Policy Council Planning Committee Meeting Agenda
October 14, 2025

Microsoft Teams: Join the meeting now

5:30 p.m. – 6:30 p.m.

1. Welcome

2. Call to order

3. Roll call and establish quorum (half plus one)

4. Approval of Agenda

5. Approval of Minutes

6. Introduction of Guests

7. Public Forum
(The public wishing to address the PC Planning Committee may do so at this time; however, the Committee will take no action other than referring the item to staff for study and analysis.)

8. Presentation/Discussion Items

   a. September 2025 Division/Program Monthly Report – Carol Hendricks, Enrollment and Attendance Manager – **Informational Item**
   b. 2026-2027 Training and Technical Assistance Plan – Rosa Guerrero, Administrative Analyst – **Informational Item**

9. Announcements
   a. This is the last meeting for the term.

10. Meeting Adjourned

Community Action Partnership of Kern Head Start/Slate Child Development
Policy Council Planning Committee Meeting Minutes
September 9, 2025
Audio Only: (213) 204-2374 Phone Conference ID: 2591977000163

1. **Welcome**
   Christopher Cuzul welcomed members to the meeting.

2. **Call to Order**
   a. Christopher Cuzul called the meeting to order at 5:34 pm.

3. **Roll Call and establish Quorum (half plus one)**
   a. Quorum was established.
   b. Members Present: Christopher Cuzul, Gabriela Rangel, Michelle Jara-Rangel & Maria Worthy.
   c. Members not present: Rene Mayhorn Williams.

4. **Approval of Agenda**
   a. Motion to approve the agenda dated September 9, 2025, was made by Gabriela Rangel; Maria Worthy seconded. Motion carried unanimously.

5. **Approval of Minutes**
   a. Motion to approve the minutes dated August 12, 2025, was made by Gabriela Rangel; Michelle Jara-Rangel, seconded. Motion carried.

6. **Introduction of Guests**
   Guests in attendance tonight were Robert Espinosa, Program Design and Management Administrator; Carol Hendricks, Enrollment and Attendance Manager; Rosa Guerrero, Administrative Analyst; Lisa Gonzales, Program Governance Coordinator.

7. **Public Forum**
   (The public wishing to address the Policy Council Planning *Committee may do so at this time; however, the Committee will take* no *action other than* referring *the item to staff for study and analysis.)*
   None

8. **Presentation/Discussion Items**

   a. August Division/Program Monthly Report - Carol Hendricks, Enrollment and Attendance Manager - **Informational Item**

   Carol Hendricks presented the August Program Monthly Report. The reportable monthly enrollment for Early Head Start was 730, putting the program at 97% of its annual progress. For disabilities, Early Head Start year-to-date enrollment was 153 with an annual progress of 23%. In the 101% to 130% over income range, the program is at 3% of its annual progress, and in the 13l % and above over-income range, the annual progress is at 8%.

   For Head Start, the reportable enrollment was 734, bringing the program to 78% of its target enrollment. For diagnosed disabilities year to date, Head Start is at 10% of its annual progress. In the over-income category 101% to 130% range, the Head Start program is at 1%. In the over income range 131 % and above, Head Start is at 6%. The Home Visiting program reported 237 monthly enrollments, with a total year-to-date of 260.

   The Central Kitchen prepared and provided a total of 40,296 meals. The Child and Adult Care Program (CACFP) delivered a total of 47,640 meals for the month of July; 69% of those meals were served. Total community services and eligibility determination for Household Services was 232 with a year to date of 1,210.

Carol provided the explanation for the over/under-goal progress. The current enrollment numbers were for a partial month, and the program continues to work on its goal to meet full enrollment.

Carol also shared progress on Health and Safety Program Goal III: the department is pending completion of Objective A before initiating Objective C which is to implement a Critical Incident review system. Program descriptions were also provided and included information on initial DRDP's for children enrolled on July 1st, updates on social emotional domains in the classroom, and mentor coaches assigned to teachers.

