



*Photo: Read Across America Day. Classroom Teacher: Mrs. Priti Singh, TAs: Alba Osorno and Joyce Lopez.
Guest Readers: North Hudson Firefighters: Firefighters Vincent, Jack, and Michael.*

2018 Head Start/Early Head Start Annual Report

September 1, 2017 to August 31, 2018

This annual report has been produced in accordance with the Head Start Performance Standards, Head Start Act, Department of Education, Department of Human Services, US Department of Agriculture, New Jersey Cares for Kids, Union City Board of Education, and West New York Board of Education.



Introduction

This report is prepared to comply with the Improving Head Start for School Readiness Act of 2007, Sec. 644. This act states that:

Each Head Start agency shall make available to the public a report published, at least once each fiscal year, that discloses the following information from the most recently concluded fiscal year, and reporting such information shall not reveal personally identifiable information about an individual child or parent:

- A. The total amount of public and private funds received and the amount from each source.
- B. An explanation of budgetary expenditures and proposed budget for the fiscal year.
- C. The total number of children and families served, the average monthly enrollment (as a percentage of funded enrollment), and the percentage of eligible children served.
- D. The results of the most recent review by the secretary and the financial audit.
- E. The percentage of enrolled children that received medical and dental exams.
- F. Information about parent involvement activities.
- G. The agency's efforts to prepare children for kindergarten.
- H. Any other information required by the Secretary.

About NHCAC

North Hudson Community Action Corporation (NHCAC), a major not-for-profit organization located in Union City, New Jersey, has a strong legacy of providing social services and health care to the communities in Northern Hudson County. The Organization began in 1965 as a small Community Action Program; it quickly expanded to include over 750 employees and over 22 sites and locations. North Hudson Community Action Corporation provides health care services at its ten Federally Qualified Health Centers (FQHC), and offers community support services through administration of 20 social services programs.

In 1977, North Hudson Community Action Corporation sought to fulfill the childcare needs of its low-income Hispanic population. Head Start was added as a social service program to the North Hudson Community Action Corporation in 1978, providing comprehensive child care services to pre-school age children. Early Head Start classes were added to the Corporation in 1999 to expand childcare services to eligible families who demonstrated the need for infant-toddler care. Today, North Hudson Community Action Corporation offers early education and supportive health and family services to 367 preschoolers; 104 infant and toddlers; and 30 expectant mothers.

North Hudson Community Action Corporation Head Start/Early Head Start (NHCAC HS/EHS) maintains its promise to fulfill the mission of implementing a holistic approach to engage families as the primary educators of their children, while ensuring that each child is school- ready by the end of the program year.

Head Start/Early Head Start Programs

NHCAC HS/EHS prepares its students to enter kindergarten with the skills, understanding and knowledge to succeed. We provide a robust preschool program and provide full day, Monday through Friday, year round services.

We provide a range of individualized services in the areas of education, medical, dental, mental health, nutrition, and social services to children and their families.

Parent engagement is valued and highly encouraged in all aspects of the program. NHCAC HS/EHS families greatly benefit from the close integration of many other services and activities provided by the North Hudson Community Action Corporation to engage families and the community, and to build families' knowledge, skills, and health as well as life opportunities.

Head Start/Early Head Start Budget

FISCAL YEAR FUNDING SOURCE	4/1/17 – 3/ 31/18 ACTUAL BUDGET	4/1/18 – 3/ 31/19 PROJECTED BUDGET
Head Start Federal	\$ 3,678,591	\$ 3,646,267
Head Start Training	\$ 40,715	\$ 43,632
Early Head Start Federal	\$ 1,441,119	\$ 1,478,588
Early Head Start Training	<u>\$ 35,041</u>	<u>\$ 35,041</u>
TOTAL Head Start/Early Head Start	\$ 5,195,466	\$ 5,203,528
NJ ECC /CCAP	\$ 213,238	\$ 274,878
Extended Day Services	\$ 0	\$ 47,040
U.S. Dept. of Agriculture Head Start	\$ 354,048	\$ 408,038
U.S. Dept. of Agriculture Early Head Start	\$ 115,880	\$ 162,026
Union City Dept. of Ed. Preschool	\$ 817,800	\$ 837,425
West New York 58th St. Dept. of Ed. Preschool	\$ 387,180	\$ 388,849
West New York 67th St. Dept. of Ed. Preschool	<u>\$ 457,874</u>	<u>\$ 461,880</u>
TOTAL Other	\$ 2,346,020	\$ 2,580,136
GRAND TOTAL	\$ 7,541,486	\$ 7,783,664

