



Operational Reports

June 2022 Information

July 14, 2022 Board Meeting



Empowering people, transforming lives

Highlights



Children's Services staff received bonuses paid out on June 10th based on time of service.

- Less than 1 year of service = \$750
- 1-3 years of service = \$1000
- 3 years and over = \$1500

CCP Change of Scope is complete. EHS/HS Change of Scope is pending the budget.

Children's Services Management team has developed the committees, meeting formats and questions for the Self-Assessment.

Should receive the Certificate of Occupancy any day now for Forest City Children's Center (24 EHS children).

Flat Rock Children's Center temporarily closed due to staffing starting July 1, 2022. The EHS infant room will move to our King Creek Children's Center. The families in the FRCC toddler room will be working with Enrollment for placements in other classrooms.

WNCSource CCP partnership site Little Blessings in Rosman is opening a new EHS classroom in July. This new room will be able to serve four more EHS children (thanks to the EHS expansion grant).

Staffing Updates



Staff Hired:

Patty Burgess, Early Intervention Coordinator

Katie Goodman, EIS - Development

Erika Condado, CDA Pathway Trainee

Staff Departing:

Valeria Salazar, CDA Pathway Trainee @ Etowah
Resignation on 6/3

Crystal Watts, EIS - Classroom Support
Resignation on 6/6

68 Staffing Positions Open for currently licensed sites.

Staff Health & Wellness



Wellness Team completed UCLA's Staff and Organizational Wellness Program. (Bobby K, Sherie P, Linda C, Heather B, Shannon K, Amy P)

Current Goal / Objectives we are working on:

- 1) To reduce the % of staff that self-report work stress that exceeds their ability to cope (always, most of the time, or sometimes) by promoting a mindful health culture
 - a) By September 1, 2022, we will implement training and support systems so that staff can identify at least 3 different resources to reduce their stress.
 - i) *Conscious Discipline* will be a part of our Pre-Service to provide training to staff.
 - ii) Possibly partnering with efforts of *Raising Resilience WNC*
 - b) By December 31, 2022, we will increase the participation of employees by 25% in the Wellness Program, hence reducing work stress that exceeds their ability to cope.
 - i) Testing out ideas at Etowah
 - ii) Researching rewards to use including gift cards (staff requested)
 - iii) Monthly destressing ideas being pursued.

Adding new members (Caitlin CE, Claudia C, Sarah H, Adrienne C)

Professional Development Updates



Trainings provided for our staff in June:

- DHHS Hygienist provided virtual dental training to EHS staff.
- LETRS Administrators Training
- Leadership Education & Development Summit attended by 3 staff.
- Family Partnership Agreement Training provided to Family Advocates & Supervisors
- Introduction of Head Start added to Orientation for new staff

Coming Up:

- 1st EHS Community of Practice meeting
- EHS staff receive training from Teaching Strategies on the Assessment Cycle
- Supervisor Trainings on
 - Reflective Supervision
 - Individual Professional Development Plans
 - 5R's for Learning Leaders

Pre-Service in August being planned

- Conscious Discipline will be onsite for 1 full day for staff and 1 evening for families!

Enrollment

Overall Enrollment

The 2021-2022 Program Year for Head Start/NC Pre-K ended on June 3, 2022.

Our overall Enrollment across all programs is at 40%.

Enrollment percentages are provided in the chart.