Gabriela Rangel asked about the expected timeline for parents being notified about an incident. Carol stated that parents get notified right away, typically when parents pick their children up from school. Robert added that depending on the scenario, incidents may not be reported if it is minor. If a serious incident occurs, notice will be immediately provided and will be reported to the Office of Head Start depending on the seriousness of the incident. Robert encouraged Gabriela to notify site staff if notice was not provided.

Maria Worthy inquired about the gardening activities at Primeros Pasos and Sterling. Rosa informed the committee that gardening activities are being done in the classroom at these sites, but activities will eventually make their way to an outdoor gardening area for Head Start children. Robert added that food boxes will also be provided and will include local produce to distribute to children and their families.

b. Enrollment Update – Carol Hendricks, Enrollment and Attendance Manager- **Informational Item**

Carol provided an update on the enrollment numbers for the new school year. The division is targeted to be fully enrolled the Early Head Start Program by Friday, the 12th and targeted to meet full enrollment in the Head Start by Friday the 19th. The division is receiving support from all areas from recruiting, to reviewing and completing applications.

9. Announcements

Lisa reminded the committee about the upcoming Policy Council meeting to take place on Monday, September 22nd. Christopher Cuzul announced the next Planning Committee meeting to take place on October 14, 2025, at 5:30pm.

10. Adjournment

The meeting was adjourned at 5:51 pm.

Month	Sep-25	Program/Work Unit	Head Start Preschool & Early Head Start
Division/Director	Head Start/State Child Development Division/ Yolanda Gonzales	Enrollment and Attendance Manager	Carol Hendricks
Reporting Period	September 1, 2025 - September 30, 2025		

Program Description

Head Start provides high-quality, early childhood education to children ages zero to five years old through part-day, full-day, and home- based options. The program has a holistic approach, not only addressing the needs of the child but teaching parents to become advocates and skilled providers for their children through its Parent Policy Council and Family Engagement programs. CAPK offers Head Start and Early Head Start services throughout Kern and San Joaquin counties.

Early Head Start (ages 0-3) (FNPI 2a, 2b, 2c, 2c.1,2d, SRV 2b, 7a)	Month	Target	Annual Goal	Annual Progress	
Reportable/Funded Enrollment	753	753	753	100%	
Disabilities	162 (YTD)	10%	10%	24%	
Over Income 101%-130% (up to 35%)	22	n/a	n/a	3%	
Over Income 131% and up (up to 10%)	61	n/a	n/a	8%	
Head Start Preschool (ages 3-5) (FNPI 2a, 2b, 2c, 2c.1,2d,SRV 2b, 7a)	**Month**	**Target**	**Annual Goal**	**Annual Progress**	
Reportable/Funded Enrollment	914	936	936	98%	
Disabilities	78 (YTD)	10%	10%	9%	
Over Income 101%-130% (up to 35%)	14	n/a	n/a	2%	
Over Income 131% and up (up to 10%)	69	n/a	n/a	8%	
Home Visiting Program (SRV 2cc, 7a)	**Monthly**	**Year-To- Date**	**Annual Goal (Contract Limit 310)**	**Annual Progress (Calendar)**	**Annual Progress (Program Year)**
Enrollment	239	302	308	79%	98%
Central Kitchen	**Total Meals Delivered**		**Breakfast**	**Lunch**	**Snack**
Meals and Snacks	54,734		19,242	16,278	19,214
Child and Adult Care Food Program (CACFP) (Note: The data represents information from August 2025)	**Total Meals Delivered**		**Meals Allocated (CACFP/HS)**	**# of Meals Served**	**% of Meals Served**
Meals and Snacks (SRV 5ii)	65,282		35,251/4,673	39,924	68%
Eligbility Determination (SRV 7b) (January 2025-December 2025)	325	1535			
Total Community Services	**325**	**1535**			

Explanation (Over/Under Goal Progress)

The month of September 2025 was a busy month. We met our funded enrollment for Early Head Start at 100% and for Head Start at 98%. We have reviewed 325 applications this month and will continue the process for next month to maintain and/or improve our enrollment numbers for October.