Federal Monitoring Review

The Administration for Children and Families (ACF) conducted its last review in 2016; the report cited two deficiencies (Program Governance, and Human Resources). The findings were corrected, and Corrective Action Plans were submitted to ACF. Focus Area monitoring review was scheduled and completed the week of December 10-14th. Results of this review is pending. Focus Area I has not been scheduled yet by Office of Head Start.

Independent Financial Audit

In addition to ongoing monitoring and Federal Reviews, the NHCAC HS/EHS is required to have an independent accounting firm complete an annual financial audit. The 2018 audit included no major material findings of major Federal and State programs.



50 + Years of Service to Families

NHCAC HS/EHS seeks to promote and improve the quality of life of its children and families. We strongly believe that access to information, service delivery, and positive enforcement of life skills increases success amongst our families. Close collaboration between NHCAC HS/EHS and other NHCAC programs provide families with opportunities to develop critical skills that empower them to succeed at becoming self-sufficient. Some key programs include:

- **English as a Second Language** – ESL classes are provided to help non-native speakers improve their English conversational skills.
- **Immigration Workshops** – Workshops and coaching assist families in acquiring knowledge and permanent resident status. Over 90% of our families are of Hispanic or Latino descent, and some family members don't have US residential status.
- **Basic Computer Skills** – Participants are helped to understand the basics of operating a computer as well as how to use MS Office programs and the Internet.

Parent & Family Engagement

Currently, NHCAC has employed 35 qualified parents to work within Head Start and 18 parents in Early Head Start programs. The Program encourages parents to participate in their children's education by volunteering in the classroom or other areas of the program. Parents benefit from spending time with their children in a child care setting, attain applicable work

experience, and gain knowledge in program operations.



Celebrating Hispanic Heritage

In all Head Start programs across the nation, celebrating different cultures is fundamental because in order to have a successful program, it is important to respect and incorporate the cultures of children and families. Here at the NHCAC Head Start/ Early Head Start program, we celebrated culture by having Hispanic Heritage Celebrations in our centers in the month of October.

Family Engagement

We strongly believe that parents are the primary teachers of their children and are essential participants in their children's growth and development. We invest intensive efforts in partnering with parents to develop and provide services that involve them in all aspects of the program, such as providing parent structure and guidance to set personal goals that are monitored throughout the school year to ensure parent success

- **Nurturing Parenting Program:** In the Nurturing Parenting Program, parents attend 10 sessions designed to build parenting skills that encourage and inspire their children instead of abusive and neglectful child-rearing practices. Head Start celebrated all the parents who attended and completed the Nurturing Parenting program!
- **Twenty-first Century Parenting Skills Development** – Many HS/EHS parents attended workshops throughout the year that facilitate parenting best practices in such areas as critical thinking, problem solving, communication, collaboration, budgets, and creativity leading to self-sufficiency. This past year one of the highlights focused on a domestic violence workshop series presented in collaboration with local community organizations. Crucial domestic violence information and resources were provided to many parents, with a focus on pregnant women as well as others.
- **Parent-Child Education Fun Night** – A multi-function event we held in May: This year's Parent Activity, organized by Head Start and the Policy Council, was Carnival Family Fun Night. Children were treated to a magic show, face painting, any balloon creation of their choice, and pizza! The event was a tremendous success, with over 300 parents and children in attendance.
- **Health Fair** – Many children and their families attended our health fair with over 20 health vendors. Attendees received free health screenings, explored a fire engine, and participated in fun activities like face painting, bouncy house, and trackless train. Barbecue and other food was provided to all families.



