







# Laura Cobb Hayes

**President of the Board of Directors** 

To the Friends, Families and Staff of Head Start of Greater Dallas,

We are excited to share with you how we have "Embraced the Journey" through a pandemic and have come out on the other side victorious. This 2022-2023 Annual Report will show how Head Start of Greater Dallas has never wavered in our mission to provide children with the foundation of skills and knowledge they need to be successful in school and life and foster self-reliant families and communities. The staff and community have both stepped up to the plate in serving the children and families. Head Start of Greater Dallas is appreciative of that fact. We are now opening our centers and able to serve our population through continued innovations.

Head Start of Greater Dallas is the premier model for providing comprehensive services to the whole child and an excellent partner with service-aligned providers. As part of the agency's strategic plan, HSGD has worked tirelessly to maintain enrollment, when at times a major challenge, and building new relationships. Our newest partnership with CitySquare yields opportunities for food recovery, workforce and housing programs. Corporate sponsorships of volunteers, in-kind goods and services came via Alpha Kappa Alpha Sorority, Inc., AT&T and Molina Health Care.

In addition, HSGD is steadfast in enhancing our partnerships. We are grateful that we have added a site with Cityscape Schools. In addition, we are especially proud of our alignment with Dallas College's Apprenticeship Program, which will assist with classroom support for the agency and allow teachers in training to gain practicum experience in our centers while earning their education. It is a win-win for all!

I truly am amazed at the resilience of the staff and leadership of Head Start of Greater Dallas. They work to provide services each day to the families with grace. I am proud to be a Head Start alumna. Please join me, the board of directors and volunteers as we embrace this journey, by giving your time and investing resources in the greatest agency for children and families in Dallas County.







# Kathryn L. McCartney Chief Executive Officer

Thank you—Head Start of Greater Dallas, Inc. Board of Directors, Liaisons to the Board, Policy Council, community partners, staff, children and families. We appreciate your continued support and guidance. It has been an honor to serve our children and families as we redefine our Head Start programs after the effects of the pandemic. There have been many positive lessons learned as we move forward, *Embracing the Journey*.

We remain dedicated to providing the best possible services for our children and families, with the development of new technology, new partnerships and new opportunities.

We are proud to report that since August 2022, we have increased our total enrollment by a near nine hundred children. Although we need several more hundred before enrollment is complete, we are on our way. Thank you to all our program and support staff for your dedication to Head Start of Greater Dallas. Without your continuous community involvement, our mission would not be possible.

On a national level, the Head Start program continues to have bipartisan support and the future is looking bright for another year. We remain grateful for the support given to all Head Start programs across the country by the Office of Head Start, as we work hard to achieve pre-pandemic status in all our service areas. We also want the officers, members and liaisons to our board of directors to know how valuable their time, effort and hard work as well as monetary contributions have been to support the mission of Head Start of Greater Dallas. We would like to thank our awesome outgoing President of the Board of Directors, Laura Cobb Hayes, for her tireless work ensuring our children and families received quality use of technology, pre- and post-pandemic. In addition, we are very appreciative of her efforts in spearheading partnership building. That resulted in an increase in student enrollment and implementation of special projects at the centers as well. Thank you, Mrs. Hayes, for all you have accomplished.

Thank you—Dallas, Irving, Lancaster Independent School Districts, Mi Escuelita, Vogel Alcove, American Care Academy, Dallas Can Academy and others who have continued a strong collaboration to serve our community. Thank you to all of our university partners—Southern Methodist University, University of North Texas (Dallas Campus), University of Texas at Arlington, Texas A&M University, Dallas and Tarrant Colleges and our newest partner—Grand Canyon University.

There's so much to be done. Always remember, we cannot do it without your care and support!

Thank you, everyone!

Kathuyn L. McCartney



# Board Members \



### 2022-2023

# Board of Directors

### **Executive Committee**

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- 2. Michele R. Anderson, MA, ECE Vice-President
- 3. Courtney K. Seals, CFE Treasurer
- 4. Keitha M. Wright, Esq.
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  5. Jonathan Seth Parker, BS

Finance Secretary

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  8. Ron L. Jeans, BA
  Immediate Past President

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- 24. Yulandor Plater, CHW
  Family & Community Engagement
- 25. Chandra L. Willis-Thompson, MSM
- 26. Perpetua U. Egorah, BS Accounting, Certified Nursing Assistant & Medication Aide
- 27. Irma Rodriguez