	Progress Towards Goal
Goal IV: School Readiness: Increase families and staff capacity to support children's school readiness and to implement a quality program by enhancing an inclusive environment to strengthen teacher and child interactions.	Objective B: The program will develop a dual-language framework and will strengthen the ability of staff to work with dual-language learners. In Progress: Site Supervisors attended the preschool dual language training on September 30, 2025, to build staff knowledge in supporting dual language learners. The next training will take place at the start of 2026 and will be provided to center-based and education staff to advance towards the goal of reaching 15% of staff training for dual language.

Program Description
1.Tuesday, September 9, 2025 – Staff Training with Dr. Kirk at the Sterling Center. Dr. Kirk provided strategies on how to deal with specific behaviors such as ignoring negative behaviors and focusing on positive behaviors. He emphasized the importance of consistency and repetition, stating it takes approximately 3 weeks for a behavior change. 2.Monday, September 15, 2025 – The Health Team conducted CPR training for center staff. 3.Tuesday, September 23, 2025 – The Enrollment and Attendance team participated in the Feed the Need Event at the Kern County Fair. The team collected canned goods and handed out flyers for Head Start Services. 4.During the month of September, The Family Engagement team provided four Ready Rosie Family Workshops. The workshops consisted of Fostering Listening Skills in Your Child, Families as Partners, and Families as Leaders. Parents learned the different meanings of what it means to be a leader, and parents were able to identify what type of leader they are and share it with the group. 5.The current school readiness domain is Physical Development Health, and our Education team is accomplishing this by teaching Early Head Start children about bags, how to use them and what type of bags exist. The Education team is also teaching our Head Start children about exercise. 6.Our part-year Desired Results Developmental Profile (DRDP) was finalized this week and soon teachers will be scheduling parent conferences. Some of these conferences will be completed in the family’s homes.

Approach/Philosophy/Priorities:

Community Action Partnership of Kern's Head Start/State Child Development is dedicated to building staff's skills, knowledge, experience, and professional competencies necessary to provide high quality, comprehensive, and linguistically appropriate family centered services for children and families assisting them on their road to success and school readiness. The program's priority is to provide training and technical assistance, so program services and systems are in compliance with Head Start Program and Early Head Start Performance Standards, the Head Start Act, State and Federal Regulations. The program offers Staff, Parents and our Governing Body opportunities and support for ongoing learning and career/professional development. The Training and Technical Assistance Plan has been developed using program data analysis (e.g. Self Assessment, PIR Data, DRDP results, Community Assessment, CLASS scores, Parent, Family and Community Engagement Framework, etc.) to identify operational improvements, potential areas of non-compliance, means through which we will meet the new education requirements for teachers/partners, and audit findings, all of which will support the programs long term plans of accomplishing our Program Goals and Objectives.

Key Elements of Head Start/State Child Development Training and Technical Assistance Approach:

- Address Program Goals and Objectives, Head Start Performance Standards, Head Start Act, CLASS, School Readiness, and Parent, Family, & Community Engagement support for Center-based, Home-Based, and Partnership staff in the credentialing and continuing education process, integration of systems and services, professional growth, program policies/procedures, reporting, monitoring and evaluation, current and new Federal and State initiatives as well as continuous program improvements
- CAPK's HSP/EHS Kern and EHS San Joaquin will continue their partnership with PITC Partners for Quality, a project of WestEd's Center for Child and Family Studies to offer Infant and toddler related topics college courses and coaching.
- Include pre-service sessions, monthly staff development opportunities, clinics, conference attendance, use of community resources, consultants, college coursework, shadowing, mentoring/coaching, and individual professional growth plans and performance appraisals.
- Incorporate cross training during pre-service as a strategy for capacity building in the areas of child development, health, nutrition, wellness, disabilities, family services, program governance, Enrollment & Attendance

Planning Process:

A committee comprised of Staff, Parents and community members was organized to provide input and identify goals and objectives for the program as well as strategies for this Training and Technical Assistance Plan. This committee reviewed the monitoring activities, self assessment, program information report data, child outcome reports, Parent, Family, & Community Engagement framework, Head Start Act requirements, Head Start Performance Standards, California Licensing Requirements, Agency Policy and Procedures, Management observations, CLASS, and Staff input to develop the 2026-2027 program Goals and Objectives as well related training goals.

