Leading the Way

Providing high-quality early childhood education and comprehensive services since 1965

Orange County Head Start
2016-2017 ANNUAL REPORT
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Greetings!

It is a sincere pleasure to present the annual report for Fiscal Year 2016 – 2017, a collaborative effort with the Orange County Head Start Division (OCHS) and Head Start Policy Council. Head Start was founded by President Lyndon B. Johnson, a true visionary of his time, in 1965 after he declared the War on Poverty in his State of the Union speech. Today, Head Start is one of the oldest operating federal programs in the United States, offering high-quality early childhood education and developmental services to low-income families at no cost.

In Orange County, more than 1,500 children and more than 1,400 families utilize and benefit from Head Start services, which are delivered through 84 classrooms at 22 sites. Head Start classrooms are co-located on stand-alone County-operated facilities, as well as sites owned by Orange County Public Schools, local municipalities and faith-based organizations. Since its inception, OCHS has grown immensely, forming strategic and collaborative community partnerships that not only align with the program's goals and desired outcomes, but also benefit the children and families who are enrolled in the program each year.

The Orange County Board of County Commissioners (OCBCC) and OCHS operate through a shared governance approach with the Head Start Policy Council as part of a tripartite board which, as a governing board, reviews and provides oversight on operational elements. The OCHS division manager attends OCBCC Board meetings on a monthly basis to provide required documentation and briefings, which need the Board’s approval.

During the 2016 – 2017 Fiscal Year, OCHS experienced continued growth and success. Of the 810 children in the program who are transitioning to kindergarten, 91 percent obtained all skills required for Florida State Standards for Kindergarten Readiness. Additionally, due to the immense growth indicated by the community assessment, OCHS opened new sites at Washington Shores Elementary, McCoy Elementary, Three Points Elementary and Frontline Outreach Center. OCHS also provided more support and programming aimed at parents, including hosting its first Mental Wellness & Disabilities Health Conference for parents of children with special needs, implementing the Getting Ahead & Staying Ahead parenting self-sufficiency programs, and working with Fifth Third Bank to provide financial literacy and wellness services to OCHS parents through an Empower U class.

As Mayor of Orange County, I am extremely proud of the work OCHS does for the young children and families in our community. Through education and knowledge, we are all better equipped to overcome the challenges and obstacles presented throughout life, achieve our goals and live the life we envision for ourselves. OCHS helps ensure our youngest citizens have access to education and learning resources early on, allowing them the ability to grow and thrive throughout their childhood and beyond.

Sincerely,

Teresa Jacobs
I am honored to present the 2016-2017 Annual Report in conjunction with the Governing Board Chair, Mayor Teresa Jacobs and all six County Commissioners, Jeneka Lloyd, Policy Council Chairperson, and the staff of Orange County Head Start.

I am proud of the outcomes highlighted in the report as it is clear the goals developed and implemented garnered great results. Orange County Head Start continues to ensure high-quality services by embracing the philosophy: “Orange County Head Start believes in providing high-quality, comprehensive services for children and families by providing developmentally appropriate, supportive learning environments for children. We embrace diversity and support families as they become self-reliant. We believe in providing opportunities for staff professional development and supporting employee wellness. We believe in collaborative partnerships and teamwork.”

Some of the program’s accomplishments during the ‘16-’17 school year were:

- Opened four new sites based on growth noted in the community assessment. The new centers included Washington Shores Elementary, McCoy Elementary, Three Points Elementary and Frontline Outreach Center.
- Selected by Region IV as the only Head Start program in the nation to participate in the Consumer Financial Protection Bureau’s (CFPB) Pathways Project. This is a financial wellness initiative that provides financial wellness training to Head Start parents.
- 91% of the 810 children transitioning to kindergarten obtained all skills required for Florida State Standards for kindergarten readiness.
- Maintained 92% Average Daily Attendance for the entire program year.
- Generated 51,240 hours of in-kind from the Foster Grandparent program for a total of $805,464.96.
- More than 500 readers participated in the 20th Annual Guest Readers Week.
- Hosted the first Mental Wellness & Disabilities Health Conference for parents of children with special needs.
- Policy Council Vice Chair, Charmaine Jobson, was elected as a parent representative to the Florida Head Start Association Executive Board.
- Education Coordinator, Vidya Deonarine, was elected to Region IV Head Start Association as the staff representative for Region IV.
- Facilitated the expansion of the University of Central Florida.
agreement to include the School of Human Relations in order to be the host site for Early Childhood Education interns.

- In partnership with Community Action, implemented the Getting Ahead & Staying Ahead program – a two-part parenting self-sufficiency program – in which a total of 19 parents completed the program and 16 transitioned to “Staying Ahead.”

**Orange County Head Start experienced a few challenges:**

- Recruiting bi-lingual staff particularly Creole speaking.
- Additional coverage for full-day, full-year classrooms to meet the need for services.
- Increasing the number of children who received dental treatment services.

