

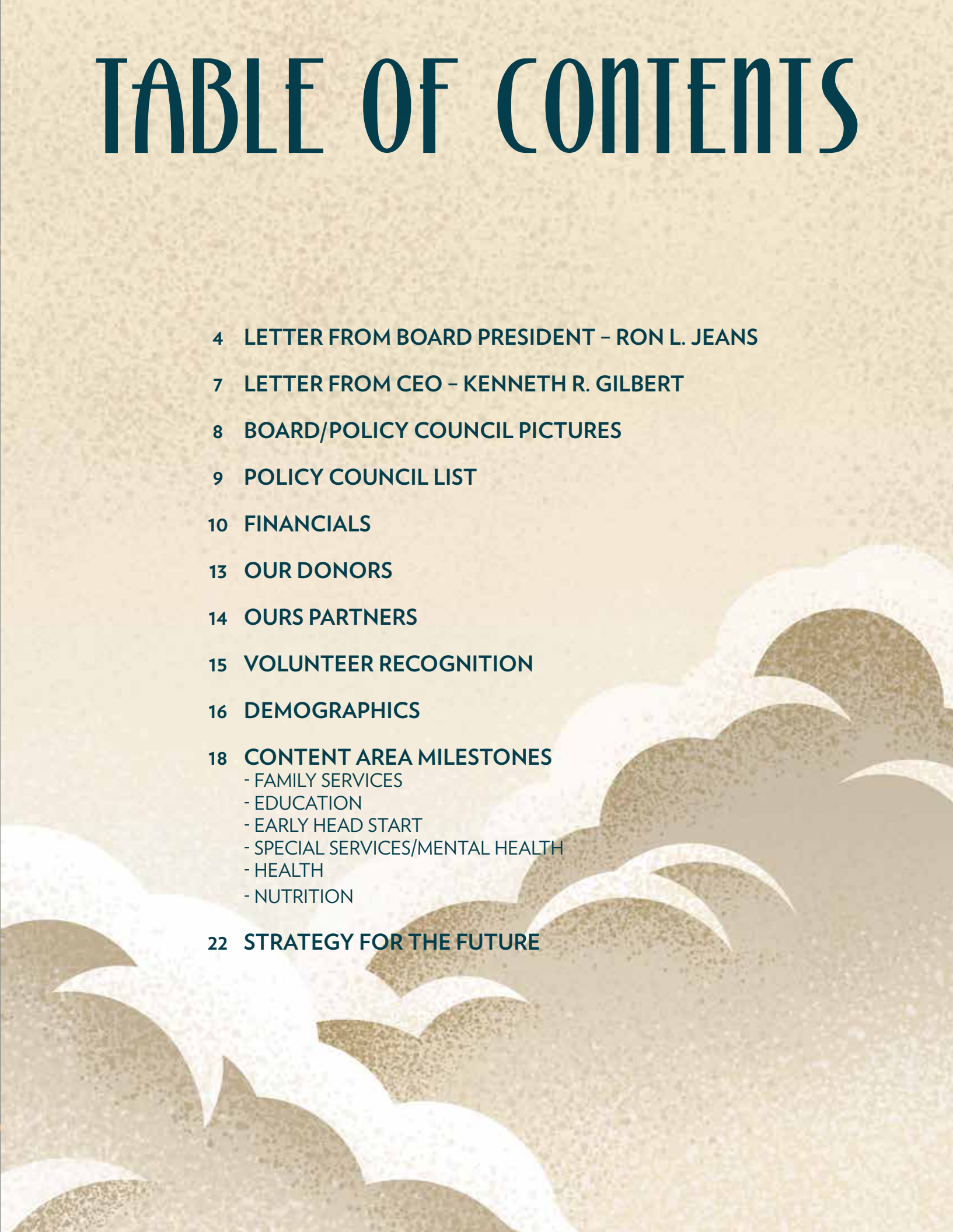


THE NEXT 25 YEARS 2019 – 2044

2018 – 2019 HEAD START ANNUAL REPORT

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LETTER FROM BOARD PRESIDENT

Ronald L. Jeans



Dear Head Start of Greater Dallas Community,

Laying a solid foundation for low-income children in the areas of education, social and health services remains our over-arching purpose. Children from birth to five years of age, along with their families, can realize and travel on a journey full of possibilities by equaling the playing field. Unimagined dreams are made possible because of the services rendered by Head Start.

With approximately 30 years of experience, Head Start of Greater Dallas continues to promote kindergarten readiness and has become the standard by which many other early education providers are judged. With exemplary teachers and staff, the program is administered to make a difference in the lives of those serviced. Our comprehensive content area services model focuses on the total child and family from education, nutrition, health and special services. The Head Start standards are high because the future of the community, the nation and the world is at stake.

