

STANDING OUT

HEAD START OF
GREATER DALLAS
2017-2018 ANNUAL REPORT





CONTENTS

- 4 Letter from Board President
Ronald L. Jeans
- 7 Letter from CEO
Kenneth R. Gilbert
- 8 Board Members
- 9 Policy Council
- 11 Financial
- 12 Our Donors
- 15 Our Partners
- 16 Demographics
- 18 Kindergarten Readiness
- 19 Community Engagement
- 20 Comprehensive Services
 - Education
 - Nutrition
 - Special Services
 - Family Services
 - Parental Involvement
 - Early Head Start
 - Health





LETTER FROM CEO Kenneth R. Gilbert



Dear Head Start Family and Friends,

Head Start of Greater Dallas, Inc. (HSGD) remains steadfast in the belief that “Every child deserves a Head Start.” This belief fuels all aspects of our work from our commitment to grow access to a quality early childhood experience for a greater number of children ages zero to five as well as grow opportunities for HSGD’s high quality service model in Dallas County.

We cemented this commitment with the completion of the Head Start of Greater Dallas, Inc. 2018-2021 Long-Range Strategic Plan. Guided by this plan, we continue our work to be recognized as the very best early childhood education provider for ages 0 to 5. Our emphasis is on continuous improvement and data driven capacity building to ensure all eligible families have access to quality education, family care and holistic support, increasing the use of data, and energizing family engagement to achieve independence and success for our families.

HSGD appreciates and acknowledges the Policy Council and Board’s leadership of the agency’s strategic direction through their informed oversight, including diligently working to assess agency’s operations against continuous program improvement measures and compliance with the Office of Head Start (OHS) mandates. Both bodies also strive to understand the OHS Aligned Monitoring System (revised for FY 2018), taking time during the annual Board and Policy Council retreats, respectively, to have learned the review components and the review approach, including OHS Classroom Assessment Scoring System (CLASS).

Additionally, the HSGD Board of Directors hosted its second Head Start awareness breakfast in early May 2017 to encourage an increase in corporate and civic support for HSGD. Corporate and civic support are greatly appreciated and contribute to our success in the provision of innovative, high quality programming for children and their families. This will continue with a special event scheduled for October 2018 to celebrate Head Start Awareness Month.

We are proud to announce that the Community Council Advance (formerly known as the Community Council of Greater Dallas) selected HSGD as one of two nonprofit agencies as the 2017 Nonprofit of the Year. This award is given to applaud Head Start of Greater Dallas for its impact on the community and the agency’s consistent track record of providing comprehensive service provision to children and families in the areas of education, health, nutrition, family services and mental health services within Dallas County.

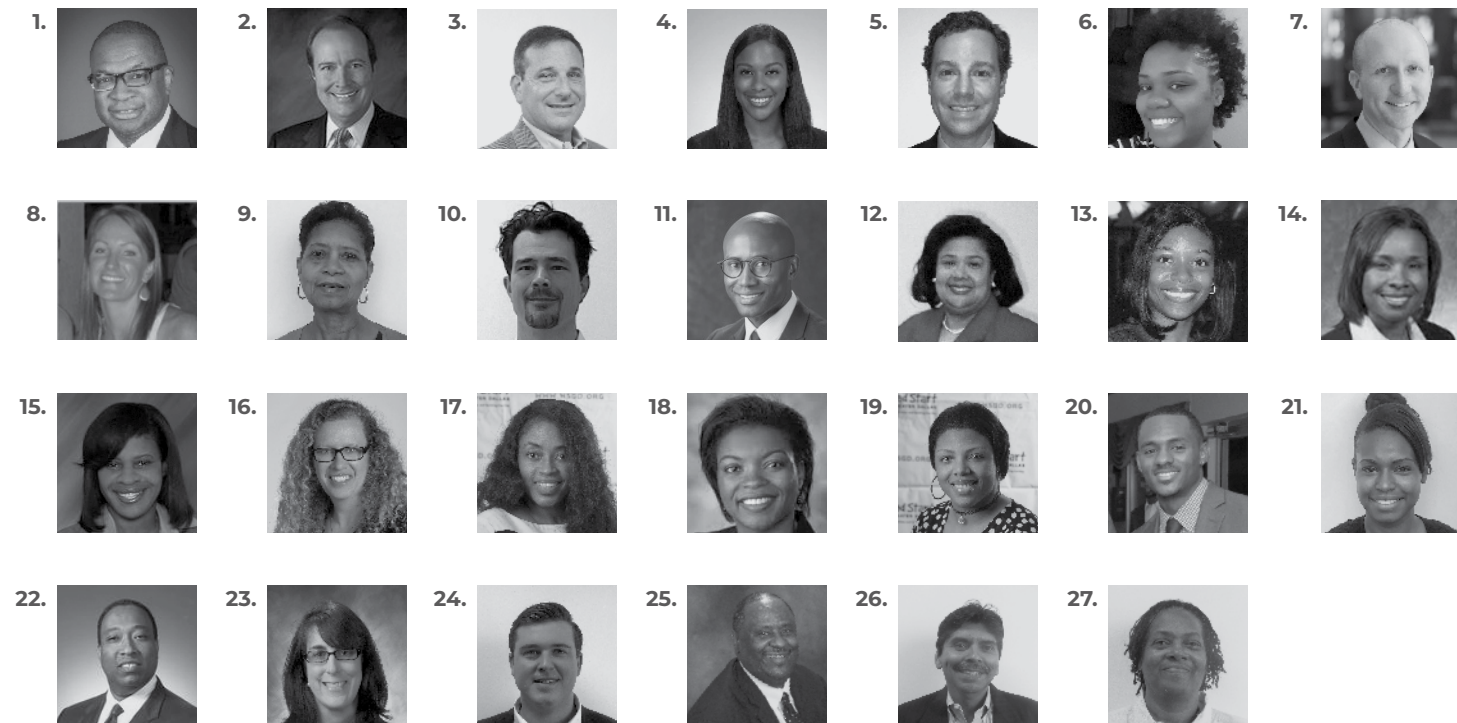
As always, we want to express our gratitude for the partnership for excellence between our staff, parents, Board of Directors, Policy Council and community partners, to whom we credit our success.