  Certified Nursing Assistant & Medical
  Office Assistant

### 2022-2023

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### 2022-2023

# Policy Council

Adbisola Adebisi
Evangelynn Adesanya
Samantha Boese
Brianna Butler
Marina Cardoso
Amanda Chavez
Joyce Rodriguez Garcia
Jasmine Goodwin
Jonalle Graham
Deandra Hall
Raven Houston
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Marymilicent Ibe
Angelia Isbell

Tahira King
Irlene Lares
Brenda Lopez
Atsede Mamo
Rychilder Manison
Cruz Martinez
Cynthia Melendez
Maria Mendoza
Keeshawnda Moore
Yeira Morales
Demie Mota
Miguel Nava
Adebsola Oyedemi
Andrea Ramirez



Jazmin Ruiz
Calaneesh Sears
Kenya Smith
Nakeila Smith
Natasha Taylor
Vermesha Trezvant
Alexandria Vidal
Ajaa Walker
Kendra Wallace
Carseonda Warren

### 2022-2023

# Policy Council Representatives to the Board

Kim Hunter-Jermany Crystal Crenshaw Brianna Dickson Nyeshia Rollings



Not Pictured: Brianna Dickson

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# Financial Report 2022-2023

4,500 - 29,675 9,647,692	- - 701,471	10,837,444
4,500		
4,500		
\$40,085,415	\$43,349,778	\$43,349,778
		= 1000
al 2/28/2023	Ending 2/28/2023	Ending 2/29/2024
YEAR ENDED	BUDGET YEAR	BUDGET YEAR
	\$40,085,415	al 2/28/2023 Ending 2/28/2023 \$40,085,415 \$43,349,778

EXPENSES			
Child Development Services			
Head Start	\$25,922,136	\$27,229,854	\$27,234,854
Early Head Start	9,265,416	9,774,190	9,774,190
Health & Nutrition Services	3,114,827	3,937,167	3,937,167
Special Services	1,487,433	1,916,891	1,916,891
Training & Staff Development	295,603	491,676	486,676
Corporate Expenses	34,803		
In-Kind Expenses	9,647,692	701,471	10,837,444
Total Expenses	\$49,767,910	\$44,051,248	\$54,187,222
Change in Net Assets	(\$628)		

HEAD START's primary sources of funding (99%) are provided by federal grants from the Department of Health & Human Services and the Department of Agriculture. Private/state grants and contributions provided 0.01% of funding while nonfederal, including in-kind, represents 19%. Actual federal expenditures for the year ended 2/28/2023 were 92% of the agency's total budget compared to 19% for actual nonfederal expenditures. Actual federal expenditures as a % of the federal budget were personnel costs (51%), benefits (6%), contractual (15%), supplies (6%) and other costs, including occupancy, telecommunications and interest expense (22%).

\$6,761,809

\$6,761,181

A fully-audited financial statement prepared by Wipfli LLP for fiscal year ended February 28, 2022 is available on file at HEAD START of Greater Dallas, Inc., a 501(c)(3) nonprofit tax-exempt Texas corporation.

