



Operational Reports

November and December 2023
Information

January 11th Board Meeting

January 18th Policy Council Meeting



Empowering people, transforming lives

Program Information

Linda Carter, Children's Services Director

Highlights

We are excited to announce that WNCSource will continue serving EHS children and families in Rosman at Little Blessings under the new ownership of Nicole Sesay, Rosman Kids City USA. Since the CCP grant was awarded, Ashley Marlow of Little Blessing has been an invaluable partner and made an outstanding contribution to the success of the CCP EHS program. Thanks so much to Ashley, and best wishes to her on her next adventure. We also have signed a new CCP partnership agreement with Pisgah Forest Kids City USA - Jenny Mounivong. Pisgah Forest Kids City USA in former Nanna's and Mommy's facility. Jenny is off to a fantastic start, and we look forward to our work together.

Caitlin Cole Ekman, our new Health and Nutrition Coordinator, was promoted into the position in November. As an Early Childhood and Health and Wellness Specialist, Caitlin brings a wealth of experience to the program. We look forward to her contributions to the program.

Family Advocates and Site Supervisors learned about Head Start Family Services in a fabulous and “enchanted” training. Over the course of the day, staff earned materials to help them build and decorate gingerbread houses! Thank you to Amy P, Kiki, Eric, and the Sugar Hill team for hosting the two-day training!



Classroom Closures



All classrooms were closed from Wednesday, December 20th through Tuesday, January 2nd for Winter break, Optional Teacher Workdays and an All Staff Development Day.

Staffing Updates

Staff Hired:

(November)

Krystal Bates - After-school
Nurse Consultant

Audrey Marr - Head Start Teacher

Michelle Quinn - After-school
EHS Teacher

Shanon Waters - Center Floater

Jennifer Ammacher - NC Pre-K Teacher

Lauren (Jordan) Sawyer - EHS Teacher

Bonnie Garner -

Ullisa Ruiz - EHS Teacher

Sue Krietemeyer -

Olivia Hilton - EHS Teacher

Logan Cartee - NC PreK Long Term Sub

Patricia Lee - Health Specialist

(December)

Lily Balmer - Substitute Early Childhood Educator

Yamili Olvera - Teacher Trainee

Molly May - After-school

Celeste Oviedo - Family Advocate

19 Trainees since 03/22- Program Inception

5 Apprentices hired 06/27/2023

40 Staffing Positions Open*

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

Staff Departing:

(November)

Sandra Hogan, Site Supervisor

Lara Wingard, ERSEA Specialist

Bianca McElreath, NC Pre-K Classroom Support

Adriana Abee, Bilingual ERSEA Specialist

Marcia Allmond, Substitute Early Childhood Educator

(December)

Jessica Pahuamba, After-school Teacher

Wrap Around Staff



Current Staff:

- Henderson County: Rachel Dombeck, Molly May, Teodora Palomino, Michelle Quinn, Alma Rodriguez, Cynthia Sherer, and Alejandra Vera
- Rutherford County: Krystal Bates
- Transylvania County: Lauren Street

In the Pipeline:

- Larissa Treese (01/17), Hannah Powell (01/03), Lindsey Ridgley (01/17), Jodi Ruff (01/17), Lauren Ward (01/03) and Brooklyn Watkins (01/03)

Needs: (only taking in consideration current numbers of children signed up for wrap around)

- Henderson County: 2
- Rutherford County: 0
- Transylvania County: 3

Facilities



We would like to thank the Facilities team for helping us prepare for our seven new babies enrolling at Sugar Hill by assembling seven cribs and seven low chairs.

WNCSource had its monthly Safety meeting on November 14, 2023.

Program Instruction



ACF-PI-OHS-23-04 Issuance Date: 11/20/2023 <https://eclkc.ohs.acf.hhs.gov/policy/pi/acf-pi-ohs-23-04>

SUBJECT: Notice of Proposed Rulemaking (NPRM) on Supporting the Head Start Workforce and Consistent Quality Programming – Public Comment Period

INSTRUCTION:

The Office of Head Start (OHS) has a Notice of Proposed Rulemaking (NPRM) in the Federal Register, [Supporting the Head Start Workforce and Consistent Quality Programming](#). The publication opens a 60-day public comment period. OHS is soliciting feedback on these proposed changes and will use comments submitted by the public in making decisions for the final rule.

This [NPRM proposes](#) new and enhanced changes to the Head Start Program Performance Standards (HSPPS) in three main areas: workforce supports, mental health, and other quality improvements. The proposed revisions would ensure OHS provides clear federal requirements for:

- Wages and benefits to support the Head Start workforce
- Better integration of mental health into all levels of Head Start programming
- Enhanced standards in other service areas to promote quality improvement and clarity of requirements

The current HSPPS remain in effect until a final rule is issued.

