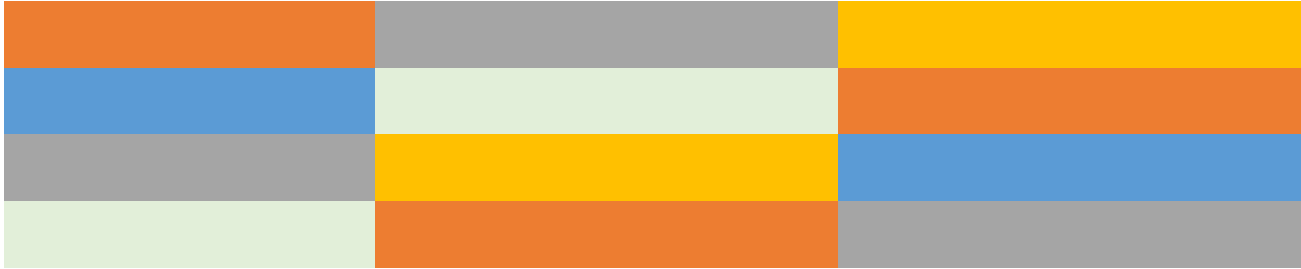


GREEN HILLS HEAD START

ANNUAL REPORT

Annual Report is made available to the public on our website at www.greenhillsheadstart.org



ANNUAL PROGRAM REPORT

September 1, 2024

Program: North Central Missouri College/Green Hills Head Start

Grant Year: February 1 – January 31

Total Student Enrollment per Program Options:

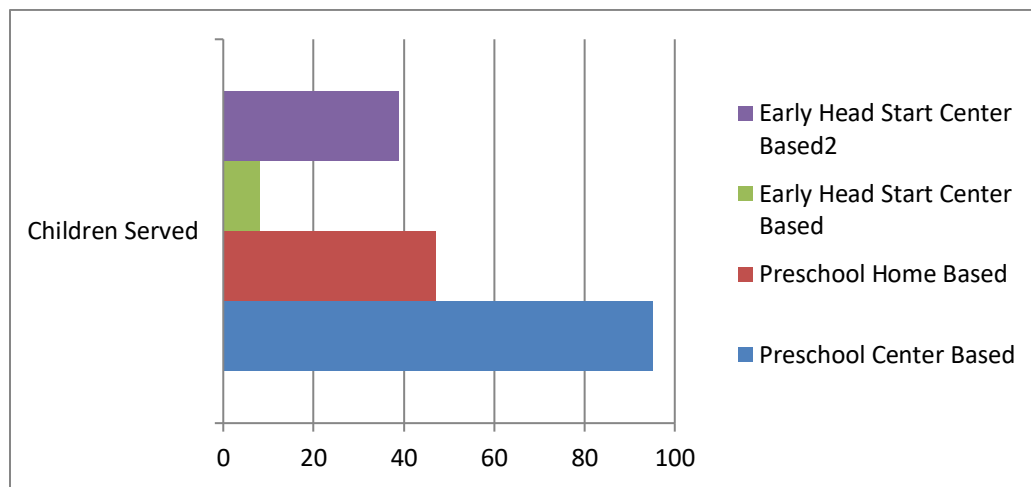
2023-2024 School Year (End of Program Year)

Preschool Center Base: Full day/Part year (7 classrooms): 95 children

Preschool Home Base: 9 Counties: 47 children

Early Center Base: 2 Counties: 8 children

Early Head Start (0-3 years) Home Base: 9 Counties: 39 children



Funded Enrollment: 144 Preschool Head Start children
64 Early Head Start children

Service Area: Caldwell, Daviess, Grundy, Harrison, Linn, Livingston, Mercer, Putnam, and Sullivan counties

Previous Year FY #52-4:

Funding Sources:	\$ 2,736,397	ACF/Office of Head Start (2023-2024)
	\$ 81,789	USDA/Child/Adult Care Food Program (2023-2024)
	\$ 3,780	Donations (2023-2024)
	\$ 631,733	Non-federal/Local Matching Resources w/ Waiver

