## LOCAL AGREEMENT FOR COOPERATION ON FULL UTILIZATION OF HEAD START SCHOOL YEAR 2017-2018

Head Start grantees are required to submit this local agreement to Region IV Office of Head Start and the Kentucky Head Start Collaboration Office.

Purpose:	
children through state (Kentucky Preschool) at	rogram is to coordinate services to eligible and federal (Head Start) funds. The agreement is Kentucky Board of Education in conjunction with
federal funds that are currently being used to p increase in state dollars to serve more Head Sta	To avoid use of state dollars to supplant existing rovide services to children. (2) To avoid an art eligible children unless a Head Start Director to serve those eligible children. (3) To maximize y disadvantaged four-year-old children and to
Agreement:	
We intend to fulfill the terms of this agreement appropriate boards and councils have been invergulations or local policy. The following persagreement locally.	
School District  Preschool Coordinator/Supervisor	Head Start  Head Start Director  Lon Mroney Lon
Superintendent	Grantee Authorized Representative

Effective Date: July 1, 2017-June 30, 2018

NOTE: If Head Start and the district are exchanging funds to contract for specific services to be funded through state preschool or Head Start, then a contract for use of state preschool funds or federal Head Start dollars must also be signed.

1.	Needs Assessment: The school district and Head Start agree to cooperate in assessing the
	community's need for preschool services with "community" defined as:

X	County
	School district lines within a county
	Other

	SCHOOL DISTRICT		HEAD START
1.1	In assuring preschool services for state- eligible children, the school district representative(s) will work with the representative(s) named by the Head Start grantee in order to identify preschool services already available to resident children through the local Head Start program. School District Representative(s):  Director of Special Education	1.1	In applying for federal Head Start funds, the Head Start grantee representative will work with the representative(s) named by the school district in conducting the community needs assessment that documents the need for Head Start funding.  Head Start Representative(s):  Head Start/Early Head Start Director
1.2	The school district will assume that Head Start funded enrollments available for four-year-old children in the district will remain the same as the target established in 2017-2018, unless the district is contacted by the Head Start program for discussion and is given prior written confirmation of any changes.	1.2	The Head Start program will contact the school district and discuss any possible changes in Head Start funded enrollments and will provide written notice before changing the number of Head Start children in the district in order to allow the school district adequate time to adjust.

- 2. <u>Recruitment</u>: The school district and Head Start agree to coordinate the recruitment of preschool children for publicly funded preschool and child care programs:
  - ☑ Kentucky State Funded Preschool

  - ☑ Publicly subsidized childcare centers
  - ☑ Other: First Steps

	OCTION PROTECT		
	SCHOOL DISTRICT		HEAD START
2.1	The district will use state preschool funding to serve state-eligible children who are not eligible for Head Start or who cannot be served through Head Start, because federal funds are not available, as outlined in #3 Full Utilization of Head Start.	2.1	The Head Start program will place priority on serving those Head Start eligible children in each community/ district who are most in need of services, using existing and available expansion funds as outlined in #3 Full Utilization of Head Start.
2.2	The school district will coordinate recruitment of children with Head Start in the following ways (check those that apply):	2.2	The Head Start program will coordinate recruitment of children with the school district in the following ways (check those that apply):
X	Meeting(s) to plan recruitment of children.	X	Meeting(s) to plan recruitment of children.
	A common enrollment form which all parents complete to register for state preschool and/or Head Start.		A common enrollment form which all parents complete to register for state preschool and/or Head Start.
X	Joint screening and/or registration activities.	X	Joint screening and/or registration activities.
X	Joint public awareness notices.	X	Joint public awareness notices.
X	Meeting(s) to review registration data on individual children.	X	Meeting(s) to review registration data on individual children.
	Utilization of HS computerized data forms (ChildPlus).	X	Utilization of HS computerized data forms (ChildPlus).
X	The school district will coordinate with Head Start to gather Infinite Campus data for Head Start enrolled children as appropriate.	X	Head Start will coordinate with the school district to gather Infinite Campus data for Head Start enrolled children as appropriate.
	Other:		Other:

