

Head Start Directors Meeting

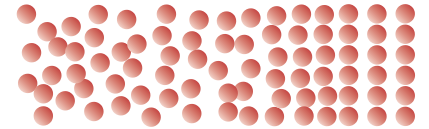


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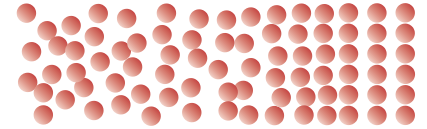
City of Phoenix
Human Services Department
Education Division
December 18, 2003

Regional Meeting Themes



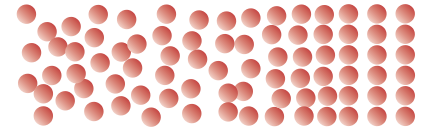
- Large Hispanic population
 - Language issues: mono-Spanish parents; mono- and bilingual students
 - Cultural issues: different holiday sched.
 - Literacy issues
- Transience: families move frequently; can't track students
- Growth: nearly every district has a rapid growth pocket
- Special needs children: autism, physical

Categories of Needs



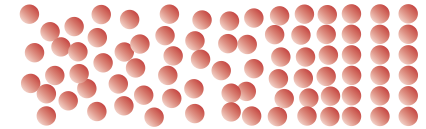
- Affordable Housing
- Child Care
- After School Care
- Job Training
- Transportation
- Medical Care
- Dental Care
- Teen Pregnancy
- Child Abuse
- Juvenile Crime
- Gang Prevention
- Other Crime
- Substance Abuse
- Public Schools Quality
- Neighborhood Safety
- Domestic Violence
- City Services
- Mental Health
- ESL
- Citizenship
- School Dropout
- Food
- Clothing
- Utility Assistance
- Legal Aid
- Financial Debt

SMART Goal



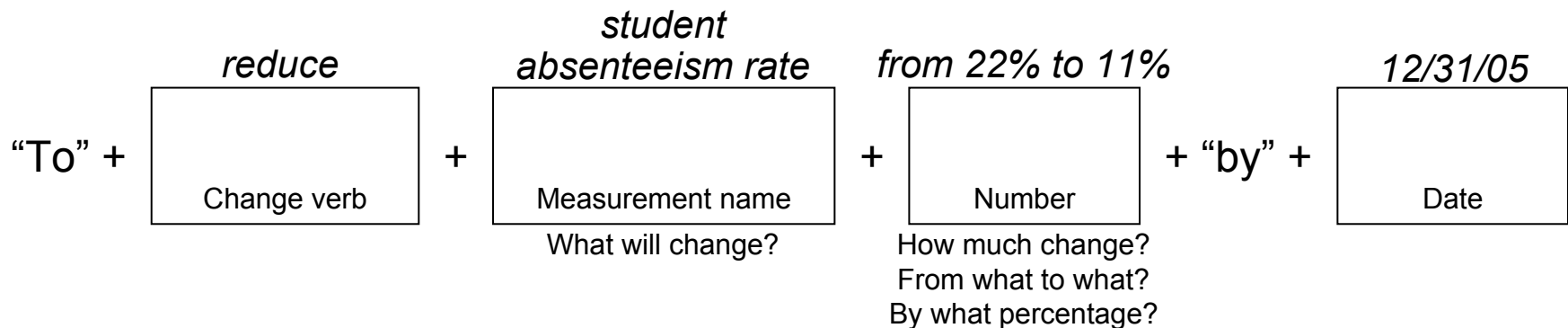
- *Specific:* Clearly defined, precise outcome
- *Measurable:* Progress and achievement can be measured; measurement source is identified
- *Achievable:* Can be accomplished, given conditions, resources
- *Relevant:* Supports mission, purpose
- *Time-bound:* States clearly when goal will be achieved

SMART Goal Template



Example:

“To reduce student absenteeism rate from 22% to 11% by December 31, 2005.”

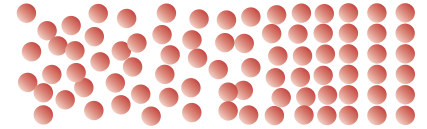


Edit for syntax:

“To cut student absenteeism in half by the end of 2005.”

Strategies:

- *Ensure every child gets a physical before November 1.*
- *Educate parents about importance of attendance.*
- *Increase teacher awareness of illness symptoms.*



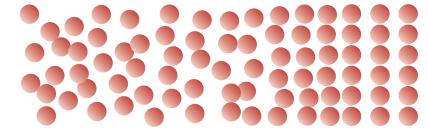
“Big Hairy Audacious Goal”

- Extensive time frame: 10-30 years
- Clear, compelling, easily expressed, plain English
- Consistent with values & purpose
- 50-70% likelihood of success

Examples:

- “Land a man on the moon, and safely return, by the end of the decade” (JFK)
- “Be first or second in every market we serve” (GE)

SMART Goals Exercise



“To” + + + + “by” +

Edit: _____

“To” + + + + “by” +

Edit: _____

“To” + + + + “by” +

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