



## Bishop Indian Head Start

2025-2026

Program Self-Assessment Outcomes

Year 1

2026-2027

Program Improvement Plan

Year 2

The BIHS 2025-2026 Program Self-Assessment and Program Improvement Plan for 2026-2027 was received, reviewed, discussed and approved on April 13th 2026 by the Policy Council.

The BIHS 2025-2026 Program Self-Assessment and Program Improvement Plan for 2026-2027 was received, reviewed, discussed and approved on: April 13th 2026 by the Bishop Paiute Tribal Council.

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**Program Name:** Bishop Indian Head Start

**Dates of Self-Assessment:** February 2025-April Year: 2026

**Participants in the Self-Assessment Process:** Provide the positions or titles of various stakeholders who participated in the Self-Assessment process such as staff, parents, Policy Council, governing body, and community partners.

**Team Members:**

Bishop Paiute Tribal Council and the Bishop Indian Head Start Policy Council  
The BIHS Parent Committee and Tribal Community Members  
Health Advisory  
BIHS Partners  
BIHS Staff and Supporting Tribal Employees

2024-2025 Annual Report for a list of the Bishop Indian Head Start Partnerships

Head Start Program Performance Standards 45 CFR Chapter XIII September 2016 & 2024  
Office of Head Start Federal Review 2021 (FA1) and 2024 (FA2)

Parent Surveys-2026

Prior-Self Assessment Program Improvement Plan

School Readiness Goals-2026

Positive Child Outcomes  
Desired Results Developmental Profile  
Parent/Teacher Conferences

Parent, Family, Community, Engagement Outcomes

Staff Needs Surveys

Community Assessment Data

BIHS 5-Year Plan

Minutes: Health Advisory, Parent Committee, Policy Council

LEA Transition Meetings

Child Plus Data

2024-2025 Annual Report

Classroom Assessment Scoring System

Indian Health Survey and Action Plan

California Adult Child Food Program Triennial Review-  
Summation Report 2021  
Health Tracking Reports

Recent Head Start Triennial Review

Ongoing Monitoring Reports  
Record Keeping and Tracking

Transportation Monthly Records  
California Highway Patrol

State Preschool Audits

Single Fiscal Audits

Risk/Threat Assessment Checklist

State Preschool Program Report-QRIS  
ASQ & ASQ IE outcomes

Classroom Portfolios, IEP Folders, and Enrollment  
Folders

**2025-2026 Program Self Assessment –Program Governance**

<p><b>Service Area or Performance Standard:</b> <b>Part 1301 Program Governance sub-section 1301.5 Training pg.5 HS PS</b></p>	<p><b>Broad Goal:</b> BIHS Program Governance systems will include a governance structure, strong communications, and regular reporting that supports shared decision making.</p>	<p><b>All Objectives and Actions Steps partially Met in the 2025-2026 Program Improvement Plan</b> <u>Continue with training BIHS Leadership Team.</u></p>
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**Program Strengths:** The Director submits monthly progress reports to the Policy Council and Tribal Council. The Director meets with the Policy Council Monthly meeting has an established agenda following the program governance planning calendar. BY Laws are established. Some members reported online program governance training from resources provided by the Director.

**Program Strengths:** Director ensured the Program Governance Screener and Safety Screener was added to the Program Governance program planning calendar. Program Governance Policies and Procedures are updated and currently under review with the Policy Council.

**Program Strengths:** Online training Resources from the Office of Head Start Knowledge Center was utilized by the Director to inform and train Policy Council and Tribal Council. Program Governance and ERSEA regulations. Director provided resources to Human Resources and Fiscal Department.

<p><b>Area (s) of Non-Compliance</b> None <b>Area (s) of Deficiency</b> None <b>Area (s) of Program Improvement:</b> <b>Yes</b></p>	<p><b>Outcome:</b> Director sent links and is working with OHS trainers to schedule via Zoom or onsite trainings for the PC and TC.</p>	<p><b>Additional Information:</b> 2 new members of the PC completed the Program Governance training. 3 out of 5 TC completed certification. TC requested BIHS Director provide monthly in person updates.</p>
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**Program Improvement Plan for Program Governance-2026-2027**

**Expected Outcome:** BIHS is supported by a knowable Shared Governance Team with the ability to make sound program decisions effecting the well-being of children, families, staff and the community.

