

# 2020 HEAD START/EARLY HEAD START Annual Report



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, Kearny 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	4/1/20 – 3/ 31/21 ACTUAL BUDGET	4/1/21– 3/ 31/22 PROJECTED BUDGET
Head Start Federal	\$3,882,644	\$3,882,644
Head Start Training	\$43,632	\$43,632
Early Head Start Federal	\$1,583,898	\$1,583,898
Early Head Start Training	<u>\$35,041</u>	<u>\$35,041</u>
<b>TOTAL Head Start/Early Head Start</b>	<b>\$5,545,215</b>	<b>\$5,545,215</b>
NJ ECC /CCAP	\$191,971	\$308,607
Extended Day Services	\$98,536	\$47,700
U.S. Dept. of Agriculture Head Start	\$240,970	\$333,235
U.S. Dept. of Agriculture Early Head Start	\$74,378	\$127,000
Union City Dept. of Ed. Preschool	\$837,425	\$901,182
West New York 58th St. Dept. of Ed. Preschool	\$402,570	\$406,220
West New York 67th St. Dept. of Ed. Preschool	\$478,260	\$353,588
Kearny: Kearny Ave Dept. of Education	<u>\$119,760</u>	<u>\$119,760</u>
<b>TOTAL Other</b>	<b>\$2,443,870</b>	<b>\$2,597,292</b>
<b>GRAND TOTAL</b>	<b>\$7,989,085</b>	<b>\$8,142,507</b>

## Federal Monitoring Review

Office of Head Start conducted its Focus Area One CLASS® review in 2018. In April of 2019 the Administration for Children and Families (ACF) conducted a Focus Area Two (FA2) monitoring review of the North Hudson Community Action Corporation Head Start and Early Head Start programs. Based on the information gathered during both Focus Area one and two review, the Office of Head Start has found that our program meets the requirements of all applicable HSPPS, laws, regulations, and policy requirements.

## 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 2020 audit was conducted September 11, 2020 and 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 provided families with opportunities to develop critical skills that empower them to succeed at becoming self-sufficient. Some key programs included:

- **English as a Second Language** – In 2019 ESL classes were provided to help non-native speakers improve their English conversational skills. Due to the pandemic, 2020 ESL parent classes were cancelled.
- **Immigration Workshops** – Virtual workshops and coaching assist families in acquiring knowledge and permanent resident status were offered through our CAP departments. Over 95% of our families are of Hispanic or Latino descent, and some family members don't have US residential status.
- **CDA Classes** – The NHCAC Head Start Child development Associate (CDA) course meets the professional education requirements of 120 hours for formal early childhood education as outlined by the Council of recognition and guides the participants in how to complete the entire CDA process. Twenty parents registered 2019 for the CDA course. Eight of the twenty completed the course and earned the Council of Recognition credential.

## Parent & Family Engagement

Currently, NHCAC has employed 35 qualified parents to work within Head Start and 10 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.

## 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 Fun Night** – The 2020 Family fun night was held at Chunky Cheese. The families were treated to interactive games and video arcade games and pizza! The event was a tremendous success, with 279 children, 70 siblings and 350 parents in attendance.



- **Parent workshops** – In partnership with Strengthen Families, parents had an opportunity to participate in many workshops that informed them about community initiatives related to the current financial and health needs of the community.



## Program Success Story

*2020 has been a very challenging time for our community. Our parents were greatly impacted financially, physically, and emotionally by the COVID-19 pandemic. Our Policy Council members have always advocated for our families but this year they went over and beyond. In a joint effort with our community members, Parent information workshops, food and toy donations was extended to all our families. Below are some of the many initiatives they participated in:*

- *Giving 35 families of Food Boxes, December 2020.*
- *Participation National Head Start Parent Conference, December 2020*
- *Thanksgiving Boxes, 390 families, November 2020*
- *Participation Virtual Orientation Parents, September 2020.*
- *Policy Council's diligence, Cross Guard in 67<sup>th</sup> Center School Year 2020-2021*
- *Dr. Seuss, March 2020*
- *Parent Activity, March 2020*
- *Joy of Giving, January 2020*
- *Hispanic Parade New Jersey, October 2019*
- *Parents Activities, March 2019*



## 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. Additionally, all staff participated in COVID-19 related trainings that ensured the health and safety of the Head Start students.

## 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. This past year, our program embarked in different forms of communication. We recorded YouTube videos to inform parents and the community of our program's effort to stop the spread of COVID virus. We replaced our ROBO form of communication with the myheadstart platform which gave parents and staff a more streamline form of communicating and documenting of family's needs.

## 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.



## Head Start Awareness

Administrators and parents attended the 2020 Virtual Winter Leadership conference. The importance of Head Start was highlighted in the visits to our senators and representatives. All Head Start conference were held virtually which gave many more staff and parents the opportunity to participate.