As a Dallas County community, let’s all continue to challenge ourselves to do better and be better for the good of the Dallas County community, our state and our nation.

Sincerely,

Kenneth R. Gilbert
Chief Executive Officer

BOARD MEMBERS



2017-2018 Board of Directors

1. Ronald L. Jeans
President
2. Paul A. Dunn, CPA
Vice President
3. Gregg F. Fleisher
Treasurer
4. Jayde Ashford Brown, Esq.
General Counsel
5. Nicholas (Nick) G. Peters, Esq.
Secretary
6. Shalundria Bell
Policy Council Chair
7. Michael A. McCabe, Esq.
Immediate Past President

October 2016 – October 2017

28. Shuntelle G. Allen
29. Jonathan D. Moore

Additional Board Members

8. Cory Lukens Bowen
9. Jerlyne Crain
10. Michael A. Firth
11. Carlos D. Flowers
12. Michele Anderson Goady
13. Roderica N. Jewell Goss
14. Carol C. Greene
15. Laura Cobb Hayes
16. Karen Junkins Lobdell
17. Angela Luckey
18. Angela N. Moemeka,
MD, MBA, FAAP
19. Nicole Sanders
20. Courtney K. Seals
21. Jasmine Weatherspoon
22. Christopher M. Williams, CPA
23. Leslie M. Benners
24. Charles Glover
25. David L. Brown, Ph.D.
26. Jose Luis Torres, Ph.D.
27. Linda Wilkerson-Wynn



2017-2018 POLICY COUNCIL

- Yameka Armstrong
Gianina Arroyo
Thomas Bartlett
Shalundria Bell
Chairperson
PC Rep to Board
Meaghan Boddie
Tuletha Bowens
Amber Brooks
Lashundria Brown-Johnson
Alma Chavez
Earlicia Coleman
Assistant Secretary
Jerlyne Crain
PC Rep to Board
Daisy Cuevas
Angelica Diaz
Mayela Diaz
Michelle Dominguez
Carlendra Douglas
Yvonne Espinoza
Esmeralda Esquivel
Meyara Farmer
Jackeline Fernandez
Andrea Florence-Dixon
Ofelia Flores
Yury Flores
Deborah Green
Vice Chairperson
Ashley Hines
Jackie Jackson
Opeyemi Jackson
Isaac Johnson

- Kahlia Jones
Jeanette Juarez
Eram Khan
Guadalupe Lopez
Kaija Lowe
Christine Mamba
Alexis Master
Erika Mata
Maria Mejia
Melonie Mendoza
Junie Mosely
Mayra Perez
LaBron Peterson
Deyanira Regino
Teresha Richardson
Treasurer
Nikita Rusk
Nicole Sanders
PC Rep to Board
LeNona Shields
Parliamentarian
Jasmine Smith-Gray
Griselda Soto
Keeara Stewart
Cinthia Teniente
Latoya Thompson
Abigail Treviño
Carolyn Wade
Marecia Wakefield
Jasmine Weatherspoon
Secretary
PC Rep to Board