2.3	The school district will assist the Head Start program in maintaining Head Start enrollment of four-year-olds by the coordinated recruitment efforts in #2.2. In situations where vacancies occur for four-year-olds due to voluntary withdrawal of the child from Head Start by the parents, the district will:	2.3	In filling vacancies that occur in the Head Start program, the Head Start program recognizes that it retains responsibility under Head Start Performance Standards to fill enrollment slots within 30 days of a vacancy. After coordinated recruitment efforts described in #2.2, Head Start may fill such vacancies by:
X	Encourage families to continue in Head Start rather than withdraw	X	Serving Head Start eligible four-year-old children not enrolled in a program
×	Refer new families to Head Start	×	Serving 3s
	Other	X	Serving newly identified children
			Other

Full Utilization of Head Start: The school district and Head Start agree to maximize the use of Head Start funds, including Head Start expansion funds where available, to serve as many four-year-old children as possible. 3.1 The district assures that: 3.1 The Head Start program confirms: ☑ Head Start is currently fully utilized Head Start is currently fully utilized OR OR ☐ Head Start is not fully utilized ☐ Head Start is not fully utilized Head Start and the district will confirm The district and Head Start will confirm the number of 4-year-olds enrolled in the number of 4-year-olds enrolled in Head Start on September 1, 2017. The Head Start on September 1, 2017. The Full Utilization Head Start Certification Full Utilization Head Start Certification form shall submitted to the Head Start form shall be submitted to the Head Start State Collaboration Office at the State Collaboration Office at the Governor's Office of Early Childhood by Governor's Office of Early Childhood by September 15, 2017. September 15, 2017. 3.2 The district will work with Head Start to 3.2 The Head Start program will continue to facilitate enrollment in Head Start of at make available at least the minimum least the minimum number of slots for number of slots for four-year-old Head four-year-old Head Start-eligible children Start-eligible children that were available that were available prior to 1990: prior to 1990: 1989 -90 number of 4s (minimum target) 1989-90 number of 4s (minimum target) \_0\_ or or Other mutually agreed target, if Other mutually agreed target, if applicable. Reason: applicable. Reason: ☐ Already serving more than 1989-90 ☐ Already serving more than 1989-90 number number ☐ Other: ☐ Other: This Head Start enrollment number is: If a target number less than the 1989-1990 target X for only one district; or number is agreed upon, an explanation should be for two or more districts as a joint provided, such as a description of population community figure. Districts (list): changes that affect the number of four year olds

poverty levels.

in the District or economic changes that affect

3.3	The district assures that any increase in district enrollment in the number of At — Risk eligible four-year-old children above the December 1, 2017 state preschool At-Risk Count will occur only if Head Start funds are not available to serve additional Head Start eligible four-year-old children.  12-1-16 state At-Risk Count: _52  The school district recognizes that the Head Start Grantee may choose to use expansion dollars for needs other than serving additional children, based on the community needs assessment as well as program issues. If the Head Start Grantee catchment area includes more than one district, expansion funds may not be available for all districts.	3.3	The Head Start program will consider community needs assessment information and Head Start program issues in choosing how to use any available Head Start expansion funds.  Yes, new funds are available to serve more Head Start eligible children in this district.  No, Head Start funds are not available for more children in this district.  If yes checked, complete 3.4.
3.4	If Head Start funds are available to serve additional Head Start eligible children, the district recognizes the following:  a. If new HS-eligible four-year-olds are served by HS and not state funds, then the district recognizes that this increase in HS four-year-olds could mean:  • a decrease in state-funded 4s; and/or • an increase in the total number of 4s served, by the district and HS both conducting intensive recruitment to find unserved children.	3.4	If Head Start Expansion funds are available to serve additional children, then the Head Start program plans to serve additional children in the following order of priority:  a. enrolling new HS eligible four-year-olds who will not be funded by the state preschool program.  Estimated #:
	b. If new three-year-olds are to be served, the district understands that the number of four-year-olds enrolled in Head Start is not to drop below the 1990 level, even though services are being expanded to three-year-olds.		b. enrolling new Head Start eligible three- year-olds.  Estimated #:
	c. If Head Start enhanced services are to be provided to state-eligible four-year-olds, the district will assure that conditions (1)-(5) at right are met in order to include the children on the state Preschool count.		c. providing HS enhanced services to four-year-olds who receive state funded preschool services.  Estimated #:  This option is allowed only under the following conditions:

	(1) The HS program is already meeting the Pre-KERA target of HS funded enrollments of four-year-olds, based on non-duplicate counting with state funds;  (2) The children to be counted for 2017-2018 HS Expansion are additional four-year-olds, above the minimum set for HS funded enrollment of 4s, as noted in 3.2;  (3) The children to be counted for HS Expansion are HS-eligible and are most in need of intensive services;  (4) The children receive full Head Start services: preschool services funded through state funds and intensive supplementary services through Head Start; and  (5) The district's preschool services meet both Head Start and state preschool standards.
3.5 When submitting 2017-2018 state preschool enrollment data to the Kentucky Department of Education, the district will coordinate with Head Start to assure accuracy of data as it relates to Head Start funded children (number of Head Start children transported, number of children on the state count who received Head Start enhanced services described in 3.4c).	3.5 The Head Start director will confirm preliminary 2017-2018 Head Start enrollment figures to the district at the following point:  May 27, 2017  Other Dates: 7/14/17 / 7/28/17  The Head Start director will provide 12-1-17enrollment data to the Kentucky Head Start Collaboration Office.

4. <u>Coordination of Sites</u>: The school district and Head Start agree to coordinate the location of sites in the community and the provision of additional service in order to minimize the transportation of young children to meet the needs of working parents and facilitate parent involvement in both programs.

	SCHOOL DISTRICT	HEAD START	
4.1	The school district will work with Head Start in coordinating preschool classes.	4.1	Head Start will work with the district in coordinating Head Start centers.
	Changes/new sites for 2017-2018:		Changes/new sites for 2017-2018:
X	School Calendar:	X	Head Start calendar:
	August, 2017 - May, 2018		<u>August</u> , 2017 - <u>May</u> , 2018
	Solicit Head Start input for the district's Facility Survey to locate sites as close as possible to the		☑ Provide input for the district's Facility Survey.
	child's home.		□ Coordinate Head Start facilities or renovation funds with the district.
	☑ Work with Head Start for Head Start facilities or renovation funds.		☑ Work with the district in planning for space needed to operate on a full-day
	☑ Work with Head Start to develop the space needed for a full-day schedule		basis rather than the double sessions.
	rather than double sessions to allow wrap-around and child care.		Select sites with the district in order to coordinate transportation.
	Select sites with Head Start in order to coordinate transportation.		☐ Jointly operate/blend classes with state funded program.
	☐ Jointly operate/blend classes with Head Start.		∑ Co-locate Head Start classes next to state-funded classes.
4.2	The school district will work with Head Start in provision of additional services to meet the needs of working parents.	4.2	Head Start will work with the school district in provision of additional services to meet the needs of working parents.

5. <u>Coordination of Program Efforts</u>: The local school district and Head Start program agree to coordinate staff training and efforts to provide for the smooth transitions of children and families to the local school district primary program.

The school district and Head Start agree to provide effective developmentally appropriate instruction that is supported by the Kentucky Early Childhood Standards, Kentucky Early Childhood Continuous Assessment Guide and Kentucky Quality Self-Study Guide.

#### SCHOOL DISTRICT HEAD START 5.1 The local school district program agrees to 5.1 The Head Start program agrees to coordinate coordinate staff training on: staff training on: ■ Kentucky's Early Childhood Standards. Kentucky's Early Childhood Standards. Head Start Child Development and X Early Learning Framework. Early Learning Framework. Developmentally appropriate practices. X Developmentally appropriate practices. X Curriculum and assessment. Health, safety, nutrition. X Health, safety, nutrition. **☒** Family/community engagement. Family/community engagement. X Social/emotional development. X Social/emotional development. 5.2 5.2 The local school district and Head Start The local school district and Head Start program agree to coordinate the program agree to coordinate the transitions of children and families to the transitions of children and families to the school district primary program. school district primary program. Cross Visitation Cross Visitation (Describe or attach) (Describe or attach) 5.3 The district and Head Start will coordinate 5.3 The district and Head Start will the use of an approved continuous coordinate the use of an approved assessment instrument that: continuous assessment instrument that: Meets the requirements for both • Meets the requirements for both programs, • Improves instruction, and programs, • Records child progress. Improves instruction and, Records child progress. Head Start will provide the district with assessment data from an approved classroom Teaching Strategies Gold (Online) assessment instrument for children with Name of approved classroom assessment instrument disabilities for the Kentucky State Performance Plan and other state-funded children: The district will incorporate the Head Start assessment data for children with disabilities Teaching Strategies Gold in the Kentucky Early Childhood Data Name of approved classroom assessment System. (KEDS). instrument Method of data transfer (data disk, on line etc.). online