Funding Expended:	FY2021 -Program Year #52-4 including COLA:			
HS Personnel:	\$ 1,292,279	EHS Personnel:	\$ 268,081	
HS Fringe:	\$ 411,610	EHS Fringe:	\$ 88,728	
HS Travel:	\$ 200	EHS Travel:	\$ 0	
HS Supplies:	\$ 119,278	EHS Supplies:	\$ 32,539	
HS Other:	\$ 257,401	EHS Other:	\$ 70,208	

HS Indirect Cost:	\$ 138,244	EHS Indirect Cost:	\$ 27,582
Total HS Federal:	\$2,219,012	Total EHS Federal:	\$ 487,138
Training/Technical	\$ 22,959	EHS Training/Tech	\$ 7,288
Total HS Funding	\$ 2,241,971	Total EHS Funds	\$ 494,426
HS Non-Federal:	\$ 526,399	EHS Non-Federal:	\$ 105,334
HS USDA:	\$ 81,789		

TOTAL FEDERAL:	\$2,736,397
TOTAL NON-FEDERAL:	\$ 631,733
TOTAL USDA:	\$ 81,789

Current Year FY #53-5

Funding Sources:	\$ 2,886,399	ACF/Office of Head Start (2024-2025)
	\$ 92,000	USDA/Child/Adult Care Food Program (2024-2025)
	\$ 3,374	Donations (To Date 2024-2025)
	\$ 721,601	Non-federal/Local Matching Resources

Proposed Budget:	FY2024 -Program Year #53-5 including COLA and Supplement:		
HS Personnel:	\$1,146,820	EHS Personnel:	\$ 483,854
HS Fringe:	\$ 426,533	EHS Benefits:	\$ 140,562
HS Travel:	\$ 100	EHS Travel:	\$ 250
HS Equipment:	\$ 50,056	EHS Equipment:	\$ 0
HS Supplies:	\$ 55,182	EHS Supplies:	\$ 91,834
HS Other:	\$ 174,553	EHS Other	\$ 123,340
HS Indirect Cost:	\$ 114,682	EHS Indirect Cost:	\$ 48,386
Total HS Federal:	\$1,967,926	Total EHS Federal:	\$ 888,226
Training/Technical	\$ 19,269	EHS Training/Tech	\$ 10,978
Total HS Funding	\$1,987,195	Total EHS Funds	\$ 899,204
HS Non-Federal:	\$ 495,793	EHS Non-Federal:	\$ 225,808
HS USDA:	\$ 92,000		

TOTAL FEDERAL:	\$2,886,399
TOTAL NON-FEDERAL:	\$ 721,601
TOTAL USDA:	\$ 92,000

Audit Results: No Head Start findings.

Focus Area Two No Head Start findings.

Personnel: The average number of employees working with the Head Start program totals 50. Breakdown by position includes: 2 Center Directors; 12 Teachers; 8 Home Visitors; 12 Teacher Assistants; 6 Cooks; 8 Program Specialists; 2 Directors.

Teacher Education:

MA/MS:	3 Central Office Staff
BS/BA:	6 Classroom Teachers 2 Home Visitors 6 Central Office Staff 0 Center Director
AA/AAS:	5 Teachers 1 Teacher Aides 3 Home Visitor 1 Center Director
CDA:	3 Home Visitors 1 Center Director
Total:	12 Classroom Teachers 8 Home Visitors 10 Central Office Staff 2 Center Director

NOTE: The following staff members have a CDA (Child Development Associate) credential: 8 classroom teachers; 2 Center Director; 7 home visitors; 6 teacher aides; 2 cook; 7 management staff members. Several employees are actively working toward a CDA credential.

Enrollment:

The selection criteria for 2024-2025 was reviewed. Points were added for dual-language learners and children of employees. The NCMC Board approved the Selection Criteria on February 27, 2024.