Financial Report 2017–2018

REVENUE & EXPENSES

<i>Revenue and Support</i>	year ended actual 2/28/2018	budget year ending 2/28/2018	budget year ending 2/28/2019
Federal Grants	\$ 40,240,318	\$ 43,240,042	\$ 43,252,523
Private Grants	11,260	-	-
State Grant	-	-	-
Other Income	29,342.20	-	-
In-Kind Contributions	11,174,931	10,810,011	10,813,131
Total Revenues and Support	\$ 51,455,851	\$ 54,050,053	\$ 54,065,654

Expenses

Child Development Services			
Head Start	\$ 25,514,211	\$ 27,574,029	\$ 27,514,023
Early Head Start	5,526,790	6,206,779	6,231,738
Health & Nutrition Services	3,435,830	3,451,434	3,046,290
Family Services	3,643,013	3,727,361	4,150,165
Special Services	1,687,004	1,821,929	1,851,797
Training & Staff Development	433,470	458,510	458,510
Corporate Expenses	44,737	0	0
In-Kind Expenses	11,174,931	10,810,011	10,813,131
Total Expenses	\$ 51,459,986	\$ 54,050,053	\$ 54,065,654

Change in Net Assets	\$ -4,135	\$ -	\$ -
Net Assets February 28, 2017	\$ 5,212,374	\$ 5,208,239	\$ 5,208,239
Net Assets February 28, 2018	\$ 5,208,239	\$ 5,208,239	\$ 5,208,239

HEAD START's primary source of funds (82%) is provided by federal grants from the Department of Health & Human Services and the Department of Agriculture. Private/state grants and contributions provide .08% of funding while nonfederal, including in-kind, represents 18%. Actual federal expenditures for the year ended 2/28/2018 were 93% of the agency's total budget compared to 18% for actual nonfederal expenditures. Actual federal expenditures as a % of the federal budget were personnel costs (47%), benefits (9%), contractual (15%), supplies (4%) and other costs, including occupancy, telecommunications, interest expense(25%).

A fully-audited financial statement prepared by Wipfli LLP for fiscal year ended February 28, 2017 is available on file at HEAD START of Greater Dallas, Inc., a 501 (c) (3) nonprofit tax-exempt Texas corporation.

OUR DONORS

\$100,000+

Dallas Housing Authority
Dallas Independent School District
Irving Independent School District
Jubilee Park Corporation
Lancaster Independent
School District

\$10,000–\$99,000

1920 Walnut Partners
4850 Buckingham
Brookhaven College
City of Garland
George Reeves Company
Holy Cross Catholic Church

Landmark Place Shopping Center
Milkes Realty Valuation
Ronald Walker Associates
Shiloh Terrace Baptist Church
Therapy Management Services
Weatherford Plaza, LLC

\$5,000–\$9,999

Dave Connell
Henry Schein
ORIX Foundation
Stafford Family Dentistry

\$1,000–\$4,999

Baylor College of Dentistry
Christine Benson
Cornerstone Family Dentistry
Cory & Shane Bowen
Dallas Foundation
James Bird Guess Success Academy
Jerry Junkins Family Foundation

Judith P. Purcell
Lee Financial Corporation
Lifetouch
Michael A. McCabe, Esq.
Texas Winds Musical Outreach
Viva Dental

\$100–\$999

Albert Mah
Albertson's
Anonymous
Anthony Nuncio
Aubreyelle Lee
Chanda Cunningham
Christopher M. Williams, CPA
Communities Foundation
of North Texas
Dan Jones
Dance Portraits
David L. Brown, Ph.D.

Endodontic & Periodontic Specialists
Jason Zollmann
Jennifer A. King
Jennifer B. Wimbish Ph.D. and
Mr. Michael Wimbish
Karen Junkins Lobdell
Kathryn L. McCartney
Kenneth R. Gilbert
Lawrence (Larry) A. Fogel, Esq.
Laura Cobb Hayes
Leonor Marquez
Leslie M. Benners
Lisa White

Michael A. Firth
Morquise Cleveland
Nathnael Weldai
Nicholas (Nick) G. Peters, Esq.
Paul A. Dunn, CPA
Ronald L. Jeans
SNACS/Study of Nutrition and
Activity in Child Care Settings
Terrence Autry
Texas Instruments Foundation
Wanda M. Smith
Wings & More

\$10–\$99

Amenta Rasa
Angela Luckey
Barbara Monk
Bennett Love Jr.
Care Providers
Chase Harker
Cody Thompson

Dione Banks
Hillary Thomas
Jay Butterman
Joan A. Cox, CPA
Le Angiela Drake
Lin Moore
Lisa A. Nelson

Michele Anderson Goady
Nicholas Kopach
Ryan Bringewatt
Senior Source
Tamika Lewis
Taylor Sublett
Tiffany Holton

Due to space, we are unable to list all donors, but know that we appreciate your support.





