

# Continuation Application, Year IV

*{March 1, 2024 – February 28, 2025}*

## ARKANSAS HEAD START ASSOCIATION

### Head Start State Collaboration Office



**Grant Number: 06CDTO2323**



**Submitted by:**

**Jacqueline Govan, Ed.S.  
Head Start State Collaboration Director**

**Jacqueline Govan, HSSCO Director**  
**Jacqueline Burton, AHSA Board President**  
State Collaboration Office  
1400 W. Markham, Suite 406  
Little Rock, AR 72201  
501-371-0740 (phone)/501-370-9109 (fax) [jackie.govan@arheadstart.org](mailto:jackie.govan@arheadstart.org)

**Lead Agency Contact:**

Tonya Williams, Assistant Secretary, Office of Early Childhood  
Laura Webb, Finance  
Arkansas Department of Education  
501-682-0495 (phone) 501-683-6060  
(fax)  
[tonya.l.williams@ADE.arkansas.gov](mailto:tonya.l.williams@ADE.arkansas.gov)

**ACF Regional Contact:**

La'Talia Barnes, Grantee Specialist, Regional Grants Management Specialist  
Office of Grants Management/ACF  
1301 Young Street, Room 945 Dallas,  
Texas, 75202  
[Letalia.Barnes@acf.hhs.gov](mailto:Letalia.Barnes@acf.hhs.gov)

**Region VI ACF/DHHS Contact:**

Kenneth Gilbert, Regional Manager  
1301 Young Street, Suite 937  
Dallas, TX 75202  
214-767-8847 (phone) 214  
767-2038 (fax)  
[kgilbert@acf.hhs.gov](mailto:kgilbert@acf.hhs.gov)



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## I. INTRODUCTION

The **purpose** of the HSSCO's continuation grant is to facilitate collaboration among Head Start and Early Head Start agencies and entities that carry out activities designed to benefit low-income children from birth to school entry and their families in Arkansas. Arkansas is a rural state that currently has 21 grantees that serve approximately 9,131 children birth to five years of age. The fiscal year for this grant application runs from March 1, 2024, until February 28, 2025. Please refer to other grant reports for the previous years (Year I, Year II, and Year III) if you would like information and activities that occurred in those years. New items that emerged this year will be explained in the Continuation Application Narrative.

The HSSCO director works closely with the AR Head Start Association's (AHSA) 24-member Board. The HSSCO director partners with many state agencies across the state to provide ongoing services and support to local EHS/Head Start communities.

The methods by which the HSSCO Director has coordinated and lead efforts for diverse entities to work together include:

- **Communication:** Convene stakeholder groups for information sharing and planning. Be a conduit of information between the regional office and the state and local early childhood system.
- **Access:** Facilitate Head Start agencies' access to, and utilization of, appropriate entities so Head Start children and families can secure needed services and critical partnerships are formalized.
- **Systems:** Support policy, planning, and implementation of cross agency state systems for early childhood that include and serve the Head Start community.

The HSSCO director has over 21 different state agencies, organizations and partners with whom to work and who provide a variety of services and initiatives to EHS/Head Start programs. Collaboration and quality partnerships in Arkansas save EHS/Head Start monies and enhance their programs. However, COVID-19, the Delta Variant, and the new cases of Monkeypox have deeply impacted Head Start and Early Head Start programs, enrolled children and families, and their communities. The Office of Head Start (OHS) set up guidance to help all programs: support staff, children, and families during these challenging times. The COVID pandemic is still in Arkansas, as well as other states, however, in addition to the three vaccines to protect and to keep people from dying from the virus, there is also booster vaccines for persons who have taken the shots. The HSSCO director continue to encourage all EHS/Head Start staff in programs to take the vaccines and boosters. EHS/Head Start programs continue to work with children and families as they prepare to keep programs open through the winter months and provide quality face-to-face services to children and families. The OHS continues to address issues related to Covid-19, such as enrollment issues, attendance, workforce

turnover, qualified staff, and other issues whereby programs are heavily affected.

Programs have done amazing and innovative work delivering services during these crises. Moving forward will require continued innovation and agility.

This grant report will highlight the work that will be done in year four of the five-year grant application with the HSSCO. This will be shown through a written narrative approach within the long and short-term goals and measurable outcomes, what's expected in the upcoming year, the new national priorities, new partnerships, along with other activities and progress reports.

## **I. DESIGN AND APPROACH TO COLLABORATION SERVICE DELIVERY**

I would like to start off first with an update on Arkansas' Grantee Needs Assessment.

The Collaboration Director uses this assessment to identify areas of need for grantees in the state. The HSSCO director conducted an annual update of the Needs Assessment for all 21 grantees in the state. The upcoming year (2024) has identified some key areas that programs are truly concerned about. These areas have been added into the updated 2024 strategic plan. They include:

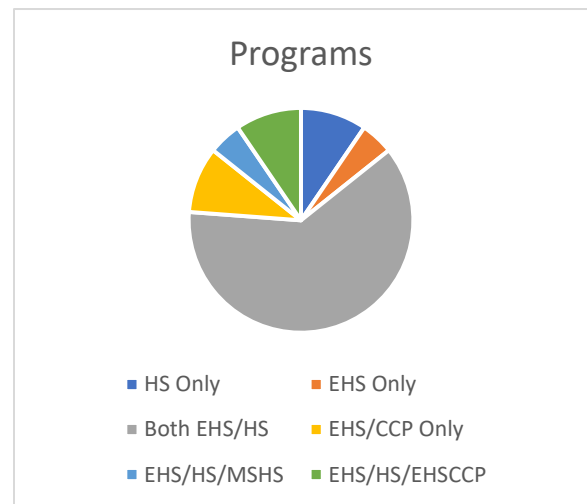
- Workforce Services,
- Step Up to Wages,
- Hiring unqualified staff,
- The NEED for more collaboration with other agencies,
- Providing more resources to support EHS/Head Start programs based on their needs,
- Homelessness,
- Launching a racial equity website,

- Assisting programs in being able to adapt to changes,
- Looking for program impact in helping staff and families faced with Opioid and Substance Misuse issues, and
- Continue to address funding for the HSSCO initiatives.

A comprehensive Needs Assessment is completed prior to the start of the Five-year Grant Application and updated each year (annually) during the five-year period. Family engagement and racial equity surveys have been added to the existing comprehensive Needs Assessment.

The numbers and percentages change every year for the EHS/Head Start grantees in Arkansas. Please notice the chart below for the breakdown percentages for all the programs we serve.

- I. 9.52% Head Start Only
- II. 4.77% Early Head Start Only
- III. 61.90% Both EHS/HS
- IV. 9.52% EHS/CC Partnerships Only
- V. 4.77% EHS/HS/MSHS
- VI. 9.52% EHS/HS/EHS/CCP



The work of the Head Start State Collaboration Office (HSSCO) Director in Arkansas is endless! During this fourth year of the Five-Year Grant Cycle, the Collaboration director will take on new activities (listed below) in supporting EHS/Head Start grantees across the state while other services continue. Activities such as:

- I. New National priorities from the Office of Head Start (4)

- II. Implementation of the Arkansas Pre-school Development Grant
- III. AECA TEACH Program
- IV. New Apprentice Program and Step Up to Wages Programs in Arkansas
- V. Collaboration with Community Action Agencies/Community Service Block Grant
- VI. Rolling out a new Racial Equity Website for ALL early childhood programs in AR
- VII. Expanding the Arkansas Imagination Library to serve more children in foster care and newborn babies born in hospitals.
- VIII. Arkansas Advisory Committee for Servicing Families Experiencing Homelessness (AACFEH) will implement a plan to end homelessness in AR.
- IX. Provide a new method of operation for grantee directors to utilize in their program and to enhance their leadership skills.
- X. Form a collaborative partnership with the Military branch in Arkansas to work and provide services to military and incarcerated families in the EHS/Head Start programs when needed.

