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Updating Policies On Diskette 2011 to Policies On Diskette 2012

The first table below shows the program area names used in the 2011 and 2012 review tools.

The second table below lists the Policy ID and subject of each draft policy in the order they appear in Policies On Diskette 2011, with references to their related Monitoring Protocol review questions for 2011 and the On-Site Review Protocol review questions for 2012.

Notes:

- 1) Some fields are intentionally left blank because:
 - a. The monitoring protocol review questions do not cite regulations applicable to the policy;
 - b. The content of the policy might apply to a review question or portion thereof, but no regulatory citations are given in the protocol for it; and
 - c. Not all policies have related review questions.
- 2) Policies On Diskette 2011 was based on the September 21, 2010 Monitoring Protocol for FY 2011. Policies On Diskette 2012 is based on the October 11, 2011 On-Site Review Protocol for FY 2012.
- 3) The *content* of the policies from 2011 remain the same, with one exception: **Child Outcomes, Policy #CO01**, has been updated to reflect the Head Start Parent, Family, and Community Engagement Framework of September, 2011.
- 4) The On-Site Review Protocol 2012 has different names for program area sections from previous review tools. For example, *Child Development and Education* is used in some places where “*Education and Early Childhood Development*” was used previously.
- 5) Many of the Related Review Questions (references at the bottom of policies) have changed; so have their bookmarks and hyperlinks. See the table below for a listing of the related review questions from 2011 and for 2012 for each policy.
- 6) Some policy sections have been re-ordered within the policy manual. The first table below shows how the policies have been re-ordered from the POD version as shipped.

POD2011 As Shipped: FY 2011 Monitoring Protocol Areas:	POD2011 Page Number:	POD2012 Page Number:
Health Services (HL)	10	461
Nutritional Services (NS)	39	489
Safe Environments (SE)	54	497
Transportation Services (TR)	74	507
Disabilities Services (DS)	97	525
Mental Health Services (MH)	124	482
Family and Community Partnerships (FCP, FCS)	135	544
Education and Early Childhood Development Services (ECD)	165	565
Fiscal Management (FM)	220	309
Program Design and Management (PDM)	383	134
Eligibility, Recruitment, Selection, Enrollment and Attendance (ER)	583	448

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Policy ID - Policy Subject:	POD 2011 Related Review Q's	POD 2012 Related Review Q's
Health Services		
HL1000 - Child Health Tracking System	HL2.1	CHS 1.5
HL1001 - Health Staff Training and Experience	HL1.1 HL1.2 MH1.2 FCP1.3 ECD1.2	SYS 3.1
HL1002 - Determining Child Health Status	HL2.1 HL2.2 HL2.3 HL3.2	CHS 1.1 CHS 1.2 CHS 1.5 CHS 2.1
HL1003 - Screening for Developmental, Sensory, and Behavioral Concerns	HL3.1	CHS 2.1
HL1004 - Extended Follow-up and Treatment	HL3.2 HL3.3	CHS 1.2
HL1005 - Ongoing Care	HL2.4	
HL1006 - Involving Parents	HL4.1 HL4.2	CHS 1.3 CHS 1.4 CHS 2.3
HL1007 - Individualization of the Program	DS4.1 DS5.2 ECD3.2	CDE 3.1 CDE 3.5 CHS 2.2
HL1008 - Health Emergency Procedures	SE1B HL4.1	CHS 1.3 CHS 3.3
HL1009 - Conditions of Short-Term Exclusion and Admittance	HL5.1 HL5.2 HL5.3	CDE 3.2
HL1010 - Medication Administration	SE1B	CHS 3.4
HL1011 - Injury Prevention	ECD3.6	
HL1012 - Hygiene	SE2A SE2B SE2C SE2D	CHS 4.1 CHS 4.2 CHS 4.3
HL1013 - First Aid Kits	SE2E	CHS 6.1
HL1014 - Ongoing Monitoring of Health Services	PDM6.1	SYS 2.1
Nutrition Services		
NS1001 - Qualifications of Content Area Experts: Nutrition Services Staff	NS1.1	SYS 3.1
NS1002 - Identification of Nutritional Needs	NS2.1 NS2.3	
NS1003 - Understanding Children's Nutritional Needs; Managing Nutrition Services; and Integrating Nutrition into Early Childhood Development	NS2.2 NS2.4 NS2.5 NS3.1 NS3.2 NS3.3 NS3.4 NS4.1	CDE 3.3 CDE 3.4 CHS 4.5 FIS 2.1

