

**APPENDIX A**  
**AUTHORIZING STATUTES**

One Hundred Third Congress  
of the  
United States of America

AT THE FIRST SESSION

*Begun and held at the City of Washington on Tuesday,  
the fifth day of January, one thousand nine hundred and ninety-three*

An Act

To provide for the establishment of strategic planning and performance measurement in the Federal Government, and for other purposes.

*Be it enacted by the Senate and House of Representatives of  
the United States of America in Congress assembled,*

**SECTION 1. SHORT TITLE.**

This Act may be cited as the “Government Performance and Results Act of 1993”.

**SEC. 2. FINDINGS AND PURPOSES.**

(a) FINDINGS.—The Congress finds that—

(1) waste and inefficiency in Federal programs undermine the confidence of the American people in the Government and reduces the Federal Government’s ability to address adequately vital public needs;

(2) Federal managers are seriously disadvantaged in their efforts to improve program efficiency and effectiveness, because of insufficient articulation of program goals and inadequate information on program performance; and

(3) congressional policymaking, spending decisions and program oversight are seriously handicapped by insufficient attention to program performance and results.

(b) PURPOSES.—The purposes of this Act are to—

(1) improve the confidence of the American people in the capability of the Federal Government, by systematically holding Federal agencies accountable for achieving program results;

(2) initiate program performance reform with a series of pilot projects in setting program goals, measuring program performance against those goals, and reporting publicly on their progress;

(3) improve Federal program effectiveness and public accountability by promoting a new focus on results, service quality, and customer satisfaction;

(4) help Federal managers improve service delivery, by requiring that they plan for meeting program objectives and by providing them with information about program results and service quality;

(5) improve congressional decisionmaking by providing more objective information on achieving statutory objectives, and on the relative effectiveness and efficiency of Federal programs and spending; and

(6) improve internal management of the Federal Government.

**SEC. 3. STRATEGIC PLANNING.**

Chapter 3 of title 5, United States Code, is amended by adding after section 305 the following new section:

**“§ 306. Strategic plans**

“(a) No later than September 30, 1997, the head of each agency shall submit to the Director of the Office of Management and Budget and to the Congress a strategic plan for program activities. Such plan shall contain—

“(1) a comprehensive mission statement covering the major functions and operations of the agency;

“(2) general goals and objectives, including outcome-related goals and objectives, for the major functions and operations of the agency;

“(3) a description of how the goals and objectives are to be achieved, including a description of the operational processes, skills and technology, and the human, capital, information, and other resources required to meet those goals and objectives;

“(4) a description of how the performance goals included in the plan required by section 1115(a) of title 31 shall be related to the general goals and objectives in the strategic plan;

“(5) an identification of those key factors external to the agency and beyond its control that could significantly affect the achievement of the general goals and objectives; and

“(6) a description of the program evaluations used in establishing or revising general goals and objectives, with a schedule for future program evaluations.

“(b) The strategic plan shall cover a period of not less than five years forward from the fiscal year in which it is submitted, and shall be updated and revised at least every three years.

“(c) The performance plan required by section 1115 of title 31 shall be consistent with the agency’s strategic plan. A performance plan may not be submitted for a fiscal year not covered by a current strategic plan under this section.

“(d) When developing a strategic plan, the agency shall consult with the Congress, and shall solicit and consider the views and suggestions of those entities potentially affected by or interested in such a plan.

“(e) The functions and activities of this section shall be considered to be inherently Governmental functions. The drafting of strategic plans under this section shall be performed only by Federal employees.

“(f) For purposes of this section the term ‘agency’ means an Executive agency defined under section 105, but does not include the Central Intelligence Agency, the General Accounting Office, the Panama Canal Commission, the United States Postal Service, and the Postal Rate Commission.”.

**SEC. 4. ANNUAL PERFORMANCE PLANS AND REPORTS.**

(a) BUDGET CONTENTS AND SUBMISSION TO CONGRESS.—Section 1105(a) of title 31, United States Code, is amended by adding at the end thereof the following new paragraph:

“(29) beginning with fiscal year 1999, a Federal Government performance plan for the overall budget as provided for under section 1115.”.

(b) PERFORMANCE PLANS AND REPORTS.—Chapter 11 of title 31, United States Code, is amended by adding after section 1114 the following new sections:

**“§ 1115. Performance plans**

“(a) In carrying out the provisions of section 1105(a)(29), the Director of the Office of Management and Budget shall require each agency to prepare an annual performance plan covering each program activity set forth in the budget of such agency. Such plan shall—

“(1) establish performance goals to define the level of performance to be achieved by a program activity;

“(2) express such goals in an objective, quantifiable, and measurable form unless authorized to be in an alternative form under subsection (b);

“(3) briefly describe the operational processes, skills and technology, and the human, capital, information, or other resources required to meet the performance goals;

“(4) establish performance indicators to be used in measuring or assessing the relevant outputs, service levels, and outcomes of each program activity;

“(5) provide a basis for comparing actual program results with the established performance goals; and

“(6) describe the means to be used to verify and validate measured values.