Enrollment

Kasheiva Jackson, Family Services Manager

Enrollment

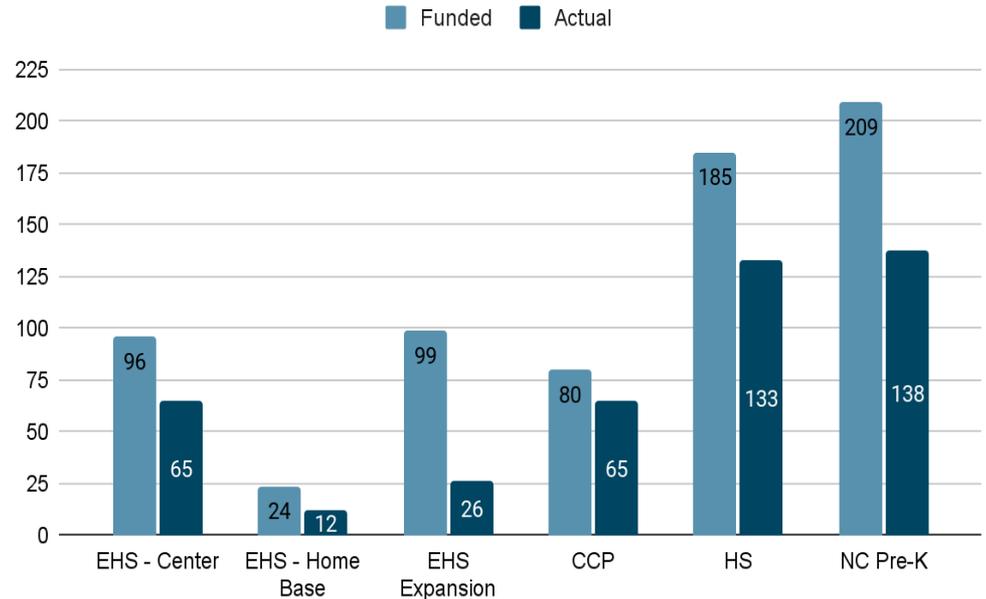
Overall Enrollment

- Early Head Start (Center-Based) 67%
- Early Head Start (Home-Based) 50%
- EHS Expansion 26%
- EHS/CCP 81%
- HS-74%
- NCPK- 66%

Waitlist

- **139** Participants on the Waiting List. Some children may be waitlisted for multiple program options.
- **57** Children are Waitlisted for the Early Head Start.
- 1 waitlisted for EHS Expansion
- 5 waitlisted for CCP Program
- **65** Children are Waitlisted for Head Start
- **13** NC Pre-K Program

2023-2024 Enrollment



Attendance

December 2023

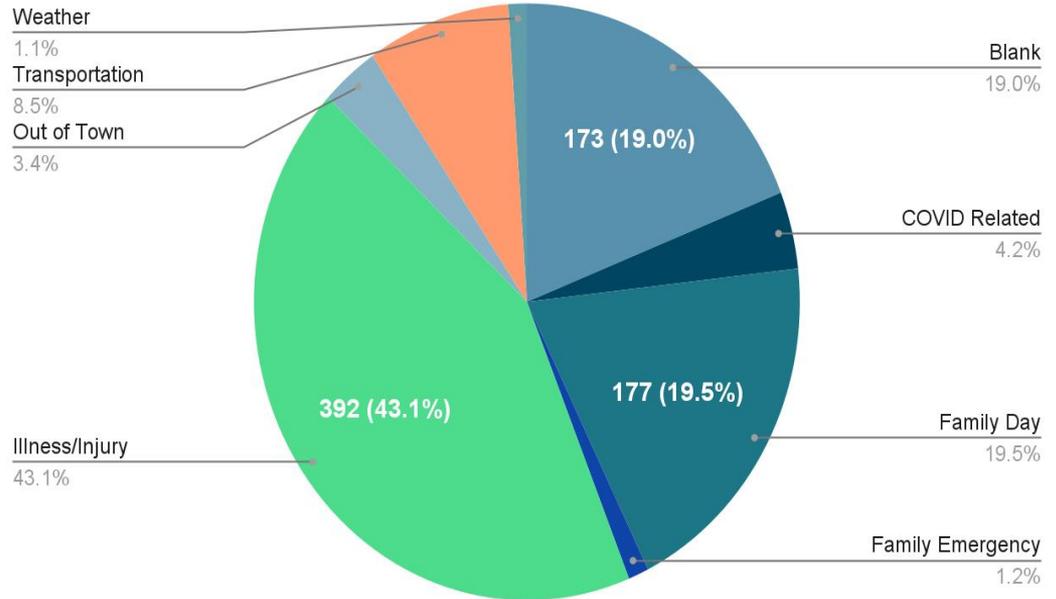
Average Daily Attendance by Program Type

- EHS Average Attendance 70%
- CCP Average Attendance 78%
- Head Start Average Attendance 78%
- NC Pre-K Average Attendance 79%

Absence Summary

- Total number of Absences from 12/1-12/19
 - 909 (Decrease of 9)
- 38 absences are related to COVID and a majority absences are due to Illness/Injury.

