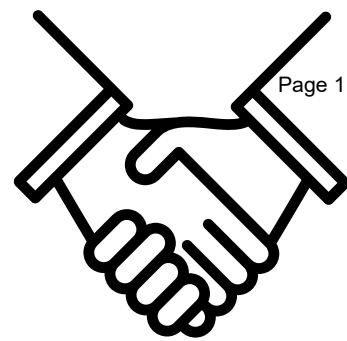




POLICY COUNCIL AGENDA



DECEMBER 4 2025



5:00 - 6:30 PM

TOPIC	ACTION	PAGE #	PERSON RESPONSIBLE
Call to Order	None	NA	Jenny Reyes
Corrections/Additions to the agenda	Vote?	1	Jenny
Approval of Consent Agenda:			
• Minutes of November meeting		2	
• Financial reports	Vote	6	Jenny
• Director's report		9	
• includes personnel information			
• Program Information summary		10	
Training			
Family Services	NA	NA	Megan Wagoner
Director Update			
	NA	NA	Lesa Larson
Old Business			
• Enrollment report	NA	NA	Sherrie Scott
• Parent Engagement discussion	NA	NA	Udana Arceo
New Business			
• Child Outcomes	None	11	Michelle Hellmuth
• Self-Assessment	Vote	16	Lesa
• Recruitment Plan & discussion	None	18	Sherrie
• Selection Criteria	None	NA	Sherrie
• 2026 Budget planning	None	NA	Linda Loret
Parent/Community Reports			
	None	NA	Jenny
Adjournment			
Next meeting: January 8 2026	Vote	NA	Jenny

Heartland Early Education Policy Council Minutes 11.06.2025

VOTING MEMBERS PRESENT:

Udana Arceo, Jon Baker, April Rios, Ernesto Ruiz Esparza, Charlee Smith, Shelly Peters, Jennifer Svaty,

NON-VOTING MEMBERS:

Jesika Campbell, Lesa Larson, Linda Lorette, Shanna Rector, Sherrie Scott, Adriana Aranda

GUESTS:

Amanda Preeo

CALL TO ORDER:

Jenny Reyes called the meeting to order at 5:04 p.m.

CHANGES AND ADDITIONS TO THE AGENDA:

There were no changes or additions to the agenda.

APPROVAL OF CONSENT AGENDA ITEMS:

Jon motioned to approve the Consent Agenda Items as presented. Udana seconded the motion, which passed.

TRAINING

ERSEA and Financial Report

Sherrie Scott explained the Annual Head Start Eligibility Requirements, confidentiality, respect, and consequences for false and misleading information. Parents must provide complete and accurate income information. Jenny inquired as to who selects the intake questions for the eligibility process and if more questions can be added. Sherrie explained that questions can be added depending on the community's needs.

Linda Lorette reviewed the financial summary. This summary provides information on how the program is funded and the funds are spent. It provides information from the CACFP meal claim that is made to get reimbursement for meals provided for our children. It includes a report of the credit card charges and Visa card statements from businesses that don't accept POs (purchase orders) from the district.

DIRECTOR'S REPORT:

Lesla Larson gave update regarding the government shutdown. Programs with October, November and December start dates are most directly impacted with some programs closed at this time. She also mentioned that The National Head Start Association provides government shutdown webinars every Tuesdays and Thursdays to communicate any updates. Updates and more information can be found at nhsa.org/take/action. April Rios inquired if Heartland is doing anything to support families that are being affected. Lesla replied that Heartland Early Education has the Weekend Food Support Program, which provides food for identified families. Udana Arceo, Jenny Reyes and Linda Lorette also provided information on different food programs the community has created to support families currently impacted. Lesla explained that Heartland Early Education is not at risk. Since our funding goes from July 1 to June 30, our program is funded for the year.

OLD BUSINESS:**Enrollment Report**

Sherrie provided a handout with enrollment information. The report provides information on how many children are funded; how many are enrolled at the end of the month, provides the number of vacancies, number of children accepted in each program, how many children are waitlisted and the number of new applications received. Early Head Start has been under enrolled because we have been short a home-based family consultant which would offer services to another 12 children; other causes are children aging out or moving.

NEW BUSINESS:**Annual Report**

Sherrie provided the Annual Report that shows what the program has done the previous year. The report includes enrollment statistics, how the program is funded, enrollment numbers for each county we serve and a program summary, for example.

Financial Audit

Linda shared about the school district's financial audit. Linda explained that every year the school district hires an outside accounting firm to make an audit of all the transactions of the school district as a whole and this audit includes Heartland Early Education. There is a rotating schedule between Head Start, Special Education and Food service. The audit was completed and presented to the school board and can be found on the USD 305 website.

Change of Scope application status

An application was submitted in May to reduce enrollment in Head Start. We are waiting for the final approval from the Office of Head Start.

