



**HEAD START
COMMUNITY
PROGRAM
of Morris County, Inc.**

Est. 1965

www.headstartmc.org

**2019
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 54 years. Federal 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 share 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.



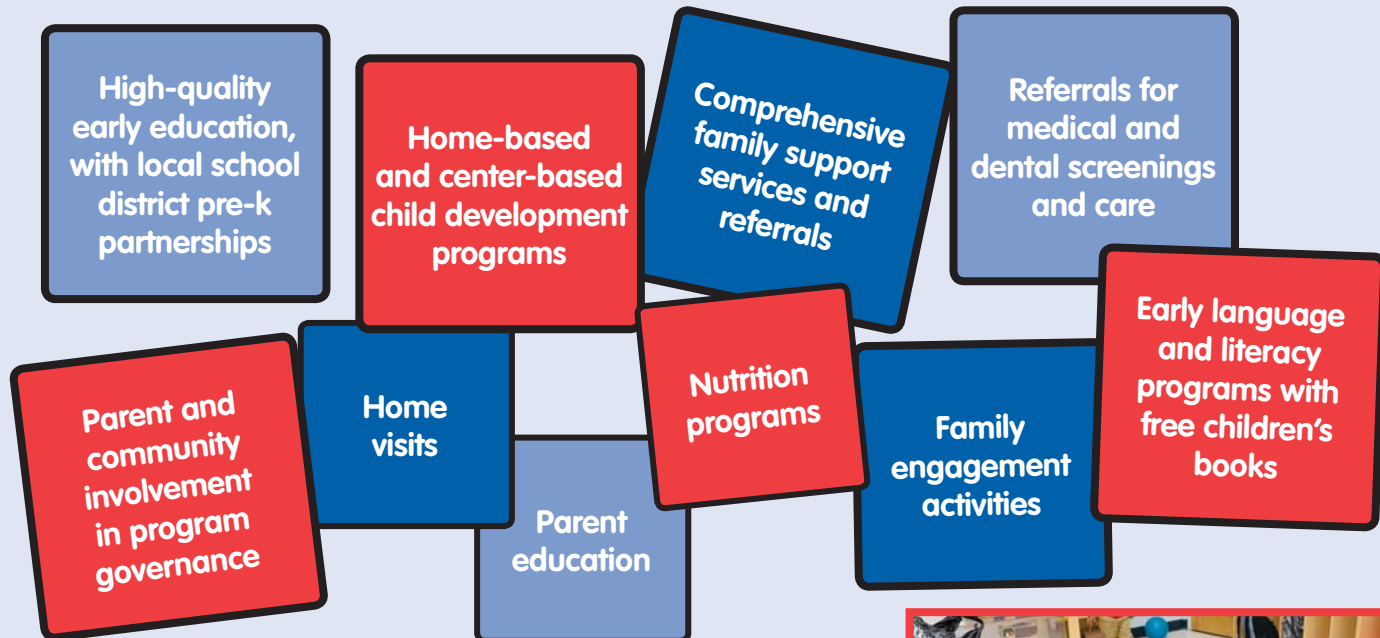
Our Mission:

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?



HOW MANY PEOPLE DO WE SERVE?

Head Start

Funded and Average Monthly Enrollment = 197
Cumulative Enrollment = 218*

Early Head Start

Funded and Average Monthly Enrollment = 48
Cumulative Enrollment = 55*

Total Funded Enrollment = 245

Total Families Served = 273*

**The cumulative enrollment of children served is larger than the funded because it reflects children who left the program after being served part of the year, who were replaced by other children taking their slots.*

Average waiting list for services – 150 children



COMMUNITY ASSESSMENT & SELF-ASSESSMENT

Each spring, the agency conducts a community assessment to gather updated data on community needs, strengths, and resources. Parents, staff, governing body and policy council members, stakeholders and community partners participate in both the self-assessment and community assessment process.

