



Head Start and Early Head Start 2018-2019 Annual Report



CAP Sonoma Mission Statement:

Community Action Partnership of Sonoma County partners with the community to empower low income families through community engagement, health and wellness, education, and financial stability strategies.

Our Vision

Community Action Partnership of Sonoma County strives to eliminate poverty and invests in families through partnership, advocacy, and high impact programs.

The Promise of Community Action

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community and we are dedicated to helping people help themselves and others.



Message from the Director:

On Behalf of Community Action Partnership (CAP) of Sonoma County Head Start/Early Head Start; I am pleased to share with you some of the highlights from the 2018-2019 program year.



We are proud to be a part of the Community Action family as well as a partner in making Sonoma County a healthier, more prosperous place for our children, our families, and the community as a whole. Our highly skilled and dedicated staff builds partnerships with families, which empower parents to play an integral role in the well-being of their families and to view themselves as the primary teachers of their children. With each and every child comes an adult who can act as his or her advocate. Head Start/Early Head Start grows advocates through a multitude of opportunities. The program encourages parents to participate in activities such as; the Parent Policy Council, monthly parent committee meetings, and leadership groups. Throughout their time in the Head Start/Early Head Start Program parents identify goals for their children, themselves, and their families; parents become leaders.

School readiness translates into children entering school ready to learn, parents ready for the K-12 transition, and schools ready for children. The CAP Sonoma Head Start/Early Head Start Program looks forward to continuing our sustainable partnerships with the local elementary schools and build support for transition to kindergarten. We are constantly seeking ways to partner with community stakeholders with the goal of empowering families. We are proud of these partnerships, which bring additional resources in the areas of health, mental health, and dental services to the 461 children, from birth to five years old and their families, we serve annually.

There is a growing awareness of the importance of the first five years in a child's development, and Head Start is a leader in the field. Through evidence-based curriculum and assessment tools, we provide individualized practices to help each child reach his or her full potential.

Professional development is an important aspect of high quality early childhood programs. We invest in our staff to support intentional teaching practices that lead to exceptional outcomes for children and families. Through practice-based coaching and teacher learning communities, we are able to draw on the extensive collective knowledge base that is our Teachers and Family Outreach Workers themselves. In addition, we join forces with county and state based initiatives such as Cradle to Career and the QRIS program to enhance our scope of services provided.

Each day I am extremely proud and honored to have the role of Director for the CAP Sonoma Head Start/Early Head Start Program. I extend my sincere gratitude to our dedicated staff, our committed Parent Policy Council, and the Board of Directors. It is through our collaboration and passion that this collective vision of school readiness and family well-being is achieved each program year.

Lisa Grocott
Director, Head Start/Early Head Start
Community Action Partnership of Sonoma County

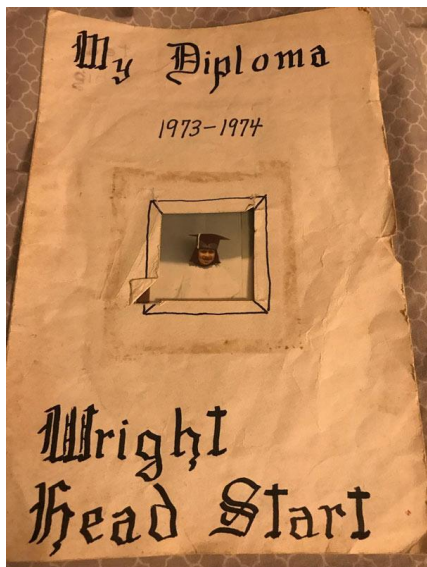
A HEAD START FOR THE WHOLE FAMILY THE LEMUS LEGACY



Sylvia, Rachel, Esther, 'Little' Esther, Letty and Elizabeth Lemus, Santa Rosa, California, 2019.

