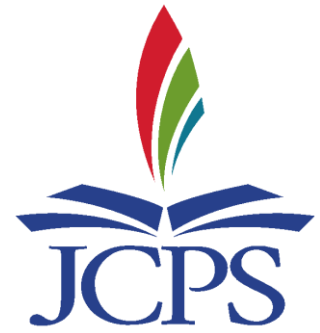


Jefferson County Board of Education Head Start Corrective Action Plan and Next Steps

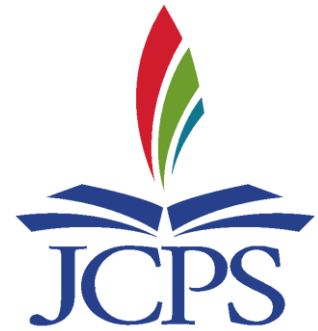
Board of Education Work Session
October 10, 2017

JCPS Head Start Program Context



- Has provided services to Louisville children and families for over 50 years
- Serves 3600 students and employs 900 staff
- Head Start serves 1500 of those students, ages 2-5
- Head Start provides funding for 618 staff
- Full day, 5-day a week program
- 223 classrooms in 61 schools or centers across the district
- JCPS HS Staffing Ratio of 7 children:1 adult
- Transported by 190 buses to and from school

Office of Head Start Review Report August 2017



Deficiencies based on incidents occurring during the 2016-17 school year

- Violations of the Head Start Employee Standards of Conduct

Head Start Program Performance Standards (HSPPS) 1302.90 (c) (1) (ii) (A)-(G) Standards of Conduct

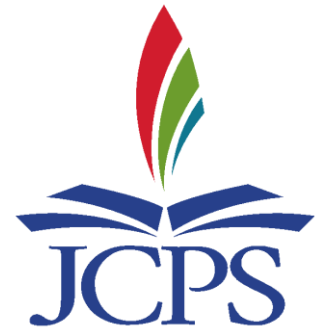
- Leaving Children Unsupervised

HSPPS 1302.90 (c) (1) (v) Standards of Conduct

- Late Reporting of Incidents to the Office of Head Start

HSPPS 1302.102 (d) (1) (ii) (A) Achieving Program Goals – Reporting

Immediate Steps Taken as of September 2017



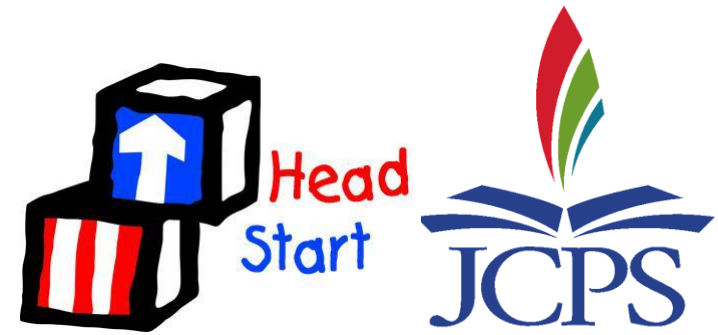
- Initial deadline extension requested and granted to Oct. 27, 2017
- Board of Education Chairperson, JCTA President, AFSCME President, Head Start Policy Council, and all Early Childhood staff informed
- District and Department Leadership engaged in development of aggressive Corrective Action Plan

Immediate Steps Taken as of September 2017



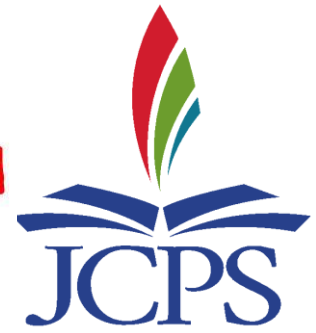
- Swift administrative action on zero tolerance for Standards of Conduct violations relating to abuse and neglect
- Immediate reassignment of staff to non-instructional duty
- Staff terminations in substantiated cases
- Additional mandatory Standards of Conduct training for all employees
- Following training, all employees signed indicating participation in training and agreement to abide by Standards of Conduct

In Process



- Updating the protocol for reporting: CPS/CACU, Early Childhood Office, Employee Relations, Assistant Superintendent
- Revising administrative guidelines and procedures for disciplinary action up to and including termination to align with Head Start expectations
- Mitigation/remediation training for staff found to have violated Standards of Conduct not reaching the level of termination
- Exploring expansion of early childhood centers

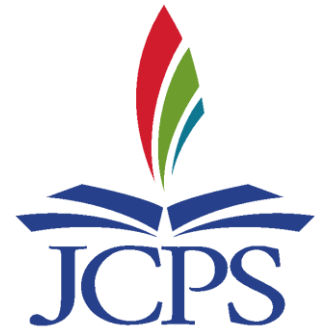
Corrective Actions for Systemic Improvement



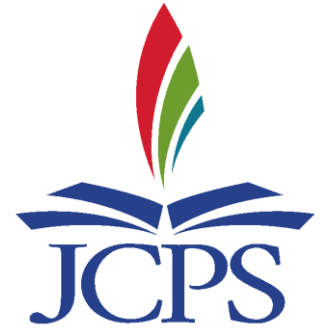
For each deficiency, we are reviewing and revising four key areas:

1. Policies and Procedures
2. Communication and Training
3. Implementation
4. Monitoring and Accountability

Board Engagement and Responsibilities



- Deliver monthly reports to the Head Start Policy Council for ongoing progress towards Corrective Action Plan
- Deliver monthly reports to Board Members for ongoing progress towards Corrective Action Plan
- Quarterly work sessions to offer a deeper dive into progress towards Corrective Action Plan



“Compliance with policies and procedures at all levels is a priority for me as acting superintendent, and a clear directive that is being communicated to all schools and programs. When it comes to employees and behavior that is improper, there is no tolerance. When issues arise, they will be dealt with swiftly and appropriately.

We look forward to continuing our collaboration with the Office of Head Start and providing a quality educational opportunity for our youngest learners.”

Dr. Marty Pollio, Acting Superintendent