Individual(s) responsible for the data transfer
Teacher/Child Development Specialist

6. Non-Federal Matching Funds: The local school district and Head Start program agree to coordinate planning in order to use state and local funds as the 20% non-federal matching requirement for Head Start in order to maximize Head Start funds.

	SCHOOL DISTRICT		HEAD START	
6.1	In order to assist the Head Start program with the 20% matching requirement of non-federal funding, the district will make the following available to Head Start at free or reduced cost (check those that apply):		6.1 The Head Start program agrees to with the district to minimize inconvenience and provide, if appliany reduced-cost payment for the following services (check those that apply):	icable,
	classroom space	X	classroom space	ı
	transportation	X	transportation	ı
	state-funded special education	X	state-funded special education	
	school nurse	X	school nurse	
	equipment/supplies	×	equipment/supplies	ı
	professional development	X	professional development	.
	other		other	

7. <u>Disability Services</u>: The local school district and Head Start program agree to coordinate services to children with disabilities and ensure that IDEA regulations are fully met. (HSPPS 1302.61)

	SCHOOL DISTRICT		HEAD START
7.1	The school district will include HS in the local Child Find effort (check those that apply):	C	Head Start will participate in the district's Child Find effort under IDEA (check hose that apply):
X	Assist HS in screening HS children. Coordinate and provide staff for the following types of screening during joint state/HS recruitment efforts: Provide Interpreter/Translator and Developmental, Language, and Hearing Screener (Describe or attach efforts)	ix P	Provide screening to all HS children. rovide staff to screen children during bint state/HS recruitment efforts (prior to nrollment): rs and Family Advocates Describe or attach efforts)

X	Provide notices for parents of right for services under IDEA.	X	Help distribute notices to parents of right for services under IDEA.
×	Include HS activities in the local policies and procedures for Child Find.	X	Make referral of any child with a suspected disability to the school district prior to the eligibility evaluation.
X	Include a HS representative(s) on the ARC which will process the referral of a HS child.	X	Participate in the ARC process initiated at the point of referral.
	Other:		Other:
7.2	The school district will include HS staff and parents in training (check those that apply):	7.2	The Head Start program will include school district staff and parents in training (check those that apply):
X	Share district preschool training schedule with open invitation to HS to attend.	X	Share HS training schedule with open invitation to district to attend.
	Develop the staff training schedule with HS.		Develop the staff training schedule with district.
X	Plan specific training event(s) with HS:	X	Plan specific training event(s) with district:
	Training in General (Describe or attach efforts)		Training in General (Describe or attach efforts)
X	Coordinate parent education activities on disabilities with HS.	X	Coordinate parent education activities on disabilities with district.
	Other:	a	Other:

- 7.3 The school district will work with Head Start on IEPs (check all that apply):
  - Referrals of specific HS children will be accepted by <u>Director of Special Education</u>.

    (district contact)
  - Communicate to Head Start the procedure for delivery and documentation of prior adequate instruction as a part of the referral process.
  - Provide referral form, with HS adaptations as appropriate.

  - Assure parent permission is obtained at all required points.
  - □ Coordinate ARC meeting times and places with HS and parents to facilitate active participation.
  - Work with HS on child find instructional activities for HS children attending blended Head Start / State Funded preschool programs (in-school referral process).
  - ☑ Coordinate the eligibility evaluation and include HS data.
  - ☑ Other:

In the event that a child does not qualify under IDEA for disabilities and is not participating in the RTI process but does qualify under Section 504 of the Rehabilitation Act and satisfies the definition of disability in Section 705(9)(b) of the Rehabilitation Act the district and OVEC will coordinate together to identify, plan and provide needed supports. (HSPPS 1302.61)

- 7.3 The Head Start program will work with the school district on IEPs for HS children (check all that apply):
  - Referrals of HS children will be made by <u>Preschool and Disabilities Consultant.</u>

