



**NEW HAVEN PUBLIC SCHOOLS**

**Department: Early Childhood Office**  
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**Date: May 2024**

*Together, Striving Towards the Next Chapter of Excellence*



### **If We....**

- \*Keep students and families at the center and reignite joy
- \*Ensure access to high quality developmentally appropriate instruction
- \*Maintain a continuous eye on data & assessment
- \*Reflect on our practices, collaborate with colleagues, and stay open to feedback and coaching

### **Then We Will....**

- \*Create learning environments that improve student and family attendance and engagement
- \*Provide instruction for our earliest learners that meets every child where they are at and results in students whose development and learning have prepared them for Kindergarten

# Why did we have to re-compete for the Head Start grant?



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## Basis of Competitive Determination

City of New Haven, Inc. in New Haven, CT, was determined to be ineligible for automatic renewal and designated for competition based on the following condition(s):

45 CFR Part 1304.11(a) - The agency has been determined to have two or more deficiencies across reviews conducted under section 641A(c)(1)(A), (C), or (D) of the Act during the relevant time period under §1304.15.

## How is this different than re-competition in years past?

- In 2018 NHPS **recompeted** for the Grant due to deficiencies however there were **no other Grantees** in this service area applying for the award, therefore the full amount was available
- In 2023 NHPS was forced to **recompete** for the grant, due to deficiencies, when the funding opportunity was published it stated there was the possibility **of two awards** in this service area for both Head Start and Early Head Start

# Cause for Re-competition (Designated Renewal System)



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## **Deficiencies**

- Inappropriate Release 2019
- Discipline Deficiency/ Standards of Conduct 2019
- Lack of Supervision 2020

## **Areas of Noncompliance**

- Failure to Design Quality Health Program 2020
- The program does not support a program-wide culture that promotes mental health and social and emotional well-being 2019

## **Areas of Concern**

- Fiscal Infrastructure, Capacity, and Responsiveness 2020

## What are the specific focus areas named by Head Start in need of improvement?



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- **Enrollment plan**- right-size the number of students served, using available data, needs of families, and other impacting internal and external factors, in order to achieve fully funded enrollment by November 2024 in an efficient and expedient manner. Enrollment plan issued February 2020, suspended due to pandemic.
- **Organizational Structure**-design an organizational chart and supporting job descriptions/responsibilities that support the components of the Head Start Management Wheel
- **Health and Safety**-improve health and safety practices
- **Compliance and Supervision**- tighten span of control and supervision of the various sites and the monitoring of compliance with Head Start Performance Standards
- **Structures and Systems**- develop cohesive structures and systems to ensure uniformity of practices and expectations for comprehensive services in all Head Start sites
- **Succession planning** and cross training

# NHPS Head Start Grant Application Timeline & Communication



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October  
2023

- Notification that NHPS would need to re compete for the Head Start Grant for FY25
- NHPS is notified of our under-enrollment status and placed on a plan of improvement