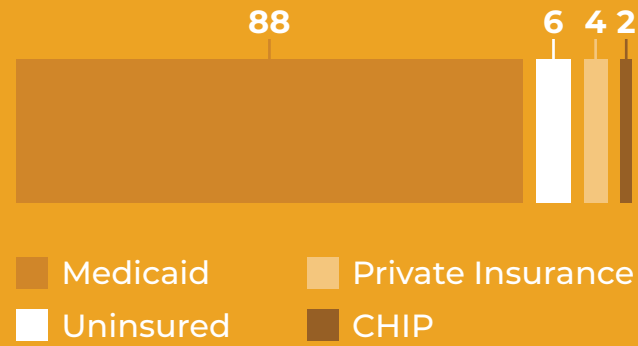
OUR PARTNERS



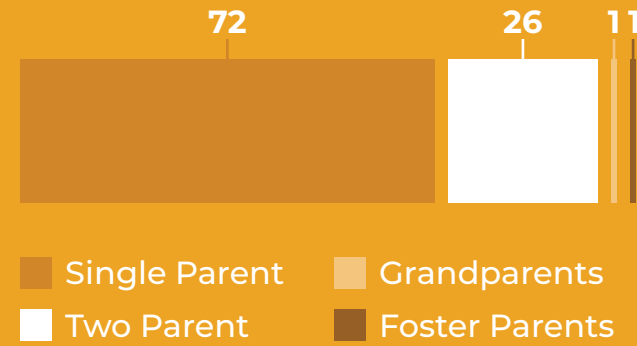
- Access Dental
- Agape Clinic
- Alley's House
- Alliance for North Texas Healthy and Effective Marriages (ANTHEM)
- All Smiles Dental
- American Diabetes Association
- ATI Career Training Center
- Baylor University Hospital Dietetic Internship Program
- Bishop Lynch High School
- Bluitt Flowers Health Center
- Bryan, M.D., John Neal
- Bryan Place Dental
- Buckner Children's Home
- Carrollton-Farmers Branch Independent School District
- Carrollton Public Libraries
- ChildCareGroup
- Consumer Credit Counseling Services
- Dallas American Cancer Association
- Dallas Area Drug Prevention
- Dallas Center for Developmentally Disabled
- Dallas Fire Department
- Dallas Housing Authority
- Dallas Independent School District
- Dallas Metrocare-ECI
- Dallas Nursing Institute
- Dallas Police Department Neighborhood Assistance Center
- Dallas Public Library
- DCCCD Brookhaven College
- DCCCD Cedar Valley College
- DCCCD Eastfield College
- DCCCD El Centro College
- DCCCD Mountainview College
- Dental Republic
- Duncanville High School
- Eagle Scouts
- East Dallas Neighborhood Health Clinics
- Episcopal School of Dallas
- Essilor Vision Foundation
- Family Crisis Center
- Garland Independent School District
- Genesis Women's Shelter
- Girl Scouts of North Texas
- Gold-Dworkin, Ph.D., Heidi
- Gordon Dental Associations
- Grand Prairie High School
- Gray, M.D., James H.
- Greater Texas Foundation
- Greenhill School
- Habitat for Humanity
- Highland Park High School
- Hockaday School
- Holy Cross Catholic Church
- Internal Revenue Service – Tax Service
- Irving Independent School District
- Irving Public Library
- Jubilee Community Center
- KB Consulting and Family Services
- Kids Connection
- Kiosk-1 Clinics
- Ladies of Charity of Dallas
- Lancaster Independent School District
- Launch Ability
- Licensed Family Day Home Providers
- Lloyd, Dr. Cathy
- Medical City Hospital Dietetic Internship Program
- Mesquite Independent School District
- Mesquite Public Libraries
- Mi Escuelita Preschools, Inc.
- Mobile Dentists & STET Smiles Program
- Navidad en el Barrio
- New Connections
- North Dallas Shared Ministries
- North Texas Food Bank-Food 4 Kids
- Northwood University
- Parkland Health and Hospital System
- People Helping People
- Pleasant Grove Women's Clinic
- Safe Rider
- Skyline High School
- Smile Builders
- Southeast Dallas Coalition
- South Texas Dental
- St. Mark's School
- St. Michael's of All Angels
- St. Vincent de Paul
- Texas Department of Family and Protective Services
- Texas Health Steps
- Texas Woman's University
- Texas Workforce Commission
- The Dallas Foundation
- The Salvation Army
- The Senior Source
- The Shaken Baby Alliance
- The Warren Center
- The Yvonne E. Ewell Magnet School at Townview
- United Way of Metropolitan Dallas
- Ursuline Academy
- Vogel Alcove
- WIC Clinics

