



**HEAD START
COMMUNITY
PROGRAM**
of Morris County, Inc.
2017
ANNUAL REPORT





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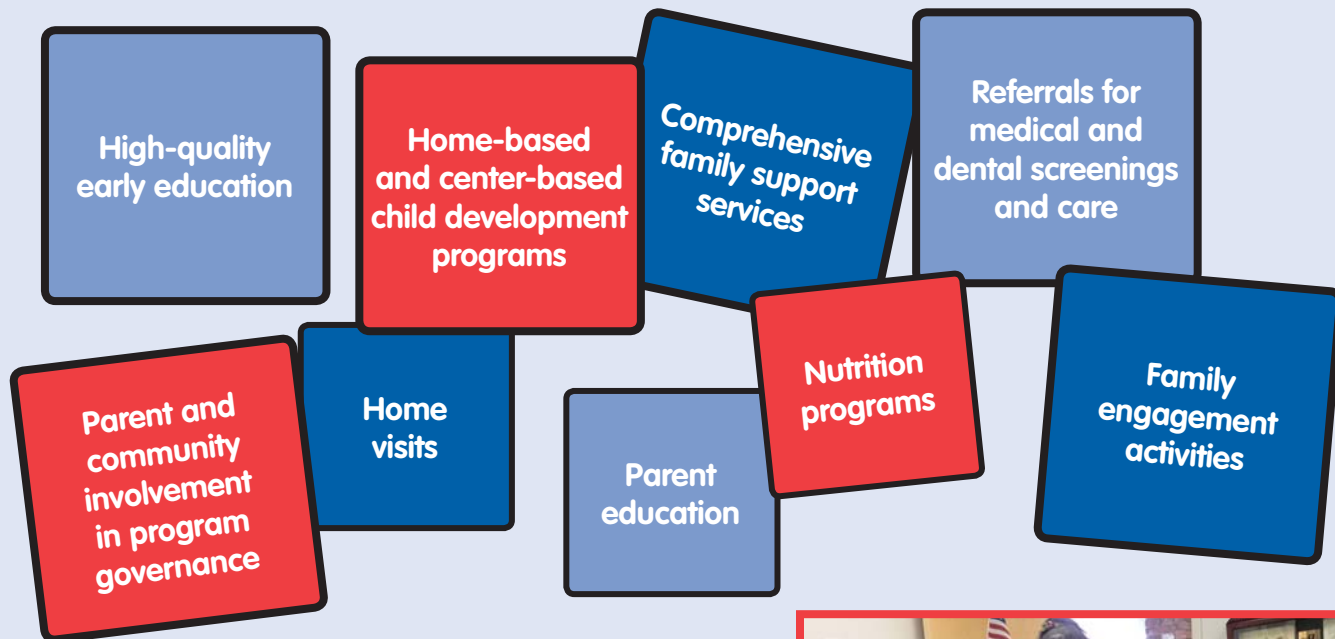
WHAT IS HEAD START?

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 low-income children and their 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 52 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 nonfederal match. Our mission: Promote child development and school readiness for prenatal through preschool age children from low-income families, providing comprehensive services to empower diverse families and strengthen communities.

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



HOW MANY PEOPLE DO WE SERVE?

Head Start

Funded and Average Monthly Enrollment = 197
Cumulative Enrollment = 217

Early Head Start

Funded and Average Monthly Enrollment = 48
Cumulative Enrollment = 56

Total Families Served: 273

Approximately 18% of eligible Morris County children living in poverty received services from Head Start Community Program of Morris County, according to 2017 Community Assessment.