Absence Reasons



Education & Child Development

Candy Doncevic, Education Coordinator

Snapshot of Fall 2023 Checkpoint Data

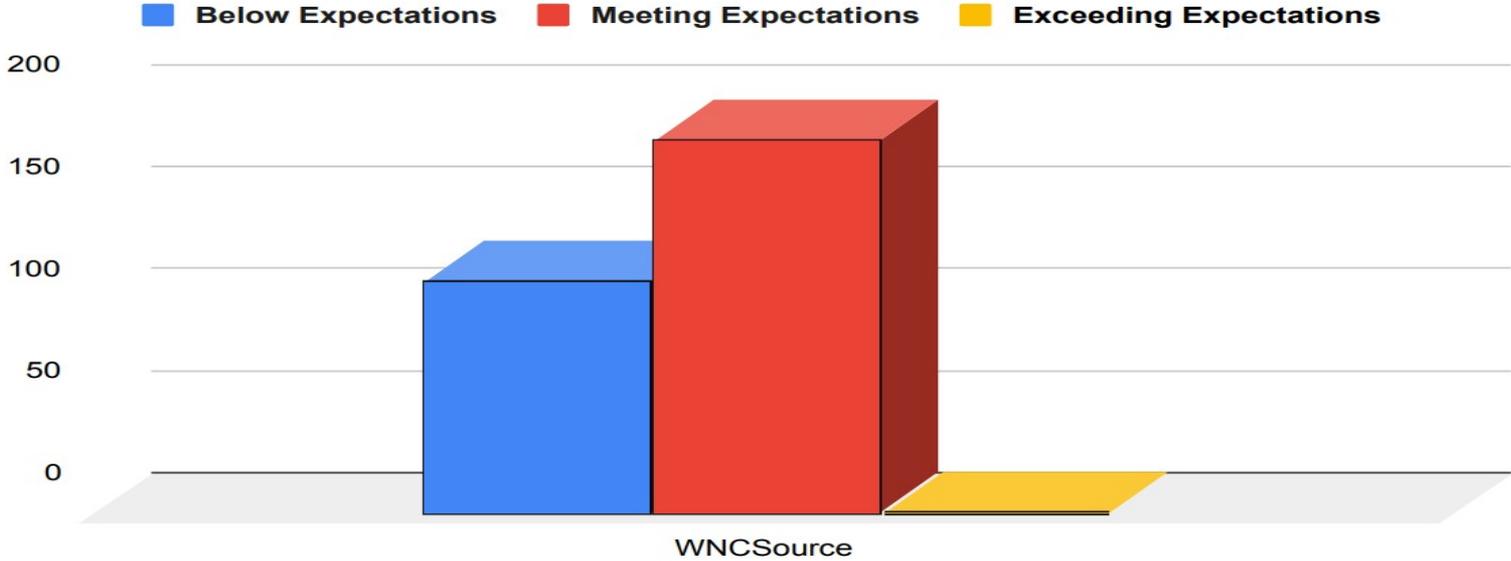


- Out of 341 possible children 327 had enough GOLD data.
- 327 children are from 36 classrooms and 18 sites
- 50% Male, 49% Female
- 8% African American, 76% White, 1% Pacific Islander
- 44% Hispanic or Latino and 56% not Hispanic or Latino
- 3% children with IFSP (EHS) 6% with IEP (HS)
- Of the 327 children enrolled in the program 173 are the first year in our program
- 67% of the children's primary Language is English and 32% are Spanish

