
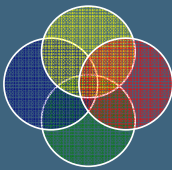



Improving Head Start for School Readiness Act of 2007




Improving Head Start for School Readiness Act of 2007

Presenter – Howard Gesbeck
December 12, 2007
Webinar






Humor Break



You Might Live in Wisconsin If You...

- Consider it a sport to gather your food by drilling through 28 inches of ice and sitting there all day hoping that the food will swim by.
- Have worn shorts and a parka at the same time.
- Have either a pet or a child named “Brett”.
- Know how to say Oconomowoc, Waukesha, Menomonie & Manitowoc.




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Improving Head Start for School Readiness Act of 2007

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Webinar Purpose and Goal



Purpose

- Understand the new provisions in the Head Start Act
- Understand actions to comply with the Head Start Act


Goals

- Agencies are able to begin implementing the changes in the Head Start Act
- Agencies comply with the provisions in the Head Start Act

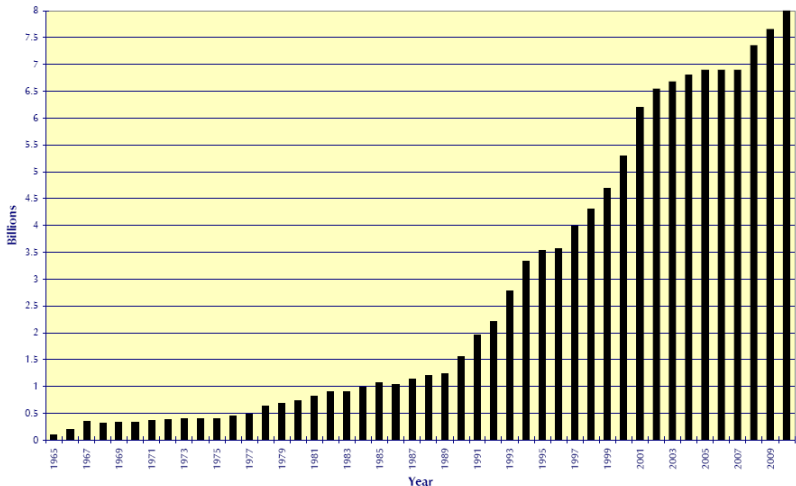
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National Head Start Funding



National Head Start Funding



Year	Funding (Billions)
1965	0.1
1966	0.2
1967	0.3
1968	0.4
1969	0.5
1970	0.6
1971	0.7
1972	0.8
1973	0.9
1974	1.0
1975	1.1
1976	1.2
1977	1.3
1978	1.4
1979	1.5
1980	1.6
1981	1.7
1982	1.8
1983	1.9
1984	2.0
1985	2.1
1986	2.2
1987	2.3
1988	2.4
1989	2.5
1990	2.6
1991	2.7
1992	2.8
1993	2.9
1994	3.0
1995	3.1
1996	3.2
1997	3.3
1998	3.4
1999	3.5
2000	3.6
2001	3.7
2002	3.8
2003	3.9
2004	4.0
2005	4.1
2006	4.2
2007	4.3
2008	4.4
2009	4.5

FY 2008, 2009, and 2010 reflect the amount authorized by Improving Head Start for School Readiness Act of 2007

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Webinar Agenda



Agenda

- I. General
- II. Overview
- III. Funding and Allotment of Funds
- IV. Powers and Functions – Governing Body
- V. Powers and Functions – Policy Council
- VI. Powers and Functions – Program Governance Administration
- VII. Participation in Head Start Programs
- VIII. Staff Qualifications and Development

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Webinar Agenda



Agenda (cont.)