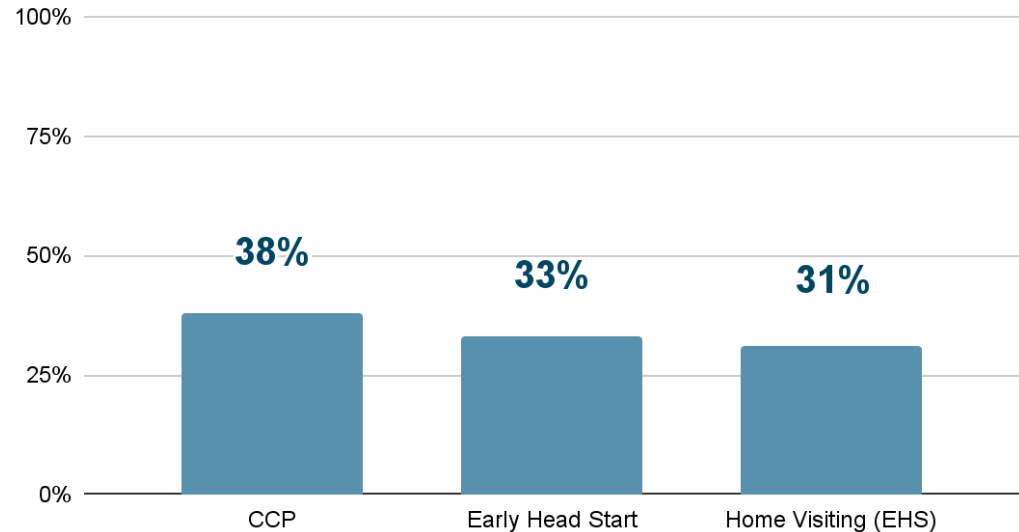
- Home Visiting (EHS) - 38 %
- Early Head Start (Center-Based) - 33%
- EHS/CCP - 38%

Waitlist

- 406 Participants - Some children are Waitlisting for multiple program options.
- 53 Families are Waitlisted for the Home Visiting Program
- 140 Children are Waitlisted for the Early Head Start or CCP Program
- 271 Children are Waitlisted for Head Start or NC Pre-K Program

During the months of May & June we received and processed 123 new applications for enrollment.

Enrollment for EHS & CCP



Attendance

June 2022

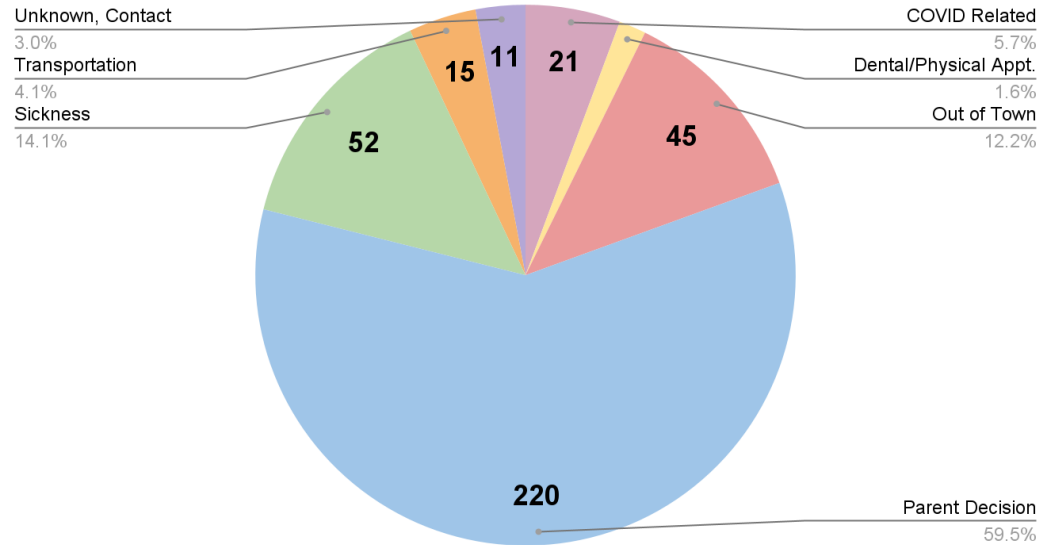
Average Attendance by Program Type

- CCP Average Attendance 72%
- EHS Average Attendance 69%
- Head Start & NC Pre-K ended on June 3, 2022

Absence Summary

- Total number of 370 Absences in June 2022
- Family Advocates, Site Supervisors & Teachers have been doing a great job with following up with families who have multiple absences. Where needed, staff have worked with the families to create an Attendance Success Plan.