We had the great fortune to sit down with Esther Lemus, the powerhouse matriarch of the Lemus family and her five extraordinary daughters: Sylvia (Community Activist and HR Professional), Rachel (Assistant Superintendent of Mark West Union School District), Elizabeth (Registered Nurse), Letty (Department of Child Support Services) and 'Little' Esther, as they call her, a District Attorney who is now Windsor's very first Latina City Council Member. All of these women graduated from Head Start and Community Action Partnership holds a special place in their heart.

We discussed their experience with the Head Start early childhood education program and the impact that it had on their lives. All six of these women are remarkable, as they are each, in their own right, working every day to help change the world. They are a shining example of what can happen when a determined mother gets an opportunity for her whole family to get a head start.

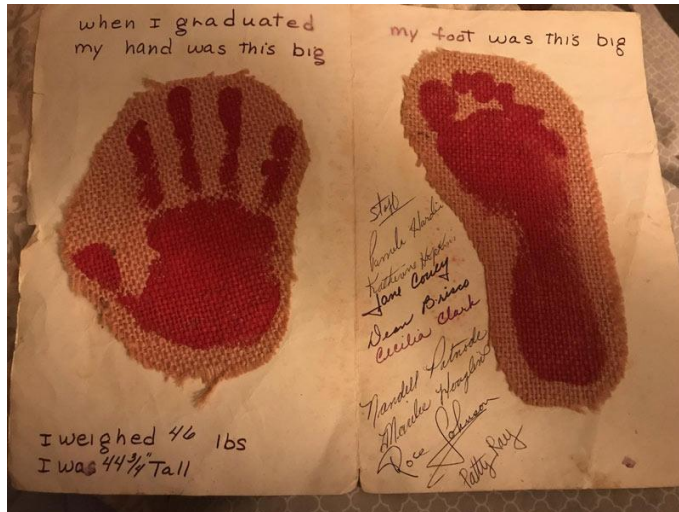


Esther moved to Sonoma County from Fresno in 1969, two years after CAP Sonoma was established. At a clinic, a nurse told her about Head Start. Esther, though she was unfamiliar with the new program, called, and a community worker came to their house and registered her oldest daughter, Sylvia. Esther expressed how the program had focused not just on the children, but the parents too. "It was not only good for her (Sylvia) as a child, but it was good for me as a parent because Head Start is a grass-roots parent program. Not having graduated high school, you know, they had tutors to come and help me and the other parents study for their GED. So for me, it was something that just made a big difference as a person, as a parent. Head Start is one of the best programs nationwide."

Esther, the daughter of migrant workers, traveled all over California as a child and went to twenty five different elementary schools in one year. "Back

then, I always wanted to do something, but it wasn't encouraged for a woman to go to school and get an education-that was for a boy. I wanted more. So when I had my daughters, I wanted them to succeed," and succeed they did. As her 5 daughters attended the program, Esther applied the skills from Head Start to grow her own career and eventually went on to work as a Head Start Teacher for fifteen years. "I started to volunteer and then I started as a teacher's aide. Then (Head Start staff) encouraged me get my Child Development units at the JC. And once I got my required childhood development units, there was a position for a teacher so I

applied...and I got that position. Eventually I became the head teacher of that center."



Her daughters remember the impact that Head Start made on them as a family. Rachel remarked, "I think it was really pivotal for our family... I remember a change in [my mom]. A change that wasn't just impactful on her life, but we noticed the change as children." Sylvia added, "It really was family development because

we all grew together." Homework time became a family affair. The girls would spread their books out all over the table to study alongside Mom. "Little Esther" remembered, "When I was doing my schooling, even college, even law school,...I would always remember this vision of my mom with her books spread out, doing her work. And so that would kind of keep me going."



Letty Lemus (far right) at her Head Start Graduation in 1975.

Rachel, the second to the oldest, is now the Assistant Superintendent of the Mark West District and a licensed educational psychologist with a private practice. She recalls the advice her mother gave her when she started her career in the Los Angeles Unified School District. "I remember talking to my mom after my first experience as a teacher. She said, 'you know, Mija, when you see those

kids, remember, they're me.... when you see them, give them what you want your mom to have received- because I didn't have an opportunity. I needed a teacher to care."