Parent Success Story –

Christine L. Escobar

My kids and I will always be grateful for the services you have extended to our family. I would not have been able to achieve everything that I have if it were not for the love and excellent care that my children received while in enrolled in your program. Knowing that my children were well taken care gave me the opportunity to focus on my career and educational goals. I was able to finish my undergrad degree while my son was in the program in 2008 and in 2017 I was able to complete a Masters in Strategic Communications while my daughter is enjoying the benefits of your program. Being able to afford child care has allowed me to follow my dreams in a way where I have been providing digital marketing services to a variety of clients to make a living but at the same time allowing me to make a name for myself as a professional. Thank you for everything you give to our community and for giving a young mother with a big dream a fighting chance!



Human Resources

Our staff are well prepared and experienced. They have significant child development experience and training. All our Preschool teachers have earned a Bachelor's Degree (BA)

in Early Childhood Education or in a related field. All our caregivers have earned an Infant and Toddler CDA credential. Ten caregivers have also earned an Associate's Degree (AA) or BA in Early Childhood Education. Currently all of our Teacher's Assistants are enrolled in a program to earn their AA in Early Childhood Education.

Program Governance

The Policy Council, composed of parents and members of the communities served, shares in decision making and program governance with the NHCAC Board and Head Start Director. Policy Council members are nominated by participating parents during Center Parent Committee meetings, and Community Representatives are appointed by NHCAC Board of Directors.

Communication

We are committed to our students' and families' success, which consistently reflect core values of quality, accountability, respect, trust, diversity, dedication, communication, recognition and celebration.

Health, Mental Health, Disability Services

It is critical that families have access to health care, mental health and disability services. We facilitate children's access to physical, dental and mental health, nutrition education, disabilities identification, support and referrals.

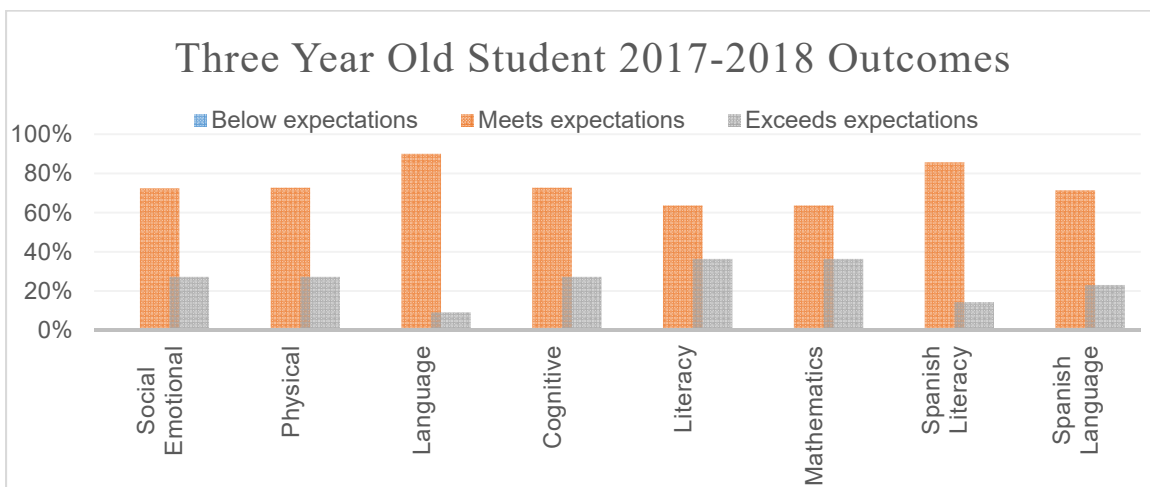
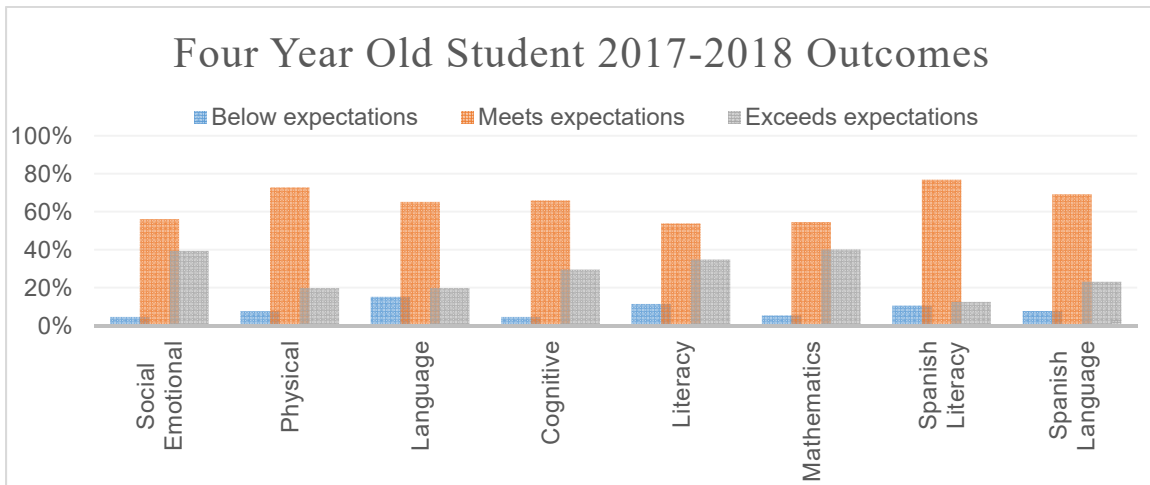
Community Partnerships

