



Operational Reports

April 2022 Information

May 12, 2022 Board Meeting

May 18, 2022 Policy Council Meeting



Empowering people, transforming lives

Highlights

- OHS is giving lead way in completing the CDA certification with a defined PD Plan for each staff member working to complete. The Infant Toddler Care Certificate and or Early Childhood Preschool Certificate can replace the need for a CDA. Children's Services is **partnering with BRCC** for the 5 Early Childhood Education courses needed the Certifications (unlike the CDA, does not have to be renewed) to be offered over three semesters **starting May 31st** during the day, enabling our hired Trainees to complete the Certification during normal work hours.
- April 27th we held our **2nd annual Wellness Afternoon**. Staff were able to choose from multiple activities to spend time on their own wellness. Some of the options included: Painting Pottery, Walk with your pet, creating natural stone jewelry, painting a mountain scene, an online breakout room, softball practice, and participation in an orientation to the work of Reconnect for Resilience and walk at The Park of Flat Rock.
- WNCSource has been accepted to participate in **UCLA's Staff and Organizational Wellness Program** occurring virtually in May. 4 staff from Children's Services and 2 from Human Resources will attend the trainings to help us develop new systems and supports to address Staff Wellness in our EHS/HS Program.
- **Families in the U.S. using universal free school meals were put on notice that the program will come to an end on June 30, 2022.** State agencies and children advocacy groups continue to work to find alternative ways to continue providing free meals. WNCSource receive the children's breakfast and lunch at no cost from HCPS due to the Federal COVID free meal program. We are working with HCPS to plan for the changes for the next program year. WNCsource will receive updates on the effects of these changes and the estimated costs for next school year in July 2022.

Program Structure Updates



4/21/2022 **ACF-IM-HS-22-03 HS Categorical Eligibility for Families Eligible for the Supplemental Nutrition Assistance Program** This IM adds SNAP to public assistance to determine recipients as categorically eligible for Head Start programs. Recently, we have found that SNAP households with young children have equivalent level of need to families currently receiving Head Start services.¹ Note that this approach does not guarantee a SNAP recipient enrollment in a Head Start program. Programs must adhere to their recruitment and selection criteria to ensure they prioritize enrollment for those who may benefit most from Head Start services.

Staffing Updates



Staff Hired:

Caitlin Cole-Ekman, Health Specialist

Elese Nicholson, After School Teacher @ King Creek

Jordan Garcia, CDA Pathway

Valeria Salazar, CDA Pathway

Dominique Stricklin, CDA Pathway

72 Staffing Positions Open

Staff Departing:

Katie Hoerman, NCPreK Teacher @ Sugar Hill

Resignation on 4/1

Paula Walker, Teacher Assistant @ Sugar Hill

Resignation on 4/8

Katie Robinson, Substitute

Resignation on 4/13

Tiffany Cole, Floater at Flat Rock

Resignation on 4/29

Classroom Closures- 6 due to a lack of staff

Covid Classroom Impact - 04/01 - 04/30 (April)

Classroom	Reason	Date(s)	Day(s) Out	Staff Affected	Children Affected	Cumulative Days Out: Staff	Cumulative Days Out: Children
Knig Creek 1 Classroom Closed	Lack of Staff Coverage	4/4, 4/7	2	1	7	0	14
Clear Creek 1 Classroom Closed	Lack of Staff Coverage	4/5-4/8	4	1	18	0	72
Sugar Hill 1 Classroom Closed	Lack of Staff Coverage	4/8	1	1	8	0	8
Sugar Hill 1 Classroom Closed	Lack of Staff Coverage	4/11 - 4/22	8	0	18	0	144
Bruce Drysdale 1 Classroom Closed	Lack of Staff Coverage	4/21	1	1	18	0	18
Dana 1 Classroom Closed	Lack of Staff Coverage	4/22	1	1	18	0	18
Totals:				5	87		

One classroom in Flat Rock closed down temporarily beginning April 15th as the teacher became the Site Supervisor there.

One classroom in Hillview closed down temporarily beginning April 6th as the teacher became the Assistant Site Supervisor there.

ALL classrooms closed at noon on 04/27 for Professional Development.

