

# Office of Head Start

## Administration for Children and Families



## HEAD START PROGRAM PERFORMANCE STANDARDS FINAL RULE

# Paradigm Shift



- Focusing on outcomes over processes and plans
- Eliminating Head Start-specific requirements where government- or HHS-wide procedures exist
- Giving grantees more flexibility in how to meet the requirements
- Increasing transparency with simplified and streamlined standards
- Reduced the prior 1400 Head Start regulations by 30%

# What is new in these Regulations



The new Head Start Program Performance Standards:

- Provide research-based program service requirements.
- Are written in plain language and presented clearly to support better program delivery for current and prospective grantees.
- Strengthen Education requirements and ensure all children will get the exposure to early learning they need to leave Head Start ready for school.



# What is new in these Regulations



## The new Head Start Program Performance Standards:

- Reduce administrative burden to allow grantees to focus on outcomes over process.
- Maintain core Head Start principles, including comprehensive services, parent engagement, enrolling the highest need children and valuing diversity.
- Promote using data for continuous quality improvement.



# Reading the HSPPS



- 1. Study the rule's structure.** The Head Start Performance Standards final rule is devised into parts, subparts, and sections. Each section “ § ” contains paragraphs.  
Example: PART 1302 PROGRAM OPERATIONS  
Subpart I Human Resources Management  
§ 1302.90 Personnel policies.  
(a) In general.
- 2. Understand paragraph structure.** There are no such things as subparagraphs. One paragraph in the final rule could flow for up to 4 levels.  
Level 1: (a), (b), (c), etc.  
Level 2: (1), (2), (3), etc.  
Level 3: (i), (ii), (iii), etc.  
Level 4: (A), (B), (C), etc.
- 3. Follow paragraph structure sequentially when you read.**
  - Always begin at Level 1.
  - Look for words of authority like, “may” verses “must” and for logical connectors like, “and,” “or,” “if,” “except,” “when,” and “unless.”
  - Pay particular attention to punctuation. Pause when you see a comma and stop when you see a period.

# Reading the HSPPS



- Read the Preamble
- Have your Head Start Act available for cross reference
- Out with the old (HSPS) and in with the new(HSPPS)
- Don't Stress - HSPPS is new for everyone!



The new HSPPS has five clearly defined sections:

- Program Governance (1301)
- Program Operations (1302)
- Administrative & Financial Requirements (1303)
- Federal Administrative Procedures (1304)
- Definitions (1305)

# Increasing Duration



- More preschool age children will be enrolled for the full school year and full school day with more flexibility and more time to implement
  - Annual hour requirement (1,020 hours per year)
  - Gradually increasing duration over five years with option for HHS Secretary to reduce
    - 50% by August 1, 2019
    - 100% by August 1, 2021
- Codifies Early Head Start as a Continuous Program
  - 1,380 hours for center-based
  - 46 visits, 22 group socializations for home-based

# Increasing Duration: Why?

Many Children Do Not Receive Enough Early Learning Time



- Children in programs operating under current minimums receive less than half the learning time children in full school day, full school year programs.
- Difficult for teachers to conduct the full scope of engaging learning activities and provide comprehensive child development services in half day programs.
- Research on full-day, instructional time, summer learning loss, and attendance all indicate that more time in high quality programs can improve child outcomes.
- Infants and toddlers require continuity of relationships and care to derive maximum benefits and learning.

# Strengthening Family Engagement



- Family engagement strategies integrated throughout program systems and services
- Family Partnership Process
  - Assess family strengths
  - Set individualized goals with families
  - Triage family support services
  - Track program and family progress toward goals
- Governance
  - Parent Committees
  - Impasse Procedures



# Strengthening Education Services



- Education requirements reflect research and best practice and apply to ages birth to five.
- Requirements support effective teaching practices through a strong system of professional development.
- Curricula must be content-rich and follow a developmental scope and sequence.
- Screenings and assessments must provide data that is useful for individualizing instruction.
- Education services for home-based services are newly articulated.

# Improving Supports for All Children



- Individualized and inclusive services for children with disabilities
- Improved services for homeless children
- Strength-based approach to services for dual language learners (DLLs)
- Increased attention to individual child attendance
- Explicitly addressing expulsion and suspension



# Strengthening Health Services



Retains core services and streamlines requirements so they are easier to implement

- Strengthens health services
- Strengthens mental health services
- Improves parent engagement services
- Continues to keep children safe and aligns with child care systems



# Caring for Our Children Basics



- Though **voluntary**, ACF hopes *Caring for Our Children Basics* will be a helpful resource for states and other entities as they work to improve health and safety standards in licensing and quality rating improvement systems.
- A common framework will assist child care licensing agencies in working towards and achieving a more consistent foundation for quality and reduce conflicts and redundancies found in program standards linked to multiple funding streams.
- *Caring for our Children Basics* represents the **minimum** health and safety standards experts believe should be in place where children are cared for outside of their homes.

[http://www.acf.hhs.gov/sites/default/files/ecd/caring\\_for\\_our\\_children\\_basics.pdf](http://www.acf.hhs.gov/sites/default/files/ecd/caring_for_our_children_basics.pdf)

# Strengthening Professional Development



- Articulation of staff qualification and competency requirements
- Requires research-based approaches to professional development for education staff
- Requires a research-based, coordinated coaching strategy that provides tiered coaching based on assessed need.
- Requires intensive coaching opportunities are aligned with the program's goals and curricula, include clearly articulated goals, and are supported by qualified coaching staff.

# State Early Learning Systems



- Quality Rating and Improvement Systems
- State education data systems
- State pre-kindergarten
- Agencies responsible for IDEA
- Alignment with CCDF





- Most provisions are effective 60 days from publication, November 7, 2016

Some provisions have later compliance dates:

## August 1, 2017

- Early Head Start home-based service duration
- Curricula for center-based and family child care programs
- Assessment
- Curriculum for home-based programs
- Quality Rating and Improvement Systems (QRIS)
- Data systems
- Complete background check procedures
- Coordinated coaching strategy and coaching staff qualifications
- Management of program data



## August 1, 2018:

- Early Head Start center-based service duration
- Child Development Specialist staff qualifications
- Home visitor staff qualifications

## August 1, 2019:

- Head Start center-based service duration: 50 percent of slots at 1,020 annual hours (Secretarial Determination)

## August 1, 2021:

- Head Start center-based service duration: 100 percent of slots at 1,020 annual hours (Secretarial Determination)

# Supporting implementation



Resources and supports will be provided, including:

- The Performance Standards Showcase
  - on the ECLKC soon
- OHS Webinar series
- Federal Sessions at national and regional events
- Training by the National Centers and Regional TTA
- OHS Birth to Five Leadership Institute
  - Spring 2017



# Group Activity



- What are you excited about?
- What are your anticipated challenges?
- What are your training and technical assistance priorities?

# Thank You



## Questions?

