



**CSNT HEAD START**

# **Strategic Plan**

**Grant #06CH7174/03  
Fiscal Years 2015-2019  
Program Years 1-5  
(Year 3)**



**CSNT HEAD START  
2015-2019  
STRATEGIC PLAN**

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# FOREWORD

COMMUNITY SERVICES OF NORTHEAST TEXAS, INC. (CSNT) Head Start program serves four counties in the rural piney woods of Northeast Texas. The people in this part of Texas are extremely dedicated to their communities and their families. This program shares in that sentiment. CSNT Head Start believes that a child's education is a collective effort between the community and the family. This effort is an ongoing process that encompasses many aspects of a child's everyday life. Among some of the shared responsibilities in the education of a child, is the responsibility for preparing the child for school or school readiness. This task lies with the family and the larger family in the community (internal, external, school, church, etc.).

CSNT Head Start understands the communities' influence on children who live in those communities and the impact that has on a child's school readiness. It is through an all-inclusive effort of staff, parents, and community partners that a comprehensive plan was devised to advance the philosophies set forth by this program and the families and communities it serves.

# **MISSION STATEMENT**

The mission of CSNT Head Start is to prepare children ages 3-5 for successful transition into the school system and to help their families become self-sufficient.

# **STATEMENT OF PHILOSOPHY**

The CSNT Head Start program provides comprehensive and developmentally appropriate activities and services for eligible children in Bowie, Camp, Cass and Morris Counties.

The primary focus of the program is the 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 involvement 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.

# CSNT 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 still provides services to children and families in the Atlanta area.

## **PRESENT:**

CSNT Head Start has nine 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 516 children in the following communities: Atlanta ISD (89 capacity), Bloomburg ISD (17 capacity), Daingerfield-Lone Star ISD (40 capacity), Hughes Springs (74 capacity), Linden-Kildare CISD (51 capacity), Naples/Omaha (17 capacity), New Boston (34 capacity), Pittsburg (53 capacity), and Texarkana (141 capacity).

Each of these towns has a Head Start location that meets the needs of each child and family that is served. All of the sites 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 Head Start 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 Head Start 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 CSNT Head Start 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 Strategic Plan is developed through staff workshops and training sessions. Members of the Policy Council, CSNT Governing Board, staff, community representatives, and parents participate in the plan development process. The end result of the strategic plan is to develop program goals that follow a five-year cycle that aligns with the grant cycle.

Data from different areas of the program will include:

- Comprehensive services
- School Readiness
- Health and Safety
- Management Systems/Program Governance

After the data is collected and analyzed, it is used to develop program goals that focus on the needs of the communities that are served. Some of the top priorities of the program are communication between parents and staff, expectations of parents, meeting the needs of Head Start families, offering a curriculum that supports the Pre-Kindergarten Guidelines and Early Learning Outcomes Framework for pre-kindergarten children, and offering services and assistance to Head Start families that will help them become self-sufficient are among the top priorities for the program.

Not only will the program develop program goals, but also School Readiness Goals and Parent, Family, and Community Engagement Goals. Each year, after these goals are created/updated, the program conducts a strategic planning



meeting to align all of the goals together along with specific actions in each area of the program. These areas will include:

- Education
- Health & Nutrition
- Program Design & Management
- Mental Health & Disabilities,
- Family 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 will guide the program toward completion of the goal. Next, the program creates expected outcomes. These outcomes are what the program expects will result from the implementation of the objectives. The outcomes are goals that can be measured for success. The program uses the SMART goal formula in the creation of the outcomes.

The Program Manager will track 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

2015-2016

See Program Goals  
Year (3)

# ACCOMPLISHMENTS

- ✓ The creation of ISD partnerships in 9 Head Start locations with our largest partnership created at Paul Laurence Dunbar Early Education Center serving a total 317 pre-kindergarten students that include 148 dually enrolled Head Start students
- ✓ Several staff that have completed Degrees in their professional fields
- ✓ The CSNT Head Start 2016 Office of Head Start Aligned Monitoring went well with only one concern that has been corrected
- ✓ Several members of the CSNT Administrative staff serve on local boards and other local community organizations
- ✓ Collaborations with Texas A&M University-Texarkana, Texarkana College, and Northeast Texas Community College to help staff achieve degrees in their chosen fields and provide professional development training
- ✓ CLASS Specialist is a Trainer of Trainers for CLASS Reliability
- ✓ CSNT Head Start Campus Directors are all CLASS Reliable Certified
- ✓ CSNT Head Start has added a Practice-based Coach to the Education Implementation Team to assist teaching staff in improving the quality of the classroom instruction
- ✓ Staff continue to attend trainings in their professional fields that will strengthen their abilities to provide services to Head Start children and families including professional development provided by the Region VIII Education Service Center