    (Head Start contact)
  - Coordinate with State Funded Preschool program to deliver and document prior adequate instruction as a part of the referral process.
  - ☑ Use district referral form, with adaptations made jointly as appropriate.
  - Obtain parent approval for the referral or have parent contact the district directly.
  - Assist in contacting the parent, explaining process, and obtaining permission at required points.
  - Coordinate ARC meeting times and places with school and parents to facilitate active participation.
  - Work with the school district on child find instructional activities for HS children who are already attending HS and are suspected of having a disability.
  - Participate in the eligibility evaluation and provide data on child performance.
  - ☑ Other:

In the event that a child does not qualify under IDEA for disabilities and is not participating in the RTI process but does qualify under Section 504 of the Rehabilitation Act and satisfies the definition of disability in Section 705(9)(b) of the Rehabilitation Act the district and OVEC will coordinate together to identify, plan and provide needed supports. (HSPPS 1302.61)

The school district will assist Head Start children with disabilities and their families in transitioning to the primary program (check all that apply):  ■ Receiving teachers will visit HS classes.  □ School staff will make joint home visits with HS staff.  ■ Receiving teachers will coordinate with HS on curriculum.  ■ Procedures for transferring HS records are in place.  ■ IEPs on HS children will be in place prior to school entry to assure continuity of services.  ■ Jointly plan with HS parent training on transition.  ■ Other: Head Start children will visit Preschool classrooms at least once a year.  ■ The Head Start program will assist HS children transition with disabilities and their families in transition at their families in transition to the primary program (check all that apply):  ■ HS teachers will visit receiving classes to identify child skills needed.  ■ HS staff will include school staff in home visits prior to transition to primary school.  ■ HS will make arrangements and obtain parent permission to release HS records to the school prior to school enrollment.  ■ HS will work with the school on training about school placements and procedures.  ■ HS will work with district to have IEPs updated prior to school entry to avoid gaps in services.  ■ Jointly plan with district parent training on transition.  ■ Other: Head Start children will visit Preschool classrooms at least once a year.  7.5 The district will share the following special education resources (check all that apply):  ■ Screening personnel  ■ Itinerant teachers  ■ Speech pathologists  ■ OT/P/T/Other personnel  □ Classroom aides  ■ Facilities/space  ■ Training/consultation  ■ DEA funds  ■ Other:  The District recognizes its responsibility to assure the provision of a free and appropriate educational service to eligible children.	1			
School staff will make joint home visits with HS staff.	7.4	children with disabilities and their families in transitioning to the primary	7.4	children transition with disabilities and their families in transitioning to the
School staff will make joint home visits with HS staff.  Receiving teachers will coordinate with HS on curriculum.  Procedures for transferring HS records are in place.  IEPs on HS children will be in place prior to school entry to assure continuity of services.  IEPs on HS children will be in place prior to school entry to assure continuity of services.  IEPs on HS children will be in place prior to school entry to assure continuity of services.  IEPs on HS children will be in place prior to school entry to assure continuity of services.  IEPs on HS children will be in place prior to school entry to assure continuity of services.  IEPs on HS children will were the school prior to school enrollment.  IEES will work with the school on training about school placements and procedures.  IEES will work with district to have IEPs updated prior to school entry to avoid gaps in services.  IEES will work with district to have IEPs updated prior to school entry to avoid gaps in services.  IEES will work with district to have IEPs updated prior to school entry to avoid gaps in services.  IEES will work with district to have IEPs updated prior to school entry to avoid gaps in services.  IEES will work with district to have IEPs updated prior to school entry to avoid gaps in services.  IEES will work with district to have IEPs updated prior to school entry to avoid gaps in services.  IEES will work with the school on training about school placements and procedures.  IEES will work with district to have IEPs updated prior to school entry to avoid gaps in services.  IEES will work with district to have IEPs updated prior to school entry to avoid gaps in services.  IEES will work with district to have IEPs updated prior to school entry to avoid gaps in services.  IEES will work with district to have IEPs updated prior to school entry to avoid gaps in services.  IEES will work with district to have IEPs updated prior to school entry to avoid gaps in services.  IEES will work with district to have IEPs updated prior to school e	X	Receiving teachers will visit HS classes.	×	
Receiving teachers will coordinate with HS on curriculum.    Procedures for transferring HS records are in place.   HS will make arrangements and obtain parent permission to release HS records to the school entry to assure continuity of services.   HS will work with the school on transition.   HS will work with the school on training about school placements and procedures.   HS will work with the school on training about school placements and procedures.   HS will work with district to have IEPs updated prior to school entry to avoid gaps in services.   Jointly plan with district to have IEPs updated prior to school entry to avoid gaps in services.				
■ Procedures for transferring HS records are in place.	X		×	HS teachers will coordinate with
IEPs on HS children will be in place prior to school entry to assure continuity of services.	X		X	HS will make arrangements and obtain
Image: Solution of training about school placements and procedures.	X			
transition.    Contextransition			X	training about school placements and
Screening personnel   Example   Ex			×	
Other: Head Start children will visit Preschool classrooms at least once a year.  7.5 The district will share the following special education resources (check all that apply):  Screening personnel  Itinerant teachers  Speech pathologists  OT/PT/other personnel  Classroom aides  Facilities/space  Training/consultation  Cher:  The District recognizes its responsibility to assure the provision of a free and appropriate educational service to  Other:  Other: Head Start program will maintain the following resources for HS children with disabilities (check all that apply):  Screening personnel  Head Start teachers  Speech pathologists  OT/PT/other personnel  Classroom aides  Facilities/space  Facilities/space  Facilities/space  Facilities/space  Training/consultation  HS funds for specific IEP services  Other:  Other:  Other:	X			
7.5 The district will share the following special education resources (check all that apply):  □ Screening personnel □ Itinerant teachers □ Speech pathologists □ OT/PT/other personnel □ Classroom aides □ Facilities/space □ Training/consultation □ IDEA funds □ Other:     The District recognizes its responsibility to assure the provision of a free and appropriate educational service to  7.5 The Head Start program will maintain the following resources for HS children with disabilities (check all that apply):  Screening personnel □ Screening personnel □ Head Start teachers □ Speech pathologists □ OT/PT/other personnel □ Classroom aides □ Training/consultation □ Training/consultation □ Space for district-funded children □ Other: □ Other: □ Other: □ Other:			X	
special education resources (check all that apply):    Screening personnel			X	
□ Itinerant teachers □ Speech pathologists □ OT/PT/other personnel □ Classroom aides □ Facilities/space □ Training/consultation □ IDEA funds □ Other: □ The District recognizes its responsibility to assure the provision of a free and appropriate educational service to □ Interval teachers □ Speech pathologists □ OT/PT/other personnel □ Classroom aides □ Classroom aides □ Facilities/space □ Facilities/space □ Training/consultation □ Training/consultation □ Space for district-funded children □ Other: □ Other: □ Other:	7.5	special education resources (check all that	7.5	following resources for HS children with
appropriate educational service to		Itinerant teachers Speech pathologists OT/PT/other personnel Classroom aides Facilities/space Training/consultation IDEA funds Other: The District recognizes its responsibility		Head Start teachers Speech pathologists OT/PT/other personnel Classroom aides Facilities/space Training/consultation HS funds for specific IEP services Space for district-funded children
		appropriate educational service to		

