



**HEAD START
COMMUNITY
PROGRAM**
of Morris County, Inc.
2018
ANNUAL REPORT





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WHAT IS HEAD START?

Head Start is a program of the United States Department of Health and Human Services, first launched in 1965, that provides comprehensive education, health, nutrition and parent engagement services to children from low-income families. The Head Start model is grounded in research and best practice, and is responsive to the needs of local communities.



WHO ARE WE?

Head Start Community Program of Morris County, Inc. is a nonprofit, 501(c)(3) agency which has served the Morris County community for 53 years. Grant funding from the Administration of Children and Families, Office of Head Start, allows us to bring high-quality Head Start (ages 3-5) and Early Head Start (prenatal through age 3) programs to needy families. We must provide a non-federal match of 20% of total grant revenues, and are grateful for the support of donors, community partners and collaborators which enables us to raise the required non-federal match.

Our Mission:

Head Start Community Program of Morris County partners with families to provide comprehensive support for child development and school readiness, from prenatal to kindergarten ages, for the community's most vulnerable children.

Our Vision:

To empower diverse families and strengthen communities.

WHAT SERVICES DOES HEAD START PROVIDE FOR THE MORRIS COUNTY COMMUNITY?

High-quality early education, with local school district pre-k partnerships

Home-based and center-based child development programs

Comprehensive family support services and referrals

Referrals for medical and dental screenings and care

Parent and community involvement in program governance

Home visits

Parent education

Nutrition programs

Family engagement activities

HOW MANY PEOPLE DO WE SERVE?

Head Start

Funded and Average Monthly Enrollment = 197
Cumulative Enrollment = 212

Early Head Start

Funded and Average Monthly Enrollment = 48
Cumulative Enrollment = 53

Total Families Served: 265

Approximately 10.8% of eligible Morris County children living in poverty received services from Head Start Community Program of Morris County, according to 2018 Community Assessment.

Average waiting list for services – 150 children



WHAT'S NEW?

During the 2017-2018 school year, a collaboration with Wharton Borough Public Schools was finalized to serve children in two newly constructed, state-of-the-art classrooms. The collaboration leverages Federal Head Start dollars with New Jersey's preschool expansion funding to provide comprehensive preschool services of the highest quality. This partnership changes outcomes for the community's most vulnerable youngsters. With oversight and guidance from the New Jersey Department of Education Division of Early Childhood and Family Engagement, certified preschool teachers and bilingual, credentialed teacher assistants create learning environments to help children succeed. Working with a community based Early Childhood Advisory Council, we partner with the Wharton Borough Public Schools on teacher professional development and coaching, leading to continuous improvement and best practice.

The 2017-2018 school year also brought a new accolade to the program. Head Start Community Program of Morris County achieved a 4-Star Grow NJ Kids rating at both the Dover and Morristown sites. Grow NJ Kids is a state-sponsored initiative to raise the quality of child care and early learning throughout New Jersey. Our Head Start program was one of the pilot centers for Grow NJ Kids, the state's Quality Rating Improvement System (QRIS), and received early learning resources to help assess and improve program quality. Trained raters, using comprehensive, research-based tools (ECERS-3 and ITERS-3), formally assessed the program. The achievement of 4-Stars, an elite rating statewide, is reflective of the program's status as a quality provider of early childhood services.



Public pre-k collaborations provide access to new levels of quality and resources for our children and families.

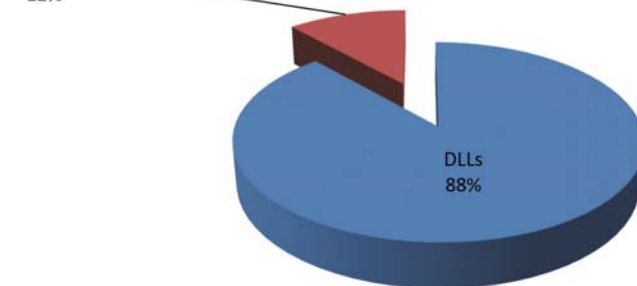


HOW DO WE MEET CHILDREN WHERE THEY ARE?

Head Start Community Program of Morris County serves children of all backgrounds and abilities. Upwards of 88% of the children we serve are Dual Language Learners from Spanish-speaking families, and the program supports development of children's home language as well as English. All children participating in our Early Head Start and Head Start programs receive early developmental screening during the first 45 days of enrollment, using ASQ/ASQ-SE and Brigance III instruments. Children needing accommodations and learning supports are identified and served in collaboration with Early Intervention (using an IFSP—Individual Family Support Plan) and in partnership with local school districts (using an IEP—Individual Education Plan).