“(b) If an agency, in consultation with the Director of the Office of Management and Budget, determines that it is not feasible to express the performance goals for a particular program activity in an objective, quantifiable, and measurable form, the Director of the Office of Management and Budget may authorize an alternative form. Such alternative form shall—

“(1) include separate descriptive statements of—

“(A)(i) a minimally effective program, and

“(ii) a successful program, or

“(B) such alternative as authorized by the Director of the Office of Management and Budget,

with sufficient precision and in such terms that would allow for an accurate, independent determination of whether the program activity’s performance meets the criteria of the description; or

“(2) state why it is infeasible or impractical to express a performance goal in any form for the program activity.

“(c) For the purpose of complying with this section, an agency may aggregate, disaggregate, or consolidate program activities, except that any aggregation or consolidation may not omit or minimize the significance of any program activity constituting a major function or operation for the agency.

“(d) An agency may submit with its annual performance plan an appendix covering any portion of the plan that—

“(1) is specifically authorized under criteria established by an Executive order to be kept secret in the interest of national defense or foreign policy; and

“(2) is properly classified pursuant to such Executive order.

“(e) The functions and activities of this section shall be considered to be inherently Governmental functions. The drafting of performance plans under this section shall be performed only by Federal employees.

“(f) For purposes of this section and sections 1116 through 1119, and sections 9703 and 9704 the term—

“(1) ‘agency’ has the same meaning as such term is defined under section 306(f) of title 5;

“(2) ‘outcome measure’ means an assessment of the results of a program activity compared to its intended purpose;

“(3) ‘output measure’ means the tabulation, calculation, or recording of activity or effort and can be expressed in a quantitative or qualitative manner;

“(4) ‘performance goal’ means a target level of performance expressed as a tangible, measurable objective, against which actual achievement can be compared, including a goal expressed as a quantitative standard, value, or rate;

“(5) ‘performance indicator’ means a particular value or characteristic used to measure output or outcome;

“(6) ‘program activity’ means a specific activity or project as listed in the program and financing schedules of the annual budget of the United States Government; and

“(7) ‘program evaluation’ means an assessment, through objective measurement and systematic analysis, of the manner and extent to which Federal programs achieve intended objectives.

**“§ 1116. Program performance reports**

“(a) No later than March 31, 2000, and no later than March 31 of each year thereafter, the head of each agency shall prepare and submit to the President and the Congress, a report on program performance for the previous fiscal year.

“(b)(1) Each program performance report shall set forth the performance indicators established in the agency performance plan under section 1115, along with the actual program performance achieved compared with the performance goals expressed in the plan for that fiscal year.

“(2) If performance goals are specified in an alternative form under section 1115(b), the results of such program shall be described in relation to such specifications, including whether the performance failed to meet the criteria of a minimally effective or successful program.

“(c) The report for fiscal year 2000 shall include actual results for the preceding fiscal year, the report for fiscal year 2001 shall include actual results for the two preceding fiscal years, and the report for fiscal year 2002 and all subsequent reports shall include actual results for the three preceding fiscal years.

“(d) Each report shall—

“(1) review the success of achieving the performance goals of the fiscal year;

“(2) evaluate the performance plan for the current fiscal year relative to the performance achieved toward the performance goals in the fiscal year covered by the report;

“(3) explain and describe, where a performance goal has not been met (including when a program activity’s performance is determined not to have met the criteria of a successful program activity under section 1115(b)(1)(A)(ii) or a corresponding level of achievement if another alternative form is used)—

“(A) why the goal was not met;

“(B) those plans and schedules for achieving the established performance goal; and

“(C) if the performance goal is impractical or infeasible, why that is the case and what action is recommended;  
“(4) describe the use and assess the effectiveness in achieving performance goals of any waiver under section 9703 of this title; and

“(5) include the summary findings of those program evaluations completed during the fiscal year covered by the report.

“(e) An agency head may include all program performance information required annually under this section in an annual financial statement required under section 3515 if any such statement is submitted to the Congress no later than March 31 of the applicable fiscal year.

“(f) The functions and activities of this section shall be considered to be inherently Governmental functions. The drafting of program performance reports under this section shall be performed only by Federal employees.