Average waiting list for services – 150 children





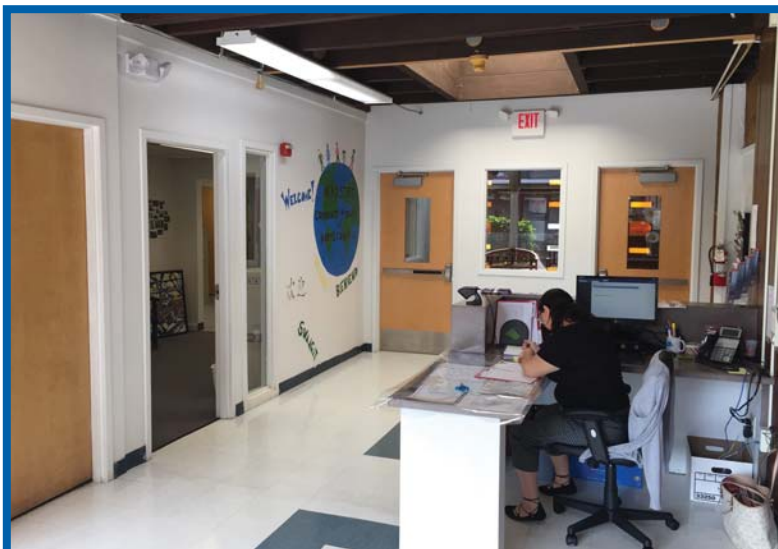
The new classrooms include two children's toilet rooms as well as sinks

HOW HAVE WE BUILT CAPACITY IN 2017?

During 2017, the organization completed an important project to build capacity and improve the Dover facility, which houses 170 children. Two state-of-the-art classrooms were added within the existing footprint of the building, with the support of Provident Bank. Additional bathroom facilities for both children and adults were added, and sinks were installed in every Head Start classroom. Security was upgraded as well, with an entry vestibule and family welcome area to provide for electronically controlled screening and access for building entries and departures.



One of our new, state-of-the-art classrooms



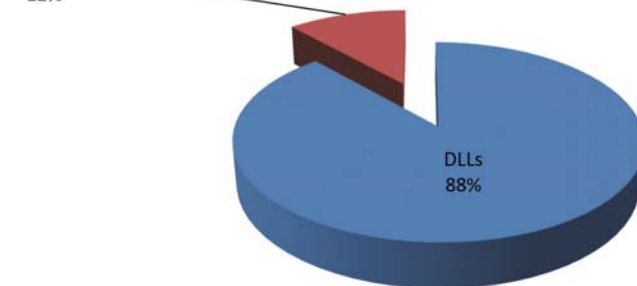
New reception and security screening area

HOW DO WE MEET CHILDREN WHERE THEY ARE?

Head Start serves children of all backgrounds and abilities. The majority of children served 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 Head Start. 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 2016-2017 school year received medical exams and dental care. In order to promote health in the classroom, children receive healthy 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

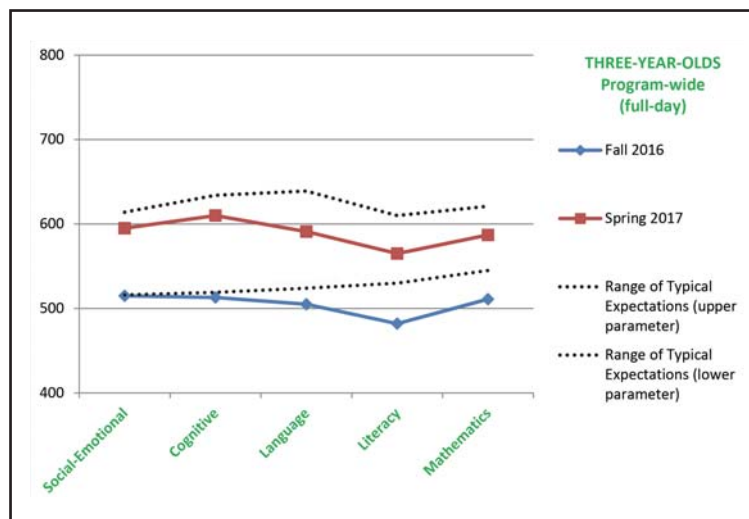
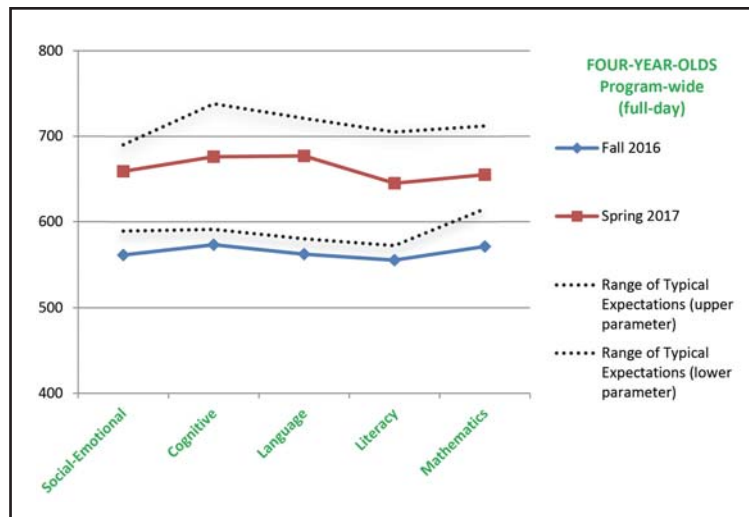


