



BIRTH TO FIVE HEAD START/EARLY HEAD START 2025-2026 PARENT HANDBOOK



*Puppet images from Chugachmiut Heritage Program

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Welcome to Head Start/Early Head Start!

We're excited to have you and your child join us as members of the Chugachmiut Birth to Five community. Head Start and Early Head Start are comprehensive early childhood education programs that promote school readiness from birth to kindergarten. School readiness means children are ready for school, families are ready to support their children's learning, and schools are ready for children. We promote children's growth in cognitive, social, emotional, and physical development, and health.

Children perform better in school when parents are involved, and we believe that you, as a parent, are the first and most important teacher of your children, and that your engagement is a crucial part of your child's success. We welcome you to become involved in some of the many parent participation opportunities in our program, such as volunteering in the classroom, trainings, parent events, etc. We especially encourage parents to consider being part of Policy Council. The Policy Council meets monthly and allows parents and community members to have input in program direction and to share ideas about how we can improve our services to families.

This handbook includes important information about program policies and practices that will help you and your child get the most benefit from your Head Start/Early Head Start experience.

Kristin

Kristin Ramstad, Head Start Director

Vision, Mission, and Program Philosophy

Vision

Building on the inherent strength from our cultural values, Chugachmiut shall work to help member tribes achieve their chosen destiny.

Mission

Chugachmiut is the Tribal consortium created to promote self-determination to the seven Native communities of the Chugach Region. We provide health and social services, education and training, and technical assistance to the Chugach Native people in a way which is acceptable to Native cultural values and tradition in order to enhance the well-being of our people by continuing to strengthen the tribes and increase self-determination opportunities for community operated tribal programs.

Chugachmiut Birth to Five Program Philosophy

We promote the best practices in language and literacy development, mathematics skills, and a foundation in science and creative arts at an age- appropriate level for school and life success.

You Are Part of Our Team

Head Start (HS) and Early Head Start (EHS) depends on you to make our program successful! There are many opportunities for you to get involved. We welcome you to become involved in your child's HS/EHS classroom.

WAYS YOU CAN VOLUNTEER AND GET INVOLVED

Health and Nutrition Activities

- Help with health screenings
- Share family recipes
- Help with classroom cooking activities

Classroom Opportunities

- Read with children
- Help with classroom activities
- Support your child's learning goals at home
- Share family traditions and culture
- Help with art activities
- Prepare classroom activities at home
- Sing a song/play instrument
- Share about your job or hobbies

Program Planning

- Represent your site at Policy Council
- Assist with program self-assessment
- Participate in parent committee meetings
- Recruitment at community events

IN-KIND

We need over *\$1 million* worth of volunteer hours/in-kind each year to count toward the required nonfederal match requirements of our federal grant. Time spent at home supporting your child's learning goals can also count toward in-kind.

IMPORTANT: We must keep track of how many hours parents give to our program. Family Advocates will be keeping track of this time.

Classroom and Children Services

Parents are welcome to visit their child's classroom at any time. Drop-off and pick-up can be hard for young children. If possible, allow extra time to say "good-bye" at the beginning of a session and for pick-up at the end of the day.

Children enrolled at HS/EHS have the chance to build friendships with other children and adults. They learn through play— actively exploring the world around them including art, water play, music, movement, and story time. They develop self-regulation skills, learn to express their emotions appropriately, and independence. Most importantly, children learn to feel good about themselves and school! To support this, HS/EHS staff:

- Involve parents in planning child activities and gathering in-kind at home.
- Give children many opportunities for success and lots of positive messages.
- Help children learn how to solve problems.
- Meet with you four times during the year to talk about goals for your child.
- Offer cooking activities and teach good health and safety habits.
- Water activities are offered indoors using approved water/sand play tables and outside sprinkler may be permitted for summer classroom sessions. Swimming or outdoor pools are not allowed.
- Support individual and cultural differences that help children develop self-identity and strengthen their family and community relationships. Activities of a religious nature are not a part of Head Start/EHS.

CURRICULUM

Teachers use the Creative Curriculum as a foundation for planning individualized learning experiences for your child. This curriculum provides materials, ideas, and support for planning. We also use Conscious Discipline as our social and emotional learning curriculum. See your child's teacher or family services coordinator for more information.

