

Concho Valley Council of Governments Head Start and Early Head Start Program

Community Assessment 2016 Update



Approved by Policy Committee: _____

Approved by SAISD School Board: _____

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CONCHO VALLEY COUNCIL OF GOVERNMENTS HEAD START AND EARLY HEAD START PROGRAM

Community Assessment 2016 Update

ENROLLMENT

Concho Valley Council of Governments as the grantee has historically seen the program serve predominately three-year-old children and has been under enrolled due to this. The decision to decrease enrollment by twenty-four slots was made with permission of the governing bodies and HHS for the 2016-2017 school year. The reduction of slots has made a huge impact in all of the counties with the exception of Big Lake Head Start.

Centers	Funded Enrollment	Current Enrollment
Big Lake Head Start	51	46
Christoval Head Start	17	17
Eden Head Start	17	17
Eldorado Head Start	17	17
Junction Head Start	37	37
Menard Head Start	17	17
Mertzon Head Start	20	20
Ozona Head Start	17	17
Robert Lee Head Start	17	17
Total	210	205

CVCOG Head Start has seen an increase in serving over income children in the last five years. In some of the service areas the Income Eligible and 130% Waiting List have been exhausted with children on the Over Income Waiting List. Children on the Over Income Waiting List are left unserved because the program is only allowed to serve 10%(69 children) of its funded enrollment. Currently our program is serving its 10%.

Year	Over Income Served
2012	40
2013	47
2014	54
2015	70
2016	69

CVCOG and San Angelo Independent School district has also seen an increase in serving children at 130% in the last five years. The program is allowed to serve 35%(243 children) of its funded enrollment whose income falls between 100 and 130%. Currently we are serving 6%(43) in this category.

<u>Year</u>	<u>130% Served</u>
2012	30
2013	31
2014	26
2015	38
2016	43

Our program continues to recruit actively in each community beginning in April and each month thereafter when the Income Eligible Waiting List is exhausted.

Schleicher County-Eldorado Head Start

Eldorado Head Start has and is facing challenges with being fully enrolled. The program has seen a decline in enrollment.

According to the 2015 County Profile population for children under the age of 5 in Schleicher County it's estimated to have 183 children in the area. Children in Schleicher County are served by Eldorado Head Start from 7:45am-1:45pm and by Schleicher County ISD with operation hours from 7:55am to 3:40pm. In the county, there is a SCMC Daycare who provides services to their employee's children from 5:00am-7:00pm. All three of these programs operate Monday-Friday.

Providers

<u>Providers</u>	<u>2014 3 & 4 year old children being served</u>	<u>2015 3 & 4 year old children being served</u>	<u>2016 3 & 4 year old children being served</u>
Eldorado Head Start	20	17	17
SCMC Daycare	No Data	2	4
Schleicher County ISD Pre-K	16	26	35

Reagan County-Big Lake Head Start

Big Lake Head Start is currently under enrolled by 5 children, due to not having any children on the Income Eligible Waiting List. We currently have 15 children on the Over Income Waiting List with a median income of \$73,314. Reagan County continues to be in the heart of the regional oil and gas exploration. This has impacted the community, with the median household income from the 2010-2014 census at \$52,692. Big Lake Head Start has 20 children that are over income out of the 46 for percentage of 43% and 8 children at 130% out of the 46 for a percentage of 17%. Over all the program is serving 60% of children who are above the poverty guidelines in Reagan County.

According to the 2015 County Profile population for children under the age of 5 in Reagan County it's estimated to have 311 children in the area. Children in Reagan County are served by Big Lake Head Start from 8:00am-2:00pm and by Reagan County ISD with operation hours from 7:45am-2:30pm. Both these programs operate Monday-Friday.

Providers

<u>Providers</u>	<u>2014 3 & 4 year old children being served</u>	<u>2015 3 & 4 year old children being served</u>	<u>2016 3 & 4 year old children being served</u>
Big Lake Head Start	51	52	46
Reagan ISD Pre-K	43	39	40

Kimble County-Junction Head Start

In Kimble county, the First Baptist Church's Day Care closed its doors in March 2016 after 37 years of operation. The monthly amount required to operate the day care had risen and enrollment had declined. Head Start has not seen an influx of children due to this change in the community.

SURVEYS

Community Surveys

Community surveys were distributed to the community at large throughout our service area. Serve questions ranged from concerns in the community, pressing issues for families, highest level of education, employment status, health insurance, own or renting housing, working computer in household and internet access. Of the approximate 230 surveys distributed, 131 surveys were returned. As a result of the surveys the following was determined.