November  
2023

- City of New Haven Head Start Grant Application Opened

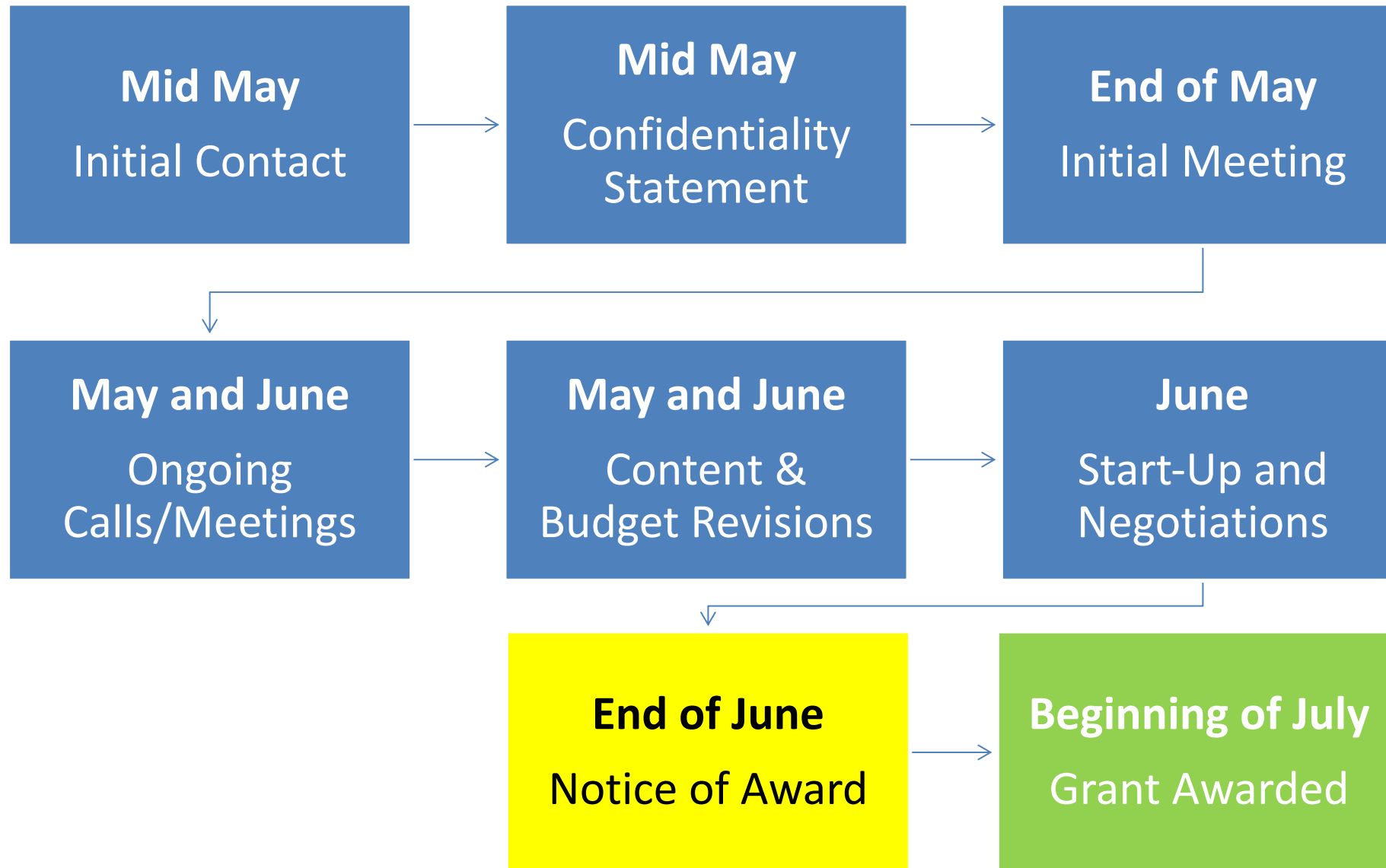
December  
2023

- Monday December 11<sup>th</sup> NHPS BOE approves HS Grant Proposal submission
- Wednesday December 13<sup>th</sup> HS Grant Proposal Submitted

# Negotiations Process Map and Timeline



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# Impacted Bargaining Units



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## **Teachers 933** (Classroom Teachers, Certified Support Staff, Instructional Coaches)

- *Impact to date:* 7 classrooms already closed due to low enrollment plan, teachers participated in Right Size process and have been assigned new placements for 24-25

## **Paraprofessionals 3429** (Head Teachers, Assistant Teachers, Outreach Workers)

- *Impact to date:* 7 classrooms already closed due to low enrollment plan, paraprofessionals participated in Right Size process and have been assigned new placements for 24-25

## **Clerical 884** (Social Workers, Data Control Clerk, Administrative Assistant)

## **Management 3144** (Assistant Director of HS, Social Service Coordinator, Assistant Social Service Coordinator, Project Site Director, Administrative Analyst II, Health Coordinator)

**\*\*Further reductions in funded enrollment may result in additional classroom closures, elimination of job positions, and consolidation of services\*\***



## Final Thoughts & Next Steps



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- **Reminder:** once a pre-award call is made and confidentiality agreements are signed the team is prohibited from discussing the competition or negotiation process with partners, consultants, and staff
- During the **negotiation process** the grant application will be rewritten based on Head Start's feedback and input regarding budget, organizational structure, and content
- **Bottom Line:** the enrollment capacity and funding determinations are set by the Office of Head Start non-negotiable