The overall health and well-being of children and families is a priority at our agency. We partner with local physicians and dentists who provide free or low-cost services for our children. Through these efforts, 100% of all children and pregnant women served during the 2017-2018 school year received medical exams and dental care. In order to promote health in the classroom, children receive healthful meals and snacks, planned by a registered dietician to meet the nutrition standards established by the Child and Adult Care Food Program.

Dual Language Learners (DLLs) & Children with IEPs/IFSPs





Teachers use a variety of activities to support children's learning domains in multiple areas.

CHILDREN'S EDUCATIONAL OUTCOMES & SCHOOL READINESS

Head Start Community Program of Morris County supports young children and families by providing early, continuous and comprehensive child development and family services that lead to children's readiness for kindergarten. Educational programming is developmentally appropriate and aligned with the Head Start Early Learning Outcomes Framework (HSELOF), along with the New Jersey Birth to Three Early Learning

Standards and Preschool Teaching and Learning Standards. A research-based curriculum model, The Creative Curriculum, is implemented in Early Head Start and Head Start classrooms, with 38 standards-based objectives for development and learning. Biannual parent-teacher conferences and home visits—conducted in families' home language—provide important opportunities for the exchange of information about children's progress.

Head Start's school readiness focus is on five central domains which encompass broad areas of early learning and development essential for school and long-term success. These domains are: Approaches to Learning; Social and Emotional Development; Language and Literacy; Cognition; and Perceptual, Motor, and Physical Development.

Ongoing assessment to guide instructional planning is part of support for kindergarten readiness at our Head Start program. Approved by the New Jersey Department of Education, the *Teaching Strategies GOLD* assessment system measures school readiness and helps inform teachers and parents about what children know and can do. At regular checkpoints during the school year, assessment data is analyzed to guide objectives for development and learning. GOLD assessment data confirmed that our children made steady incremental progress in all areas throughout the school year—despite beginning below or at the bottom of the range of typical expectations in essential learning domains. Children’s educational outcomes for the 2017-2018 school year are detailed by age group in the following charts:

HEAD START COMMUNITY PROGRAM OF MORRIS COUNTY
ONGOING MONITORING: CHILD OUTCOMES
2017-2018 FOUR-YEAR-OLDS HEAD START PROGRAM WIDE

	Social Emotional	Cognitive	Language	Literacy	Mathematics
Top of Widely Held Expectations Range	472	619	549	711	504
Fall	366.0	451.0	393.0	522.0	362.0
Spring	465.0	577.0	513.0	646.0	449.0
Bottom of Widely Held Expectations Range	371	431	371	529	383

DATA SOURCE: TEACHING STRATEGIES GOLD Assessment System (Fall, Winter and Spring checkpoints) - The research based, stated approved Creative Curriculum has 38 objectives for children’s development and learning, which are aligned to NJ early learning standards and the Head Start Early Learning Outcomes Framework. “Widely Held Expectations” compares information about the knowledge, skills, and behaviors of children of the same age based on national data collected each year.

HEAD START COMMUNITY PROGRAM OF MORRIS COUNTY
ONGOING MONITORING: CHILD OUTCOMES
2017-2018 THREE-YEAR-OLDS HEAD START PROGRAM WIDE

	Social Emotional	Cognitive	Language	Literacy	Mathematics
Top of Widely Held Expectations Range	396	480	443	596	390
Fall	321.0	365.0	326.0	427.0	298.0
Spring	404.0	492.0	424.0	570.0	397.0
Bottom of Widely Held Expectations Range	300	340	295	438	269

DATA SOURCE: TEACHING STRATEGIES GOLD Assessment System (Fall, Winter and Spring checkpoints) - The research based, stated approved Creative Curriculum has 38 objectives for children’s development and learning, which are aligned to NJ early learning standards and the Head Start Early Learning Outcomes Framework. “Widely Held Expectations” compares information about the knowledge, skills, and behaviors of children of the same age based on national data collected each year.