Esther Lemus and her daughters, joined by her thirteen grandchildren, will continue to improve this world and change people's lives. And it all goes back to that one day, at a health clinic in Sonoma County, where a young mother got a phone number that would lead her girls to the places she always wished for them to go. "We owe so much to Head Start, we really do," said 'Little' Esther. "It really did its work."

Statement of Compliance

This report complies with the Head Start Reauthorization Act of 2007.

This Act states that:

Each Head Start agency shall make available to the public a report published at least once in each fiscal year that discloses the following information from the most recently concluded fiscal year, except that reporting such information shall not reveal personally identifiable information about an individual child or parent:

- (A) The total amount of public and private funds received and the amount from each source.
- (B) An explanation of budgetary expenditures and proposed budget for the fiscal year.
- (C) The total number of children and families served, the average monthly enrollment (as a percentage of funded enrollment), and the percentage of eligible children served.
- (D) The results of the most recent review by the Secretary and the financial audit.
- (E) The percentage of enrolled children that received medical and dental exams.
- (F) Information about parent involvement activities.
- (G) The agency's efforts to prepare children for kindergarten.
- (H) Any other information required by the Secretary.



We Care About Children

Community Action Partnership of Sonoma County's Head Start/Early Head Start Program is a key to the future of our youth and our community because we partner with their parents/families to shape their lives daily.

Education

At Head Start/Early Head Start children develop early language, reading and writing skills. Children also develop basic science and math skills. Our program helps them develop a strong sense of “self” which helps them become independent and confident, learn how to cooperate with others, and develop a growing social knowledge and awareness so they can succeed in school, in life and in their communities.

Developmental Screenings

Each child is screened to determine if they are functioning at their age level in areas of thinking, language skills, self-help skills, social emotional skills, and skills in the use of large and small muscles. The results are used to develop individual education goals for every child. 287 newly enrolled children since last year were provided screenings. Of those screened 77 children were identified as needing follow-up assessment or formal evaluation to determine if the children required follow-up services.

Disability Services

Children with disabilities (regardless of severity) are welcome in all Head Start/Early Head Start classrooms. Typical disabilities include health impairments, speech/language impairments, learning disabilities, emotional disturbances, hearing impairments (including deafness) visual impairments (including blindness) autism, intellectual disabilities, orthopedic impairments, and traumatic brain injury. Based on the results of the screenings and further evaluations, IFSP's and IEP's are developed and implemented. Community Action Head Start/Early Head Start served 72 children with disabilities, 13% of the student population. Of the 72 total, 60 children were diagnosed with a primary disability of speech or language impairments. Of these 100% were determined eligible for special education and related services.

Dental Services

Children receive professional dental exams. If dental work is required, children are referred for treatment. Based on the exams; 12% of the Head Start children were referred for follow up treatment of which 96% received follow up treatment. 408 Children received continuous, accessible dental care provided by a Dentist.

Medical Screenings

These screenings are made to determine age-appropriate preventative and primary health care, according to the California's EPSDT schedule for well childcare. If necessary, referrals are made to the appropriate professionals for further study and counseling with parents. 79% received medical screenings, Based on the screenings; 7% of the children were referred for follow up treatment. 100% of the children have ongoing source of continuous, accessible health care.

Nutrition Services

Every Child receives a well-balanced diet that meets one-third of the child's daily nutrition requirements and enhances his or her development in all areas of growth. Children are offered breakfast or lunch, and a healthy snack near the end of the program period, depending on the session attended. 1,080 meals are prepared each day for Head Start and Early Head Start children.

All Head Start/Early Head Start children's records are strictly confidential and kept in locked files.