Transportation Update

Heartland Early Education contracts with Durham Bus Service to provide transportation for students. Since there is no need for Head Start to own busses, a request has been completed to allow the program to sell two busses owned by Heartland Early Education. This money will be used to offset Durham's transportation expenses. Udana inquired if Durham provides home pickups. Linda replied that the transportation agency provides home and corner stops depending on the number of children or IEP requirements. April shared that in Abilene, parents who want to send their children to Head Start, have to send them to Enterprise, but no transportation is provided. Lesa inquired if parents are applying for the At-Risk program. Lesa explained there are state-funded preschool classrooms in Abilene. April replied that the program only offers a couple of days a week for short time frames, and is difficult to align with parents' work schedules.

Governance Screener

Head Start has a five-year program cycle, for 2025 to 2030. In year one, the Head Start Governance, Leadership, and Oversight Capacity Screener is completed. Certain individuals were asked to complete the screener during the summer, and based on that information, the program has the following goals:

- Strengthen Parent Committee Engagement

- Develop a system to assess/respond to the needs of the Governing Body and Policy Council and ensure consistent and transparent sharing of information
- Create opportunities for parent to actively participate in the staff hiring processes.

Health and Safety Screener

All classrooms serving Head Start were checked with no major findings.

ACF-OHS-IM-25-05 – Fiscal Year 2026 Monitoring Process for HS Recipients

ACF-OHS-IM-25-06 – Addressing Vacant Slots Due to Chronic Absenteeism in HS Programs

Two Information Memorandums were shared.

- The first one is titled Fiscal Year 2026 Monitoring Process for Head Start Recipients. This IM outlines the revised protocol for monitoring Head Start programs to ensure they meet quality and compliance standards. It includes updates to review formats and when reviews will take place during a grant period.
- The 2nd IM is titled Addressing Vacant Slots Due to Chronic Absenteeism in Head Start Programs. This one clarifies when Head Start programs should consider a child's slot vacant after long-term absences, stresses the importance of regular attendance and offers strategies program can use to enhance access and family participation.

Parent/Community Reports

- Shanna Rector shared Salina Public Schools is doing a big campaign on chronic absenteeism. When a student misses 10% or more of the school year to date, they will be considered chronically absent. The only reasons that do not count toward chronic absences are sport related activities or school field trips. This campaign is trying to make parents aware and let them know to make appointments outside of the school day, look for times during natural breaks during the school year. Research shows that if a student is chronically absent every year of school, students lose at least one year worth of schooling and students may perform at a lower level than other students.
- Ernesto Ruiz Esparza attended a parent committee for the home-based program and parents shared the following thoughts and ideas:
 - Parents are interested in having professional photos of their families taken. Possibly have a "Family Photo Day" that could take pictures with families along with more candid settings such as home visits, socializations and family fun nights.
 - Parents showed interested in having a Scrapbooking Class.
 - Parents feel like the enrollment process is overwhelming. There is a lot of information that needs to be provided and the paperwork is stressful. It was mentioned that communication from the program was frustrating regarding getting into the program. There is a long waiting period.
 - Families are looking for more things to do in Salina that are age appropriate, simple, free, or low cost. Families are really pleased with Heartland Services and opportunities provided.
 - Non-English speaker families would like more opportunities to practice their English Skills.

Lesa inquired about ideas for more English exposure from non-English speaker families. Ernesto replied he would like the opportunity to have English classes or just opportunities to talk with English speakers to improve their language skills. Jenny Reyes shared when she was learning the language, childcare was offered while she attended English classes; This was a great opportunity to learn and practice English. Childcare is one of the biggest obstacles parents have to continue attending classes. Jon shared the idea of inviting English speaking and bilingual parents that are willing to donate their time to facilitate groups to learn and practice English. He also mentioned that English speakers could benefit by having the opportunity to learn Spanish. Udana shared she would help facilitate a group to give parents the opportunity to have conversations and practice the English language and at the same time learn about Conscious Discipline and Life skills. Shanna shared Salina Public School might have Conscious discipline resources that can be provided to practice the language as parents learn about the things they need to learn. Udana mentioned that Conscious Discipline could also be offered in Spanish. Yeni added that Spanish-speaking families do not receive Conscious Discipline because of the language barrier. Shanna will follow up on resources available from the district.

- April Rios shared Enterprise went on a fieldtrip to the pumpkin patch. A lot of parents attended and it was a fun experience for parents and children.

Meeting adjourned at 6: 08p.m., motion made by Udana and seconded by April. Motion passed.



