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LETTER FROM BOARD PRESIDENT

PAUL A. DUNN



Dear Friends of Head Start of Greater Dallas.

Head Start of Greater Dallas, Inc. is excited to share that it will continue to resolutely assist Dallas County's most vulnerable population. This past year has been a year of change. In its 31 year history, Head Start of Greater Dallas, Inc. (HSGD) has grown accustomed to many transitions, nationally and locally, within the early childhood education sector. Nevertheless, Head Start of Greater Dallas continues to provide quality service provision for children ages birth to five and their families. The agency is agile which is attributed to the impressive expertise of its staff and the support of the community. Thank you!

As we look at the year in review, HSGD's funding was transformed to allow the agency to be more targeted to serve 2,343 Head Start aged children (ages 3 to 5) in areas of high need in Dallas County and to expand

more into the Early Head Start space, another area of growth. With our new funding structure, the agency will be serving 272 Early Head Start children to meet the demand of the ever changing dynamics of the community. New providers in the market have allowed the children who need the early childhood advantage to receive it. Nevertheless, Head Start of Greater Dallas, Inc. still remains the largest provider of Head Start services in Dallas County, serving 2,615 Early Head Start, Early Head Start Childcare Partnership and Head Start children. In addition, the board is conducting its search for the next CEO and we are currently reviewing candidates. Meanwhile, HSGD's governing body is focused on the future of HSGD and exploring innovative ways we can engage the community within this awesome agency. The story of Head Start of Greater Dallas is told mostly through engagement. I could tell you about it, but you need to see it! I encourage you to join me, the Board of Directors and others in the community to support the agency in your time and in your talents.

The work that HSGD does is very special. The processes to offer quality programming have been imitated by many. However, Head Start of Greater Dallas, Inc. is the leader in early childhood development and comprehensive family services. HSGD is steadfast in its promises to ensure children are kindergarten ready and families become self-sufficient.

Thank you for your support!





LETTER FROM COO/CEO KATHRYN L. MCCARTNEY



Head Start of Greater Dallas, Inc. continues to be the largest Head Start program in Dallas County and remains committed to providing quality early childhood services to our zero to five population in Dallas County. This is accomplished through continuous improvement, data driven goal development and child outcomes. We continue our strong Family and Child Engagement, ensuring our families are equipped with knowledge and skills to help their children perform at grade level as they transition to kindergarten and beyond.

It is our belief, parents are their children's first teacher; that is why we continue to encourage and engage our families in the accomplishment of their goals. A child is not successful unless the parent is successful. That is what we strive for - "Family Success."

This has been a year in review for Head Start of Greater Dallas, Inc. We are expanding our Early Head Start program to have classrooms in areas of Dallas County where the seats are most needed. We continue our strong partnerships with Vogel Alcove, serving our homeless population, Mi Escuelita, Dallas, Irving and Lancaster Independent School Districts and the American Care Academy. It is with great pleasure we welcome our newest school facility, Grant East Head Start, through our partnership with Dallas Can Academy. Through these partnerships, we are able to serve the most vulnerable population in Dallas County.

Head Start of Greater Dallas, Inc. continues to support our Science and Math, Dual Language Policy to Practice and Teacher Professional Pipeline through Dallas County Community College District Initiatives.

Ninety percent of our Strategic Plan has been accomplished through children, family and staff outcomes. As we focus on the next five-year strategic plan we are looking toward continued expansion of our Early Head Start program which serves children ages 0-3 years old. I would like to thank our Board of Directors for their continued support, guidance and sharing their expertise. The Head Start staff have proven over and over their commitment to serving children and families, ensuring positive outcomes, partnering with the community, to continuous learning and personal growth to provide the best resources to our families.



BOARD MEMBERS



























































2019-2020 BOARD OF DIRECTORS

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- 2. Laura Cobb Hayes, BS, MS, PM Vice President
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- 4. Jayde Ashford Brown, Esq. General Counsel
- 5. Nicholas G. Peters, Esq. Secretary
- 6. Cory Lukens Bowen
 Executive Committee Member
- 7. Kim Hunter-Jermany, BS, MS Policy Council Chair
- 8. Ronald L. Jeans Immediate Past President

- 9. Chanté "Prox" Brantley, Esq.
- 10. Kelly-Ann F. Clarke, Esq.
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- 22. Alancia L. Oliver, AA, BA
- 23. Jonathan Seth Parker
- 24. Christopher (Chris) Matthew Widell, MBA
- 25. Tamera M. Woodard, Esq.