- IX. Administrative Requirements and Standards
- X. Financial Management
- XI. Technical Assistance and Training
- XII. Designation of Head Start Agencies
- XIII. Standards, Monitoring, Delegate Agencies
- XIV. Other

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General



I. General

- Head Start Act expired September 30, 2003
- Congress passed continuing resolutions since 2003
- On November 14, 2007 the House of Representatives and the Senate passed HR 1429
 - House – 381 Yeas and 36 Nays (15 not voting)
 - Senate – 95 Yeas and no Nays (5 not voting)
- Presented to President Bush on December 5, 2007
- Reauthorizes Head Start for 5 years

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Overview



II. Overview


- Increases accountability
- Strengthens governance
- Continues shared governance
- Changes eligibility so that more families are eligible
- Eliminates National Reporting System testing
- Establishes designation and recompetition
- Increases degree requirements
- Increases funding
- Prioritizes expansion for
 - Native American Programs
 - Migrant Programs
 - Early Head Start

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Funding & Allotment of Funds




III. Funding & Allotment of Funds (Section 639 & 640)

- A. \$7.35 billion FY 2008 (current \$6.8 billion)
- B. \$7.65 billion FY 2009
- C. \$7.995 billion FY 2010
- D. 40% of increase for improving program quality (including salaries)
- E. 5 year grants

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Funding & Allotment of Funds



III. Funding & Allotment of Funds (Section 639 & 640)


- F. COLA
- G. Quality Improvement
 1. Compensation to attract and retain qualified staff
 2. Improve staff qualifications
 3. Provide education and professional development to teachers
 4. Etc.

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**Powers & Functions –
Governing Body**




IV. Powers & Functions – Governing Body (Section 642 (c)(1))

- A.** Legal and fiscal responsibility for Head Start agency
- B.** Composition and general
 - 1. 1 member have background and expertise in fiscal management or accounting (or consultant)
 - 2. 1 member shall be an attorney familiar with issues coming before board (or consultant)
 - 3. 1 member have background and expertise in early childhood education and development (or consultant)

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**Powers & Functions –
Governing Body**



IV. Powers & Functions – Governing Body (Section 642 (c)(1)) (cont.)


- B.** Composition and general (cont.)
 - 4. Exceptions for public agencies
 - 5. Additional members
 - a. Reflect community to be served
 - b. Include parents of children currently or formerly enrolled
 - c. Selected for expertise in education, business administration, or community affairs
 - 6. Not have a financial conflict of interest
 - 7. Not receive compensation for services; expense reimbursement OK

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**Powers & Functions –
Governing Body**




IV. Powers & Functions – Governing Body (Section 642 (c)(1)) (cont.)

- B. Composition and general (cont.)**
 - 8. Not employee or immediate family member
 - 9. Operate independent of staff
- C. Responsibilities**
 - 1. Legal and Fiscal
 - a. Administering
 - b. Overseeing
 - c. Safeguarding Federal funds
 - 2. Adopt practices that assure active, independent, and informed governance

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**Powers & Functions –
Governing Body**



IV. Powers & Functions – Governing Body (Section 642 (c)(1)) (cont.)


- C. Responsibilities (cont.)**
 - 3. Participate fully in development, planning, and evaluation of Head Start programs
 - 4. Ensure compliance
 - 5. Responsible for other activities
 - a. Selecting Delegates
 - b. Establishing procedures and criteria for recruitment, selection, and enrollment
 - c. Reviewing applications for funding and amendments
 - d. Establishing procedures and guidelines for accessing and collecting information

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**Powers & Functions –
Governing Body**



IV. Powers & Functions – Governing Body (Section 642 (c)(1)) (cont.)

C. Responsibilities (cont.)


6. Review and approve

- a. Annual self-assessment
- b. Annual financial audit
- c. Progress in carrying out programmatic and fiscal provisions in grant
- d. Personnel policies regarding hiring, evaluation, termination and compensation
- e. Major financial expenditures
- f. Annual operating budget of agency
- g. Selection of auditor who will report all critical accounting policies and procedures to the board

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**Powers & Functions –
Governing Body**



Gesbeck's Action Items:

(Starting point and not all inclusive list.)


- 1. Review all current board members for finance, legal, early childhood backgrounds
 - Calculate costs if need to pay consultants to advise board
- 2. Identify for all board members
 - Background and skills
 - Who they represent
 - Potential conflicts of interest
 - Whether current or former Head Start parents
 - Whether employee or member of immediate family

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**Powers & Functions –
Governing Body**



Gesbeck's Action Items: (cont.)


(Starting point and not all inclusive list.)

3. Review and Update
 - Code of conduct/conflict of interest policies
 - Reimbursement or compensation policies
 - Eliminate compensation of board members
4. Ensure that board is operating independently from staff

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**Powers & Functions –
Governing Body**



Gesbeck's Action Items: (cont.)

(Starting point and not all inclusive list.)