Absence Reasons



Family Partnership Agreements

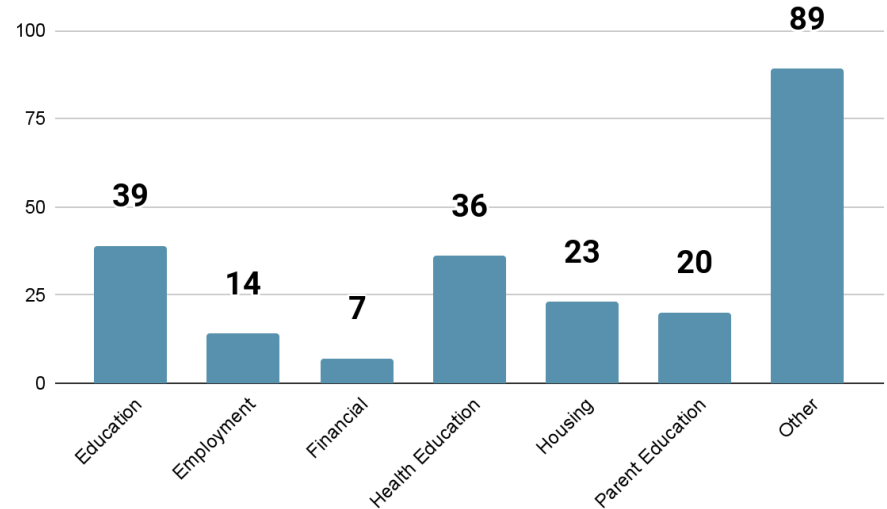
During the 2021-2022 Program Year

- 228 Family Goals were created
- 148 Individual Families created at least 1 Goal during the Program Year
- 81 Goals were Completed

The 7 areas that Head Start wants us to report on, in regards to Family Goals, are:

1. Education
2. Employment Opportunities/Job Training
3. Financial Education
4. Health Education
5. Housing Assistance
6. Parent Education
7. Other

Head Start Performance Standards - Goals



Family Strengths & Needs

Family	Family ID	Assessment	Housing	Safety	Health	Mental Health/Substance Abuse	Transportation	Financial Security	Nurturing Relationships	Child Development/Parenting	Family Education at Home	School Readiness	Promoting Primary Language	Education and Training	Volunteering	Transitions	Families and Communities	Leadership and Advocacy	TOTAL
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Scoring
 1 - In Need
 2 - Adequate
 3 - Strength

Agency Average - WNC Source

Families w/ complete assessments:	161	1	2.4	2.6	2.6	2.5	2.7	2.3	2.5	2.1	2.2	2.1	2.8	2	1.5	2.1	2.1	1.7	36.3
	144	2	2.7	2.7	2.7	2.7	2.8	2.4	2.7	2.5	2.6	2.5	2.9	2.1	1.8	2.5	2.4	2.1	40.1
	144	+/-	▲0.2	▲0.1	▲0.2	▲0.1	▲0.1	▲0.1	▲0.2	▲0.4	▲0.4	▲0.4	▲0.1	▲0.1	▲0.3	▲0.5	▲0.4	▲0.5	▲3.8

The average scores on the Family Strengths & Needs Assessment were all higher at the end of the year than they were upon enrollment.