Collaboration with over 50 community partners helps HS/EHS families access specialized services. We have partnered up with Strengthen Families to offer our parent more parenting workshops. We continue to foster a positive relationship with SPAN, Urban League, West New York School District, Union City School District, Work Force Registry and many more. All these collaborations have improved the quality of services we provide our families and staff.



2017-2018 Preschool Outcomes

School Readiness – We prepare the preschool children to make the cognitive, physical, and social progress they need in order to perform well in school and to succeed in life. Our Family Engagement programs help families improve their well-being, gain skills to build strong relationships with their children, and take advantage of ongoing learning and development opportunities. We use *Creative Curriculum* to educate the preschool children, *CLASS (Classroom Assessment Scoring System)* as our observation instrument to assess the quality of teacher-child interactions, and *Teaching Strategies Gold* as our assessment tool to track and measure the children’s progress. *Teaching Strategies Gold* enables us to highlight outcomes for each child across six key domains of development: (1) physical and health; (2) social and emotional; (3) approaches to learning; (4) literacy; (5) language; and (6) mathematics knowledge and skills.



Note: At the end of the 2017-2018 school term, no three-year-old student scored below expectations.



2017-2018 CLASS Assessment Data

The effects of great teaching can last a lifetime for young learners. That's why CLASS and Head Start are working together to ensure every child has access to high-quality educational experiences. For almost a decade, Head Start programs nationwide have been using CLASS to ensure compliance with national standards, while also providing their educators with the tools they need to create effective learning environments.

