



**CSNT HEAD START**

# **Strategic Plan**

**Grant #06CH011282  
Fiscal Years 2020-2024  
Program Years 1-5**



CSNT HEAD START  
2020-2024  
STRATEGIC PLAN

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# FOREWORD

COMMUNITY SERVICES OF NORTHEAST TEXAS, INC. (CSNT) Head

Start/Early Head Start program provides comprehensive and developmentally appropriate activities and services for eligible children in Bowie, Camp, Cass and Morris Counties of Northeast Texas.

The primary focus of the program is school readiness of children and the self-sufficiency of families. The goal is to provide the foundation for the development of school ready, self-sufficient, healthy, caring, and productive children and families.

The most important ingredient for each child's success in school readiness is the positive and active engagement of the family. Furthermore, education for children, families, and staff, both formal and informal, will provide the opportunity for the growth and change needed to meet the goals of the families and of this program.

The Program believes...

- ✓ Parents are their children's first and most important teacher
- ✓ Engaged parents are key to a child's health and well-being
- ✓ Parent trainings should reflect the needs of the parents and be easy to access for busy families
- ✓ Parents need assistance in utilizing all of the resources that are available in the community
- ✓ Involvement of parents and community members in decision-making increases the quality of services

# MISSION STATEMENT

CSNT applies all available strategies enabling Northeast Texas families to lead improved, empowered and self-reliant lives.

## OUR VISION

To provide a system of education and encouragement which results in school readiness for young children and their families

## Our Core Values

**There are two types of values recognized by CSNT:**

- Pitcher Values
- Catcher Values



### **PITCHER VALUES**

Pitcher Values are those which we 'throw' out each day with our forward actions. It might be difficult for someone to see us exemplifying these values without our outward actions.



### **CATCHER VALUES**

Catcher Values are those which are more visible by others simply by watching us do what we do each day. They are the things that people 'catch' us doing in our daily routine.

<b>SEVEN PITCHER VALUES</b>	<b>SEVEN CATCHER VALUES</b>
<b>PROFESSIONALISM INTEGRITY TEAMWORK CHARACTER HONESTY ETHICS RESPECT</b>	<b>COMPASSION ACCOUNTABILITY TRANSPARENCY COURTESY HUMILITY EMPATHY RELIABILITY</b>

# **CSNT HEAD START /EARLY HEAD START PROGRAM ABSTRACT**

## **PAST:**

Community Services of Northeast Texas (CSNT) was incorporated as a private non-profit agency in 1965. The main objective of CSNT was to offer vital services to underprivileged people in Northeast Texas. As the agency grew so did the services that CSNT offered. Head Start became one of the vital services offered to families in Bowie, Camp, Cass, and Morris Counties in Northeast Texas. As a key component in President Lyndon B. Johnson's war on poverty, Head Start became a way for CSNT to join in the battle against poverty in local communities in Northeast Texas. The first CSNT Head Start was located in Atlanta, TX, as a summer school program for underprivileged children. CSNT Head Start/Early Head Start still provides services to children and families in the Atlanta area.

## **PRESENT:**

CSNT Head Start has eight locations in four counties in rural Northeast Texas. These counties are Bowie, Camp, Cass, and Morris. At the present time CSNT is funded to serve 465 children in the following communities: Atlanta ISD (91 capacity), Bloomburg ISD (17 capacity), Daingerfield-Lone Star ISD (40 capacity), Hughes Springs (74 capacity), Naples/Omaha (17 capacity), New Boston (34 capacity), Pittsburg (49 capacity), and Texarkana (143 capacity). CSNT Early Head Start, started in November 2020, has one location in Cass County. It is funded to serve 16 infants and toddlers in the Hughes Springs

community.

Each of these locations meet the needs of each child and family that is served.

All of the sites are in partnership with the local school districts in providing services. These complex partnerships with the local school districts include a collaboration of services that include transportation, meal services, disability services, and blending educational services.

Some of the services offered through the Program include assisting families in obtaining regular dental and physical examinations for their children. Children are also given vision and hearing screenings annually. Many community programs work with the Program and help provide the services when the family is unable to afford the added expense of glasses or other necessary expenses.

In conclusion, the community and the Head Start/Early Head Start Program have shown that dedication and people working together to create new and innovative ideas can build an effective and successful early childhood development program that meets the needs of the community and the children and families that it serves.



# STRATEGIC PLAN DEVELOPMENT

The CSNT Head Start/Early Head Start Strategic Plan aligns program data with long range planning. Members of the Policy Council, CSNT Governing Board, staff, community representatives, and parents participate in the plan development process. The purpose of the strategic plan is to develop long-range program goals that follow the five-year grant cycle.

Program data is collected from the following areas:

- Family and Community Engagement
- School Readiness and Early Childhood Education
- Health and Safety
- Management Systems/Program Governance
- On-Going Monitoring/Detailed Monitoring/Self Assessment

After the collection and analysis of program data, program goals are created that focus on the needs of the children and families that are served. Some of the top priorities of the program are school readiness, health and safety of children and families, and engaged families and communities.

Not only will the program develop program goals, but also School Readiness Goals and Parent, Family, and Community Engagement Goals. Each year, after the completion of the Self-Assessment, the program conducts a Strategic Planning Committee Meeting to align all of the goals and objectives along with specific action steps in all areas of the program. These areas include:

- School Readiness/Early Childhood Education

- Health & Safety
- Family and Community Engagement

(Actions/activities from each area will assist the program in meeting the aligned goal.)

After developing the program goals, objectives are created that focus on what the program plans to do to meet the goal. These objectives focus on program activities that guide the program toward completion of the goal. Included in the Objectives are outcomes that can be measured for success.

The Program Manager tracks the program's progress toward reaching the program goals at least three times per year (fall, winter, spring). Every spring, the Program Manager will update the program goals and plan the Strategic Planning Committee Meeting. The strategic planning process is on-going and is driven by the needs of the program.

# STRATEGIC PLAN

## PROGRAM GOALS

2020-2024

See Program Goals  
Year (1-5)

# ACCOMPLISHMENTS

- ✓ The creation of ISD partnerships in 8 locations with our largest partnership created at Paul Laurence Dunbar Early Education Center serving an estimated 317 pre-kindergarten students that include 148 dually enrolled Head Start students
- ✓ Several staff that have completed Degrees in their professional and many staff attend trainings throughout the program year to enhance their skills and knowledge of their areas
- ✓ CSNT Head Start monitoring system that includes on-going monitoring, detailed monitoring, and the annual Self-Assessment
- ✓ Several members of the CSNT Administrative staff serve on local boards and other local community organizations
- ✓ Collaborations with many local resources in the service area including Region VIII ESC and many local colleges and universities
- ✓ CLASS Specialist is a Trainer-of-Trainers for CLASS Reliability
- ✓ CSNT Head Start has a Practice-based Coach that assists teaching staff in improving the quality of classroom instruction
- ✓ The Curriculum Director is a Trainer-of-Trainers for Frog Street Curriculum
- ✓ The Family Service Administrator is a Trainer-of-Trainers for the Family Service Credential