SCHOOL READINESS

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 Morris County Head Start. 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



CLASSROOM ASSESSMENTS

The CLASS instrument (Classroom Assessment Scoring System) was used to evaluate our Head Start pre-k classrooms to inform staff training as part of our ongoing monitoring process. This research-based observation instrument provides a systematic way to assess the quality of pre-k classroom interactions (on a scale of 1 through 7) in three domains connected to effective interactions: Emotional Support, Classroom Organization and Instructional Support. Research tells us that effective, engaging interactions and environments are pivotal to children's learning and development.

Class scores in the all-important area of Instructional Support—a key focus for 2017—rose nearly a full percentage point from the prior year, moving from 2.26 to 3.19, exceeding the Head Start national average of 2.83 by a significant margin. As the CLASS tool is not yet available for Early Head Start classrooms, the nationally recognized Infant and Toddler Environment Rating Scale (ITERS) was used to evaluate the classroom environment for our youngest children. The average Spring 2017 ITERS score of our Early Head Start classrooms was 4.93, very close to the high-quality benchmark of 5. Teacher training on health practices was conducted to address professional development areas for improvement.

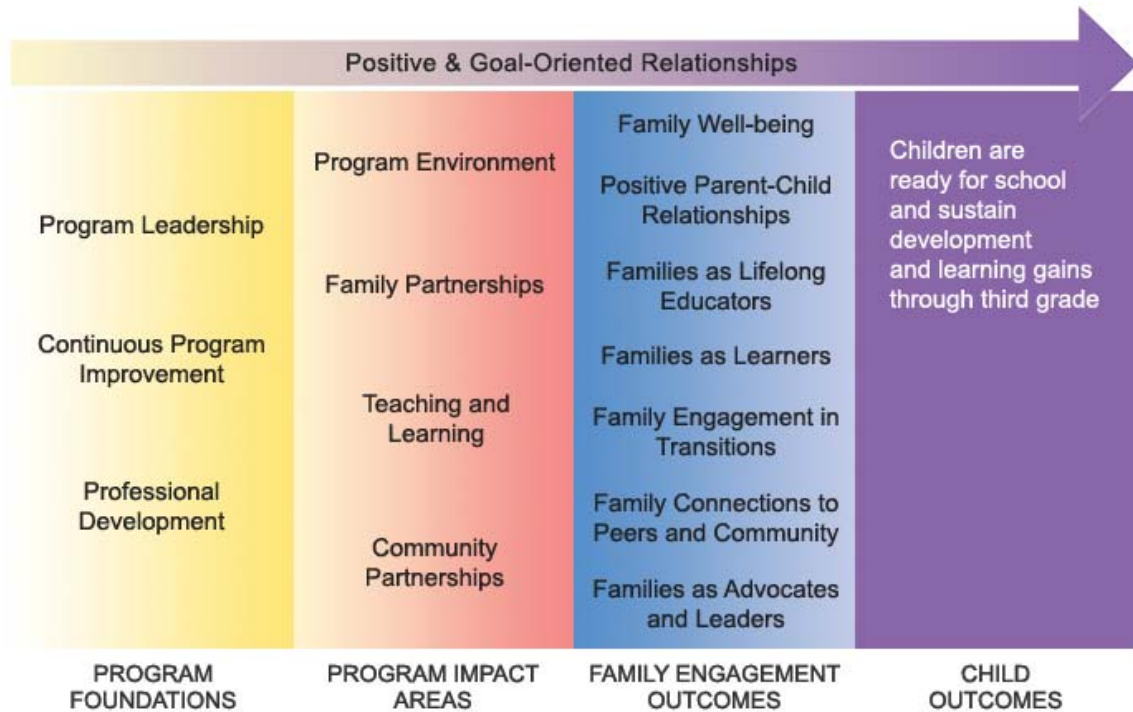
EARLY LANGUAGE AND LITERACY PROGRAM

A transformational grant from Impact 100 Garden State, a women-led New Jersey philanthropic organization, has funded our innovative Early Language and Literacy Program. The Early Language and Literacy Program promotes school readiness by supporting children's increased oral language and vocabulary to build long-term achievement in literacy. These outcomes are achieved through culturally competent parent education, new bilingual children's books for families, and expert teacher coaching through a Professor-In-Residence collaboration with William Paterson University. The program is focused on helping families and