PROGRAM GOALS & TRAINING GOALS

Grantee 2026-2027 Program Goals	Grantee 2026-2027 Training Goals
PROGRAM GOAL #1 ~ Workforce ~ To enhance onboarding, recruitment, and retention of staff by implementing programs that embraces pathways for learning, professional development, and succession planning, to obtain and retain staff.	TRAINING GOAL A: Develop a structured onboarding process that introduces new employees to the organization's core values and expectations. Provide them with the necessary tools, resources, and training to quickly integrate into their roles. TRAINING GOAL B: Develop, implement, and evaluate a mentorship program for new staff onboarding to ensure comprehension, knowledge, and understanding of their position by gathering feedback from the mentors and mentees, assessing goal attainment, retention, and promotion rates, and measuring the level of engagement between the mentees and mentors in the program.
PROGRAM GOAL #2 ~ Health and Safety ~ Strengthen standards of practice for mitigating risk through expanding our culture of child health and safety.	TRAINING GOAL A: The program will expand tools and resources necessary to ensure we have a standard of practice focused on protecting child safety and preventing and identifying child abuse before August 2026. For example, Bee Safe and iLookOut training, a free online professional development course focused on protecting child safety and preventing and identifying child abuse. TRAINING GOAL B: The program will implement a CIR (Critical Incident Review) system to establish a culture of active supervision to support ongoing health and safety improvement prior to the Year 3 funding period.
PROGRAM GOAL #3 ~ School Readiness ~ Increase families and staff capacity to support children's school readiness and to implement a quality program by enhancing the environment to strengthen teacher and child interactions.	TRAINING GOAL A: The program will redesign indoor/outdoor environments to reflect the children's culture, promote curiosity, and safety.

	TRAINING GOAL B: The program will develop a dual-language framework and will strengthen the ability of staff to work with dual-language learners. TRAINING GOAL C: The program will elevate children's social-emotional development and strengthen teacher-child interactions.

BUDGET FOR TRAINING AND TECHNICAL ASSISTANCE ACTIVITIES	**EXPECTED COST**
Training and Technical Assistance for the Program Goal Completion	$27,643
Staff Professional Development (Including degree completion, annual pre-service & mandated trainings)	$44,877
Early Childhood Development and Health, Disabilities and Family Partnerships	$21,119
Professional Conferences and Trainings	$67,803
Indirect Cost	$16,144
Total Head Start Cost	**$177,586**
Training and Technical Assistance for the Program Goal Completion	$59,355
Staff Professional Development (Including degree completion, annual pre-service & mandated trainings)	$68,342
Early Childhood Development and Health, Disabilities and Family Partnerships	$49,057
Professional Conferences and Trainings	$135,924
Indirect Cost	$31,268
Total Early Head Start Cost	**$343,946**
Total Training and Technical Assistance Budget	**$521,532**

PROGRAM GOALS

The program has developed various **Training Goals** to reach the 2026-2027 Program Goals**.** Each of the **Training Goals** below identifies the expected outcome, how T/TA resources will be used, person(s) responsible, the target audience, date, and cost for each activity. Following each will be the tool used to identify and evaluate training outcomes.

PROGRAM GOAL #1 ~ Workforce ~ To enhance onboarding, recruitment, and retention of staff by implementing programs that embraces pathways for learning, professional development, succession planning, and obtain and retain staff.