As the program keeps its focus on making progress towards goals and objectives, we will also look at strategies to address these challenges.

Sincerely,

Sonya Hill

Sonya Hill
Head Start Director
Vision Statement
Orange County Head Start: School-Ready Children and Self-Reliant Families

Mission Statement
Orange County Head Start provides high-quality comprehensive services to low-income children and their diverse families through collaborative partnerships.

Philosophy
Orange County Head Start believes in providing high-quality, comprehensive services for children and families by providing developmentally appropriate, supportive learning environments for children. We embrace diversity and support families as they become self-reliant. We believe in providing opportunities for staff professional development and supporting employee wellness. We believe in collaborative partnerships and teamwork.

Values
- High-Quality Comprehensive Services
- School Ready Children and Self-Reliant Families
- Employee Personal and Professional Development and Well-Being
- Diversity and Teamwork
- Family Involvement and Participation
- Collaborative Partnerships and Community Support
Budget Information

Federal Grant Period: October 1, 2016-September 30, 2017

The proposed budget for FY 16-17 was $15,988,014. Funds received were used to provide full-year, part-day comprehensive early childhood development services for 1,536 children and support to their families. Total expenditures of federal and non-federal funds for FY 16-17 were $15,723,054. All federal funds were used to cover salaries, cost-of-living increases, operation of services and training. The non-federal match (in-kind) was used to assist with salaries and operational expenses.

Financial audit results - There were no findings for the FY 16-17 Fiscal Audit.

Total amount of public and private funds received and the amount from each source

- USDA, $1,407,933
- Voluntary Pre-Kindergarten, $819,629
- County GFIFT Funds, $635,039
- Office of Head Start, $12,860,452
PROGRAM GOALS

In response to the results of the Community Assessment, the following strategic goals were developed for which Orange County Head Start will measure progress over the next five years to determine their impact in the community:

Goal #1: Orange County Head Start will create an environment more inclusive of fathers/father figures.

Goal #2: To develop and implement a system that incorporates all service areas to increase the number of children who receive dental treatment.

Goal #3: Staff will have the knowledge and skills to effectively implement regulations of the Head Start Program to ensure high-quality comprehensive services to children and families.

Goal #4: Utilize a data-driven approach to guide decision making to increase program outcomes.

Goal #5: Foster community collaborations that enhance and support early childhood development while actively engaging community leaders, community services, advocates and families.

Goal #6: Improve the outcomes of children by strengthening the capacity of parents to become advocates in the lives of their children.

Goal #7: Increase awareness and access to employment and education opportunities throughout Orange County.

Goal #8: Families will be provided with more opportunities to improve their financial wellness.

Goal #9: Funded enrollment opportunities will be aligned with those geographical areas having the highest concentration of Head Start eligible children and families in need.
The Orange County Head Start Division (OCHS) promotes school readiness by enhancing the social and cognitive development of children through the provision of educational, health, nutritional, social and other services to enrolled children and families.

Program Characteristics

1,536

pre-school age children
From 3-5 years old

22

centers geographically located across Orange County

Center Based Program Option

756

part-day, part-year services

780

full-day, part-year services

Voluntary Pre-Kindergarten Services

428

4-year-old children

540

hours maximum
The total number of families served: 1,623

Enrollment by Type of Eligibility:
- 17% Public Assistance (301)
- 5% Homeless (90)
- 76% Income Eligible (1314)
- 0% Foster Care (1)
- 2% Over Income (29)

14% of children (240) had a diagnosed disability

A total of 1,623 families were served; 436 two-parent families and 1187 single-parent families.
Health Services

<table>
<thead>
<tr>
<th>Service</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Exams</td>
<td>98%</td>
<td>1,731 of 1,735</td>
</tr>
<tr>
<td>Dental Exams</td>
<td>83%</td>
<td>1,452 out of 1,735</td>
</tr>
<tr>
<td>Dental Treatments</td>
<td>32%</td>
<td>95 out of 301</td>
</tr>
<tr>
<td>Immunizations</td>
<td>100%</td>
<td>1,326 completed; 401 up-to-date; 8 waiver out of 1,735</td>
</tr>
</tbody>
</table>

Challenges:

Although the number of dental exams increased, OCHS still has challenges with Head Start parents in taking children to complete a dental treatment when it is prescribed by the dentist.