Highest level of Education

- 8% Did not graduate from High School
- 33% Graduated from High School
- 18% Attended 1-2 years of college or technical school
- 11% Graduated with Associate's degree or certificate
- 5% Graduated with technical degree of certificate
- 4% Completed 3-4 years college or technical school
- 14% Graduated with Bachelor's degree
- 2% Graduated with Master's degree of higher

Employment Status

- 72% Employed full-time
- 9% Employed part-time
- 1% Seasonal worker
- 5% Self-employed
- 0% Unemployed-student
- 1% Unemployed-SSI/Disability
- 3% Unemployed by by choice
- 2% Unemployed-cannot find job
- 2% Retired
- 2% Volunteer
- 0% Other

Health Insurance

- 47% Health insurance for self

- 5% Health insurance for children only
- 31% Health insurance for entire family
- 12% Do not have health insurance

Annual Income

- 8% \$0-\$10,000
- 16% \$10,001-\$20,000
- 13% \$20,001-\$30,000
- 14% \$30,001-\$40,000
- 6% \$40,001-\$50,000
- 31% Over \$50,000

Concerns in the Community

- Not enough jobs
- Roads and street repairs
- Need of affordable housing

Pressing issues in families

- Employment
- Affordable health insurance
- Paying necessary bills

Parent Surveys

Parent surveys were distributed to all families enrolled with questions about services that we provide our families with throughout the year. Of the approximate 205 surveys distributed, 113 were returned. As a result of the surveys the following was determined.

Families would be better served with 7-8 hour days

- 51% answered yes

Families biggest stressor

- 26% Financial
- 13% Employment

The majority of parents indicated that they were satisfied with the Head Start services their families received from the program.

SERVICES TO CHILDREN WITH A DISABILITY

For 2015-2016 as the Grantee we served 55 children with disabilities; 7% of our enrollment. Currently we are serving 42 children or 5% of our enrollment. Our recruitment flyer always includes information on the services we can provide for children with disabilities.

<u>LEA Children with Disabilities Pre-K/Kindergarten through 3rd</u>	<u>Percentage Served</u>
Reagan County ISD	3%
Christoval ISD	9%
Eden CISD	4%
Schleicher County ISD	5%
Junction ISD	11%
Menard ISD	11%
Irion ISD	1%
Crockett County Consolidated ISD	6%
Robert Lee ISD	10%

PERSONNEL

During the 2015-2016 program year, we had 9 or 64.3% of our teachers meet the degree/credential requirement of Section 648A (2)(A) (BA or higher-ECE/related). Currently we have 7 or 58% of our teachers meet the degree/credential requirement of Section 648A(2)(A) and 1 teacher with an Associate degree in ECE and 1 teacher with a CDA enrolled in an Associate degree program. We have 4 teachers that do not meet the requirements of 648A and 1 teacher position vacant.

Recruiting qualified staff continues to be a challenge. When we post for job openings we place flyers throughout the community, place ads in the local newspaper or on Indeed or Monster and sometimes in the newspaper where the administrative office is located. Many times, we receive no qualified applications or no applications at all. In these instances, we have had to promote teacher assistants that are still working on their CDA.

SAN ANGELO ISD HEAD START & EARLY HEAD START COMMUNITY ASSESSMENT 2016 UPDATE

PROGRAM OVERVIEW

The San Angelo Independent School District Head Start and Early Head Start program serves as the sub-recipient to the Concho Valley Council of Governments. SAISD Head Start serves 483 children, ages 3 to 5 in a part-day program for six hours a day, five days a week from August through May. Program hours of operation are from 7:45am to 1:45pm. SAISD Early Head Start serves 100 children, ages 0-3 and 8 pregnant moms in a full day

program for seven hours a day, five days a week, in a year-round program that runs August through July. SAISD currently operates the Head Start programs at three sites while Early Head Start is located in two of these three sites. Eligible program participants are residents of Tom Green County and can reside in San Angelo, Veribest, Wall, Water Valley, and Grape Creek.