7.6 The district will include Head Start children with disabilities on the IDEA count if criteria are met.

7.6 The Head Start program will assist the district in assuring that criteria are met for counting HS children on the IDEA count.

# # 8.1 Personnel (HSPPS 1302.90) Background Checks

For contracted staff with direct contact with children the district must comply and provide documentation of the following to Head Start: (B) Background checks and selection procedures.

- (1) Before a person is hired, directly or through contract, including transportation staff and contractors, a program must conduct an interview, verify references, conduct a sex offender registry check and obtain one of the following:
- (i) State or tribal criminal history records, including fingerprint checks; or,
- (ii) Federal Bureau of Investigation criminal history records, including fingerprint checks.
- (2) A program has 90 days after an employee is hired to complete the background check process by obtaining:
- (i) Whichever check listed in paragraph (b)(1) of this section was not obtained prior to the date of hire; and,
- (ii) Child abuse and neglect state registry check, if available.
- (3) A program must review the information found in each employment application and complete background check to assess the relevancy of any issue uncovered by the complete background check including any arrest, pending criminal charge, or conviction and must use Child Care and Development Fund (CCDF) disqualification factors described in 42 U.S.C. 9858f(c)(1)(D) and 42 U.S.C. 9858f(h)(1) or tribal disqualifications factors to determine whether the prospective employee can be hired or the current employee must be terminated.