Training Goal A: Develop a structured onboarding process that introduces new employees to the organization's core values, and expectations. Provide them with the necessary tools, resources, and training to quickly integrate into their roles.

Training Goal B: Develop, implement, and evaluate a mentorship program for new staff onboarding to ensure comprehension, knowledge, and understanding of their position by gathering feedback from the mentors and mentees, assessing goal attainment, retention, and promotion rates, and measuring the level of engagement between the mentees and mentors in the program.

Information Source Identifying Need for Training: Self-Assessment, Professional Growth Plans, and Head Start Performance Standards.

Objectives/Expected Outcomes	How T/TA Resources will be used	Person(s) Responsible	Audience	Date	Budget Costs	Evaluation, Training Outcomes
Training Goal A: Objective 1:						
Develop a structured onboarding process that introduces new employees to the organization's core values, and expectations. Provide them with the necessary tools, resources, and training to quickly integrate into their roles.	• Trainings • Supplies	• Assistant Directors • Human Resources • Professional Development Department	• All New Hires	Ongoing	HS: $5,458.00 EHS: $2,540.00	Staff will be developing an internal training platform beginning October 2025. Electronic supplies will be purchased to develop and record training videos for program use.
Training Goal B: Objective 2:						
Develop, implement, and evaluate a mentorship program for new staff onboarding to ensure comprehension, knowledge, and understanding of their position by gathering feedback from the mentors and mentees,	• Contracts • Trainings	• Assistant Directors • Administrators • Mentors • Mentees • Professional Development Team	• All New Hires and Assigned Mentors	Ongoing	HS: $5,200 EHS: $9,150	Complete The mentorship program will continue through the 2026-2027 program year for new hires in Kern and San Joaquin County.

assessing goal attainment, retention, and promotion rates, and measuring the level of engagement between the mentees and mentors in the program.						

PROGRAM GOAL #2 ~ Health and Safety: Strengthen standards of practice for mitigating risk through expanding our culture of child health and safety.

TRAINING GOAL A: The program will expand tools and resources necessary to ensure we have a standard of practice focused on protecting child safety and preventing and identifying child abuse before August 2026. For example, Bee Safe and iLookOut training, a free online professional development course focused on protecting child safety and preventing and identifying child abuse.

TRAINING GOAL B: The program will implement a CIR (Critical Incident Review) system to establish a culture of active supervision to support ongoing health and safety improvement prior to the Year 3 funding period.

Information Source Identifying Need for Training: Parent & Family Engagement survey results, self-assessment and staff surveys, and CIR’s.

Objectives/Expected Outcomes	How T/TA Resources will be used	Person(s) Responsible	Audience	Date	Budget Costs	Evaluation, Training Outcomes
Training Goal A:						
The program will expand tools and resources necessary to ensure we have a standard of practice focused on protecting child safety and preventing and identifying child abuse before August 2026. For example,	• Training • Supplies	• Support Services Department • Quality Assurance Department • Center Based	• Direct Service Staff	Through August 2026	HS: $5,000 EHS: $3,000	iLookOut training will be provided to program and quality assurance staff in October 2025. Staff who are selected for an Incident Support Review (previously called a Critical Incident

Bee Safe and iLookOut training, a free online professional development course focused on protecting child safety and preventing and identifying child abuse.		Administrator				Review) will also be required to complete the iLookOut training. Active Supervision boards were also introduced at the start of the 25-26 program year to centralize health and safety information.
Training Goal B:						
The program will implement an Incident Support Review (previously known as Critical Incident Review) system to establish a culture of active supervision to support ongoing health and safety improvement prior to the Year 3 funding period.	• Training • Supplies	• Support Services Department • Quality Assurance Department	• Direct Service Staff	Ongoing	$0	Soft launch of the Incident Support Review (ISR) for centers where need has been identified has commenced in October 2025. ISR is being used mitigate health and safety incidents, and support staff by tailoring training to areas of need.