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- 27. Linda Wilkerson-Wynn
 Family & Community Partnerships
- 28. Chandra L. Willis-Thompson, BS, MSM Health

2019-2020

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2019-2020

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Leighann Ruiz

Damien Sanders

Margarita Segura

Alicia Simon

Clydene Smith

April Stockton

Deja Thomas

Dinesha Thomas

Summer Turner

Jasmine Whitmill

Patricia Zuniga-Juarez

FINANCIAL REPORT 2019-2020 **REVENUE & EXPENSES**

Revenue and Support	act	year ended ual 2/29/2020	budget year ending 2/29/2020		budget year ending 2/28/2021	
Federal Grants	\$	38,222,726	\$	40,209,052	\$	34,924,059
Private Grants		30,218		-		-
State Grant		-		_		-
Other Income		16,822		-		-
In-Kind Contributions		13,229,591		9,457,137		8,731,015
Total Revenues and Support	\$	51,499,357	\$	49,666,189	\$	43,655,074
Expenses						
Child Development Services						
Head Start	\$	23,876,058	\$	25,222,712	\$	19,242,793
Early Head Start		5,527,522		5,870,716		7,243,288
Family Services		2,951,430		2,600,381		2,600,018
Health & Nutrition Services		3,773,529		4,128,267		3,672,383
Special Services		1,814,698		1,896,792		1,709,803
Training & Staff Development		279,129		490,185		455,774
Corporate Expenses		40,790		-		-
In-Kind Expenses		13,229,951		9,457,137		8,731,015
Total Expenses	\$	51,493,107	\$	49,666,189	\$	43,655,074
Change in Net Assets	\$	6,250	\$	-	\$	-
Net Assets February 28, 2018	\$	5,659,480	\$	5,665,730	\$	5,665,730
Net Assets February 28, 2019	\$	5,665,730	\$	5,665,730	\$	5,665,730

HEAD START's primary source of funds (80%) was provided by federal grants from the Department of Health & Human Services and the Department of Agriculture. Private/state grants and contributions provided 0.09% of funding while nonfederal, including in-kind, represented 25%. Actual federal expenditures for the year ended 2/29/2020 were 78% of the agency's total budget compared to 27% 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, 2019 is available on file at HEAD START of Greater Dallas, Inc., a 501 (c)(3) nonprofit tax-exempt Texas corporation.





OUR DONORS

\$100,000+

ChildCareGroup
Dallas Housing Authority
Dallas Independent School District
Irving Independent School District
Jubilee Park Corporation
Lancaster Independent School District
Mi Escuelita Preschools, Inc.

\$10,000-\$99,000

1920 Walnut Partners, LP
4580 W Buckingham Road, LLC
Brookhaven College
City of Garland
George Reeves Company
Grand Prairie Independent School District

Landmark Place Shopping Center ORIX Foundation Ronald Walker Associates II Inc Shiloh Terrace Baptist Church Weatherford Plaza Wee Can Academy

\$5,000-\$9,999

Texas Winds Musical Outreach Holy Cross Catholic Church Therapy Management Services

Vogel Alcove

\$1,000-\$4,999

Access Dental Lifetouch
Clay Cruse Lucid Energy Group
Dallas Foundation Network for Good
Judith Purcell R. Francis DeSouza
Lee Financial Shane and Cory Bowen

Trident Dental Viva Dental

Wilson Sexton Foundation

\$100-\$999

Albertson's Good Neighbor Program
Angela Luckey
Angela Moemeka
Arch Fellow LLC McDonald's
Carlos Flowers
Chanda Cunningham
Chris Widell
Communities Foundation Of Texas
Compassion Smiles Dentistry
Cornerstone Family Dentistry

Courtney Seals
Dr. Dan Jones
Dave Connell
David Brown
George Walker
Henry Schein
Jonathan Parker
John Hayes
JoNell Alexander
Kathryn McCartney

