



Operational Reports

April 2023 Information

May 11th Board Meeting

May 17th Policy Council Meeting



Empowering people, transforming lives

Program Information

Linda Carter, Children's Services Director

Highlights



On April 11th, Children's Services attended a fantastic safety training at the Kanuga conference center hosted by Tim Camp, Safety and Facilities Director. Safety in the classroom and injury prevention measures for staff members were among the many things we learned.

On April 11th, the Wncsource Children Services team attended the Hillandale Kindergarten Rally; on April 13th, the team participated in the Fletcher Elementary School Rally. We had a great time supporting our Pre-K students and their families on this special day!

Children's Services visited Bear Wallow Farm on 4/19/2023. Tons of learning, fun, delicious healthy food, laughs, and playing in the dirt. Thank you ASAP for making this training possible for us all!

We are all looking forward to our third Children's Services Staff Wellness Day on May 3, 2023. Staff can choose from a list of wellness activities such as creating an herb garden, gem mining, a tea party, a Mexican cooking class, a baby animal petting zoo, sourdough bread making, and more! Wellness Day is a favorite annual event among the staff.

April 25th - Successful meeting with the Blue Ridge Community College Apprenticeship Program Team to finalize preparation for Draft Day! Many interested applicants are looking forward to Draft Day (hiring day) on June 27 !

Staff directly impacting classroom enrollment took part in an employee stay survey and focus groups conducted by Mano-y-ola, a consulting group to help inform hiring and retention efforts.

Classroom Closures



March 31, April 1 - 28

1 Classroom at Hillview closed on April 28th due to lack of staff.

All classrooms were closed on Friday, April 7th for a Holiday.

Henderson County was closed on Monday, April 10th for a Teacher Workday.

Rutherford & Transylvania Counties were closed from April 10th - April 14th for Spring Break.

All classrooms had an Early Dismissal on Wednesday, April 19th.

(The Etowah Head Start classroom opened on Monday, April 24th.)

Staffing Updates



Staff Hired:

Allison Reynolds, EHS Teacher @Flat Rock

Angelica Hamrick, EHS Teacher @Tebeau

Cierra Steffin, After-school Team Member

Debra (Debbie) Petre, Site Supervisor Trainee

Sharli Reece, EHS Teacher @ Tebeau

18 Trainees since 03/22- Program Inception

61 Staffing Positions Open*

**Not including After School, Columbus, Substitute and Trainee/Apprenticeship positions, and positions on hold. It does include Fletcher and Tebeau.*

Staff Departing:

Shawna McCurry, NC Pre-K Teacher @ King Creek

Pearl Saddler, EHS Program Services Manager

Kaitlin Davis, Site Supervisor Trainee

Dariana Medina, Teacher Trainee

Katie Goodman, EIS - Development

Adrienne Chaney, EIS - Behavior

Facilities



Main Street Children's Center is all packed and ready for to be loaded on the moving trucks on May 1, 2023, many thanks to Paige, Trish and Veronica for all their help packing! We would also like to thank the Facilities and the Tech team for all their help.

Tebeau's front entrance now features beautiful planters added by the Facilities team and Amy Smith. Aside from being beautiful, they also provide safety for the front entrance and sidewalk.

Come visit our WNCsource Children's centers. Our outdoor learning environments are filled with flowers blooming, plants growing, and many learning opportunities for children! Many thanks to our outstanding teachers for helping children learn through nature and play!

