



Operational Reports

September 2023 Information

October 12th Board Meeting

October 19th Policy Council Meeting



Empowering people, transforming lives

Program Information

Linda Carter, Children's Services Director

Highlights



Anna Williams is busy hiring staff and had a great day at ASU Job Fair on 9/27 with close to 700 students at the event !

We have three new Bilingual Family Advocates in the onboarding process and are so excited to share that all 3 are Head Start parents !

Changes in Scope are underway with Foundations for Families drafting the narratives and Finance working on budgets for both grants.

Classroom Closures



August 31, September

- 1 Classroom at King Creek closed on September 1st due to staff out.
- 1 Classroom at Bruce Drysdale closed on September 12th due to lack of staff.
- 1 Classroom at Forest City closed on September 15th due to lack of staff.
- 1 Classroom at Hillview closed on September 26th due to lack of staff.

All classrooms were closed on Monday, September 4th for Labor Day.

All classrooms were closed on Tuesday, September 5th for a Professional Development Day.

The NC Pre-K classroom at Tebeau opened for children on Wednesday, September 6th.

The second EHS classroom at Flat Rock opened for children on Monday, September 11th.

The NC Pre-K classroom opened for children on Monday, September 18th.

Bruce Drysdale began intersession on September 18th.

The NC Pre-K classroom at Hillview closed for children with an early dismissal on Monday, September 18th.

Staffing Updates



Staff Hired:

Britney Dailey, EHS Infant Support

Candy Doncevic, Education Coordinator

Caitlyn Bright, Preschool Teacher Coach

Marcia Allmond, Substitute Early Childhood Educator

Bianca McElreath, NC Pre-K Classroom Support

Crystal Whitman, Substitute

Josadry (Josie) Urbina Sanchez, Family Advocate

Rebecca (Becky) Richardson, Teacher Assistant

James (Hunter) Weatherford, Professional Development Coordinator

Autumn Braunesreither, After-school

Jessica Pahuamba, After-school

Joseph Pacific, Substitute Early Childhood Educator

Litz Zaldivar, Family Advocate

Teodora Palomino, Teacher Assistant

18 Trainees since 03/22- Program Inception

5 Apprentices hired 06/27/2023

After School Team Members on staff, X in the pipeline to start
And X needed to hire.

51 Staffing Positions Open*

**Not including After-school, Columbus, Substitute and Trainee/Apprenticeship positions. It does include Fletcher & Edneyville. It does include positions that are currently being filled by Trainees.*

Staff Departing:

Kathryn (Katie Hoerman) McCann, Early Head Start Teacher

Heather Layton, NC Pre-K Teacher

Araceli Lopez, Apprentice

Cierra Steffin, After-school

Linda Weldon, Nurse Consultant-retired

Wrap Around Staff



Current Staff-

- Henderson County- 6 staff (one of whom just started onboarding 9/27/23)
- Rutherford County- 1 staff (started onboarding 9/27/23)
- Transylvania County- 1 staff

In the pipeline-

- Rutherford County has 1 who has accepted the position. Start date is TBD.
- Henderson County- 1 interview scheduled for 10/4/23

Needs- (only taking into consideration current numbers of children signed up, not accounting for growing numbers)

- Henderson- 5 (will be 4 if 9/27/23 new hire completes orientation)
- Rutherford- 1 (will be 0 if applicant completes hiring)
- Transylvania- 6

Even as we hire, we will still need to rotate teachers for wrap around until new wrap around staff are "seasoned".

Facilities



The Facilities Department has been performing its annual safety and facility walk-throughs at Children Services and CCP sites. We appreciate the time and effort to ensure our safety and well-being.

The Columbus building is moving forward - we look forward to serving the families and children in Polk County in the Winter of 2025.