Policy ID - Policy Subject:	POD 2011 Related Review Q's	POD 2012 Related Review Q's
	NS4.5 FM2A	
NS1004 - Meal Service	NS2.2 NS4.2 NS4.3 NS4.4 NS4.5 ECD3.6	CDE 2.11
NS1005 - Food Safety and Sanitation: Compliance and Posting	NS3.5 SE3A SE3B	CHS 4.4
NS1006 - Ongoing Monitoring of Nutrition Services	PDM6.1	SYS 2.1
Safe Environments		
SE1000 - Head Start Meets Licensing Requirements	SE1A	CHS 3.1
SE1001 - Head Start Physical Environment and Facilities	SE1B SE1E SE1F SE1G SE1H SE1I SE1J SE3A	CDE 3.2 CHS 1.3 CHS 3.3 CHS 3.4 CHS 3.5 CHS 3.8 CHS 3.9 CHS 3.10 CHS 3.11 CHS 4.1 CHS 4.2 CHS 4.3
SE1002 - Head Start Equipment, Toys, Materials, and Furniture	SE1B SE1C SE1D SE1I	CHS 3.2 CHS 3.6 CHS 3.7
SE1003 - Family Child Care Program Safe Environments	SE1B SE1J	CHS 3.3 CHS 3.5
SE1004 - Class Size	SE4A SE4B	CHS 5.1
SE1005 - Program Staffing Patterns	SE4D FCP2.2 ECD9.1	CDE 5.5 CHS 5.1 CHS 5.2
SE1006 - Ongoing Monitoring of Environments	PDM6.1	SYS 2.1
Transportation Services		
TR1001 - Provision of Transportation for Children	SE2E TR2A TR2E TR2F TR4A TR4B	CHS 6.1 CHS 6.3 CHS 6.6
TR1002 - Driver Qualifications	TR1B TR1C PDM10.2 PDM11.2 PDM11.3	SYS 3.3

Policy ID - Policy Subject:	POD 2011 Related Review Q's	POD 2012 Related Review Q's
TR1003 - Operation of Vehicles	TR2B TR2D	CHS 6.2
TR1004 - Trip Routing	TR2C	
TR1005 - Driver and Bus Monitor Training	TR3A TR3B TR3C PDM12.1	CHS 6.4 CHS 6.5
TR1006 - Off-site Transportation Services	TR4C	
TR1007 - Child Restraint Systems		
TR1008 - Required Use of School Buses or Allowable Alternate Vehicles		CHS 6.1
TR1009 - Maintenance of Vehicles	TR1A	
TR1010 - Inspection of New Vehicles at the Time of Delivery		
TR1011 - Safety Education		
TR1012 - Transportation Services and Children with Disabilities		
TR1013 - Coordinated Transportation		
TR1014 - Ongoing Monitoring of Transportation Services	PDM6.1	SYS 2.1
Disabilities Services		
DS1000 - Qualifications of Content Area Experts: Disabilities Services Staff	DS1.1	SYS 3.1
DS1001 - Disabilities Coordinator and Education Manager Coordination	DS1.2	CDE 3.6
DS1002 - Disabilities Coordinator, Teachers, and Health Staff Coordination	DS1.2	CDE 3.6
DS1003 - Disabilities Coordinator and Mental Health Manager Coordination	DS1.2	CDE 3.6
DS1003a - Disabilities Coordinator and Nutrition Staff Coordination	DS1.2	CDE 3.6
DS1004 - Recruitment and Enrollment of Children with Disabilities	ER2A ER3D	ERS 1.1 ERS 3.1
DS1004a - Assessment of Children	DS3.1	CHS 2.2 CHS 2.3
DS1005 - Individualization of the Program	DS3.1 DS3.2 DS5.2 ECD3.2	CDE 3.1 CDE 3.5 CHS 2.2 CHS 2.3
DS1006 - Developing Individualized Education Programs (IEP's)	DS4.1	CDE 3.5 CHS 2.3
DS1007 - Parent Participation and Transition	DS5.1 DS5.2	FCE 3.5
DS1008 - Interagency Agreements	DS3.3 FCP4.1	FCE 5.3
DS1009 - Disabilities Service Plan	DS2.1 DS3.3 DS5.2	FCE 5.3
DS1009a - The Budget Addresses Implementation of the Disabilities Service Plan	DS2.2	
DS1010 - Ongoing Monitoring of Disabilities Services	PDM6.1	SYS 2.1
Mental Health Services		
MH1001 - Qualifications of Content Area Experts: Mental Health Services Staff	MH1.1	SYS 3.1