We believe children learn through their experiences as they use their senses to explore the world around them. Our classrooms provide many opportunities for exploration and learning supported by your child's teachers. They will work with you and your child to make sure activities support your child's unique strengths and needs. Our classrooms are also designed to meet the needs of our enrolled children.

HOLIDAYS AND BIRTHDAYS

Chugachmiut Head Start staff emphasizes the importance of cultural diversity and respect for all families. Birthdays and holiday celebrations may take place at Head Start; however, the following guidelines apply:

- Parents/Guardians will contact the Lead Teacher one week in advance of the holiday party, birthday celebration or event.
- Parents /Guardians may provide a developmentally appropriate activity approved by the Lead Teacher. Activities may be singing a song, reading a book or teaching a lesson.
- If families would like to provide a food-related activity, the food items must be approved and prepared by the Head Start Cook and will be included in the regular Head Start meal service. Please note cakes, cookies, cupcakes, and candy are not permitted. A healthy snack can be arranged such as low sugar muffins or a fruit plate.
- Cultural food must meet the State of Alaska guidelines to be served at the Center.
- Families may bring special paper plates, napkins, and cups for the celebration, if desired.

SAMPLE CLASSROOM SCHEDULE

- Arrival
- Circle Time
- Breakfast/brush teeth
- Choice activities
- Outside Play/Physical Activity
- Lunch
- Rest time (working day and school day)
- Snack
- Outside play
- Departure

DRESSING FOR SCHOOL

Your child should:

- Wear comfortable play clothes that are easy to wash—we do lots of messy projects.
- Bring an extra set of clothes, labeled with your child's name, to be left at the site.
- Wear indoor shoes that are safe for running, climbing, and playing.

OUTDOOR PLAY AND COLD WEATHER

Appropriate winter outdoor clothing includes snowsuits, winter coats and snow pants, mittens or gloves, hats, boots, & socks. For other seasons, depending on the weather, appropriate outdoor clothing is required; such items may include jackets, sweaters, hats, and rain gear including boots. We try to play outside every day. If parents would like help with getting winter gear for their child, please contact a Chugachmiut Birth to 5 Head Start Staff member for assistance.

CHILD GUIDANCE AND DISCIPLINE

Sometimes a child may engage in behaviors that are unsafe for themselves or others. HS/EHS staff and parents work together to develop a behavior support plan. We also work with other professionals as needed to help make the classroom a safe, enjoyable place for all children.

Our full-time program staff are all trained to use Conscious Discipline for social and emotional child guidance and to teach children self-regulation skills. Child restraint is not used.

TOILET TRAINING

Teachers will work with parents to support toileting readiness. Provide extra underwear and clothes at school while your child is learning this new skill. Children are encouraged but not forced to use the toilet. Talk with your child's teacher about the use of training pants and pull-ups.

BITING

We encourage your child to use "words," not their mouth or teeth to communicate, but sometimes children bite. Icepacks will be applied to the injury. Accident reports will be made, and you will be notified that day if your child is bitten or has bitten another child/adult. If biting becomes frequent, we will meet with parents and make a plan for home and school.

CELL PHONES

Please silence your cell phone when participating in site activities and when dropping off or picking up your child.

Additional Services

DUAL LANGUAGE LEARNERS

For families who speak a primary language other than English, we work through community agencies to access interpreters. Staff also have access to telephone interpretations services as needed to help connect families to services. We may provide written information in languages other than English as requested. Classroom environments and materials reflect and honor the home languages, cultures, and diversity of the children enrolled. When possible, we hire staff who speak the languages of enrolled children as well as English.

MENTAL HEALTH

We consider mental health to be a foundational aspect of the HS/EHS program. Mental health is about our social and emotional well-being and affects the relationship between children and parents, and our relationship with everyone around us.

Conscious Discipline curriculum is used with children and parents.

Teachers, family service staff, and mental health consultants help children learn to share feelings, build trust, problem-solve, resolve conflicts, and develop independence and attachments. All of these lead to the development of positive mental health. Parent training is offered in these same areas. Mental health consultation services are available. Ask staff for more information. Community resources are also available.

DISABILITIES

All children receive health and developmental screenings within 45 days of enrollment. This is to identify areas where further evaluation may be needed. If you have any concerns about your child's development, talk to your child's teacher.