Enrollment

Kiki Jackson, ERSEA Coordinator

Enrollment

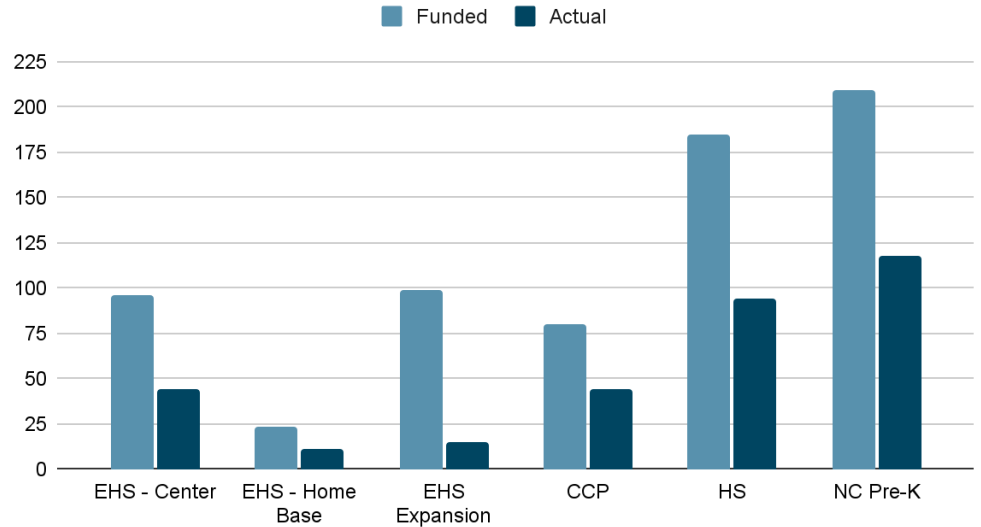
Overall Enrollment

- Early Head Start (Center-Based) -44/ 45%
- Early Head Start (Home-Based) -11/45%
- EHS Expansion- 15/15%
- EHS/CCP -44/ 55%
- HS-94/50%
- NCPK- 119/56%

Waitlist

- **326** Participants on the Waiting List. Some children may be waitlisted for multiple program options.
- **0** Families are Waitlisted for the Home Visiting Program
- **103** Children are Waitlisted for the Early Head Start
- **18** waitlisted for CCP Program
- **1** Expectant Family is Waitlisted.
- **200** Children are Waitlisted for Head Start and **22** for the NC Pre-K Program

2022-2023 Enrollment



Attendance

April 2023

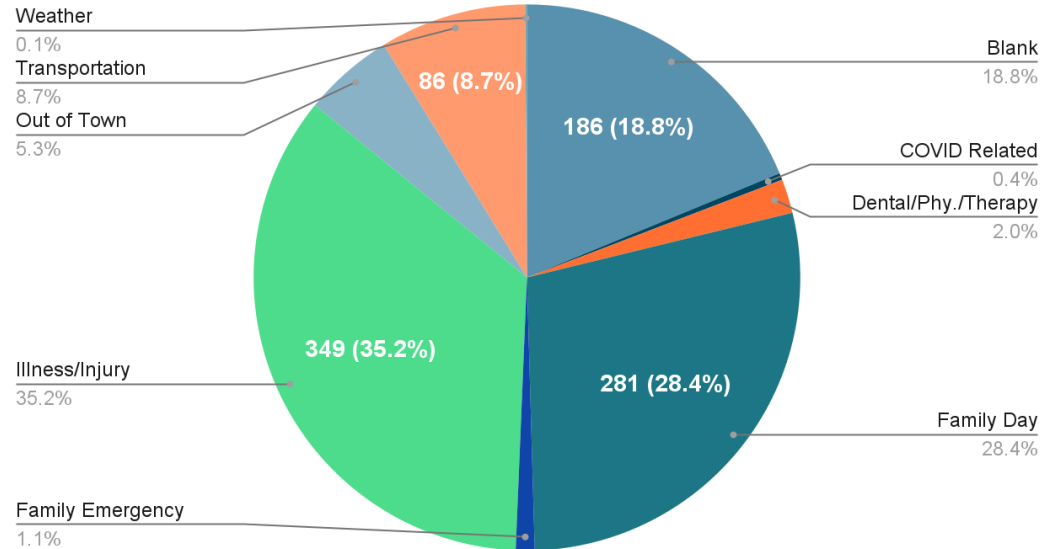
Average Daily Attendance by Program Type

- EHS Average Attendance 81%
- CCP Average Attendance 79%
- Head Start Average Attendance 84%
- NC Pre-K Average Attendance 84%

Absence Summary

- Total number of Absences from 3/35-4/27
 - 1027 (Increase of 440)
- 0.6% of those absences are related to COVID and a majority absences are due to Illness/Injury.