Policy ID - Policy Subject:	POD 2011 Related Review Q's	POD 2012 Related Review Q's
MH1002 - Parent Education	MH3.1 MH3.2 MH3.3	CDE 3.7 FCE 2.2 FCE 2.3
MH1003 - Mental Health Professional	MH2.1	CDE 3.7 CHS 2.1
MH1004 - On-Site Consultation	MH2.2 MH2.3 MH2.4	CDE 3.7 FCE 2.3
MH1005 - Ongoing Monitoring of Mental Health Services	PDM6.1	SYS 2.1
Family and Community Services/ Partnerships/ Engagement		
FCS1001 - Qualifications of Content Area Experts: Family and Community Partnership Staff	FCP1.1	
FCS1002 - Qualifications of Content Area Experts: Parent Involvement Staff	FCP1.2	
FCS1003 - Building Relationships with Families	DS5.1 FCP2.1 FCP2.2 FCP2.3 ECD9.1	FCE 1.1 FCE 1.2
FCS1004 - Accessing Community Services and Resources	FCP2.4	FCE 1.3
FCS1005 - Services to Pregnant Women	HL6.1 HL6.3	CHS 1.6
FCS1006 - Parent Involvement (General)	FCP3.1 FCP3.3 FCP3.5	ERS 1.2 FCE 3.2 GOV 2.1 GOV 2.2
FCS1007 - Parent Involvement in Child Development and Education	DS5.1 FCP3.1 FCP3.2 FCP3.3 FCP3.5	CDE 2.1 CDE 2.2 CDE 2.3 CDE 2.4 CDE 2.5 CDE 2.6 CDE 2.7 CDE 2.8 CDE 2.9 CDE 2.10 CDE 3.5 CDE 3.8 CHS 1.7 FCE 2.1 FCE 3.1 FCE 3.3 FCE 3.4
FCS1008 - Parent Involvement in Health, Nutrition, and Mental Health Education	FCP3.4	CDE 3.7 FCE 2.2 FCE 2.3
FCS1009 - Parent Involvement in Community Advocacy	FCP4.1	FCE 5.2
FCS1010 - Parent Involvement in Transition Activities	FCP4.3	FCE 4.1 FCE 4.2
FCS1011 - Parent Involvement in Home Visits	FCP3.1 HL6.2	CHS 1.7 FCE 3.1

Policy ID - Policy Subject:	POD 2011 Related Review Q's	POD 2012 Related Review Q's
FCS1012 - Community Partnerships	FCP4.1	FCE 5.2 FCE 5.3
FCS1013 - Health Services Advisory Committee (HSAC)	FCP4.2	FCE 5.1
FCS1014 - Transition	FCP4.3 FCP4.4	FCE 4.1 FCE 4.2
FCS1015 - Strengthening Families: Family Assessment	FCP2.3	
		CDE 2.5 CDE 2.6 CDE 2.7 CDE 2.8 CDE 2.9 CDE 2.10 CDE 3.5 CDE 3.8 FCE 3.3
FCS1016 - Child Development and Education Approach for All Children		
FCS1017 - Ongoing Monitoring of Family and Community Services	PDM6.1	SYS 2.1
Education and Early Childhood Development		
ECD1001 - Qualifications of Content Area Experts: Education and Child Development Staff	ECD1.1	CDE 5.1 CDE 5.3 SYS 3.4
	ECD1.1 ECD2.1	
ECD1002 - Teacher Qualifications and Experience	ECD2.2	CDE 5.1 CDE 5.2
ECD1003 - Home Visitor Qualifications	ECD2.3	CDE 5.4
		CDE 1.1 CDE 1.2 CDE 1.3 CHS 1.3 CHS 1.4
ECD1004 - Child Development and Education Approach for Preschoolers	ECD3.4 ECD3.6	CHS 2.1 CHS 2.3
		CDE 5.5 CHS 5.1 CHS 5.2
ECD1005 - Classroom Staffing and Home Visitors	SE4C ECD9.3	
		CDE 2.5 CDE 2.10 CDE 3.5 CDE 3.8
ECD1006 - Child Development and Education Approach for All Children		
	ECD9.1 ECD9.2 ECD9.3 ECD9.4 ECD9.5	CDE 5.5 FCE 1.1
ECD1006a - Cultural and Linguistic Responsiveness		
ECD1007 - EECD Approach and Children with Disabilities	DS4.2	CDE 3.5 CHS 2.3
ECD1008 - EECD Approach and Respectful Environment	ECD9.2	
ECD1009 - EECD Approach and Balanced Activities	ECD6.5	CDE 2.10
	ECD3.3 ECD5.1	
ECD1010 - EECD Approach and Fostering Independence	ECD5.2	CDE 2.5
ECD1011 - EECD Approach and Parent Inclusion	FCP3.1	FCE 3.1