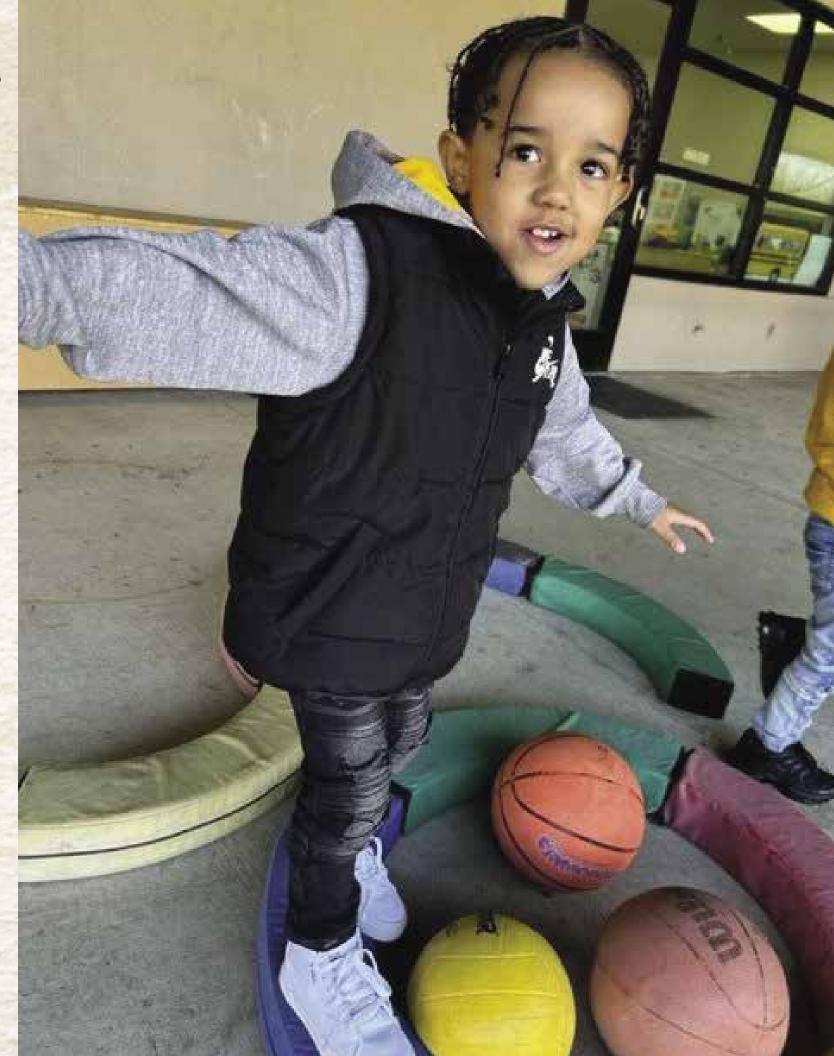


\$6,761,809

\$6,761,809

\$6,761,809

\$6,761,809



Net Assets February 28, 2022

Net Assets February 28, 2023

# Our Danars



### \$100.000+

1920 Walnut Partners, LP
City Of Garland
Dallas College - Brookhaven
Dallas Housing Authority
Dallas Independent School District
Irving Independent School District
Jubilee Park Corporation
Lancaster Independent School District
Landmark Place Shopping Center
Mi Escuelita Preschool, Inc.
Vogel Alcove

### \$10.000-\$99.999

4851 West Buckingham Road, LLC Cityscape School George Reeves Company Ronald Walker Associates Wee Can Academy

### \$1,000-\$9,999

Anonymous
Chris M. Widell
East Dallas Church of Christ
Francesca Perkins Austin
Francis DeSouza, Jr.
Guardian
Kristin R. Crawford Ellis
Lee Financial Corporation
National Life Group
Wilson Sexton Foundation

Henry Schein Inc.

### \$100-\$999

Aldo Ramirez
Ashley Kuehne
Barbara Austin
Bart Thomas
Bill And Dolores Smith
Biron Pickens
Brian Carlton
Calvin Bailey
Carlos Flowers
Chevaughn Jones Jackson
Chris Elston
Christian Delzell
Colby Cajero
Courtney Seals

Deatrice Seals
Dquilan Rogers-Payton
Dr. Dan Jones
Ebony Brumfield
Elizabeth Dorsett
Eric Girard
Errick Thompson
Franchesca Morales
George B Walker Jr
Helen Benjamin
John Forrest
Judy Purcell
Justin Cajero
Kathleen Leos
Kathryn L. McCartney

Konata Childs

Laerdal Medical Lafaine Grant Larhonda Brown-Barrett Larry Fogel Laura Cobb Hayes Lawrence Price Leah Lewis Lifetouch Lin Moore Malauna Hogan Mathemetica Mengesha Tekle Michael Karno Michele Anderson NB Works Nicholas Cobb

Nick Peters Oliver Johnson Peter Lee Philip Strunk Ronald Jeans Roni Mihaly Sarita Prabhu Seth Parker Sharlot Parker Stacy Roth Stephen Brown Tanya Garrison Tim Yusuf Tony Nuncio Tracey Parker Vonkeshia Leday

### \$10-\$99

Dave Connell

David Brown

Albertson's
Amenta Rasa
Anita Jahwar
Ashley Price
Beverly Davis
Bonnie Rogers
Brandon Smith
Brian Simmons
Candy Robinson
Cecilia Edwards
Chandra Willis-Thompson
Coressa Youngblood
Courtney Wagner
David Eubanks
David Short

David Williams

Dawn Blair Dee Perkins Elizabeth Wallin Feriad Ferguson Fermeen Fazal Gladys Jolla Jack Mathis Jacqueline Gilliard Jeremy King Jerome Moore Jessica Baxter Joan A. Cox Joe Milkes Joseph Brewer Josie Johnson Julie Kim