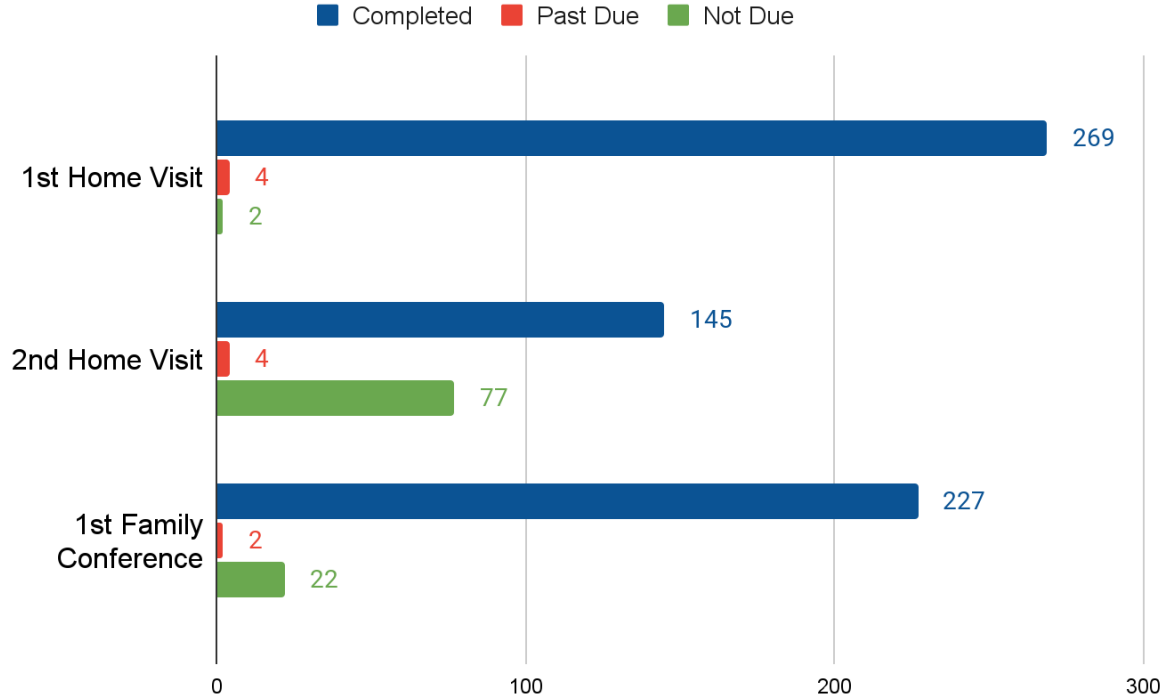
Absence Reasons



Education & Child Development

Lavonna Ruth, Education Coordinator

Family Engagement in Children's Education



Coaching Updates



184 coaching contacts

- 24 Intensive coaching
- 24 Standard coaching
- 4 Self coaching

In addition to coaching, the coaches have also been involved with the CLASS video pilot so have been videoing some of the Head Start/NC Pre-K classrooms. I completed in-person CLASS observations for the two HS/NC Pre-K classrooms that were not included in the video pilot. I also am beginning to resume QCIT observations for our EHS classrooms.

Initial intensive onboarding was also provided to two new EHS teachers and two new HS teachers.

Early Intervention

Patty Burgess, Early Intervention Coordinator

Disabilities Services

Program	Open IFSP / IEP	% of enrolled	% of funded enrollment	Referrals	Child Support Plans
EHS	9	16%	8%	1	6
CCP	3	7%	4%	3	3
Expansion	0	0%	0%	0	0
HS	23	25%	14%	16	12

Diagnosed Disabilities include:

- Autism
- Health Impairment
- Hearing Impairment
- Developmental Delay
- Orthopedic impairment
- Speech or Language Impairment

Mental Health



Receiving support from
Mental Health Consultant: 14
children and 4 families

Chart shows number of
children served: 72

	Children Receiving Support	Number of Children Enrolled	Percentage Receiving Support
Bruce Drysdale	5	18	28%
Clear Creek	5	16	31%
Dana	1	18	6%
Etowah	6	28	21%
Flat Rock	5	8	63%
Forest City	1	6	17%
Hillandale	6	17	35%
Hillview	7	26	27%
Home-based	2	12	17%
Kids Kingdom	1	11	9%
King Creek	9	42	21%
Laurie's	3	5	60%
Little Blessings	4	20	20%
Little Red	1	6	17%
Sugar Hill	14	48	29%

Early Intervention Updates



53 Children are receiving private therapy through our agency.

Over 110 hours of individualized support provided to students by therapists or specialists from the community.