Key data gathered from 2019 community and self-assessment:

According to 2019 Community Assessment, 20% of eligible Morris County children living in poverty received services from Head Start Community Program of Morris County.

Parent commitment to the program was demonstrated by strong child attendance: Head Start 90.03% and Early Head Start 89.84%.

Family engagement was robust:

- 98% of enrolled children had a parent participate in parent-teacher conferences.
- 98% of enrolled children had a parent attend at least one parent education event.
- 90% of enrolled families in center-based programs participated in home visits.
- 95% of enrolled families in home-based programs participated in group socializations at Head Start, as well as home visits.
- Father engagement was particularly strong, with 41 individuals attending monthly Fatherhood Initiative meetings and 135 fathers attending Breakfast with Dads.
- 12% of enrolled Head Start children and 16% of enrolled Early Head Start children received inclusive, individualized disabilities services.
- 100% of enrolled Head Start and Early Head Start children/pregnant women had an ongoing source of continuous, accessible health care, including medical and dental screenings and exams.
- 100% of enrolled children were fully vaccinated.
- 169 Volunteers donated their time to support Head Start activities.





2018/2019 PROGRAM YEAR HAPPENINGS

School District Partnerships – Head Start Community Program of Morris County collaborates with local school districts to provide high-quality preschool services for children residing in Preschool Expansion districts. 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 and strengthen local communities.

- Wharton Public Schools: 2 Classrooms, 16 students.
- Morris School District: 3 Classrooms, 38 students.
- For 2019/2020, expanded pre-k partnerships are planned with Morris School District and Dover Public Schools.

The Morris County community came together to update Head Start's Dover playground, which no longer met safety standards. The NY Jets Foundation, in partnership with the NFL, United Way of Northern NJ and NRG Energy, contributed \$75,000 to install a new, state-of-the-art playground at the Dover Head Start facility. General Recreation Inc., donated removal of the old playground. Home Depot of Dover (#925) donated sand, sandbox cover, and staff labor to help get the project off the ground.



Staff Professional Development Achievements - During the 2018/2019 program year, staff achieved significant professional development milestones, with the help of Head Start Training/Technical Assistance support.

- Home Visitor CDA Credential – 3 Home Educators, 1 Early Head Start Manager
- Abriendo Puertas Parenting Curriculum Trainer – 1 Family Services Manager
- Family Development Credential (FDC) – 1 Family Services Manager, 1 Health Coordinator, 1 Health and Community Liaison, 5 Family Engagement Specialists
- Human Resources Law Certificate – 2 Administrative staff
- State of New Jersey, Teacher of Students with Disabilities Certification – 1 Education staff member
- CLASS Pre-k Reliability – 4 Education staff members
- CLASS Infant Toddler Reliability – 1 Early Head Start Manager
- Child Development Associate (CDA) credential – 4 Education staff members

Head Start Community Program of Morris County has also achieved a 4-Star Grow NJ Kids rating at our 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.



CHILDREN'S EDUCATIONAL OUTCOMES & SCHOOL READINESS

93% of the children served were dual language learners from Spanish-speaking families, and the program supports development of children's home language as well as English.

100% of children received developmental screenings during the first 45 days of enrollment, using ASQ/ASQ-SE and Brigance III instruments.

The research-based model, *Creative Curriculum*, was implemented in Early Head Start and Head Start classrooms, with coaching support for fidelity.

Approved by the New Jersey Department of Education, *Teaching Strategies GOLD* is an authentic observation-based assessment system for children from birth through kindergarten. It 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.