Actions taken to improve were (1) Conduct an Oral Health Survey to determine what areas of knowledge are needed to reinforce in order for parents to understand the importance of completing a dental treatment; (2) Develop a partnership with Orange Blossom Family Health Clinic to use its Dental Mobile Unit for dental exams and follow-up of dental treatments in its clinic.
Efforts to Prepare Children for Kindergarten

The success of the children is attributed to several factors/efforts within the organization, including:

**Higher Staff Qualifications**

- Teachers of all 84 classrooms meet the degree/credential requirements of Associate Arts or higher in Early Childhood Education or related field
- **over 80% of the teachers have a bachelor’s or master’s degree in Early Childhood Education or a related field**
- **over 25% of the teaching staff are pursuing higher education in Early Childhood Education**

**Ongoing Monitoring to Continue Program Improvement**

- Observations conducted 2x a year in all 84 classrooms
- Improvement plan completed

**Training And Technical Assistance**

- **over 12,485 professional development hours for staff achieved**

**Meetings with Key Staff and Stakeholders**

- Parent engagement continues to increase on the school readiness and education planning committees

**Family services programs such as Abriendo Puertas/Opening Doors, Getting Ahead, Incredible Years, Fifth Third Bank’s Empower U Financial Education Program, and PNC Bank’s Grow Up Great For Me, For You, for Later: First Steps to Spending Sharing, and Saving Learning Curriculum.**

**Implementation of research and evidence-based curriculum for children and parents**

**90% Average daily attendance of children**
The chart represents the data collected on all children going to kindergarten for the 2016-2017 school year. It reflects the developmental level of all 813 children in each domain area and school readiness goal. The children made significant progress in relationship to their starting point and, as indicated below, were above the predicted developmental learning levels by the end of school year. The children outcomes prove Orange County Head Start children are extremely well prepared academically, socially and emotionally for the next stage of their education.

4 Year Old Outcome Analysis - Norm-Reference

<table>
<thead>
<tr>
<th>Domain</th>
<th>Baseline</th>
<th>2016-2017</th>
<th>Predicted DL Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Approaches to Learning</td>
<td>514</td>
<td>627</td>
<td>676</td>
</tr>
<tr>
<td>Creative Arts</td>
<td>547</td>
<td>602</td>
<td>602</td>
</tr>
<tr>
<td>Early Math</td>
<td>483</td>
<td>591</td>
<td>633</td>
</tr>
<tr>
<td>Language</td>
<td>470</td>
<td>591</td>
<td>633</td>
</tr>
<tr>
<td>Literacy</td>
<td>468</td>
<td>534</td>
<td>582</td>
</tr>
<tr>
<td>Logic &amp; Reasoning</td>
<td>458</td>
<td>505</td>
<td>504</td>
</tr>
<tr>
<td>Nature &amp; Science</td>
<td>477</td>
<td>581</td>
<td>606</td>
</tr>
<tr>
<td>Physical Development &amp; Health</td>
<td>504</td>
<td>581</td>
<td>631</td>
</tr>
<tr>
<td>Social Emotional</td>
<td>488</td>
<td>606</td>
<td>631</td>
</tr>
<tr>
<td>Social Studies</td>
<td>504</td>
<td>606</td>
<td>631</td>
</tr>
<tr>
<td>School Readiness</td>
<td>488</td>
<td>581</td>
<td>606</td>
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Orange County Head Start has made it its mission to ensure parents are engaged in their children’s learning experiences while striving for self-sufficiency through progress toward educational, literacy, and employment goals.
Parent Engagement Activities

Abriendo Puertas/Opening Doors was offered to families for the second consecutive year in support of the growing Hispanic/Latino community in Orange County. This program is the nation's first evidence-based, comprehensive training program developed by and for, Latino parents with children ages 0-5. For the 2016-2017 school year, 32 families participated and completed this 12-week program.

Getting Ahead in a Just-Gettin’-By World: Building Your Resources for a Better Life is a 15-session program for people who are living in poverty or unstable situations. It helps individuals learn about their community and building economic stability for themselves and their families. The program was initiated this year with 19 families successfully completing it. Parents will have the opportunity to transition to Staying Ahead, a self-sufficiency program designed to help support families with education, job training and job placement needs.

For Me, For You, For Later is a financial literacy program designed by PNC Bank and Sesame Street for 3 to 5 year olds as well as their families. Parents benefit from the program by becoming more aware of their finances and learning how to talk to their children about how to manage money and make good choices. This is the second year for the implementation of this program with 25 parents in attendance for 2016-2017.

The Incredible Years Parenting Program is a group-based parenting program that strengthens parent competencies to promote young children’s social, emotional and academic competence and prevent the development of conduct problems. It promotes positive parent-child interactions and attachment and reducing harsh discipline. Parents also learn how to build school readiness skills so they can promote children’s emotional regulation and social skills. This year, 30 parents participated in the program.

Father Engagement Activities: Several father engagement activities took place for the 2016-2017 school year in an effort to promote a more father-friendly environment and increase father engagement. One of these activities was a Fatherhood Breakfast during which fathers were invited to attend a breakfast to network with fellow fathers/male figures of children enrolled in the program. During the breakfast, fathers/male figures had an opportunity to learn about the importance of their role in their child’s development and school readiness. The program also hosted Father-Daughter dances in an effort to engage fathers and reinforce the importance of positive parent-child relationships, particularly with father/male figures and children.
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