Social-Emotional by Program



WNCSource Fall 2023 Social- Emotional by Program

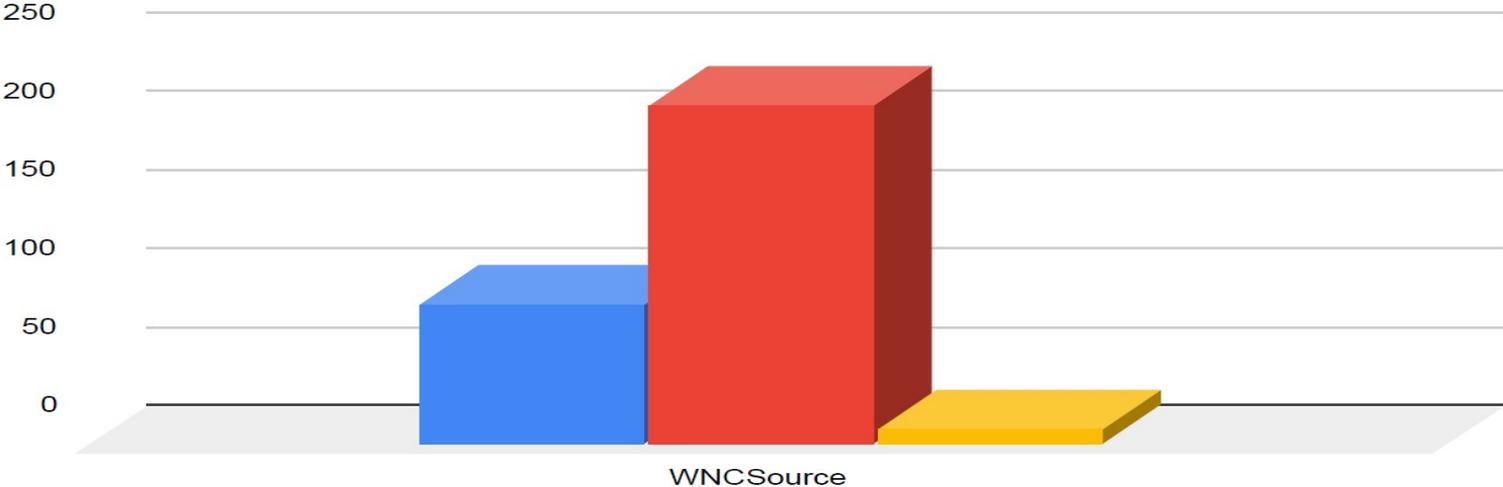


Physical by Program

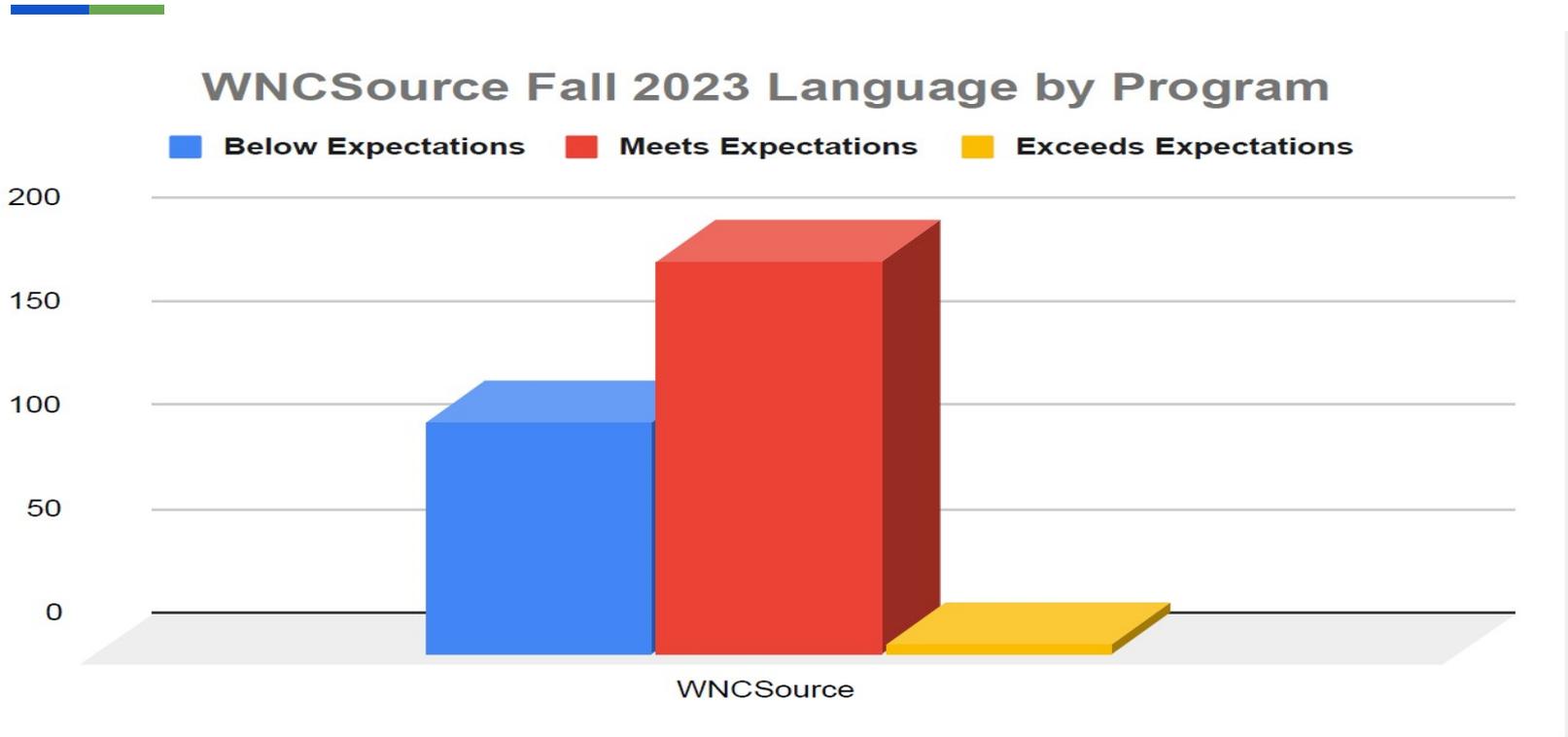