ALL classrooms closed on Friday April 15th for a Holiday and on Monday, April 18th for an optional Teacher Workday.

Transylvania County Schools were on Spring Break from April 11 - April 14, so our Transylvania County centers closed, too.

Etowah did not provide wraparound in March due to lack of staff.

Hillview is ending wraparound at 4:30 due to lack of staff.

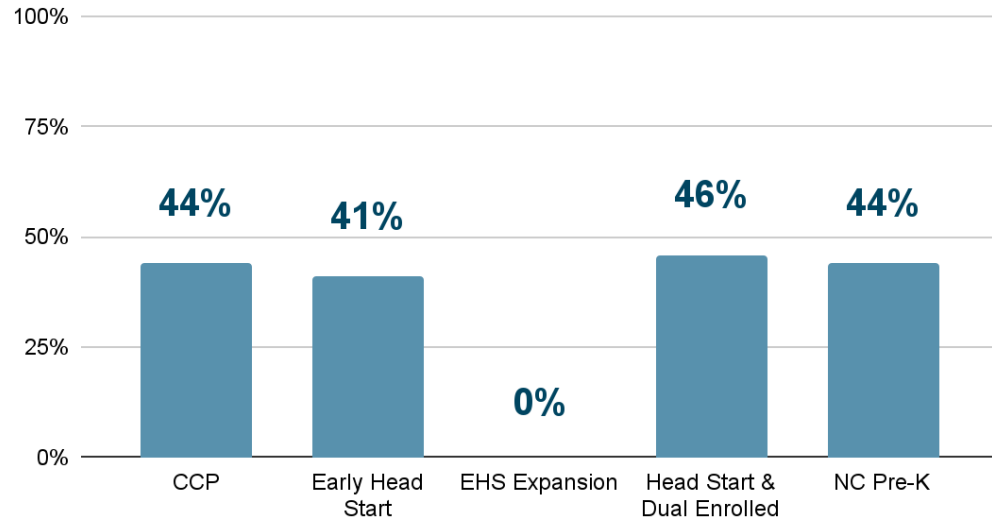
Enrollment

Our overall Enrollment across all programs is at 39%. A breakdown is provided in the chart. Much of the decreased enrollment is directly related to classrooms being closed due to staffing shortages.

We have a Waitlist of 330 children. 154 of the waitlisted children are waitlisted for Early Head Start/CCP and 176 are waitlisted for the Head Start or NC Pre-K program.

During April 2022, we received and processed 53 new applications for enrollment.

Enrollment Across All Programs



Attendance

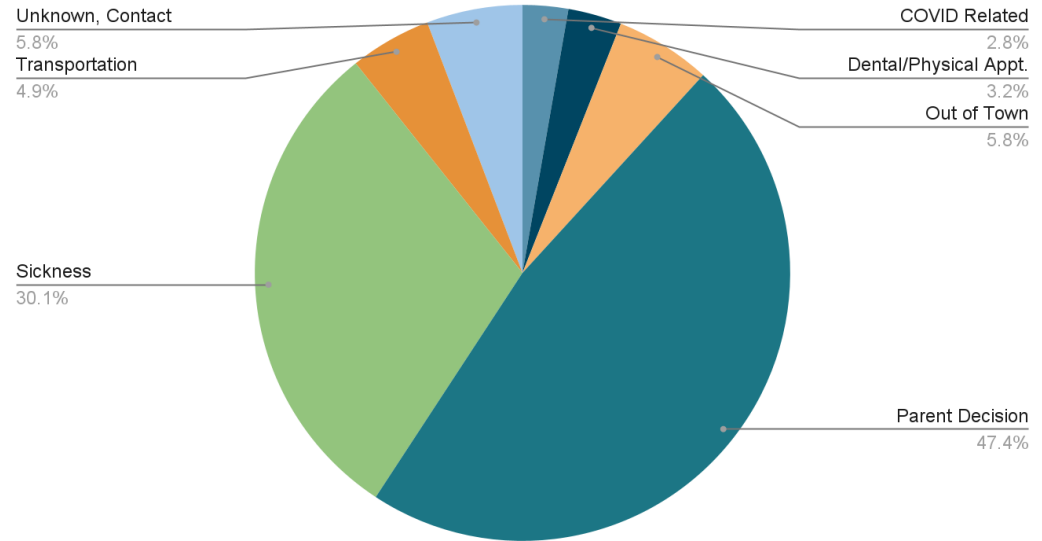
April 2022

- CCP Average Attendance 79%
- EHS Average Attendance 75%
- Head Start & Dual Attendance 81%
Increased by 10% over the months of March & April!
- NCPK Attendance 81%