Policy ID - Policy Subject:	POD 2011 Related Review Q's	POD 2012 Related Review Q's
	FCP3.3 FCP3.5	FCE 3.4
ECD1012 - EECD Approach and Building Trust	ECD3.3 ECD5.1	CDE 2.5 CDE 2.6 CDE 2.7 CDE 2.9
ECD1013 - EECD Approach and Realistic Expectations	ECD3.3 ECD5.4	CDE 2.6
ECD1014 - EECD Approach and Respecting Others	ECD3.3 ECD5.5	CDE 2.9
ECD1015 - EECD Approach and Respecting Home Language, Culture, and Family Composition	ECD3.3	
ECD1016 - EECD Approach, Routines, and Transitions	ECD3.3 ECD5.6	CDE 2.7
ECD1017 - EECD Approach: Development of Each Child's Cognitive and Language Skills Using Various Strategies	ECD3.3 ECD6.1	
ECD1018 - EECD Approach: Development of Each Child's Cognitive and Language Skills and Creative Self-Expression	ECD3.3 ECD6.2	
ECD1019 - EECD Approach: Development of Each Child's Cognitive and Language Skills by Promoting Language Use	ECD3.3 ECD6.3	CDE 2.8
ECD1020 - EECD Approach: Development of Each Child's Cognitive and Language Skills by Supporting Emerging Literacy, Numeracy, Math	ECD3.3 ECD6.4	
ECD1021 - EECD Approach and Promotion of Gross Motor Skills	ECD3.3 ECD7.1	
ECD1022 - EECD Approach and Promotion of Fine Motor Skills	ECD3.3 ECD7.2	
ECD1023 - EECD Approach and Provision for Children with Special Needs	DS4.3 ECD3.3	
ECD1024 - EECD Approach and Home Based Settings	ECD7.3	FCE 3.3
ECD1025 - Child Development and Education Approach for Infants and Toddlers	DS4.3 ECD3.3 ECD3.5 ECD5.1 ECD5.3 ECD5.7 ECD5.8 ECD7.1 ECD7.2 ECD7.3 ECD9.3	CDE 2.1 CDE 2.2 CDE 2.3 CDE 2.4
ECD1026 - Ongoing Assessment for Each Child	ECD3.4	CDE 3.6
ECD1027 - Ongoing Monitoring of Education and Early Childhood Development Services	PDM6.1	SYS 2.1
Fiscal Management/Fiscal Integrity		
FM1000 - Conflict of Interest and Governing Body	PDM2.3	GOV 2.2
FM1001 - Fiscal Expertise in Governing Body	PDM1.1	GOV 1.1
FM1002 - Delegation of Governance or Fiscal Responsibilities		
FM1003 - Qualifications of Content Area Experts: Fiscal Officer		
FM1004 - Standards of Conduct in Financial Management System	FM3A	FIS 3.1