KINDERGARTEN TRANSITION

Staff support parents with preparing their child to transition to kindergarten, including identifying their next learning environment, obtaining and completing registration paperwork, and required immunization records. Head Start takes children to visit the kindergarten class and prepares portfolios for parents to share with teachers. With parent permission, we send a summary of child development and learning to the receiving kindergarten teacher.

Nutrition Services

Head Start programs play a vital role in supporting healthy eating and nutrition for enrolled children and families. Access to healthy foods and other nutrition services helps children grow, develop, and learn. Good nutrition is essential for brain development and provides children with the energy needed to stay active and focused throughout the program day. A balanced diet helps strengthen a child's immune system, reducing the risk of infections and illnesses. It also prevents childhood obesity, which can lead to chronic diseases like heart disease and diabetes. Children in our program are served nutritious meals following the Child and Adult Care Food Program guidelines.

- **IMPORTANT:** If your child has any food restrictions and/or allergies, please let us know. Our staff will work with you, our cooks, and a registered dietitian, to meet your child's needs.

MEALTIME IS PART OF CLASS TIME

It is very important that your child arrives at school on time to eat with their classmates. Under special circumstances, if you bring your child late for breakfast, we can provide them with a breakfast.

We offer family-style dining - children are encouraged to serve themselves with assistance from supervising adults. Children learn a lot at the table when they serve and pour for themselves, pass foods, and take part in conversations. They are even willing to try foods they might not eat at home!

Children who attend will receive breakfast, lunch, and an afternoon snack. Menus are posted at the center.

NUTRITION LEARNING EXPERIENCES IN THE CLASSROOM

At least once a month, our classrooms do a food preparation project/nutrition activity during class time. If you have ideas about simple foods that children can help prepare, let your child's teacher know. We mainly use foods for learning that are low in sugar, fat, and salt in order to promote health.

HS/EHS PROMOTES HEALTHY FOOD CHOICES

- Our policy does not allow sweets to be brought into the classroom for birthdays or other occasions. There are other ways to celebrate. Talk to your child's teacher for other ideas.
- Please, no gum or candy in the classroom.

Outside food is not allowed, including home-canned, frozen, or prepared foods. Accommodations for individual special diets must be arranged in advance with the dietitian and site staff. The menu is posted in classrooms each week.

Health Services

Our goal is good health for your child and your entire family. We expect your child to have a medical and a dental home with continuous accessible health care. We are available to help connect you with these services in your community.

HEALTH SCREENINGS

Staff provide the following health screenings and results for all enrolled children: vision, hearing, height, and weight.

EMERGENCIES OR SUDDEN ILLNESS

- We are trained to provide emergency First Aid and will call 911 if needed.
- We will call you at home, school, or work in case of an emergency. If you are not available, we will call the emergency contact that you have listed on your Release and Treatment Authorization form.
 - **IMPORTANT:** Please tell us when phone numbers for you or your emergency contacts, doctor, or dentist change.
- We will ask you to sign a release so that your child can be treated in case of a serious injury or illness when we are unable to reach you or your emergency contacts. If you cannot get to the center and your child is being transported to the medical facility, a staff member will accompany your child and remain with your child until you or a family member arrive.

FIRST AID

All staff who provide direct care to children are required to attend pediatric first aid and CPR training. At least one staff with first aid and CPR certification must be present with each group of children. Staff are required to keep their first aid/CPR certification current. Every classroom maintains a fully stocked first aid kit including an infrared, no-touch thermometer.

IMMUNIZATIONS

Alaska state law requires all children to be fully immunized or exempt prior to starting school or attending EHS group socializations. An updated copy of your child's immunizations **MUST** be submitted to Head Start before your child can attend.

WELL-CHILD EXAM

Head Start requires that we support all children being up-to-date on Well-child exams. These exams ensure that your child is healthy and typically developing. Infants and toddlers need exams frequently while preschoolers need them yearly. Follow the schedule your health care provider recommends for your child.

DENTAL EXAM

Head Start also requires that we support children in receiving Dental exams as recommended by the State of Alaska EPSDT schedule. Staff will work with families to obtain exams and treatment.