Family Engagement in Children's Education

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

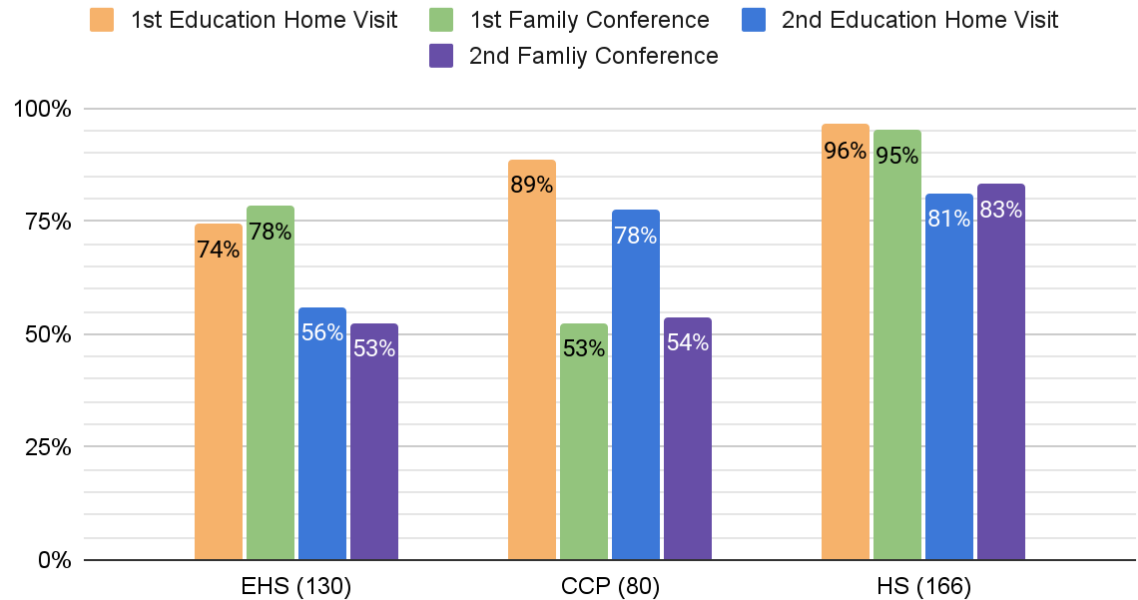
1st Family Conference occurs following the child's first child assessment checkpoint.

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

2nd Family Conference occurs following the child's third child assessment checkpoint.

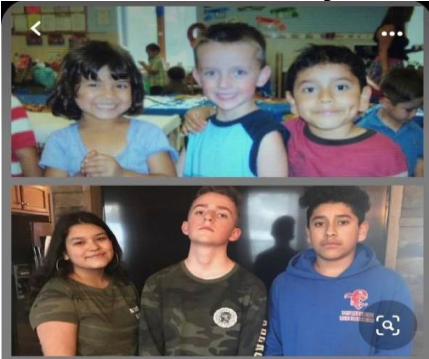
Barriers: Scheduling with families due to staff shortages. Children dropping throughout the year as staffing has dropped.

Completion of Home Visits & Family Conferences



Early Head Start Updates

Reunion Story



Pictured above are Jacob Messina, Rosa Zimmerman and Jesse Baldwin. The children attended our Fletcher site in 2009. They are attending West and North Henderson High School and remain friends today. Their parents visited their former teachers to tell the positive impact Head Start made in the lives of their children and families.

ITERS and ECERS Environmental Rating Scale Assessment Results for Etowah was 6.25 and for Sugar Hill was 6.10

June Trainings:

- NHTSA Leads Conference
- Diversity
- Tooth Brushing
- Active Supervision
- Building an Anti Racist Workplace

Children are enjoying outdoor activities:



Head Start & NC Pre-K Updates



Children's Services (non-teaching staff) "Farm Field Trip" 6/6/22

- Appalachian Sustainable Agriculture Project / Growing Minds Program
- Explored Tiny Bridge Farm / Tierra Fertil Coop - Hendersonville
- Lunch provided by Dandelion Cafe
- Participated in hands-on activities & made connections to ECE curriculum
- Collaborative effort to increase staff morale and retention



- **Summer Hiring Focus** (over 40 teaching positions open across Head Start & NC Pre-K programs)
- Managers are currently finalizing staff teaching locations for 2022-23 school year
- HS/NCPK teaching staff return August 15th for pre-service training & PD, planning/classroom set-ups, initial home-visits with families, etc.

Home Visiting Program

The 2 Parent Educators are currently serving 7 Early Head Start families each during the summer (HS families are 10 months). Enrollment will increase to 12 families, when the Head Start Program begins again in August.

The HB families had a field trip to Bearwallow, which was a great success with a lot of parent engagement. The Parent Educators will complete their last Socialization with families on June 26, 2022. They plan to begin Socializations for the 22-23 program year in mid-July.