Enrollment

Kasheiva Jackson, Family Services Manager

Enrollment

Overall Enrollment

9/11/23-Opened Flat Rock 2

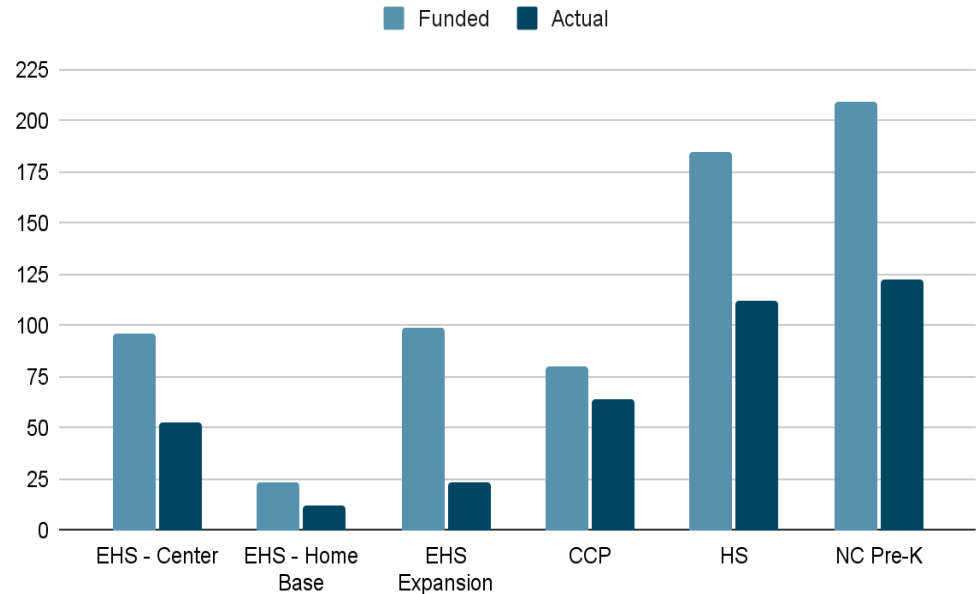
9/26/23-Hillview 7 Closed

- Early Head Start (Center-Based) 53/ 55%
- Early Head Start (Home-Based) -12/50%
- EHS Expansion- 24/24%
- EHS/CCP -64/ 80%
- HS-112/60%
- NCPK- 123/58%

Waitlist

- **130** Participants on the Waiting List. Some children may be waitlisted for multiple program options. **0** Families are Waitlisted for the Home Visiting Program
- **40** Children are Waitlisted for the Early Head Start. 1 waitlisted for EHS Expansion
- **9-** CCP Program
- **64** Children are Waitlisted for Head Start
- **23** for the NC Pre-K Program

2023-2024 Enrollment



Attendance

September 2023

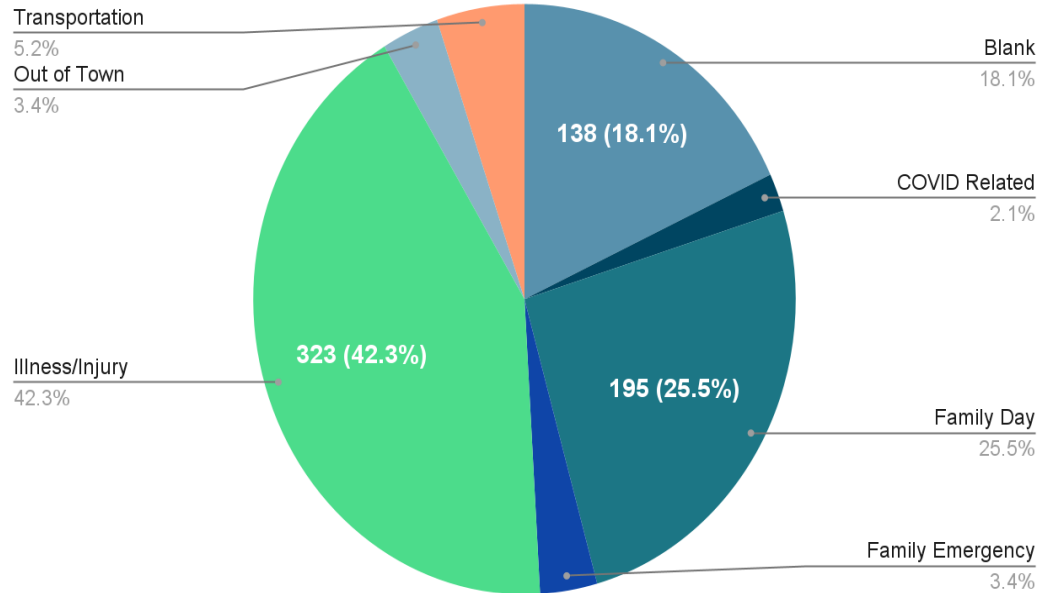
Average Daily Attendance by Program Type

- EHS Average Attendance 85%
- CCP Average Attendance 84%
- Head Start Average Attendance 87%
- NC Pre-K Average Attendance 88%

Absence Summary

- Total number of Absences from 8/30-928
 - 764 (Decrease of 154)
- The majority absences are due to Illness/Injury.

Absence Reasons



Education & Child Development

Education Coordinator

Family Engagement in Children's Education

Home Visits between staff and families facilitate the building of trusting relationships and community with families. We complete these with families before or within 2 weeks of a child enrolling into a classroom.

219 children have had a HV with their teacher

55 children will have a HV within the next 2 wks

34 children dropped before having a HV

77 children have not yet had a HV



Family Mobile App

- 7 classrooms are using **My Family App** to share curriculum resources with families.
- 21 families have viewed resources shared.

Some of the activities completed by families include

- reading children's books,
- using Mighty Minutes, and
- viewing Modeled Moment Investigational Videos



Coaching Updates

Coaches are beginning to utilize **Coaching To Fidelity App** to support the Practice Based Coaching Cycle.

