

**Douglas-Cherokee Head Start
Policy Council Officers and Committee Members
2025-2026**

Policy Council Officers

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Vice Chair: Jennifer Wright
Secretary: Casey Brown
Treasurer: Misti Eubanks

Douglas-Cherokee Head Start/Early Head Start

Policy Council Members

2025-2026

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Kayla Murrell – Personnel

Melissa Logan – Community Rep (2)

Douglas-Cherokee Economic Authority, Inc.
Head Start/Early Head Start
Program Goals Grant Cycle 2025-2030

Program Goals: Year 1	Measurable Objectives	Data Tools and Methods used to Track Progress	Progress/Outcomes	Challenges
<p>Goal 1: DCEA will utilize funds allocated to effectively operate the program and meet new HSPPS by looking at each component area to determine what changes or improvements are needed to operate efficiently.</p>	<p>A. Work toward pay parity as required by the HSPPS</p>	<ul style="list-style-type: none"> • Change of Scope submission • Pay Scale 	<ul style="list-style-type: none"> • Closing 6 classrooms in 25-26 • Reducing staff • Reducing number of children served • Reducing costs 	<ul style="list-style-type: none"> • No additional funding • Negative impacts on staff • Negative impacts of families
	<p>B. Support classrooms to meet the required In-Kind amount</p>	<ul style="list-style-type: none"> • Monitoring In-Kind Pro reports • Training for staff 	<ul style="list-style-type: none"> • More In-Kind hours from classrooms 	<ul style="list-style-type: none"> • Closing classrooms have caused loss of In-Kind hours and donated space
	<p>C. Begin restructuring the program as necessary to be in compliance with HSPPS and meet budgeting constraints</p>	<ul style="list-style-type: none"> • Change of Scope submission • Budget report 	<ul style="list-style-type: none"> • Closing classrooms • Cutting positions • Prioritize displace staff • Conversion of Ray's Preschool to infant room 	<ul style="list-style-type: none"> • No additional funding from OHS • Staff morale decreased • Negative impact on families and communities
	<p>D. Identify children with chronic absences and provide support to increase child's attendance</p>	<ul style="list-style-type: none"> • Child Plus reports • Family advocate and teacher provided information 	<ul style="list-style-type: none"> • Increase the percentage of attendance to meet or exceed the HSPPS guidelines • Provide support to families to help them become school ready through home visits, letters, and educational materials • Classrooms plan Fun Fridays 	<ul style="list-style-type: none"> • Illness/sickness • Appointments • Local school closures while we are open • Individual family obstacles

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	E. Classrooms/staff team up and work together to meet program goals to earn wellness opportunities.	<ul style="list-style-type: none"> • Child Plus • InKind Pro • TSG • Other reports as needed 	<ul style="list-style-type: none"> • Earned incentives approved by Agency 	<ul style="list-style-type: none"> • Getting staff motivated to complete the program goal challenges
Goal 2: DCEA will prioritize the mental well-being of staff and children by cultivating a program-wide culture of wellness that empowers staff as professionals and supports staff to efficiently accomplish their job responsibilities in a high-quality manner.	A. Develop plans for allocation of staff wellness funds and ideas to involve staff in wellness activities each program year	<ul style="list-style-type: none"> • Wellness funds budget report • HS/EHS program calendar • Wellness surveys • Wellness Team meetings 	<ul style="list-style-type: none"> • TBD 	<ul style="list-style-type: none"> • Ability to locate non-federal funding that can be allocated to wellness • Too many federal wellness funds spending restrictions
	B. Prioritize supporting staff in classrooms where children with severe behaviors are present	<ul style="list-style-type: none"> • Mental Health Consultant schedule • Tracking Behavior Incident Reports • PBSA monthly calendars • Training to help support staff 	<ul style="list-style-type: none"> • Begin plans to reduce case load of PBSAs 	<ul style="list-style-type: none"> • PBSA have increased case load because of increase in number of children with needs • Only have one Mental Health Consultant • Finding time for training • Negative impact on staff mental wellbeing
School Readiness Goals <ul style="list-style-type: none"> • Children will display an increasing ability to self-regulate behaviors and emotions. • Children will develop positive relationships with adults and other children. • Children will develop the ability to express, recognize, and manage emotions. • Children will develop receptive and expressive language skills. 				