Total of 1070 Absences

- Decrease of 148 Absences
- Largest number of absences are among the Head Start/NCPK families with the highest absence reason being “Parent Decision”

Absence Reasons



Curriculum Implementation - CLASS

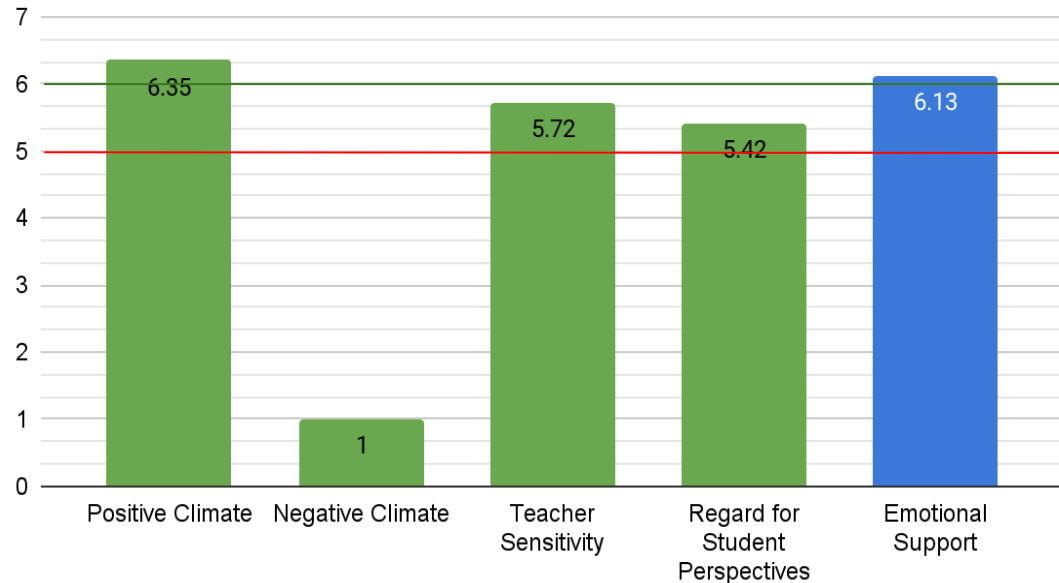
1st of 3 dimensions reviewed in our HS classrooms.

Emotional Support assesses the degree to which teachers establish and promote a positive climate in their classroom through their everyday activities.

