



Baby TALK Early Head Start Program - Program Goals

Project Title: Baby TALK, Inc. Early Head Start

Grant Number: 05CH012450

Applicant Name: Baby TALK, Inc.

The 2024 Program Goals for Baby TALK have been created using community data, observations from ongoing program oversight,

Goals of Training and Technical Assistance in 2024:

- To provide high-quality, comprehensive training for new staff
- To increase staff knowledge and application of Head Start Performance Standards
- To provide staff with ongoing professional development opportunities related to providing effective reflective supervision
- To provide staff with learning and networking opportunities to visit other area early childhood programs

Program Goal	Year 1 Objective	Year 2 Objective	Year 3 Objective	Year 4 Objective	Year 5 Objective
Baby TALK will build a system where children, families, and staff are equipped to identify and work through emotions using positive strategies.	Pyramid Training for Classroom Staff; Conscious Discipline Training for 100% of direct service staff - ongoing for new staff; share 10 positive parenting videos/tips/information posts on Facebook page or group	Fully implement Pyramid Model in classrooms; Fully implement Conscious Discipline; positive parenting book/social emotional books to each enrolled family	Family Education Event about behaviors as communication; family resource lending library created	Community collaboration event for families for social emotional growth	Staff and families are proficient at identifying emotions in children and supporting them in expressing emotions
	Measurable Outcome	Measurable Outcome	Measurable Outcome	Measurable Outcome	Measurable Outcome
	At least 80% of classroom staff will	Decrease in number of behavior plans	Education event about behaviors offered for families	Collaborative event offered	Of families that have been enrolled for 2 or more years, 80%

	be trained in the Pyramid Model	created from previous year			feel more proficient in identifying emotions in children and supporting children in expressing them
	80% of direct service staff have attended at least 1 Conscious Discipline training	Pre & post survey for staff regarding Conscious Discipline showing increase in knowledge of strategies for behaviors that are challenging	Resource lending library available to families		
	10 positive parenting idea posts on social media per year	Enrolled families all receive at least 2 positive parenting and/or social emotional books			

Program Goal	Year 1 Objective	Year 2 Objective	Year 3 Objective	Year 4 Objective	Year 5 Objective
Baby TALK will shed light on the lack of mental health supports for families, especially in the postpartum period, and will foster the creation of an easier-to-navigate system of mental health resources for our	Create internal mental health committee to identify resources and increase community collaborations; increase postpartum screening frequency for enrolled mothers to at 2 weeks and at	Committee members will educate staff about findings and resources in the HV meeting, with the education department, and in the monthly board and policy council report;	Invite agencies providing mental health to provide resources at Family Fun Time events; Provide enrolled families with self-care kit with resource pamphlets and items identified through a family survey	Create a marketing campaign to educate the community on the benefits on home-based services for family mental health	Identify a community partner to assist in funding and promoting a postpartum depression and maternal health campaign

families and in the community.	4-5 months; postpartum depression training for FESs/Wellness/HVs/ Outreach				
	Measurable Outcome	Measurable Outcome	Measurable Outcome	Measurable Outcome	Measurable Outcome
	Committee meets 6x/year	Committee will compile a list of opportunities where they shared information	Invite 10 agencies to attend various Family Fun Time events to provide resources to families	Campaign implemented across service-area	Community partner identified
	Committee establishes 4 new collaborations		100% of enrolled families receive self-care kit		
	At least 75% of enrolled new mothers receive at least 2 postpartum screenings				
	80% of FESs/Wellness/HVs/ Outreach participate in postpartum training and share information with other staff				

Program Goal	Year 1 Objective	Year 2 Objective	Year 3 Objective	Year 4 Objective	Year 5 Objective

<p>Baby TALK will provide and enhance quality professional development to sustain skill building, professionalism, and leadership skills ensuring healthy, confident and capable staff</p>	<p>Contract with leadership coach Chip Scholz (or similar organization) to provide leadership assessments and follow-up calls to all programming directors, managers, coordinators, and specialists; program leadership committee does internal training on EHS 5 Rs series</p>	<p>Identify leadership and early childhood opportunities for staff participation and opportunities for staff to visit other early childhood programs.</p>	<p>All staff members that will provide Reflective Supervision will attend a formal training.</p>	<p>All managers, coordinators, and specialists will attend an off-site 2 day Leadership Workshop facilitated and planned by the Director of Programming.</p>	<p>Baby TALK will host a community early childhood leadership speaker and event.</p>
	<p>Measurable Outcome</p>	<p>Measurable Outcome</p>	<p>Measurable Outcome</p>	<p>Measurable Outcome</p>	<p>Measurable Outcome</p>
	<p>80% of applicable staff complete assessment and follow-up call</p>	<p>50% of staff attend an external leadership opportunity or visit another early childhood program.</p>	<p>80% of staff that provide Reflective Supervision will attend a training.</p>	<p>80% of identified staff will attend the Leadership Workshop.</p>	<p>Early Childhood Leadership Event held</p>
	<p>At least 3 5Rs sessions are integrated into leadership committee meetings</p>				



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Baby TALK will create a wide variety of opportunities for families to learn new skills and gain knowledge to support them in being proactive in their child's success in school and beyond.	Families will gain a better understand of School Readiness Goals and expected outcomes for their children through training opportunities from Baby TALK staff; Increase classroom libraries with books needed to meet ITERS requirements	Implement transition meetings with teachers included when children have behavior plans in place or when requested by the family.	Support literacy in families by hosting 5 community events related to using the library as a resource.	Provide each enrolled child with at least 6 books per year with an included extension activity for families.	Create a family committee and involve Policy Council fully in evaluating current goals and updating/creating school readiness goals for the next 5-year cycle.
	Measurable Outcome	Measurable Outcome	Measurable Outcome	Measurable Outcome	Measurable Outcome
	At least 1 educational opportunity offered to families about SRGs	100% of children with behavior plans in place are offered transition meetings that includes their child's teacher	5 community events have occurred	Bi-monthly books provided to all enrolled children.	The family committee and Policy Council meet at least 1 time about updating School Readiness Goals.
	Each classroom receives at least 10 books relevant to raising their ITERS score				