Heartland Early Education Financial Summary

for Fiscal Year 7/01/25 to 6/30/26



Categories		Budget	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	Total	Balance	% Spent
Fund 61 - Federal Head Start / Early Head Start																	
1. Personnel	4,720,408	262,395	308,461	405,890	435,060										1,411,806.64	(3,308,601.36)	29.91%
2. Fringe Benefits	932,320	48,715	55,402	80,611	83,838										268,566.05	(663,753.95)	28.81%
4. Contractual	92,518	2,698	5,645	2,305	20,908										31,556.08	(60,961.92)	34.11%
6. Supplies	178,800	7,700	10,848	5,505	11,359										35,410.75	(143,389.25)	19.80%
7. Other Child Services	29,145	476	282	565	1,069										2,391.29	(26,753.71)	8.20%
8. Other Parent Services	23,510	375	265	1,640	1,487										3,766.74	(19,743.26)	16.02%
9. Other/Occupancy	217,960	7,257	27,285	17,150	7,284										58,976.68	(158,983.32)	27.06%
10. Training	76,921	915	5,847	4,016	8,767										19,545.43	(57,375.57)	25.41%
11. Equipment > \$5000															-	-	
Total Federal Grant	6,271,582	330,531	414,034	517,681	569,773	-	-	-	-	-	-	-	-	-	1,832,019.66	(4,439,562.34)	29.21%
		Budget	Received													Variance	
Additional Revenues/Reimbursements	230,000	15,515	13,150	15,843	15,409										59,917.21	(170,082.79)	26.05%
Fund 59 - Kansas Early Head Start Child Care																	
1. Personnel	761,352	58,698	68,533	59,658	58,684										245,572.56	(515,779.44)	32.25%
DC/F Child Care Revenues	(244,800)	(22,554)	(21,097)	(21,106)	(21,133)										(85,890.11)	158,909.89	35.09%
2. Fringe Benefits	153,448	11,483	12,940	11,888	11,424										47,734.89	(105,713.11)	31.11%
5. Child Care Supplies	9,000	316	597	507	658										2,077.98	(6,922.02)	23.09%
9. Other / Occupancy	18,000	1,734	2,046	1,811	1,615										7,205.19	(10,794.81)	40.03%
Total Kansas Grant HCCP	697,000	49,677	63,018	52,759	51,247	-	-	-	-	-	-	-	-	-	216,700.51	(480,299.49)	31.09%
Fund 59 - Kansas Early Head Start Home Visitation																	
1. Personnel	169,769	14,335	13,879	12,900	14,372										55,486.33	(114,282.67)	32.68%
2. Fringe Benefits	27,691	2,535	2,395	2,341	2,526										9,797.37	(17,893.63)	35.38%
9. Other / Occupancy	2,540	540	211	174	140										1,064.60	(1,475.40)	41.91%
Total Kansas Grant HV	200,000	17,410	16,485	15,415	17,038	-	-	-	-	-	-	-	-	-	66,348.30	(133,651.70)	33.17%
Other Early Childhood Grants																	
Fund 28 - Parents as Teachers	149,084	10,966	14,293	11,363	14,376										50,998.27	(98,085.73)	34.21%
Fund 11 - State Pre-K	308,200	1,307	30,605	30,555	30,585										93,051.20	(215,148.80)	30.19%
Fund 70 - KS Preschool Pilot (KPP)	189,800	5,519	7,707	21,054	18,435										52,715.47	(137,084.53)	27.77%
Fund 58 - Non Federal Funds	14,098	-	1,018	-	1,494										2,511.98	(11,586.10)	17.82%
Fund 60 - Summer Food Program	2,500	1,872	81	-	-										1,952.97	(547.03)	78.12%
Fund 69 - Child Food Program (CACFP)	255,000	4,781	26,619	27,223	28,012										86,635.10	(168,364.90)	33.97%
Total Other Grants	918,682	24,445	80,322	90,195	92,902	-	-	-	-	-	-	-	-	-	287,864.99	(630,817.09)	31.3%
TOTAL ALL GRANTS 8,087,264 422,062 573,860 676,051 730,961 - - - - - 2,402,933 (5,684,331) 29.71%																	
Percent of Year Completed 4 months out of 12 months (Jul-Oct) 33.33%																	

USD 305 Heartland Early Education

Board of Education and Policy Council Reports



CACFP MEALS CLAIMED - OCTOBER 2025

	# of Meals	Breakfast	Lunch	PM snack	Total Meals	Revenue Recv'd
Enterprise		200	202	174	576	1,702.05
Ellsworth		195	195	195	585	1,681.88
Salina Education Center		173	177	176	526	1,515.53
Salina Heartland		2,776	3,001	2,678	8,455	24,923.14
	Total CACFP Meals	3,344	3,575	3,223	10,142	\$ 29,822.60

CREDIT CARD CHARGES - OCTOBER 2025

	Vendor name	WEX Inc.	Walmart	Dillon's	Gene's IGA	Wests C Mart
	Date Paid	10/10/2025	10/24/2025	10/17/2025	10/31/2025	none
	Vendor #	vendor # 801	vendor # 7517	vendor # 1152	vendor # 3060	vendor # 905
Account #	DESCRIPTION					
73480	playground / outdoor supplies		53.88			
73465	HS classroom supplies - room 102					
73470	HS classroom supplies - room 103					
73500	HS classroom supplies - room 104		26.31			
73530	HS classroom supplies - room 106					
73540	HS classroom supplies - room 108					
73560	HS classroom supplies - room 110		32.54			
73580	HS classroom supplies - room 111		12.50			
73585	EHS classroom supplies - room 112					
73640	HS classroom supplies - Enterprise		7.21			
73660	HS classroom supplies - Ellsworth				8.64	
73680	HS classroom supplies - SA Educ Center					
73720	EHS classroom supplies - room 904		10.84			
73731	EHS classroom supplies - room 810					
73732	EHS classroom supplies - room 812		5.25			
73735	EHS classroom supplies - room 712		7.57			
73780	EHS Home Visit Supplies					
73930	diapers / supplies		15.97			
74380	Policy Council Meetings					
74440	Parent Meetings - HS					
74470	Parent Meetings - EHS Center Based			68.06		
74480	Parent Meetings - EHS socializations		21.51	135.38		
74485	Parent Meetings - EHS home based					
74487	DK CO socializations					
73440	Office Supplies					
73900	Mental Health supplies		7.00			
73950	Building Supplies		81.39			
74520	Other Activities - Program					
74522	Other Activities - Staff Groups					
74680	vehicle fuel	561.00				
74685	bus fuel	476.82				
74720	Training - Staff					
81860	CACFP - non food supplies		6.96		30.65	
81880	CACFP - Food Expenses		209.82		591.99	
75757	Preschool Elementary Supplies					
		1,037.82	498.75	203.44	631.28	-