PROGRAM GOAL #3 ~ School Readiness: Increase families and staff capacity to support children's school readiness and to implement a quality program by enhancing the environment to strengthen teacher and child interactions.

TRAINING GOAL A: The program will redesign indoor/outdoor environments to reflect the children's culture, promote curiosity, and safety.

TRAINING GOAL B: The program will develop a dual-language framework and will strengthen the ability of staff to work with dual-language learners.

TRAINING GOAL C: The program will elevate children's social-emotional development and strengthen teacher-child interactions.

Information Source Identifying Need for Training: Community Assessment, Self-Assessment, PIR, and ADP source of applicant trends will be reviewed to determine need.

Objectives/Expected Outcomes	How T/TA Resources will be used	Person(s) Responsible	Audience	Date	Budget Costs	Evaluation, Training Outcomes
Training Goal A:						
The program will redesign indoor/outdoor environments to reflect the children's culture, promote curiosity, and safety.	• Training • Supplies • Venues	• Professional Development Department • Education Department • Support Services Department	• Center-based staff • Home-based staff	On-going	HS: $5,305 EHS: $6,500	One additional site will pilot the Loose Parts/STEM curriculum during program year 2026/2027 to meet the 15% threshold for piloted sites (currently at 13%). The 3rd Annual Fatherhood Conference will take place by March 2026 and will include Loose Parts/STEM activities.
Training Goal B						
The program will develop a dual-language framework and will strengthen the ability of staff to work with dual-language learners.	• Supplies • Training	• Education Department • Support Services Department	All Direct Service Positions	On-going	HS: $1,080 EHS: $1,920	Head Start education staff will be provided dual language training at the start of 2026 to meet the 15% minimum training threshold.

Training Goal C						
The program will elevate children's social-emotional development and strengthen teacher-child interactions.	• Supplies • Venues • Training	• Professional Development Department • Support Services Department • Education Department	All Direct Service Positions	Ongoing	HS: $5,600 EHS: $6,245	Additional train-the-trainers will be identified to attend training for certification in Trauma Informed Care (TIC) and Pyramid Model. Training clinics will be held in Fall 2025 and Spring 2026 to support the goal of training 85% of education and support services staff in the Pyramid Model. Pyramid Model training is provided at new-hire orientation to achieve the 50% threshold of new-hires required for this training goal. The next Trauma Informed Care training will take place in November 2025. The second annual Family Workshop, highlighting social-emotional learning, is scheduled for Fall 2025

Travel Related to Meeting Training and Technical Assistance Goals	How T/TA Resources will be used	Estimated HS Costs	Estimated EHS Costs	Total Estimated Budget Costs for Travel within this Training Goal
Head Start California Annual Training Conference ~ 4 staff	Travel, Housing, & Misc. Expenses	$3,160	$2,629	$5,789
Head Start California Health Institute ~ 4 staff	Travel, Housing, & Misc. Expenses	$2,934	$5,216	$8,150
National Head Start Association (NHSA) Annual Conference ~ 8 Staff	Travel, Housing, & Misc. Expenses	$10,691	$3,563	$18,892
NHSA Parent Conference ~ 2 staff	Travel, Housing, & Misc. Expenses	$2,599	$868	$3,467
National Head Start Association Managers and Directors Academy ~ 6 Staff	Travel, Housing, & Misc. Expenses	$8,907	$8,236	$17,143
Zero to Three Conference ~ 4 staff	Travel, Housing, & Misc. Expenses	$0	$18,152	$18,152
Home Visiting Conference ~ 2 staff	Travel, Housing, & Misc. Expenses	$0	$555	$555
Child & Adult Care Food Program Roundtable ~ 4 staff	Travel, Housing, & Misc. Expenses	$3,250	$1,085	$4,335
Child & Adult Care Food and Nutrition Conference Expo ~ 2 staff	Travel, Housing, & Misc. Expenses	$3,104	$1,035	$4,139
Total Training Goal		$30,756	$49,868	$80,624

Mandated Trainings

The following training/activities will be provided in various formats including in-house training and follow-up to ensure all requirements are met. Each area will have effects on the T&TA Budget detailed under the categories of Supplies, Contractual, and Other identified in the budget detail under the pre-service and professional growth line items following a 36% HS and 64% EHS allocation.