WNCSource Fall 2023 Physical by Program

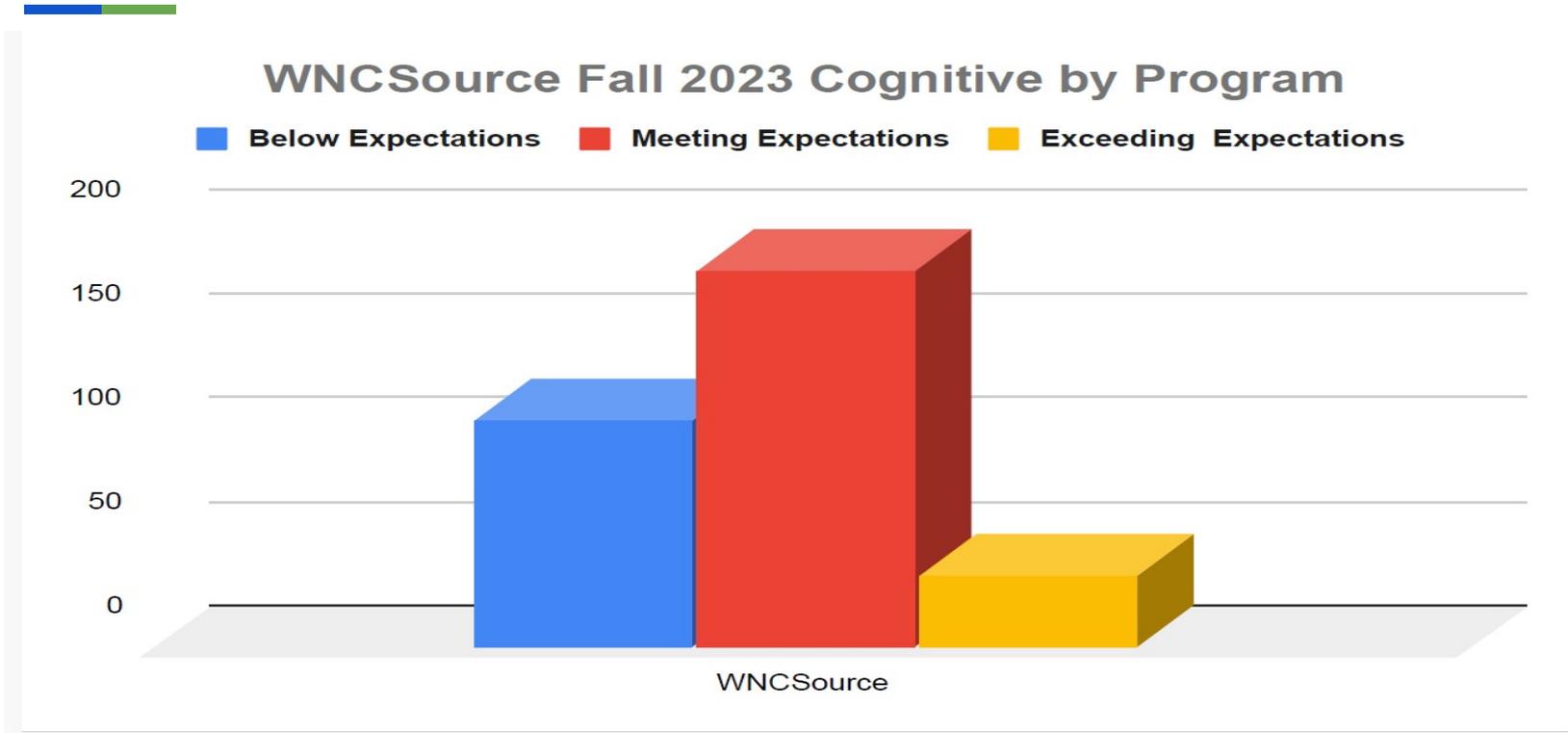
Below Expectation **Meeting Expectations** **Exceeding Expectation**