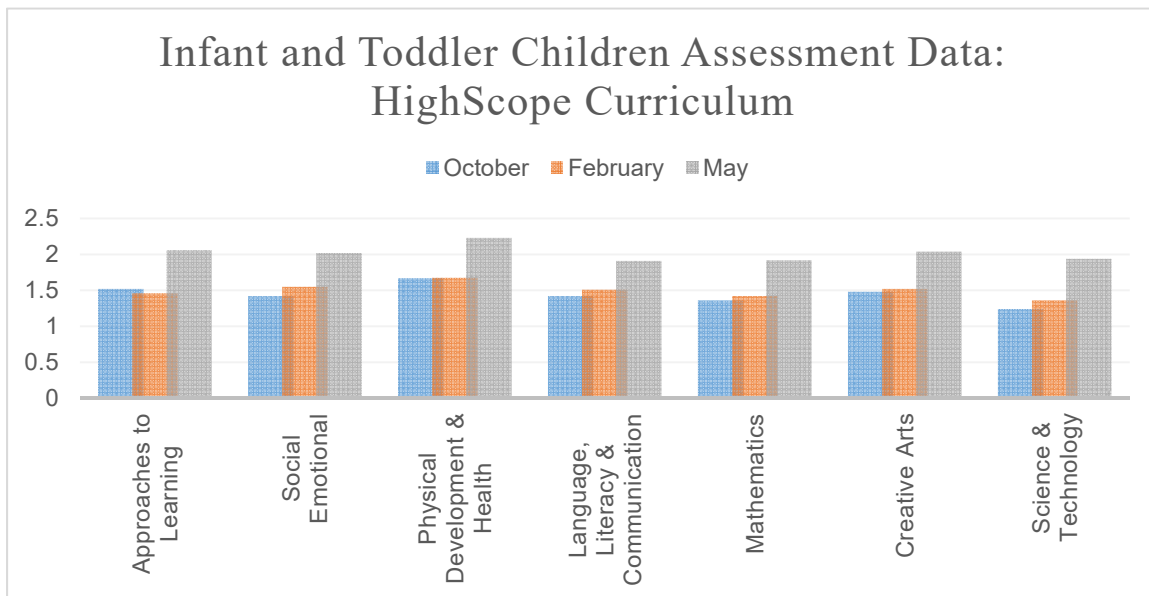
Dimension	Classroom Number											Average	
	2	5	6	8	9	13	15	16	19	20	25	NHCAC	National
Positive Climate	6	6	6.5	6.5	6	7	7	7	7	7	7	6.64	6.01
Negative Climate	1	1	1.5	1	1	1	1	1	1	1	1	1.05	1.07
Teacher Sensitivity	5.5	5.5	5.5	6	6	7	6	6	7	6.5	6.5	6.14	5.88
Regard for Student Perspectives	4.5	5	4.5	6	6	5.5	5.5	6.5	6.5	5	6	5.55	5.45
Behavior Management	5.5	4.5	6	6	6	7	6.5	6.5	7	7	7	6.27	6.00
Productivity	5.5	6.5	6.5	6	6.5	6	6.5	6.5	6.5	7	6	6.32	6.14
Instructional Learning Formats	5	6.5	6.5	6.5	6	6	6	5	6	7	5.5	6.0	5.35
Concept Development	3	3	3.5	5.5	5	5	5	4	5.5	6	5	4.6	2.49
Quality of Feedback	2.5	3	4	5.5	5.5	5.5	5.5	5	5.5	6.5	5	4.86	2.99
Language Modeling	2.5	3	4	5.5	5.5	5.5	5	4.5	5	5.5	5	4.64	3.51



2017-2018 Infant & Toddler Outcomes Report

The ability to plan and stick to the plan is the core skill needed to function in society. Scientists refer to these capacities as **executive function** and self-regulation—a set of skills that relies on three types of brain **function**: working memory, mental flexibility, and self-control. **Children** aren't born with these skills—they are born with the potential to **develop** them. Executive functioning skills are the set of processes that manage, control, and regulate one's other cognitive processes, and include such skills as inhibition, planning, organization, and working memory. In order to successfully plan and stick to that plan, it is very important to lay down the framework of executive functioning. The HighScope Curriculum focuses on development of these skills as well as fostering positive early acquisition of language.

Early language acquisition is instinctive and for most children tends to happen quite naturally. But how we as adults respond to their attempts to communicate can have an impact—accelerating or decelerating their language development. When working with infants and toddlers *speech comes later*. Keeping this in mind, it is important for caregivers to enrich the environment with materials that will encourage communication. Creating opportunities for language development will laid the foundation for language to grow. These were the reasons for changing the Infant and Toddler curriculum to the HighScope Approach. The following are the data results from the piloting of the HighScope Curriculum in 2017-2018.