Policy ID - Policy Subject:	POD 2011 Related Review Q's	POD 2012 Related Review Q's
		FIS 3.2
FM1005 - Safeguards and Internal Controls	FM1A	FIS 1.1
FM1006 - Annual Audit		
	FM1D FM3C FM3D FM5A FM5C	FIS 1.4 FIS 3.2 FIS 4.3 FIS 5.1 FIS 5.3 FIS 5.6
FM1007 - Reasonableness, Allocability, and Allowability of Costs		
	FM5A FM5C	FIS 1.1 FIS 5.1 FIS 5.2 FIS 5.3
FM1008 - Shared Costs		
	FM1E FM5B	FIS 5.2
FM1009 - Indirect Costs		
FM1010 - Cash Disbursements	FM1C	FIS 1.3
	FM1D FM5A	FIS 1.4 FIS 4.3 FIS 5.1
FM1011 - Inter-Fund Borrowing Is Prohibited		
	FM1A	FIS 1.1 FIS 5.2
FM1012 - Limitation on Costs of Development and Administration		
FM1013 - Matching Requirements; Non-Federal Share		
	FM5B FM5D FM5E	FIS 5.4 FIS 5.5
FM1014 - Cost Sharing or Matching		
	FM3B FM3C FM3D	FIS 3.1 FIS 3.2
FM1015 - Procurement		
FM1016 - Budget Changes and Prior Approvals	FM1B	FIS 1.2
FM1017 - Facilities Purchased with Non-Federal Funds	FM6F	FIS 6.4
	FM6A FM6B FM6D	FIS 1.5 FIS 6.1 FIS 6.3
FM1018 - Facility Transactions are Approved and Comply with Federal Regulations		
	FM1A FM1E (FM6A)	FIS 1.1 FIS 1.5 FIS 6.1
FM1019 - Insurance Coverage		
	FM1A FM6C FM6D	FIS 1.1 FIS 5.2 FIS 6.2 FIS 6.3
FM1020 - Property Management Standards for Equipment		
	FM6D	FIS 6.2 FIS 6.3
FM1021 - Property Trust Relationship		
FM1022 - Property Rental Transactions	FM6E	FIS 6.4
	FM4A	FIS 4.1 FIS 4.3
FM1023 - Time Records		
	FM4B FM5A	FIS 1.4 FIS 4.2 FIS 4.3 FIS 5.1
FM1024 - Staff Compensation Limitation		
FM1025 - Program Staff Wages	FM4C	FIS 4.3
FM1026 - Financial Reports and Accounting Records	FM2A	FIS 1.1

Policy ID - Policy Subject:	POD 2011 Related Review Q's	POD 2012 Related Review Q's
		FIS 1.3 FIS 2.1
FM1027 - Fiscal Management Staff Training		
FM1028 - General Fiscal Procedures		
FM1029 - Budget/Budgeting		FIS 1.1 FIS 5.2
FM1030 - Financial Management System: General		
FM1031 - General Accounting Practices		
FM1032 - Financial Data, Performance Data, and Unit Cost Data	FM1A	FIS 1.1 FIS 2.1
FM1033 - Disclosure of Financial Results	FM2A	FIS 2.1
FM1034 - Source and Use of Funds	FM2A	FIS 1.1 FIS 1.3 FIS 2.1
FM1035 - Accounting Records and Source Documentation	FM2A	FIS 1.1 FIS 2.1
FM1036 - Cash Analysis Methodology		FIS 1.3
FM1037 - Accounts Payable Procedures		
FM1038 - Electronic Fund Transfer		
FM1039 - Use of Banks		
FM1040 - Interest Earned on Federal Advances		
FM1041 - Program Income		
FM1042 - Budgeting Standards		
FM1043 - Revision of Budget and Program Plans	FM1B	FIS 1.2
FM1044 - Non-Federal Audits	FM1F	
FM1045 - Frequency of Audits		
FM1046 - Sanctions		
FM1047 - Audit Costs		
FM1048 - Program-Specific Audits		
FM1049 - Auditee Responsibilities		
FM1050 - Auditor Selection		
FM1051 - Financial Statements		
FM1052 - Audit Findings Follow-Up		
FM1053 - Audit Report Submission		
FM1054 - Period of Availability of Funds	FM5A	FIS 5.6
FM1055 - Real Property	FM6C FM6D	FIS 6.2 FIS 6.3
FM1056 - Supplies and Other Expendable Property		
FM1057 - Intangible Property/Copyrights		
FM1058 - Financial Reports and Month-End Procedures		FIS 2.1
FM1059 - Reports and Records: Monitoring and Reporting Program Performance		
FM1060 - Financial Reporting Practices		
FM1061 - Retention and Access Requirements for Records		
FM1062 - Payroll and Labor Accounting Standards		
FM1063 - Fringe Benefits Accounting Standards		
FM1064 - Grants		
FM1065 - In Kind Contributions		
FM1066 - Accounts Payable: Best Practices		
FM1067 - Cash Disbursements: Check Writing Procedures	FM1C	FIS 1.3