Kristen Ellis Paul Dunn Lafaine Grant P.E. Images Ronald Jeans Laura Hayes Sarah Vandermeer Lawrence Fogel Terrence Hudson Leonar Marquez Michael McCabe Texas Dentistry For Kids Michael Wimbish Vatsal Assar Nancy Armstrong Walmart Nick Peters Wells Fargo Patricia Magadini Wings & More

\$10-\$99

Amazon Smiles Angela Murry Ashley Kuehnes Barbara Austin Barbara Smith Calvin Bailey Jr. Carla McKinzie Carol Riemer Chandra L. Willis-Thompson, BS, MSM Chevaughn N. Jackson, MBA Christian Delzell Christopher Sears Deborah Macnoll Dione Banks Dominique Drake Jermonne Swendell Joan A. Cox, CMA, CPA Kona Ice Kroger Le Angiela Drake Lin Moore, Ph.D. Melinda Way Melissa Trosclair Nancy Austin

Nguyen Phan Nichelle Lott Ryan Kuehne Ryan Schwanke Sharon L. Kern Stanley Coleman Wanda J. Smith Yoojin Kim

OUR PARTNERS

Access Dental

Alley's House

All Smiles Dental

American Cancer Society

American Diabetes Association

ANTHEM Strong Families

ATI Career Training Center

AZAR Foundation

Baylor University Hospital Dietetic

Internship Program

Bishop Lynch High School

Bluitt Flowers Health Center

Bryan Place Dental

Buckner Children's Home

Care Options

Carrollton-Farmers Branch Independent

School District

Carrollton Public Libraries

Child Care Licensing Division of the Health and

Human Services Commission (CCL)

City of Dallas WIC Program

CitySquare

COMMIT!

Dallas Area Drug Prevention

Dallas Center for Developmentally Disabled

Dallas County Community College District

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

Dental Republic

Duncanville High School

Eagle Scouts

East Dallas Neighborhood Health Clinics

Episcopal School of Dallas

Expanded Food and Nutrition Education Program (EFNEP) of Texas A&M AgriLife

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

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

North Texas University

Northwood University

Nurse Family Partnership

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 A&M University-Commerce

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

University of North Texas @ Dallas

Ursuline Academy

Vogel Alcove

VOLUNTEER RECOGNITION



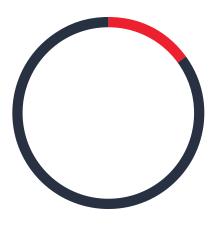
DEMOGRAPHIC

INSURANCE

//%		
16%		
4%		

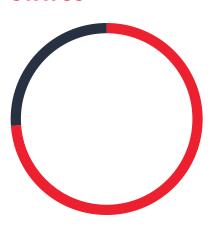
3%

PARENT'S EDUCATION STATUS



In Training	15%	
Not Training	85%	

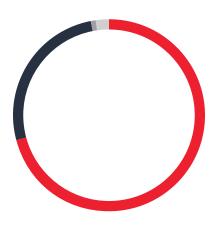
PARENT'S WORKING STATUS



Working Parents 74%
Unemployed 26%

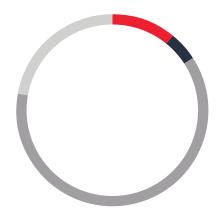
FAMILY STATUS

CHIP



Single Parent	71%	
Two Parents	26%	
Grandparents	1%	
Foster Parents	2%	

PARENT'S ABILITY
TO SPEAK ENGLISH



Not Well	11%		
Not At All	5%		
Very Well	62%		
No Data	22%		

NUMBER OF CHILDREN AND FAMILIES SERVED BY HSGD

Utilized total number of children enrolled report for current enrollment year 2020

AVERAGE CHILDREN ENROLLED MONTHLY

Utilized number enrolled totals from 08/2019 to 01/2020

PERCENTAGE OF ELIGIBLE CHILDREN SERVED BY HSGD

Utilized total enrolled 2,808 divided by 40,041 (eligible children under age of 5 living below poverty level in Dallas County per the U.S. Census Bureau, 2018 American Community Survey 1-year estimates)

FAMILY SERVICES

The Family Services Department is governed by Head Start Performance Standards and is responsible for the execution of Eligibility, Recruitment, Selection, Enrollment and Attendance (ERSEA) as well as building community partnerships. Our mission is to empower Family Advocates, Strengthen Families, and Build Strong Communities. The Family Services Department has worked diligently this year to provide uniformity within the department and to create a culture that fosters oneness and compliance.