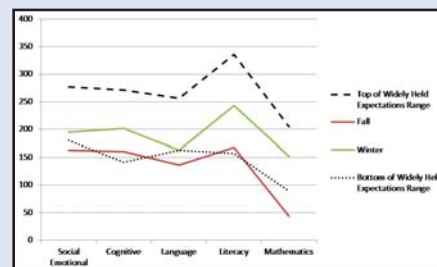
Ongoing assessment to guide instructional planning is part of support for kindergarten readiness at our Head Start program. Approved by the New Jersey Department of Education, the *Teaching Strategies GOLD* assessment system measures school readiness and helps inform teachers and parents about what children 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 2018-2019 school year are detailed by program in the following charts:



HEAD START COMMUNITY PROGRAM OF MORRIS COUNTY ONGOING MONITORING: CHILD OUTCOMES 2018-2019 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 | 163.0 | 160.0 | 136.0 | 168.0 | 44.0 |
| Winter | 195.0 | 202.0 | 163.0 | 243.0 | 152.0 |
| Bottom of Widely Held Expectations Range | 180 | 141 | 163 | 157 | 89 |

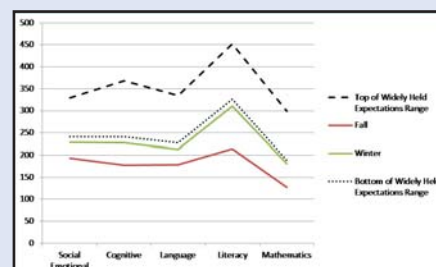
DATA SOURCE: TEACHING STRATEGIES GOLD Assessment System (Fall, Winter and Spring checkpoints) - The research based, stated approved Creative Curriculum has 38 objectives for children's development and learning, which are aligned to NJ early learning standards and the Head Start Early Learning Outcomes 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.



HEAD START COMMUNITY PROGRAM OF MORRIS COUNTY ONGOING MONITORING: CHILD OUTCOMES 2018-2019 TWO & THREE-YEAR-OLDS HEAD START PROGRAM WIDE

| | Social Emotional | Cognitive | Language | Literacy | Mathematics |
|--|------------------|--------------|--------------|--------------|--------------|
| Top of Widely Held Expectations Range | 329 | 368 | 335 | 452 | 299 |
| Fall | 193.0 | 177.0 | 178.0 | 214.0 | 127.0 |
| Winter | 229.0 | 228.0 | 213.0 | 311.0 | 182.0 |
| Bottom of Widely Held Expectations Range | 241 | 241 | 228 | 326 | 188 |

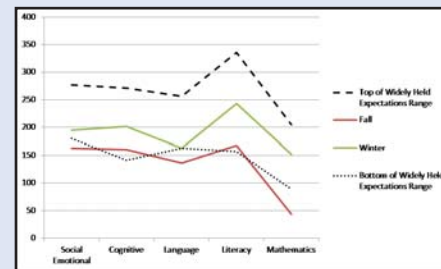
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HEAD START COMMUNITY PROGRAM OF MORRIS COUNTY ONGOING MONITORING: CHILD OUTCOMES 2018-2019 THREE-YEAR-OLDS HEAD START DOVER FULL DAY

| | Social Emotional | Cognitive | Language | Literacy | Mathematics |
|--|------------------|--------------|--------------|--------------|--------------|
| Top of Widely Held Expectations Range | 396 | 480 | 443 | 596 | 390 |
| Fall | 333.0 | 382.0 | 326.0 | 458.0 | 295.0 |
| Winter | 339.0 | 397.0 | 347.0 | 479.0 | 321.0 |
| Spring | 352.0 | 444.0 | 381.0 | 554.0 | 380.0 |
| Bottom of Widely Held Expectations Range | 300 | 340 | 295 | 438 | 269 |

