

Head Start Program Performance FY 2021-22

Program Goals	Measurable Objectives	Progress/Outcomes	Challenges
<p>Goal 1: Family Well-Being The City of Oakland's Head Start Program will collaborate and partner with families to support family well-being, parents' aspirations, and parents' life goals to create healthy, safe and secure environments for young children to learn and grow.</p>	<p>Objective A: On an annual basis, collect quantifiable data on the number of families that are food or housing insecure through the family outcomes assessment that is collected three times per year.</p>	<p>Increased collaboration with Family Front Door, the local coordinated entry agency, results in better connection of Head Start families to supportive housing.</p> <p>A new letter of agreement with the local WIC office facilitates the referral process. Increased outreach is taking place as families lose pandemic EBT.</p> <p>A new pilot with Alameda County Food Bank allows Home Base families to access a food pantry monthly. COO Head Start is in the process of becoming a formal food distribution agency with the Food Bank to address food insecurity.</p>	<ul style="list-style-type: none"> • Lack of resources that are dependent on systems that are outside of the Head Start Program's control, such as housing stock, lack of affordable and regional housing, and a lack of a federal response. • Lack of resources to properly facilitate participation from parents of different backgrounds, including those with language translation needs, those with childcare and financial needs, that need to be addressed to participate. • Increased challenges to families meeting basic needs as supports put in place during COVID-19 are being removed, while inflation remains high, i.e., end of Pandemic EBT, eviction

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			<p>moratoriums, and medical eligibility extension ending.</p>
	<p>Objective B: By the end of the Head Start grant cycle, develop a parent advocacy component within the program that pools resources and knowledge from various parent advocacy groups within the City.</p>	<p>Activities to address this objective continue to be in progress. The program just returned to in-person parent meetings, that has resulted in increased engagement from active parents.</p>	<ul style="list-style-type: none"> • Lack of “dedicated” staff to develop training and program. • Competing demands on parents’ time.
	<p>Objective C: By the end of the Year 2, implement a trauma-informed approach in the program that considers the social-emotional needs of families.</p>	<p>The program continues to work with Oakland Starting Smart & Strong and their Resilient Oakland Communities & Kids (ROCK) program, which provides teacher training on trauma informed classroom practices. The training sessions include building knowledge about protective factors and resilience, trauma and its impact on children’s health and learning, as well as self-awareness in adults about their own experiences with trauma.</p> <p>The program has continued to provide parents resources on how to support the social-emotional well-being of children.</p>	<ul style="list-style-type: none"> • Was difficult to continue implementing ROCK programming with limited professional development hours.

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<p>Goal 2: Community Engagement The City of Oakland’s Head Start Program will facilitate meaningful connections with the community to enhance the lives of children and families.</p>	<p>Objective A: Conduct an annual review of existing community partnerships to assess how the Program engages with the partnerships as well as how the partnerships are meeting the needs of the Program’s families.</p>	<p>The annual review of partnerships in place identified areas where partnerships could be strengthened, and as a result, new community partnerships were formed, dental partners, food resources, and housing partners.</p>	<ul style="list-style-type: none"> • No challenges.
	<p>Objective B: Work with Oakland Unified School District, and other community based ECE programs, to implement the new Universal Pre-Kindergarten (UPK) infrastructure within the City and county by 2025 through actively participating in monthly, quarterly, and annual meetings.</p>	<p>Systemic changes to the early childhood education landscape are in place throughout the state. As part of the Oakland Unified School District (OUSD) UPK and UTK implementation plan, at the Community Engagement level, COO Head Start has been participating in the regular planning calls/meetings sponsored by OUSD on the implementation of UPK and UTK in the next two years. The OUSD UPK and UTK implementation plan also includes “Teacher Development” and includes COO Head Start, as a potential “Workforce Partnership” with OUSD.</p> <p>In addition, Measure AA: The Oakland Children’s Initiative was passed to ensure that Oakland has the resources necessary to improve preschool, high school, college and</p>	<ul style="list-style-type: none"> • Shifts in the age of the children requires adaptation of facilities and staffing to meet community need (i.e., moving to serving more infants and toddlers). • Additional supports and processes related to transitions to TK need to be developed

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		<p>career readiness. The program has been working closely with City government to develop a plan to expand preschool through COO Head Start. This year, planning has continued and a plan for implementation should go into effect in the next year.</p>	
<p>Goal 3: School Readiness The City of Oakland’s Head Start Program will provide high quality early childhood development programs designed to help children realize their greatest potential and prepare for success in school.</p>	<p>Objective A: By the third year of the grant cycle, show how the Program’s school readiness goals align with the kindergarten readiness expectations as defined by the Kindergarten Readiness Framework.</p>	<p>The Education Team has been working on creating an alignment document highlighting how the Program’s school readiness goals align with OUSD kindergarten expectations and the Kindergarten Readiness framework developed by First 5 Alameda County.</p> <p>The county does not utilize a traditional kindergarten assessment tool to measure kindergarten readiness. Instead, the county, through its First 5 Alameda, developed the Road to Kindergarten Readiness Framework that take a macro approach to school readiness – involving communities, family, and school conditions.</p>	<ul style="list-style-type: none"> • The county does not have specific definitions to set standards of kindergarten readiness; thus, creating some challenges on how to show alignment.
	<p>Objective B: By the third year of the grant cycle, conduct a Diversity Equity Inclusion and Belonging</p>	<p>Hired a Race and Equity Research Fellow who will:</p>	<ul style="list-style-type: none"> • Very hard to define and set equity metrics that are broad enough to cover the

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	(DEIB) assessment of the Program's strategies for diversity, equity, inclusion, and belonging in all educational settings.	<ol style="list-style-type: none"> 1. Help develop DEIB goals for COO Head Start through an inclusive and collaborative process. 2. Ensure internal and external stakeholders, including staff, ECE and community partners, participate and engage in the process. 3. Establish policies and procedures to implement DEIB practices throughout the program. 4. Identify DEIB training opportunities for staff, parents, partners, the Parent Policy Council and Advisory Board. 5. Identify monitoring tools and metrics within each content area so Program leadership can analyze progress on advancing equitable outcomes for children, families, and staff. 6. Demonstrate how Head Start DEIB goals align and contribute to the Human Services Department DEIB goals and City of Oakland DEIB goals overall. 	whole program, but specific enough to work on, be measurable, and drive change.
	Objective C: By the end of the grant period, develop formalized workforce development partnerships that build a staffing pipeline of future Head	The apprenticeship program is currently in the Exploration stage of development. COO Head Start is working with external partners to create and design apprenticeship program. The apprenticeship	<ul style="list-style-type: none"> • No challenges yet identified

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	<p>Start staff (e.g., developing a quality workforce) and partners.</p>	<p>program is a career pathway for Head Start parents and other interested students to explore a career, which could lead them to becoming a fully permitted ECE classroom teacher. Aside from education classes, the program will incorporate workshops and skills training on Language & Literacy, Infant & Toddler Framework, Trauma Informed Practices, Coaching, Emotional Intelligence, and Equity/Cultural Competency.</p> <p>Apprenticeship program will begin in August 2023 where apprentices will begin their educational training through a partner college. The initial cohort will have 18 apprentices. The apprentices will have 6 ECE units by end of December 2023 and can begin On-The-Job training within City of Oakland Head Start. Students will be assigned a success coordinator who will provide support services to ensure they have all the resources necessary to ensure a 100% success rate.</p>	