**“§ 1117. Exemption**

“The Director of the Office of Management and Budget may exempt from the requirements of sections 1115 and 1116 of this title and section 306 of title 5, any agency with annual outlays of \$20,000,000 or less.”.

**SEC. 5. MANAGERIAL ACCOUNTABILITY AND FLEXIBILITY.**

(a) MANAGERIAL ACCOUNTABILITY AND FLEXIBILITY.—Chapter 97 of title 31, United States Code, is amended by adding after section 9702, the following new section:

**“§ 9703. Managerial accountability and flexibility**

“(a) Beginning with fiscal year 1999, the performance plans required under section 1115 may include proposals to waive administrative procedural requirements and controls, including specification of personnel staffing levels, limitations on compensation or remuneration, and prohibitions or restrictions on funding transfers among budget object classification 20 and subclassifications 11, 12, 31, and 32 of each annual budget submitted under section 1105, in return for specific individual or organization accountability to achieve a performance goal. In preparing and submitting the performance plan under section 1105(a)(29), the Director of the Office of Management and Budget shall review and may approve any proposed waivers. A waiver shall take effect at the beginning of the fiscal year for which the waiver is approved.

“(b) Any such proposal under subsection (a) shall describe the anticipated effects on performance resulting from greater managerial or organizational flexibility, discretion, and authority, and shall quantify the expected improvements in performance resulting from any waiver. The expected improvements shall be compared to current actual performance, and to the projected level of performance that would be achieved independent of any waiver.

“(c) Any proposal waiving limitations on compensation or remuneration shall precisely express the monetary change in compensation or remuneration amounts, such as bonuses or awards, that shall result from meeting, exceeding, or failing to meet performance goals.

“(d) Any proposed waiver of procedural requirements or controls imposed by an agency (other than the proposing agency or the Office of Management and Budget) may not be included in a

performance plan unless it is endorsed by the agency that established the requirement, and the endorsement included in the proposing agency's performance plan.

“(e) A waiver shall be in effect for one or two years as specified by the Director of the Office of Management and Budget in approving the waiver. A waiver may be renewed for a subsequent year. After a waiver has been in effect for three consecutive years, the performance plan prepared under section 1115 may propose that a waiver, other than a waiver of limitations on compensation or remuneration, be made permanent.

“(f) For purposes of this section, the definitions under section 1115(f) shall apply.”.

#### **SEC. 6. PILOT PROJECTS.**

(a) **PERFORMANCE PLANS AND REPORTS.**—Chapter 11 of title 31, United States Code, is amended by inserting after section 1117 (as added by section 4 of this Act) the following new section:

##### **“§ 1118. Pilot projects for performance goals**

“(a) The Director of the Office of Management and Budget, after consultation with the head of each agency, shall designate not less than ten agencies as pilot projects in performance measurement for fiscal years 1994, 1995, and 1996. The selected agencies shall reflect a representative range of Government functions and capabilities in measuring and reporting program performance.

“(b) Pilot projects in the designated agencies shall undertake the preparation of performance plans under section 1115, and program performance reports under section 1116, other than section 1116(c), for one or more of the major functions and operations of the agency. A strategic plan shall be used when preparing agency performance plans during one or more years of the pilot period.

“(c) No later than May 1, 1997, the Director of the Office of Management and Budget shall submit a report to the President and to the Congress which shall—

“(1) assess the benefits, costs, and usefulness of the plans and reports prepared by the pilot agencies in meeting the purposes of the Government Performance and Results Act of 1993;

“(2) identify any significant difficulties experienced by the pilot agencies in preparing plans and reports; and

“(3) set forth any recommended changes in the requirements of the provisions of Government Performance and Results Act of 1993, section 306 of title 5, sections 1105, 1115, 1116, 1117, 1119 and 9703 of this title, and this section.”.

(b) **MANAGERIAL ACCOUNTABILITY AND FLEXIBILITY.**—Chapter 97 of title 31, United States Code, is amended by inserting after section 9703 (as added by section 5 of this Act) the following new section:

##### **“§ 9704. Pilot projects for managerial accountability and flexibility**

“(a) The Director of the Office of Management and Budget shall designate not less than five agencies as pilot projects in managerial accountability and flexibility for fiscal years 1995 and 1996. Such agencies shall be selected from those designated as pilot projects under section 1118 and shall reflect a representative

range of Government functions and capabilities in measuring and reporting program performance.

“(b) Pilot projects in the designated agencies shall include proposed waivers in accordance with section 9703 for one or more of the major functions and operations of the agency.