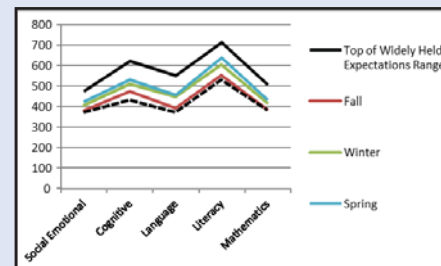
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HEAD START COMMUNITY PROGRAM OF MORRIS COUNTY ONGOING MONITORING: CHILD OUTCOMES 2018-2019 FOUR-YEAR-OLDS HEAD START DOVER FULL DAY

| | Social Emotional | Cognitive | Language | Literacy | Mathematics |
|--|------------------|--------------|--------------|--------------|--------------|
| Top of Widely Held Expectations Range | 472 | 619 | 549 | 711 | 504 |
| Fall | 378.0 | 472.0 | 389.0 | 553.0 | 383.0 |
| Winter | 405.0 | 509.0 | 446.0 | 604.0 | 417.0 |
| Spring | 424.0 | 528.0 | 456.0 | 635.0 | 432.0 |
| Bottom of Widely Held Expectations Range | 371 | 431 | 371 | 529 | 383 |

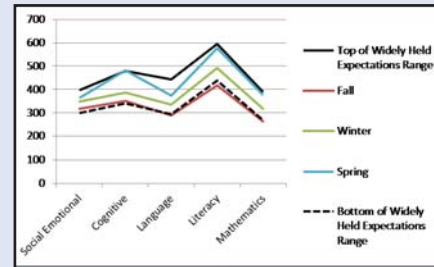
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HEAD START COMMUNITY PROGRAM OF MORRIS COUNTY ONGOING MONITORING: CHILD OUTCOMES 2018-2019 THREE-YEAR-OLDS MORRISTOWN

| | Social Emotional | Cognitive | Language | Literacy | Mathematics |
|--|------------------|--------------|--------------|--------------|--------------|
| Top of Widely Held Expectations Range | 396 | 480 | 443 | 596 | 390 |
| Fall | 317.0 | 350.0 | 289.0 | 417.0 | 262.0 |
| Winter | 349.0 | 387.0 | 336.0 | 491.0 | 318.0 |
| Spring | 363.0 | 482.0 | 374.0 | 577.0 | 376.0 |
| Bottom of Widely Held Expectations Range | 300 | 340 | 295 | 438 | 269 |

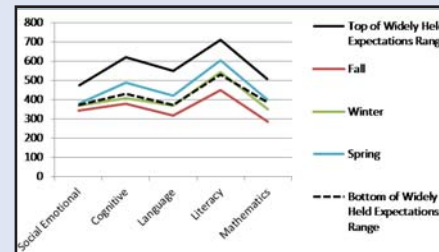
DATA SOURCE: TEACHING STRATEGIES GOLD Assessment System (Fall, Winter and Spring checkpoints) - The research based, stated approved Creative Curriculum has 38 objectives for children's development and learning, which are aligned to NJ early learning standards and the Head Start Early Learning Outcomes 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 2018-2019 FOUR-YEAR-OLDS MORRISTOWN

| | Social Emotional | Cognitive | Language | Literacy | Mathematics |
|--|------------------|--------------|--------------|--------------|--------------|
| Top of Widely Held Expectations Range | 472 | 619 | 549 | 711 | 504 |
| Fall | 341.0 | 379.0 | 315.0 | 449.0 | 284.0 |
| Winter | 368.0 | 406.0 | 367.0 | 543.0 | 348.0 |
| Spring | 379.0 | 489.0 | 421.0 | 605.0 | 396.0 |
| 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.





A FRAMEWORK FOR PARENT, FAMILY, AND COMMUNITY ENGAGEMENT

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

COMMUNITY ENGAGEMENT TO 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 <https://www.headstartmc.org/supporters-head-start-nj>). 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, Wal-Mart or local stores. In addition, funds were raised to assist with developing program capacity and building improvements.



Head Start
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Corporate partnerships help our organization in many ways throughout the year. Novartis Pharmaceuticals supports building and grounds improvement projects through an annual Community Partnership Day event which brings a large number of dedicated volunteers to Head Start.





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 well-being, 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.