Policy ID - Policy Subject:	POD 2011 Related Review Q's	POD 2012 Related Review Q's
FM1068 - Cash Disbursements: Voucher/Batch Procedures	FM1C	FIS 1.3
FM1069 - Bank Accounts		
FM1070 - Contract Services/Consultants		
FM1071 - Fixed Asset Purchases/Property		FIS 6.4
FM1072 - Taxes, Tax Preparation, and Tax Returns		
FM1073 - Payroll: Bi-Monthly Payroll		
FM1074 - Payroll: Checks		
FM1075 - Payroll: Direct Deposits		
FM1076 - Payroll: Garnishments		
FM1077 - Payroll: Leave Balances		
FM1078 - Payroll: Printouts		
FM1079 - Petty Cash		
FM1080 - Purchase vs. Lease		
FM1081 - Receipts		
FM1082 - Public Access to Program Information		
FM1083 - Annual Audits		
FM1084 - Accounting System Certification		
FM1085 - General Requirements		
FM1086 - Development and Administrative Costs	FM1A	FIS 1.1 FIS 5.2
FM1087 - Program Costs		FIS 1.1 FIS 5.2
FM1088 - Dual Benefit Costs		FIS 1.1 FIS 5.2
FM1089 - Relationship Between Development and Administrative Costs and Indirect Costs		FIS 1.1 FIS 5.2
FM1090 - Requirements for Compliance		FIS 1.1 FIS 5.2
FM1091 - Waiver of 15% Limitation		FIS 1.1 FIS 5.2
FM1092 - Delegation of Program Operations		
FM1093 - Grantee Appeals		
FM1094 - General Requirements for Grants Administration		FIS 1.5
FM1095 - Monitoring and Reporting Program Performance		
FM1096 - Reports, Records Retention, and Enforcement; Monitoring and Reporting Program Performance		
FM1097 - Financial Management System	FM1A FM1C FM2A FM5A	FIS 1.1 FIS 1.3 FIS 2.1
FM1098 - Allowable Costs: Limitation on Use of Funds		
Program Design and Management/Management Systems/Program Governance		
PDM1000 - Governing Body Composition	PDM1.1	GOV 1.1
PDM1001 - Governing Body Training	PDM2.1	GOV 3.1
PDM1002 - Governing Body Members Receive Reports	FM2B PDM4.1 PDM9.3	FIS 2.2 GOV 4.1
PDM1003 - Governing Body Activities	PDM3.1	FIS 2.2 GOV 2.2 GOV 3.2

Policy ID - Policy Subject:	POD 2011 Related Review Q's	POD 2012 Related Review Q's
		GOV 3.3 GOV 3.4
PDM1004 - Governing Body and Approval of All Major Policies	(PDM3.2) (PDM3.3)	FIS 2.2 GOV 3.4
PDM1005 - Governing Body and Approval of Financial Management, Accounting, and Reporting Policies	PDM3.2	
PDM1006 - Governing Body and Fulfillment of Responsibilities	FM2B (PDM3.1) (PDM4.1)	FIS 2.2 GOV 3.2 GOV 3.4 GOV 4.1
PDM1007 - Policy Council, Policy Committee, and Parent Committee Structure	PDM1.2 PDM1.3	GOV 1.2 GOV 2.2 GOV 3.5
PDM1007a - Policy Group Composition and Formation	PDM2.3	GOV 2.2
PDM1008 - Policy Council, Policy Committee, and Parent Committee Responsibilities	PDM1.2	GOV 1.2
PDM1008a - Policy Council or Policy Committee and Policies and Procedures		ERS 1.2
PDM1008b - Policy Groups and Funding Applications and Amendments		
PDM1008c - Policy Groups and Shared Decision Making		
PDM1008d - Policy Groups and Procedures for Program Planning		SYS 1.1
PDM1008e - Policy Groups and Program Philosophy and Long- and Short-Range Goals and Objectives		SYS 1.1
PDM1008f - Policy Groups and Selection of Delegate Agencies and Their Service Areas		
PDM1008g - Policy Groups: Selection and How Members Are Chosen		
PDM1008h - Policy Groups and Criteria for Defining Recruitment, Selection, and Enrollment Priorities	ER3A	ERS 1.2
PDM1008i - Policy Groups and Personnel Policies		
PDM1008j - Policy Groups and Decisions to Hire or Terminate Staff		
PDM1008k - Policy Group Functions		
PDM1008l - Parent Committee		
PDM1009 - PC Members and Conflict of Interest	PDM2.2 PDM2.3	GOV 2.1 GOV 2.2
PDM1010 - Orientation, Training and Technical Assistance for PC Members		
PDM1011 - PC Members and Reports	FM2B PDM4.1 PDM9.3	FIS 2.2 GOV 4.1
PDM1012 - Policy Council or Policy Committee Decisions	PDM3.4	GOV 3.5
PDM1013 - Reimbursement for Reasonable Expenses (PC)	(PDM2.2)	GOV 2.1
PDM1014 - Self-Assessment	ECD4.2 PDM5.2 PDM6.1 PDM6.2	CDE 4.2 SYS 1.2 SYS 2.1
PDM1015 - Program Planning	DS2.1 ECD4.1 PDM5.1 PDM5.3	CDE 4.1 SYS 1.1