MEDICATION AT SCHOOL

If your child is taking any form of medication, our first preference is for medication to be given at home, before and after school. If medication needs to be given at school, we must have authorization from your doctor before beginning and/or discontinuing medications. Connect with your family advocate or teacher for more information.

WHEN YOUR CHILD IS SICK

IMPORTANT:

Please call as soon as possible if your child is sick or won't be at school that day. If your child is too sick to play outside, then your child is too sick to be at school. Sick children cannot remain at school.

If child has diarrhea, or is vomiting, they must be symptom-free for 24 hours before returning. Children may return when they are fever-free without medication. In certain cases, if your child has been hospitalized or seen in the ER or Urgent Care, we ask that you bring a note from the doctor when your child returns to class, letting us know that your child is well enough to return to school. We have healthcare policies and procedures that gives more detail about illness. If you are interested, ask a staff person to share that with you.

Your child must remain at home when:

- **Vomiting:** Two or more times in 24 hours.
- **Rash:** A Body rash that is not associated with heat, diapering, or an allergic reaction.
- **Lice, ringworm, or scabies:** Parent will be notified if discovered at school and unable to return until after the first treatment has been completed.
- **Diarrhea:** Two or more watery stools in 24 hours.
- **Eye infection:** Drainage from the eye.
- **Sore throat:** With fever or swollen glands.
- **Just not feeling well:** A child experiencing lethargy, persistent crying, difficulty breathing, or a significant change in behavior or activity level, indicating illness.
- **Fever:** Temperature of 100.4° or more.
- **Open wounds or sores:** Need to be completely covered when fluid is present.

Parent/Family Services

Building on your family's values, strengths, and culture, our program staff will partner with you to provide support and find the resources to meet your family's needs.

WHO?

Each center has a Family Advocate, lead teacher, and teacher aides who will work with your child and family.

WHAT?

Throughout the year, we work together as partners. Your family advocate and you will collaboratively identify your goals, identify steps and locate community resources to help you reach those goals.

Each site will provide unique opportunities for parents and children to learn and have fun together.

HOW?

Our staff is here to:

- Support you in your role as your child's most important teacher.
- Work in partnership with you help you in developing and reaching your goals.
- Assist you in gaining work experience and seek training programs
- Provide information and classes on topics of interest.
- Refer you to resources throughout the community to meet the needs of you and your family.
- Home visits occur twice a year to discuss your child and family goals (for center-based services).
- Parent-Teacher conferences occur twice a year to review your child's outcomes.

Parent Engagement and Leadership Opportunities

POLICY COUNCIL

Policy Council (PC) is the program-wide parent decision-making group that meets monthly. Parents and community members help make program decisions, provide approval of the hire process, and approve the budget. Parents and staff members share ideas and concerns. Training is provided for Policy Council members. Each site must have at least one primary representative and an alternate. If you are interested in learning more about PC, ask your FSC, teacher, or center manager.

YOU CAN BE AN ADVISOR AND A DECISION MAKER

- Attend parent committee meetings
- Serve on program-wide committees
- Become a Policy Council representative or alternate
- Help with the yearly program self-assessment
- Serve on the Health Services Advisory Committee (HSAC)

HEALTH/MENTAL HEALTH SERVICES ADVISORY COMMITTEE (H/MHSAC)

This group of parents, staff members, and community health care professionals meet two times a year to address program issues in the medical, dental, mental health, nutrition, and human services fields. Parents are encouraged to represent their center at H/MHSAC meetings.

PROGRAM SELF-ASSESSMENT

Every year, parents and staff see how Head Start/EHS is doing in meeting family and child needs, as well as federal program rules. Parent participation is very important.

SITE PARENT COMMITTEE MEETINGS

All parents are encouraged to attend parent meetings. They are held regularly at your center to give you information about what is happening at HS/EHS and in your community. Parent Committee meetings help parents:

- Meet new people and have fun
- Share information and solve problems
- Plan activities for parents and kids
- Hear about Policy Council and other meetings
- Talk with staff
- Share program improvement ideas

Parent Education

At each site parents complete an interest survey to indicate which topics are of interest to them.