If our past is an indicator, the impact on lives promises to be more exceptional moving forward. We seek to empower families by breaking the cycle of poverty. This societal ill can plague people for generations. However, Head Start can change the trajectory and offer a needed boost to propel children to unleash their full potential.

The future offers unlimited possibilities for our children and families. However, our available resources are limited, which creates a gap that must be bridged. Our volunteers and corporate partners support our efforts, but the demands of the Dallas County community necessitate additional resources.

Partner with us as we continue to invest in the lives of children and families in Dallas County. Only with you, can we attain our true belief that "Every child deserves a Head Start."

Sincerely yours,

Ronald L. Jeans
President
Head Start of Greater Dallas, Inc.
Board of Directors





LETTER FROM CEO

Kenneth R. Gilbert



Dear Head Start Family and Friends:

As the sixth largest not-for-profit in Dallas, Head Start of Greater Dallas, Inc. (HSGD) remains strong and poised for turning challenges into opportunities. During 2018, we were informed of shortfalls with regard to funder requirements that could result in a future loss of funding and reduced capacity. We have rectified all funder mandates and we remain confident that HSGD will continue as the premier provider of high-quality Early Head Start and Head Start services for Dallas County.

We are optimistic about the future and encourage you to be optimistic as well, as we conclude the first year of our three-year Strategic Plan. The plan will guide our efforts to strengthen the provision of innovative, high-quality programming for Dallas County's most vulnerable children and their families. Expected progress on the current 2018-2021 Strategic Plan has been achieved. Work has taken place on our five major goals to ensure that all eligible families have access to quality Early Childhood Education, improve use of data, increase family engagement, improve staff retention, and become what we see ourselves as — the convener and champion of high-quality Early Childhood Education and family care in Dallas County.

Continued implementation of our Strategic Plan will drive new innovation in service delivery for our clients through data-driven decision-making, continued progress in streamlining workflow and improved staff engagement. This defined direction will also improve partnership selection and engagement to further foster innovative approaches to serving children and their families.

Head Start of Greater Dallas' success will continue to be strong through the partnership for excellence between all our staff, parents, Board of Directors, Policy Council and community partners.

As we look ahead, we ask you to continue your partnership with us as we build on our success to affect positive change in the lives of Dallas County children and their families.

Sincerely,

Kenneth R. Gilbert
Chief Executive Officer



BOARD MEMBERS



2018-2019 Board of Directors

- | | | |
|---|------------------------------------|--------------------------------------|
| 1. Ronald L. Jeans
<i>President</i> | 9. Leslie M. Benners, MBA | 20. Ashley Meshell |
| 2. Paul A. Dunn, CPA
<i>Vice President</i> | 10. Kristen R. Crawford Ellis, DDS | 21. Angela N. Moemeka, MD, MBA, FAAP |
| 3. Courtney K. Seals, CFE
<i>Treasurer</i> | 11. Michael A. Firth | 22. Nicole Sanders |
| 4. Jayde Ashford Brown, Esq.
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| 5. Nicholas G. Peters, Esq.
<i>Secretary</i> | 13. Michele Anderson Goady | |
| 6. Cory Lukens Bowen
<i>Community Affairs Committee
Chairperson & Board Executive
Committee Member</i> | 14. Roderica N. Jewell Goss, MBA | |
| 7. Shalundria Bell, MSW
<i>Policy Council Chairperson & Board
Executive Committee Member</i> | 15. Carol C. Greene | |
| 8. Michael A. McCabe, Esq.
<i>Immediate Past President</i> | 16. Laura Cobb Hayes | |
| | 17. Lillie Jackson, JD | |
| | 18. Karen Junkins Lobdell | |
| | 19. Angela Luckey | |

Advisory Committee Liaisons to the Board of Directors

- 24. David L. Brown, Ph.D.
- 25. Linda M. Wilkerson-Wynn
- 26. Jose Luis Torres, Ph.D.