Currently observing Early Head Start classrooms to determine level of fidelity for implementation of the curriculum. During October Head Start & NC Pre K Classrooms will be observed.

Coaching Support for Classrooms

17	Intensive (weekly or bi-weekly)
13	Standard (monthly)
4	Self Coaching



Early Intervention

Mary Hanson, Early Intervention Coordinator

Development & Behavior Screenings

- 222 Children have received Development & Behavioral screenings this program year.
- 65 Children have a “Referral Recommended” status. Some families have requested referrals and we are supporting those. Others we will re-evaluate when 1st Checkpoints come in.
 - 42 for Developmental Needs only
 - 12 for Behavioral Needs only
 - 11 for both
- 40 Children are scheduled to have ASQs completed within 45 day requirement.



Disabilities Services

Program	Open IFSP / IEP	% of enrolled	% of funded enrollment	Referrals	Child Support Plans
EHS	7	11%	6%	0	0
CCP	6	10%	8%	1	0
Expansion	2	9%	2%	0	0
HS	17	15%	9%	5	0
NCPReK	9	11%	NA	7	1

Each Program Option except NCPReK requires us to serve 10% of our funded enrollment with children who qualify for an IEP or IFSP.

Diagnosed Disabilities include:

- Autism (14)
- Health Impairment (5)
- Developmental Delay (11)
- Speech or Language Impairment (10)

Team is supporting 6 children with an initial Early Alert to determine any developmental needs.

Mental Health

6% of enrolled children (21) received support from the Early Intervention Team during September.

94 Behavior Incidents logged during September for 22 children in 9 different classrooms.

Working to ensure fidelity with logging incidents.

Team is supporting 3 children with an initial Early Alert to determine any behavioral needs.

	% Receiving Support
Bruce Drysdale	18%
Clear Creek	0%
Dana	0%
Etowah	11%
Flat Rock	0%
Forest City	14%
God's Gifts	0%
Hillandale	0%
Hillview	5%
Home-based	0%
Kids Kingdom	0%
King Creek	4%
Laurie's	40%
Little Blessings	0%
Little Bright Minds	0%
Little Red	0%
Sugar Hill	7%
Tebeau	15%

Early Intervention Updates



23 Children are receiving private therapy through our agency.

Our Classroom Specialist Nathalie Steffan Santos is in a classroom at Tebeau right now, with three possible classrooms to visit after plan completion there.

Support Provided:

- ASD checklists and resources
- Notify school systems and CDSA for IFSPs, IEPs
- ASQ screenings and parent conferences
- Communications with parents and community partners
- Sensory tools and strategies
- Observations and development of CSPs.
- Classroom teacher supports
- Working with 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 09/28/2023:

EHS: 27 Children; 69% up to date

CCP: 18 Children; 72% up to date

HS: 21 Child; 81% up to date

NCPK: 12 Children; 83% up to date

Dental Status



Dental status as of 09/28/2023:

- All Families were screened during health enrollment calls for dental homes
- Health team currently requesting most recent dental exams to determine up to date status and confirm that children attend practice
- Approximately 90 children >1 years old are without dental homes
- Health team goal to confirm with dentist offices by end of

Vision and Hearing Referral Status



- Heath team currently completing screenings for 2023-2024 program year
 - 1st priority is to screen new participants
 - Along the way we are getting updated annual screenings for returning children
 - If a child fails screening 2x, we refer to them to their pediatrician for further screening/evaluation

Hearing- 270 completed, **1 child past 45 day requirement**, 0 referrals needed

Vision- 295 completed, 0 children past 45 day requirement, 13 children are currently in the referral process

CACFP August

Center	Breakfast Meals Served	Lunch Meals Served	Afternoon Snacks Served
Bruce Drysdale	195	197	187
Clear Creek	150	154	153
Dana	197	197	178
Etowah	386	387	361
Flat Rock	113	115	107
Hillandale	161	163	153
Hillview	363	370	363
King Creek	473	481	408
Sugar Hill	458	476	396
Forest City	157	166	153
Tebeau	220	224	220

August Reimbursement:

\$21,269

July Reimbursement:

\$2,922

(Snacks, Forest City and Hillview
Only)

June Reimbursement:

\$14,149

May Reimbursement:

\$27,232

April Reimbursement:

\$21,816

March Reimbursement:

\$22,797

Program Updates

Bridgett Librado, EHS Program Services Manager

Amy Smith, HS / NCPK Program Services Manager

Kathleen McDavid, CCP Coordinator

Amy Phillips, Program Support Services Manager

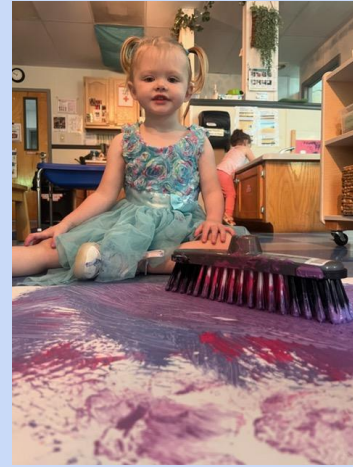
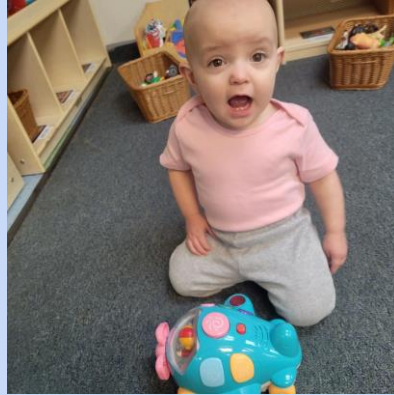
Early Head Start Updates/Highlights



- All EHS staff attended professional development training at Lutheridge on 8/21 & 9/5. Several teachers reported enjoying the pre-service with their peers taking part in presenting different topics and learning while having fun with activities and games
- EHS staff have expressed gratitude for the work/life balance flexibility since hiring wrap around staff to cover those hours
- EHS parents were invited to participate in a Family Engagement on 9/14 with planting trees and bushes on the play area at our Forest City site



EHS PICS



Head Start / NC Pre-K Program Updates

Teacher Education, Fall 2023



NC Pre-K Teachers, Classroom Support, HS Teachers, and Assistants (TOTAL)	29	
Birth-Kindergarten Teaching License (any state)	5	17%
Bachelor's Degree (or working towards completion)	11	38%
Associates Degree (or working towards completion)	5	17%
Preschool CDA (or working towards completion)	8	28%

Curriculum Studies Underway

- The First Six Weeks: Building Your Classroom Community is all about building relationships with children and their families. Our goal is to make sure the children know that their classroom is a safe place where they can have fun and try out new ideas. We want to ensure that the children recognize that they are an important and a valued member in our classroom community.

2023-24 Focus on Family Engagement

- Creating responsive relationships;
- Seeing parents as equal partners and active participants;
- Creating welcoming environments;
- Encouraging two-way, open communication;
- Empower families to be advocates for their children;
- Involve families in continual improvement processes;



Imagination in our HS/NCPK classrooms...



Play improves the cognitive, physical, social, and emotional well-being of young children. Through play, children learn about the world and themselves. They also learn skills they need for success and relationships such as: confidence.



Children Playing (Indoor and Outdoor): **Beginning of the Year Curriculum**

NC Standards: APL-1 Discover things that interest them and amaze them and seek to share them with others.

TS Objectives: 11d Shows curiosity and motivation & 6 Shows eagerness to learn about a variety of topics and ideas

Partnership (CCP), EHS, and FCCH Updates

Slide 1

Little Red School - **Six of 10 EHS Spots Filled.**

- LR1 is re-opened with 2 EHS infants
- LR2 has 4 EHS children

God's Gifts (FCCH) - **Fully enrolled**

Little Blessings: **Sixteen of 16 EHS Spots Filled.**

- Room: Waddlers: Eight of eight EHS spots filled
- Room Toddlers 1: Eight of eight spots filled

Laurie's Child Care - **Five of Five EHS Spots**

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

Kids' Kingdom - **Twelve of 12 EHS Spots Filled.**

- Infants/Ones Room: Four of four EHS spots filled, Staff: Two teachers.
- Toddler 1 Room: Eight of eight EHS spots filled.

Little Bright Minds - **Four of eight spots filled**

(New partner with four existing children who must age-out before we can enroll more)

Partnership (CCP), EHS, and FCCH Updates

Slide 2

A new WNCSource family child care home brochure has been designed and created to help promote opening more family child care homes.

We have one family currently going through the pre-licencing process to open a family child care home in Henderson County.

Work continues to encourage the opening of new family child care homes in Transylvania County.



Professional Development Updates

We have hired a Professional Development Coordinator, Hunter Weatherford!

Using the NHSA Academy, Jennifer Wolfe achieved her Infant Toddler CDA!

45 staff (35%) are working on continuing their education.



September 5th was Day 2 of Pre-Service Training:

We spent another day at Lutheridge Camp & Conference Center. We opened with a Community Meeting and Welcome message from David White. Other activities led by staff including a re-look at our mission & vision, Mindful moment singing Bob Marley together, Playing Who Wants to Be a Millionaire with ERSEA facts, and making bracelets to remind us of safety first in the classroom. We also spent time learning more about coaching, the early intervention team, and family advocates.

Apprenticeship Program: 5 Apprentices are finishing up their 1st rotation of classrooms. Most will be moving to their next classroom October 16.