PARENT TRAINING OPPORTUNITIES MAY INCLUDE

- Parent/child relationships
- Dealing with stress
- Career planning
- Family literacy activities
- Fatherhood/male involvement
- Preventing child abuse and neglect
- Energy Savers (Avista and SNAP)
- Money management
- Conscious Discipline: Parent Education
- First Aid/CPR
- Nutrition

PARENT EDUCATION OPPORTUNITIES

HS/EHS will link you to community partners/agencies to support parents in furthering their education and employment readiness skills:

- GED classes
- Education and training programs

FAMILY ADVOCATES WILL HELP YOU FIND RESOURCES

- Financial aid/scholarship
- Career planning/job search skills
- Housing and rental assistance
- Work and volunteer experience
- Food assistance
- Mental health or disability services
- Medical and dental providers

Plans and Policies

NON-DISCRIMINATION POLICY

In accordance with Federal law and the U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin (including limited English proficiency), sex, age, disability, and reprisal or retaliation for prior civil rights activity.

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language) should contact the responsible State or local Agency that administers the program or contact USDA through the Telecommunications Relay Service at 711 (voice and TTY).

To file a program discrimination complaint, a complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form, which can be obtained online at AD-3027 (PDF, 351 KB), from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Office of the Assistant Secretary for Civil Rights (OASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

mail: U.S. Department of Agriculture Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW Washington, D.C. 20250-9410; or

email: program.intake@usda.gov

This institution is an equal opportunity provider.

EMERGENCY PREPAREDNESS

Staff and children practice monthly fire drills and quarterly disaster drills, such as earthquake, tsunami, and lock-down procedures. You can contact your site supervisor for more information about your center's Emergency/Disaster Plan. Every site has a designated evacuation location. You will receive a site-specific emergency information card. Each family needs to provide current and up-to-date emergency contact information, so we can reach you immediately in case of an emergency.

CLASSROOM PHOTOS

With your permission, your child's teachers may take pictures or video of your child for educational/classroom purposes. During special classroom activities, be aware that other parents may take pictures and make recordings of their child which may also include your child. Parents should not post pictures of other children on social media sites. It is each parent's responsibility to monitor the photographing or recording of his or her own children. HS/EHS has no control over the use or distribution of photos taken by parents. We do not use any form of electronic classroom surveillance. Our program uses social media. We will not use any photos or videos of your child without your express permission.

Policy Review

ATTENDANCE

Regular daily attendance is an important part of children's success in school. Children make better progress when attendance is consistent and the earlier the better in establishing the habit of regular attendance. When a child's attendance becomes irregular or falls below 85% contact with the family will be made via telephone call, text, email or home visit. We will work with you to identify and address barriers to consistent attendance. If attendance concerns cannot be resolved, termination of services may occur.

IMPORTANT: Parents are expected to call the center if a child is absent. If a child is unexpectedly absent and we have not been contacted within an hour of the start time, we will attempt to contact you to ensure the child's well-being. If a child has two consecutive days with an unexplained absence, a home visit will be conducted.

BEHAVIOR GUIDANCE AND MANAGEMENT

Spanking, slapping, yanking, yelling, use of threat or name-calling of children is not allowed in the center or on the center grounds by anyone. These guidelines apply to staff, parents, siblings, community volunteers, substitutes, and/or other visitors. Chugachmiut follows these principles in dealing with guidance and discipline:

- Positive reinforcement of appropriate behaviors
- Redirection of inappropriate behaviors
- Consistency and follow-through

If a child's behavior is creating a potential hazard to himself, other children or staff, trained Head Start personnel may help a child take a break. Restraint is only used to prevent a child from hurting themselves or others.

When necessary, a meeting will be held with the parent and center staff to develop a strategy to work with the child in class and at home in accordance with federal Head Start regulations. No child will be suspended or expelled due to child behavior. We will work with parents to create plans to build school success as needed.

CHILD ABUSE AND NEGLECT

All HS/EHS staff are Mandated Reporters. If staff suspects that a child may be in danger of abuse or neglect, we are required by state law to report any suspected abuse to the Office of Children's Services. All reports are confidential.

CHILD RECORDS

In accordance with federal Head Start regulations, all child records and information are maintained, updated as needed and kept secure. Only staff with a signed confidentiality agreement and a need to know are allowed access. Parents may request copies or program-specific documents from your child's records. See your Site Supervisor for additional information.