2018-2019

POLICY COUNCIL OFFICERS

- Shalundria Bell, Chairperson
- Jonathan Moore, Vice Chairperson
- Stephanie Bradford, Secretary
- Lillie D. Jackson, Assistant Secretary
- Rachel Garcia, Treasurer
- David Martinez, Parliamentarian

2018-2019

POLICY COUNCIL

- | | | |
|-----------------------------|---------------------|-----------------------|
| Rocio Alcalá | Eunice Harris | Dezira M. Riley |
| Maricela Aldape | Elizabeth Hernandez | Karen Rivers |
| Michael Alexander | Tonya Hill | Ashanti Roy |
| Maria Arechar | Pauletta Hines | Everard Salazar |
| Robyn Y. Birdine | Belda B. Ibarra | Naomi Saucedo |
| Tamarra Brown | Opeyemi Jackson | Camron Scroggins |
| Ashby Burks | Brendolyn Johnson | Ja'Coby Sierra |
| Demitri Butcher | Sarah Luna | Brittany Smith |
| Nicolette Bynum | Valerie A. McBride | Donisha M. Spencer |
| Elizabeth Carlos-Santamaria | Edwin Medina | Jelicia Underwood |
| Keila A. Castro | Ashley Meshell | Arica Vasquez |
| Paige Cormier | Janet Monreal | Margarita Vidaure |
| Brittany Edwards | Rubi Ochoa | Ramondria Washington |
| Alyssa Elizondo | Gabrielo Ortega | Latoya Wheeler |
| Gloria Eubanks | Vanessa Ovalle | Leantrinetta Williams |
| Jonisha Fair | Debora Pacheco | Makaila K. Williams |
| Adelia Frierson | Taborri Pradia | |
| Lawanda Fudge | Terasha Richardson | |

FINANCIAL REPORT 2018-2019

REVENUE & EXPENSES

<i>Revenue and Support</i>	year ended actual 2/28/2019	budget year ending 2/28/2019	budget year ending 6/30/2019
Federal Grants	\$ 42,995,561	\$ 44,774,435	\$ 15,106,852
Private Grants	57,224	-	-
State Grant	-	-	-
Other Income	26,138	-	-
In-Kind Contributions	13,144,534	10,644,626	3,776,713
Total Revenues and Support	\$ 56,223,457	\$ 55,419,061	\$ 18,883,565

Expenses

Child Development Services			
Head Start	\$ 28,822,117	\$ 28,348,778	\$ 9,637,108
Early Head Start	5,202,449	6,547,475	2,180,309
Health & Nutrition Services	3,513,311	3,943,844	1,313,300
Family Services	3,414,740	3,480,054	1,158,858
Special Services	1,825,313	1,874,224	624,117
Training & Staff Development	294,635	580,060	193,160
Corporate Expenses	35,129	0	0
In-Kind Expenses	13,144,534	10,644,626	3,776,713

Total Expenses	\$ 56,252,228	\$ 55,419,061	\$ 18,883,565
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Change in Net Assets	\$ -28,771	\$ -	\$ -
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Net Assets February 28, 2018	\$ 5,212,374	\$ 5,212,374	\$ 5,183,603
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Net Assets February 28, 2019	\$ 5,183,603	\$ 5,212,374	\$ 5,183,603
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HEAD START's primary source of funds (80%) is provided by federal grants from the Department of Health & Human Services and the Department of Agriculture. Private/state grants and contributions provided 0.11% of funding while nonfederal, including in-kind, represents 25%. Actual federal expenditures for the year ended 2/28/2019 were 89% of the agency's total budget compared to 25% for actual nonfederal expenditures. Actual federal expenditures as a % of the federal budget were personnel costs (43%), benefits (8%), contractual (13%), supplies (.03%) and other costs including occupancy, telecommunications, interest expense (36%).

A fully-audited financial statement prepared by Wipfli LLP for fiscal year ended February 28, 2018 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 Independent School District
 Grand Prairie Independent School District Irving
 Independent School District
 Lancaster Independent School District
 Landmark Place Shopping Center
 Ronald Walker Associates II, Inc.
 The Housing Authority of the City of Dallas

\$10,000-\$99,000

1920 Walnut Partners, LP
 4580 W Buckingham Road, LLC
 City of Garland
 George Reeves Company
 Grand Prairie ISD
 Holy Cross Catholic Church

Medico MD of Singleton
 ORIX Foundation
 Ronald Walker Associates II, Inc.
 Shiloh Terrace Baptist Church
 Texas Instruments
 Weatherford Plaza LLC

\$5,000-\$9,999

Communities Foundation
 Dave Connell
 J. Walker Enterprises
 Jubilee Park Corporation
 Judith P. Purcell

\$1,000-\$4,999

Dallas Foundation
 Dynamsoft Corporation
 Henry Schein Inc
 Lawrence A. Fogel
 Lee Financial
 Lifetouch
 Michael A. McCabe

Milkes Realty Valuation
 Paul A. Dunn
 Sandra Carlson
 Stafford Family Dentistry, PLLC
 Texas Winds Musical Outreach
 Viva Dental
 Wilson Sexton