“(c) The Director of the Office of Management and Budget shall include in the report to the President and to the Congress required under section 1118(c)—

“(1) an assessment of the benefits, costs, and usefulness of increasing managerial and organizational flexibility, discretion, and authority in exchange for improved performance through a waiver; and

“(2) an identification of any significant difficulties experienced by the pilot agencies in preparing proposed waivers.

“(d) For purposes of this section the definitions under section 1115(f) shall apply.”

(c) PERFORMANCE BUDGETING.—Chapter 11 of title 31, United States Code, is amended by inserting after section 1118 (as added by section 6 of this Act) the following new section:

**“§ 1119. Pilot projects for performance budgeting**

“(a) The Director of the Office of Management and Budget, after consultation with the head of each agency shall designate not less than five agencies as pilot projects in performance budgeting for fiscal years 1998 and 1999. At least three of the agencies shall be selected from those designated as pilot projects under section 1118, and shall also reflect a representative range of Government functions and capabilities in measuring and reporting program performance.

“(b) Pilot projects in the designated agencies shall cover the preparation of performance budgets. Such budgets shall present, for one or more of the major functions and operations of the agency, the varying levels of performance, including outcome-related performance, that would result from different budgeted amounts.

“(c) The Director of the Office of Management and Budget shall include, as an alternative budget presentation in the budget submitted under section 1105 for fiscal year 1999, the performance budgets of the designated agencies for this fiscal year.

“(d) No later than March 31, 2001, the Director of the Office of Management and Budget shall transmit a report to the President and to the Congress on the performance budgeting pilot projects which shall—

“(1) assess the feasibility and advisability of including a performance budget as part of the annual budget submitted under section 1105;

“(2) describe any difficulties encountered by the pilot agencies in preparing a performance budget;

“(3) recommend whether legislation requiring performance budgets should be proposed and the general provisions of any legislation; and

“(4) set forth any recommended changes in the other requirements of the Government Performance and Results Act of 1993, section 306 of title 5, sections 1105, 1115, 1116, 1117, and 9703 of this title, and this section.

“(e) After receipt of the report required under subsection (d), the Congress may specify that a performance budget be submitted as part of the annual budget submitted under section 1105.”



**SEC. 7. UNITED STATES POSTAL SERVICE.**

Part III of title 39, United States Code, is amended by adding at the end thereof the following new chapter:

**“CHAPTER 28—STRATEGIC PLANNING AND PERFORMANCE MANAGEMENT**

“Sec.

“2801. Definitions.

“2802. Strategic plans.

“2803. Performance plans.

“2804. Program performance reports.

“2805. Inherently Governmental functions.

**“§ 2801. Definitions**

“For purposes of this chapter the term—

“(1) ‘outcome measure’ refers to an assessment of the results of a program activity compared to its intended purpose;

“(2) ‘output measure’ refers to the tabulation, calculation, or recording of activity or effort and can be expressed in a quantitative or qualitative manner;

“(3) ‘performance goal’ means a target level of performance expressed as a tangible, measurable objective, against which actual achievement shall be compared, including a goal expressed as a quantitative standard, value, or rate;

“(4) ‘performance indicator’ refers to a particular value or characteristic used to measure output or outcome;

“(5) ‘program activity’ means a specific activity related to the mission of the Postal Service; and

“(6) ‘program evaluation’ means an assessment, through objective measurement and systematic analysis, of the manner and extent to which Postal Service programs achieve intended objectives.

**“§ 2802. Strategic plans**

“(a) No later than September 30, 1997, the Postal Service shall submit to the President and the Congress a strategic plan for its program activities. Such plan shall contain—

“(1) a comprehensive mission statement covering the major functions and operations of the Postal Service;

“(2) general goals and objectives, including outcome-related goals and objectives, for the major functions and operations of the Postal Service;

“(3) a description of how the goals and objectives are to be achieved, including a description of the operational processes, skills and technology, and the human, capital, information, and other resources required to meet those goals and objectives;

“(4) a description of how the performance goals included in the plan required under section 2803 shall be related to the general goals and objectives in the strategic plan;

“(5) an identification of those key factors external to the Postal Service and beyond its control that could significantly affect the achievement of the general goals and objectives; and

“(6) a description of the program evaluations used in establishing or revising general goals and objectives, with a schedule for future program evaluations.

“(b) The strategic plan shall cover a period of not less than five years forward from the fiscal year in which it is submitted, and shall be updated and revised at least every three years.

“(c) The performance plan required under section 2803 shall be consistent with the Postal Service’s strategic plan. A performance plan may not be submitted for a fiscal year not covered by a current strategic plan under this section.

