

**Training & Technical Assistance Plan
2026-2027**

Required Training Topics	
Audience	Professional Development Topic
Parents	Parenting Education – Conscious Discipline Training topics will focus on the Seven Skills of Discipline: composure, encouragement, assertiveness, choices, empathy, positive intent, and consequences
Volunteers	Volunteer training Training is provided at the start of each school year, prior to volunteering, and then monthly as newly enrolled families indicate interest.
	Online module - <ul style="list-style-type: none"> ✓ Essential Components of the Head Start Classroom Reviews critical topics for child safety and care.
Policy Council	Roles & Responsibilities training Policy Council members are trained in October at their first Policy Council meeting.
	ERSEA training Policy Council members are trained on ERSEA procedures prior to enrollment events occurring.
Governing Body	Head Start Orientation New Board members are provided an orientation overview of the Head Start program prior to their first Board meeting.
	Roles & Responsibilities training At the start of each school year, the Board is refreshed on their Roles & Responsibilities at the governing body for Head Start.
	ERSEA training Board members receive annual training on ERSEA procedures before enrollment events.
New Assistants	Preschool Child Development Associate (CDA) CDA training is provided in the first year of assignment to the Head Start program and completed prior to the second year with the program.
New Teachers	Overview of – <ul style="list-style-type: none"> ✓ Teaching Strategies GOLD or CLI CIRCLE ✓ DECA & ESI screening tools
New Teachers & Assistants	Online modules - <ul style="list-style-type: none"> ✓ Head Start Program Orientation ✓ Essential Components of the Head Start Classroom ✓ Child Abuse ✓ Students with Chronic Illness ✓ Tooth Brushing ✓ Active Supervision Module

Education Service Center, Region 20
Head Start Program

	<ul style="list-style-type: none"> ✓ CLASS domains ✓ Program Procedures & Performance Standards ✓ Conscious Discipline ✓ CDA
	First Aid / CPR certification training
New Principals	<p>Online module -</p> <ul style="list-style-type: none"> ✓ Head Start Program Orientation
New Class Monitors	<p>Online modules -</p> <ul style="list-style-type: none"> ✓ Head Start Program Orientation ✓ Essential Components of the Head Start Classroom
New Family Services Associates	<p>Family Service Credential (FSC) Family Service Credential training is provided to new FSA staff within the first full year of employment and is completed within 18 months from hire.</p>
New Management Team & Family Services Associates Staff	<p>Online module -</p> <ul style="list-style-type: none"> ✓ Head Start Program Orientation ✓ Child Abuse <p>New staff also receive a copy of the program procedures to study and implement while learning their position responsibilities.</p>
Returning Assistants	<p>Child Development Associate (CDA) – renewal Every three years the program assists assistants to obtain their renewed Preschool CDA credential.</p>
Returning Teachers & Assistants	<p>Annual refresher – online modules –</p> <ul style="list-style-type: none"> ✓ Essential Components of the Head Start Classroom ✓ Child Abuse
	<p>Renewal –First Aid / CPR certification training Every two years, staff renew their First Aid / CPR training for certification.</p>
Returning Class Monitors	<p>Annual refresher – online module –</p> <ul style="list-style-type: none"> ✓ Essential Components of the Head Start Classroom <p>CDA training is offered to Class Monitors who want to pursue their own professional growth.</p>
Returning Management Team & Family Services Associates	<p>Annual refresher – online module –</p> <ul style="list-style-type: none"> ✓ Child Abuse
Routine Refresher - Bus Drivers & Bus Monitors	<p>Online modules –</p> <ul style="list-style-type: none"> ✓ Transporting Preschoolers ✓ Bus Safety First Aid & CPR
Management Team, Family Services Associates, Class Monitors	<p>LinkedIn Learning Staff have access to online training modules on a variety of professional development topics.</p>
	Professional Development Topics at ESC-20

**Education Service Center, Region 20
Head Start Program**

	As ESC-20 employees, we can attend a wide variety of training topics provided through Connect20.
Safety Facilitators	Renewal –First Aid / CPR certification training Every two years, staff renew their First Aid / CPR training for certification.
Training Priorities Identified Through Ongoing Monitoring & Annual Self-Assessment	
Audience	Professional Development Topic
Component Director	National Head Start Association Director Credential
INSTRUCTIONAL TEAM: <ul style="list-style-type: none"> ● Teachers ● Assistants ● School Readiness Coaches ● Program Coordinators 	Creative Curriculum (Southwest ISD, Somerset ISD, Alamo Heights ISD)
	Children’s Learning Institute (CLI) Curriculum (Southside)
	Frog Street Curriculum (Southside ISD, Lytle ISD, Natalia ISD, Devine ISD, Hondo ISD, Bandera ISD, Pleasanton ISD)
	Conscious Discipline (Ongoing)
Mental Health Consultants	Conscious Discipline (Ongoing)
	Devereaux Early Childhood Assessment
	Mental Health First Aid
	ClarityCON Children’s Mental Health Conference
	Thrive: Georgetown Certificate in Infant & Early Childhood Mental Health Consultation (IECMHC) (2026-2027 Program Year)
Health Program Manager, Health Facilitators, Safety Facilitators	Consortium Meetings: San Antonio Head Start Health Managers
	Vision and Hearing Certification Courses (As Needed) Health
	Outdoor Learning Training (Ongoing) Safety
	Renewal –First Aid / CPR certification training Every two years, staff renew their First Aid / CPR training for certification.
School Readiness Coaches	Communities of Practice Meetings: Practice-Based Coaching
	National or Texas Association for the Education of Young Children Conference
	High Scope Training
	Regional Head Start Conference
	Conscious Discipline Training
	ClarityCON Children’s Mental Health Conference

**Education Service Center, Region 20
Head Start Program**

Safety Facilitators	ESC-20 Safety Symposium (As offered)
Parent Engagement Consultant	Parent and Family Engagement Symposium
	Title 1 Parent and Family Engagement
	Regional Head Start Conference
PROGRAM TEAM: <ul style="list-style-type: none"> ● School Readiness Coaches ● Health Specialists ● Safety Facilitators ● Mental Health Consultants ● Family Service Associates ● Coordinators 	Book Study: The Fred Factor
	Child Plus Training (As Needed)
	Head Start Institutes, Webinars, and Training
COMPONENT TEAM: <ul style="list-style-type: none"> ● School Readiness Coaches ● Health Specialists ● Safety Facilitators ● Mental Health Consultants ● Coordinators ● Component Director 	Component Cross Training & Connections <ul style="list-style-type: none"> ● Component Meetings ● Component Development Days ● Instructional Services Component Meeting Integration ● Teaching and Learning Division Meetings ● Quarterly Supervisor Meetings ● Annual Centerwide Employee Development Day