\$100-\$999

Albert Mah
 Angela Moemeka
 AT&T
 Bart T. Thomas
 Bravo Dental
 Carol C. Greene
 Chanda Cunningham
 Corey Lukens Bowen
 Dan Jones

David L. Brown
 Ericka Gregg
 Jason Zollmann
 Karen Williams
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Prtx04
 Ronald L. Jeans
 Shane Bowen
 Sherry Wardell
 Terri Harrell
 Wanda J. Smith
 Ydalith Rivera-Perez

\$10-\$99

Albertson's
 Amenta Rasa
 Angela Dagen
 Antaya Cathey
 Bette W. Miller
 Brandon Yates
 Brinda Holt-Dunn
 Christine Benson

Cybergrants
 Dario Mancia
 Dione L. Banks
 Head Start Library Arts
 Joan A. Cox
 Julia Petecki
 Kendra Lewis
 Kenneth R. Gilbert

Kroger
 Le Angiela Drake
 Lin Moore
 Lisa Long
 Malauna Hogan
 Michele Anderson Goady
 Morgan Fisher
 Patricia Martinez

Roseland Homes
 Sheila McDaniel
 Tom Thumb
 Tonya Tarpeh
 Vanessa Maxey
 Vintrice and Roderica Goss



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

OUR PARTNERS

Access Dental
 Alley's House
 All Smiles Dental
 American Cancer Society
 American Diabetes Association
 ANTHEM Strong Families
 ATI Career Training Center
 Baylor University Hospital Dietetic Internship Program
 Bishop Lynch High School
 Bluit Flowers Health Center
 Bryan Place Dental
 Buckner Children's Home
 Care Options
 Carrollton-Farmers Branch Independent School District
 Carrollton Public Libraries
 ChildCareGroup
 Child Care Licensing Division of the Health and Human Services Commission (CCL)
 Dallas Area Drug Prevention
 Dallas Center for Developmentally Disabled
 Dallas Fire Department
 Dallas Healthy Start
 Dallas Housing Authority
 Dallas Independent School District
 Dallas Metrocare-ECI
 Dallas Nursing Institute
 Dallas Police Department
 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
 Expanded Food and Nutrition Education Program (EFNEP) of the Texas A&M AgriLife
 Extension Services
 Family Crisis Center
 Garland Independent School District
 Genesis Women's Shelter
 Girl Scouts of North Texas
 Gold-Dworkin, Ph.D., Heidi
 Grand Prairie High School
 Grand Prairie Independent School District
 Greater Texas Foundation
 Greenhill School
 Habitat for Humanity
 Highland Park High School
 Hockaday School
 Holy Cross Catholic Church
 Impact Cedar Hill
 Interfaith Family Services
 Internal Revenue Service -Tax Service
 Irving Independent School District
 Irving Public Library
 Jubilee Community Center
 KB Consulting and Family Services
 Kids Connection
 Kids Therapy
 Kiosk-1 Clinics
 Ladies of Charity of Dallas
 Lancaster Independent School District
 Launch Ability
 Licensed Family Day Home Providers
 Medical City Hospital Dietetic Internship Program
 Mesquite Independent School District
 Mesquite Public Libraries

Mi Escuelita Preschools, Inc.
 Molina Health Care
 Navidad en el Barrio
 North Dallas Shared Ministries
 North Texas Food Bank-Food 4 Kids
 Northwood University
 ORIX Foundation
 Parkland Health and Hospital System
 People Helping People
 Pleasant Grove Women's Clinic
 PNC Bank
 Ready Rosie
 Safe Rider
 Skyline High School
 Smile Builders
 South Texas Dental
 St. Mark's School
 St. Michael's of All Angels
 St. Vincent de Paul
 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
 Transformance
 United Way of Metropolitan Dallas
 Ursuline Academy
 Vogel Alcove
 WIC Clinics