<p><b>Goal:</b> BIHS Policy Council, Tribal Council, Fiscal. and Human Resources will receive training in Leadership and Governance to include all areas under Program Management, Planning &amp; Oversight Systems. <b>Including Financial Training.</b></p>	<p><b>Action Steps:</b></p> <ol style="list-style-type: none"> <li>1. Online training Resources from the Office of Head Start Knowledge Center will be utilized by the Director to inform and train Policy Council and Tribal Council on at least <b>4 trainings</b> a year regarding the Performance Standards.</li> <li>2. The Program Governance Calendar will have trainings scheduled and reviewed at each meeting.</li> </ol>	<p><b>Time Frame:</b> <b>June 2026</b> <b>Responsible:</b> <b>Director</b> <b>Documentation:</b> <b>Minutes and completed forms</b> Check list documenting the completion of each training <b>Cost:</b> <b>0</b></p>
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**2025-2026 Program Self Assessment –Curricula**

<p><b>Service Area or Performance Standard: Part 1302—Program Operations -1302 Subpart C— Education and Child Development Program Services –pg. 35 OHS PS</b></p>	<p><b>Broad Goal:</b> BIHS will ensure that we maintain our system for measuring child outcomes and use results to plan for continuous program improvement.</p>	<p><b>All Objectives and Actions Steps Met or Continue into 2026-2027</b> Continue all actions Steps</p>
<p><b>Program Strengths:</b> BIHS indoor and outdoor classrooms have adequate space for the number of enrolled children. Have ample age-appropriate materials, toys and supplies through state, head start and tribal funding. All child furniture and toys are in good shape. Enough materials to be able to rotate each month or as needed dependent upon children’s interest. BIHS complies with ADA regulations, classrooms, facility and outdoor area are all wheelchair accessible.</p>		
<p><b>Program Strengths:</b> BIHS with parent participation completes 2 ASQ questionnaires this screening is completed to obtain a current development screening to identify concerns regarding a child’s development, behavioral, motor, language, social, cognitive, and emotional skills within 45 days of the child’s first day of attendance. BIHS uses family input with the ASQ, Child Survey and Parents as Partners Survey completed at Home Visit.</p>		
<p><b>Program Strengths:</b> BIHS teachers complete the DRDP 3 times a year. The DRDP is an observational assessment with 56 measures in areas such as social emotional, language, cognitive, and physical development. The results are discussed with parents/guardians during home visits/conferences and a DRDP summary is printed to review and one to take home. With these screenings and assessments teachers set individual monthly goals that can be located in the classroom posted and one our lesson plans. Progress toward these goals is located in the child’s one-on-one folders in the classroom. Screenings and assessments are valid, reliable and research based. If a child is a dual language learner the screenings and assessments will be provided in the child’s home language and an interpreter is always available.</p>		
<p><b>Program Strengths:</b> Lead Teachers developed a chart of current curriculum and documented the purpose of using the curriculum. Identified classrooms need: curriculum sets needed, materials needed, and how parents will be involved, and if training is needed.</p>		
<p><b>Program Strengths:</b> Some teachers are utilizing Kindermusik and PATHS. Parents receive a list of the BIHS Curriculum during enrollment, conferences and during parent meetings. Parents are provided an opportunity to view curriculum materials.</p>		
<p><b>Area (s) of Non-Compliance</b> None <b>Area (s) of Deficiency</b> None <b>Area (s) of Program Improvement :</b> Yes</p>	<p><b>Outcomes:</b> BIHS needs to update Creative Curriculum Core Materials or research a new Science Based Curriculum.</p>	<p><b>Additional Information:</b> Creative Curriculum Updates will cost close to \$28,000. BIHS will need to apply for a one time funding grant opportunity from OHS.</p>

**2026-2027**

**Program Improvement Plan –Curricula**

**Expected Outcome:** BIHS will have a Core Curriculum that is based on scientifically valid research and have standardized training procedures and curriculum materials to support implementation.