teachers support children's vocabulary development and early literacy skills in their home language, as research shows that a strong foundation in children's home language (if the home language is not English) transfers to successful speaking and reading in English. Through the program, parents receive concrete information and specific strategies to help children build vocabulary and literacy at home. At monthly meetings, parents also receive a new, high-quality children's book, in English/Spanish/bilingual format, enabling them to build home libraries to encourage family literacy. Parent feedback collected in anonymous family surveys notes a marked increase in parents reading to their children at home, and reporting intentional extended conversations with their children.

Head Start fathers choose books from the Early Language and Literacy Program



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. 100% 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. Data collected during our 2017 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.

Thanks to the support and collaboration of more than 100 community partners and donors (see full list at <http://headstartmc.org/community-partners-and-supporters/>), Head Start has been able to raise more than the required 20% nonfederal share of contributions. Our children, families and staff have benefitted from generous donations of funds, professional services, building and grounds improvement projects, school readiness activities with children, and many other contributions.



Jersey Cares volunteers from BASF Corporation paint classrooms at Head Start's Morristown facility



Volunteers help to beautify Head Start gardens on Novartis Community Partnership Day

Fatherhood Initiative

Our innovative Fatherhood Initiative, funded by the County of Morris Grant-in-Aid and the Provident Bank Foundation, 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



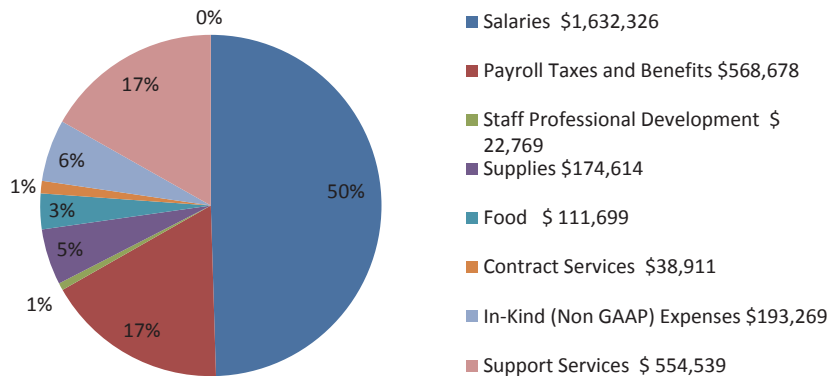
HEAD START PROGRAM MONITORING, BUDGET, & FINANCIAL AUDIT

In accordance with Head Start guidelines, internal Ongoing Monitoring and 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.