STAFF:	Performance Standards	Date
Respectful Language Training & Dual Language Training	HS Act Section640(a)(3)(B)(ii)	Annually
Child Protective Services Training Universal Precautions & Blood Borne Pathogens	N-30-354-1-30(B)(ii) 45 CFR 1302.(a) – (d)	Pre-Service New Hire Orientation
Transitions for Children / School Readiness	45 CFR 1302.(a) – (d)	Annually
New Hire Orientation	45 CFR 1302.(a) – (d)	Weekly
Pre-Service & In-Service training opportunities	45 CFR 1302.(a) – (d)	Annually
HS Goals and Objective Training	45 CFR 1302.(a) – (d)	Annually
Vehicle Safety Training	45 CFR 1302.(a) – (d)	New Hire Orientation by Human Resources
First Aid and CPR Training	45 CFR 1302.(a) – (d)	Monthly
Health and Safety Training	45 CFR 1302.(a) – (d)	Monthly
Classroom Assessment Scoring System (CLASS)	45 CFR 1302.(a) – (d)	Ongoing
Pyramid Model	45 CFR 1302.92 (b)	Annually
PARENTS:		
Parents as Primary Teachers	45 CFR 1302.5	Annually
Parent orientation on the prevention of Child Abuse	45 CFR 1302.5	Parent Orientation Meetings
Parent Rights (Licensing Form upon Enrollment)	45 CFR 1302.15	Early Childhood Educators, Family Advocates and Family Service Workers
Pedestrian training	45 CFR 1302.47	Parent Committee Meetings
Family Assistance with Nutrition	45 CFR 1302.44	Nutrition Assessment, first 45 days
Parent Education of mental health issues	45 CFR 1302.46	Annually & as needed
Parenting Skills Training	45 CFR 1302.43	Parent Committee Meetings
Disabilities Training	45 CFR 1302.60	Disabilities Advisory Meetings

ADDITIONAL TRAININGS

The following training/activities will be supported by local community partnerships, Head Start West and internal staff trainings at little* to no cost to the program. (*some minor cost for supplies may be needed, and would be identified under the category of Supplies in the budget detail)

PARENT EDUCATION	
Policy Council New Member Training	November 2026
Parent Committee Training	November 2026
EARLY CHILDHOOD DEVELOPMENT / PROGRAM	
ITERS & ECERS Identified Trainings	October 2026
Challenging Behaviors/Behavioral Strategies (ASQ)	January 2027
DRDP Identified Trainings	April 2026
Creative Curriculum	April 2026
Teacher Talk (SELPA)	August 2026
Monitoring Audit	December 2026
CLASS	August 2026
Mentor Coaching Training	August 2026
Case Management for Family Engagement	Monthly Series
ADMINISTRATION	
Pre-Service 2026	July/August 2026
Health and Safety Training	Monthly
Performance Evaluation Training	Annually
Student/Volunteer Accident Training	As needed
BOD Training ~ Roles and Responsibilities	November 2026
FISCAL	
Budget Development	Quarterly

ADDITIONAL CONFERENCES

The following trainings have been selected to improve staff skills in completing daily tasks. The various topics will assist in providing the training(s) needed that are not readily available within our community or by one of our own employees. Additional conferences may be considered, and staff may be selected to attend based on their role and duties in relation to the conference category.

Head Start California trainings and BOD Meetings
Child and Adult Care Food & Nutrition Conference Expo
ChildPlus Trainings
Every Child California
Policy Leadership (NHSA)
Pyramid Model Annual National Conference
Early Start National Home Visiting Summit
Head Start West Conference
Community Action Partnership Conferences