Eligibility, Recruitment, Selection, Enrollment and Attendance (ERSEA) are the key areas to showcase the Family Services
Department's successes. Head Start has maintained 97.99% of enrollment and had an overall average of 87.03% in children's daily attendance during the 2018-2019 school year. Early Head Start has maintained over 96% enrollment during the 2018-2019 and 2017-2018 school years.

The Family Services Department hosted the Annual Community Partnership Fair on April 10, 2019 at the Hampton Suites & Convention Center in Mesquite. This year, Head Start of Greater Dallas partnered with The Mesquite Workforce Solutions. By joining forces with the Workforce, we were able to offer employment opportunities to parents as well as the community. Attendees were able to network with vendors for vital information about their services offered and other resources. Highlights from the Community Fair are as follows: 19 employers, 70 community vendors, 194 job seekers, 134 job offers, 15 contingent hires and 80 parents in attendance.

The chart shows a **84.21**% increase in community vendors between 2018 and 2019:



Head Start of Greater Dallas continued to implemented the Ready Rosie Parent Curriculum which is a multifaceted innovative program that supports schools in optimizing family engagement. Ready Rosie is made up of the following core components: Implementation Readiness, Professional Development, Family Workshops, and Home Learning Curriculum.

Each year, HSGD provides a parent survey to offer parents the opportunity to evaluate, collect and understand the services and climate toward the center and their children's education and services provided from all content areas. The significant increase of parent survey respondents would allow the agency to work toward improvement of service delivery.

There was a **65.79**% increase of parent survey respondents for the 2018/2019 school year as opposed to 35% parent survey respondents for the 2017/2018 school year:

COMMUNITY VENDORS

2018

38

2019

/U

PARENT SURVEY

2017/2018

1.292

2018/2019

2.142

84.21% INCREASE

65.79% INCREASE

HSGD EDUCATION DEPARTMENT:

Embarking Upon a Transformational Change

The overall goal of the HSGD Education Department is to bring about a greater degree of social competence in children considered at risk. Our mission is to prepare children for successful transitions to Kindergarten, and lay the foundation for healthy social competence.

No child should have to suffer from a missed opportunity due to their trauma; in fact, they are the ones that need us the most. Preschool expulsion is a concern around the globe. According to the National Association for the Education of Young Children (NAEYC) each year over 8,700 three and four-year-old children are expelled for a variety of reasons, including symptoms of trauma. (2017) Due to this disturbing number, HSGD must take preventative measures.

Through the implementation of Conscious Discipline, a research and evidence-based approach that has organized the Seven Powers for Conscious Adults and the Seven Skills of Discipline we have seen success. These skills will empower the teacher to provide safety, connection and problem-solving strategies for children in their classrooms. Components of Conscious Discipline embed within the Frog Street curriculum used with all Early Head Start Classrooms and nine Head Start centers.

Follow HSGD on social media @HeadStartDallas to follow our journey and and see how Head Start of Greater Dallas documents its expertise in Conscious Discipline.

2018-2019 LAP-3 Results for Head Start Students

KINDERGARTEN READINESS

MATHEMATICS

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

AVERAGE PERCENTAGE

Beginning	- 54.31
Mid-year	65.90
End-year	76.5

ASSESSMENT INTERVAL

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

LANGUAGE DEVELOPMENT

(Listening and Understanding, Speaking and Communicating)

AVERAGE PERCENTAGE

Beginning		0.00
	_	8.08
Mid-year		07.04
		67.94
End-year		70.76
		76.79

ASSESSMENT INTERVAL

Head Start graduates mastered 76% 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)

AVERAGE PERCENTAGE

Beginning	- 54.42
Mid-year	— 66.36
End-year	76 07

ASSESSMENT INTERVAL

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)

AVERAGE PERCENTAGE

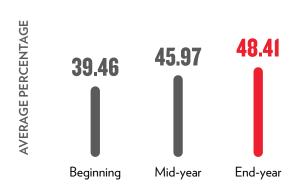
Beginning	— 58.89
Mid-year	70.02
End-year	79.59

ASSESSMENT INTERVAL

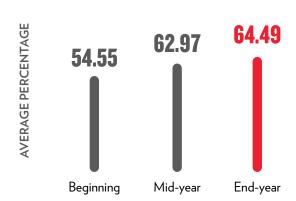
Head Start graduates mastered 79% of the items in the domain of Science at the end of the year.