Information will be shared with grantees on the new activities/initiatives that Arkansas is expected to roll out in 2024, as indicated in the Grantee Needs Assessment. In addition to the things we are still working on with our identified goals from year to year. This will bring forth great opportunities for EHS/Head Start programs to collaborate with other early childhood programs in other areas that will enhance the services they provide for children and families in Arkansas.



Please note that each of the areas listed above (1-10) will also be added to one of the ten goals that is listed in the strategic plan. Each update will identify the goal area that each item will be placed in for easy access. All information in the five-year grant is ongoing and will remain the same with new updates listed for 2024, which are listed below and included in the strategic plan as well. These are NEW initiatives based on Arkansas' Needs Assessment and current level of grant funding, which will be recognized by the dark blueprint in this section only.

I. The Office of Head Start (OHS) established four priority areas to guide the work of the Head Start Collaboration Offices (HSCOs). They include:

**1. Collaborate with state systems to align early care and education services and support for children and families prenatally to age 5. Collaborate across systems to support:**

- **Health, mental health, and social and emotional well-being**
- **Home visiting**
- **Comprehensive service delivery**
- **Services and support for children who are experiencing homelessness, children in foster care, children with disabilities, and children who are dual language learners.**
- **Quality improvements**
- **School readiness initiatives**
- **State background check systems**
- **Childcare**
- **Child welfare**

- **Early Head Start-Child Care Partnerships**
- **Early Childhood Comprehensive Systems Health Integration Prenatal-to-3 Programs**

**2. Work with state efforts to collect and use data on early childhood programs to guide decision-making and improve child and family outcomes.**

**Support appropriate access to and use of data to guide decision-making and to improve outcomes in areas such as coordinated eligibility and disparities in access to services.**

**3. Support the expansion of and access to a high-quality workforce and career development opportunities for staff.**

**Work with state professional development systems, including workforce registries and career pathways, and with institutions of higher education to promote expansion and high-quality career development opportunities.**

**4. Coordinate with school systems to ensure continuity and alignment across programs, as appropriate.**

**Promote continuity of services, program alignment, and support for successful transitions, particularly with state preschool, kindergarten, and with Title I, McKinney-Vento, and Individuals with Disabilities Education Act programs.**

**These national priorities are not new to the HSSCO. If you look closely, you will find them integrated with the current goals that the HSSCO director already has in place and in accordance with Head Start Act and the HSSCO Grantee Need's Assessment for Arkansas. A comparison was made with all items listed in the new national**

priorities and the existing goals, which you will see in the strategic plan has confirmed that all goals and priorities are covered including the new one with military and incarcerated families.

The Priority Crosswalk has been completed and included in this grant application to show how all the national priorities have been integrated and are being implemented.

**The other goals are as follow:**

- II. Implementation of the Arkansas Pre-school Development Grant - **Arkansas was awarded the Pre-school Development Grant (PDG). This grant will focus on the following areas for improvements in Arkansas: (1) expanding services for infants and toddlers, (2) Identifying strategies to assist children and staff affected by Trauma, and (3) expanding services for engaging families in Arkansas. The HSSCO director is and has been engaged in this process from the writing of the grant until the implementation.**
- III. AECA TEACH Program – **The HSSCO director works closely with the Arkansas Early Childhood Association as an advisor to their committee established for the purpose of giving input and recommendations for policy decisions to help guide our early childhood workforce in the T.E.A.C.H program. EHS/Head Start staff have the opportunity to attend college and have their tuition and books paid for. This program will assist staff in completing their degrees in early childhood.**

IV. Early Childhood/Apprentice Program and Step Up to WAGE\$. We currently have a diverse group of stakeholders from higher education, private provider programs, community foundations, state government and private consulting serving on this committee. As we continue to grow our scholarship program, prepare to pay out the first stipends for WAGE\$ and bring our new apprenticeship program on board in the spring of 2023, it was critical for AECA to have many voices of experience and expertise that can advise the AECA staff. This includes Head Start. AECA has not been able to make the in-roads with our state Head Start programs that they have had wished. This has to do mainly with the robust internal professional development Head Start already offers. But I know and AECA knows and believe there is a role T.E.A.C.H. can play in helping these HS/EHS teachers obtain their associate and bachelor's degrees. Therefore, Jackie Govan was asked to serve on this important committee for 2024-2025 program year. This advisory committee will meet every quarter. Both programs will improve staff qualifications and move them to receiving higher degrees.

(Goal #3)

V. Collaboration with Community Action Agencies/Community Service Block Grant (CSBG) – The HSSCO director met with the Arkansas Community Action Agencies Association (ACAAA) to implement the Statewide Inter-Agency Agreement in focusing on the many ways each agency could work smarter together in supporting the local grantees in Arkansas.

Tomekia Moore was appointed as the new executive director for ACAA. Some of the partnership areas include racial equity, school readiness, homelessness, Arkansas Imagination Library, Opioid and Substance Misuse, and other initiatives. Tomekia Moore shared that she is responsible for meeting coaching and training needs for agency professionals across the state. Beverly Buchanan, who is over the CSBG grants in Arkansas has agreed to partner with us as well. There will be many ACAA agencies across the state who will join us as we move to implement the first statewide Inter-Agency Agreement between three different agencies. The triad team has created an action plan to move all three groups forward. This document identifies the areas of interest that is documented in the agreement. (Goal #5)

- VI. Rolling out a new Racial Equity Website for ALL early childhood programs in AR - The HSSCO has completed for the first time in Arkansas a Racial Equity Website for teachers, parents, and administrators. In the Spring of 2024, the website will provide online resources for, not just Head Start, but for ALL early childhood parents and staff in Arkansas. There will also be several mini-Informational webinars that will focus on key terms to help educators understand racial equity words and examples of these words such as bias, micro-aggression, equity, discrimination, and so much more! There will be 90 minutes informational sessions offered at different times to give all parents, staff, and administrators an opportunity to engage. The overall purpose of this initiative is to help to eliminate racial educational disparities in our state's early childhood programs. The HSSCO does not have funding to support this

effort, but still wants to at least offer opportunities to discuss and provide other important racial equity information to help to enhance their program policies and procedures. The ELAN Advisory committee is also working with the leadership of the HSSCO director, to implement a training track and/or maybe a statewide Racial Equity conference in the future. (Goal #8)

VII. The Arkansas Imagination Library (ARIL) has far succeeded in its mission to include Imagination Library in all 75 counties in Arkansas! This was confirmed when Dolly Parton came to Arkansas on May 5, 2022 to congratulate Arkansas for their hard work. The HSSCO director continues to serve on this board and has conducted a survey with ALL EHS and Head Start programs to identify the locations and service areas where we have children birth to 5 who are not receiving these wonderful books. The goal is to get ALL our birth to five EHS and Head Start children enrolled in this ARIL program so that they will be able to appreciate the joy of reading, own their own, and have the opportunity to create a literacy library at home if we start them from birth (that would be 60 books in the home). These books will be at NO COST to the families! This will be a major goal to accomplish but we are already winning by the number of books we provide each year. We expect our numbers to go higher by recruiting hospitals and working with children and families in our foster care system in 2024.

want it to go higher. (Goal #4)

VIII. Arkansas Advisory Committee for Servicing Families Experiencing Homelessness

(AACFEH) will implement a plan to end homelessness in AR - **Ending**

**Homelessness in Arkansas appears to be a major job to accomplish!**

However, the HSSCO director brought one of the most powerful groups of people together (People from Workforce Services, Continuum of Care, Housing, Mental Health, Wolfe Street Recovery Center, and many others) in 2023 to really take a huge LOOK at Homelessness in Arkansas. Please see below the accomplishments we made and what we plan to do in 2024. This will be a major job to do but I feel that we can do it if we ALL work together! The government came up with funds to pay for so many things during the COVID pandemic so why can't we find the fund to end homelessness. The HSSCO and other key partners will take the following steps in 2023 through 2025 to create a sustainable process that leads to ending homelessness in Arkansas:

- a. ~~Form a very diversified Homeless Committee w/valued partners.~~
- b. ~~Set up meetings w/key partners to address homelessness in AR.~~
- c. ~~Conduct surveys, speak to homeless people, conduct research.~~
- d. Examine the cost to bring homeless families to sustainability.
- e. Analyze cost and the feasibility of ending homelessness in AR.
- f. Develop a short/long-term Action plan to end homelessness in AR.
- g. ~~Create an action plan to end homeless ness in Arkansas.~~
- h. Implement action plan for a pilot program while observing what worked, what did not work, and make positive changes.