VOLUNTEER RECOGNITION



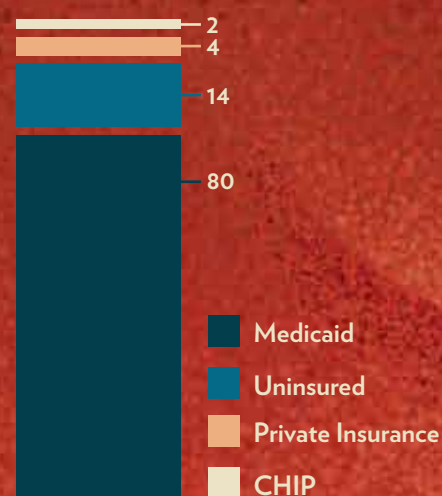
DEMOGRAPHICS

4,584

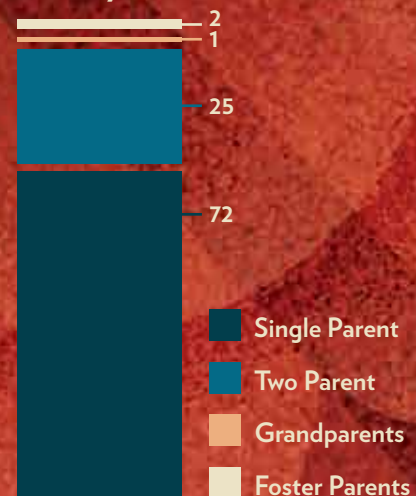
NUMBER OF CHILDREN AND FAMILIES SERVED BY HSGD

Utilized total number of children enrolled report for current enrollment year 2019

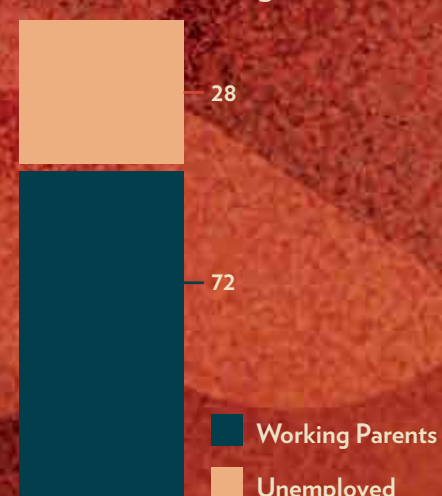
Children's Insurance Status



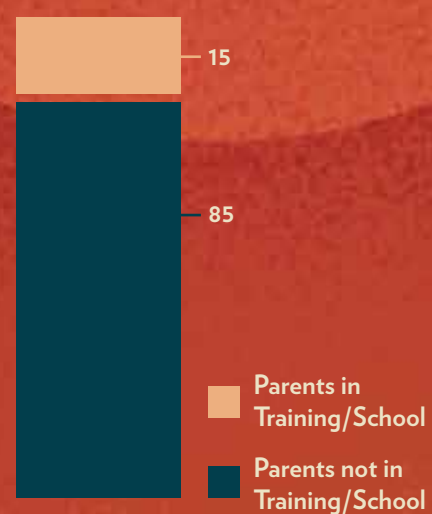
Family Status



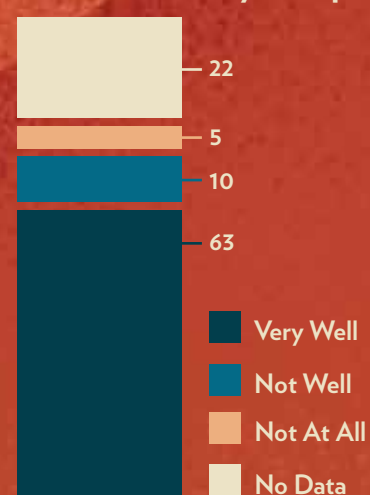
Parent Working Status



Parent Educational Status



Parents Ability to Speak English



4,163

97% AVERAGE CHILDREN ENROLLED MONTHLY

Utilized number enrolled totals from 08/2018 to 01/2019

9%

PERCENTAGE OF ELIGIBLE CHILDREN SERVED BY HSGD

Utilized total enrolled 4,584 divided by 53,173 – eligible children under 5 living below poverty in Dallas County per the 2013-2017 American Community Survey – 5 year estimates

FAMILY SERVICES

Parent & Family Engagement

The Family Services Department is committed to aligning with the Head Start Parent, Family, and Community Engagement Framework (PFCE). The research-based framework indicates that building relationships with families to encourage family engagement, supports family wellbeing, strong parent-child relationships, and ongoing learning for the parents and children. Our vision and focus is to provide the whole family with high-quality services which move families toward self-reliance with the assistance of an all-inclusive team and community partners. The Family Advocates along with center staff strategically and systematically work to create a respectful and welcoming environment that is conducive to learning and creating positive outcomes.

The Family Services Department collaborates with community partners to ensure children and families are connected to resources that will produce self-sufficient families for generations to come. We currently partner with the following community agencies: Anthem Strong Families, Ready Rosie, Volunteer Income Tax Assistance (VITA), Dallas County Community College District (DCCCD), and Business and Community Leaders of Texas.