5. Establish committee to:
 - Review articles of incorporation, bylaws, operating procedures, etc.
 - Identify potential board members with needed background
 - Ensure that required responsibilities are in policies, especially new responsibilities
 - Major financial expenditures
 - Auditor selection
 - Annual operating budget of agency

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**Powers & Functions –
Policy Council**




**V. Powers & Functions – Policy Council
(Section 642 (c)(2))**

- A.** Responsible for direction of the program, consistent with responsibilities of governing board
 - 1. Program design and operation
 - 2. Long and short-term planning goals and objectives
- B.** Composition and selection
 - 1. Elected by parents of currently enrolled children
 - 2. Parents constitute majority
 - 3. Not have a conflict of interest
 - 4. Not receive compensation for serving

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**Powers & Functions –
Policy Council**



**V. Powers & Functions – Policy Council
(Section 642 (c)(2)) (cont.)**


- C.** Responsibilities – Approve and submit to governing body
 - 1. Activities to support parent involvement
 - 2. Recruitment, selection, and enrollment priorities
 - 3. Applications for funding and amendments
 - 4. Budget planning for program expenditures, including reimbursement policies
 - 5. Bylaws for operation of policy council
 - 6. Program personnel policies, including standards of conduct

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**Powers & Functions –
Policy Council**




V. Powers & Functions – Policy Council (Section 642 (c)(2)) (cont.)

- C. Responsibilities – Approve and submit to governing body (cont.)
 - 7. Election procedures
 - 8. Recommendations on selection of delegates
- D. Each delegate have a Policy Committee

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**Powers & Functions –
Policy Council**



Gesbeck's Action Items:

(Starting point and not all inclusive list.)


1. Identify
 - Potential conflicts of interest
 - Any compensation being paid to PC members
 - Eliminate compensation of PC members
2. Establish committee to:
 - Review policies and procedures
 - Ensure that required responsibilities are in policies and consistent with board of directors
 - Review election procedures for members.

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**Powers & Functions –
Program Governance Admin**



VI. Powers & Functions – Program Governance Administration (Section 642 (d))


A. Feds develop policies, procedures, and guidance concerning:

1. Resolution internal disputes (including impasse in governance)
2. “Facilitation of meaningful consultation and collaboration about decisions of the governing body and policy council”

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**Powers & Functions –
Program Governance Admin**



VI. Powers & Functions – Program Governance Administration (Section 642 (d)) (cont.)

B. Each agency ensure sharing of accurate and regular information for use by governing body and policy council


1. Monthly financial statements, including credit card expenditures
2. Monthly program information summaries
3. Program enrollment reports, including attendance
4. Monthly reports of meals and snacks

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**Powers & Functions –
Program Governance Admin**



VI. Powers & Functions – Program Governance Administration (Section 642 (d)) (cont.)


B. Each agency ensure sharing of accurate and regular information for use by governing body and policy council (cont.)

5. Financial audit
6. Annual self-assessment
7. Community wide strategic planning and needs assessment
8. Program information reports
9. Communication and guidance from Feds

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**Powers & Functions –
Program Governance Admin**



VI. Powers & Functions – Program Governance Administration (Section 642 (d)) (cont.)

C. Training and Technical Assistance for governing body and policy council to ensure that members:


1. Understand information members receive
2. Effectively oversee and participate in programs

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**Powers & Functions –
Program Governance Admin**



Gesbeck's Action Items:


(Starting point and not all inclusive list.)

1. Review all information currently provided to board and PC
2. Identify information required under new law that is not currently provided to board and PC
 - Financial Information
 - Program Information
 - Credit Card Information
3. Determine how to accumulate and share additional information with board and PC

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**Powers & Functions –
Program Governance Admin**



Gesbeck's Action Items: (cont.)

(Starting point and not all inclusive list.)