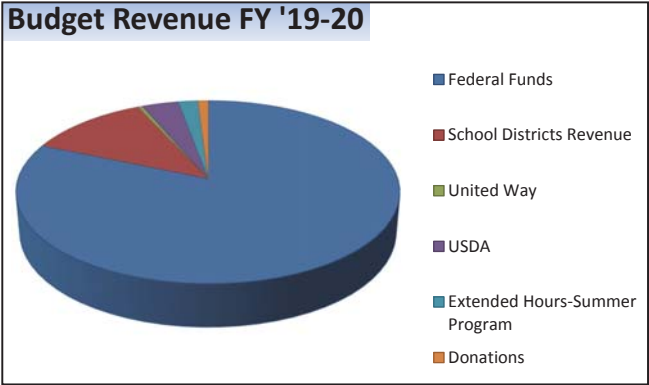
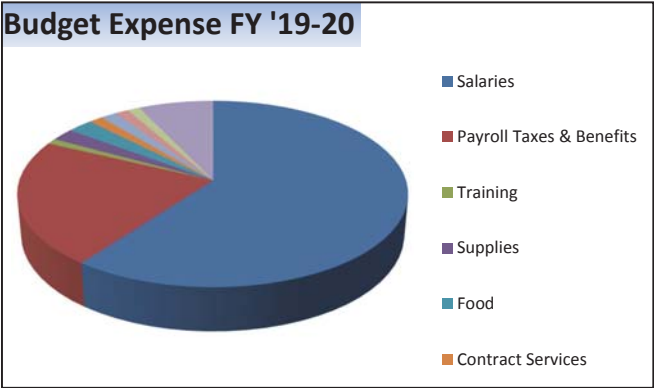
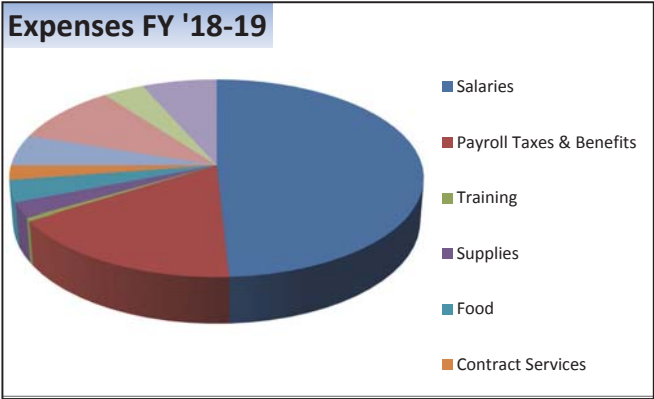
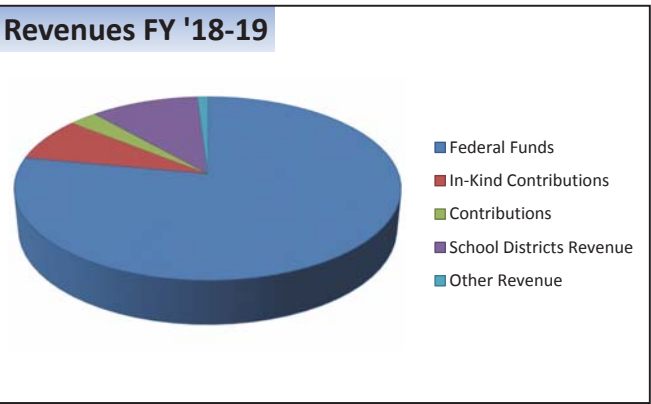
In 2017, a comprehensive monitoring review under the newly revised Aligned Monitoring System was conducted by the Federal Administration for Children and Families, Office of Head Start. The review assessed program management, governance, financial management, enrollment, education and child development 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, 2019, which gave an unqualified opinion of the financial statements. 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

Financials: This year's audit completed by Nisivoccia, LLP reflects a program with no audit findings for 2018-2019.





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.