ANTHEM Strong Families

Anthem Strong Families partnered with Head Start of Greater Dallas to participate in the National Million Fathers March, Bring Your Child to School and to create a special Dad's Group within all the Early Head Start and Head Start centers. The Dad's Program has two main focuses: first, to increase the fathers' presence at the centers and secondly, to provide guidance and an opportunity for fathers to increasingly impact the educational process of their children in the most positive way. For the centers, dads will present father-centered activities (daddy-daughter/father-son); focus on literacy, like reading to their children; and help make the Dallas Head Start centers more father-friendly. For the fathers, they will have the opportunity to become a "TYRO Champion Dad." This program helps participants overcome internal barriers that can prevent them from "Bettering their Best."



Volunteer Income Tax Assistance (VITA)

HSGD and the Family Services Department along with VITA provide free income tax services to the community. Each Saturday, beginning February-April, retired Internal Revenue Service tax preparers donate their time and expertise filling out tax returns at the Wanda Meshach Smith Head Start Center.

Dallas County Community College District

The DCCCD Student Service Learning Program provides families the opportunities to explore continuing education opportunities to advance their careers, to gain valuable job experience and enhance their critical thinking skills. The program grants the opportunity to apply what they have learned in school in a real-life setting and to learn about other cultural values and traditions. In addition to these benefits, this is a reciprocal partnership that benefits HSGD because the centers are also receiving in-kind donated hours through the DCCCD student volunteer time while interacting with our children, parents and staff.

We are also enhancing the partnership by joining forces with Work Ready U. Work Ready U will provide free assistance with Citizenship, GED, ESL and Career Pathway classes to our families at our Early Head Start and Head Start centers. This program would allow parents to further their education and learn English as a Second Language while providing entry level skilled job training to those individuals enrolled in the class. At the end of the course, parents will receive a certification that would enhance their ability to enter the workforce in order to provide a better tomorrow for their children.

EDUCATION

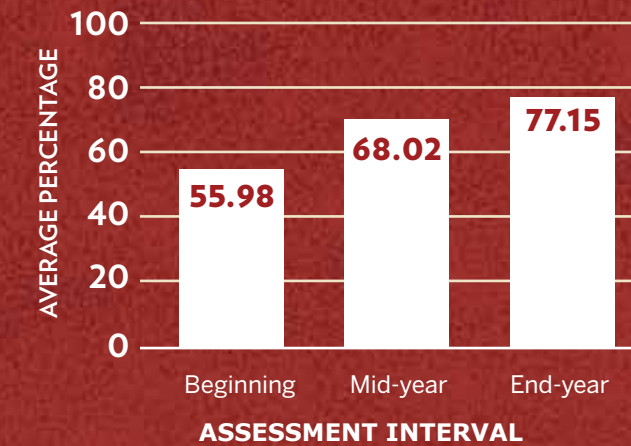
Head Start adheres to the belief that children benefit most from a comprehensive, interdisciplinary program to foster development. The Education Department provides parents the opportunity to learn how to work effectively with their children and teachers. HSGD is proud to report that Ready Rosie, provided by the ORIX Foundation, will be implemented in the coming year.

Ready Rosie is aligned with the Head Start and Pre-K guidelines. Parents receive a video through text, email and the website with real life learning strategies. The topics range from language, math and science, to social and emotional development. Each learning module is less than five minutes and can be done by the parent and child in their natural environment. The Family Advocates, Education Specialists and teachers at each HSGD center will work in partnership with the parents to support each child's learning.

2017-2018 LAP-3 Results for Head Start Students KINDERGARTEN READINESS

MATHEMATICS

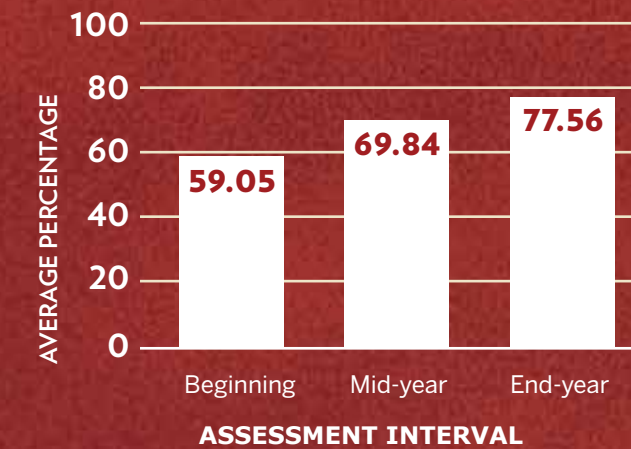
(Numbers and Operations, Geometry and Spatial Sense, Patterns and Measurement)



Head Start graduates mastered 77% of the items in the domain of Mathematics at the end of the year.