Our Classroom Specialist Nathalie Steffan Santos was in a classroom at Sugar Hill until Spring Break and is now at Etowah.

Support Provided:

- ASD checklists and resources
- Make referrals, IFSPs, IEPs
- Parent Education Event coming up at Sites and Monthly Newsletters
- Communications with parents and community partners
- Sensory tools and strategies
- Observations and development of CSPs.
- Classroom teacher supports
- Working with to HCPS ,TCPS, CDSA, Olson Huff, TEACH, Key Autism Center, Carolina Peds, Mental Health Specialists, Children and Family Resource Center.

Health & Nutrition

Dylan Allanson, Health & Nutrition Coordinator

Well Child Check Status



Expired Well Child Checks as of 04/28/2023:

Expired across all programs = 53; 81% up to date

EHS: 24 Children; 66% up to date 2%

CCP: 6 Children; 86% up to date 9%

HS: 13 Children; 86% up to date 4%

NCPK: 10 Children; 86% up to date 2%

Dental Status



Expired Dental Exam as of 04/27/2023:

n=72 children are not up to date on Dental

Exams

- Waiting on 30 forms from providers where children have had appointments.

n=48 Children do not have dental homes; 81%

of children have dental homes

CACFP March

Center	Breakfast Meals Served	Lunch Meals Served	Afternoon Snacks Served
Bruce Drysdale	153	159	141
Clear Creek	266	266	252
Dana	292	291	234
Etowah	380	377	285
Flat Rock	113	114	94
Hillandale	209	233	193
Hillview	470	471	447
King Creek	542	575	501
Sugar Hill	656	662	544
Forest City	91	96	74

March Reimbursement: \$22,797

February Reimbursement: \$23,602

January Reimbursement: \$22,323

December Reimbursement \$13,901

November Reimbursement \$19,277

October Reimbursement \$17,041

Farm2Preschool

Wellness and Professional Development event hosted by Appalachian Sustainable Agriculture Project and Bear Wallow Valley Farms





Updated by Dylan Allanson 4/27/23

Family Services

Eric Hoffman, Compliance and Data Coordinator

Family Services

Agency Totals - WNC Source	Preliminary			End of the year		
	Completed	Due within 30 days	Past Due	Completed	Due within 30 days	Past Due
Families: 188	93% 	9	0	0% 	174	0

- Family Strengths and Needs Assessments are due within the first 45 days of a child enrolling in the program.
- 9 families currently have a Strengths and Needs Assessment due within 30 days.
- None are past due.
- End of year assessments are coming up and are due near the end of May.

Parenting Curriculum: Ready Rosie



- Went from 235 to 238 families connected to ReadyRosie. And we saw an increase in the number of families watching or commenting on the videos, now at 169!
- Over 90 video views in the last month! That's 90 extra learning opportunities for families.
- Recently viewed videos from families: What can we learn from April showers?, Spring cleaning can be fun! Try some of these tips, Five Senses in Nature, and Listening for Sounds.

Program Updates

Kathleen McDavid, CCP Coordinator

Amy Smith, HS / NCPK Program Manager

Amy Phillips, Program Support Services Manager

Early Head Start Updates



There has been an increase in Early Head Start applicants with several new-hires during April. This is enabling our newest Tebeau location to begin serving children on May 15th! Interviewing actively continues for all open teaching positions.

The WNCSource coaching team has been spending lots of time in our EHS classrooms, helping staff and children grow. Several EHS classrooms have been redesigned to include parent greeting and departure areas with comfy chairs for special parent-child moments! Thank you Coaches and EHS staff!