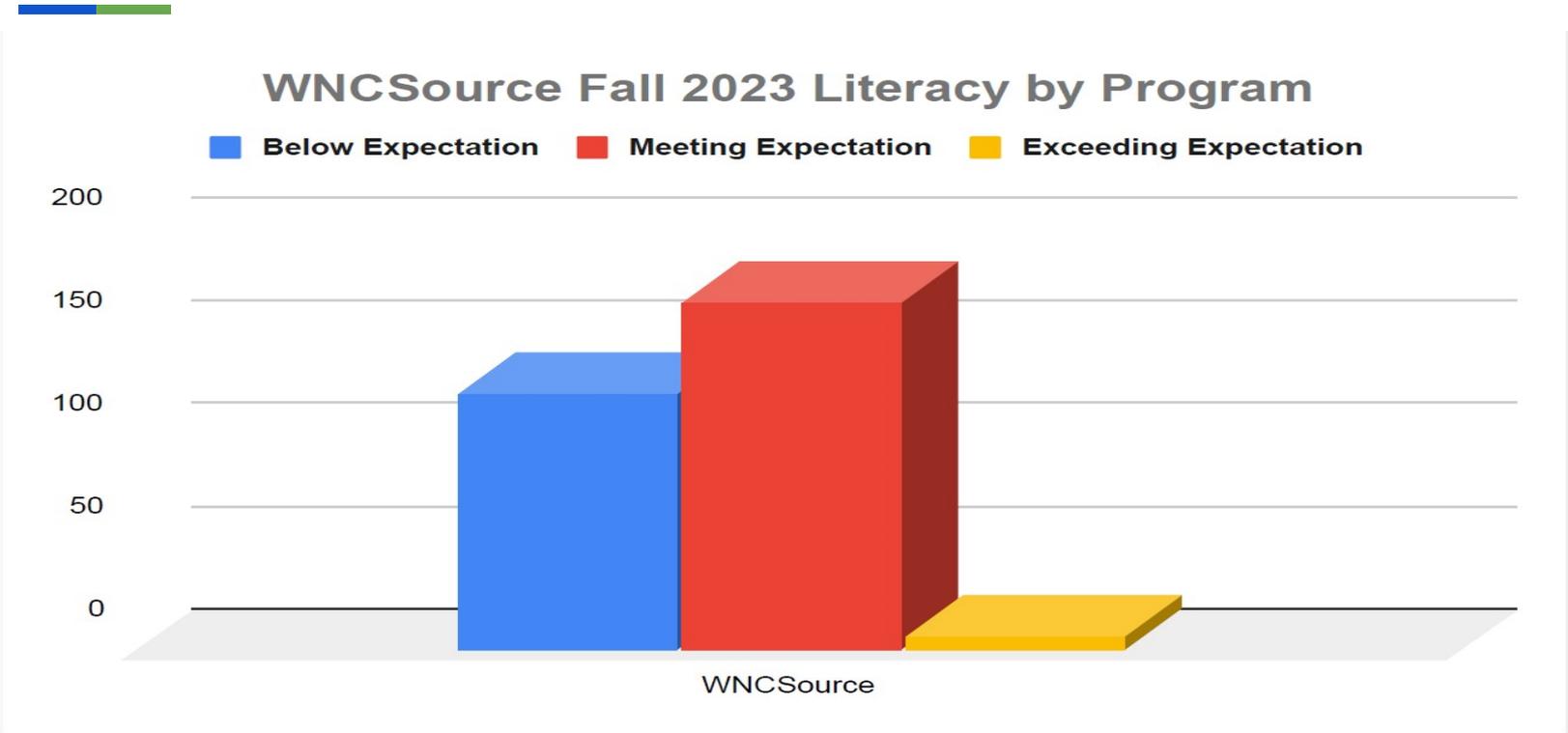
Language by Program



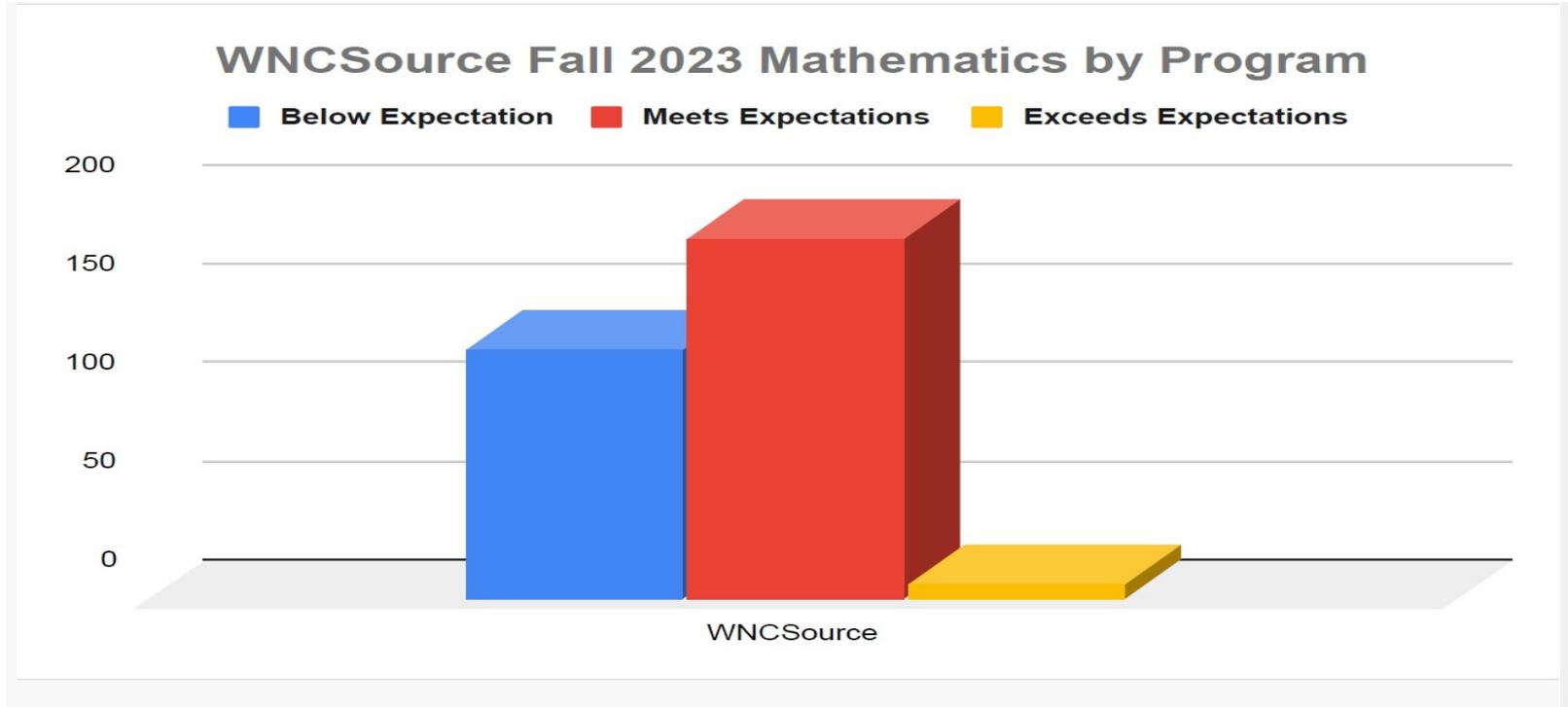
Cognitive by Program



Literacy by Program



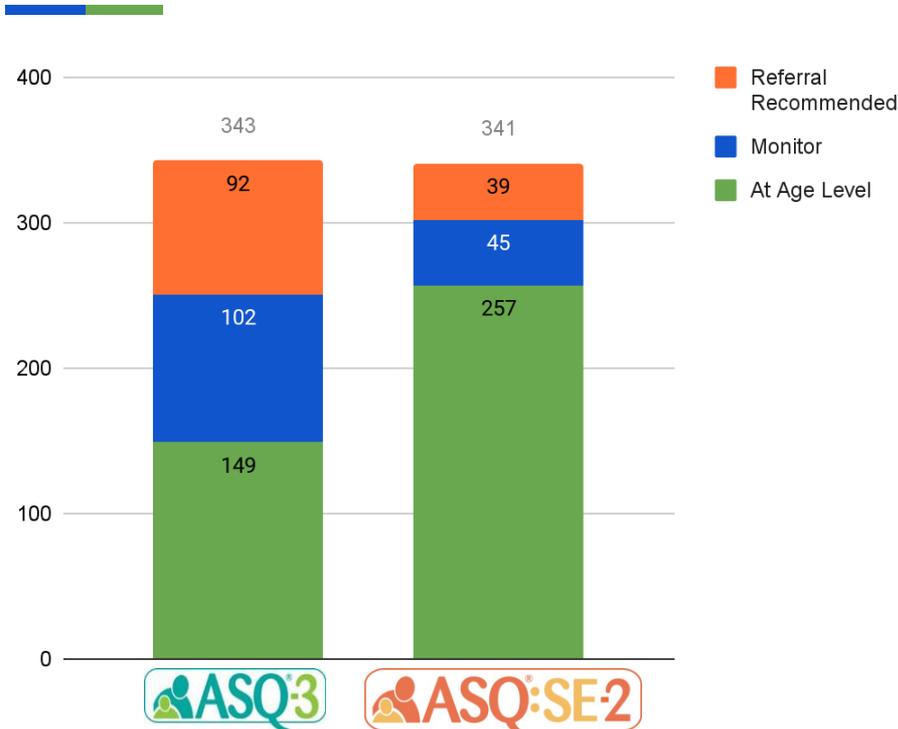
Mathematics by Program



Early Intervention

Mary Hanson, Early Intervention Coordinator

Development & Behavior Screenings



Narrative ...

131 Children have a “Referral Recommended” status. Some families have requested referrals and we are supporting those. Others we are using ongoing classroom monitoring and teacher report for updates.
92 for Developmental Needs only
39 for Behavioral Needs only
22 for both

20 Children are scheduled to have ASQs completed within 45 day requirement.

Disabilities Services

Grant	Open IFSP / IEP	Cum. Enrollment	% of enrolled	Referrals	Child Support Plans
EHS & HS	37	258	14%	20	4
CCP	11	90	12%	1	0
Expansion	2	41	5%	1	0
NC PreK	13	101	13%	9	1

Each OHS **grant** requires us to serve 10% of our **cumulative** enrollment with children who qualify for an IEP or IFSP. We include NCPreK for comparative

Diagnosed Disabilities include:

- Autism (17)
- Health Impairment (8)
- Developmental Delay (17)
- Speech or Language Impairment (10)
- Hearing Impairment (1)

Team is supporting 11 children with an initial Early Alert to determine any developmental needs.

Mental Health



10% of enrolled children (40) received support from the Early Intervention Team during November and December for behavioral/mental health needs.

142 Behavior Incidents logged during November and December for 30 children in 11 different classrooms.

Team is supporting 11 children with an initial Early Alert to determine any behavioral needs.

The team is going to begin implementing small groups on targeted skills with children and we will monitor how that affects BIs and share the data.

Bruce Drysdale	11%
Clear Creek	17%
Dana	0%