Our program also embarked in a public relation campaign through advocacy outreach communication with our local communities. Our program also increased the Dollar per Child contribution which helped in appointing advocates to be our Head Start voice in congress.



## The Head Start Difference

### Student Virtual Instruction



### Staff support in parent activities Family Fun Night



### Helping our Families



### Nurturing Parents



### Parent workshops





## Staff Wellness Activities

Fall Harvest Celebration honor to our Essential Workers



25 Years of Service

Thank you for all your years of service  
to NHCAC Head Start!



**EHS Staff Stress Relief activity**



**Linda Plescia**



**Food Service COVID-19 training**



**Breast Awareness Project**



**Lidia Aguiar**



**Family Advocate Training**

## 2019-2020 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 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.

### School Readiness Program Outcome Matrix overall 2019-2020 Data summary

In reviewing the 2019-2020 School Readiness Program outcomes, the target overall goal for TSGOLD assessment was 90% in all Domains by period 4. Due to the impact COVID-19 lockdown had on in-person student attendance, the last checkpoint collected in 2019-2020 school term was period 3.

Domains/ Dimension	PreK-3 Scores	PreK-4 Scores	Pre-K 3 and Pre-K 4 Overall score
Social-Emotional	93% of students meets or exceeds expectation	95% students meets or exceeds expectations	94%
Physical	90% of students meets or exceeds expectations	98% students meets or exceeds expectations	94%
Language	87% of students meets or exceeds expectations	94% students meets or exceeds expectations	90%
Cognitive	90% of students meets or exceeds expectations	97% students meets or exceeds expectations	93%
Literacy	89% of students meets or exceeds expectations	90% students meets or exceeds expectations	89%
Mathematics	92% of students meets or exceeds expectations	92% students meets or exceeds expectations	92%

In comparing the Teaching Strategies Gold pre-k 3 and pre-k 4 student outcomes data, the table below demonstrates that Pre-k 3 students were at an average of 1% below score in Literacy and 3% below score in Language as expected in the 2019-2020 School Readiness Matrix Target Goals while Pre-k 4 students met the Target Goal in all Domains.

**Lowest score by objective and dimension summary by age group**

Measuring System: TSGOLD	Target Goals: checkpoint ended at period 3 due to COVID lockdown of program	Pre-K 3 results Period 3
TSGOLD Language: Objective 10d: Engages in Conversations	90% by end of Period 3	77%
TSGOLD Literacy: Objective 16b Identifies letter sound correspondence	90% by end of Period 3	49%
TSGOLD Literacy: Objective 19b: Write and conveys ideas and information	90% by end of Period 3	78%

Measuring System: TSGOLD	Target Goals: checkpoint ended at period 3 due to COVID lockdown of program	Pre-K 4 results Period 3
TSGOLD Literacy: Objective 15c Notices & discriminates units of sound	90% by end of Period 3	77%
TSGOLD Literacy: Objective 16b: Identifies letter sound correspondence	90% by end of Period 3	75%
TSGOLD Math: Objective 20a Counts	90% by end of Period 3	78%

## 2019-2020 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.

### Overall Bench marks 2019 -2020 in all COR Advantage Categories

Center	Approaches to Learning				Social and Emotional Development				Physical Development and Health				Language, Literacy, and Communication				Mathematics				Creative Arts				Science and Technology				Social Studies				English Language Learning (ELL)			
	P1	P2	P3	P4	P1	P2	P3	P4	P1	P2	P3	P4	P1	P2	P3	P4	P1	P2	P3	P4	P1	P2	P3	P4	P1	P2	P3	P4	P1	P2	P3	P4	P1	P2	P3	P4
4th St.	0.96	1.49	2.06		1.05	1.55	2.07		1.1	1.7	2.17		1.00	1.52	1.9		0.99	1.51	1.9	-	1.07	1.55	1.98	-	0.9	1.4	2.0	-	1.10	1.65	2.03	-	2.1	2.1	2.63	-
5800	1.24	1.78	2.10	-	1.23	1.67	2.10	-	1.4	1.9	2.31	-	1.22	1.69	2.0	-	1.26	1.68	2.1	-	1.24	1.73	2.15	-	1.2	1.7	2.1	-	1.29	1.69	2.02	-	2.2	2.4	2.93	-
North Hudson Community Action Corporation	1.13	1.66	2.09		1.16	1.63	2.09		1.3	1.9	2.25		1.14	1.62	2.03		1.15	1.61	2.07	-	1.17	1.66	2.08	-	1.1	1.6	2.0	-	1.22	1.68	2.02	-	2.1	2.3	2.81	-

### Needs assessment: Objective and Dimension specific

The following COR Advantage Categories scores were compared to the School Readiness Matrix goals. Based on this data, along with the recommendations from both Education Director Early Head Start Supervisors and Disability manager, the three Categories that will be focused on for the 2020-2021 school term are Social-Emotional, Language, and Mathematics.