4. Review annual training provided to board and PC
 - Update to include new responsibilities, policies, etc.
 - Schedule training

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Participation in HS Programs




VII. Participation in Head Start Programs (Eligibility & Enrollment) (Section 645)

- A. Low-income children
 - 1. Below poverty line
 - 2. Public assistance
- B. Homeless children automatically eligible – definition from McKinney-Vento Homeless Assistance Act
 - 1. Removal of barriers to enrollment
 - 2. Identify and prioritize for enrollment

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Definition of Homeless



Definition of Homeless (from McKinney-Vento Homeless Assistance Act)

“The term homeless children and youths” —

(A) means individuals who lack a fixed, regular, and adequate nighttime residence (within the meaning of section 103(a)(1)); and

(B) includes —


- (i) children and youths who are sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason; are living in motels, hotels, trailer parks, or camping grounds due to the lack of alternative adequate accommodations; are living in emergency or transitional shelters; are abandoned in hospitals; or are awaiting foster care placement;
- (ii) children and youths who have a primary nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings (within the meaning of section 103(a)(2)(C));
- (iii) children and youths who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings; and
- (iv) migratory children (as such term is defined in section 1309 of the Elementary and Secondary Education Act of 1965) who qualify as homeless for the purposes of this subtitle because the children are living in circumstances described in clauses (i) through (iii).”

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Participation in HS Programs




VII. Participation in Head Start Programs (Eligibility & Enrollment) (Section 645) (cont.)

- C.** 10% children over-income
- D.** 35% children whose family income below 130 percent of poverty line
 - 1.** If meeting needs of low-income, homeless, over-income with a disability
 - 2.** Selection criteria to serve low-income or homeless prior to serving children up to 130% poverty line

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Participation in HS Programs



VII. Participation in Head Start Programs (Eligibility & Enrollment) (Section 645) (cont.)


- D.** 35% whose family income below 130 percent of poverty line (cont.)
 - 3.** Annual report
 - How agency is meeting needs of low-income & homeless children
 - Outreach and enrollment policies and procedures for serving low-income and homeless children first
 - Efforts to serve low-income and homeless children
 - Policies and procedures for serving children between 100% - 130% of poverty line
 - Agency's enrollment level for current and prior year
 - Number of children by income type
 - Eligibility criteria for children on waiting list

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Participation in HS Programs




VII. Participation in Head Start Programs (Eligibility & Enrollment) (Section 645) (cont.)

- E.** Consider the 12 months immediately preceding enrollment or preceding calendar year, whichever more accurately reflects family's current needs
- F.** Exempts certain military pay and allowances
 1. Duty subject to hostile fire or imminent danger
 2. Basic allowance for housing

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Participation in HS Programs




VII. Participation in Head Start Programs (Eligibility & Enrollment) (Section 645) (cont.)

- G.** Enroll 100% of funded enrollment (Section 642(g))
- H.** Maintain active waiting list at all times (Section 642(g))
- I.** Enroll 10% children with disabilities (Section 640(d))
 1. Waivers
- J.** May apply to convert part-day sessions to full-day sessions, prior approval required ³⁴

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Participation in HS Programs




VII. Participation in Head Start Programs (Eligibility & Enrollment) (Section 645) (cont.)

- K.** May apply to reduce funded enrollment to maintain quality of services, prior approval required (Section 640(g)(3))
- L.** May apply to use funds awarded for Head Start for Early Head Start, prior approval required
- M.** Enrollment reporting (Section 641(h))
 1. Monthly report of actual enrollment data to Feds
 2. Reasons if not at full enrollment
 3. Semiannual review of reports by Feds

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Participation in HS Programs



VII. Participation in Head Start Programs (Eligibility & Enrollment) (Section 645) (cont.)


- M.** Enrollment reporting (Section 641(h)) (cont.)
 4. Feds develop, in collaboration with agency, a plan and timetable for corrective action
 5. Feds provide technical assistance
 6. Implement plan after technical assistance
 7. If chronic under-enrollment (less than 97% of funded enrollment), Feds may recapture, withhold, or reduce funding

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Participation in HS Programs



Gesbeck's Action Items:


(Starting point and not all inclusive list.)

1. Review community assessment for information on:
 - Homeless children, including barriers to enrollment
 - Families between 100% and 130% of poverty guidelines
 - Military families
 - Children with disabilities
2. Review current list of enrolled children and waiting list
 - Identify
 - Homeless children
 - Children with disabilities

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Participation in HS Programs



Gesbeck's Action Items: (cont.)

(Starting point and not all inclusive list.)