“(d) When developing a strategic plan, the Postal Service shall solicit and consider the views and suggestions of those entities potentially affected by or interested in such a plan, and shall advise the Congress of the contents of the plan.

**“§ 2803. Performance plans**

“(a) The Postal Service shall prepare an annual performance plan covering each program activity set forth in the Postal Service budget, which shall be included in the comprehensive statement presented under section 2401(g) of this title. Such plan shall—

“(1) establish performance goals to define the level of performance to be achieved by a program activity;

“(2) express such goals in an objective, quantifiable, and measurable form unless an alternative form is used under subsection (b);

“(3) briefly describe the operational processes, skills and technology, and the human, capital, information, or other resources required to meet the performance goals;

“(4) establish performance indicators to be used in measuring or assessing the relevant outputs, service levels, and outcomes of each program activity;

“(5) provide a basis for comparing actual program results with the established performance goals; and

“(6) describe the means to be used to verify and validate measured values.

“(b) If the Postal Service determines that it is not feasible to express the performance goals for a particular program activity in an objective, quantifiable, and measurable form, the Postal Service may use an alternative form. Such alternative form shall—

“(1) include separate descriptive statements of—

“(A) a minimally effective program, and

“(B) a successful program,

with sufficient precision and in such terms that would allow for an accurate, independent determination of whether the program activity’s performance meets the criteria of either description; or

“(2) state why it is infeasible or impractical to express a performance goal in any form for the program activity.

“(c) In preparing a comprehensive and informative plan under this section, the Postal Service may aggregate, disaggregate, or consolidate program activities, except that any aggregation or consolidation may not omit or minimize the significance of any program activity constituting a major function or operation.

“(d) The Postal Service may prepare a non-public annex to its plan covering program activities or parts of program activities relating to—

“(1) the avoidance of interference with criminal prosecution;

or

“(2) matters otherwise exempt from public disclosure under section 410(c) of this title.

**“§ 2804. Program performance reports**

“(a) The Postal Service shall prepare a report on program performance for each fiscal year, which shall be included in the annual comprehensive statement presented under section 2401(g) of this title.

“(b)(1) The program performance report shall set forth the performance indicators established in the Postal Service performance plan, along with the actual program performance achieved compared with the performance goals expressed in the plan for that fiscal year.

“(2) If performance goals are specified by descriptive statements of a minimally effective program activity and a successful program activity, the results of such program shall be described in relationship to those categories, including whether the performance failed to meet the criteria of either category.

“(c) The report for fiscal year 2000 shall include actual results for the preceding fiscal year, the report for fiscal year 2001 shall include actual results for the two preceding fiscal years, and the report for fiscal year 2002 and all subsequent reports shall include actual results for the three preceding fiscal years.

“(d) Each report shall—

“(1) review the success of achieving the performance goals of the fiscal year;

“(2) evaluate the performance plan for the current fiscal year relative to the performance achieved towards the performance goals in the fiscal year covered by the report;

“(3) explain and describe, where a performance goal has not been met (including when a program activity’s performance is determined not to have met the criteria of a successful program activity under section 2803(b)(2))—

“(A) why the goal was not met;

“(B) those plans and schedules for achieving the established performance goal; and

“(C) if the performance goal is impractical or infeasible, why that is the case and what action is recommended; and

“(4) include the summary findings of those program evaluations completed during the fiscal year covered by the report.

**“§ 2805. Inherently Governmental functions**

“The functions and activities of this chapter shall be considered to be inherently Governmental functions. The drafting of strategic plans, performance plans, and program performance reports under this section shall be performed only by employees of the Postal Service.”

**SEC. 8. CONGRESSIONAL OVERSIGHT AND LEGISLATION.**

(a) IN GENERAL.—Nothing in this Act shall be construed as limiting the ability of Congress to establish, amend, suspend, or annul a performance goal. Any such action shall have the effect of superseding that goal in the plan submitted under section 1105(a)(29) of title 31, United States Code.

(b) GAO REPORT.—No later than June 1, 1997, the Comptroller General of the United States shall report to Congress on the implementation of this Act, including the prospects for compliance by Federal agencies beyond those participating as pilot projects under sections 1118 and 9704 of title 31, United States Code.

**SEC. 9. TRAINING.**

The Office of Personnel Management shall, in consultation with the Director of the Office of Management and Budget and the Comptroller General of the United States, develop a strategic planning and performance measurement training component for its management training program and otherwise provide managers with an orientation on the development and use of strategic planning and program performance measurement.