DEMOGRAPHICS

CHILDREN'S INSURANCE STATUS



FAMILY STATUS



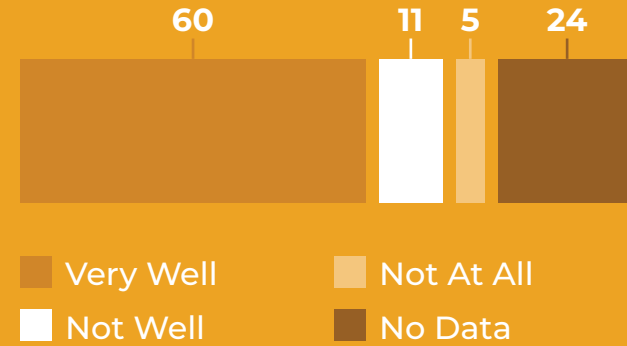
8% Percentage of Eligible Children Served by HSGD

Utilized total number of children enrolled 4,337 divided by 56,697 eligible children under 5 living below poverty in Dallas County per the 2012-2016 American Community Survey 5-Year Estimates.

PARENT WORKING STATUS



PARENT'S ABILITY TO SPEAK ENGLISH



3,900 94% Average Children Enrolled Monthly

Utilized monthly enrolled totals from August 2017 to January 2018.

PARENT EDUCATIONAL STATUS



4,337 Number of Children and Families Served by HSGD

Utilized total number of children enrolled report for current enrollment year 2018.

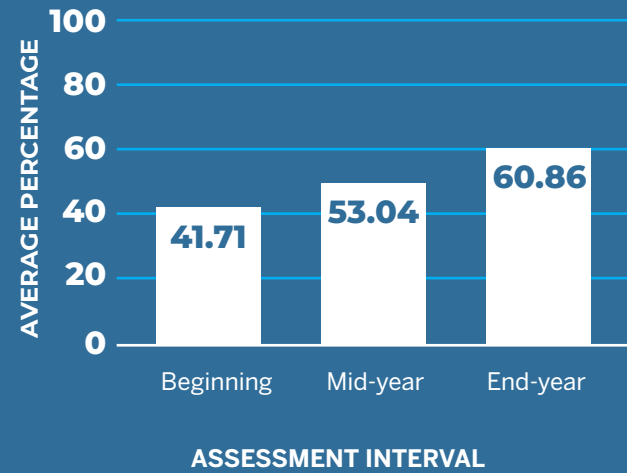
Statistics are HS-EHS and EHS-CCP Combined

2016–2017 Iap-3 Results for Head Start Students

KINDERGARTEN READINESS

LANGUAGE DEVELOPMENT

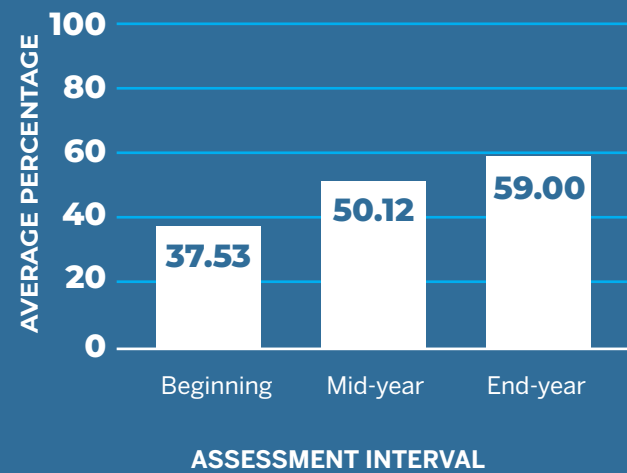
(Listening and Understanding, Speaking and Communicating)



Head Start graduates mastered 61% of the items in the domain of Language Development at the end of the year.

