

Made for the Moment:

Leveraging Head Start's Past for Tomorrow's Challenges

AZHSA General Membership and Board Meeting | November 18, 2021



NHSA's Vision

To Lead

To be the untiring voice that will not be quiet until every vulnerable child is served with the Head Start model of support for the whole child, the family, and the community.

To Advocate

To work diligently for policy changes that ensure all vulnerable children and families have what they need to succeed.

NHSA's Mission

To coalesce, inspire, and support the Head Start field as a leader in early childhood development and education.

**We are
compelled to
fulfill this
mission by the
promise of all
possible
outcomes:**

- One powerful, united Head Start voice
- A collegial, collaborative Head Start field
- Nonpartisan support of an increased federal commitment to Head Start
- Healthier, empowered children and families, and stronger, more vibrant communities

National Trends

Possible influences on Head Start

- COVID has not gone away - Delta resurgence continues to hit hard, even with high vaccination rates
- The resignation wave everywhere
- Frontline jobs not filling despite wage increases
- Families more anxious about their children - safety, learning loss, dependability of care
- Politics at all levels not reassuring
- More polarization and anger
- Uncertainty and questions over inflation



Trends in Head Start

What NHSA is hearing

Head Start Pain Points 2021

- Another year of COVID is leading to exhaustion, burnout, and turnover among leadership, teachers, all staff with catastrophic potential; significant number of classrooms cannot open.
- Underenrollment remains the other major source of worry
- Administration continues to hint at flexibility, but are they really hearing?
- Potentially problematic issue of \$2B of COVID funding for Head Start not spent



Flexibility Needed ASAP!

- Suspend **implementation of under enrollment plans** until September 1, 2022
- Suspend **all in-person monitoring** until October 1, 2022 at the earliest
- Allow grantees to **shift program options based on parent needs and staffing limitations** for program year 2021-22

Flexibility Needed ASAP!

- Release a Program Instruction or Information Memorandum which clearly states staff can be **hired on a provisional basis** if they are on track to receive credentials within a reasonable timeframe
- **Expand Head Start eligibility** by defining public assistance to include SNAP eligibility through a program instruction
- Ensure regional offices are **providing the same flexibilities and guidance**

November 2021 Updates

1. Appropriations process plods ahead

- a. CR until early December, likely won't be finalized until after reconciliation

2. The next month(s) might be historic

- a. **Bipartisan Infrastructure Framework (BIF)** - signed into law 11/15, no funds for HS or CC
- b. **Build Back Better (BBB)** - Democrats furiously working on UPK and CC expansion among \$1.75 Trillion other priorities

3. Head Start Reauthorization?

- a. Possibility Congress takes it up next year
- b. Changes desperately needed in Head Start



Build Back Better

A possible game-changer for young children and families

How Head Starts Fits In

Head Start is included in BBB in a number of ways:

- **Quality standards** are based on Head Start standards
 - Top tier of QRIS for child care
 - Head Start Early Learning Outcomes Framework
- Mixed delivery requirements **explicitly include Head Start**
- \$2.5 billion per year specifically for **Head Start workforce compensation**
- If a state chooses to not participate in BBB pre-K or child care, **direct funding for Head Start expansion** is provided in those states, totaling about \$5 billion per year

Cognitive Dissonance

BBB is the largest potential expansion of ECE since 1972, yet it seems divorced from reality...

1. Programs are struggling to **open classrooms**
2. Staff are struggling to **avoid burnout**
3. Families are struggling to **work and maintain eligibility**

With consistent communication and strong leadership, Head Start can emerge from this chapter stronger than ever!



What should we do now?

1. **Spend down COVID relief dollars**
 - a. Facilities, transportation, and other infrastructure
 - b. Community needs assessments
 - c. Mental health
2. **Strengthen your workforce**
 - a. Increase salaries/benefits
 - b. Provide direct mental health supports
3. **Increase your leadership capacity**
 - a. Community partners
 - b. State conversations
4. **Bring your finance team along -**
 - a. Potential for more mixed-income HS classrooms
5. **Stay in touch with NHSA!**





Upcoming NHSA Conferences



Parent and Family Engagement Conference

December 13 -16, 2021 | Orlando, Florida

Winter Leadership Institute

→ January 24-27, 2022 | Washington, DC

National Head Start Conference

→ May 2-5, 2022 | Baltimore, Maryland

Leadership Education and Development Summit

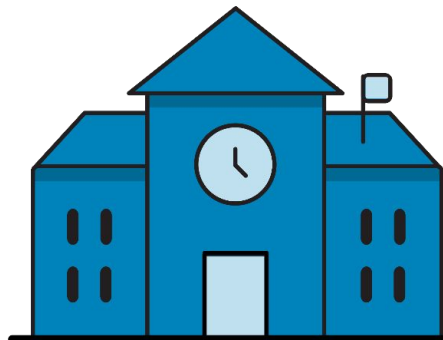
→ June 2022 | *More details to come!*

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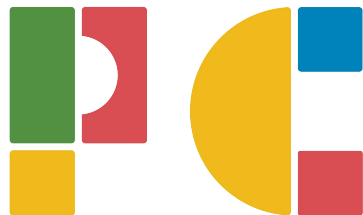
“ NHSA membership provides a unique opportunity to participate in making public policy that will affect a generation of Americans. As an NHSA member, I get **up-to-the-minute information about what is happening on Capitol Hill** and can participate in activities that help protect my program and the children and families in my community. ”



The Academy

Head Start's home for professional learning

October, 2021 Update



NHSA's DOLLAR PER CHILD

Help ensure the
voices of **Head Start**
children are heard.

nhsa.org/donate-dpc



KAPLAN
EARLY LEARNING COMPANY

Thank You!

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