Etowah	20%
Flat Rock	0%
Forest City	25%
God's Gifts	0%
Hillandale	11%
Hillview	10%
Home-based	0%
Kids City Rosman	0%
Kids Kingdom	0%
King Creek	2%
Laurie's	0%
Little Bright Minds	0%
Little Red	0%
Sugar Hill	

Health & Nutrition

Caitlin Cole-Ekman, Health & Nutrition Coordinator

Well Child Check Status



Expired Well Child Checks as of 11/29/2023:

EHS: 33 Children; 68% up to date

CCP: 9 Children; 86% up to date

HS: 17 Children; 88% up to date

NCPK: 10 Children; 88% up to date

Expired Well Child Checks as of 12/20/2023:

EHS: 20 Children; 80% up to date

CCP: 8 Children; 88% up to date

HS: 17 Children; 88% up to date

NCPK: 10 Children; 88% up to date

Dental Status



Dental status as of 11/29/2023:

- 77/360 children >1 years old are without dental homes
- 123 have been seen in last 6 months
 - Many more had appointments but we haven't received paperwork
- November Dental Campaign was a success!
 - 44 scheduled appointments for children who have never been seen OR are not up to date

Vision and Hearing Referral Status



November 2023

Heath team currently completing screenings for 2023-2024 program year

- 1st priority is to screen new participants
- All children are screened annually
- If a child fails screening 2x, we refer to them to their pediatrician for further screening/evaluation

Hearing- 332 completed, **1 child past 45 day requirement**, 0 referrals needed

Vision- 336 completed, 0 children past 45 day requirement, 17 children are currently in the referral process

December 2023

Hearing - 347 completed, 3 children past 45 day requirement, 0 referrals needed

Vision - 350 completed, 1 child past 45 day requirement, 19 children currently in the referral process

Family Services

Kasheiva Jackson, Family Services Manager

Parenting Curriculum: Ready Rosie



We have 235 (+9) families connected to ReadyRosie.