**Goal:** BIHS Management and Teachers will engage parents/guardians in core and supplement curriculum discussion.

**1302.32 Curricula**

**Action Steps:**

- (1) Director will collaborate with Education Team to continue research updates to Creative Curriculum, an alternative Core curriculum based on our School Readiness Goals, Early Head Start Curriculum and State Preschool identified Curriculum. **Continue**
- (2) Director, Education Manager and Lead Teachers will involve parents in the discussion of Curriculum choices. **Continue**
- (3) BIHS will add curriculum topics to each meeting agenda for all parent meetings and the Policy Council. **Continue**

Time Frame: **May-December 2026**

Responsible: **Education Manager**

Documentation: **Emails, Meeting Minutes, Curriculum Research binder, curriculum chart and signatures of participation.**

**Cost: May cost up to 28,000.00 for Creative Curriculum upgrade.**

**2025-2026 Program Self Assessment-Transportation**

<p><b>Service Area or Performance Standard:</b> Part 1303—Financial and Administrative Requirements Subpart F—Transportation 1303.70 Purpose. 1303.72 Vehicle operation. Pg. 106</p>	<p><b>Broad Goal:</b> BIHS will ensure that these important infrastructures support program operations: Facilities, Materials, and Equipment, Transportation, and technology systems services.</p>	<p><b>All Objectives and Actions Steps Met or Continue into 2026-2027</b></p>
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**Program Strengths:** BIHS operates to school buses purchased in 2016 and 2018 with OHS program improvement funds and Tribal Contributory Funds. All 45 day inspections are completed and logged. California Highway Patrol Inspection reports on file with satisfactory fleet inspections. All required random drug and alcohol reports are up to date and on file. Drivers receive evaluations and required schools bus driver training annually. Transportation Team collaborate on school bus route plans.

**Program Strengths:** BIHS Director and School Bus Driver team provided school bus monitor training and high jacking training to new staff hired after preservice and within 90 days of employment and or before serving as a school bus monitor.

<p><b>Area (s) of Non-Compliance None</b></p>	<p><b>Area (s) of Deficiency None</b></p>	<p><b>Area (s) of Program Improvement Service Enhancement: Yes</b></p>
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**2026-2027**  
**Program Improvement Plan-Transportation**

**Expected Outcome:** BIHS will have the opportunity to own an Electric school bus in California and help reduce pollution, save money, and support the state's transition to clean energy.

<p>Goal: BIHS will purchase a new gasoline bus and or an electric bus for local and Big Pine Routes . Note: Cleaner air and fewer health risks. Electric school buses have zero tailpipe emissions so students, drivers, and community members are not directly exposed to toxic diesel exhaust that contributes to fine particulate pollution — the environmental exposure that causes the most deaths in the country. <a href="https://www.climatecentral.org/climate-matters/electric-school-buses">https://www.climatecentral.org/climate-matters/electric-school-buses</a></p>	<p><b>Action Steps:</b></p> <ol style="list-style-type: none"> <li>(1) BIHS Bus drivers are seeking quotes from California School Bus Vendors. <b>Action Completed</b></li> <li>(2) Bishop Paiute Tribal Urban Planner is working collaboratively with grant writers to set up Solar Panel System with charging stations. <b>Action Completed</b></li> <li>(3) Once Charging Systems are in place, Bishop Paiute Tribal Urban Planner , Admin , Elders, Education and BIHS will purchase electric transportation vehicles for our programs. <b>Action in progress</b></li> <li>(4) Director will plan training for BIHS Drivers on operating an Electric</li> </ol>	<p>Time Frame: <b>April 2026</b></p> <p>Responsible: <b>Director and Bus Drivers</b></p> <p>Documentation: <b>Meeting minutes and participation signatures and Interviews with EMO Director and Drivers.</b></p> <p><b>Cost: 0 to the OHS BIHS budget so far. Grant submitted by EMO Director.</b></p>
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**2025-2026 Program Self Assessment-Family/Community Engagement**

<p><b>Service Area or Performance Standard:</b>  <b>1302 Subpart E—Family and Community Engagement Program Services</b>  <b>Pg. 54 OHS PS</b></p>	<p><b>Broad Goal:</b> BIHS ensures the family identifies and discusses their needs and strengths in order to identify resources and additional services for each family while offering the family an opportunity to self-assess their progress during periodic reassessments.</p>	<p><b>All Objectives and Actions Steps Met or Continue into 2026-2027</b>   <b>Continue all actions Steps</b></p>
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**Program Strengths:** Parents are engaged in monthly and sometimes weekly meetings. Parents attend parent committee meetings, Policy Council and Health Advisory. Current and former parents are employed by Head Start. Parents serve as volunteers and have served as presenters for Parent Trainings. Majority of Parents attend special events planned by Head Start and Early head Start. Parents are engaged in the program self assessment process. BIHS collects data from families related to strengths, Needs and Interests. Shares information gathered in a summary report. BIHS hired an Education Manger to follow up with current and future Community Partners to assist families in achieving their goals.