San Angelo ISD Head Start and Early Head Start Funded Enrollment:

Centers	Funded Enrollment in Head Start	Funded Enrollment in Early Head Start	Total Served	Number of Pregnant Moms
Blackshear	163	0	163	
Day	160	64	224	
Rio Vista	160	36	196	8
Total	483	100	583	8

The goal of SAISD Head Start and Early Head Start is to provide comprehensive services to children and their families. The focus of our program is on program excellence by providing the highest quality of services to the children and families that we serve with an emphasis on prevention and early intervention. Our goal is that all children, including those with disabilities, and particularly those from low income families, will benefit from a comprehensive developmental program which addresses all of their needs. Families enrolled in the program have access to education, nutrition, disability, health & safety, and family support through partnerships and contracts with local service providers. We work collaboratively with community agencies in our community to develop new and innovative ways to better serve our families.

RECRUITMENT

SAISD Head Start and Early Head Start use a selection criteria point matrix system which weights factors, such as income, homelessness, foster care/kinship care, child disability, parental status, family status of employment or in school or job training, and the child's age. There are also other factors that weigh in on eligibility, such as TANF/SSI, transition from Early Head Start, teen parent, parent incarceration, CPS involvement, siblings enrolled in the program, 3rd year enrollment, and unemployment status.

SAISD Head Start transitions approximately 250 children to the LEA Kindergarten program each year. Therefore, our recruiting efforts start in April for the next school year. The program conducts open enrollment in April, May, and July for enrollment the following school year. Applications are also taken on a daily basis at the center level. Recruitment for the program consists of (1) posting of flyers announcing the upcoming open enrollment dates and a general flyer is posted around the community at all other times before and after open enrollment, (2) posting on the district's Channel 4 and website, (3) public service announcements on local radio stations in both English and Spanish, (4) health fairs, (5) school distribution centers, (5) staff posting at their churches, (6) newspaper ads, and (7) local television's community spotlight.

Enrollment Performance Standards require a minimum 10% of children with disabilities among each year's enrollment and these children are specially targeted during annual recruitment. Recruitment of children with disabilities is also on-going throughout the year as the program partners with the LEA's Special Education Department in testing referred children for services and with the Early Childhood Intervention Program for services for children 0-3 with disabilities.

ENROLLMENT

During the 2015-2016 school year, SAISD Head Start and Early Head Start provided services to 610 children in our Head Start program for the year. The demographic make-up of these children consisted of 79% Hispanic and 21% Non-Hispanic. In Early Head Start last year, the program served 130 children for the school year and the demographic make-up was 83% Hispanic and 17% Non-Hispanic. Again, this year our program is predominantly Hispanic and at the start of the 2016-2017 school year, our enrollment was 442 in August with 79% Hispanic and 21% Non-Hispanic. Early Head Start's August enrollment was at 72 children with 78% Hispanic and 22% Non-Hispanic.

In the last three years, the program has continued to see a decline in enrollment of 4 year olds and a decline in meeting our funded enrollment by the first day of school despite continued efforts to recruit actively. The 2015 Community Assessment indicated several changes in services that are available for same age children in our service area and this continues to be the case this year as well. One of the main changes is with the LEA, which operates 7 Pre-Kindergarten classes. Last year, three of those classrooms were extended to full day programs serving children from 7:45am to 2:15pm. Last year, several of our enrolled Head Start children transferred from the Head Start program to the Pre-K program for various reasons that ranged from longer services to transportation. This school year, the program had fifteen enrollment slots for 4 years to fill after children failed to show up on the first day of school. Fourteen of those children enrolled in the Pre-Kindergarten program.

Enrollment in San Angelo for PK and Head Start on the first day of school:

Enrollment	2016-2017	2015-2016	2014-2015
SAISD Pre-Kindergarten	198	173	183
SAISD HS (Income Eligible)	428	416	440
SAISD HS (100%-130%)	14	26	10
SAISD HS (Over Income)	0	1	2

Source: San Angelo ISD Membership, Head Start Program Information Report (PIR), and Head Start PROMIS Data System.

Pre-Kindergarten and Head Start have some of the same eligibility qualifications, but Head Start income guidelines are at the poverty level and the income guidelines for Pre-Kindergarten are at the federal level and are a bit higher.