NHCAC Head Start Earns Four Star Rating by NJGROWKIDS

NJGROWKIDS is the State of New Jersey's systemic approach to assessing, improving, and communicating the level of quality in early care and education settings. NHCAC HS/EHS was evaluated in the spring of 2018. Samples of preschool classrooms were assessed using the ECERS-3 and ITERS-3 tools. The Program's goal was to obtain a minimum of 3 out of 5 stars in all categories. Head Start's Quality Rating Score was based on the ECERS-3/ITERS-3 overall classroom average and documentation score.

For our Head Start centers, the Quality Rating Scores were as follows:

- Preschool classrooms located at the 5800 center received an average score of 3 stars
- Preschool classrooms located at 67th street, Kearny & North Bergen centers received an average score of 4 stars

For Early Head Start (EHS) centers, the Quality Rating Score was based on the ITERS-3 overall classroom average. For our EHS centers, the Quality Rating Score were as follows:

- EHS classrooms located at the 5800 center received an average score of 5 stars
- EHS classrooms located at the 4th street center received an average score of 3 stars



Who We Serve

Funded Enrollment

Children 3-5

Head Start – 367

Pregnant Women & Children 0-3

Pregnant Women – 30

Early Head Start – 104

Average Monthly Enrollment

Head Start – 90% pre-school

Early Head Start – 83% infant & toddlers

Actual Enrollment

Children 3-5

Head Start – 409

- 3 Year Olds – 208

- 4 Year Olds – 201

Pregnant Women & Children 0-3

Pregnant Women – 44

Early Head Start – 130

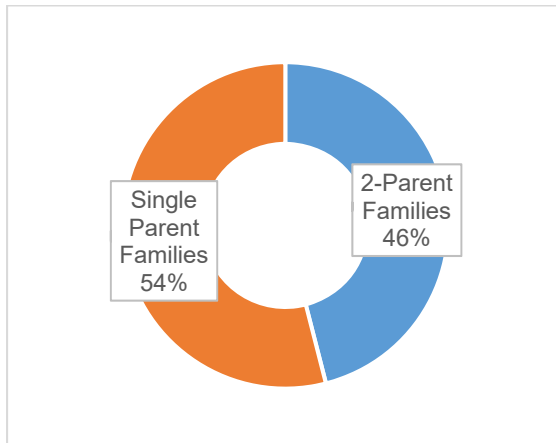
Disability Children Served

Head Start (IEP) – 23

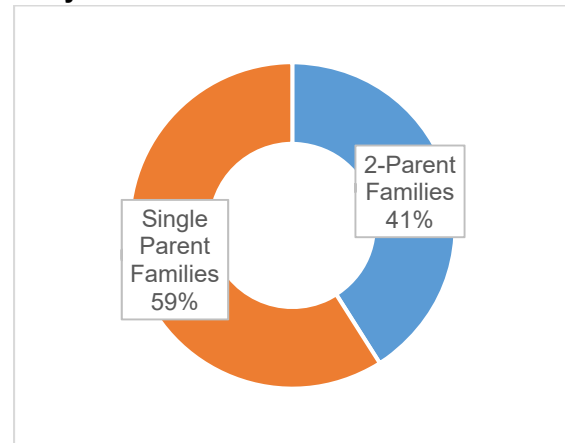
Early Head Start (IFSP) - 24

Families Served

Head Start – 393



Early Head Start – 164



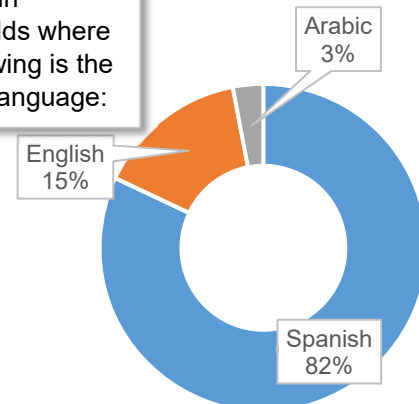
Characteristics of Head Start Families

Of the 557 families served by NHCAC

Head Start/Early Head Start:

- 94% are of Hispanic/Latino Ethnicity
- 30% of parents do not have high-school diplomas
- 96% of the families earn incomes below 100% of the federal poverty line
- 4% of the families are homeless
- 2% of the families receive Temporary Assistance for Needy Families (TANF)
- 2% of the families receive Supplemental Security Income (SSI)
- 76% of the families receive services under the Program for Women, Infants, and Children (WIC)

Percent of children in the program who live in households where the following is the primary language:





What We Do For Children...