- i. We plan to start with families experiencing homelessness who has children from ages birth to five years old and go from there. (Goal #9)

IX. Provide a new method of operation for grantee directors to utilize their full leadership potential - INNOVATION.

-workforce, enrollment,

X. Form a collaborative partnership with the Military branch in Arkansas to work and provide services to military families in the EHS/Head Start programs.

State and Regional Priorities - According to the Head Start Act, HSCOs “facilitate collaboration among Head Start agencies and entities that carry out activities designed to benefit low-income children from birth to school entry, and their families (Sec. 642(B)(a)(2)(A)).” They provide structure and a process for Office of Head Start (OHS) to work and partner with state agencies and local entities to leverage their common interests around young children and their families to formulate, implement, and improve. state and local policy and practices. The process goals will address the work that is being done on the state and local levels.

**Opioid and Substance Misuse in Region VI. The five states came together to address this crisis during an intentional summit scheduled as a pre-institute to the Region VI Head Start Association institute on Tuesday, September 27, 2022. We had speakers from all five states, resources, networking, learning opportunities, and new visions for applying new skills, action planning, and so much more! In 2023, Arkansas will reach out to the prison systems to provide training and**



services to engage incarcerated fathers with their child or children. We will also be working to help fathers who were hit heavily by COVID-19 to regain their confidence, strengths, and families, by offering powerful conversations and funding to help them to get back on their feet.

HSSCO's Continuation Outcomes & Process Goals for 2023-2024

**Measurable Objectives (MO):**

1. To provide 100% Collaboration with collaborative partners on the national, regional, state, and local levels. **Met Objective, but ongoing**
2. To provide ongoing and effective Communication with all early childhood professionals in Arkansas on a regular basis (# of committees. **Met Objective, but ongoing**
3. To coordinate services and initiatives with other agencies and organizations to be a voice for EHS/MS/Head Start (# of Initiatives/Services) **Met Objective, but ongoing**
4. To initiate and engage in new initiatives that will enhance services for EHS/MS/Head Start programs (# of new initiatives) in Arkansas. **Meeting Objective**
5. To effectively assess, plan, implement, and evaluate (APIE) each outcome and process goals for the next five years (see strategic plan below for documentation) in order to showcase the continuous improvement work of the HSSCO. **Meeting Objective**
6. To provide access to equal opportunities to people of all races that make up the agencies and organizations that partner with the HSSCO regardless of their skin color, physical traits, etc. in hopes of eliminating racial disparities in EHS/MS/Head Start and other early childhood programs (SUTREAR. Model) in Arkansas. **Meeting Objective**

**Please Note:** All measurable objectives listed above will be used with each of the ten outcomes and process goals listed below in the strategic plan.

Objective 1								
Objectives:	Expected Grant Outcomes	2021- 2022 Y-1	2022- 2023 Y-2	2023- 2024 Y-3	2024- 2025 Y-4	2025- 2026 Y-5	Evaluation/ Meas.	
	The HSSCO will engage, support, coordinate, and build positive <u>early childhood systems</u> , allowing access to quality comprehensive services for EHS and childcare partners							
	Process Goals/Activities	1. Pritzker Grant for IT in AR						
	2. AECA TEACH Program							
	3. Birth to Eight Initiative							
	4. Family Engagement in AR							
	5. EHS-CCP Cohorts in AR							

The following information will explain what each of these components mean and how they will be used in the continuation application:

- I. Long Range Outcomes – Broad, inspirational statements that describe what you seek to accomplish; targets to be reached.
- II. Process Goals – A process goal is what you will have to do to achieve a larger goal. Process goals capture the effort which is put in to reach the outcome. They determine how you spend your time. These goals are more within your control.

Process goals are the “how” and emphasize the systematic actions and steps for making progress toward a larger outcome. These can also be thought of as the building blocks of long-range goals.

III. Short Term Measurable objectives are subparts of process goals that are Specific, Measurable, Attainable, Realistic and Timely (SMART).

IV. Outcomes include something that happened because of an activity or process.

The actual results achieved. The term outcome is also used to refer to...

V. Expected Outcomes, that is, the results you expect to see because of an activity or process.

VI. Progress is the forward movement toward the achievement of an outcome, process goals, objectives, Evidence, facts, information, documentation, or examples given to support an assertion will be written in the space below each outcome.

VII. We will also look at Program Impacts, which includes the influence or effect on a specific Head Start population (e.g. staff, children, families, communities). Please find the information in the strategic plan below. All information has been updated with new ideas, initiatives, and strategies for 2022-2023. All updates for the New Year will be added to the existing information under each goal and objective but highlighted in dark blue. The items listed above in dark blue are completely new items, whereby we will receive funding for, or they are a new national initiative by the Biden Administration for 2022. All items in the charts that are marked with a “**C**” means those items or initiatives have been completed.

## HSSCO's Strategic Plan/Logic Model

Expected Outcomes and Activities	2021- 2022	2022- 2023	2023- 2024	2024- 2025	2025- 2026	Eval./ Meas.
<p><b>I. The HSSCO will engage, support, coordinate, and build positive <u>early childhood Systems to align with early care and education services</u>, allowing access to quality comprehensive services for EHS and childcare partners.</b></p> <p><b><u>Evidence, Measurements, and Evaluation</u></b></p> <p><b>CONTINUING TO BUILD EARLY CHILDHOOD SYSTEMS</b></p> <p>Arkansas has applied for the Preschool development grant. This grant will focus on expanding our infants and toddlers' services. Based on the update from our Needs Assessment, whereby programs are converting their programs from preschool to serving infants and toddlers, this will be a great opportunity to enhance these services to infants and toddler programs. Plus, we will be able to expand the number of children in these programs. The grant will also address trauma informed care for staff and children, as well as focus on improving family engagement in the state. Once awarded, specific details will be provided regarding the roll of the HSSCO director.</p> <p>The HSSCO director has made connections with EHS/HS programs by providing information on the <u>TEACH program</u>, which provides scholarships to early childhood educators. The collaboration with AECA has been great and the HSSCO director sits on the AECA Board. The <u>Early Childhood Leadership team</u> now meets every month to share ideas and what's going on in each area of the state. The State Department of Education has rolled out a new PD program Pre-K Rise that trains teachers on early literacy and early reading. Some early childhood professionals did not agree with the roll out of this training program. The program reviews the research-based foundational skills for what children need before learning</p>						

Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./ Meas.
<p>“intentionally.” It also looks at a sequence of development, evidence-based instruction, and planning instruction. This program is already being implemented in Arkansas and some Head Start program staff has completed the training and are using the Pre-K rise curriculum as an enhancement tool with their curriculum.</p> <p><b>The HSSCO is collaborating with the Arkansas Research Center (ARC) to create a <u>Longitudinal Data System</u> for identifying children birth to 5 in EHS/Head Start programs to track their learning progress through 3<sup>rd</sup> grade or the 12<sup>th</sup> grade. The HSSCO received a quote on the cost for both of those tracking areas.</b></p> <p><b>The proposal went before the AHSA Board in November 2021 for further discussion. We invited the ARC representative to discuss the details in 2022 for how this process would work and found out that we would not be able to do this since the Head Start programs did not have all the data needed to track all the way to the 12<sup>th</sup> grade. So we will have to regroup and look at something else.</b></p> <p><b>The HSSCO has begun the quarterly meeting again with the EHS-CCP programs. Due to COVID-19, things were put on hold, however, these meeting are now virtual, but we do expect to get back to face-to-face meeting in 2023. This quarterly engagement helps to keep programs engaged, connected, and provides opportunities for programs to learn new strategies to enhance their programs and services for infants and toddlers. In 2023, there will be four meetings scheduled with presenters covering content based on what was identified in each meeting evaluations.</b></p>						

Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./Meas.
<p>Arkansas has a Quality Rating Improvement System that will be launching three more levels in 2023. The system is called <u>Better Beginning QRIS</u>. The HSSCO director requests updates to share in various reports (see Goal #3 for the update). This will allow programs to move upward from the three current levels with more incentives built into the levels.</p>						
1. Pritzker Grant for IT in AR	X	X	X	X		
2. ARISE Program – <b>NEW</b>			X	X		
3. Excel By Age Initiative/GLRC	X	X	X	X		
4. Family Engagement		X	X	X		
5. EHS-CCP Cohorts in AR		X	X	X		
6. Longitudinal Data System	X	X	Hold	No Funds		
7. Better Beginnings (QRIS)		X	X	X		
8. EHS/Head Start Leadership	X	X	X	X		
9. COVID-19/Monkeypox/Delta	X	X	X	X		

Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./ Meas.
<p><b>II. The HSSCO will work collaboratively with state and local agencies to coordinate and <u>align school readiness</u>, data systems, and transition services, and family engagement services to EHS, HS, and MSHS programs in order to prepare children for the public school and for life.</b></p> <p><b><u>Evidence, Measurements, and Evaluation</u></b></p> <p><b>SCHOOL READINESS IN ARKANSAS</b></p> <p>The <u>School Readiness Summit</u> was held this year (2021), in part by the “100 Schools Initiative.” It was a great success whereby, we focused on <u>Transition to Kindergarten</u> (TTK) and Professional Learning communities. Teams from different areas of the state attended the summit and provided great information for moving forward and what they would like to see in the future for the school readiness summit. There were 105 who registered and 82 that attended.</p> <p><b>The 2022 School Readiness Summit will focus on Social Emotional 22velopmentt in order to address the needs of program staff and families. This summit is scheduled for November 4 2022. We will bring in teams of 11 people with approximately 15 teams to network, share ideas, learn from each other and so much more. We will have a speaker who will address “Unpacking the Pyramid Model.” This will be Arkansas’ tenth year for conducting school readiness summits.</b></p> <p>The HSSCO director attended two <u>School Board Meeting</u>, whereby, she presented on the systems, services, and statistical data on EHS/Head Start programs.</p>						

Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./Meas.
<p>COVID-19 and the Delta Variant numbers are decreasing in Arkansas, however, the deaths are still occurring, not just from people who were in the hospitals, but new patients as well. Staff in EHS/Head Start programs continue to refuse to take the vaccine, which is creating another situation with programs hiring qualified staff in the classrooms. Some programs are hiring unqualified staff and having them to commit to getting the qualifications as they work in the programs. It has been really tough for these programs.</p> <p>The AHSA/HSSCO will be offering more webinars in 2022, It will include <u>transitional alignment</u>. This would be a follow up on the content from the School Readiness summit this year (2021).</p> <p>As collaboration director, I serve on the REL SW Board, which has helped me to know and understand how to read all kinds of data and scorings. In collaboration with the Southwest College and Career Readiness Research Partnership, REL indicators to predict postsecondary readiness (ACT Score of 19 or above) and success (college beginning grade 6) for Arkansas students who entered grade 6 in 2006/09 or 2009/10. All students prior to the pandemic. The study findings can help state and local education agencies, both in Arkansas and across the globe, help students who are on and off track for attaining postsecondary readiness and success.</p>						
1. School Readiness Summit	X	X	X	X		
2. State School Board Meetings	X			X		
3. AECA TEACH/Wages <b>NEW</b>		X	X	X		



<b>Expected Outcomes and Activities</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>Eval./ Meas.</b>
4. Transition Alignment	X	X	X	X		
5. REL Southwest Board		X	X	X		
6. Apprentice Program <b>NEW</b>			X	X		

**III. The HSSCO will work collaboratively to support the expansion of the Arkansas Better Beginnings/QRIS and ensure that EHS, HS, MSHS, and EHS/CC programs' have access to quality professional development and career development opportunities in order to maintain skilled and competent staff.**

**Evidence, Measurements, and Evaluation**

**The only new information for BB/QRIS is with the CCDF Participant Agreement. It accepts vouchers, including essential workers, but they must be a Better Beginning QRIS level 2 or higher on or before July 1, 2022. The numbers for these levels continue to rise. The HSSCO has no update on the additional levels for BB, except for the fact that they are conducting a pilot to see how the levels will work in some programs.**

The AHSA Institute was not held in 2020 due to COVID-19 pandemic. The institute is now scheduled for August 31<sup>st</sup> through September 3<sup>rd</sup>. This institute will be face-to-face since most people have had their vaccines. The institute will focus on quality training, with a celebration for 56 years for Head Start and 26 years for EHS. Program staff will be recognized for degrees and outstanding work that is being done in programs.

**The Arkansas/Region 6 conference will be held in Arkansas in 2024, which will be a combination of Arkansas, along with other early childhood programs in the state. The**

Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./Meas.
<p><b>Collaboration Director and Team Arkansas (OSM team) are working together to plan for the best Opioid and Substance Misuse summit ever! It is already scheduled for 2024 to take place in Little Rock, AR. This was a priority taken from our Needs Assessment.</b></p> <p><b>The AHSA/HSSCO recognizes degreed and outstanding staff in programs across the state each year during the annual state institute. Each participant receives a framed certificate recognizing their accomplishments.</b></p>						
1. BB/QRIS: Add Levels 4, 5, 6			X	X		
2. BB/QRIS Collaboration		X				
3. AHSA Annual Institute	X	X	X	X		
4. PDR State Registry			X	X		
5. Region 6 Conference in AR	X	X	X	X		
6. HS Training on PD Registry			X	X		
7. Recognition of Degreed Staff	X	X	X	X		
8. Recognition of Outstanding Staff in programs	X	X	X	X		

Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./ Meas.
<p><b>IV. The HSSCO will <u>support all EHS-CCP</u> programs by providing technical assistance, resource materials, state updates, and networking opportunities to maintain connectivity among programs.</b></p> <p><b><u>Evidence, Measurements, and Evaluation</u></b></p> <p>The HSSCO director intentionally reached out to all <u>EHS-CCP grantees</u> in putting together an online virtual meeting. The grantees were provided an update on COVID funding, services for zero to two, procedural handbook, and the HSSPS for programs. The HSSCO introduced Cheryl Angell, Systems Specialist with the Dallas Regional Office, whereby she was asked to share a few words.</p> <p>There are a few new groups that have formed in the areas of the <u>State Interagency Coordinating council (SICC), Pre-school Inclusion Team (619 Coordinator, and Disability Services</u> in Arkansas. These committees are working hard to make connections in looking at the procedures for each and making comparisons to their indicators.</p> <p>In order for participants and partners to better understand “Inclusion,” and how it works in the Special Education world, Arkansas has formed an Inclusion Book Study group. We are using the book, “<i>Making Preschool Inclusion Work.</i>” The study group ranges from 75 to 125 people from all across the state listening and sharing their input on how to make things better in Arkansas for children with disabilities and what it means to include them.</p> <p>Lots of information and resources are going out to programs across the state. The HSSCO director shares other initiative with all early childhood programs in Arkansas. She also provides state updates every quarter to the <u>State Advisory Council</u>.</p>						

Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./Meas.
<p>The <u>AECC/State Advisory Commission</u> meets every quarter virtually (since COVID). State updates are shared by the HSSCO director, along with other information shared from specific initiatives. Dates were sent to the <u>Dallas Regional Office Systems Specialist</u> with an invitation to join these meetings so that Arkansas partners will know who she is. She has confirmed that she will be attending.</p> <p>The <u>Collaboration Directors in Region 6</u> (AR, LA, TX, OK, &amp; NM) has taken it upon themselves to meet every month to discuss critical issues and to provide updates from each state.</p>						
1. Connections w/All EHS-CCP	X	X	X	X		
2. Collaboration SICC, PIT, DS	X	X	X	X		
3. Resource Info./State Updates	X	X	X	X		
4. Annual Institute Tr. Track			X	X		
5. Improve I/T Care <b>NEW</b> (PDG)		X	X	X		
6. AECC/Advisory Commission	X	X	X	X		
7. Region 6 HSSCO/5 States	X	X	X	X		
8. Working with the DRO	X	X	X	X		

Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./ Meas.
<p>V. The HSSCO will work collaboratively with <u>state school systems, colleges &amp; universities</u>, and other educational agencies to ensure continuity of care between EHS/Head Start, AR Better Chance (ABC), Child Care, the public schools, and other early childhood agencies.</p> <p><u>Evidence, Measurements, and Evaluation</u></p> <p>Arkansas is working to ensure <u>quality and continuity of care</u> over time. We are using a process which links each early childhood program to another one, whereby all programs are cooperatively engaged in ongoing education and care towards a shared goal of high quality.</p> <p><u>Arkansas TEACH program</u> is being used as a change agent for the early childhood education workforce and system. The purpose is to upgrade the level of education for teachers working with young children while making the education process affordable, increasing wages, and reducing turnover.</p> <p>Arkansas' <u>System for Higher Education and the Professional Contracts</u> for professional Development (PD) funds have been re-allocated to almost the same group of people who provided the training across the state. All PD provided in Arkansas is free of charge for all caregivers. Funds are paid from the Child Care Development Block Grant. This system works well using the PD registry.</p> <p><u>Arkansas will also receive a grant to continue funding the Arkansas Fatherhood and Family Initiative</u> to work with 11<sup>th</sup> and 12<sup>th</sup> graders who have babies (infants and toddlers) in high schools with a high teen birth rate in Arkansas. This collaboration will be between workforce services, Arkansas PBS, and with</p>						

Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./Meas.
<p>Identified School Districts in ten locations across the State of Arkansas. The selection for these school sites will be based on the high numbers in Arkansas' teen birth rates.</p> <p>The Arkansas Home Visiting Network is a group of agencies that all provide Services for children and families in the home. The agencies have joined together and meet each month to plan activities and ways to collaborate with all home visiting programs. We also work together in planning for a statewide home visiting conference, which includes all home-based agencies.</p>						
1. Quality Care and Continuity	X	X	X	X		
2. Apprentice Program <b>NEW</b>			X	X		
3. AR Prof. Dev. Registry			X	X		
4. Fatherhood Mentor Program		X				
5. Higher Education System	X	X	X	X		
6. AR Prof. Dev. Contracts	X	X	X	X		
7. Program Licensure			X	X		
8. AR Home Visiting Network		X	X	X		

Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./ Meas.
<p><b>VI. In working with different agencies and organizations, the HSSCO will design a process to ensure that program integration and coordination is in place to improve working relationships and educational programming in the areas of <u>Education, Family Literacy, and Disability Services.</u></b></p> <p><b><u>Evidence, Measurements, and Evaluation</u></b></p> <p>The Arkansas Imagination Library (ARIL) has been in existence for about 3 years. As a board member for this group, we have worked extremely hard and we are so happy to announce that Arkansas is now distributing books to children in all 75 counties in Arkansas. When I started working with this group in 2012, we only had about 27 counties participating in DPIL. We did not have an Arkansas state program either. Because of our dynamic efforts in making these major accomplishments by providing books to children birth to five years in their homes... Dolly Parton will be coming to Arkansas in 2022 to celebrate our accomplishments with us! So exciting!</p> <p>The HSSCO is working with a <u>variety of agencies</u> in order to get the best strategies and program enhancement for Head Start families and programs. For example, we partnered with Arkansas PBS in working with our Fatherhood initiative and including EHS/Head Start families and staff in so many training and access to services and online resources and books. <b>Arkansas has a new State Leadership Team for Disability and Early Childhood Inclusion Services in Arkansas. <u>“The Preschool Inclusion Team (PIT)”</u> that works on specific national indicators to ensure the best possible services for children and their families. Team is working on an inclusion document that will go out statewide in providing services for children with disabilities and their</b></p>						

Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./Meas.
<p>families. This team is a cross-sector collaborative effort of partners from a variety of early childhood agencies who share a common vision in researching, supporting, and promoting early childhood inclusionary practices in Arkansas. This will be a great move for Arkansas in addressing the needs of children and families and comparing the national indicators with what is actually being done in Arkansas.</p>						
1. AR Imagination Library		X	X	X		
2. SUTREAR Model/Step Two			X	X		
3. AR PBS/Family Engagement	X	X	X	X		
4. Dads Reading on the Carpet		X	X	X		
5. Disability Webinars			X	X		
6. State Leadership Team (PIT)		X	X	X		
<p><b>VII. The HSSCO will identify appropriate state partners to discuss, create, and provide quality information and resources in <u>Health Education, Community Services, and Child Welfare</u> for families enrolled in EHS/Head Start and MSHS programs.</b></p> <p><a href="#">Evidence, Measurements, and Evaluation</a></p> <p>The <u>Oral Health Coalition</u> meets every month to collaborate and find ways to provide services to children and their families. We are currently working on an Oral Health conference,</p>						



Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./ Meas.
<p>whereby all EHS/Head Start staff will be invited to attend and speak to dentist firsthand about the areas they are located in and how they can better access services.</p> <p><b>For the upcoming year, the HSSCO plans to work closer with the Oral Health Coalition in order to provide more services and oral health products and activities to local EHS/Head Start programs in Arkansas.</b></p> <p>Team Arkansas has really worked hard in pulling together such a dynamic team to address <u>Opioid and Substance Use in Arkansas</u>. Due to COVID-19, the scheduling was completely off and things had to be rescheduled. Arkansas held it first Online Virtual Summit to address Opioid and Substance Use in April, 2021. We had approximately 123 in attendance with three speakers (Health Dept., Behavior Health, and the Division of Child Care). In accordance with our action plan that was developed in 2019, we will complete our last goal, which is to use Head Start as a vehicle to drive this information out into the hands of all early childhood programs. Therefore, we are now planning for 2022, whereby we will include all early childhood programs in Arkansas, just Head Start. We are planning to invite the other four states in Region 6 to participate as well.</p> <p><b><u>COVID-19</u> is still lingering in Arkansas so we are watching for any changes in the pandemic rules, which will help us to decide if these meetings/trainings will be virtual, hybrid, face-to-face, or a combination. However, we will continue to work with programs and sharing information that will keep them up-to-date in all areas of health education. We continue to encourage staff to get their vaccines.</b></p>						
1. Oral Health Coalition	X	X	X	X		
2. Health Coordinators Network			X	X		

<b>Expected Outcomes and Activities</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>Eval./Meas.</b>
3. Opioid/Substance Misuse Summit	X	X	X	X		
4. Low Birth Weight Babies				X		
5. Mental Health/Trauma Care		X	X	X		
6. Child Welfare System			X	X		
7. COVID-19/Safety	X	X	X	X		

**VIII. As a member of the Equity Leaders Action Network (ELAN) team with the 2015 -2018 National BUILD Initiative, the HSSCO will create opportunities for EHS/Head Start programs to enhance their skills in recognizing and eliminating racial educational disparities in the early childhood education system.**

**Evidence, Measurements, and Evaluation**

The HSSCO Director has been working on racial equity for years, but still does not have something concrete in place for working with teachers, parents, administrators, communities, and legislators in eliminating racial disparities in Arkansas. My team and I have developed a model called, “Stepping Up to An Equitable Arkansas (SUTEAR).” So until the funding comes, the HSSCO is hosting racial equity summits every other month to introduce the model, get input from teachers, parents, administrators, and legislators. These six summits for 2021 are called “6 Degrees to Racial Equity in Early Childhood Education (6DREECE)”. Due to COVID, the disparities are even worse, and we really need to do something to find the root causes and fix it!

Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./ Meas.
<p>The HSSCO director has completed 5 of the 6 scheduled sessions of the 6 Degrees to Racial Equity in Early Childhood Education (6DREECE) summits. Once the last session is completed with legislators, all data from each of the sessions will be analyzed and used to make decisions on how to eliminate racial disparities in early childhood education. We hope to implement a racial equity model that will truly get to the root causes as to why children of color are not meeting their academic outcomes. More dynamic work to come.</p> <p>The HSSCO director was assigned a professional fellow from the American Council and who lives in Armenia. Arkansas and Armenia met for 4-5 weeks to compare and discuss information on Positive Youth Development in Arkansas. We focused on Positive Youth Development in helping youth to recognize their own responsibilities in life.</p> <p>This was a learning opportunity for both the United States/Arkansas and Armenia. As Arkansas programs with speakers met with the Fellow and sharing ideas on both sides of the world, I learned so much! Many thanks to (legislator) Senator Clarke Tucker, Arkansas Advocates for Children and Families, and other Youth Development groups. The Fellow completed a PowerPoint presentation that included the results of her youth survey and her goals to continue to work with youth in Armenia.</p> <p>This project is now completed.</p>						
1. Racial Equity Cafes				X		
2. RE: 6DREECE	X	X	X	X		
3. RE /Zoom Webinars <b>NEW</b>		X	X	X		

Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./ Meas.
4. Implement SUTREAR Model			X	X		
5. Youth Policy Development	X	C				
6. Racial Equity Website <b>NEW</b>			X	X		

**IX. The HSSCO will work closely with the Office of Head Start (OHS) and the Dallas Regional Office (DRO) in coordinating activities, initiatives, and other priorities to support EHS, Head Start, and Migrant-Seasonal programs.**

**Evidence, Measurements, and Evaluation**

Arkansas has been partnering with state partners to create a visible awareness on the use of Opioids and Substance Use. Head Start is leading the way and including other early childhood programs in the training, technical assistance, and resource sharing. Arkansas had its first virtual training with state partners in April, 2021 and will continue to lead the way by planning with other states in 2022. All five states will come together to share ideas, speakers, and resources as we learn from one another.

The HSSCO is happy to share the collaboration with the State Department of Education and how working as a state team has pulled School District Liaisons and Head Start Liaisons together to address Homelessness in Arkansas. However, there are still some challenges to overcome with transportation and the state database, which we will be working on this next quarter.

**The HSSCO In collaboration with the State Department of Education (SDE) has put together virtual quarterly meetings to bring together school district McKinney Vento**

Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./ Meas.
<p><b>Liaisons and the Head start Homeless liaisons to communicate, problem solve and work out issues related to helping families experiencing homelessness. The SDE has also hired a new person as state coordinator for Arkansas. I look forward to working with Jessica Hickman as we put homeless families as a priority in Arkansas!</b></p> <p><b>The HSSCO has completed all data and information on the 100 schools initiative.</b></p> <p>The HSSCO director has been in ongoing <u>communications</u> with the Office of Head Start (OHS) with Beth Caron monthly. She provides the Collabs across the U.S. with lots of meaningful and updated information and resources. There has not been much communication with the Dallas Regional Office (DRO) this past year, but I do hope that we will have a chance to go back to our monthly meetings with the DRO. Other ongoing communications include connecting with the grantees in the state. The HSSCO director does this through a variety of methods such as emails, phone calls, sending out resources, meetings every other month, updating information on our website, and visiting programs in their local communities. In the areas of Homelessness, the Association, State Advisory Committee, and EHS-CCP in Arkansas. This communication is important so that grantees will know who the HSSCO director is person is and what her role is. Collaboration directors from Arkansas, Louisiana, Texas, New Mexico, and Oklahoma. Ongoing communication is a must!</p> <p>We have a new Collaboration director in New Mexico, which is in our Region 6 collaborative partners and board areas. The HSSCO director in AR sent a welcome message to the NM HSSCO director and invited her to attend our monthly meetings in region 6. It feels good to have our full five-state team (Arkansas, Louisiana, Texas, New Mexico, and Oklahoma) back</p>						

Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./Meas.
<p>together again! This team meets the second Friday of each month, and we share with each other key issues that are occurring in our state and talk about concerns and changes that need to be made. We created this time for ourselves, and it has been the best communication ever!</p>						
1. Opioid/Substance Planning Meetings	X	X	X	X		
2. Homelessness/Collaboration	X	X	X	X		
3. 100 Schools/Transition/SE	X	C				
4. Effective Communication (ongoing)	X	X	C			
5. Ending Homelessness <b>NEW</b>			X	X		
6. Dallas Regional Office			X	X		

Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./ Meas.
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**X. The HSSCO will create new initiatives based on the 2020 Needs Assessment and the Family Engagement Self-Assessment survey (That does not address what has already been included in the nine goals) to enhance services to children and their families.**

**Evidence, Measurements, and Evaluation**

There are so many issues identified in the State Head Start Needs Assessment (HSNA) which you can see that is marked with an “X” below. The SUTEAR professional development model has not been funded at this time, but a need was shown in the HSNA, as you look at the data on racial disparities in Arkansas, AND when you look at the data now since COVID19 hit.

Social Emotional development was another big area in the HSNA, which will be addressed at the 2022 School Readiness Summit. In the meantime, lots of resources and access to training will be provided for programs.

We have a new Collaboration with AR PBS due to a new grant that they received. We will be working with them through our Fatherhood initiative as we create opportunities for fathers to engage with their children. Some activities include virtual pajama parties with fathers and their children to share some fun ways to incorporate literacy. Arkansas PBS will provide the resources and the HSSCO will provide the flyers to get the word out and the fathers.

Expected Outcomes and Activities	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Eval./ Meas.
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The McKinney Vento Act states that transportation should be provided to children in families experiencing homelessness, however, there is some confusion as to how this should be set up so we will be working with the Division of Elementary and Secondary Education (DESE) to clarify and to ensure that everyone is on the same page for understanding.

We will continue to make things better as we deal with the aftermath of the COVID-19 pandemic! There has been so much funding that will carry programs through 2024 for the Essential Worker and other areas. However, the HSSCO will remain steady in assisting EHS/Head Start programs in maintaining their quality services for children and families. The numbers are going back up in Arkansas, which releases a concern for programs opening up and for the AHSA to have its face-to-face conference this year.