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

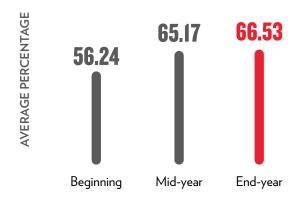
LANGUAGE & LITERACY DEVELOPMENT



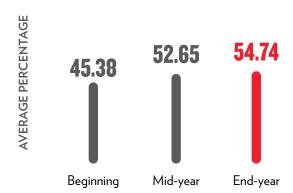
SOCIAL & EMOTIONAL DEVELOPMENT



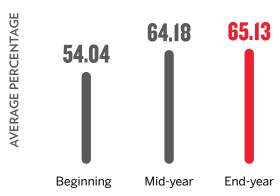
APPROACHES TO LEARNING



COGNITION & GENERAL KNOWLEDGE



PHYSICAL WELL-BEING & MOTOR DEVELOPMENT



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

SPECIAL SERVICES:INNOVATIONS AND SERVICE DELIVERY

SPECIAL SERVICES DEPARTMENT

In order to ensure effective delivery of disabilities and mental health services in accordance with the Head Start standards, the department consists of the following professional staff: Special Services Director, Special Services Coordinators, Special Services Specialists, Mental Health Professionals with LPC (MHPs), and Special Services Assistants. Over ten-percent enrollment of children with various special needs was met in partnership with the school districts and appropriate professional contractors.

Delivery of mental health services was carried out collaboratively with Mental Health Professionals, Special Services Coordinators and outside mental health agencies by serving all Head Start children in the classrooms in consultation with teachers and play therapy. Individual counseling services were provided to parents at their request, as well as, training to the parents on parenting skills and mental health/disabilities awareness. Having special services staff and licensed professional counselors on staff, allowed prompt identification and educational services for mental health challenges, such as emotional/behavioral disturbances in a timely manner.

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

Over 120 age-eligible children were properly transitioned into public schools in accordance with the Transition Plan.

STARS CAMP

At the last annual Stars camp, more than 200 children with special needs and their parents attended the event held at the DD Ranch. This was an all-day event that provided various outdoor activities for children and educational/mental health topics for the parents. It was designed to celebrate all children and parents from their centers.

HEALTH

The Health Content Area is focused on the following each year to ensure quality service provision to children and families. The goal is the early identification of health problems and concerns in the children. Parent interviews, in partnership, with screenings are utilized for early detection. Once health concerns are presented, the health staff refer the families to community service providers. The staff work to ensure each family has established a medical home, the appropriate physicals and dental exams are completed and immunizations are current. HSGD has 1 Nurse Practitioner, 7 Health Specialists and 19 Health Assistants on staff to work with the children and their families. The staff provide health trainings and partner with various service providers in the community. In addition, HSGD's service provision is comprehensive in that all the center staff work together to address the needs of the children.

Highlights

- Recruit new health care providers annually
- Partnership with Filipino Lions Club to perform vision screenings in the centers
- Five different nursing programs for pediatric rotations (centers' in-kind earnings)
- Mission East Dallas Dental Program for all sites
- Always support agency events ("Round-up," Health Fairs, Stars Camp)

Health Insurance • Medicaid/CHIP • Private Insurance	95% 92% 3%
No Health Insurance	4%
Physical Exams completed	91%
Dental Exams	91%
Immunization completed	34%
Immunizations up-to-date	58%

NUTRITION

The Nutrition Content Area has been focused on educating the children enrolled, their families and HSGD staff on the benefits of healthy eating. HSGD has a long history of addressing the specific nutrition concerns of each child, as well as, being at the forefront of addressing childhood obesity. The nutrition department provides two thirds of each child's daily meals, providing breakfast, lunch and a snack each day. Below outlines the accomplishments and observations of the nutrition program for children served by HSGD:

Meals Claimed for Reimbursement: 895,450

Growth Assessments of the children enrolled:

- 69% normal weight
- 17% at risk for obesity
- 13% obese
- 2% underweight

Special Dietary Needs:

• 297 special diet accommodations provided





