

Snohomish County Early Head Start

Five Year Strategic Plan

2025-2030

On June 1, 2024, executive leadership, Infant Toddler Specialists, and parents participated in a full day strategic planning meeting. Through an interactive process the group identified the five-year goals and objectives that will be the roadmap to continue to provide high quality home visiting service to the children and families of Snohomish County.

The draft goals were brought to the Policy Council on June 24th and to the Advisory Committee on July 15th for recommendation for approval to the Governing Board to ensure a well-developed plan is presented in the upcoming Five-Year Grant application to the Office of Head Start.

The three anchors that are the foundation of the

Five-Year Goals and Objectives are:

- **Equity**
- **Early Relational Health (Infant Mental Health)**
- **Knowledge of Child Development**

Five Goals have been identified for the Five-Year Plan:

Goal #1:

Snohomish County EHS will improve its data management system to maximize the program's ability to effectively gather, measure and analyze data to implement continuous quality improvement activities utilizing parent input and data outcomes.

*** identified as an area of non-compliance in the Focus Area 2 Federal Review***

Expected Outcome:

The program has accurate, efficient, and accessible data that drives the program goals and objectives which results in highly effective and responsive service delivery.

Goal #2:

Snohomish EHS Program will focus on enhancing the skills of the Infant Toddler Specialists by investing in their well-being and skill development utilizing both program-wide and individual coaching strategies. The Program has identified increased knowledge in infant mental health principles as a key component of professional development.

*** identified as an area of non-compliance in the Focus Area 2 Federal Review***

Expected Outcome:

All staff have in place a PD plan that includes a goal of their choice and is individualized. Selected staff are receiving intensive coaching.

Goal #3:

Snohomish EHS ITS will support improved Physical, Dental, and Mental Health Outcomes for all children and families enrolled in the program.

Expected Outcome:

Data will show an increase in the number of children current with dental exams and the program will maintain the current high rate of physicals and immunizations according to schedule. Data will also show an increased rate at which families are referred to and served by community partners for mental health needs.

Goal #4:

Snohomish EHS ITS will educate and support families to utilize strategies that lead to family economic self-sufficiency.

Expected Outcome:

Data will show increased utilization of the Family Partnership Agreement and increasing numbers of family goals being identified and met.

Goal #5:

Staff will be trained to identify and support family needs for referrals around:

- *Addressing family trauma and avoiding re-traumatization and secondary trauma*
- *Substance Use Disorder*
- *Domestic violence*
- *Options to prevent and respond to child abuse*
- *Consideration of the culture and values of the family*

Expected Outcome:

Staff will be trained and highly skilled in supporting the needs of the family and children while being mindful of their own mental health and wellbeing as well as the families'.