**The work continues in each of these areas.**

1. Implement SUTEAR Model Planning	X			X		
2. Social Emotional Dev.	X	X	X	X		
3. Collaboration w/AR PBS	X	X	X	X		
4. Access to Transportation	X	X				
5. COVID-19 Needs/Workforce	X	X	X	X		

**After 5 years, the HSSCO Director will know that Progress has been accomplished with**

**EHS/Head Start programs in Arkansas each year by:**

**Advocating Causes – Influences others to act in support of ideas, programs, or causes.**



**Performance Statement Examples:**

- Actively promotes and solicits support for a program or cause. Builds credibility as a representative by demonstrating personal commitment and sharing information.
- Using knowledge of audience views and interests, chooses and employs diverse methods, tools, and resources to educate and build enthusiasm in potential partners and supporters.
- Ensures others grasp the purpose and benefits of the program or cause. Tailors messages to specific audiences to develop interest and endorsement.
- Displays passion for the cause, and sparks that same passion in others.

**Analysis/Reasoning – Examines data to grasp issues, draw conclusions, and solve problems.**

**Performance Statement Examples:**

- Identifies key facts in a range of data. Notices when data appear wrong or incomplete, or need verification. Distinguishes information that is not pertinent to a decision or solution.
- Breaks down complex information into component parts. Sorts and groups data, and applies causal relationships. Sees underlying principles, patterns, or themes in an array of related information.
- Applies logic and complex layers of rules to analyze and categorize complicated information. Sees relationships between information in varied forms and from varied sources.
- Goes beyond analyzing factual information to develop a conceptual understanding of the meaning of a range of information. Integrates diverse themes and lines of reasoning to create new insights or levels of understanding for the issue at hand. Thinks in terms of generalized models rather than concrete details.

**Planning & Organizing – Coordinates ideas and resources to achieve goals.**

**Performance Statement Examples:**

- Identifies the sequence of tasks and the resources needed to achieve a goal, and prioritizes key action steps. Anticipates the impacts and risks of decisions and actions.

- Seeks and uses others' input about critical actions, timelines, sequencing, scope, methodology, expected outcomes, and priorities. Sees potential challenges and opportunities, and adjusts plans based on input.
  - Creates realistic schedules for projects and follows them. Evaluates progress against schedule and goal.
  - Monitors and evaluates social, fiscal, and political trends that affect the plan. Prepares strategies to deal with problems or drastic changes.
  - Evaluates proposed actions and timelines against organizational mission and values. Integrates the current plan with other plans as needed to achieve the overall mission.
- 
- The long- and short-range goals and objectives relate significantly to the OHS overarching goals of ensuring that our Head Start children are school-ready. The HSSCO goals and objectives will lead programs to having greater impacts with children and families as they transition out of Head Start and into other programs. We will now have data to show these results, which will track the children all the way to the 12<sup>th</sup> grade.

HSSCO – J. Govan

## **ORGANIZATION AND MANAGEMENT STRUCTURE OVERSIGHT**

It is the mission of the Arkansas Head Start Association (AHSA)/HSSCO to promote structured leadership and collaboration on the state and local levels by delivering equitable, innovative, and quality services, training and technical assistance, and ongoing support to the Head Start community in Arkansas. There are 24 Board members in the AHSA, which makes up 21 programs that serve over 9,000 children birth to five years old. The HSSCO director works under the supervision of the AHSA Board. The funds for the HSSCO are run through the Arkansas Department of Education under the leadership of Tonya Williams. The HSSCO director (Jackie Govan)

submits invoices to draw down funds when needed or every month. The AHSA Board approves budgets, grant applications, new initiatives, and other work that the HSSCO director does. The HSSCO is made up of one director and a Program Service Manager only. Therefore, there has been no changes in the makeup and location of the Collaboration Office.

Under the facilitation of the HSSCO director, the AR Head Start Association (AHSA) just completed a new five-year strategic plan. The strategic plan focuses on eight specific goals that will improve the work of the association, as well as all 21 EHS/Head Start programs in the state. Representatives from various programs serve on the Strategic planning committee to keep track of all updates in the strategic plan. Reports are made every other month at the association Class and Board meetings.

**III. BUDGET AND BUDGET JUSTIFICATION REVISIONS**

**Line-Item Budget**

	100%	Non-	
	Federal	Federal	Total
21. Direct Charges			
a. Personnel			
Project Director-100% FTE			
\$75,260x26 Pay Periods	75,260		
Admin Services Manager-24.985% FTE			
\$46,110x26 Pay Periods-24.985%	11,521		
			86,781
b. Fringe			

FICA	7.65%	6,639	
Workers Comp	1%	868	
SimIRA	3%	2,749	
Dental/Vision		660	
Health Insurance (\$150 per pay period)		4,874	
		<hr/>	15,791

c. Travel

1. 2 ACF Regional Meeting			
	Transportation	300	
	Lodging	200	
	Meals	73	
2. 2 National Collaboration Meetings			
	Transportation	750	
	Lodging	530	
	Meals	284	
3. 1 Meetings-Related to Priority Areas			
	Transportation	300	
	Lodging	300	
	Meals	100	
Total Travel			2,837

e. Supplies

Desk Supplies, Software, Paper, file

folders, 300

Envelopes, newsletters & Computer Tech 100 400

f. Contractual (Inkind)

1. Lakeshore 11,390

2. Arkansas PBS 8,700

3. KAPLAN 7,170

4. Frog Street 1,398

5. Arkansas Head Start Association 2,592

Total Contractual 31,250

h. Other

Registrations 600

Mileage @

In State Travel .625x2250 miles 1,406

Parking 50

Audit 1,000

Telephone 3,000

Postage 60.00

Dues	100		
Rent	12,000		
Meeting Expenses	75		
Collaborative Partnerships	900		
			19,191
Grant Total	125,000	31,250	156,250

**Budget Justification Narrative**

**21. Direct Charges-Federal Resources-\$125,000**

**a. Personnel-\$86,781**

The base salary for the Collaboration Director (CD) will be **\$75,260**. The base salary for the Administrative Services Manager (ASM) will be **\$46,110**. The Collaboration Grant will pay 24.985% of the ASM’s salary which will equal **\$11,521**. The remainder is paid by the Arkansas Head Start Association.

**b. Fringe Benefits-\$15,791**

The total salary base of \$86,781 (CD and ASM) is used to compute the projected costs for fringe benefits. The salary base is multiplied by 7.65% for FICA -**\$6,639**, 1% for Workers Compensation-**\$868**, and 3% for the Simple IRA Retirement Plan **\$2,749**. Health Insurance is \$150 per pay period per employee. The AHSSCO will pay 100% of the CD Dental/Vision Insurance and 24.985% of the ASM’s Vision and Dental **\$660** (**\$44.05 x 12 + 44.05 x 12 x 24.985%**). The AHSSCO will pay 24.985% of the ASM’s

health insurance and 100% of the CD-**\$4874 (150x26+150x26x24.985%)**. c.

**Travel-\$2,837**

Out of Area Travel has been budgeted to support the CD's travel to two national collaboration meetings-**\$1,564** and two regional meetings in Dallas-**\$573** which are required by the grant. An analysis of travel costs over the last year was used to determine the lodging and transportation rates. The federal per diem rates were used for meal costs. Travel for one priority related conference has also been included in the budget -**\$500**.

**D. Equipment-\$0**

**e. Supplies-\$400**

Funding has been budgeted in the supply category to support the day-to-day operations of the AHSSCO.

