requirements.
 - *Work to create a Head Start Teacher job description that differs from the Pre-K one in place. **Supporting Document E**

Ann Windle SYC COVID 2020-21

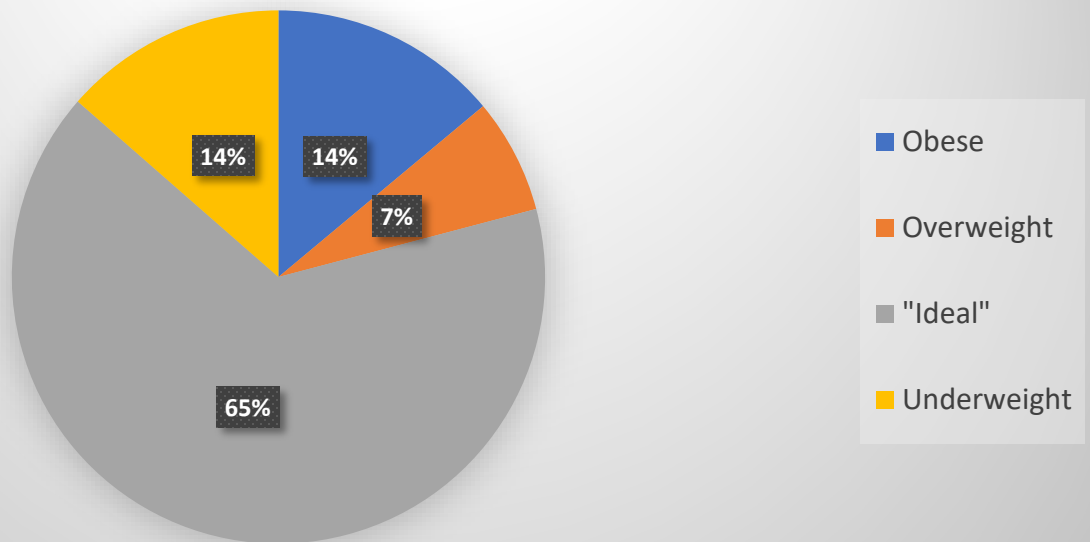
Information taken from 02-05-21



BMI 2020-2021



BMI 2019-2020



LOBBYING, TOBACCO USE POLICIES, DRUG FREE WORKPLACE REQUIREMENTS

Associations and Political Activities

The district will not directly or indirectly discourage employees from participating in political affairs or require any employee to join any group, club, committee, organization, or association. Employees may join or refuse to join any professional association or organization.

An individual's employment will not be affected by membership or a decision not to be a member of any employee organization that exists for the purpose of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.

Use of district resources, including work time, for political activities is prohibited.

Tobacco Use – Policies DH, GKA, FNCD

State law prohibits smoking or using tobacco products on all district-owned property and at school-related or school-sanctioned activities, on or off campus (including the use of electronic cigarettes or any other electronic vaporizing device). This includes all buildings, playground areas, parking facilities, and facilities used for athletics and other activities. Drivers of district-owned vehicles are prohibited from smoking while inside the vehicle. Notices stating that smoking is prohibited by law and punishable by a fine are displayed in prominent places in all school buildings.

Alcohol and Drug-Abuse Prevention

The district shall maintain a drug free environment and shall establish, as needed, an Employee Assistance Program (EAP) complying with federal and state requirements. Policies DI (local) and DI (Exhibit (Local) contain specific information regarding employee welfare.

Transportation Department personnel must comply with Department of Transportation (D. O. T.) drug and alcohol policies and testing procedures. Each bus driver must pass a pre-employment drug screen and ARE subject to random testing throughout his/her driving tenure. In the event of a bus accident, the involved driver may be subject to testing at that time.

Drug Abuse Prevention – Policies DH, DI *TASB Required Notification*

Denton ISD is committed to maintaining an alcohol and drug-free environment and will not tolerate the use of alcohol and illegal drugs in the workplace and at school-related or school-sanctioned activities on or off school property.

Employees who use or are under the influence of alcohol or illegal drugs as defined by the Texas Controlled Substances Act during working hours may be dismissed.

Drug-Free Workplace, DI *TASB Required Notification*

The District shall maintain a drug-free environment and shall establish, a drug-free awareness program complying with federal requirements. All fees or charges associated with drug/alcohol abuse counseling or rehabilitation shall be the responsibility of the employee.

FEDERAL DRUG FREE WORKPLACE ACT –

All organizations covered by the Drug-Free Workplace Act of 1988 are required to provide a drug-free workplace by taking the following steps:

1. [Publish and give a policy statement](#) to all covered employees informing them that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited in the covered workplace and specifying the actions that will be taken against employees who violate the policy.
2. [Establish a drug-free awareness program](#) to make employees aware of a) the dangers of drug abuse in the workplace; b) the policy of maintaining a drug-free workplace; c) any available drug counseling, rehabilitation, and employee assistance programs; and d) the penalties that may be imposed upon employees for drug abuse violations.
3. [Notify employees](#) that as a condition of employment on a Federal contract or grant, the employee must a) abide by the terms of the policy statement; and b) notify the employer, within five calendar days, if he or she is convicted of a criminal drug violation in the workplace.
4. [Notify the contracting or granting agency](#) within 10 days after receiving notice that a covered employee has been convicted of a criminal drug violation in the workplace.
5. [Impose a penalty on—or require satisfactory participation](#) in a drug abuse assistance or rehabilitation program by—any employee who is convicted of a reportable workplace drug conviction.
6. Make an ongoing, [good faith effort to maintain a drug-free workplace](#) by meeting the requirements of the Act.