LANGUAGE DEVELOPMENT

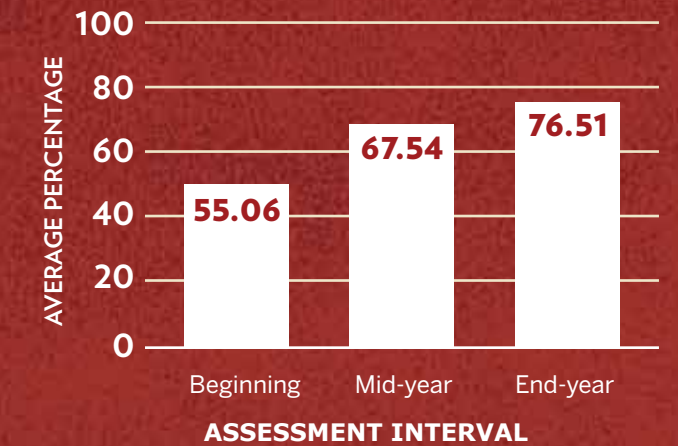
(Listening and Understanding, Speaking and Communicating)



Head Start graduates mastered 77% of the items in the domain of Language Development at the end of the year.

LITERACY

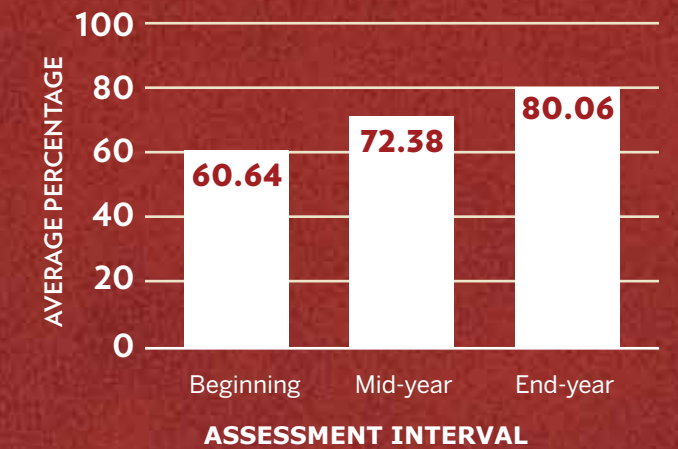
(Phonological Awareness, Book Knowledge and Appreciation, Print Awareness and Concepts, Early Writing, Alphabet Knowledge)



Head Start graduates mastered 76% of the items in the domain of Literacy at the end of the year.

SCIENCE

(Scientific Skills and Methods, Scientific Knowledge)

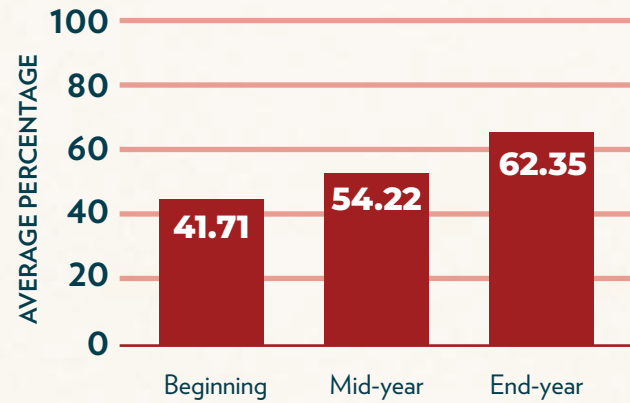


Head Start graduates mastered 80% of the items in the domain of Science at the end of the year.

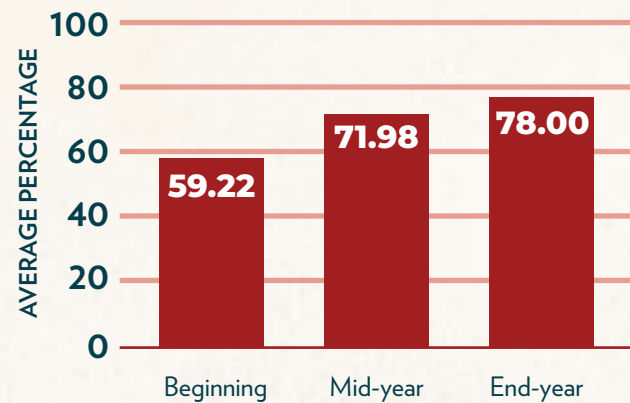
Note: Data Includes English Language Learners and Children with Special Needs.