# # 8.2 Personnel (HSPPS 1302.90) Background Checks

For contracted staff with direct contact with children the Head Start program must comply with the following and monitor documentation as such:

- (B) Background checks and selection procedures.
- (1) Before a person is hired, directly or through contract, including transportation staff and contractors, a program must conduct an interview, verify references, conduct a sex offender registry check and obtain one of the following:
- (i) State or tribal criminal history records, including fingerprint checks; or,
- (ii) Federal Bureau of Investigation criminal history records, including fingerprint checks.
- (2) A program has 90 days after an employee is hired to complete the background check process by obtaining:
- (i) Whichever check listed in paragraph (b)(1) of this section was not obtained prior to the date of hire; and,
- (ii) Child abuse and neglect state registry check, if available.
- (3) A program must review the information found in each employment application and complete background check to assess the relevancy of any issue uncovered by the complete background check including any arrest, pending criminal charge, or conviction and must use Child Care and Development Fund (CCDF) disqualification factors described in 42 U.S.C. 9858f(c)(1)(D) and 42 U.S.C. 9858f(h)(1) or tribal disqualifications factors to determine whether the prospective employee can be hired or the current employee must be terminated.

- (4) A program must ensure a newly hired employee, consultant, or contractor does not have unsupervised access to children until the complete background check process described in paragraphs (b)(1) through (3) of this section is complete.
- (5) A program must conduct the complete background check for each employee, consultant, or contractor at least once every five years which must include each of the four checks listed in paragraphs (b)(1) and (2) of this section, and review and make employment decisions based on the information as described in paragraph (b)(3) of this section.

A school district or other agency that conducts the background checks according to the requirements in 1302.90 (listed above), a district could provide confirmation that the identified contracted personnel had the appropriate checks and were employable according to the state's disqualification factors and this would meet the requirements.

- (4) A program must ensure a newly hired employee, consultant, or contractor does not have unsupervised access to children until the complete background check process described in paragraphs (b)(1) through (3) of this section is complete.
- (5) A program must conduct the complete background check for each employee, consultant, or contractor at least once every five years which must include each of the four checks listed in paragraphs (b)(1) and (2) of this section, and review and make employment decisions based on the information as described in paragraph (b)(3) of this section.

A school district or other agency that conducts the background checks according to the requirements in 1302.90 (listed above), a district could provide confirmation that the identified contracted personnel had the appropriate checks and were employable according to the state's disqualification factors and this would meet the requirements.

OVEC will reimburse the district for the costs of background checks that comply with 1302.90 of the HSPPS.

## # 8.2 Personnel (HSPPS 1302.90 (c)(1)) Standards of Conduct

The school district must ensure all staff, consultants, contractors, and volunteers abide by the program's standards of conduct that:

- (i) Ensure staff, consultants, contractors, and volunteers implement positive strategies to support children's well-being and prevent and address challenging behavior;
- (ii) Ensure staff, consultants, contractors, and volunteers do not maltreat or endanger the health or safety of children, including, at a minimum, that staff must not:
- (A) Use corporal punishment;
- (B) Use isolation to discipline a child;
- (C) Bind or tie a child to restrict movement or tape a child's mouth;

## # 8.2 Personnel (HSPPS 1302.90 (c)(1)) Standards of Conduct

The Head Start program must ensure all staff, consultants, contractors, and volunteers abide by the program's standards of conduct that:

- (i) Ensure staff, consultants, contractors, and volunteers implement positive strategies to support children's well-being and prevent and address challenging behavior;
- (ii) Ensure staff, consultants, contractors, and volunteers do not maltreat or endanger the health or safety of children, including, at a minimum, that staff must not:
- (A) Use corporal punishment;
- (B) Use isolation to discipline a child;
- (C) Bind or tie a child to restrict movement or tape a child's mouth;