We Prepare Children for Kindergarten

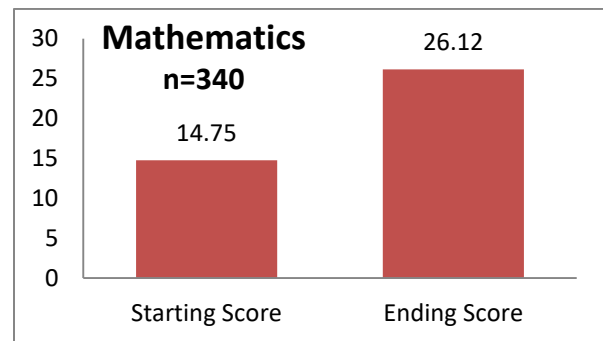
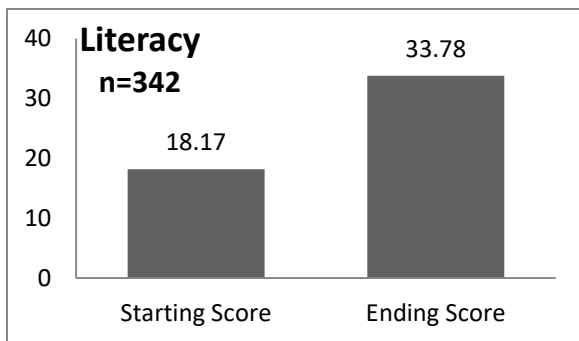
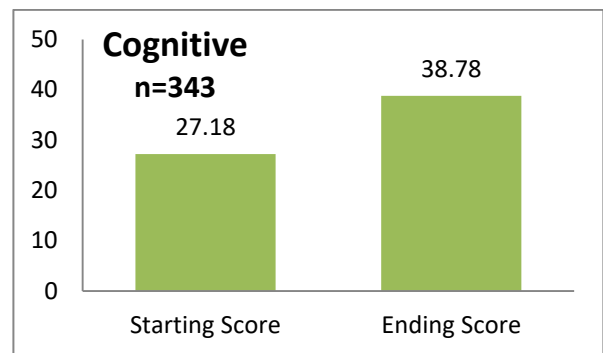
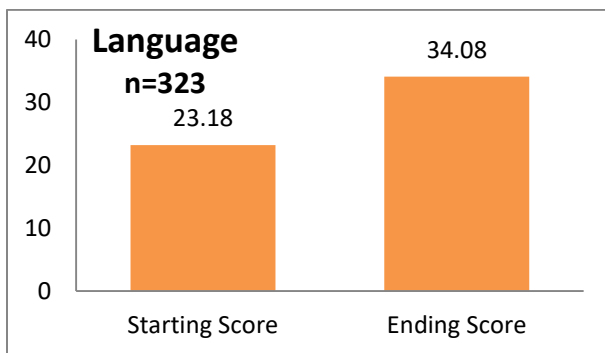
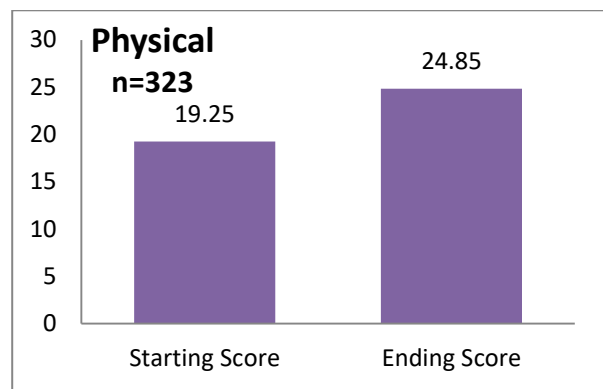
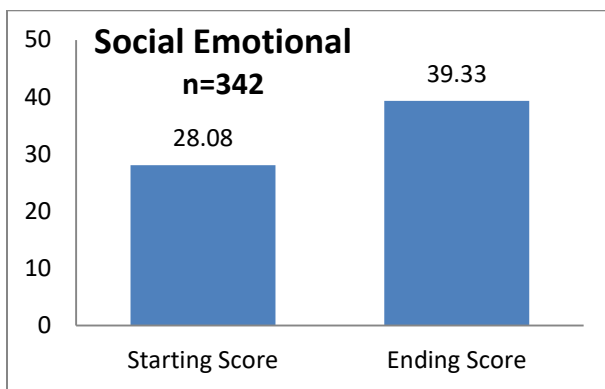
Head Start begins life-long education that is most notably measured in the children transitioning to kindergarten because we partner with their parents/families to shape their lives daily. Head Start children were assessed three times during the 2018-2019 program year using the *Teaching Strategies Gold Assessment Tool*. The research-based and standardized Teaching Strategies Gold tool is aligned with the California Preschool Learning Foundations, the Head Start Child Development and Early Learning Framework, and the Parent Family & Community Engagement Framework. The system assesses developmental progress across learning domains based on widely held expectations for this age group.