Eligibility Requirements for Pre-Kindergarten:

- Child must be 4 years old by September 1, and

One of the following requirements:

- Unable to speak and comprehend the English Language (not always a HS qualifier)
- Homeless (same for HS)
- Foster Child (same for HS)
- Meet Federal Income guidelines (higher than HS Federal poverty guidelines)
- Military Eligibility (not always a HS qualifier)
- Is or ever has been in the conservatorship of the Department of Family and Protective Services (has to be currently in conservatorship of DFPS for HS)

In addition to Pre-K services, San Angelo ISD has a Preschool Program for Children with Disabilities (PPCD). SAISD Head Start is very fortunate to have a partnership with the district's Special Education PPCD Program for inclusion services at our Blackshear Head Start Center. Head Start children identified as having a disability attend Head Start with specialized support from the PPCD teaching staff. Identified children at the other two Head Start centers also receive PPCD services and are bussed to the district's three elementary schools that have PPCD classrooms. Joint recruiting efforts between SAISD Head Start and SAISD's Special Education Department indicate that there are many other Head Start age children that are identified with disabilities through PPCD that would greatly benefit from interactions with normal developing children through our Head Start program, but unfortunately, they don't always qualify for Head Start due to their over income status. Families are still encouraged to apply for the program, as we are allowed from time to time, to enroll over income children. Once these children apply to the Head Start program, they remain on our 100%-130% or Over Income Waitlists that we are required to maintain throughout the year. The Part C agency in our community, serving children from birth to age three, is Early Childhood Intervention (ECI). This agency serves 177 children in Tom Green County and currently serve 15 children in the Early Head Start programs at Day and Rio Vista.

Enrollment of Children with Disabilities served on the first day of school:

Enrollment	2016-2017	2015-2016	2014-2015
SAISD PPCD	50	70	58
SAISD Head Start	15	25	29
SAISD Early Head Start	15	13	17

Source: San Angelo ISD Student Membership and Head Start Disability Tracking Reports

Another factor that has affected the enrollment of 4 year-old children is that last year the YMCA opened up an on-site, all day preschool which serves children ages 3-5 and their hours of operation are from 7:00am to 6:00pm. They operate 3 classrooms at their local site and operate afterschool care for children at 16 elementary campuses, including the 3 Head Start centers. The YMCA Preschool currently serves 55 children 3-4 years of age. Day Care enrollment in our service area has significantly increased this year compared to last year's Community Assessment survey for children in the program's age group. Of the twenty-five surveyed child care centers in Tom Green County in 2016, fourteen responded and served a total of 704 children 3 to 4 years of age from 6:30am to 6:00pm, which helps parents have all day childcare for their children while they work. In 2015, thirteen of the twenty-five child care centers surveyed served a total of 498 children 3 to 4 years of age. This is a massive increase in services to children in our service area. The data also indicates that of the fourteen day cares that participated in the survey ten serve infants, ages 0-36 months and the Community Assessment indicated that there is still a need for more facilities to serve infants. This is very evident in Early Head Start as well, due to the extensive waitlist for the program. Early care for children is still a necessity, as families with young children need quality childcare in order to secure employment or enroll in school.

Tom Green County continues to have a significant need for childcare services for low income families. The waiting list for subsidized childcare is extensive, leaving many families without childcare for their children. Data collected from the Parent Surveys distributed for this Community Assessment, indicate that affordable after school care would benefit the needs of the family. SAISD Head Start is fortunate to have a partnership with the YMCA for after school care for our Head Start children, but the tuition is costly. The YMCA does have a scholarship program and this allows some families to have after school care for their children at the end of their daily Head Start services, but they only have a certain amount of scholarships available, and unfortunately, many families remain in need. Disability enrollment is another factor that has affected the program. Last year for the first time since 2010, our program failed to meet the required 10% of the enrollment with children with disabilities and the program had to apply for a waiver from the Head Start Regional Office. The main factor was parent denial for services to be provided by the LEA Special Education program or the Early Childhood Intervention program. Parents felt that their children were too young to be identified as having a disability and opted to wait till their children were older, or at least in Kindergarten.

Enrollment of Children with Disabilities PPCD- 3rd Grade served in Tom Green County, including SAISD as of September 30:

Enrollment	2016-2017	2015-2016
SAISD PPCD-3rd	365	383
Grape Creek ISD PPCD-3rd	53	37
Small Schools Coop PPCD-3 rd (Wall/Veribest/Water Valley)	37	15

Source: San Angelo ISD Student Membership and Head Start Disability Tracking Reports

The most prevalent disabilities for children in the program's age group are speech impairment and Non-Categorical Early Childhood. Non-Categorical is an eligibility category that is determined at the time of assessment, if the assessment indicates that the child meets criteria as a student with an autism spectrum disorder, intellectual disability, or a learning disability. Due to the age of the child, the State of Texas allows the use of an eligibility criteria of non-categorical early childhood until the child is 6 years of age.

