

child development and family support. Selection, placement, and support of the Fellows must be managed carefully to tailor experiences to the interests and developmental needs of the Fellow. In addition, the opportunity for creating a climate of support among the Fellows themselves is something that should be carefully crafted and built upon.

The development of the Fellows program would require an initial planning period in order to create the kind of high quality, prestigious program that will achieve its goals and attract the caliber of individuals desired. We envision that the first group of Fellows would be selected and placed by the summer of 1996. We anticipate that approximately 10–15 Fellows would be involved in the program each year with the first year's placements being primarily to the Head Start Bureau in Washington D.C. and to the regional offices of the Administration for Children and Families.

Collaborative activities would include, among other things:

- Conceptualization of the Fellows program and development of the overall project plan for implementation;
- Training and curriculum design;
- Development of policies and procedures to govern the Head Start Fellows program;
- Establishment of recruitment strategies, screening/selection criteria;
- Management of the application and rating processes and recommendations for selection of individual Fellows;
- Development and implementation of the plan for placement of Fellows;
- Design and conduct of an orientation program and other group learning and supportive activities for the Head Start Fellows;
- Development of policies and procedures regarding the Program; and
- Periodic review of the Head Start Fellows program to ensure that it is achieving the results intended in the Head Start Act.

Minimum Requirements for Program Design: The project under this priority area will be funded as a cooperative agreement in which substantial Federal participation is anticipated. The partner will be expected to work closely with Federal staff. The specific responsibilities of the Federal Staff and the awardee will be negotiated prior to award of the cooperative agreement. In order to successfully compete under this priority area, the applicant must:

- Describe its understanding of the goals and purposes for the Fellows program and its relationship to developing leadership potential for the individuals in the field and for improving the quality of local Head

Start and other early childhood programs;

- Describe the mission of their organization as it relates to leadership development within the early childhood and family support fields and how this project fits within that mission;

- Describe the approach and strategies that would be taken to design the program, to recruit potential participants, to support the implementation and maintenance of the Fellows program, and to evaluate the program's effectiveness;

- Describe its experience in training and curriculum design and delivery which relates to programs of the kind envisioned in this announcement;

- Provide letters from individuals and organizations indicating their clear commitment to participate in the project. If the proposed training design requires the technical assistance of other colleges, universities, or nonprofit agencies, the proposal should include letters of commitment assuring their willingness to participate and indicating the roles they would play in the project.

- Provide a staffing plan and vitae for key staff and assurances that the Project Director or another appropriate staff member will attend six meetings annually in Washington, DC. to meet with staff to discuss issues related to Fellows program implementation.

- Provide a budget which delineates the project administration costs versus those expenses which will directly support the Fellows individually and as a group. The budget should include stipends to Fellows. The stipend should be tiered to accommodate a range of education and experience and would parallel the Federal GS 12–14 range. Stipends should include funds to support fringe benefits. The average stipend and total amount of the \$1 million of the budget which will be used for stipends for the Fellows should be delineated. It is anticipated that the major portion of the budget would be used for stipends and direct costs of the Fellows. The other expenses to support participation of the Fellows should also be described and budgeted within the \$1 million.

Project Duration: The length of the project must not exceed 60 months.

Federal Share of Project Costs: The maximum Federal share is not to exceed \$1,000,000 for the first 12-month budget period and \$1,000,000 for each succeeding 12-month period.

Matching Requirements: No non-Federal match is required.

Anticipated Number of Projects to be Funded: It is anticipated that one project will be funded.

CFDA: 93.600 Head Start: Head Start Act as amended.

1.05 Head Start Emergent Literacy Project

Eligible Applicants: Applicants must be private or public nonprofit organizations.

Purpose: The purpose of this priority area is to provide support, through a cooperative agreement(s), to one or two partners who will work cooperatively with the Head Start Bureau in designing and implementing strategies and approaches designed to support and strengthen the emergent literacy activities carried out by Head Start grantees. For the purpose of this announcement, emergent literacy refers to activities that are conducted with young children during the period when they are beginning to become aware of print, to observe and experiment with reading and writing, and to understand the relationship between the written and spoken word.

The cooperative agreement(s) that are awarded should be designed to demonstrate methods for assisting Head Start grantees in reaching higher levels of excellence in preparing children to read through the provision of training to staff and parents in how to more effectively provide emergent learning activities to children in both the classroom and at home.

Background Information: As a national program providing comprehensive developmental services primarily to low-income children and their families, Head Start has undertaken a number of efforts designed to promote literacy among the children and families it serves. Head Start links families with community institutions which operate literacy programs including libraries, local education agencies which offer adult basic education, G.E.D. and adult vocational training programs, and local literacy volunteer programs.

Additionally, grantees have played a key role in the family literacy movement in three basic ways: (1) Increasing Head Start families' access to materials, activities and services which are essential to family literacy development (e.g., acquiring children's books for the home, helping families obtain and use library cards, and promoting family participation in story hours for young children at neighborhood centers); (2) supporting parents in the role of being their child's first teacher by providing encouragement and direction to Head Start families in the provision of activities which will stimulate and sustain their children's interest and potential for future independent success