CONFIDENTIALITY

Family records are confidential. Federal Regulations are followed for maintaining records. Only the child's parents or program staff may see the records. Other people/agencies must have parent's written permission/court order to obtain records. Parents can request to see/copy the child's file following agency procedures. Files are destroyed three (4) years after a child leaves the program.

DROP OFF/PICK-UP

Children may not walk to Head Start by themselves or leave without a parent or authorized contact.

IMPORTANT: You must sign your child in and out of the classroom daily! You must make direct contact with a staff member before leaving your child to ensure their safety.

Staff will only release children to people the parent has authorized in writing. The person picking up the child must be at least 13 years of age. If a biological parent wants to pick up a child, the staff must release that child unless we have a copy on file of a court order restricting that parent. Anyone picking up a child should be prepared to produce identification if requested as all staff may not be familiar with parents or family members. If an adult comes to the center and appears to be intoxicated or otherwise impaired when picking up the child, the authorities may be called. If a child has not been picked up at the end of the school day, staff will attempt to contact the parents. If the parents are unavailable, staff will contact the individuals listed on the Emergency Contact card. If parents or emergency contacts cannot be reached within thirty minutes of closing time, local authorities will be contacted.

DRUG-AND WEAPON-FREE ENVIRONMENT

Our centers are drug/alcohol and weapon-free environments.

FIELD TRIPS

Parents/guardians are required to sign a Field Trip Permission Form for field trips. You will be informed of each scheduled activity. Parents and guardians are encouraged to participate in their child's field trips.

ILLNESS

Children should not attend school if any of the conditions listed in the Parent Handbook or a contagious disease is known or suspected.

LATENESS

Children are expected to arrive on time, stay for the complete session, and be picked up on time. Parents are encouraged to drop off their children by breakfast (see center for schedule). Pick-up time is flexible within regular hours of operation.

OUTSIDE PLAY

Children play outside daily. Dress your child for the weather and provide a change of clothes.

SITE CLOSURES

Our sites will be closed on holidays that Chugachmiut observes. These dates are shared annually with parents. We also close for periodic in-service and staff training days. If the center needs to be closed for safety or other reasons, staff will contact families.

TOBACCO-FREE ENVIRONMENT

We are a tobacco-free environment. No smoking, including e-cigarettes, will be allowed in any of our facilities or vehicles, or at any of our activities. Staff may request that parents not smoke during home visits.

A Message for Parents About Pedestrian Safety

HERE ARE SOME FACTS YOU SHOULD KNOW:

- Preschool children are quick and often unaware of danger.
- Each year, many children are injured or killed when they suddenly dart into the path of a car.
- Most preschoolers are injured near their home or on their own street.
- Most crashes involving children happen between 3 p.m. and 6 p.m.
- Most crashes involving children occur in fair and warm weather.
- Twice as many preschool boys are injured than preschool girls.

THIS IS HOW YOU CAN PREVENT THESE TRAGEDIES:

Supervise children at all times. Children should not be allowed to cross the street alone.

Teach them who can: help them cross the street safely.

Teach by explaining Say: “When I cross a street, I always stop at the curb. I look for cars. I look left for any traffic coming and then I look right for traffic coming that way. Then I look left again. When it is clear, I cross the street and keep looking left and right.”

Teach by example. When you cross a street with your child, always:

1. Hold your child’s hand.
2. Stop at the curb.
3. Look LEFT-RIGHT-LEFT for traffic in all directions.
4. Cross when it is clear.
5. Keep looking for cars as you cross.
6. Encourage your child. As you both safely cross the street together, praise him/her for copying your safe actions or words. Practice what you teach at all times.

Administrative Staff Contact Information

Anchorage Office: (907) 562-4155	
Position	email
Head Start Director Kristin Ramstad	kristinr@chugachmiut.org
Head Start Program Manager Patrice Griffin	patrice@chugachmiut.org
Professional Development and Program Coordinator Heather Arreola	heathera@chugachmiut.org
Education and Disabilities Coordinator Helen Bohn	helenb@chugachmiut.org
Health and Mental Health Coordinator To be hired	
Family Services and Engagement Coordinator Frani Guttin	franig@chugachmiut.org
Program Assistant Jennifer McClure	jenniferm@chugachmiut.org