<p><b>Area (s) of Non-Compliance :None</b></p>	<p><b>Area (s) of Deficiency :None</b></p>	<p><b>Area (s) of Program Improvement :Yes</b>  <b>Low attendance during workshops, competing workshops with EHS. Parent Interest and Education 2025-2026 still needs to be summarized.</b></p>
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**2026-2027 Program Improvement Plan**  
 1302.53 Community partnerships and coordination with other early childhood and education programs.

<p><b>Goal:</b> Management Team will continue to improve process for summarizing parent and family strengths and needs to plan workshops and trainings to support positive family outcomes.</p> <p><b>Expected Outcomes:</b> BIHS Program Impact Areas will ensure families will have resources needed to strengthen all 7 Family Outcomes and ensure positive child comes for all enrolled children.</p>	<p><b>Action Steps:</b></p> <ol style="list-style-type: none"> <li>(1) ERSEA Team will input the Parent Needs Assessment, Parent Education Interest and Volunteer Interests in Child Plus prior to child's first school day. <b>Action Completed</b></li> <li>(2) The Education Manager will use family data collected during enrollment in section 3 to summarize is a illustrated chart during parent, staff and collaborative partnership meetings in an effort to collaboratively analyze the data. <b>Continue</b></li> <li>(3) The analyzed data will be used to identify existing resources in our community to support BIHS in assisting our families meet their identified needs, Interests and strengths. <b>Continue</b></li> <li>(4) The Education Manager, Health Manager and Director will facilitate a partnership meeting to schedule at least 4 workshops and training a year related to analyzed data. <b>Action Completed</b></li> <li>(5) <b>New Action Step:</b> Education Manager will enter parent phone numbers in work phone, emails child plus and Tribe in order to send</li> </ol>	<p><b>Time Frame:</b> By September 2025 reports completed</p> <p><b>Responsible:</b> Director and ERSEA Team, Health Manager</p> <p><b>Documentation:</b> Agenda, Minutes and completed forms, training, workshop schedule, parent survey summary report, participation sign in sheets.</p> <p><b>Cost:</b> 0</p>
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**Program Improvement Plan: 2026-2027**

1302.53 Community partnerships and coordination with other early childhood and education programs.

**Expected Outcomes:** BIHS Program Impact Areas will ensure families will have resources needed to strengthen all 7 Family Outcomes and ensure positive child comes for all enrolled children.

<p><b>Goal:</b> The Management Team will train each year to analyze data and align services to families individualized needs, strengths and interests using the Head Start Parent Family and Community Engagement Framework.</p>	<p><b>Action Steps:</b></p> <ol style="list-style-type: none"> <li>(1) The Director will provide a copy of the Head Start Parent and Family and Community Engagement Framework and ensure support team has online access. <b>Action Completed</b></li> <li>(2) The Director will review the FCEF with the Education Manager and assist with any questions and training needed to implement framework. <b>Continue</b></li> <li>(3) The Education Manager will draft updated BIHS Policies and Procedures aligning with updated Head Start regulations. The draft will be presented to the Policy and Tribal Councils. <b>Action Completed</b></li> </ol>	<p>Time Frame: <b>May-June</b>                  Responsible: <b>Director and Education Manager</b>                  Documentation: <b>Completed forms</b>                  Cost: <b>0</b></p>
<p><b>Goal:</b> BIHS Section 3 (Family Engagement) will have attractive user friendly forms aligning with Head Start Parent Family and Community Engagement Framework, including family well-being, parent-child relationships, families as lifelong educators, families as learners, family engagement in transitions, family connections to peers and the local community, and families as advocates and leaders.</p>	<p><b>Action Steps:</b></p> <ol style="list-style-type: none"> <li>(1) The Education Manager will update all forms in Section three after reviewing online resources available in the Early Childhood Learning Knowledge Center. <a href="https://eclkc.ohs.acf.hhs.gov/">https://eclkc.ohs.acf.hhs.gov/</a>. <b>Continue</b></li> <li>(2) The Education Manager will review forms with EHS and BIHS Family staff; parents and community partners for their input. <b>Continue</b></li> <li>(3) The ERSEA Team will utilize the new forms during the 2025-2026 enrollment period. <b>Continue 2026-2027</b></li> <li>(4) The Director and ERSEA team will enter data from new forms into Child Plus and summarize data in August. <b>Continue</b></li> <li>(5) The Education Manager and Director will present Parent Summary Data to all stakeholders. <b>Continue</b></li> <li>(6) The Education Manger, Director and or teachers (if needed) will follow up with families at least three times a year to assist with resources to meet BIHS families individualized strengths, interests and needs. <b>Continue</b></li> <li>(7) Enrollment Forms to be translated in</li> </ol>	<p>Time Frame: <b>Ongoing.</b>                  Responsible: <b>Director</b>                  Documentation: <b>Completed forms</b>                  Cost: <b>0</b>  <b>Additional Information:</b>  <b>Continue All Action Steps moving into year 2.</b>  <b>Enrollment forms are faded and need updates.</b>  <b>Director updated Family Goal forms and Interest surveys.</b>  <b>Lead Teacher updated attendance forms.</b></p>