Health, Nutrition, Disability and Mental Health

Of the cumulative 130 Early Head Start, 409 Head Start children and 44 Pregnant Women served:

Health

- 96% had health insurance; of those,
 - 92% had health insurance through State CHIP/Federal Medicaid
 - 5% had private health insurance
- 99% of Head Start Children and 98% of Early Head Start children are up-to-date with EPSDT
- 98% of Head Start Children and 92% of Early Head Start children were up-to-date with, or had completed all, immunizations.

Chronic Health Conditions Requiring Medical Treatment

- Asthma – 2%
- Overweight – 11%
- Obesity – 16%

Dental

- 92% of children had continuous, accessible dental care provided by a dentist
- 403 children completed a dental exam

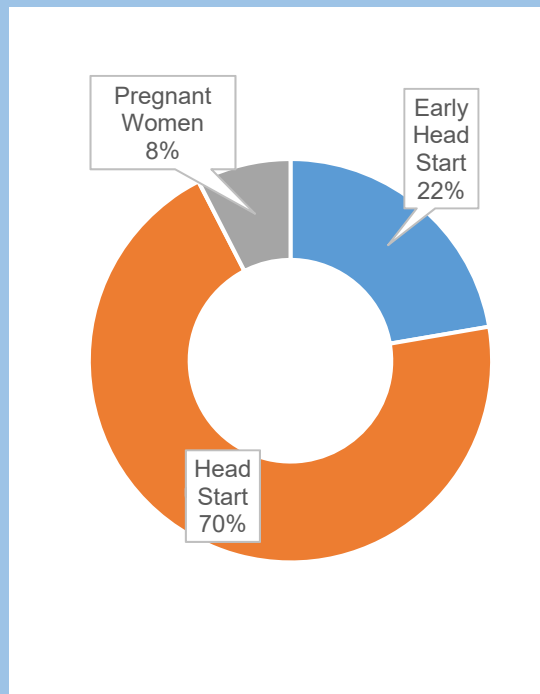
Mental Health & Disability Services

- 48 Head Start and Early Head Start children were provided an individual mental health assessment; of those, 40 were referred by the mental health professional for further mental health services.

Pregnant Women

- 100% have health insurance and received: prenatal and postpartum care; prenatal education on fetal development; information on the benefits of breastfeeding (from NHCAC WIC).
- Enrolled During –
 - 1st Trimester (0-3 months): 5
 - 2nd Trimester (3-6 months): 21
 - 3rd Trimester (6-9 months): 18

NHCAC HS/EHS Cumulative Program Enrollment at a Glance



... And Services to their Families

- Housing assistance such as subsidies, utilities, repairs, etc. – 9
- English as a Second Language (ESL) training – 57
- Adult education such as GED programs and college selection – 30
- Job training – 36
- Substance abuse prevention/treatment – 5
- Domestic violence services – 12
- Health education – 24
- Parenting Education – 482

Number of families that received at least one service – 552 (100%)



Locations

Administrative Office
Head Start/Early Head Start
Centers for Early Learning & Parent Engagement
5800 Kennedy Boulevard
West New York NJ, 07093
(201) 617-0901

Early Head Start Centers

Union City
401 Palisade Avenue
Union City NJ, 07087
(201) 863-7511

West New York
5800 Kennedy Boulevard
West New York NJ, 07093
(201) 617-0901

Head Start Centers

North Bergen
7611 Broadway
North Bergen NJ, 07047
(201) 453-1469

Union City
401 Palisade Avenue
Union City NJ, 07087
(201) 863-7511

West New York
5800 Kennedy Boulevard
West New York NJ, 07093
(201) 617-0901

West New York
314 67th Street
West New York NJ, 07093
(201) 662-7722

Kearny
380 Kearny Avenue
Kearny NJ, 07032
(201) 246-8718