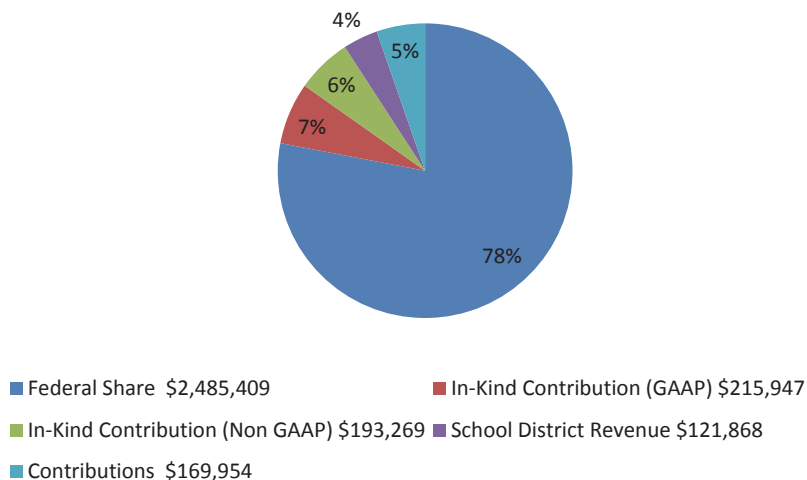
In 2016, monitoring was conducted by Federal Administration for Children and Families, Office of Head Start, in the area of Environmental Health and Safety. No areas of noncompliance were found.

An independent financial audit was conducted by Nisivoccia LLP for the fiscal year ending February 28, 2017. The auditors reported no material weaknesses or significant deficiencies regarding internal control over financial reporting. 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.

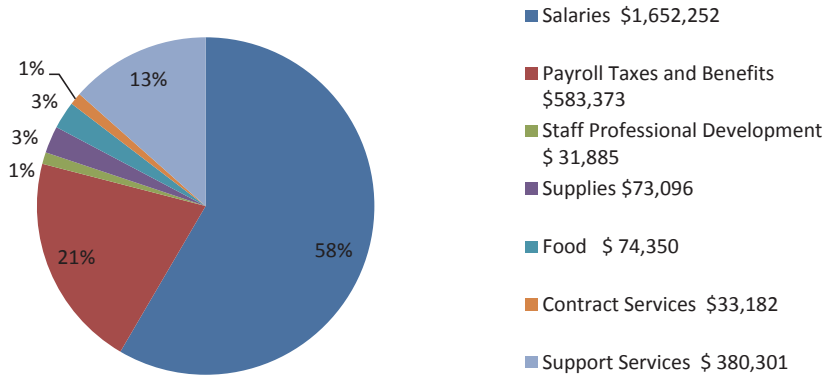
Head Start / Early Head Start FY 2017 Breakdown of expenditures



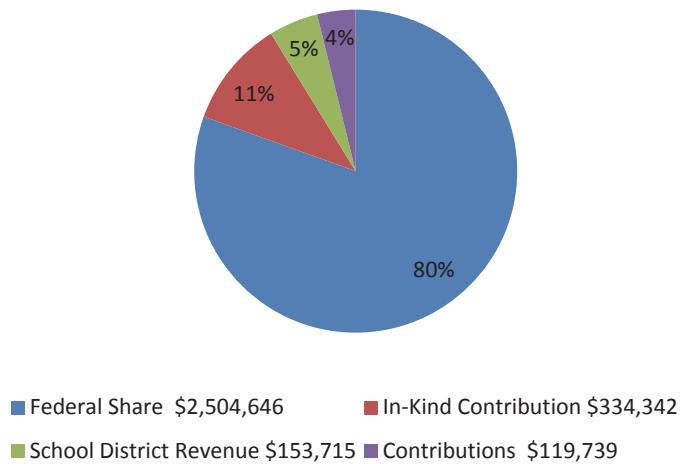
Sources of Funding FY2017



Head Start / Early Head Start Budget FY2018



Sources of Funding Budget FY2018





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.