**2025-2026 Program Self Assessment**

<p><b>Service Area or Performance Standard: 1302 Subpart D—Health Program Services Pg. 42</b></p>	<p><b>Broad Goal:</b> BIHS will ensure a comprehension system of services is in place to prevent health problems; supports health development by encouraging practices that prevent illness or injury and promotes positive culturally relevant health behaviors that enhance lifelong well-being.</p>	<p><b>All Objectives and Actions Steps Met or Continue into 2026-2027</b></p>
<p><b>Program Strengths:</b> The Health and Disabilities Manager is able to meet families Health and Safety Needs. Teachers turn in family needs request. Health Manager contacts families, documents the request for individual families and reports to Teacher and Director when the need has been filled. BIHS through program improvement grants can provide: First Aid Kits, Fire Extinguishers, smoke alarms, carbon monoxide detectors, air purifiers, thermometers, car seats, First Aid Courses, and COVID-19 PPE. In addition we are able to provide Zumba, Occupational and Physical Therapy, and Mental Health Services. We advocate for services onsite and off site. We have a clean and free of pest building. Refer to Indian Health Survey.</p>		
<p><b>Program Strengths:</b> The Health and Disabilities Manager called local mental health consultants (Toiyabe, North Star, Behavioral Health and Inyo County Superintendent of Schools and scheduled meetings to discuss ways we can partner and meet the mental health needs of our BIHS children and families. Open invites to the BIHS Health and Advisory meetings will be sent out monthly. Health Manager is a certified Mental Health First Aid Trainer.</p>		
<p><b>Area (s) of Non-Compliance:</b> None <b>Area (s) of Deficiency :</b> None <b>Area (s) of Program Improvement :</b> <b>Yes</b></p>	<p><b>Additional Information:</b> <b>BIHS Health Manager scheduled Mental Health Workshop with no participation from parents.</b></p>	
<p><b>Program Improvement Plan-2026-2027</b> <b>1302.45 (2) Child Mental Health and Social /Emotional Well Being</b></p>		
<p><b>Expected Outcome:</b> All BIHS children will be able to form Positive relationships with others and institutions, Show kindness and understanding , use strategies to deal with challenges, Be part of a supportive group, and take care of yourself and others.</p>		
<p><b>Goal:</b> Bishop Indian Head Start will have a consistent schedule of ongoing services for children identified as needing support in the classroom.</p>	<p><b>Action Steps:</b></p> <ol style="list-style-type: none"> <li>(1) The Health and Disabilities Manager with the Director will draft MOU between all our Mental Health Partners describing services BIHS will provide as well as our mental health partners. <b>Action Completed</b></li> <li>(2) The Health and Disabilities Manager will collaborate with Mental Health Community partners to draft a consistent schedule for child /classroom observations and assessments. <b>Action Completed</b></li> </ol>	<p>Time Frame: <b>June 2025-December 2026</b></p> <p>Responsible: <b>Director and Health Manager</b></p> <p>Documentation: <b>Certification of Completion, Classroom Observation forms, Plans of Action Forms, signatures of participation.</b></p> <p><b>Cost: 0</b></p>

**Program Improvement Plan-2025-2026**

**1302.45 (2)**

**Child Mental Health and Social /Emotional Well Being**

**Expected Outcome:** All BIHS children will be able to form Positive relationships with others and institutions, Show kindness and understanding , use strategies to deal with challenges, Be part of a supportive group, and take care of yourself and others.