In addition to classroom experiences each spring children go to see a kindergarten classroom and participate in an activity. During Parent Committee meetings a kindergarten teacher is invited to come and speak to the parents about what to expect as they enter the K-12 system. At home visits parents are provided information on what is needed for their children to begin Kindergarten. Parents are given materials to work with their children during the summer on needed Kindergarten skills. Parents receive a Transition Summary Report, which they participated in developing, to take to their child's next teacher.

TS Gold Assessment

Teaching Strategies GOLD® is an authentic observation-based assessment system for children from birth through kindergarten. The primary purpose of Teaching Strategies GOLD® is to document children's learning over time. Our Head Start program uses Teaching Strategies GOLD® is for all head start children birth through kindergarten age. They are evaluated though the year under five main areas of development. Below depicts the overall changes among the six area for cumulative for the all children assessed, seeing growth in all developments.

Areas of Development



We Care About Families

The goals and vision of the Family Services Component are based upon the ***Parent, Family, and Community Engagement Framework*** that actively engages with parents supporting them as the primary educators of their children, and providing opportunities for meaningful experiences in the Head Start/Early Head Start Program. Parents are ensured opportunities to participate in the policy-making, program decision making as well as center based committee meetings.

The Family Services Team supports the entire family year round with activities. They make sure all children and the families have access to high quality books to take home on a weekly basis from each classroom throughout the school year. Maintaining quality books both bilingual and in the many languages at the sites is a challenging and worthwhile endeavor that has a lasting impact on Parent – Child Relationships while supporting the parents as Lifelong Educators and Learners. The Family Literacy program is comprehensive including Home to School and School to Home supporting School Readiness and Family Engagement goals.

In 2018-19 parents participated in some of the following activities:

- Family Welcome Day
- Family Literacy-Raising a Reader
- Financial Empowerment
- The Power of Positive Parenting
- Raising Competent, Confident Children
- Raising Resilient Children
- Transition
- Raising Children Well
- Basic First Aid
- Developing a Rich language Environment
- Strengthening Leadership
- Nutrition and Oral Health



We Care About Staff and Professional Development

Community Action Head Start/Early Head Start employees, including one Nutritionist, have the following capabilities:

- All teaching staff is certified in Infant, Child and Adult CPR.
- Work history verification, reference checks, driving record checks, drug and alcohol tests and criminal record checks are completed on all Head Start/Early Head Start staff.
- Our classrooms have parents and community representatives to assist classroom staff.

Our Numbers:

56 Classroom Educators

7 Health/Nutrition Staff

4 Disabilities/Mental Health Staff

16 Family Services Staff

3 Support/Facilities Staff

4 Management/Administrative Staff

Our Credentials

Education Staff:

7 BA Early Childhood Education

18 AA Early Childhood Education

21 State Awarded Teacher Certification

Management & Support Staff:

7 BA

2 AA

1 Licensed Nutritionist

1 MFT

Family Service & Staff:

5 BA

1 AA

10 Family Development Credential

Volunteers Enhance our Program!