Policy ID - Policy Subject:	POD 2011 Related Review Q's	POD 2012 Related Review Q's
PDM1015a - Community Assessment and Determining Community Strengths and Needs	PDM5.3	SYS 1.1
PDM1015b - Use of Community Assessment Data for Program Planning	PDM5.3	SYS 1.1
PDM1015c - Written Plans	PDM5.1	SYS 1.1
PDM1016 - Ongoing Monitoring of EHS and HS	PDM6.1 PDM6.2	SYS 2.1
PDM1017 - Communication Among Staff	PDM9.1	SYS 4.1
PDM1018 - Communication with Families	ECD9.1 PDM9.2 HL4.2	CHS 1.4 SYS 4.1
PDM1018a - Communications (General)		
PDM1018b - Communication with Delegate Agencies	PDM9.4	
PDM1019 - Record-Keeping Systems	PDM7.1	SYS 2.2
PDM1020 - Reporting Systems	FM2A PDM8.1	FIS 2.1
PDM1021 - Annual Report	PDM8.2	SYS 2.3
PDM1022 - Organizational Structure and Program Objectives	MH1.2 FCP1.3 ECD1.2 PDM10.1	SYS 3.1
PDM1023 - Qualified Staff Are Hired		CDE 5.1
PDM1023a - Hired Staff, Consultants Meet Required Qualifications	MH1.1 FCP1.1 FCP1.2 ECD1.1	
PDM1024 - Alternative Credentialing and Degree Requirements	ECD1.1 ECD2.1	CDE 5.1
PDM1025 - Teacher In-Service Requirement	PDM12.3	
PDM1026 - Mentor Teachers		
PDM1027 - Family Service Workers		
PDM1028 - Head Start Fellowships		
PDM1029 - Model Staffing Plans		
PDM1030 - Professional Development Plans	PDM12.2	CDE 5.3
PDM1031 - Staff Recruitment and Selection	PDM11.3	SYS 3.4
PDM1031a - Staff Qualifications -- General	MH1.2 FCP1.3 ECD1.2 ECD9.1 PDM10.2	
PDM1032 - Staff Performance Appraisals	PDM12.1	
PDM1033 - Staff Recruitment and Selection Procedures	TR1B PDM11.2 PDM11.3	SYS 3.3 SYS 3.4
PDM1034 - Staff and Volunteer Health: Initial Health Examinations	PDM11.2	SYS 3.3
PDM1035 - Head Start Director Qualifications	PDM10.3	
PDM1036 - Standards of Conduct		SYS 3.2
PDM1037 - Ongoing Training and Development	ECD2.2 PDM12.3 PDM12.4	CDE 5.2