**Goal:** BIHS will have consistent schedule of quarterly to monthly mental health trainings for parents and staff to support the behavioral health needs of our children, families and staff.

**Action Steps:**

- (1) The Health and Disabilities Manager and all Direct Service Staff will complete a 40 hour Behavioral Therapy Course. **Action Completed for majority of DST.**
- (2) The BIHS Director, Education Manager and Health Manager will observe all teaching team members utilizing PATHS. [A Complete Solution to Boost Calm Classrooms, Safer Schools, and Student and Educator Well-Being]. **Continue**
- (3) The BIHS Director, Education Manager and Health Manager will identify if any staff team members need additional coaching. **Continue**
- (4) **New Action Step:** During preservice 2026 -2027, the Health Manager will facilitate Mental Health First Aid Training.
- (5) **New Action Step:** Director will contact OV CDC to provide on site Motherhood and Fatherhood is sacred workshops for our families.
- (6) **New Action Step:** Education Manager will provide on site Love and Logic workshops for our families.

Time Frame: **June 2025-December 2026**

Responsible: **Director and Health Manager**

Documentation: **Certification of Completion, Classroom Observation forms, Plans of Action Forms, signatures of participation.**

**Cost: 0**

## 2025-2026 Program Self Assessment

<p><b>Service Area or Performance Standard: 1302.44 Child nutrition.</b></p> <p><b>Pg. 45</b></p>	<p><b>Broad Goal:</b> BIHS will ensure a comprehension system of services is in place to prevent health problems; supports health development by encouraging practices that prevent illness or injury and promotes positive culturally relevant health behaviors that enhance lifelong well-being.</p>	<p><b>All Objectives and Actions Steps</b></p> <p><b>Partially Met</b></p> <p><b>2024-2025</b></p> <p><b>Improvements will continue in</b></p> <p><b>2026-2027</b></p>
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**Program Strengths:** BIHS menus are reviewed by a registered dietician. The Registered dietician provides suggestions to ensure BIHS is meeting CACFP requirements. BIHS is reviewed every three years by California Department of Social Services. As of 3.30.26, BIHS is in good standings. The Head Start Director and Lead Cook completed the Annual mandatory training for the CACFP program. Indian Health Service provides 2 kitchen inspections a year and 1 full facility inspection. BIHS ensures food allergies and milk intolerances are posted in the classroom and in the kitchen. BIHS cook prepares fresh meals and snacks in a local commercial kitchen. BIHS ensures kitchen staff has sufficient cooking materials to prepare healthy meals and snacks. Kitchen staff engages in the Lana Iguana Nutrition workshops for children, parents and staff. Kitchen staff is positive and always open to learning and suggestions. Participates in monthly online CACFP and OHS trainings.

**Program Strengths:** The Director, Health Manager, Lead Teacher and Lead Cook holds a food handler certification and 5 Year Serve Safe Permit.

<b>Area (s) of Non-Compliance: None</b>	<b>Area (s) of Deficiency : None</b>	<b>Area (s) of Program Improvement :Yes</b>
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**2025-2026 Program Improvement Plan-Met!**

**1302.101 Management system. In CACFP**

**Expected Outcomes:** BIHS Nutrition Service Team is well trained and knowledgeable in fiscal integrity and preventing food-borne illness while serving attractive, nutritious meals and snacks.