Parent Comments

- **Tips for tech: Screen time battles:** “We give them time limits. We also say once the show is over or movie is over, we are going to do something else. K will fuss at first then once she is engaged in other things, she forgets about the tv.”
- **Pretending Together:** “Con las cajas pudimos hacer un tren con vagones”
- **How can boredom be a positive thing for my child?** "Most of our home play is self guided boredom play where they come up with their own things. A lot of times they like to spend most of their time playing in my cabinets or making crafts.”

Program Updates

Bridgett Librado, EHS Program Services Manager

Amy Smith, HS / NCPK Program Services Manager

Kathleen McDavid, CCP Coordinator

Hunter Weatherford, PD Coordinator

Early Head Start Updates/Highlights



- Our Hillview families received many wonderful items this winter. Jinx Vidrine purchased all new jackets, hats and gloves for all of the children in each classroom.
- Sarah and Ben, owners of Connestee Falls Realty sponsored several families and their children for the holidays and donated many wonderful gifts to families this year. (pictures on next slide)
- Hillview had a winter event with ornaments and family pics (pics on next slide)
- Etowah United Methodist church donate jackets, hats, and gloves to our families this winter as well as purchased gifts for families for the holidays.
- Flat Rock had a family engagement on budgeting and making homemade ornaments with parents and children



EHS PICS- Hillview Families



Head Start / NC Pre-K Program Highlights



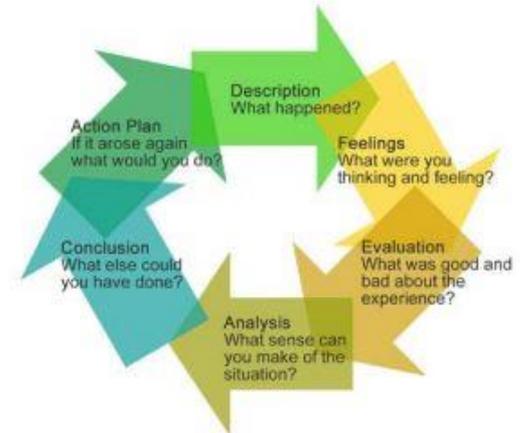
As we enter the winter season, there is a continued focus on staff retention and development:

Monitoring for Quality, Safety and Staff Performance continues for Head Start and NCPK classrooms...

- Site Supervisors, Area Managers and Program Managers collectively monitor the classrooms throughout our service area on a weekly/monthly basis. This enables the leadership team to build relationships, scaffold teachers in their development and ensure quality services are being provided to children & families.

Accompanied with monitoring comes a Reflective Supervision approach...

- Reflective Supervision is when supervisors guide and supports staff members through challenges they face working with young children and their families. This is done individually with staff & involves stepping back from the hands-on experience in the classroom and reflecting honestly on what the experience means or the “WHY” of the work we do everyday in Head Start. Beyond relationship building, is a key component of “connecting” with staff supporting retention.



Partnership (CCP), EHS, and FCCH Updates

Slide 1

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

- LR1 has 4 EHS children
- LR2 has 6 EHS children

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

Rosman Kid City: **Fourteen of 16 EHS Spots Filled.**

- Room: Waddlers: Eight of eight EHS spots filled
- Room Toddlers: Six 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 - **Five of eight spots filled**

Partnership (CCP), EHS, and FCCH Updates

Slide 2

We have a new partner! This is a second center in Transylvania County, Kid City Pisgah Forest. This center will serve 16 EHS children. The enrollment process has just begun. This brings us to a new total of seven partners in our childcare partnership program.

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



Professional Development Updates

Using the NHSA Academy, Jennifer Wolfe has completed her Preschool CDA!

Also using the NHSA Academy, Yessica Garcia Araujo and Jeanette Rodriguez have continued working to gain their Family Services Certificate and are making great progress!

In November we also had new teachers Kimberly Perez Juarez and Karina Garcia-Avalos begin work on gaining their Infant/Toddler CDA!

We had 8 staff attend the Family Engagement Conference In NOLA on December 3rd-7th!

Trainee Program: On December 13th we had our first member of the Teacher Trainee program start! Yamili Lopez Olvera is a parent of children at KCCC and Flat Rock and has will dive into the CDA process when we return from holiday break.



November 28th and 29th Family Advocate Training: We spent the day at Sugar Hill with Amy Phillips, Kashevia Jackson and Eric Hoffman leading training for our amazing Family Advocates. During the two day training our FAs and Site supervisors reviewed the policies and procedures that encompass the FA role. We then were able to move beyond the Procedures into how to bring the work with families to life and individualize the services to the families we are serving. We were also lucky to get to engage in a festive gingerbread house building activity!

Apprenticeship Program: During this rotation 4 Apprentices have taught lessons, helped with student documentation and completed student bios and mock newsletters. They will finish this current rotation on Dec 21st.