Kathy Dixon Kelsey Sanford Kim Critcher Kimberly Frank Kroger LaKindra Howard Laura Lemmons Le Angiela Drake Manuel Infante Megan Tanner Monique Roland Nichelle Lott Nicole Stallworth Ran Gregson Rhett Boren Robelia Moore

Robert McIntyre
Rodney Jackson
Shannon Foster
Sharon Kern
Sherry Randolph
Stefanie Chadwick
Stephen Darby
Tim Roberts
Tory Vonder Haar
Traneika Wentt
Vicky Hughes
Wanda Payne
Wanda Smith
Xavier Edokpa

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

Alpha Kappa Alpha Sorority, Inc.

American Cancer Society

American Diabetes Association

Amerigroup

**ANTHEM Strong Families** 

AT&T

**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

CityScape Schools

CitySquare

COMMIT!

Communities Foundation of North Texas

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 Police Department

Dallas Public Library

Dallas 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

**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

Ladies of Charity of Banas

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

Parkland Health and Hospital System

People Helping People

Pleasant Grove Women's Clinic

PNC Bank

ReadyRosie

Safe Rider

Skyline High School

Smile Builders

South Texas Dental

St. Mark's School

St. Michael's of All Angels

St. Vincent de Paul

Tarrant County College

Texas Health Steps

Texas Woman's University

Texas Workforce Commission

Texas A&M University-Commerce

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

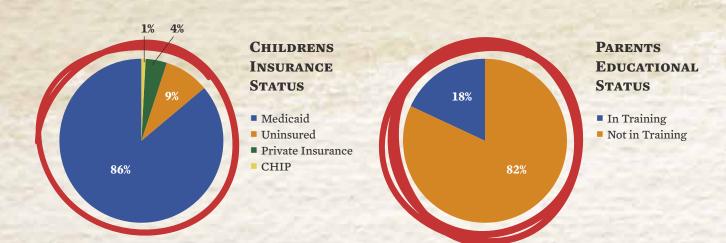
United Way of Metropolitan Dallas

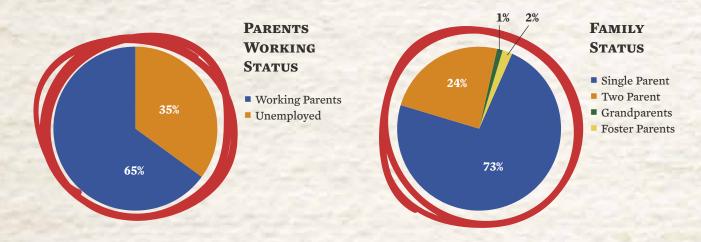
University of North Texas at Dallas

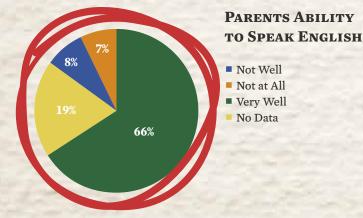
Ursuline Academy

Vogel Alcove

# Demographics













### Number of Children and Families Served by HSGD

Utilized total number of children enrolled report for current enrollment year 2023

# Average Children Enrolled Monthly

Utilized number enrolled totals from 08/2022 to 01/2023



# 6.37%

### Percent of Eligible Children Served By HSGD

Utilized total enrolled 2,603 divided by 40,839

(eligible children under the age of 5 living below poverty level in Dallas County per the U.S. Census Bureau, American Community Survey estimates are unavailable for 2021 and 2022).

Multiple searches have been conducted to locate a different data source to no avail.

# Family Services

The Department of Family Services oversees verifying eligibility, recruitment, selection, enrollment and attendance, which is known as ERSEA. HSGD reached 86% of capacity enrollment for this year. This year, SNAP was included in the definition of Public Assistance to qualify more families, and this helped increase the number of eligible children for enrollment. Family Services' goal is to continue working hard to recruit and enroll families that qualify for our services.

This year, Family Services attended community events for recruitment. Family Services worked directly with families to ensure children were present in school each day. The average daily attendance for each child needs to be 85% as best practice for the children to be able to learn. The agency has been above that percentage. Family Services staff work in partnership with parents to provide information about school readiness and attendance to fortify child success. Although some areas of life have returned to normal, COVID-19 still impacts daily attendance, parent engagement and other areas.