**f. Contractual-\$0**

**g. Construction-\$0.**

**h. Other-\$19,191**

Funding is allocated in the following categories to support the day-to-day operations of the AHSSCO. A registration category provides for registrations to national, state, and local meetings-**\$600**. In-State Travel provides for travel to the 21 Head Start

Grantees and meetings with State Agencies and workshops-**\$1,406 (2,250 miles x \$0.625)**. An annual audit of the financial activities of the project-**\$1,000**. The Parking Category provides for expenses for attending local meetings-**\$50**. Telephone projection is based on an average of last year's phone bills-**\$3,000**. The Postage Category includes

the cost of dissemination of information to Head Start agencies and state agencies-**\$60**. Dues for memberships in early childhood organizations-**\$100**. The Rent budget for **\$12,000** is based on the lease agreement with US Depot and the Hathaway Group. The Arkansas Head Start State Collaboration Office shares space with the Arkansas Head Start Association at the Union Station Building at 1400 West Markham, Ste 406, Little Rock, AR 72201. The following exhibit provides a breakdown of the current lease agreement. The Arkansas Head Start State Collaboration Office pays \$1,000 per month for the duration of the lease agreement and \$12,000 annually. The Arkansas Head Start Association pays the remaining \$1,359.70 per month for Year 1-Year 2 and \$1,386.67 for Year 3-5.

Begin	End		AHSA	HSSCO	Monthly	Annual	\$/SF	Rent/Amenity	
04/01/21	03/31/22	Yr. 1	\$1,359.70	\$1,000.00	\$2,359.70	\$28,316.40	\$15.82	\$15.32	\$0.50
04/01/22	03/31/23	Yr. 2	\$1,359.70	\$1,000.00	\$2,359.70	\$28,316.40	\$15.82	\$15.32	\$0.50
04/01/23	03/31/24	Yr. 3	\$1,386.67	\$1,000.00	\$2,386.67	\$28,640.00	\$16.00	\$15.50	\$0.50
04/01/24	03/31/25	Yr. 4	\$1,386.67	\$1,000.00	\$2,386.67	\$28,640.00	\$16.00	\$15.50	\$0.50
04/01/25	03/31/26	Yr. 5	\$1,386.67	\$1,000.00	\$2,386.67	\$28,640.00	\$16.00	\$15.50	\$0.50

The Meeting Expenses Category covers costs will be used for meetings as needed throughout the year pertaining to activities identified in the grant **\$75**. This category will also support **\$900** for Collaborative Partnerships to be divided between the following initiatives or organizations: School Readiness Institute (\$500) co-sponsored with the Office of Early Childhood Center which is now housed under the Arkansas Department of Education, the Arkansas Literacy Council (\$200), and Arkansas Advocates for Children and Families (\$200).

**i. Total Direct Charges-\$125,000**

**21. Direct Charges-Non-Federal Resources/In-kind-\$31,250**



**f. Contractual-\$31,250**

The Non-federal share will be provided through resource materials from Lakeshore Learning Materials (\$13,982), Arkansas PBS (\$8,700), Frog Street (\$1,398), and KAPLAN (\$7,170) publishing companies who partner with the HSSCO on a yearly basis to support the work of the HSSCO. There is a description outlining the in-kind from each organization each year. The materials provided by these four organizations provide extensive information and resources to assist Administrators, staff, parents, and others in EHS/Head Start programs in a variety of ways that will enhance the quality of their program outcomes. They provide a framework to connect families to early childhood programs and exhibit ways for them to collaborate with program staff, as well as literacy activities for parents to do at home with their children.

The in-kind includes support for the Statewide Annual Conference (\$11,232), Annual School Readiness Summit (\$7,148), Fatherhood Initiatives (\$5,550), Family Engagement Resources and Materials (\$7,320). Arkansas Head Start Association will donate 38 Dragons Love Tacos Kits to support Dads Reading on the Carpet  $\$68.21 \times 38 = \$2,592$ .

**i. Total Direct Charges-\$31,250.00**

The Continuing Grant Application was approved by the Arkansas Head Start Association Board on November 7, 2023.

**IV. CONTINUATION REQUIREMENTS APPLICATION NARRATIVE**

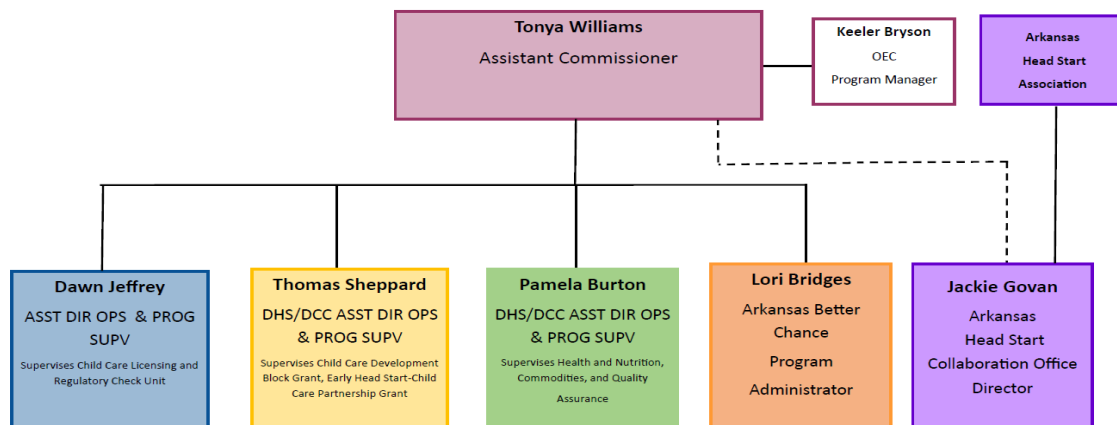
Organization and Management Structure

It is the mission of the Arkansas Head Start Association (AHSA) to promote structured leadership and collaboration on the state and local levels by delivering equitable, innovative, and quality services, training and technical assistance, and ongoing support to the Head Start community in Arkansas. There are 24 Board members in the AHSA, which makes up 22 programs that serve over 9,000 children birth to five years old. The HSSCO director works under the supervision of the AHSA Board. The funds for the HSSCO are run through the Arkansas Department of Education under the leadership of the HSSCO director (Jackie Govan). Under the facilitation of the HSSCO director, the AR Head Start Association (AHSA) just completed a new five-year strategic plan. The strategic plan focuses on eight goals that will improve the association, as well as all 21 EHS/Head Start programs in the state.

Head Start State Collaboration Office Composition Requirements

There will be no changes in how the state will meet the collaboration office composition requirements. All requirements will be followed as written in the Head Start Act, 2007, Section 642B. These requirements will be followed until a new re-authorization has been established to replace the Head Start Act of 2007.

**Office of Early Childhood: Executive Team**



**NEWS FLASH:** Arkansas has a new Governor who has been charged with and in the process of implementing the NEW LEARNS ACT. Head Start is included in the LEARNS ACT, but currently has only one change to make. While Departments and divisions are moving around, the AHSA/HSSCO does not have to move our location, but our funds that went through the DHS/DCCECE will now go through the Arkansas Department of Education. We have received a new grant number (06CDT2323) for this process. We had a few glitches and had to wait weeks for our funds, but the process is working much better now. Please review the organizational chart below.

The Staff Qualifications according to the Head Start Act, Section 648A, have not changed.

Most of the changes above in paragraph one of this section are mainly physical moves.

We will continue to operate according to the Head Start Act and work with the grantees using the Head Start Program Performance Standards. However, some programs did hire unqualified staff but had them to sign a waiver to complete all the qualifications, courses, and requirements for the job they were hired for.

#### Changes in System and Processes

The requirements established in Section 642B of the Head Start Act regarding the composition of the Collaboration Office has not changed. However, with a new Governor in the State of Arkansas, some changes and processes have been made. The funding for the HSSCO has changed from DHS/DCCECE to now it goes through the Department of Education (DOE), The Office of Early Childhood. This process was changed in September

2023, whereby, the HSSCO stills sends to the same person but the finance office for DCCECE has moved over to the DOE. The DCCECE is still in the process of moving all their folks over to the DOE. The HSSCO will remain where it is even though it is a part of the new unified Office of Early childhood due to an existing 2-year lease with the office space we are renting.

Priorities Crosswalk Alignment (See Attachment)

*The Arkansas Head Start Association Board approved this grant application on November 7, 2023.*