Green Hills Head Start is funded to enroll 144 Preschool Head Start students and 64 Early Head Start students. The program completed the 2023-2024 school year with 19 slots not filled. At the end of our school year, we had enrolled 95 Center Based preschool, 47 Home Base students, 8 Early Head Start Center Based, and 37 EHS students.

Green Hills Head Start is part of the Full Enrollment Initiative to ensure that our enrollment stays at or above ninety-seven percent. An Enrollment plan is in place and updated quarterly.

Head Start

By the end of our school year (May 2024) 225 Head Start applications were submitted. Of those applications, 16 were abandoned prior to starting classes/home visits.

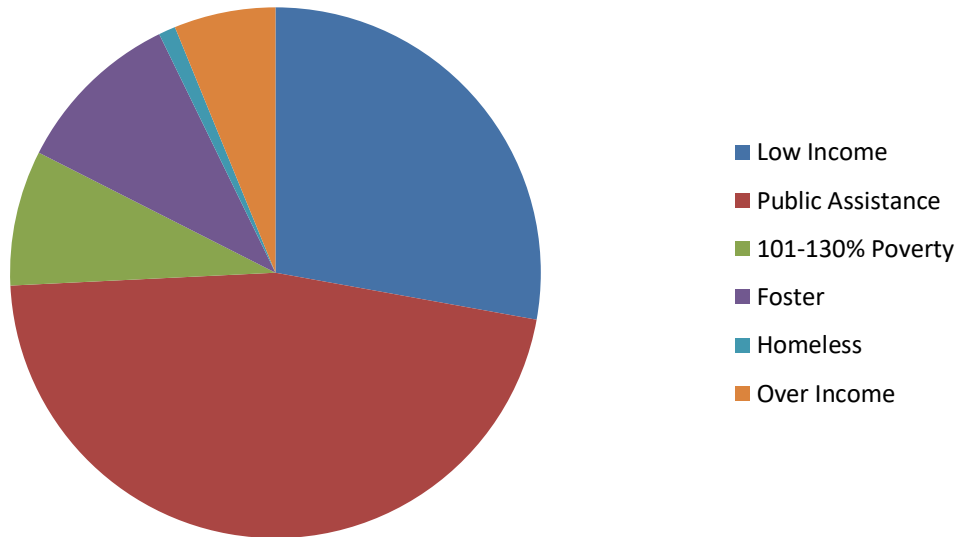
Of the 2023-2024 accepted/cumulative enrollment list for Head Start data indicated

- 27% Low-income families.
- 45% Families receiving public assistance.
- 8% Families with incomes in the 101-130% poverty range.
- 10% Foster families.
- 1% Homeless families,
- 9% Over-income families.

Percentages by age included:

- 87% of children ages 4 and older.
- 13% of children ages 3-4.
- 6% Transfer from EHS to HS.

Head Start Enrollment



Early Head Start

Early Head Start applications totaled 111. Of those applications, 13 were abandoned prior to classes/home visits.

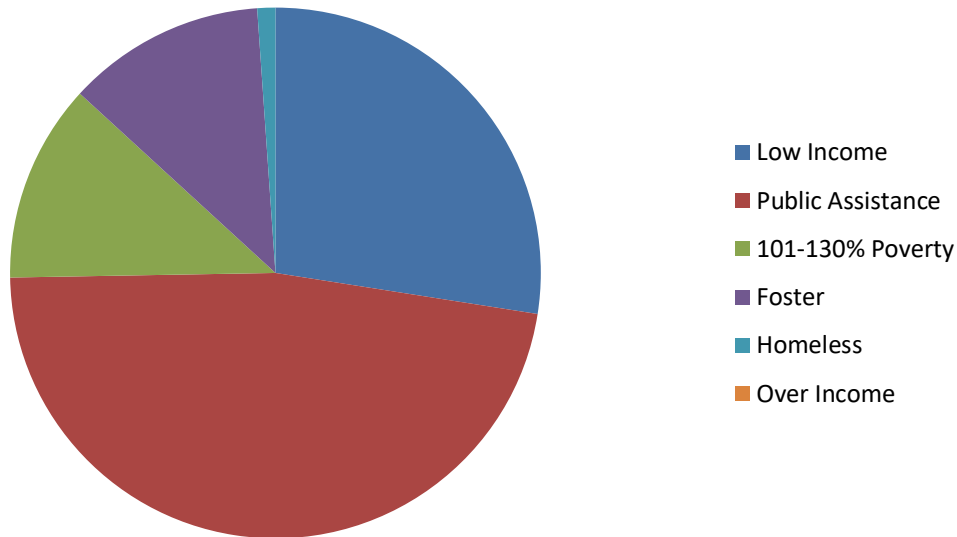
The 2023-2023 accepted/cumulative enrollment list for Early Head Start, August 2024 data indicated:

- 25% Low-income families.
- 43% Families receiving public assistance.
- 11% Families with incomes in the 101-130% poverty range.
- 11% Foster families.
- 1% Homeless families,
- 9% Over-income families.

Percentages by age included:

- 19% Children-ages 0-1.
- 39% Children ages 1-2.
- 42% Children ages 2-3.

Early Head Start Enrollment



Monthly Report Data:

During the 2023-2024 school year, NCMC/Green Hills Head Start served 157 Pre-K HS children and 63 EHS children. These children represented nearly 70% of the total Pre-K HS applicants and 57% of the total EHS applicants for the school year. Average daily attendance for centers was 87.04 %.

Training:

Green Hills Head Start focused on implementing the updated onboarding process for new employees. We have been focusing on social-emotional/mental health to ensure both staff and students have the resources they need to be successful. Trauma Smart training and AI's Pals training (A social-emotional curriculum) were available for all staff.

All staff members regularly participate in an annual training schedule designed to prepare them for the comprehensive nature of their responsibilities. An annual professional development plan was completed reflecting (1) requirements outlined by Head Start Program Performance Standards and State of Missouri childcare licensing regulations and (2) evaluation of child/family assessment data, program monitoring data, and training needs assessment data.

During the 2023-2024 school year, staff members completed training sessions focused on curriculum, child abuse/neglect, Positive Behavior Support (PBS), child recruitment/enrollment, mental health resources, family engagement, environmental and food safety, infant safe sleep/SIDS, CACFP, prenatal and

positive child outcomes. Professional development opportunities continue to be offered through large group sessions, local Community of Practice events, and online training.

NCMC Board and Policy Council completes relevant training during their monthly Meetings. This training focuses on Head Start regulations and procedures associated with governance responsibilities and the five-year grant. Policy Council orientation training occurs annually in October.

Staff members needing a Child Development Associate credential can receive training in house through the Individualized Professional Development Portfolio or enroll in coursework offered by North Central Missouri College, receiving financial assistance through NCMC and Head Start. Degree-seeking staff members also receive financial assistance with tuition, books, and fees, as funds allow. Continued formal education and life-long learning is a program priority.

We are continuing to make trauma informed training a priority by providing yearly Head Start Trauma Smart booster training for all staff during preservice. We will provide a mandatory 20 hours of Trauma Smart training for all new employees. This training is broken up into two-hour increments during the fall and implemented as in-service. Smart Connections, which is a Trauma informed training for parents will be available to offer by Center Directors, FES, Teachers and Home Visitors. HSTS is an early childhood trauma intervention model created by Crittenton Children's Center in Kansas City, MO. It is designed to support young children as well as the parents and teachers who love and care about them. HSTS promotes the development of systemic trauma awareness in Head Start communities, teaching resiliency and practical lifelong coping skills.

Highlights:

EDUCATION/SCHOOL READINESS:

Child developmental assessment results for 2023-2024 indicated child growth/progress as well as adequate scores in all assessed areas. Both center and home base options saw growth in social development from the previous year. However, school readiness assessment scores in literacy, and cognitive (math/science knowledge) skills remained within the average category of development.