HEAD START COMMUNITY PROGRAM OF MORRIS COUNTY
ONGOING MONITORING: CHILD OUTCOMES
2017-2018 TWO- & THREE-YEAR-OLDS
EHS PROGRAM WIDE

	Social Emotional	Cognitive	Language	Literacy	Mathematics
Top of Widely Held Expectations Range	329	368	335	452	299
Fall	235.0	230.0	209.0	276.0	170.0
Spring	271.0	279.0	253.0	343.0	213.0
Bottom of Widely Held Expectations Range	241	241	228	326	188

DATA SOURCE: TEACHING STRATEGIES GOLD Assessment System (Fall, Winter and Spring checkpoints) - The research based, stated approved Creative Curriculum has 38 objectives for children's development and learning, which are aligned to NJ early learning standards and the Head Start Early Learning Outcomes Framework. "Widely Held Expectations" compares information about the knowledge, skills, and behaviors of children of the same age based on national data collected each year.

HEAD START COMMUNITY PROGRAM OF MORRIS COUNTY
ONGOING MONITORING: CHILD OUTCOMES
2017-2018 ONE & TWO-YEAR-OLDS
EHS PROGRAM WIDE

	Social Emotional	Cognitive	Language	Literacy	Mathematics
Top of Widely Held Expectations Range	277	271	256	336	205
Fall	157.0	140.0	139.0	175.0	78.0
Spring	243.0	252.0	222.0	338.0	187.0
Bottom of Widely Held Expectations Range	180	141	163	157	89

DATA SOURCE: TEACHING STRATEGIES GOLD Assessment System (Fall, Winter and Spring checkpoints) - The research based, stated approved Creative Curriculum has 38 objectives for children's development and learning, which are aligned to NJ early learning standards and the Head Start Early Learning Outcomes Framework. "Widely Held Expectations" compares information about the knowledge, skills, and behaviors of children of the same age based on national data collected each year.

PARENT, FAMILY, AND COMMUNITY ENGAGEMENT

Parents and families served by Head Start Community Program of Morris County are focused on prioritizing two key outcomes in the Head Start Parent, Family and Community Engagement Framework: Family Well-Being and Families as Lifelong Educators. 98% of families in the program completed a Family Partnership Agreement to set and self-assess individual goals in these areas, receiving ongoing support for this process from our Family Advocates. 65% of these families made measurable progress on their goals. Data collected during our 2018 Self-Assessment identified family engagement as a continuing area of strength—parents have many and varied opportunities to be strong partners in the education of their children. They are frequent volunteers in the classroom and participate in program governance, making up a majority of the membership of our Policy Council.



Our families have many opportunities to receive information about literacy, along with free children's books.

Positive & Goal-Oriented Relationships

Equity, Inclusiveness, Cultural and Linguistic Responsiveness



Head Start parents participate in all aspects of the program, including governance.

PROGRAM FOUNDATIONS	PROGRAM IMPACT AREAS	FAMILY OUTCOMES	CHILD OUTCOMES
Program Leadership	Program Environment	Family Well-being	Children are:
Professional Development	Family Partnerships	Positive Parent-Child Relationships	Safe
Continuous Learning and Quality Improvement	Teaching and Learning	Families as Lifelong Educators	Healthy and well
	Community Partnerships	Families as Learners	Learning and developing
	Access and Continuity	Family Engagement in Transitions	Engaged in positive relationships with family members, caregivers, and other children
		Family Connections to Peers and Community	Ready for school
		Families as Advocates and Leaders	Successful in school and life

COMMUNITY SUPPORT AND PARTNERSHIPS BENEFIT HEAD START CHILDREN

Head Start youngsters and their families benefit from the support and collaboration of more than 100 community partners and donors (see full list at <http://headstartmc.org/community-partners-and-supporters/>). A successful annual holiday appeal provided opportunities for individual, corporate and community supporters to support children's school readiness through program materials as well as sponsoring individual families and children. Every child in the program received holiday gifts as a result of the annual appeal, and our neediest families also received gift cards for Shop-Rite or Wal-Mart. In addition, funds were raised to purchase items for the program to support children's large muscle skills, including: exercise mats, soccer equipment, a sensory tunnel, hula hoops, rubber playground balls, rhythm ribbons, jump ropes, numbered bean bags, child-sized juggling balls and foam sport balls. The annual appeal enables us to build program capacity, replenish and upgrade the materials and equipment used by our children, year after year. It is also provides an important community connection that directly assists Head Start children and families with necessities and supports to make life easier during the winter season.

Children's large muscle development is supported through active play.