MATHEMATICS

(Numbers and Operations, Geometry and Spatial Sense, Patterns and Measurement)

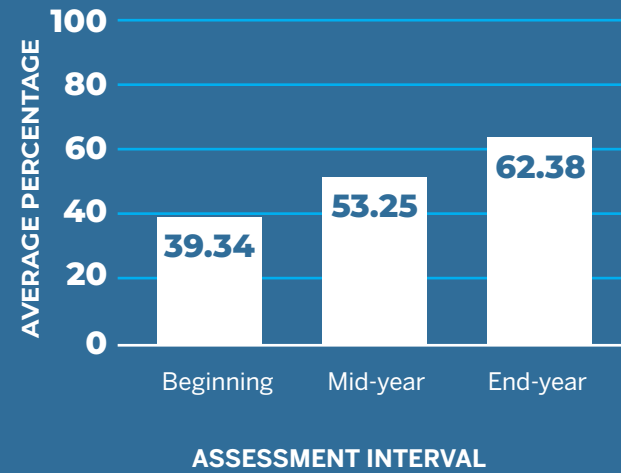


Head Start graduates mastered 59% of the items in the domain of Mathematics at the end of the year.

Note: Data Includes English Language Learners and Children with Special Needs.

SCIENCE

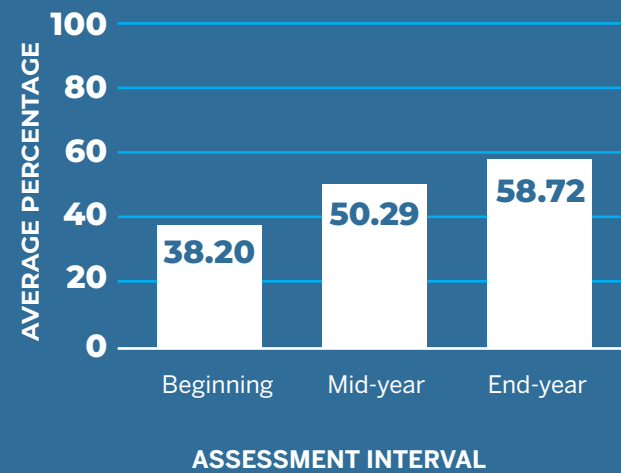
(Scientific Skills and Methods, Scientific Knowledge)



Head Start graduates mastered 62% of the items in the domain of Science at the end of the year.

LITERACY

(Phonological Awareness, Book Knowledge and Appreciation, Print Awareness and Concepts, Early Writing, Alphabet Knowledge)



Head Start graduates mastered 59% of the items in the domain of Literacy at the end of the year.

COMMUNITY ENGAGEMENT



SPECIAL SERVICES INNOVATIONS AND SERVICE DELIVERY

Special Services Department

The department is staffed with credentialed professionals for effective service delivery (Special Services Director, 3 Special Services Coordinators, and 16 Special Services Specialists, 5 Mental Health Professionals with LPC (MHPs), and 19 Special Services Assistants). During the last program year, ten percent enrollment of children with various special needs were enrolled for special services, in partnership with the school districts and appropriate professional contractors.

The Mental Health Professionals, in collaboration with Special Services Coordinators and outside mental health agencies, provided mental health services to over 200 children and families via staff/parent consultation and play therapy. Out of this number, 85 children could have left Head Start unserved, if Head Start MHPs had not identified and provided therapy services for severe emotional/behavioral disturbances.

Enrichment Classroom

The classroom is designed with low child-teacher ratio to provide half-day age-appropriate enrichment services for children suspected of having social skills challenges, pending appropriate professional diagnosis. It also helps staff to serve children suspected of having severe developmental challenges awaiting school district full services. The following staff members work collaboratively to provide educational services for children exhibiting inappropriate social skills: Master Teacher, Master Teacher Assistant, Special Services Aide, Mental Health Professionals, Special Services Coordinators, Special Services Specialists, Drivers, Site Managers, Education Specialists, and the Special Services Director.

Eligible children are transported from Ferguson-Oates, Davids' Place, A. M. Brooks, Lake June, Jerry R. Junkins, Roseland Homes, and Socorro Gonzales Centers three days a week to receive enrichment services.



Crisis Prevention Institute

Head Start of Greater Dallas uses the Crisis Prevention Institute (CPI) strategy in addressing social/emotional challenges and to provide a preventive method for staff use. During the program year, more than 100 staff received ongoing training during the agency's pre-service conference on the use of restraining, and safe methods of working with children without inflicting injuries. CPI training is an additional resource for teachers on how to work effectively and safely with children exhibiting social challenges in the classroom. Utilization of CPI has helped in curtailing a number of injuries and reducing teacher turnover.