Positive Behavior Support which supports a child's social/emotional development is used in our centers and during Home Visits. At the beginning of each year parents are given Positive Behavior Support (PBS) packets that provide hands on strategies and activities for families to use in their home which introduce the PBS language used within our classrooms. Tier 3 of PBS focuses on behaviors associated with disabilities, environmental issues, or trauma. Success plans that are tailored to an individual child's needs are included in Tier 3 to ensure the child has a safe and positive experience in our classroom.

Al's Pals is a social emotional curriculum connected to Creative Curriculum that will begin implementation in our centers. It uses interactive lessons, engaging puppets, and music to assist with solving problems as well as conflict resolutions.

Green Hills Head Start partners with public school districts to ensure students are prepared for kindergarten and will have a smooth transition. Transition activities may include public schools sharing their kindergarten expectation with staff, encouraging kindergarten teachers to visit the classrooms, helping families enroll their child in kindergarten, helping with kindergarten roundup and taking students on tours of their new schools. Head Start teaching staff and home visitors help parents with any paperwork that needs completed and help them to sign up for summer school or afterschool programs when needed.

Professional development opportunities were provided during summer curriculum training sessions (Creative Curriculum, Growing Great Kids, Al's Pals) and August 2024 pre-service (Trauma Smart, PBS) to provide instruction and support to teaching staff. Professional development, practice-based coaching, and peer support are planned for the up-coming year in efforts to increase positive child outcomes in all developmental areas with an emphasis on social/emotional and language/literacy development.

COMMUNITY ASSESSMENT:

The most recent Community Needs Assessment 2024 indicates families in NCMC/GHHS's service area continue to live in poverty. According to demographic data, nearly 505 children were potentially eligible for EHS/HS with 168 falling below the poverty line during the 2023-2024 school year.

Additional assessment data indicates a greater presence and accessibility of public-school preschools in the service region. For that reason, program efforts to transition Head Start to Early Head Start services will continue to be included in future strategic plans. Green Hills Head Start has moved to a four-day work week to better align with Public Schools in the area.

ADMINISTRATIVE SUPPORT:

For more than 30 years, Green Hills Head Start has prospered under the umbrella of North Central Missouri College. The College serves as the legal and fiscal agent for Head Start; the NCMC Board of Trustees provides program governance as required by Head Start grants. North Central Missouri College President, Dr. Lenny Klaver, as well as Board of Trustees representatives regularly attend Head Start Policy Council meetings. Additionally, a Head Start representative attends monthly NCMC board meetings and administrative council meetings, ensuring effective communication between the College and Head Start.

COMMUNITY PARTNERSHIPS:

Engaged community agencies, public schools, professionals, and volunteers partner with Head Start to effectively serve area children and families. With the assistance of local school district personnel, Parents-as-Teacher's educators, Department of Social Services-Children's Division employees, and Community Action agency staff, Head Start Teachers and Home Visitors work to identify eligible children and families in the nine-county service area. In close partnership with public school districts, Head Start ensures that children receive necessary evaluations and disability services if required. Preferred Family Healthcare connects with staff, children, and families to offer mental health services and supportive resources when appropriate.

Community businesses also partner with Head Start to offer donated materials and monetary support. These donations are used to support curricular goals and positive child outcomes, classroom/playground safety, and child/family needs. Community volunteers are a valuable resource to teachers and home visitors by providing time and resources that support the development of appropriate personal/social skills, language/literacy knowledge, and cognitive awareness of the surrounding community.

Green Hills Head Start has partnered with many community resources to provide services for our families. Green Hills Community Action Agency, county health departments, state agencies, school districts, area colleges, vocational technical schools and local health providers are among the resource agencies available to Head Start families. Life Options Green Hills provides clothes, diapers, and wipes through a community diaper drive. Food Pals, Backpack Buddies and Second Harvest provide food for our families. Transportation for Medicaid recipients and the Oats transportation program is available for families.