**SEC. 10. APPLICATION OF ACT.**

No provision or amendment made by this Act may be construed as—

(1) creating any right, privilege, benefit, or entitlement for any person who is not an officer or employee of the United States acting in such capacity, and no person who is not an officer or employee of the United States acting in such capacity shall have standing to file any civil action in a court of the United States to enforce any provision or amendment made by this Act; or

(2) superseding any statutory requirement, including any requirement under section 553 of title 5, United States Code.

**SEC. 11. TECHNICAL AND CONFORMING AMENDMENTS.**

(a) AMENDMENT TO TITLE 5, UNITED STATES CODE.—The table of sections for chapter 3 of title 5, United States Code, is amended by adding after the item relating to section 305 the following: “306. Strategic plans.”.

(b) AMENDMENTS TO TITLE 31, UNITED STATES CODE.—

(1) AMENDMENT TO CHAPTER 11.—The table of sections for chapter 11 of title 31, United States Code, is amended by adding after the item relating to section 1114 the following:

“1115. Performance plans.

“1116. Program performance reports.

“1117. Exemptions.

“1118. Pilot projects for performance goals.

“1119. Pilot projects for performance budgeting.”.

(2) AMENDMENT TO CHAPTER 97.—The table of sections for chapter 97 of title 31, United States Code, is amended by adding after the item relating to section 9702 the following:

“9703. Managerial accountability and flexibility.

“9704. Pilot projects for managerial accountability and flexibility.”.

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(c) AMENDMENT TO TITLE 39, UNITED STATES CODE.—The table of chapters for part III of title 39, United States Code, is amended by adding at the end thereof the following new item:

**“28. Strategic planning and performance management ..... 2801”.**

*Speaker of the House of Representatives.*

*Vice President of the United States and  
President of the Senate.*

## IMPROVING HEAD START ACT, 2007

NOVEMBER 9, 2007.—Ordered to be printed

Mr. KILDEE, from the committee of conference,  
submitted the following

### CONFERENCE REPORT

[To accompany H.R. 1429]

The committee of conference on the disagreeing votes of the two Houses on the amendment of the Senate to the bill (H.R. 1429), to reauthorize the Head Start Act, to improve program quality, to expand access, and for other purposes, having met, after full and free conference, have agreed to recommend and do recommend to their respective Houses as follows:

That the House recede from its disagreement to the amendment of the Senate and agree to the same with an amendment as follows:

In lieu of the matter proposed to be inserted by the Senate amendment, insert the following:

**SECTION 1. SHORT TITLE.**

(a) *SHORT TITLE.*—*This Act may be cited as the “Improving Head Start for School Readiness Act of 2007”.*

(b) *TABLE OF CONTENTS.*—*The table of contents of this Act is as follows:*

- Sec. 1. Short title.*
- Sec. 2. Statement of purpose.*
- Sec. 3. Definitions.*
- Sec. 4. Financial assistance for Head Start programs.*
- Sec. 5. Authorization of appropriations.*
- Sec. 6. Allotment of funds; limitations on assistance.*
- Sec. 7. Designation of Head Start agencies.*
- Sec. 8. Standards; monitoring of Head Start agencies and programs.*
- Sec. 9. Powers and functions of Head Start agencies.*
- Sec. 10. Head start transition and alignment with K–12 education.*
- Sec. 11. Early childhood education, coordination, and improvement.*
- Sec. 12. Submission of plans.*
- Sec. 13. Administrative requirements and standards.*
- Sec. 14. Participation in Head Start programs.*
- Sec. 15. Early Head Start programs.*
- Sec. 16. Appeals, notice, and hearing.*
- Sec. 17. Records and audits.*

- Sec. 18. *Technical assistance and training.*  
 Sec. 19. *Staff qualifications and development.*  
 Sec. 20. *Research, demonstrations, and evaluation.*  
 Sec. 21. *Reports.*  
 Sec. 22. *Comparability of wages.*  
 Sec. 23. *Limitation with respect to certain unlawful activities.*  
 Sec. 24. *Political activities.*  
 Sec. 25. *Parental consent requirement for health services.*  
 Sec. 26. *Centers of Excellence in Early Childhood.*  
 Sec. 27. *General provisions.*  
 Sec. 28. *Compliance with Improper Payments Information Act of 2002.*  
 Sec. 29. *References in other Acts.*

**SEC. 2. STATEMENT OF PURPOSE.**

*Section 636 of the Head Start Act (42 U.S.C. 9831) is amended to read as follows:*

**“SEC. 636. STATEMENT OF PURPOSE.**

*“It is the purpose of this subchapter to promote the school readiness of low-income children by enhancing their cognitive, social, and emotional development—*

*“(1) in a learning environment that supports children’s growth in language, literacy, mathematics, science, social and emotional functioning, creative arts, physical skills, and approaches to learning; and*