VISA Credit Card Statement

10/15/2025

ACCOUNT	DESCRIPTION	AMOUNT		CARD HOLDERS	AMOUNT
42520	Parents as Teachers				
73440	Office Supplies				
73460	Classroom Supplies - room 101 Madison				
73465	Classroom Supplies - room 102 Gina	84.93			
73470	Classroom Supplies - room 103 Nicole				
73500	Classroom Supplies - room 104 Kate			Hellmuth, Michelle	
73530	Classroom Supplies - room 106 Heidi			Holecek, Cindy	
73540	Classroom Supplies - room 108 Tonya				
73560	Classroom Supplies - room 110 Casi	18.00		Larson, Lesa	
73580	Classroom Supplies - room 111 Jackie			Lorett, Linda	1,040.26
73640	Classroom Supplies - Enterprise			Wagoner, Megan	536.07
73700	Misc. Expense				
73720	Classroom Supplies - Room 904 Marqesa			Enterprise (LeAnn F)	
73780	HV Supplies & Curriculum	26.58			
73790	Literacy Supplies - Classroom	614.10			
73840	Medical/Dental Supplies			Salina #1	2,077.42
73950	Building Supplies			Salina #2	2,836.09
74380	Policy Council Meetings	407.29		Salina #3	2,673.11
74400	Volunteer Appreciation				
74430	Parent Meetings - Ellsworth				
74440	Parent Meeting - Saline County			Reward Credit	
74480	Socializations	225.36			
74485	Parent Meetings - EHS HB				
74487	Parent Meetings - EHS HB DK CO				
74490	Fatherhood/Motherhood Support Group	224.27			
74520	Other Activities	40.99			
74521	Other Activities - Lesa				
74580	Subscriptions				
74620	Advertising - Human Resources				
74630	Staff Heartwarmers Program				
74640	Human Resources - Testing Fees				
74660	Membership Dues				
74700	Training - Leadership	422.18			
74710	Training - Mid Manager	240.00			
74720	Training - Staff	4,859.99			
74740	Training - Conscious Discipline				
74820	Training - Health / Mental Health	149.00			
74880	Training - Staff Development				
74890	Training / CDA Fees	1,050.00			
75470	Weekend Food Bags	800.26			
	TOTAL	9,162.95		9 Visa Cards	9,162.95

Heartland Early Education >>> Director's Report

Lesa Larson

November 2025



1) Enrollment ending 9.30.2025

Early Head Start: 81/91

Head Start: 230/230

KEHS-Home Visitation: 19/20

KEHS-Child Care Partners: 20/24

2) Attendance Rates ending 9.30.2025

EHS Home-Based: 98%

EHS Center-Based: 96%

Head Start: 95%

KEHS-Home Visitation: 98%

KEHS-Child Care Partners: 95%

3) Snacks and meals served (September)

School	Breakfast	Lunch	PM Snack	Total	Revenue Received
Enterprise	196	195	192	583	1,680.56
Ellsworth	181	196	195	572	1,652.34
Salina Education Center	206	210	210	626	1,801.41
Salina Heartland (0-5)	2,700	2,926	2,615	8,241	24,288.93
Total CACFP Meals	3,283	3,527	3,212	10,022	29,423.24

4) New Hires

Name	Position	Effective
Brown, Emma	EECES	10/6/2025

Transfers

Name	Old Position	New Position	Effective
Hess, Denise	Paraeducator HQ	Family Consultant	11/3/2025

Separation of Employment

Name	Position	Effective
Hicks, Stacy	Substitute	10/3/2025
Gatewood Dixon, Rhonda Leann	EECSE	9/17/2025

5) Success Story – Did you know?

Heartland classroom staff in Head Start and Early Head Start work closely with family consultants and mental health staff to provide comprehensive services to children and families. We have mental health staff available to classrooms for resources as needed. Another way for the groups to work together is through regular staff meetings. The teacher, mental health staff and family consultant meet monthly to discuss the needs of the classroom. It is a dedicated time to share successes and any challenges the room might need help with. The collaboration of groups like this strengthens the work we do with children and families.

Program Information Summary

Page 10 of 19

DECEMBER 2025

ENROLLMENT

- Heartland staff participated in “SNAP Back Against Hunger” Community Food & Resource Fair. November 17th from 4:00 PM – 8:00 PM.

FAMILY SERVICES

- New staff coming on board – Elementary Preschool FC and EHS HB FC started in November
- Parent committee meetings are being planned for early 2026
- Several family service staff attended a virtual training regarding “Children and Screen time”. Resources from the training were shared at staff meetings.