SPECIAL SERVICES EVENT

Stars Camp

Over 400 children with special needs and their parents attended this year's camp at the DD Ranch. The camp is an all-day event that provided various outdoor activities for children and educational/mental health topics for the parents.

FAMILY SERVICES

Family Services Vision: To provide the whole family with high quality services which move families toward self-reliance with the assistance of Head Start content area staff and community partners.

Family Services' focus has been on selecting a research-based parent curriculum. Roseland Homes Head Start and West Garland Head Start were selected as test sites. After researching various parent curriculums, the Ready Rosie parent curriculum was selected. Ready Rosie is a research-based and performance standards aligned comprehensive family engagement resource that builds on parents' knowledge. Videos are delivered to families via text, email and website that model real life learning opportunities to engage families and support school readiness. Topics addressed are positive discipline strategies, healthy routines, language development, milestones, and fostering play and social/emotional development.

HSGD Family Services participated in Phases 1 and 2 of the Parent, Family, and Community Engagement Study conducted by the National Head Start Association and National Opinion Research Center at the University of Chicago. Family Advocates were provided questions by the National Opinion Research Center to interview randomly selected parents. Parent narratives from Head Start of Greater Dallas, Inc. and other programs across the country were analyzed for creation of the 2017 evaluation tool named Parent Gauge. The Parent Gauge evaluation tool was purchased by Head Start of Greater Dallas, Inc. in December 2017 to measure and assess Parent, Family and Community Engagement outcomes. Family Advocates at A. M. Brooks Head Start and Grand Prairie Head Start received training in February and begin their mid-surveys with parents in the spring and their post-surveys in May through June.

The Annual Head Start Community Partnership Fair provided resource information and medical services to over 300 parents and Early Head Start/Head Start staff. Each year, the Head Start Community Partnership Fair serves as a venue for connecting families, person-to-person, with community representatives/medical representatives. For staff, it gives them contact with the providers who will assist them in providing services that will enhance their families' lives when they are able to refer families to the appropriate agencies. These connections between families and community agencies also serve to assist families in the transition process from Head Start to the public school setting.



PARENTAL INVOLVEMENT

Each year, Family Advocates and the center teams plan and execute fun and creative parent-child activities. See some of the activities below.

- Daddy and Daughter Dance
- Grandparent Scrapbooking
- Game Night with Dad
- Muffins with Mom
- Donuts with Dad
- Career Day
- Parents Fashion Show



HEALTH

The Head Start Health Content Area mission statement is “Working to Keep Children Healthier for a Brighter Future.” The main purpose is for early identification and arrangement for treatment of health problems or concerns. The Health Content Area incorporates preventive measures, such as screenings and referrals, in order to assist children in attaining their optimal level of health. In recognizing the uniqueness of each individual child, the Health staff members form partnerships with families and develop advocates for higher levels of wellness, with emphasis on the concept of self-reliance. In addition, the Health Services Advisory Committee, a major contributor comprised of community providers and families, supports the Health Content concept. The following information represents the goals and work compliance of the Health Content Area.

Completed health screenings	92%
Families with medical homes	96%
Children completed 1st dental	96%
Children completed or up-to-date with immunizations	95%
Children referred who needed medical services	35%
Completed medical referrals	60%
Total immunizations compliance	95%



EARLY HEAD START

Early Head Start of Head Start of Greater Dallas (EHS) is funded to serve 200 infants/toddlers and 42 pregnant women. EHS provides families with the opportunity to receive education and care while the child is in the womb to age 3. The EHS program maintains a substantial waiting list at all times. The current national thrust on providing additional funds to increase the number of slots for infants, toddlers and pregnant women to be served is highly endorsed and pursued by EHS/ HSGD staff and administrators who are firsthand witnesses to the need.

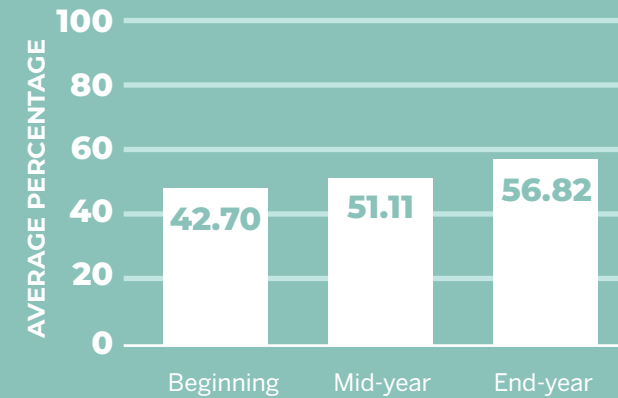
EHS serves children at Margaret H. Cone in Southeast Dallas, Jeanie B. Laube in East Dallas, Lakewest in West Dallas, Buckeye Trail Commons in Dallas and at its Garland center. HSGD is also in partnership with American Care Academy through the EHS-Child Care Partnership.