Policy ID - Policy Subject:	POD 2011 Related Review Q's	POD 2012 Related Review Q's
PDM1038 - Ongoing Monitoring of Program Design and Management	PDM6.1	SYS 2.1
Personnel Policies		
PP1000 - Files and Records System	PDM7.1	SYS 2.2
PP1001 - Personnel and Medical Records	PDM7.1	SYS 2.2
PP1002 - Confidentiality	FCP4.1	SYS 3.2
PP1003 - Attendance and Absenteeism, Employees		
PP1004 - Bereavement Pay		
PP1005 - Change of Contact Information		
PP1006 - Child Care Policy		
PP1007 - Community Relations		
PP1008 - Compensation Determination		
PP1009 - Conflict of Interest		
PP1010 - Days and Hours and Location(s) of Work		
PP1011 - Dress Code		
PP1012 - Drug Free Workplace		
PP1013 - Emergency Procedures		
PP1014 - Employee Assistance Program		
PP1015 - Employee Benefits		
PP1016 - Employee Relations		
PP1017 - Employees as Recipients of Agency Services		
PP1018 - Employment Status		
PP1019 - Expense Reimbursement		
PP1020 - Fingerprinting		
PP1021 - General Employment		
PP1022 - Gift Acceptance		SYS 3.2
PP1023 - Layoff (Grounds for Dismissal)		
PP1024 - Holidays		
PP1025 - Illness and Injury at Work		
PP1026 - Jury Duty		
PP1027 - Leaves of Absence		FIS 4.3
PP1028 - Licensure, Registration, Certification		
PP1029 - Long Term Service Recognition		
PP1030 - Nepotism (Employment of Relatives)		
PP1031 - Employee Orientation		
PP1032 - Outside Employment		
PP1033 - Parent Preference in Hiring		
PP1034 - Pay for Attendance at Meetings		
PP1035 - Payroll Procedures		
PP1036 - Policies Govern Center Agencies		
PP1037 - Political Activity		
PP1038 - Pre-Employment Requirements Including Health Exam	PDM11.2	SYS 3.3
PP1039 - Professional Liability Insurance		
PP1040 - Prohibited Discrimination		
PP1041 - Promotions and Transfers		
PP1042 - Public Relations and Release of Information		
PP1043 - Reduction in Force		
PP1044 - Reinstatement of Employment		
PP1045 - Right to Privacy		
PP1046 - Seniority		

Policy ID - Policy Subject:	POD 2011 Related Review Q's	POD 2012 Related Review Q's
PP1047 - Short Term Contract Employees		
PP1048 - Sick Leave		
PP1049 - Smoke Free Workplace		
PP1050 - Social Security Withholdings		
PP1051 - Staff Assignments		
PP1052 - State Disability Insurance Coverage		
PP1053 - Temporary Appointments		
PP1054 - Travel		
PP1055 - Unemployment Compensation		
PP1056 - Union Membership		
PP1057 - Use of Facilities		CHS 3.1
PP1058 - Use of Materials and Equipment		
PP1059 - Use of Vehicles		
PP1060 - Vacations		
PP1061 - Wage and Salary Administration		
PP1062 - Wage and Salary Administration: Salary Increases and Decreases		
PP1063 - Identification and Reporting of Child Abuse and Neglect		
PP1064 - Sexual Harassment and Other Unlawful Harassment is Prohibited		
PP1065 - Written Policies	PDM11.1	
PP1066 - Staff Positions		
PP1066a - Staff Positions: [Position 1]		
PP1066b - Staff Positions: [Position 2]		
PP1066c - Staff Positions: [Position 3]		
PP1067 - Termination of Employment		
PP1068 - Equal Opportunity Employer		
PP1069 - Employee-Management Relations		
PP1070 - Criminal History Information		
PP1071 - Probationary Period		
PP1072 - Reporting Child Abuse or Sexual Abuse		
PP1073 - Nondiscrimination on the Basis of Handicap		
PP1074 - Nondiscrimination on the Basis of Race, Color, Sex, or National Origin in Provision of Services		
PP1075 - Internal Dispute Resolution		
PP1076 - Grievance Procedures		GOV 2.1 GOV 2.2
PP1077 - Training and Development	PDM12.3	
PP1078 - Volunteers		
CO01 - Child Outcomes	FCP3.1 FCP4.3 PDM5.1 PDM5.2 PDM5.3 PDM6.1 PDM7.1	CDE 3.8 FCE 3.1 SYS 1.1 SYS 2.1 SYS 2.2
Eligibility, Recruitment, Selection, Enrollment, and Attendance (ERSEA)		
ER1000 - Eligibility	ER1A ER1B ER3C	ERS 2.1 ERS 2.3

Policy ID - Policy Subject:	POD 2011 Related Review Q's	POD 2012 Related Review Q's
ER1001 - Enrollment and Recruitment	ER1C ER2A ER3A ER3B ER3F	ERS 1.1 ERS 1.2 ERS 1.3 ERS 2.2 ERS 3.2 ERS 3.3
ER1001a - Selection Process	ER3A ER3E	ERS 1.2 ERS 3.2
ER1001b - Re-enrollment		
ER1002 - Attendance	ER4A	ERS 4.1
ER1003 - Policy on Fees	ER4B	ERS 4.2
ER1004 - Program Options	PDM5.4	
ER1005 - Ongoing Monitoring of ERSEA Practices	PDM6.1	SYS 2.1