This area is a strength for our classrooms

Green Line is Quality Threshold
Red is Re-competition Level

CLASS Scores - Emotional Support



Curriculum Implementation - CLASS

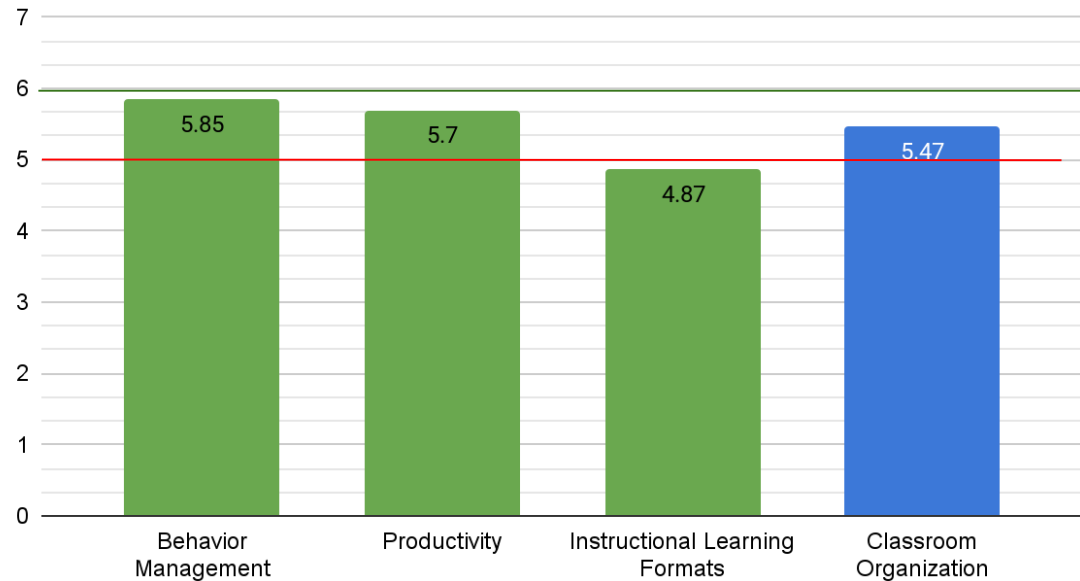
2nd of 3 dimensions

Classroom Management skills are present in classrooms where children have a sense of stability and predictability that supports exploring, thinking about, and learning new things.

This is an area for us to grow in. Looking at specific training in this area for next program year.

Green Line is Quality Threshold
Red is Re-competition Level

CLASS Scores - Classroom Organization



Curriculum Implementation - CLASS

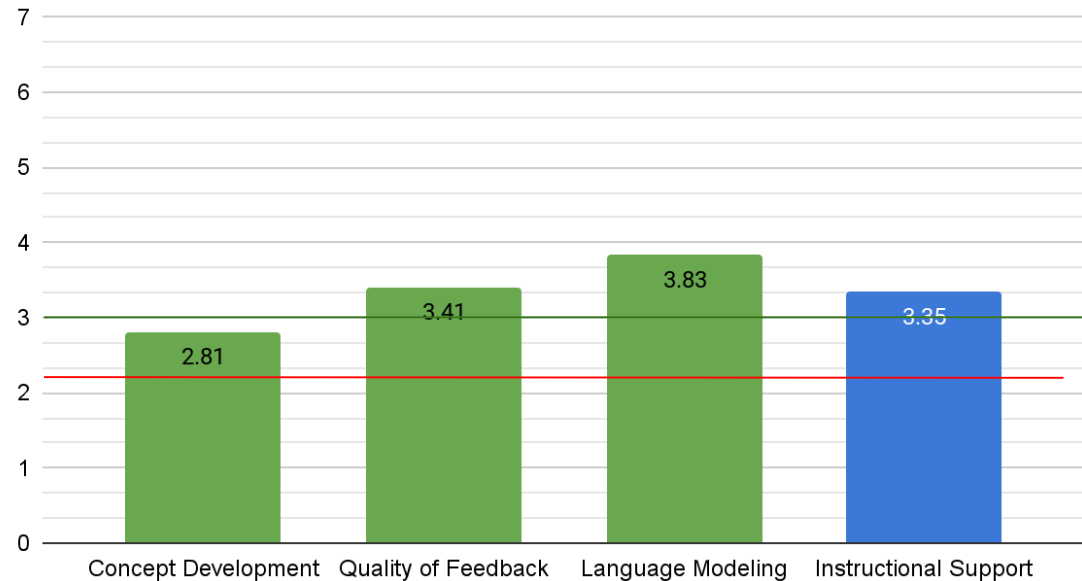
3rd and final dimension

Instructional Support assesses the ways in which teachers implement the curriculum to effectively promote cognitive and language development.

The scores on these measures tend to be lower. This is an area of strength.

Green Line is Quality Threshold
Red is Re-competition Level

CLASS Scores - Instructional Support



Curriculum Implementation - CLASS



Overall we have noticed some trends in our scores among our classrooms serving 3-5 year olds.

10 Classrooms have a Fall & Spring Observation.

- 1 increased or remained constant in all areas
- 7 showed decrease in Teacher Sensitivity and/or Regard for Student Perspective (Emotional Support)
- 9 showed decrease in Classroom Organization
- 8 showed decrease in Instructional Support

In September and October during the initial observations our classrooms were at about 50% capacity. Children with higher needs were able to have their needs met.