Parent Engagement activities for EHS include:

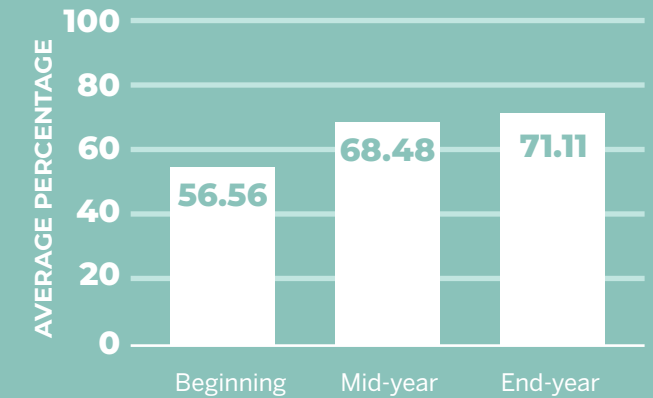
- Weekly support groups
- Male involvement activities
- Motivational speakers
- Child Health and Safety
- Child Support
- Parenting and child development
- Career development/job skills
- Family fun activities

2016–2017 E-LAP Results EARLY HEAD START

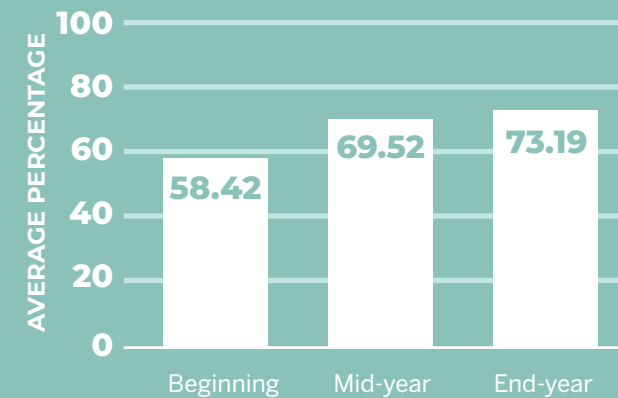
LANGUAGE & LITERACY DEVELOPMENT



SOCIAL & EMOTIONAL DEVELOPMENT



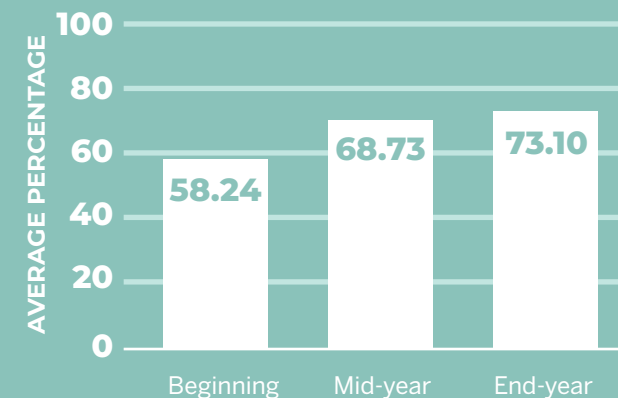
APPROACHES TO LEARNING



COGNITION & GENERAL KNOWLEDGE



PHYSICAL WELL-BEING & MOTOR DEVELOPMENT



Note: Data Includes English Language Learners and Children with Special Needs.



**HEAD START
OF GREATER DALLAS
HAS BEEN AN INTEGRAL PART OF
THE CHILDREN AND FAMILIES IN
DALLAS COUNTY FOR
OVER 20 YEARS.
MORE THAN 95,000
CHILDREN AND FAMILIES
HAVE BEEN IMPACTED
BY THE HEAD START OF GREATER DALLAS
LEARNING EXPERIENCE.**

**THANK YOU
FOR YOUR SUPPORT.**



Head Start

of **GREATER DALLAS**

Teaching Children and Building Families

HEAD START OF GREATER DALLAS, INC.

3954 Gannon Lane | Dallas, TX 75237-2919

972-283-6400 | www.hsgd.org

Head Start of Greater Dallas does not discriminate based on race, color, sex, national origin, age, religion, political belief, or disability.