Volunteers from Novartis Pharmaceuticals came out in full force for the annual Novartis Community Partnership Day.

HEAD START FATHERHOOD INITIATIVE

Our innovative Fatherhood Initiative, supported by the County of Morris Grant-in-Aid, brings a culturally competent program to support fathers in family relationships, while engaging them in their children's education. Fathers participate in monthly sessions, facilitated by a bilingual Fatherhood Coordinator, to learn about healthy relationships, child development, behaviors to promote family wellbeing and prevent substance abuse. Fathers set goals and assess their progress on goals over the course of the school year, as part of a systemic approach to integrated, comprehensive father engagement.



Fathers are actively engaged in their children's education and supported through our Fatherhood Initiative.

HEAD START PROGRAM MONITORING, BUDGET, & FINANCIAL AUDIT

In accordance with Head Start guidelines, quarterly Ongoing Monitoring and annual Self-Assessment address: Program Governance/Leadership; Management Systems; Fiscal; Environmental Health & Safety; Eligibility, Recruitment, Selection, Enrollment, and Attendance (ERSEA); School Readiness and Classroom Environment Assessments; Comprehensive Services, and performance on grant goals and objectives.

In 2016, monitoring was conducted by the Federal Administration for Children and Families, Office of Head Start, in the area of Environmental Health and Safety. The review found no areas of concern, no areas of noncompliance, and no deficiencies.

In 2017, a comprehensive monitoring review under the newly revised Aligned Monitoring System was conducted by the Federal Administration for Children and Families, Office of Head Start. The review assessed program management, governance, financial management, enrollment, education and child development services. The review found no areas of concern, no areas of noncompliance, and no deficiencies.

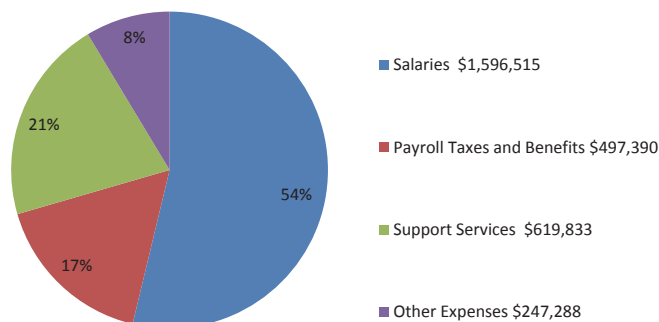
As part of the Federal monitoring review, observations were conducted in the agency's preschool classrooms using the Pre-K Classroom Assessment Scoring System (CLASS). The CLASS is a research-based instrument which measures the quality of classroom interactions. Scores were within national Head Start ranges for the domains of Emotional Support, Classroom Organization, and Instructional Support.

An independent financial audit was conducted by Nisivoccia LLP for the fiscal year ending February 28, 2018, which gave an unqualified opinion of the financial statements. The auditors reported no material weaknesses or significant deficiencies regarding internal control over financial reporting.

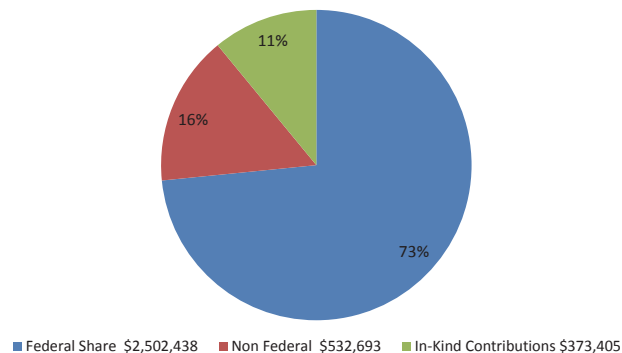
Provident Bank provided over \$1 million in financing which enabled construction of new classroom facilities. Provident Bank has been a longtime supporter of Head Start projects and programs.

The non-federal share of at least 20% of the budget is achieved annually through support from partnering school districts, community/corporate grants and donors, and a dedicated core of parent and community volunteers.

Breakdown of Expenditures FY 2018



Breakdown of Revenues FY 2018





Head Start Community Program of Morris County, Inc.
www.headstartmc.org

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This report was prepared in compliance with the Head Start Reauthorization Act of 2007, Administrative Requirements and Standards Sec. 644 [42 U.S.C 0839 (a)(2)]. This report can be viewed on-line at www.headstartmc.org.