3. Maintain full enrollment
4. Review information to be required for new monthly enrollment report
 - Establish systems to accumulate necessary information
5. Review and update procedures as necessary
6. Establish training for staff, PC, and board

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Staff Qualifications & Development



VIII. Staff Qualifications & Development (Section 648A)

A. Teachers – center-based Head Start

1. 50% baccalaureate degree
 - a. Nationwide
 - b. By September 30, 2013
 - c. No penalty for noncompliance
 - d. Financial assistance
 - i. Teach or work in Head Start for 3 years after receiving degree
 - ii. Repay total or prorated amount if less than 3 years
 - iii. Institution of higher education defined in Higher Education Act of 1965

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Staff Qualifications & Development



VIII. Staff Qualifications & Development (Section 648A) (cont.)

A. Teachers – center-based Head Start (cont.)

2. Teachers without baccalaureate
 - a. Through September 30, 2011
 - i. CDA
 - ii. State-awarded certificate for preschool teachers
 - iii. Associate degree in early childhood education
 - iv. Associate degree in a related field and coursework equivalent to a major relating to early childhood education with experience teaching preschool-age children
 - v. Baccalaureate and admitted into Teach for America program, etc.

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Staff Qualifications & Development



VIII. Staff Qualifications & Development (Section 648A) (cont.)

A. Teachers – center-based Head Start (cont.)

2. Teachers without baccalaureate (cont.)

b. As of October 1, 2011

- i.** Associate degree in early childhood education
- ii.** Associate degree in a related field and coursework equivalent to a major relating to early childhood education with experience teaching preschool-age children
- iii.** Baccalaureate and admitted into Teach for America program, etc.

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Staff Qualifications & Development



VIII. Staff Qualifications & Development (Section 648A) (cont.)

A. Teachers – center-based Head Start (cont.)

3. All teaching assistants

- a.** CDA credential
- b.** Enrolled in a program leading to:
 - i.** Associate of baccalaureate degree
 - ii.** CDA credential to be completed in 2 years

4. 15 clock hours annually of professional development

5. Repay financial assistance on prorated basis

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Staff Qualifications & Development



VIII. Staff Qualifications & Development (Section 648A) (cont.)

- B.** Requirements for curriculum specialists, education coordinators
 1. Baccalaureate
 2. No penalty for noncompliance
- C.** Professional development plan for all full-time employees who provide direct services to children
- D.** Family Service Workers – Feds develop qualifications, etc.

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Staff Qualifications & Development



VIII. Staff Qualifications & Development (Section 648A) (cont.)

- E.** Staff recruitment and selection before hiring an individual
 1. Interview
 2. Verify personal and employment references
 3. Obtain criminal record check
 - a. No provision for probation

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Staff Qualifications & Development



VIII. Staff Qualifications & Development (Section 648A) (cont.)


F. Teachers – center-based Early Head Start (645A(h))

1. CDA by September 30, 2010, and
2. Trained in Early childhood development
3. Establish staff qualification goals – September 30, 2012
 - a. All teachers trained in early childhood development
 - b. Focus on infant and toddler development

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Staff Qualifications & Development



VIII. Staff Qualifications & Development (Section 648A) (cont.)

G. Annual progress report to Congress

H. Waivers

I. Compensation limit (Section 653)

1. Executive Level II (\$168,000 for 2007)
2. Excludes fringe benefits

Definition of Compensation Limit:
"In this subsection, the term 'compensation' –

(A) Includes salary, bonuses, periodic payments, severance pay, the value of any vacation time, the value of a compensatory or paid leave benefit not excluded by subparagraph (B), and the fair market value of any employee perquisite or benefit not excluded by subparagraph (B); and


(B) excludes any Head Start agency expenditure for a health, medical, life insurance, disability, retirement, or any other employee welfare or pension benefit."

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Staff Qualifications & Development




VIII. Staff Qualifications & Development (Section 648A) (cont.)

J. Note: no provision authorizing discrimination in hiring by Faith-based organizations as was in proposed bill

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Staff Qualifications & Development



Gesbeck's Action Items:

(Starting point and not all inclusive list.)


1. Review qualifications for all teaching staff
 - Update as necessary
2. Review qualifications for curriculum specialists and education coordinators
3. Identify ways and where to find qualified staff
4. Identify strategies for complying with new qualification requirements

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Improving Head Start for School Readiness Act of 2007

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Staff Qualifications & Development



Gesbeck's Action Items: (cont.)