<p><b>Goal:</b> BIHS will prevent food safety issues and avoid food safety problems before they occur by analyzing critical control points in our CACFP Kitchen.</p>	<p><b>Action Steps:</b></p> <ol style="list-style-type: none"> <li>(1) The Director will plan CACFP trainings for Kitchen Team related to CACFP. <b>Action Completed</b></li> <li>(2) The Director will train Kitchen Team on all required preservice trainings. <b>Action Completed</b></li> <li>(3) The Director will observe kitchen team preform skills learned after each training. <b>Action Completed</b></li> <li>(4) The Lead Cook, Director and assistant cook will draft an Action plan to include additional training needs identified in observation. <b>Action Completed</b></li> </ol>	<p><b>Time Frame: May 2024-ongoing</b></p> <p><b>Responsible: Director, Health Manager and Lead Cook</b></p> <p><b>Documentation: Certification of Completion, monitoring reports, Indian Health Service Safety Inspections</b></p> <p><b>Cost: 0</b></p> <p><b>Note: No longer a program improvement goal.</b></p>
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**2025-2026**

**Program Improvement Plan**

**1302.101 Management system. In CACFP**

**Expected Outcomes:** BIHS Nutrition Service Team is well trained and knowledgeable in fiscal integrity and preventing foodborne illness while serving attractive, nutritious meals and snacks.

<p><b>Goal:</b> The BIHS Director will ensure the Lead Cook of the CACFP program understands how to maintain Sponsor Records.</p> <p>Sponsors must have a record-keeping system in place to retain documents that support all administrative costs and reimbursement payments they receive through their participation in the CACFP.</p>	<p><b>Action Steps:</b></p> <ol style="list-style-type: none"><li>(1) Director will schedule time each month to train the lead cook in record keeping for the CACFP program. <b>Continue</b></li><li>(2) BIHS Director and the Lead Cook will review the CACFP Nutrition Reports from prior reviews starting in May. <b>Continue</b></li><li>(3) BIHS Director and Lead Cook will share record keeping duties and monitor each others record keeping. <b>Continue</b></li><li>(4) BIHS Director and Lead Cook will review current record keeping procedures and update as needed. <b>Continue</b></li><li>(5) The Lead Cook and assistant cook will be trained by the Director on maintaining their current kitchen monitoring forms. <b>Continue</b></li></ol>	<p>Time Frame: Ongoing.</p> <p>Responsible: <b>Director</b></p> <p>Documentation: <b>Training Certifications; Observation of Record Keeping Knowledge.</b></p> <p><b>Cost: 0</b></p>
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End of Program self-assessment 2025-2026 report. Reports collected from BIHS Staff and Summarized by Susie Cisneros, Program Director. 3.30.26

**Desired Results Parent Survey 88% Return Rate**

**Overview Chart**

Name of Agency: Bishop Paiute Tribe/Inyo County Site/Program BIHS Date: March 13th 2026

<i>Question 1 - How satisfied are you with the overall quality of this program?</i>			
	% Very Satisfied	% Satisfied	% Not Satisfied
	76%	24%	0%
<i>Question 2 - Do you feel that:</i>			
		% Yes	% No
Section A – Your child is safe in this program?		100%	0%
Section B – Your child is happy in this program?		100%	0%
<i>Question 3 - Have you received information from the program about the following:</i>			
Section A – How children develop at different ages?		98%	2%
Section B – How your child is growing and developing?		100%	0%
Section C – How your child is doing in the program?		100%	0%
Section D – Schedule of daily activities?		100%	0%
Section E – What you can do to help your child learn and develop?		98%	2%
Section F - Parenting skills?		91%	9%
Section G – How to find other services in the community?		89%	11%
Section H – Where to report health or safety concerns and complaints?		98%	2%
Section I - Experience and training of program staff?		94%	6%
Section J - Discipline problems?		96%	4%
Section K – How you can get involved with your child's program?		100%	0%

**Action Step:** BIHS will provide an Open House prior to school starting rather than after to address Section A-K. BIHS teachers and admin will continue to provide information related to Section A-K in classroom and school wide newsletters.

**Question 5 - Has your child's enrollment in this program made it easier for you to:**

	% Yes	% No	% N/A
Section A – Accept a job?	59%	4%	37%
Section B – Keep a job?	70%	2%	28%
Section C – Accept a better job?	58%	4%	38%
Section D – Attend educational or training programs?	60%	4%	36%