HUMAN RESOURCES

- Heartland will host Financial Wellness – Part 2: Savings +Debt Workshop for all staff Dec. 19.
- “Blessing Bags” from the Women’s Ministry Team at CrossPoint Church were delivered to each employee to let them know they are in their thoughts and prayers as we move through another school year.

MISSION STATEMENT:

Inspire and empower children and families through quality education

HEALTH AND NUTRITION

- MH Dept open position was changed from Therapist to Consultant. The position has been filled and sensory/reflex support will return to the MH support options. A search for providing internal MH services from a therapist continues to be explored.
- Lacy attended a Neurodivergent Conference that looked at Autism, ADHD and other diagnoses and will attend a training on Angry Children Frustrated Parents. next month.
- Family Consultants are providing annual educational information about the Flu shot and following up with families on resources to get the flu shot for their child and/or family.
- 2nd Dental day was completed at Salina Tech on 11.7
- Planning to have the Salina Family Health Care Dental RV return to Heartland in February 2026

EDUCATION

- CLASS (Classroom Assessment Scoring System) training for staff and observations will be completed this fall. The CLASS focuses on staff-child interactions. Walk throughs are completed in EHS and HS classrooms.
- Our Jupiter Ave. building is licensed for childcare/preschool by KDHE (Kansas Department of Health & Environment). We are expecting our annual licensing review in December.
- Pat Ostrom, a former Heartland teacher, has volunteered to offer a library time to the preschool classrooms twice a month.

HEALTH AND SAFETY

- Fire drills and tornado drills are conducted monthly.

HEARTLAND EARLY EDUCATION

700 JUPITER AVENUE, SALINA KS 67401

Galileo Child Assessment Reports

How are these reports helpful?

The Galileo assessment is designed to determine if children are moving forward in their development and prepared for their next level of education. All children move through developmental skills at their own pace. However, all children are expected to start Kindergarten by a certain date. It is Heartland's goal to make sure our children are successful as they move forward.

What do these reports mean?

Each Knowledge Area is made up of several goals. For instance, *Approaches to Learning* has 10 goals. The percentages are determined by the following formula:

$$\text{Total number of goals attained by all child} / \text{Total number of goals possible}$$

Example:

- The knowledge area has 10 goals
- There are 5 children being assessed
- There are 50 goals possible (5 children x 10 goals)

Fall Checkpoint

Five children have attained a total of 20 goals of the 50 possible
 $20 / 50 = 40\%$ of goals of attained

Fall

	Child 1	Child 2	Child 3	Child 4	Child 5
Goal 1	Attained	Not Yet	Not Yet	Attained	Not Yet
Goal 2	Not Yet	Not Yet	Not Yet	Attained	Attained
Goal 3	Attained	Attained	Not Yet	Not Yet	Not Yet
Goal 4	Attained	Not Yet	Attained	Not Yet	Attained
Goal 5	Not Yet	Not Yet	Not Yet	Not Yet	Not Yet
Goal 6	Not Yet	Attained	Attained	Not Yet	Not Yet
Goal 7	Not Yet	Not Yet	Not Yet	Attained	Attained
Goal 8	Not Yet	Attained	Attained	Not Yet	Not Yet
Goal 9	Not Yet	Not Yet	Attained	Attained	Not Yet
Goal 10	Attained	Attained	Not Yet	Not Yet	Attained

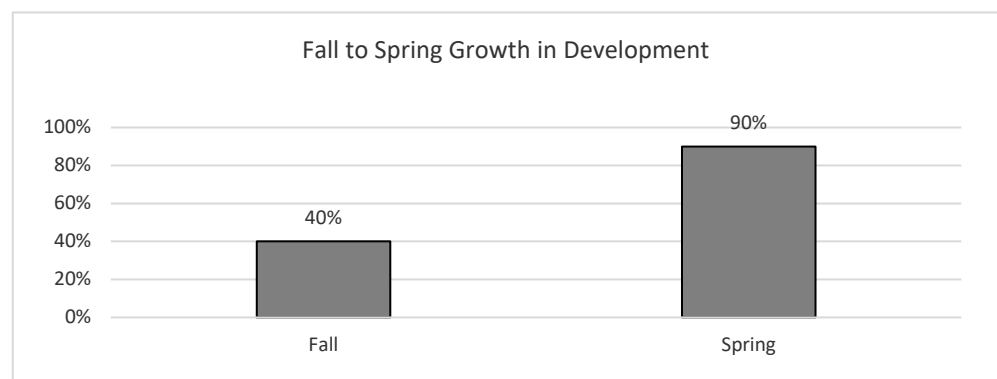
Spring Checkpoint

The same five children have attained 45 goals of the 50
 $45 / 50 = 90\%$ of goals attained

Spring

	Child 1	Child 2	Child 3	Child 4	Child 5
Goal 1	Attained	Attained	Attained	Attained	Attained
Goal 2	Attained	Not Yet	Attained	Attained	Attained
Goal 3	Attained	Attained	Attained	Attained	Attained
Goal 4	Attained	Attained	Attained	Attained	Attained
Goal 5	Attained	Attained	Not Yet	Attained	Attained
Goal 6	Attained	Attained	Attained	Attained	Attained
Goal 7	Attained	Not Yet	Attained	Attained	Attained
Goal 8	Attained	Attained	Attained	Attained	Attained
Goal 9	Attained	Attained	Not Yet	Attained	Attained
Goal 10	Attained	Attained	Not Yet	Attained	Attained

This chart illustrates the growth made from Fall to Spring in the example above.