Our Forest City Children's Center has a new site supervisor ! Debbie is in our site supervisor training program and looking forward to joining the Forest City Team .

We have hired two new EHS Teachers in our Flat Rock Children's Center so we are looking forward to opening an additional EHS toddler classroom for children in the new school year August-September 2023. We can't wait to welcome new families into our facilities.

We have a Teacher Trainee, Tiffany Williams, who has successfully completed her first classes and applied for an EHS Teaching position with our Forest City Site. We look forward to Tiffany joining the EHS Team!

Our EHS toddler classroom at King Creek will be welcoming a returning EHS teacher (within the next month) Sunshine Atkins into our classroom. We are excited to have Sunshine back!

Head Start / NC Pre-K Program Updates



- We are pleased to welcome a new Head Start Area Manager (Heather Brewer-Jones) to the team. She returns to us (in-person) from working remotely during the pandemic. Her “area” includes King Creek, our four Henderson County (HCPS) HS/NCPK classroom and our newest facility, Tebeau Children’s Center.
- NC Division of Child Development & Early Education (DCDEE) Child Care licensing visits continue to occur at our facilities throughout the Spring. Our centers remain prepared for these State required visits with monthly comprehensive “internal monitoring” conducted by individual Site Supervisors and Area Managers.
- Head Start and NC Pre-K classrooms continue preparation for the anticipated transition to “Big School” in the fall. Exciting events are taking place across our service counties that include “field trips” to local elementary schools and more!



Partnership (CCP), EHS, and FCCH Updates

Slide 1

Little Red School - **Four of 16 EHS Spots Filled. Needs to hire three teachers.**

- Room LR1: Temporarily closed due to lack of staff. Four EHS spots available when re-opened. Needs to hire two teachers.
- Room LR2: Six of eight EHS spots filled. One permanent teacher, one long-term substitute. Needs to hire one permanent teacher.

Little Blessings: **Sixteen of 20 EHS Spots Filled. Six teachers on staff, needs to hire four teachers.**

- Room: Waddlers: Eight of eight EHS spots filled
- Room Toddlers: 1 Eight of eight spots filled (Four spots filled are expansion grant)
- Room Toddlers 2: Room temporarily closed due to lack of staff.

Laurie's Child Care - **Five of Five EHS Spots Filled. Fully staffed.**

- Five of five (FCCH) EHS spots filled. One teacher

Kids' Kingdom - **Eleven of 21 EHS Spots Filled. Fully staffed.**

- Infants/Ones Room: Four of eight EHS spots filled. One spot open for returning teacher's infant, and three filled with subsidy. Staff: Two teachers.
- Toddler 1 Room: Four of eight EHS spots filled. Three are subsidy/private pay. One open EHS spot. Staff: Two teachers
- Toddler 2 Room: Three of eight EHS spots filled. Five spots are subsidy/private pay. Staff: Two teachers

Partnership (CCP), EHS, and FCCH Updates

Slide 2

We are in the final stages of opening a family child care home in Henderson County. Once all of the details and hurdles are addressed, we anticipate a smooth transition into a partnership.

A second new partnership is in the works with the Little Bright Minds Center on Chimney Rock Rd. in Hendersonville.

We are excited to announce we can provide retention and sign-on bonuses to the CCP sites!! This is a tremendous step to support our CCP partners to hire more staff and move towards full enrollment.



Little
BRIGHT
Minds

FAMILY CHILD CARE

Professional Development Updates

During March & April select Pre K classrooms will be participating in CLASS Video Observations for the Office of Head Start.

T/TA Plans were approved by Policy Council and Board of Directors. Continuing planning for Professional Development opportunities for the 23-24 program year.

Bridgett Librado, Heather Brewer-Jones & Amy Phillips are engaged in the NHSA Manager Credential Course.

Soon will be hiring a Professional Development Coordinator.



Upcoming

End of May staff will be engaged in the National Center on Health, Behavioral Health, and Safety (NCHBHS) Be Healthy, Be Safe, Be Well: Virtual Health and Mental Health Leaders Institute

Apprenticeship Program applications are closed and we are getting ready to welcome apprentices to our program in July.