**Question 6 - How satisfied are you with these characteristics of your child's program?**

	% Very Satisfied	% Satisfied	% Not Satisfied
Section A – Hours of operation	76%	22%	2%
Section B – Location of program	89%	11%	0%
Section C – Number of adults working with children	87%	13%	0%
Section D – Background and experience of staff	89%	11%	0%
Section E – Languages spoken by staff	91%	9%	0%
Section F – How program staff communicate with you	91%	9%	0%
Section G – Meeting the individual needs of your child	91%	9%	0%
Section H – Interaction between staff and children	91%	9%	0%
Section I – Interaction with other parents	85%	15%	0%
Section J – Parent involvement	80%	17%	2%
Section K – Equipment and materials	89%	11%	0%
Section L – Cultural activities	83%	15%	2%
Section M – Daily activities	89%	11%	0%
Section N – Environment	91%	9%	0%
Section O – Nutrition	91%	9%	0%
Section P – Health and safety policies and procedures	93%	7%	0%
Section Q – How the program promotes your child's learning and development	89%	11%	0%

**Action Step:** Director is working with Bishop Paiute Social Service Department , OVDC and Inyo County Service Department to provide an afterschool program for working parents.

## 2026 BIHS Parent Survey: Summary of Parent Feedback

<b>Question 4: Would you like more information about any topics related to your child's care?</b>		
Feedback: Age-appropriate learning strategies. (1) response		
<b>Question 7: Is there anything else you would like to say about how this program meets your family's needs?</b>		
1. You are all a great team. Doing a great job! Thank you!!	5. I don't believe this program needs any improvements.	9. Program runs 6 hours, provides bus helpful to working parents.
2. My child loves school.	6. My daughter is very happy to attend school and be around her peers. She loves all of her friends and teachers.	10. Need resources provided in Spanish.
3. This program has been amazing place for my daughter to flourish, and we've been happy to be a part of it.	7. Appreciate staff that speak Spanish.	11. You are all amazing and my student loves you guys.
4. Great program! Amazing staff!	8. Would appreciate calendars, menus and flyers translated to Spanish.	12. You are all doing a great job!
		13. Just thank you so much.
<b>Question 8: Do you have any suggestions about how this program could be improved?</b>		
Feedback: Age-appropriate learning strategies. (8) response		
1. No. It's my belief that everyone is doing everything they can.	4. No, very wonderful program.	6. Everyone and Everything has been great. We appreciate you guys and thank all the staff.
2. Provide after school program for working parents.	5. Open doors at 7:30pm & close at 1pm.	7. Big Pine Transportation! 😊
3. I asked about getting a car safety seat & haven't heard anything back. Better communication.	6. Wonderful program! Love it all...	
<b>Question 9: What are the best times for you to participate in a school planning meeting?</b>		
Feedback: Age-appropriate learning strategies. (31) response		
1. 8-12; after 5; on weekends	11. Evenings and maybe lunch	21. Weekends
2. After hours of work.	12. 4pm	22. Lunch/After 5pm
3. Evenings x 3	13. Afternoon	23. After 3:30pm
4. Evenings and Zoom options	14. Open x 2	24. After work hours.
5. Between 2-4	15. The Halloween Fest	25. Thursday, my day off.
6. Work Schedule is 8-5pm	16. Best times are always after 3:30pm.	26. Unavailable
7. Monday-Thursday: 10am-1pm	17. After 4:30pm.	27. 8am-1pm
8. Schedule varies	18. Lunch x 2.	28. 12-1 or after 4pm
9. After 12:30pm and before 2:30pm	19. Monday's day off	29. After 5pm
10. Th-F 9:30am-1:00pm	20. After 5pm X 2	30. Monday evenings/afternoons
		31. Lunch or after 5pm.
<b>Question 10: Please provide ideas to increase parent participation in school planning meetings:</b>		
Feedback: Age-appropriate learning strategies. (29) response		
1. Offer more multiple meeting times.	11. Maybe on Fridays.	21. Any & all needed.
2. In the afternoon.	12. Maybe during one's lunch hour as well as a day of reminders.	22. I don't know.
3. Evening workshops and meeting zoom options.	13. Events	23. Incentives
4. Community events	14. Parent Portal	24. More after work hours
5. Prizes, gift cards	15. Timing	25. Offer a variety of availability i.e. one meeting @ lunch, one after 5pm, one on the weekend.
	16. Lunch	

**Action Step:** In 2026-2027: BIHS will provide morning and evening parent workshop and meetings with incentives for participation.

End of Program self-assessment 2025-2026 report. Reports collected from BIHS Staff and Summarized by Susie Cisneros, Program Director. 3.30.26