- (D) Use or withhold food as a punishment or reward;
- (E) Use toilet learning/training methods that punish, demean, or humiliate a child;
- (F) Use any form of emotional abuse, including public or private humiliation, rejecting, terrorizing, extended ignoring, or corrupting a child;
- (G) Physically abuse a child;
- (H) Use any form of verbal abuse, including profane, sarcastic language, threats, or derogatory remarks about the child or child's family; or,
- (I) Use physical activity or outdoor time as a punishment or reward;
- (iii) Ensure staff, consultants, contractors, and volunteers respect and promote the unique identity of each child and family and do not stereotype on any basis, including gender, race, ethnicity, culture, religion, disability, sexual orientation, or family composition;
- (iv) Require staff, consultants, contractors, and volunteers to comply with program confidentiality policies concerning personally identifiable information about children, families, and other staff members in accordance with subpart C of part 1303 of this chapter and applicable federal, state, local, and tribal laws; and,
- (v) Ensure no child is left alone or unsupervised by staff, consultants, contractors, or volunteers while under their care.

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- (E) Use toilet learning/training methods that punish, demean, or humiliate a child;
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- (I) Use physical activity or outdoor time as a punishment or reward;
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- (iv) Require staff, consultants, contractors, and volunteers to comply with program confidentiality policies concerning personally identifiable information about children, families, and other staff members in accordance with subpart C of part 1303 of this chapter and applicable federal, state, local, and tribal laws; and,
- (v) Ensure no child is left alone or unsupervised by staff, consultants, contractors, or volunteers while under their care.

Other Contractual Requirements for school districts and other contractors:

#### 1. All Contracts.

**Non-discrimination policy.** The district will not discriminate against any employee or applicant because of race, religion, color, sexual orientation or national origin, except where religion, sex, or national origin is a bona fide occupational qualification reasonably necessary to the normal operation of the district.

#### 2. All Contracts.

Right to Audit Clause. The district shall, at all times during the term of this Agreement and for a period of three years after the completion of this Agreement, maintain such records, together with such supporting or underlying documents and materials relating to or pertaining to this Agreement kept by or under the control of the district, including, but not limited to those kept by the district, its employees, agents, assigns, successors, and subcontractors. The district shall at any time requested by the Head Start program, whether during or after completion of this Agreement, and at the district's own expense make such records available for inspection and audit (including copies and extracts of records as required) by the Head Start program. Such records shall be made available to the Head Start program during normal business hours at a mutually agreed upon location and subject to a three-day written notice.

#### 3. All Contracts.

Acceptable Use of Agency Property. Use of the Head Start program's property, including computers and electronic systems, is for program and business activities related to the performance of this Agreement. These resources shall be used in an honest, ethical and legal manner that conforms to applicable license agreements, contracts and policies regarding their intended use. The copying or use of the program's intellectual property for personal use or benefit during or after the period of this Agreement is prohibited unless approved in advance by the Head Start director.

## Other areas of agreement:

## **Spencer County Public Schools:**

- Transportation, including buses and monitors for Head Start children.
- Site for placement of Head Start Mobile unit as in-kind.
- Special Education services for Head Start children with special needs.
- Meals reimbursed by USDA for Head Start children.
- Staff to assist joint preschool/Head Start screening of children.
- Coordination of pre-referrals for 3-yearold children.
- Mow and maintain the playground equipment and grounds during the school year and summer months.
- The Head Start classroom will be using a classroom and at Taylorsville Elementary School.
- The district will enter Head Start children into Infinite Campus.

### Other areas of agreement:

### **OVEC Head Start**

- Provides all staff related to Head Start/Early Head Start services.
- Provides \$265.00 per child, per year for all Head Start children transported.
- Provides Preschool & Disabilities Consultant.
- Provides staff to assist joint
   Preschool/Head Start screening of children
- Provides medical and dental services, family support services and parent activities for all Head Start/Early Head Start children and families as required by Head Start Performance Standards.
- Provides cost of telephone services in Head Start/Early Head Start classrooms and office spaces.
- A staff member will supply the appropriate district personnel with Head Start enrollment data.
- Will work with the School District to provide a playground.
- OVEC will reimburse the cost of one bus monitor for the AM and PM route daily. (Not to exceed 3 hours daily Monday-Thursday). Spencer County Public Schools will invoice OVEC in May for reimbursement, at \$11.24/hr. (no fringe).
- Provides a mobile unit for Head Start services.