(Starting point and not all inclusive list.)

5. Determine impact on budget
 - Training assistance
 - Salaries
 - Professional development
6. Review and update policies for recruitment, etc.
7. Determine if anyone is compensated \$168,000, exclusive of fringe benefits
 - Reduce compensation over \$168,000

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Admin Requirements & Standards



IX. Administrative Requirements and Standards (Section 644)


- A. Observe standards of organization, management, and administration
 1. Consistent with provisions of act
 2. Effectively, efficiently, and free of any taint of partisan political bias or personal or family favoritism
 3. Full staff accountability
 4. Reasonable public access to information, books, and records

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Admin Requirements & Standards



IX. Administrative Requirements and Standards (Section 644) (cont.)


B. Report to the public from most recently completed year

1. Total amount of public and private funds received and amount from each source.
2. Explanation of budgetary expenditures and proposed budget
3. Total number of children and families served, average monthly enrollment
4. Results of Fed review
5. Results of audit

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Admin Requirements & Standards



IX. Administrative Requirements and Standards (Section 644) (cont.)

B. Report to the public from most recently completed year (cont.)


6. Percentage of enrolled children that received medical and dental exams
7. Information about parent involvement activities
8. Agency's efforts to prepare children for kindergarten
9. Any other information required by Feds

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Admin Requirements & Standards



IX. Administrative Requirements and Standards (Section 644) (cont.)


C. Each agency adopt rules designed to:

1. Establish standards governing salaries, salary increases, travel and per diem allowances, and other employee benefits;
2. Assure that only persons capable of discharging their duties with competence and integrity are employed
3. Assure that employees are promoted or advanced under impartial procedures
4. Guard against personal or financial conflicts of interest

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Admin Requirements & Standards



IX. Administrative Requirements and Standards (Section 644) (cont.)

C. Each agency adopt rules designed to:

5. Preclude employees from participating, in connection with the performance of their duties, in any form of picketing, protest, or other direct action that is in violation of the law

D. Limitations (Section 656)


1. No political activity – partisan or nonpartisan – relating to an election for public or party office
2. No transportation of voters to polls
3. Not use funds to conduct voter registration activities

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Admin Requirements & Standards




IX. Administrative Requirements and Standards (Section 644) (cont.)

- D. Limitations (Section 656) (cont.)
 - 4. Facilities may be used by nonpartisan organization to increase number of eligible citizens who register to vote in elections for federal office
- E. Transportation
 - 1. Waiver
 - 2. Impact on in-kind

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Definition of Transportation & Waiver



Definition of Transportation & Waiver

Section 640(i) *"The Secretary shall issue regulations establishing requirements for the safety features, and the safe operation, of vehicles used by Head Start agencies to transport children participating in Head Start programs. **The regulations shall also establish requirements to ensure the appropriate supervision of, and appropriate background checks for, individuals with whom the agencies contract to transport those children.**"*


Conference Committee Report *"The Conferees believe that providing transportation to children enrolled in Head Start is central to many agencies' efforts to ensuring children's participation in Head Start. The Conferees strongly encourage the Secretary to continue to work with grantees to support their efforts to provide safe transportation that meets all Head Start and applicable regulations. The Conferees also encourage the Secretary to continue the decision to allow Head Start agencies to annually request a good cause exception to the requirements of regulations promulgated under Section 640(i) if the waiver is in the best interest of the children involved, if such requirements pertain to child restraint systems (45 CFR 1310.11, 1310.15(a)) or bus monitors (45 CFR 1310.15(c)), and if the agency demonstrates that compliance with such requirements will result in a significant disruption to the Head Start program or Early Head Start program."*

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Admin Requirements & Standards Action Items



Gesbeck's Action Items:


(Starting point and not all inclusive list.)

1. Accumulate information for new report to the public
2. Review and update as necessary
 - Internal controls
 - Personnel policies
 - Code of conduct
3. Review information relating to in-kind for transportation
 - Document parent transportation as of date Head Start reauthorization takes affect
 - Contact regional office regarding procedures to obtain transportation waiver

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Financial Management



X. Financial Management

- A. Document strong fiscal controls (Section 642 (i))
- B. Employment of well-qualified fiscal staff with a history of successful management of a public or private organization (Section 642 (i))
- C. Complete accounting of administrative expenses (Section 647(c))


“...including a detailed statement identifying the amount of financial assistance provided under this subchapter used to pay expenses for salaries and compensation and the amount (if any) of other funds used to pay such expenses.”