By March & April our classrooms are now at full capacity due to classrooms closing, combining classrooms, and having children on a waitlist to be able to move into classrooms.

Family Engagement in Children's Education

1st Education Home Visits happens prior to the child enrolling or within 2 weeks after enrollment

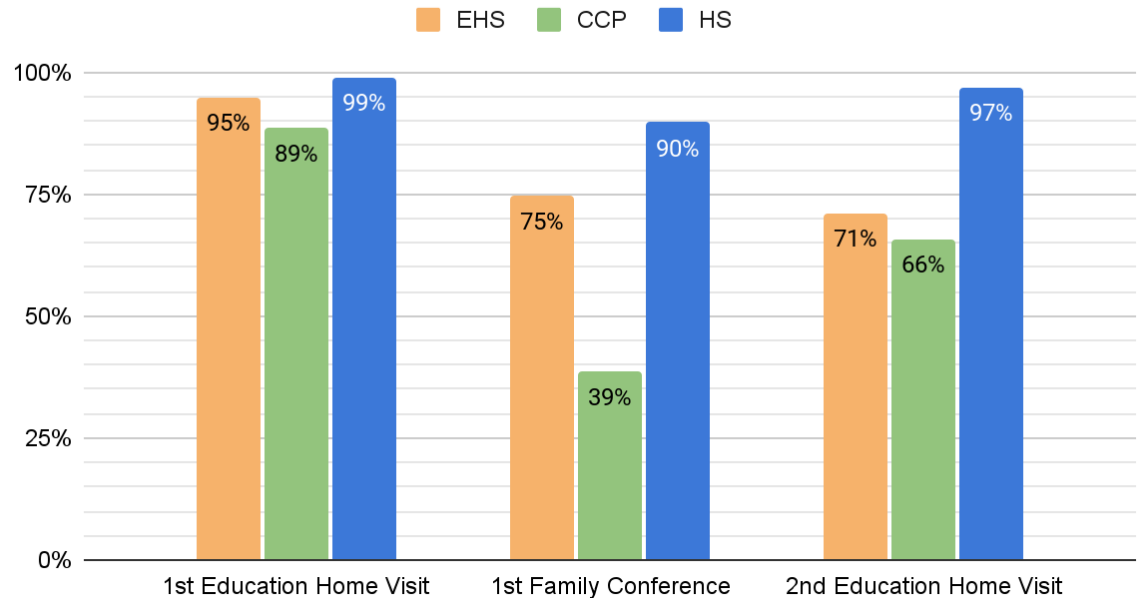
1st Family Conference occurs following the child's first child assessment checkpoint.

2nd Education Home Visit occurs following the child's second child assessment checkpoint.



Barriers: Scheduling with families due to staff shortages.

There are errors in entering data beyond completion. We are working on our communication and training in this area for improvements.

Completion of Home Visits & Family Conferences



Family Strengths & Needs

Report Totals	Preliminary			End of the year		
	Completed	Due within 30 days	Past Due	Completed	Due within 30 days	Past Due
Families: 207	87% 	2	22	1% 	174	0

- Family Advocates and Parent Educators have been working diligently to complete the Family Strengths & Needs Assessment with all families and have already begun to complete the End of Year Assessment. Newly hired Family Advocates have really hit the ground running and it shows!
- 92% of Early Head Start families have completed a Family Strengths & Needs Assessment
- **71% (increase of 23%)** of EHS Partnership (CCP) families have completed a Family Strengths & Needs Assessment.
- 90% (increase of 11%) of Head Start families have completed a Family Strengths & Needs Assessment

Disabilities Services

Program	Served	% of funded enrollment	Referrals
EHS	8	4%	5
CCP	6	6%	1
Expansion	0	0%	0
HS	20	8%	14

% provided based on Funded Enrollment. We are currently under-enrolled.

Waiver submitted through HSES.

Early Intervention Coordinator position open since October 2021 - new staff should be starting June 1

Early Intervention Specialist - Development position open since April 2021 - new staff should be starting June 8

Learning Charms providing OT services for 49 of our children. Looking forward to include SLP next program year.

Amy Phillips attended the Transylvania County Disability Resource Fair at Brevard Elementary to provide awareness about Head Start services being inclusive.