

**SNOHOMISH COUNTY EARLY HEAD START
TA ORGANIZATIONAL AND STAFF DEVELOPMENT PLAN
2025**

TA Goal 1: Provide quality services that support:

- **Early relational health for EHS families**
- **Families to identify and set goals towards self-sufficiency**
- **Infant Toddler Specialists to be aware of the latest research for early intervention, family support, health issues, data analysis, home visiting, neurobiology, and maternal mental health.**

Objectives	Action Steps	Data/Evaluation	Budget	Team Members Responsible	Status
To enhance the ability of the Infant Toddler Specialists to support families with children with disabilities. ITS will also increase written English skills to improve professional communication with families and community partners.	Infant Toddler Specialists will attend college classes including English, the Exceptional Child, Guiding Behaviors and continue progress towards ECE state certificate.	ITS' will demonstrate increased understanding of child development and family support practices and improved professional communication.	\$3000 (20 college credits) Books \$600	EHS Director ITS Lead-Education	Planned
To increase EHS ITS Team competencies and practices in Early Relational Health (Infant Mental Health)	EHS Team will attend training at the Center for Early Relational Health-IMH Foundations and the Growing Brain	March 2025-September 2025	\$3000	EHS Director	Planned
Goal Setting SMARTE Goals	Training/ Consultation	January-Dec 2025	\$2000	EHS Director/ITS Lead-Data	
To enhance the abilities of Infant Toddler Specialists in supporting parents as their child's first teacher as well as support developing social emotional skills in children and their caregivers.	Two new Infant Toddler Specialists will attend a fourteen-hour in person training in Promoting First Relationships.	Home Visiting activities and socializations planning will reflect an intentional focus on equity in supporting families.	\$1,170	EHS Director ITS Lead-Education	Planned
To enhance the ability of Infant Toddler Specialists to support healthy attachment relationships	Two new Infant Toddler Specialists, and Mental Health Specialist will attend certification training	Program staff will offer four eight-week sessions of Circle of Security trainings in both English and	\$3,000	EHS Director	Planned

between child and parent/caregivers.	in the Circle of Security.	Spanish per year. Sign in sheets and session evaluations will be collected.			
As a result of intentional outreach efforts, SC EHS has increased enrollment of pregnant people and staff will increase their knowledge of the prenatal, postpartum and newborn period to best support our families.	EHS Team will receive the Promoting Maternal Mental Health During Pregnancy Workshop. Two Infant Toddler Specialist will complete the Newborn Behavioral Observations Training through Brazelton.	Infant toddler Specialists will have specific strategies to teach parents how to support their child's language development.	\$6,400 PMMH \$590 NBO	EHS Director	Planned
NSC EHS staff will increase their skills and knowledge related to supporting parent and child mental health.	NSC EHS team will receive ongoing reflective practice and training in infant mental health practices.	All EHS staff will receive Endorsement in Infant Mental Health Family Services by the Washington Association for Infant Mental Health.	\$1520 Endorsement Fees WA-AIMH Reflective Consultant \$4000	EHS Director	Planned

TA Goal 2: Provide foundational staff and Governing Bodies development, ensuring:

- **Compliance with pre-service and annual training requirements of Head Start; and**
- **Knowledge and understanding of the theoretical foundation of the HS Parent, Family and Community Engagement Framework and implications for school readiness.**

Objectives	Action Steps	Date/Evaluation	Budget	Team Members Responsible	Status
To provide required trainings for staff, Policy Council, and Advisory Board according to HS Performance Standards.	Infant Toddler Specialists and Governing bodies receive training on the budget cycle, ERSEA policies and procedures and Head Start Performance Standards.	Infant Toddler Specialists will follow policies and procedures regarding: ERSEA, Child Abuse and Neglect Mandatory Reporting. Minutes from Policy Council, Advisory Committee, and Governing Body will show completed annual training	\$0	EHS Director ITS Lead-Data	Planned

	ITS will also know Child Abuse and Neglect signs and program procedures, and Blood Borne Pathogens procedures.				
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TA Goal 3: Provide family-centered coaching that ensures that parents and families advance their own learning interests through education, training and/or other experiences that support their parenting, career and life goals.

Objectives	Action Steps	Date/Evaluation	Budget	Team Members Responsibility	Status
To provide trainings for EHS parents that support parenting skills, family literacy, mental wellness, identifying and accessing community resources, advocating for family and community needs, preparing for the workforce, participating in Program Governance, and enhancing skills that promote Family Well-Being	Using the Parent Café Model and Policy Council participation, parents will receive but are not limited to the following trainings: <ul style="list-style-type: none"> 1. Circle of Security 2. Conscious Discipline 3. Creating a Family Budget 4. Wellness Strategies 5. Goal Setting <p style="text-align: center;">VIRTUAL</p>	Parent Café Agendas, sign-in sheets and resource materials will reflect specific trainings as they occur	0	EHS Director EHS Nurse EHS ITS Leads EHS ITS	On-going

TA Goal 4: Align program planning with the most recent State and Federal Early Learning guidelines, ensuring that:

- **SC-EHS has full involvement in state-wide activities and initiatives**

Objectives	Action Steps	Date/Evaluation	Budget	Team Members	Status
To provide Infant Toddler Specialists with the opportunity to attend WSA Head Start/ECEAP Training and Leadership team attend WSA Directors Retreat	Infant Toddler Specialists will attend Early Childhood Conferences to increase knowledge and build relationships with other regional early learning programs	WSA Head Start Conference June 2025 WSA Directors Retreat July 2025	\$2,370	EHS Director Infant Toddler Specialists Infant Toddler Specialist Leads	Planned

TA Goal 5: Ensure that staff are current in First Aid/CPR and Food Handlers training and/or requirements.

Objectives	Action Steps	Date/Evaluation	Budget	Team Members	Status
To provide annual Bloodborne Pathogens and Food handlers Certification to Infant Toddler Specialists to meet the Performance Standards requirements.	Infant Toddler Specialists will renew First Aid/CPR and Blood Borne Pathogens	Copies Blood Borne Pathogens Certificate and Food Handlers Cards on file in HSD personnel file.	\$250	EHS Director	Planned