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Financial Management




X. Financial Management (cont.)

- D.** Copy of audit to Feds within 30 days, including management letter and audit findings related to Head Start program (Section 647(c))
- E.** Provide such additional documentation as Feds may require (Section 647(c))

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Financial Management



Gesbeck's Action Items:

(Starting point and not all inclusive list.)


1. Review, update, and document internal controls
2. Review qualifications and background of fiscal staff
3. Review administrative expenses
 - Revise accounting system to properly account for all admin expenses
4. Review audit and management letter, if any
5. Review correction of any prior audit or management letter findings

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Technical Assistance & Training



XI. Technical Assistance and Training (Section 648)


- A. Not less than 2.5% and not more than 3% (Section 640(a)(2)(C)(i))
- B. Activities listed
- C. Annual technical assistance and training plan
- D. Long distance travel limited

"...funds made available under section 640(a)(2)(C)(i) shall not be used for long-distance travel expenses for training activities available locally or regionally or for training activities substantially similar to locally or regionally available training activities."
- E. State based system (prior system regional based)

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Technical Assistance & Training



Gesbeck's Action Items:

(Starting point and not all inclusive list.)

1. Develop annual T&TA plan
2. Budget for training in accordance with professional development plan
3. Ensure that training requiring long distance travel is not available locally or regionally

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Designation of HS Agencies




XII. Designation of Head Start Agencies (Section 641)

- A.** System for designation renewal
- B.** Priority to high-performing agencies that meet or exceed quality standards and program, financial management, and other requirements

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Designation of HS Agencies



XII. Designation of Head Start Agencies (Section 641) (cont.)


- C.** Based on:
 - 1.** Annual budget and fiscal management data
 - 2.** Program reviews
 - 3.** Annual audits
 - 4.** Classroom quality
 - 5.** Program Information Reports
- D.** Expert panel of seven members

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Designation of HS Agencies



XII. Designation of Head Start Agencies (Section 641) (cont.)

E. Timeline

1. Recommendations on system of renewal (could take 27 months to implement):
 - 3 months to convene expert panel
 - 9 months to issue report
 - 3 months to publish notice in FR describing
 - 12 months to implement system


F. Use system to determine:

1. If a grantee is delivering high quality and comprehensive program
2. If a grantee has any unresolved deficiencies

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Designation of HS Agencies



XII. Designation of Head Start Agencies (Section 641) (cont.)

G. Designated for 5 years if delivering a high-quality and comprehensive program

H. Recompetition if not delivering a high-quality and comprehensive program

I. 18 months before an agency subject to system designation


J. Each agency reviewed not later than 3 years after implementation of system

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Designation of HS Agencies




XII. Designation of Head Start Agencies (Section 641) (cont.)

- K.** Reports to Congress
 1. Panel's report
 2. Proposed system
 3. Summary of comments and final system
- L.** 'Deficiency' – 'systemic or substantial material failure of an agency in an area of performance' lists six types

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Definition of Deficiency



Definition of 'Deficiency'

"The term 'deficiency' means--


- (A) a systemic or substantial material failure of an agency in an area of performance that the Secretary determines involves--
 - (i) a threat to the health, safety, or civil rights of children or staff;*
 - (ii) a denial to parents of the exercise of their full roles and responsibilities related to program operations;*
 - (iii) a failure to comply with standards related to early childhood development and health services, family and community partnerships, or program design and management;*
 - (iv) the misuse of funds received under this subchapter;*
 - (v) loss of legal status (as determined by the Secretary) or financial viability, loss of permits, debarment from receiving Federal grants or contracts, or the improper use of Federal funds; or*
 - (vi) failure to meet any other Federal or State requirement that the agency has shown an unwillingness or inability to correct, after notice from the Secretary, within the period specified;**
- (B) systemic or material failure of the governing body of an agency to fully exercise its legal and fiduciary responsibilities; or*
- (C) an unresolved area of noncompliance."*