PERSONNEL

The SAISD Head Start program continues to face the challenge of obtaining highly qualified staff. The program has seen a high turnover rate due to staff leaving for higher paying jobs, moving out of town, enrolling in college courses, or staying at home. In the 2014-2015 school year, there were a total of 84 program staff in various positions within the program: teaching staff, custodians, cooks, contracted personnel, and administration. Nineteen had left since the prior year's Program Information Report (PIR) and fourteen positions were replaced. In program year 2015-2016, ninety-two staff members had been hired in different areas of the program: Twenty-nine left the program at some point throughout the year since the prior year's PIR, and sixteen of those positions were replaced.

The program goal is to continue to recruit, retain, and increase the number of qualified staff for the program. Vacancies will be posted on the SAISD Website, Channel 4, newspapers, and with the Texas Workforce Commission. Funding sources are needed to ensure that competitive wages are available. The program will continue to seek additional funding and other opportunities to assist staff in pursuing a Child Development Associate (CDA) or higher education.

PROGRAM INFORMATION

Parent Satisfaction Survey

The Parent Satisfaction survey was sent out to all families enrolled in the Head Start and Early Head Start programs as part of the Community Assessment. The instrument contained questions geared towards parental services provided through the programs. Of the 374 surveys returned, parents most often reported being satisfied with understanding what their child was learning at school. They were also satisfied with being informed of their child's progress, with the services provided by HS/EHS, and with receiving helpful information from the programs.

Parents also reported feeling comfortable talking to staff and a few reported being least satisfied with the Home to School Connections and feeling that they were required to do too much for their age. They understood the importance having the Home to School Connections to help their children be successful, but a few felt least satisfied with being able to help their child be ready for Kindergarten. For the most part, the majority of the parents felt that they were most comfortable helping their children learn at home.

Parent survey data also indicates that parents are more involved in activities for their children and attend them regularly at the centers. Parents are always encouraged to volunteer and serve on different program committees. They are given information at monthly parent meetings and monthly parent activities that may help them advocate for their children. Father Engagement has also increased over the last couple of years. Overall, the parents that responded to the surveys reported to be satisfied with all the services that the Head Start and Early Head Start Programs provide.

Community Surveys

Community surveys indicated an increase in the number of families contacting their agencies for services and assistance with food, clothing, shelter, medical, counseling, transportation, and utility and rental assistance. The biggest increase has been with victims of family violence that are needing assistance. They also reported a decrease in requests for assistance with educational needs for both adults and children and a decrease in funding availability to offer more services. Most of the community surveys reported an increase in job availability, drug abuse, homelessness, and transportation needs.

ACKNOWLEDGEMENTS

Rural LEA

Census Quick Facts

Program Information Reporting

Child Care Center

Parents

Community Agencies

SAISD Program Information Report (2014-2015), (2015-2016)

Tom Green County Child Care Center Surveys

San Angelo Community Agencies

SAISD Student Membership Reports

LEA and area School District Disability Surveys

ECI Survey

Parent Satisfaction Surveys from Blackshear, Day, and Rio Vista Head Start/Early Head Start Centers

CONCHO VALLEY COUNCIL OF GOVERNMENTS' COMMUNITY ASSESSMENT
UPDATE

NOVEMBER 2016

GOALS AND FINANCIAL OBJECTIVES

1. Grantee-Extend hours of operation

- Request additional funding from HHS to extend the program hours.

2. Delegate-Extend hours of operation in Head Start

- Request additional funding from HHS to extend the program hours.

3. Delegate-Increase disability enrollment in Head Start and Early Head Start

- Additional education and training for parents to provide them with the appropriate tools and a better understanding of disabilities and services for their children.
- Training on the importance of early identification is crucial to their child's learning and development.
- Training is provided in depth for all staff in the area of identification, referral, and implementation.
- Training in these areas would also be beneficial to parents as well.

4. Grantee-Recruit Highly Qualified Staff

- Request money from HHS to increase the salary for Certified Teachers.

5. Delegate-Recruit Highly Qualified Staff.

- Request money from HHS to increase the salary for Certified Teachers.
- Use analyzed district compensation plan review to try to restructure the pay scale according to level of certifications: CDA, Associate's and Bachelor's degrees.
- Continue to post on the SAISD website, Channel 4, Texas Workforce Commission, and newspapers to find qualified candidates.