Heartland Early Education Child Assessment Report

Head Start

2025-26



Scale: 3-5 years

Knowledge Area	Number of Goals	Percentage of Goals Learned		
		Fall	Winter	Spring
1) APPROACHES TO LEARNING	5	60%		
2) CREATIVE ARTS	5	64%		
3) EARLY MATH	14	32%		
4) LANGUAGE	11	60%		
5) LITERACY	17	32%		
6) LOGIC & REASONING	2	85%		
7) NATURE & SCIENCE	9	30%		
8) PHYSICAL DEVELOPMENT & HEALTH	14	55%		
9) SOCIAL & EMOTIONAL DEVELOPMENT	6	57%		
10) SOCIAL STUDIES	5	44%		

Scale: 3 year olds

Knowledge Area	Number of Goals	Percentage of Goals Learned		
		Fall	Winter	Spring
1) APPROACHES TO LEARNING	5	49%		
2) CREATIVE ARTS	5	53%		
3) EARLY MATH	14	17%		
4) LANGUAGE	11	48%		
5) LITERACY	17	19%		
6) LOGIC & REASONING	2	84%		
7) NATURE & SCIENCE	9	15%		
8) PHYSICAL DEVELOPMENT & HEALTH	14	42%		
9) SOCIAL & EMOTIONAL DEVELOPMENT	6	47%		
10) SOCIAL STUDIES	5	29%		

Scale: 4 year olds

Knowledge Area	Number of Goals	Percentage of Goals Learned		
		Fall	Winter	Spring
1) APPROACHES TO LEARNING	5	68%		
2) CREATIVE ARTS	5	72%		
3) EARLY MATH	14	43%		
4) LANGUAGE	11	69%		
5) LITERACY	17	42%		
6) LOGIC & REASONING	2	86%		
7) NATURE & SCIENCE	9	41%		
8) PHYSICAL DEVELOPMENT & HEALTH	14	66%		
9) SOCIAL & EMOTIONAL DEVELOPMENT	6	64%		
10) SOCIAL STUDIES	5	55%		

Heartland Early Education Child Assessment Report

Early Head Start

2025-26



Scale: 00-08 Months

Knowledge Area	Number of Goals	Percentage of Goals Learned		
		Fall	Winter	Spring
1) APPROACHES TO LEARNING	6	36%		
2) COGNITION AND GENERAL KNOWLEDGE	5	60%		
3) LANGUAGE AND LITERACY	10	24%		
4) PHYSICAL DEVELOPMENT AND HEALTH	7	39%		
5) SOCIAL AND EMOTIONAL DEVELOPMENT	6	20%		

Scale: 08-18 Months

Knowledge Area	Number of Goals	Percentage of Goals Learned		
		Fall	Winter	Spring
1) APPROACHES TO LEARNING	7	68%		
2) COGNITION AND GENERAL KNOWLEDGE	4	43%		
3) LANGUAGE AND LITERACY	13	44%		
4) PHYSICAL DEVELOPMENT AND HEALTH	5	65%		
5) SOCIAL AND EMOTIONAL DEVELOPMENT	5	61%		

Scale: 18-24 Months

Knowledge Area	Number of Goals	Percentage of Goals Learned		
		Fall	Winter	Spring
1) APPROACHES TO LEARNING	9	40%		
2) COGNITION AND GENERAL KNOWLEDGE	4	48%		
3) LANGUAGE AND LITERACY	18	32%		
4) PHYSICAL DEVELOPMENT AND HEALTH	8	73%		
5) SOCIAL AND EMOTIONAL DEVELOPMENT	5	41%		

Scale: 2-3 Years

Knowledge Area	Number of Goals	Percentage of Goals Learned		
		Fall	Winter	Spring
1) APPROACHES TO LEARNING	6	44%		
2) COGNITION AND GENERAL KNOWLEDGE	5	43%		
3) LANGUAGE AND LITERACY	14	26%		
4) PHYSICAL DEVELOPMENT AND HEALTH	8	65%		
5) SOCIAL AND EMOTIONAL DEVELOPMENT	7	41%		

SPS Preschool Child Assessment Report 2025-26

(Head Start, Preschool-Aged At-Risk, SPED)

Scale: 3-5 years

Knowledge Area	Number of Goals	Percentage of Goals Learned		
		Fall	Winter	Spring
1) APPROACHES TO LEARNING	5	49%		
2) CREATIVE ARTS	5	51%		
3) EARLY MATH	14	24%		
4) LANGUAGE	11	42%		
5) LITERACY	17	26%		
6) LOGIC & REASONING	2	61%		
7) NATURE & SCIENCE	9	22%		
8) PHYSICAL DEVELOPMENT & HEALTH	14	55%		
9) SOCIAL & EMOTIONAL DEVELOPMENT	6	46%		
10) SOCIAL STUDIES	5	27%		