*“(2) through the provision to low-income children and their families of health, educational, nutritional, social, and other services that are determined, based on family needs assessments, to be necessary.”.*

**SEC. 3. DEFINITIONS.**

*(a) IN GENERAL.—Section 637 of the Head Start Act (42 U.S.C. 9832) is amended—*

*(1) in paragraph (2), by inserting “(including a community-based organization, as defined in section 9101 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 7801)” after “nonprofit”;*

*(2) in paragraph (3)(C), by inserting “, and financial literacy.” after “self-sufficiency”;*

*(3) in paragraph (12), by striking “migrant and seasonal Head Start program” and inserting “migrant or seasonal Head Start program”;*

*(4) by striking paragraph (17) and inserting the following:*

*“(17) The term ‘State’ means a State, the Commonwealth of Puerto Rico, the District of Columbia, Guam, American Samoa, the Virgin Islands of the United States, and the Commonwealth of the Northern Mariana Islands. The term includes the Republic of Palau for fiscal years 2008 and 2009, and (if the legislation described in section 640(a)(2)(B)(v) has not been enacted by September 30, 2009) for fiscal years 2010 through 2012.”; and*

*(5) by adding at the end the following:*

*“(18) The term ‘deficiency’ means—*

*“(A) a systemic or substantial material failure of an agency in an area of performance that the Secretary determines involves—*

*“(i) a threat to the health, safety, or civil rights of children or staff;*

House recedes/Senate recedes with an amendment to strike.

419. The House bill and the Senate amendment contain minimum degree requirement for teachers but have different dates of enactment and different populations of teachers.

House recedes/Senate recedes with an amendment to strike.

424a. The House bill and the Senate amendment both contain service requirements in exchange for financial assistance from Head Start programs.

House recedes.

424b. Senate amendment includes Head Start centers in addition to Head Start agencies. The House bill does not include a similar provision.

House recedes.

425. The House bill includes provisions prohibiting funds being used at diploma mills. The Senate amendment does not contain a similar provision.

Senate recedes.

426. The House bill includes provisions for Teach for America while the Senate amendment does not include a similar provision.

Senate recedes.

427. The House bill and the Senate amendment make changes to current requirements for family service workers.

Senate recedes with an amendment to insert a new paragraph (5) to read:

“(5) promote the use of appropriate strategies to meet the needs of special populations (including populations of limited English proficient children);”.

428. The House bill and the Senate amendment contain similar provisions.

Senate recedes with an amendment to insert at the end: “The agency and the employee shall implement the plan to the extent feasible and practicable.”

429. The House bill requires procedures prior to the hire of an individual in Head Start programs. The Senate amendment does not include a similar provision.

Senate recedes.

430. The House bill contains a loan forgiveness program for Head Start teachers. The Senate amendment does not include a similar provision.

House recedes.

#### *Section 20. Research, demonstrations, and evaluation*

431. The House bill and the Senate amendment contain similar provisions. The House bill requires ideas to be based on scientifically-based research.

Senate recedes with an amendment to strike “based research” and insert “valid research”.

432. The House bill and the Senate amendment make technical conforming changes.

433. The Senate amendment includes provisions to promote good oral health and vision. The House bill does not include similar provisions.

House recedes.



434. The Senate amendment makes this technical and conforming change, similar throughout the bill. The House bill does not include similar provisions.

House recedes/Senate recedes with an amendment to use “early childhood education and development services or programs”.

435. The Senate amendment makes a technical change to redesignate paragraphs. The House bill does not include a similar provision.

436. The House bill strikes the use of SIPP, NLSY, and SPD for gathering data and conducting analysis on Head Start. The Senate amendment does not include similar provisions.

Senate recedes.

437. The House bill and the Senate amendment contain similar provisions.

Senate recedes with amendment to strike and insert—

“(10)(A) contribute to understanding the impact of Head Start services delivered in classrooms which include both children with disabilities and children without disabilities on all of the children; and

(B) disseminate promising practices for increasing the availability and quality of such services and such classrooms.”;

438. The Senate amendment makes technical changes to redesignate paragraphs. The House bill does not contain a similar provision.

439. The Senate amendment makes conforming changes, similar throughout the bill. The House bill does not contain a similar provision.

House recedes/Senate recedes with an amendment to use “early childhood education and development services or programs”.

440. The Senate amendment makes conforming changes, similar throughout the bill. The House bill does not contain a similar provision.

Senate recedes.

441. The House bill and the Senate amendment contain identical provisions.

442. The Senate amendment makes conforming changes, similar throughout the bill. The House bill does not contain similar provisions.

