

**PSESD Early Learning Program: DRAFT Five-Year Goals**  
**Center Director Meeting – September 29, 2016**

Five-Year Goal	Areas of Focus	Rationale for Goal	Five-Year Impact
<p><b>Planning System:</b> PSESD's internal Early Learning Program will meaningfully engage families, subcontractor staff, and community partners in the planning process to achieve racially equitable systems for providing high-quality services to children and families.</p>	<ul style="list-style-type: none"> <li>- More transparent and equitable fiscal system</li> <li>- Policy Council that is more representative of the population served in our program</li> <li>- Race equity system that supports staff to gain knowledge, skills, and resources to effectively work with children and families of color</li> <li>- A more inclusive program planning process that engages families and staff</li> <li>- Peer Programs that reflect the families in our program</li> </ul>	<ul style="list-style-type: none"> <li>- Consistent feedback over several years from self-assessment that we need to engage families and staff more consistently in program development, planning, and decision-making processes and include groups beyond Policy Council and Center Directors</li> <li>- Alignment to community trends re: opportunity gap and PSESD Agency end to become an anti-racist, multi-cultural organization</li> </ul>	<p>The intended impact– i.e. the difference the PSESD Early Learning will make for children, families and the community – at the end of five years:</p> <p>Children of color – including those with special needs, or who are homeless, or who are in foster care – who are served by the PSESD Early Learning Program (Early Head Start, Head Start, and ECEAP) will be ready for school, in terms of their physical, social-emotional, and cognitive development.</p>
<p><b>Increasing Enrollment of Children and Families of Color:</b> PSESD Early Learning Program uses data to increase enrollment of all children of color; including children with disabilities, homeless, and foster children; within the communities we serve.</p>	<ul style="list-style-type: none"> <li>- Increased high quality home and center-based services to children of color, ages prenatal to five, and their families</li> <li>- Better delineation of funder expectations, priorities, and eligibility among all program models</li> </ul>	<ul style="list-style-type: none"> <li>- Community trends with significant gaps in K-12 outcomes for children of color</li> <li>- Alignment to PSESD Agency end to eliminate the opportunity gap</li> </ul>	<p>Families of color served by the PSESD Early Learning Program, are empowered, engaged in their children’s education, and ready to support their children’s success in school.</p>
<p><b>School Readiness:</b> Children enrolled in PSESD Head Start will be prepared for school entry by 2020, with a minimum of 85% meeting school readiness standards.</p>	<ul style="list-style-type: none"> <li>- System of identifying, anticipating, and preventing chronic absence</li> <li>- Promoting healthy habits and reducing obesity rates of the children in our program</li> <li>- Curriculum and instruction are high quality, culturally relevant &amp; responsive, and supportive of diverse learners, including triage process, meeting the learning needs of children of color and their families, language supports for Dual Language Learners, instructional support for children with disabilities, GOLDPlus® implementation, support for math instructional practices and family understanding of mathematical development</li> </ul>	<ul style="list-style-type: none"> <li>- Community trends with significant gaps in K-12 outcomes for children of color</li> <li>- Alignment to PSESD Agency Measures of Progress, alignment with WaKIDS</li> <li>- Math objective to address comparatively fewer children meeting/exceeding expectations in the Math domain of Teaching Strategies GOLD over several years</li> </ul>	<p>Families, communities, and service staff are active partners in planning, implementing, and improving the PSESD Early Learning program.</p>