Scale: 3 year olds

Knowledge Area	Number of Goals	Percentage of Goals Learned		
		Fall	Winter	Spring
1) APPROACHES TO LEARNING	5	28%		
2) CREATIVE ARTS	5	30%		
3) EARLY MATH	14	9%		
4) LANGUAGE	11	24%		
5) LITERACY	17	10%		
6) LOGIC & REASONING	2	48%		
7) NATURE & SCIENCE	9	8%		
8) PHYSICAL DEVELOPMENT & HEALTH	14	43%		
9) SOCIAL & EMOTIONAL DEVELOPMENT	6	28%		
10) SOCIAL STUDIES	5	9%		

Scale: 4 year olds

Knowledge Area	Number of Goals	Percentage of Goals Learned		
		Fall	Winter	Spring
1) APPROACHES TO LEARNING	5	58%		
2) CREATIVE ARTS	5	60%		
3) EARLY MATH	14	31%		
4) LANGUAGE	11	50%		
5) LITERACY	17	33%		
6) LOGIC & REASONING	2	67%		
7) NATURE & SCIENCE	9	29%		
8) PHYSICAL DEVELOPMENT & HEALTH	14	61%		
9) SOCIAL & EMOTIONAL DEVELOPMENT	6	54%		
10) SOCIAL STUDIES	5	35%		

USD 305 Parents as Teachers Child Assessment Report 2025-26



Scale: 00-08 Months

Knowledge Area	Number of Goals	Percentage of Goals Learned		
		Fall	Winter	Spring
1) APPROACHES TO LEARNING	6	33%		
2) COGNITION AND GENERAL KNOWLEDGE	5	80%		
3) LANGUAGE AND LITERACY	10	20%		
4) PHYSICAL DEVELOPMENT AND HEALTH	7	29%		
5) SOCIAL AND EMOTIONAL DEVELOPMENT	6	17%		

Scale: 08-18 Months

Knowledge Area	Number of Goals	Percentage of Goals Learned		
		Fall	Winter	Spring
1) APPROACHES TO LEARNING	7	69%		
2) COGNITION AND GENERAL KNOWLEDGE	4	45%		
3) LANGUAGE AND LITERACY	13	65%		
4) PHYSICAL DEVELOPMENT AND HEALTH	5	72%		
5) SOCIAL AND EMOTIONAL DEVELOPMENT	5	60%		

Scale: 18-24 Months

Knowledge Area	Number of Goals	Percentage of Goals Learned		
		Fall	Winter	Spring
1) APPROACHES TO LEARNING	9	25%		
2) COGNITION AND GENERAL KNOWLEDGE	4	46%		
3) LANGUAGE AND LITERACY	18	16%		
4) PHYSICAL DEVELOPMENT AND HEALTH	8	41%		
5) SOCIAL AND EMOTIONAL DEVELOPMENT	5	20%		

Scale: 2-3 Years

Knowledge Area	Number of Goals	Percentage of Goals Learned		
		Fall	Winter	Spring
1) APPROACHES TO LEARNING	6	31%		
2) COGNITION AND GENERAL KNOWLEDGE	5	20%		
3) LANGUAGE AND LITERACY	14	15%		
4) PHYSICAL DEVELOPMENT AND HEALTH	8	33%		
5) SOCIAL AND EMOTIONAL DEVELOPMENT	7	45%		

Scale: 3-5

Knowledge Area	Number of Goals	Percentage of Goals Learned		
		Fall	Winter	Spring
1) APPROACHES TO LEARNING	31	18%		
2) COGNITION AND GENERAL KNOWLEDGE	27	23%		
3) LANGUAGE AND LITERACY	9	39%		
4) PHYSICAL DEVELOPMENT AND HEALTH	6	36%		
5) SOCIAL AND EMOTIONAL DEVELOPMENT	15	36%		

2025 Self-Assessment Report

Heartland Early Education

Overview of Process

The annual self-assessment is an analysis of a variety of reports and data.

This year, we took a different approach and surveyed Policy Council and Heartland staff (50% return rate).

Survey questions were:

1. Identify strengths of Heartland from your perspective.
2. What are your biggest concerns in the community you represent?
3. How might Heartland address those concerns?
4. Do you have ideas about ways to recruit eligible children and families?

2025 Summary of Findings

Strengths based on survey results:

- ❖ Community connections and comprehensive support for families
- ❖ Strong Policy Council
- ❖ Strong partnership with Salina Public Schools
- ❖ Heartland pays college tuition for classroom staff whose job requires an Associates or Bachelor degree
- ❖ Program focuses on Conscious Discipline and social-emotional skills
- ❖ Good social media presence
- ❖ Provides a variety of professional development opportunities
- ❖ Multiple layers of support are provided to staff

Areas for Growth:

1. Under Enrollment (EHS)
 - EHS has been under enrolled since July 2025.
 - We have been without a EHS Family Consultant for over four months which has negatively impacted our enrollment numbers.
 - Anticipating, we will be on an “Under Enrollment” plan.