Domains	Period 1 overall scores	Period 3 overall scores
Social Emotional : Emotions	1.01	1.95
Language, Literacy, and Communication: Speaking	1.12	2.01
Mathematics: Numbers and Counting	1.10	1.91



## Who We Serve

### Funded Enrollment

#### *Children 3-5*

Head Start – 367

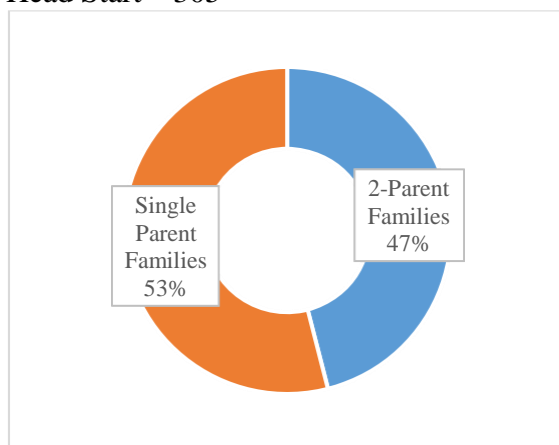
#### *Pregnant Women & Children 0-3*

Pregnant Women – 30 Early

Head Start – 104

### Families Served

Head Start – 305



### Characteristics of Head Start Families

Of the 424 families served by NHCAC Head Start/Early Head Start:

- 92% are of Hispanic/Latino Ethnicity
- 28% 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)
- 74% of the families receive services under the Program for Women, Infants, and Children (WIC)

## Enrollment as of November 2020

### *Children 3-5*

Head Start – 305

### *Pregnant Women & Children 0-3*

Pregnant

Women: 17

Early Head

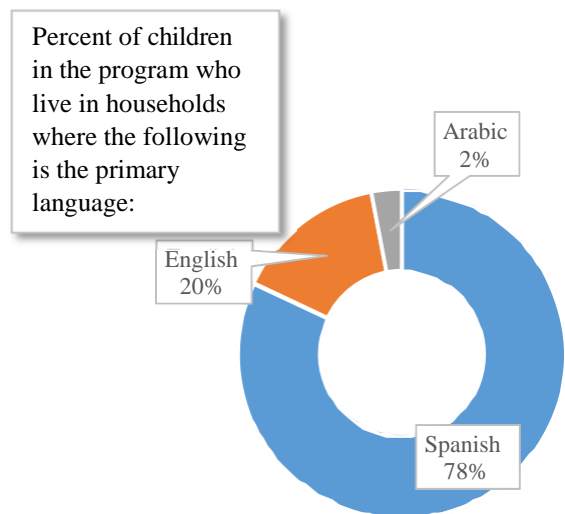
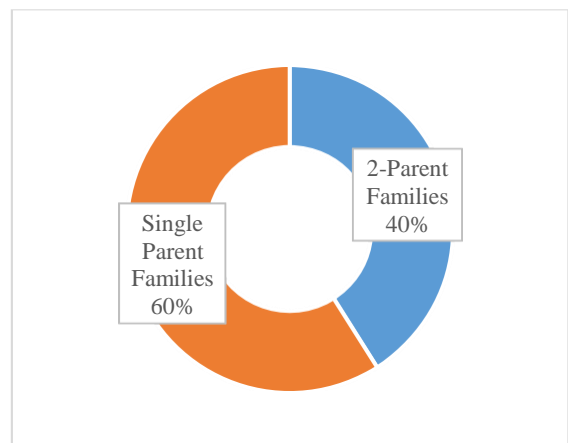
Start: 119

### Disability Children Served

Head Start (IEP) – 25

Early Head Start (IFSP) – 14

Early Head Start – 119



## What We Do for Children...

### Health, Nutrition, Disability and Mental Health

#### Health

- 100% had health insurance; of those,
  - 94% had health insurance through State CHIP/Federal Medicaid
  - 6% 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 – 17%
- Obesity – 22%

#### Dental

- 89% of children had continuous, accessible dental care provided by a dentist
- 452 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 –
  - October 2020: 20
  - November 2020: 19
  - December 2020: 17

#### ... And Services to their Families

- Housing assistance such as subsidies, utilities, repairs, etc. – 48
- English as a Second Language (ESL) training – 24
- Adult education such as GED programs and college selection – 62
- Job training – 58
- Substance abuse prevention/treatment – 14
- Domestic violence services – 18
- Health education – 1
- Parenting Education – 400

Number of families that received at least one service – 424

# 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 Center

### 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 – 67<sup>th</sup> Street  
West New York NJ, 07093  
(201) 622-7722

### Kearny

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



Director's message

It has been a very challenging year but through all the difficulties and unknowns our NHCAC Head Start staff demonstrated all the commitment and resilience of true Essential Workers. I am very thankful for their dedication to our families.



2021 will be a year of unlimited possibilities, an abundance of love, health, financial stability and success. Release any doubts and together we will achieve our dreams!

NHCAC Head Start,  
together we can make things happen!