Trenton School District's Bright Futures has partnered with Green Hills Head Start. We currently have a board which meets to discuss the needs of our families and resources available to meet these needs. Shoes from the Heart and Walmart provide shoes for our students this past year.

HEALTH:

County health departments host summer health screening events where Head Start children receive physical exams, required immunizations, and lead screenings while Head Start Staff complete height/weights, vision, hearing and blood pressure screenings. Local dental professionals reserve appointment slots that allow Head Start children to receive dental exams and follow-up care. In the spring, a dental hygienist completes screenings and fluoride varnishes with our Health Specialist. This year, Pershing Health Systems in Brookfield offered a free physical day for students in Linn County. The Northeast Dental van provides dental services in Sullivan, Grundy and Putnam counties.

Head Start partners with families to ensure they have adequate health insurance as well as an ongoing source of continuous medical and dental care.

During the 2023-2024 school year:

- One Hundred percent of Head Start and Ninety Eight percent of Early Head Start children were enrolled in Medicaid or private health insurance.
- Ninety six percent of Head Start and ninety three percent of Early Head Start had an ongoing source of continuous assessable health care.
- Eighty five percent of Head Start and thirty one percent of Early Head Start were up to date on medical exams and well child checks.
- Seventy two percent received oral health preventative care.

FAMILY ENGAGEMENT:

Head Start families receive continuous support from staff throughout the year. Teachers and home visitors regularly conduct home visits and parent/teacher conferences with parents/guardians. Family Engagement specialists and the Center Directors meet with families, providing support to parents/guardians as each family works toward family goal achievement and engages in school-readiness activities at home.

Family Engagement Specialists will be spending more time in their respective centers to offer more support to staff and families which will free up time for teaching staff to focus on the children. Head Start staff members will offer resource information and community connections to address educational, financial, mental health, and nutritional needs.

Our program offers clothing and household needs such as cribs, dressers, beds etc. to families with specific needs. We have partnered with Bright Futures of Grundy County to offer resources and support to ensure we have adequate resources to meet these family needs, we have added our own Bright Futures Site Council Board to work on specific family and program needs.

As they have for the past three years, center staff plans 'Family Day' activities every 4-6 weeks, usually at the end of a curriculum unit. During 'Family Day', parents and grandparents visit the classroom where children proudly display completed projects, share learned concepts and participate in a learning activity with family members. Likewise, home-based parents are encouraged to attend home-based 'Family Day' events each month to share activities with their children in a group setting.

Parents regularly participate in weekly home learning activities assigned by Head Start teachers and home visitors. Each activity is designed to extend the classroom/home-based curriculum into the home environment, engaging parents in the learning process. All parent-child home activities contribute to the program's non-federal match requirement.

Leadership opportunities are offered to parents/guardians through active involvement in Head Start Parent Groups, Policy Council or the Health Advisory Committee. Additionally, parents are invited to training events as appropriate to their interests. Grant funds are budgeted to assist families with travel and babysitting expenses if necessary to ensure their participation in leadership roles.

Looking Ahead:

NCMC/Green Hills Head Start will begin a new federal Head Start grant in 2025-2026, the new grant application will include a total funded enrollment of 208 slots. We will continue to look for opportunities to expand Early Head Start Center Based Services

NCMC/Green Hills Head Start will work with Preferred Family Healthcare to ensure our most vulnerable children and families receive services.

NCMC/Green Hills Head Start will focus on succession planning and onboarding as leadership positions open due to retirements.

NCMC/Green Hills Head Start will focus efforts on staff employment and retention. Educational opportunities and staff benefits will be a priority to ensure we remain fully staffed for the upcoming year.

NCMC/Green Hills Head Start will work to replace playground equipment in our center locations. The equipment in many locations is over 20 years old and in need of replacement to ensure child safety.

For further information, review the program website at www.greenhillshheadstart.org or contact Green Hills Head Start at hskids@sbcglobal.net