House recedes/Senate recedes with an amendment to use term “early childhood education and development services and programs”.

443. The House bill and the Senate amendment include similar provisions.

Senate recedes.

444. The House bill and the Senate amendment contain similar provisions. The House bill provides for the study not less than one year after the date of enactment.

Senate recedes.

445. The House bill and the Senate amendment contain similar provisions. The Senate amendment modifies the issue date for the report, from 2008 to 2011.

House recedes with an amendment to strike “2011” and insert “2010”.

446. The House bill and the Senate amendment contain similar provisions.

Senate recesses.

447. The House bill and the Senate amendment contain similar provisions.

House recesses.

448. The House bill and the Senate amendment contain similar provisions.

Senate recesses.

449. The House bill includes a provision to address home languages. The Senate amendment does not include a similar provision.

Senate recesses with an amendment to strike and insert—

“the languages in which Head Start and Early Head Start teachers are fluent, in relation to the population, and instructional needs, of the children served”

450. The House bill and the Senate amendment contain similar provisions.

Senate recesses.

451. The House bill and the Senate amendment contain identical provisions.

452. The Senate amendment provides for a research study of diverse populations in Head Start programs. The House bill does not contain a similar amendment.

House recesses.

453. The Senate amendment requires the Secretary to base any revisions or development of assessments on the NAS panel study. The House bill does not contain similar provisions.

House recesses with an amendment to—

in (j)(1)(A) to strike “the” before “Head Start”

in (j)(1)(B) to strike “develop as necessary” and to insert “, consistent with section 641(a)(2)(C)(ii)” after “described in section 641A” in (j)(2) strike the header “DEVELOPMENT AND REFINEMENT” and insert “INFORM AND REVISE” and strike “developing and revising” and insert “informing and revising”

454. The House bill includes provisions to address hurricanes Katrina and Rita. The Senate amendment does not contain similar provisions.

Senate recesses with amendment to strike and insert—

“(m) PROGRAM EMERGENCY PREPAREDNESS.—

“(1) PURPOSE.—The purpose of this subsection is to evaluate the emergency preparedness of the Head Start, including Early Head Start programs and make recommendations for how Head Start shall enhance its readiness to respond to an emergency.

“(2) STUDY.—The Secretary shall evaluate the preparedness of the Head Start, Early Head Start programs to respond appropriately in the event of a large-scale emergency, such as the hurricanes Katrina, Rita, and Wilma, the terrorist attacks of September 11th, 2001 or other incidents where assistance may be warranted under the Robert T. Stafford Disaster Relief and Emergency Assistance Act (42 U.S.C. 5121 et seq.).

“(3) REPORT TO CONGRESS.—Not later than 18 months after the date of the enactment of the Improving Head Start for School Readiness Act of 2007, the Secretary shall prepare and submit to Committee on Education and Labor of the House of Representatives and the Committee on Health, Education, Labor, and Pensions of the Senate a report containing the results of the evaluation required under paragraph (2), including—

“(A) recommendations for improvements to Federal, state, and local preparedness and response capabilities to large-scale emergencies, including those that were developed in response to hurricanes Katrina, Rita, and Wilma, as they relate to Head Start and Early Head Start programs, and the Secretary’s plans to implement such recommendations;

“(B) an evaluation of Head Start procedures for informing families of children in Head Start about the program protocols for response to a large-scale emergency, including procedures for communicating with such families in the event of a large-scale emergency;

“(C) an evaluation of such procedures for staff training on state and local evacuation and emergency protocols; and

“(D) an evaluation of procedures for Head Start agencies and the Secretary to coordinate with appropriate Federal, state, and local emergency management agencies in the event of a large scale emergency and recommendations to improve such procedures.”

#### *Section 21. Reports*

455. The House bill and the Senate amendment contain similar provisions.

House recedes with an amendment to insert “, homeless children, children in foster care” after “proficient children”.

456. The House bill and the Senate amendment contain similar provisions.

Senate recedes.

457. The Senate amendment includes vision care. The House bill does not contain a similar provision.

House recedes.

458. The Senate amendment makes conforming changes. The House bill does not contain a similar provision.

House recedes with an amendment to strike modification to (D)(ii).

459. The Senate amendment makes conforming changes. The House bill does not include a similar provision.

460. The House bill includes a report on the expenditures of HHS, under section 640(a)(2). The Senate amendment does not contain a similar provision.

House recedes.

461. The House bill includes a report on fiscal protocol. The Senate amendment does not contain a similar provision.

Senate recedes.

462. The House bill includes a report on the use of IEPs. The Senate amendment does not contain similar provisions.