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Standards and Monitoring



XIII. Standards and Monitoring, Including Delegate Agencies (Section 641)


A. Standards

1. Feds modify program performance standards by regulation, including
 - a. Performance standards with respect to services
 - b. Scientifically based and developmentally appropriate education performance standards (children to develop and demonstrate 10 items listed)
 - c. Administrative and financial management standards
 - d. Standards relating to condition and location of facilities

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Standards and Monitoring



XIII. Standards and Monitoring, Including Delegate Agencies (Section 641) (cont)

A. Standards (cont.)

2. Feds modify program performance standards by regulation, including (cont.)
 - a. Considerations
 - i. Consult with experts
 - ii. Take into consideration (10 items)
 - b. Standards relating to delegate agencies
 - i. Describe obligations of a Head Start agency to a delegate

B. Measures


1. Scientifically based

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Standards and Monitoring



XIII. Standards and Monitoring, Including Delegate Agencies (Section 641) (cont)


C. Monitoring

1. Determine if meeting standards
2. Once every 3 years
3. New agencies after completion of first year
4. Follow-up reviews
5. Unannounced site inspections as appropriate
6. Monitoring includes 'a review and assessment of program strengths and areas in need of improvement'
7. 11 areas to be included in reviews

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Standards and Monitoring



XIII. Standards and Monitoring, Including Delegate Agencies (Section 641) (cont)

C. Monitoring (cont.)


8. Corrective action for a Head Start agency
 - a. Inform agency of deficiency
 - b. Require correction within 90 days
 - c. Initiate procedures to terminate unless agency corrects deficiency
9. Quality improvement plan
10. Training and Technical Assistance

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Standards and Monitoring



XIII. Standards and Monitoring, Including Delegate Agencies (Section 641) (cont)


C. Monitoring (cont.)

- 11. Self-assessments-annually**
 - a. Consultation and participation of Policy Council
 - b. Goals
 - i. Improvement plan
 - ii. Develop and submit to Feds
 - c. Ongoing monitoring
- 12. Protocol for fiscal management to include:**
 - a. Using Federal funds appropriately
 - b. Using funds to purchase property and compensate personnel

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Standards and Monitoring



XIII. Standards and Monitoring, Including Delegate Agencies (Section 641) (cont)

D. Delegate agencies


- 1. Each agency establish procedures for**
 - a. Evaluating a delegate
 - b. Defunding a delegate
 - c. Appeals by a delegate
- 2. Each agency shall**
 - a. Evaluate a delegate
 - b. Inform delegate of deficiencies to be corrected
- 3. Remedies to ensure corrective actions**
- 4. Termination – show cause or demonstrate cost effectiveness**

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Other




XIV. Other

- A.** Collaboration and coordination with public and private entities (Section 642 (e))
- B.** Quality Standards, Curricula, and Assessment (Section 642 (f))
- C.** Transition and Alignment with K-12 Education (Section 642A)
- D.** Head Start Collaboration; State Early Education and Care (Section 642B)
 - 1.** State Collaboration Grants
 - 2.** State Advisory councils

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Other



XIV. Other (cont.)


- E.** Early Head Start (Section 645A)
- F.** Appeals, Notice, and Hearing (Section 646 (a))
- G.** Research, Demonstration, and Evaluation (Section 649)
- H.** 200 Centers of Excellence (Section 657B)
- I.** Reports to Congress (Section 650)
- J.** Parental Consent Requirement for Non-emergency Intrusive Physical Examinations (Section 657A)

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Humor Break



You Know You Are a True Wisconsinite When...


- You often switch from “heat” to “A/C” in the same day and back again.
- You can drive 65 mph through 2 feet of snow during a raging blizzard, without flinching.
- Driving is better in the winter because the potholes are filled with snow.
- You refer to the Packers as “we”.
- You know all 4 seasons: almost winter, winter, still winter, and road construction.
- You have more miles on your snow blower than your car.
- You find minus twenty degrees “a little chilly”.



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Materials/Disclaimer



- **Improving Head Start for School Readiness Act of 2007 Presentation***
- **Improving Head Start for School Readiness Act of 2007**
- **Conference Committee Report Comments**


* Please note that these materials are incomplete without the accompanying oral comments by Howard S. Gesbeck, Jr. of Wipfli LLP. These materials are informational and educational in nature and represent the speaker’s own views.

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We appreciate your time completing and
returning the survey.

For further assistance,
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Thank you!

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