



## **Strategic Plan 2019-2022**

### **Vision**

Kansas leads the nation in early childhood learning for the success of every family.

### **Mission**

To raise the advocacy voice of Head Start parents, programs and partners through professional development, collaboration and innovative leadership.

### **Key Organizational Values & Beliefs**

To realize our vision and mission, we follow these values and beliefs:

- Early education is a fundamental civil right that should be afforded to all children regardless of status.
- Early education provides a foundation for healthy social and emotional development and resilience, allowing children and families the opportunity to thrive.
- Head Start/Early Head Start experience contributes to life-long positive outcomes.
- Families are unique. Each family should define their own success. Systems that provide care and support must recognize this and meet families where they are. This includes honoring and respecting cultural differences and extending care and support beyond biological parents to anyone who is responsible for the care and well-being of a child.
- Collaboration among all partners is key to ensuring the systems that support children and families are caring, inclusive, responsive and efficient with limited resources.
- Leadership on behalf of children and families must include families and must be bold and innovative to advance new and creative strategies that ensure access to quality early education and support for every child.

**Strategic Focus Areas**

- Breaking Barriers for Families
- Providing Education to Broaden Understanding of the Impact of Head Start in the Local Community
- Developing Leadership Among Families and Programs
- Creating and Supporting a Quality Early Childhood Workforce

**Strategic Focus Area 1: Breaking Barriers for Families**

*Goal 1: Kansas families are best positioned to meet their economic needs.*

Strategy 1: Advocate for increased income supports so that every family has the opportunity to meet their economic needs.			
Strategy 2: Ensure every family has access to resources to ensure their well-being and success.			

**Strategic Focus Area 2: Providing Education to Broaden Understanding of the Impact of Head Start in the Local Community**

*Goal 1: People in a position to make decisions understand the positive impact of early education and support.*

Strategy 1: Engage parents and families to educate communities, partners and decision makers.			
Strategy 2: Train parents and family members to be effective advocates for early education and supports.			
Strategy 3: Create opportunities for family members and other advocates to meet directly with decision makers.			
Strategy 4: Develop relationships with state and federal elected officials, as well as other key decision makers.			

<b>Goal 2: Communities understand the value and impact of local Head Start programs.</b>			
Strategy 1: Develop a comprehensive marketing program that sells the value of early childhood experiences on family success.			
Strategy 2: Increase the number and types of partnerships that support early childhood education.			

**Strategic Focus Area 3: Developing Leadership Among Families and Programs**

<b>Goal 1: Local programs have capacity to engage parents and family members in advocacy opportunities.</b>			
Strategy 1: Equip Kansas Head Start grantees to engage parents and family members in advocacy opportunities.			
<b>Goal 2: Parents and family members have the capacity to recognize and raise their advocacy voice.</b>			
Strategy 1: Build skills for effective advocacy among parents and family members.			
Strategy 2: Train parents and family members to advocate and utilize their life stories.			
Strategy 3: Maximize the use of parent leader mentors to develop new parents and family members.			

#### Strategic Focus Area 4: Creating and Supporting a Quality Early Childhood Workforce

**Goal 1: Support efforts to retain quality staff.**

Strategy 1: Utilize Professional Networks to develop and support Kansas Head Start staff.			
Strategy 2: Promote retention through staff wellness strategies.			
Strategy 3: Provide professional development opportunities for Kansas Head Start programs and partners.			
Strategy 4: Advocate for adequate funding for Head Start salaries to bring staff above poverty-level wages.			

**Goal 2: Support efforts to prepare a quality workforce to enter the classroom fully equipped to meet the broad and unique needs of families.**

Strategy 1: Collaborate with state and national efforts to address early childhood workforce supply and stability.			
Strategy 2: Create systemic solutions, including policy and resources, for increased wages for early childhood staff.			

#### Strategic Focus Area 5 (Internal Only): Kansas Head Start Association (KHSA) Infrastructure Development

**Goal 1: Ensure adequate funding exists for KHSA to meet its members' needs.**

Strategy 1: Create a dues structure that supports the administrative functions of the organization.			
Strategy 2: Increase private, non-member, donations to support KHSA parent advocacy work.			

<b><i>Goal 2: Ensure the long-term stability of the organization by creating a solid infrastructure.</i></b>			
Strategy 1: Review and update all policies.			
Strategy 2: Review and update all structures as needed.			
Strategy 3: Review and update all processes as needed.			
Strategy 4: Review and update by-laws as needed.			