Type	No. of Volunteers	No. of Hours	Value (\$)
Community			
Students			
Parents	241		
Total:		82000	



Center Locations

This program serves Sonoma County and has 13 sites in 6 different cities/towns in the county.



We Care About Community

Our program engages in numerous partnerships and collaborations throughout Sonoma County. We continue to play a key role in meaningful partnerships with local providers of child care, state and local preschool initiatives, local school readiness initiatives and other community service providers for families on behalf of those most in need. Our history of service to the community is reflected as follows:

- Over 50 years of quality, child and family service; over 50 years of Head Start service; 17 years of Early Head Start service.
- 165 community, public and private partnerships to leverage support and incorporate innovative ways of serving children and families.
- 19 Head Start/Early Head Start classes in 2018-2019 school year
- Continued growth, innovation and responsiveness to the changing needs of children and families, incorporating culturally appropriate services for a growing Hispanic population that mirrors the national geographic trends.



Community Partners

Adult Literacy Program HS Family Library Night
Alliance Medical Center
Asthma Coalition
California Parenting Institute
Community Action Partnership Health Services
Community Action Partnership K-Readiness
Community Action Partnership Southwest Family Resource Center
CEL Centralized Eligibility List
Community Child Care Council of Sonoma County
County of Sonoma, Department of Family, Youth and Children's Services
County of Sonoma, Department of Health Services
Goodwill Industries
Homeless Service Center w" Catholic Charities
Kaiser of Santa Rosa
Latino Providers Group
The Living Room
North Bay Regional Center
Prevent Child Abuse S.C.
Raising a Reader Silicon Valley Foundation
Redwood Credit Union
Redwood Empire Food Bank
St. Joseph's Mobile Dental Clinic
Salvation Army
Santa Rosa City School District
Santa Rosa Junior College
S.C. Board of Supervisors
Sonoma County Library
Sonoma County Literacy Coalition
Sonoma County Office of Education
Sonoma Developmental Center
Sonoma Kinship and Family Center w' Sunny Hill Services
Sonoma State University
Teen Parent Connection
Ursuline High School
Cardinal Newman High School
Volunteer Center of Sonoma County
West County Community Services
WIC

Operating Budget and Revenues by Type

	Audited	Audited	Total	
	Costs*	Costs*	Audited	Total
	Head Start	Early Head Start	Costs*	Budgets
Revenues:				
U.S. Dept. of Health & Human Services	\$5,291,756	\$ 1,149,139	\$ 6,440,895	\$ 6,440,896
Child care food program	221,576	26,198	247,774	-
Other revenue	-	-	-	-
In-kind revenue	<u>1,178,124</u>	<u>177,474</u>	<u>1,355,598</u>	<u>907,432</u>
Total revenues	<u>6,691,456</u>	<u>1,352,811</u>	<u>8,044,267</u>	<u>7,348,328</u>
Expenses:				
Personnel	2,749,532	613,673	3,363,205	3,473,133
Fringe benefits	757,681	189,907	947,588	1,025,855
Travel	16,015	64	16,079	23,750
Equipment	-	-	-	-
Supplies	197,601	105,563	303,164	258,749
Contractual	61,921	4,343	66,264	60,404
Facilities/construction	-	-	-	-
Other	824,664	92,543	917,207	836,922
Food service supplies	278,339	34,741	313,080	-
In-kind expenses	1,178,124	177,474	1,355,598	907,432
Indirect costs	<u>627,580</u>	<u>134,503</u>	<u>762,083</u>	<u>762,083</u>
Total expenses	<u>6,691,456</u>	<u>1,352,811</u>	<u>8,044,267</u>	<u>7,348,328</u>
Revenue over (under) expenses	<u>\$ (0)</u>	<u>\$ (0)</u>	<u>\$ (1)</u>	<u>\$ -</u>
* Revenue and expenses include in-kind of \$1,355,598 which is not recognized in the financial statements.				