Plan of Action:

- *Hire EHS home-based family consultant.*
- *ERSEA coordinator will update leadership and Policy Council regularly regarding enrollment percentages.*
- *Recruitment committee will meet regularly to address strengthening outreach strategies so families know about openings and services.*
- *Improve messaging across platforms (social media, community outreach)*

- *Seek out employers who may likely hire qualifying families and provide information about Heartland.*

2. Simplify enrollment process for families

- Parents express feeling overwhelmed by the enrollment process, stating the paperwork is stressful, there is a long waiting period and communication can be frustrating.

Plan of Action:

- *Create a step-by-step enrollment guide (Spanish and English).*
- *Offer drop-inn "Registration Help Days" with bilingual staff support.*
- *Meet with a cross-section of parents for feedback.*

3. Salina Public Preschool coordination of required health services

- There was mis-communication between the elementary nurses and Heartland staff about responsibility for completing required health screenings.
- Between Year one and two of providing Head Start services in the elementary schools, there was a change in Heartland's Health Coordinator and Year one coordination was dropped.
- 45-day completion rate for vision screens in the elementary schools was low.

Plan of Action:

- *Schedule meeting with Head Nurse for SPS and Heartland Health staff to develop a schedule that focuses on timelines and identifies those responsible.*
- *Develop a backup plan if school nurses are unable to complete.*

**Heartland Early Education
2025-26 Participant Recruitment Plan**

Year-Round	Action	Responsible Party
	Recruitment Committee meets regularly.	Recruitment Committee Coordinators
	Recruit with Heartland social media	Administrative Assistant
	Restock Heartland applications at all community agencies	Recruitment Committee
	Identify current enrollment numbers and applications received to target needed areas	ERSEA Coordinator
	Identify volunteer opportunities with community agencies for recruitment purposes	Recruitment Committee
	Recruitment Committee forms subcommittees to address specific projects as needed	Recruitment Committee
	Collaborate with community events to provide program information to public, including the Becoming a Mom classes	Recruitment Committee Family Services Staff
	Sponsor socializations or community events which are open to community families in addition to current Heartland families	Family Services Staff & Recruitment Committee
	Supply blessing boxes and area little libraries with food and books that promote Heartland enrollment (when funding is available).	Recruitment Committee
	Update and disburse program and staff recruitment videos to local agencies	Administrative Assistant

July 2025	Participate in the SPS Walk-in Enrollment and Back to School Fair	Intake Team ERSEA Coordinator
	Mail recruitment postcards to TANF recipients from quarterly report from DCF. Cross-reference to currently enrolled participants	ERSEA Coordinator Front office staff
August 2025	Gather yard signs to be stored until the next recruitment season	Intake Specialist Recruitment Committee
October 2025	Meeting with ICD to coordinate services and seek referrals	Home-Based FCS
November 2025	Mail recruitment postcards to TANF recipients from quarterly report from DCF. Cross-reference to currently enrolled participants	ERSEA Coordinator Front office staff
	Annual ERSEA training for intake staff, Policy Council, and BOE	ERSEA Coordinator Director
	Quarterly meeting with ICD to coordinate services and seek referrals	Home-Based FCS
December 2025	Review and update brochures and applications	ERSEA Coordinator
	Recruitment Plan approved by Policy Council	ERSEA Coordinator
	Selection Criteria updated and approved by Policy Council	ERSEA Coordinator
	Create list of places/contacts to display applications/brochures	Recruitment Committee
	Send letter and flyers to area churches	Intake Specialist
January 2026	Mail recruitment postcards to TANF recipients from quarterly report from DCF. Cross-reference to currently enrolled participants	ERSEA Coordinator Front office staff
	Selection Criteria approved by BOE	Director
	Calculations are made to determine the number of children that will transition to the next setting (HS, Kindergarten, SPS Pre-K) by the start of the 2026-27 school year	ERSEA Coordinator
	Verification of Eligibility is requested for Head Start children age-eligible for a 3 rd year of Head Start in the next school year.	ERSEA Coordinator Intake Specialist
	Meeting with ICD to coordinate services and seek referrals	Home-Based FCS

February 2026	Update intake paperwork with newly released federal poverty guidelines	ERSEA Coordinator
	Applications for current EHS HB/PAT families needing to transition to HS are due to Intake Specialist	EHS HB FCs PAT FCs
March 2026	Train all staff on the importance of recruitment during staff meetings: All FCs (Family Consultants), classroom staff, EESs (Early Education Specialists), office staff	ERSEA Coordinator Recruitment Committee Intake Specialist
April 2026	Participate in Kindergarten Roundup (as needed)	Recruitment Committee Family Services Staff
	Update online application and other recruitment materials to reflect any changes in the upcoming school year.	ERSEA Coordinator
	Display yard signs in strategic locations including outlying sites	Intake Specialist Recruitment Committee
	Review recruitment budget to purchase supplies and promotions	Intake Specialist Recruitment Committee
May 2026	Meeting with ICD to coordinate services and seek referrals	Home-Based FCS
June 2026	EHS HB children Accepted to HS prior to June 1 have a transition visit	EHS HB FCS
	Distribute Heartland applications at SPS Summer Food sites	Recruitment Committee