EARLY HEAD START (AGES 0 TO 3 YEAR-OLDS)

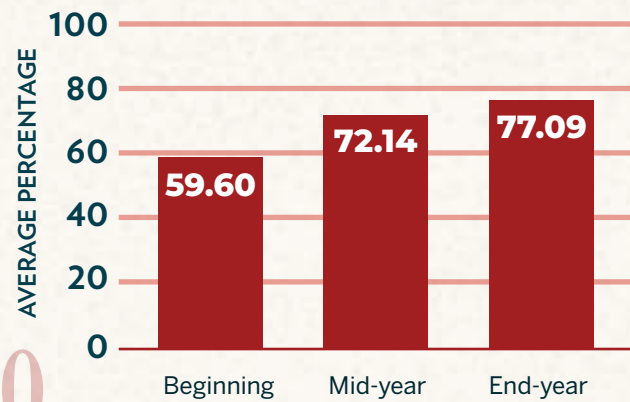
LANGUAGE & LITERACY DEVELOPMENT



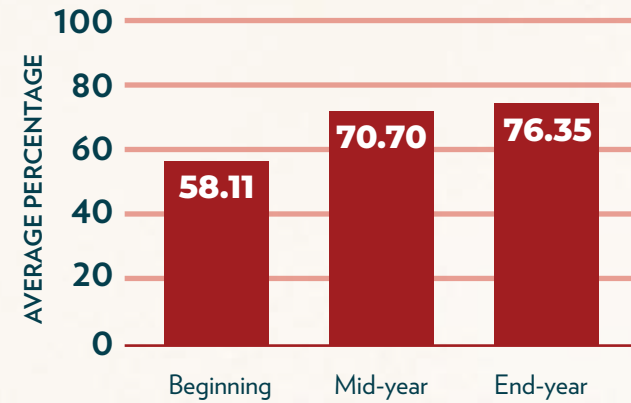
APPROACHES TO LEARNING



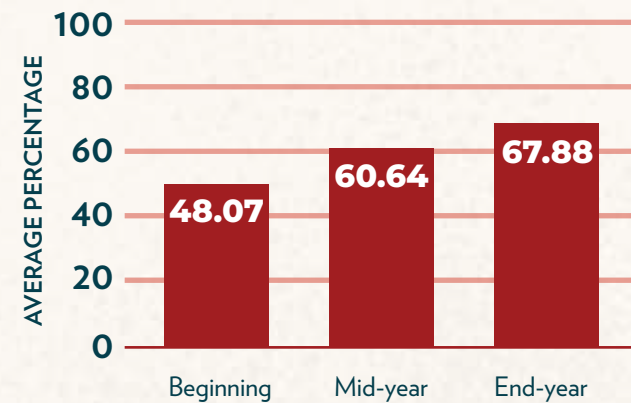
PHYSICAL WELL-BEING & MOTOR DEVELOPMENT



SOCIAL & EMOTIONAL DEVELOPMENT



COGNITION & GENERAL KNOWLEDGE



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

SPECIAL SERVICES/ MENTAL HEALTH

Special Services Department

The department has been staffed with credentialed professionals for effective delivery of special services and mental health: Special Services Director, Special Services Coordinators, Special Services Specialists, Mental Health Professionals with LPC (MHPs), and Special Services Assistants. During the last program year, over 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 children and families by staff/parent consultation and play therapy. Quite a large number of children could have left Head Start unserved, if Head Start MHPs had not identified and provided therapy services for children suspected of having severe emotional/behavioral disturbances.

Staff provided ongoing training and consultation to teachers, in addition to the ones provided during in-service training at the beginning of the program year.

Stars Camp

Over 300 children with special needs and their parents attended this year's camp at the DD Ranch. The camp is an all-day event that provides various outdoor activities for children and educational/mental health topics for the parents. Children and parents were able to interact with other children and parents from various centers.



HEALTH

The Health Content Area has worked tirelessly to maintain compliance with the Head Start Performance Standards and state health guidelines. In order to assist children in attaining their optimal level of health, the Health Specialists and other staff partner with parents to ensure the children's physicals, dental exams and immunizations are complete.

Physical Completed at enrollments (2932)	99.5%
Families with Medical homes	94%
1st Dental Exams	98.7%
Total immunizations compliance	97%



NUTRITION

The Nutrition Content Area is dedicated to the education of children, their families and HSGD staff around health living through nutrition. The content area has implemented programs to address childhood obesity.

Nutrition services are sponsored by the USDA Child and Adult Care Food Program which offers two meals and one supplement daily.



STRATEGY FOR THE FUTURE:

- A.** Improving our use of data for program excellence by aligning data with Head Start Program quality indicators and other outcome measures
- B.** Strengthening Customer Service through Accessibility to our Community and Staff
- C.** Focusing on Staff through Coaching
- D.** Be the Leader for High Quality Early Childhood Education through Strategic Partnerships

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.