Family Services works directly with participants to establish family and educational goals for preschool students and their families. This is achieved with a positive goal-oriented relationship. Family engagement improves school readiness across domains, academically and socially. The department acts to retain vulnerable families experiencing homelessness, involved with child welfare services, experiencing inter-personal violence and children with disabilities, as well as families experiencing mental health and substance abuse disorder.

In addition, services are provided for families who have experienced a natural disaster and COVID-19. The Parent, Family and Community Framework (PFCE) is the leading research tool and works with families as a foundation and guide to best practice competencies. The staff assess families using the PFCE Outcomes, which will help families see their strengths and needs. The Family Services Department assesses families twice a year to be able to see the progress of each family and to assist in individualized support offered by the staff. Family Services uses a research-based parent curriculum called ReadyRosie. This curriculum collects data in all 7 domains on which the framework focuses. This gives parents the opportunity to engage with their children on their own by using the application while at home.

In addition to that, this year Family Services has completed 1,244 virtual home visits with the families and completed 2,907 family and educational goal-setting and follow-up sessions. Family Services staff are encouragers and review with parents their progress to celebrate every single success. Family Services collaborates with the Department of Community Development to build community partnerships to assist families in reaching their goals. This year, we initiated a new partnership with CitySquare, an agency that aids the community with its food pantry, health services, workforce development, financial literacy and many other services. This alignment reduces the duplication of efforts and deepens the agency's ability to serve Dallas County's most vulnerable children. In addition, the partnership with Molina Healthcare provided students with tennis shoes for the school year. This was a resource that was greatly needed given the financial restraints some HSGD families faced during the summer of 2022.



The Family Services Department is making a difference by impacting the family dynamic through HSGD partnerships and support services.

This success would not be possible without fostering great relationships with families, the agency staff and community partners. Family Services is grateful for the support.





# Education Department

During the 2020-2021 school year, Head Start of Greater Dallas changed assessment tools. The agency went from utilizing the Online Lap tool to the CLI-CIRCLE Progress Monitoring tool. The CIRCLE Progress Monitoring System (formerly known as C-PALLS+), is a user-friendly, technology-driven tool that enables a teacher to quickly assess a child's progress in a particular skill area. This simple yet reliable data collection prompts teachers to focus on lessons that target their students' least developed skills.



### The CIRCLE Progress Monitoring System:

- is aligned with the Head Start Early Learning Outcomes Framework Birth to Five Years of Age
- is on the Commissioner's List of Approved Prekindergarten Progress Monitoring Instruments
- is available at no cost to Texas public pre-kindergarten teachers and programs eligible for the Texas School Readiness Online program
- provides significant flexibility in administration, including choice of measures and timing of assessments
- provides links to CIRCLE activities that target specific skills based on assessment results
- includes a wide range of instantly accessible reporting features
- demonstrated high reliability and validity in multiple research studies

All (CLI) CIRCLE Progress Monitoring data is aggregated and analyzed three times per year at the beginning, middle and end of each school year. Ongoing data is used to help teachers plan for the children, assist the coaches in identifying teachers that may need additional support and develop training plans for teachers.

At the end of the year, all raw scores are aggregated, analyzed and used as part of the agency's evaluation and planning strategy. Data is used to determine additional program needs regarding child outcomes for school readiness, such as: training, technical assistance and professional development.

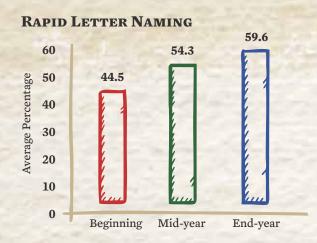


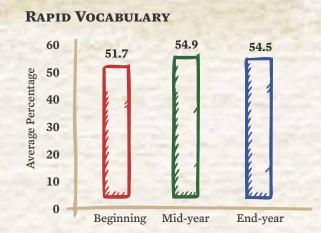
# Kindergarten Readiness

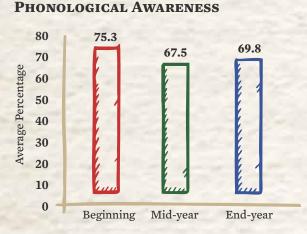
### 2021-2022 Circle Progress Monitoring System Results

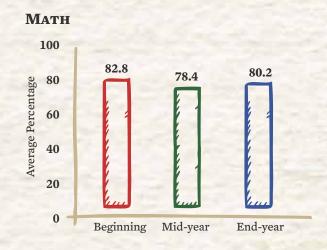
**HEAD START STUDENTS (AGES 3 TO 5 YEARS OLD)** 

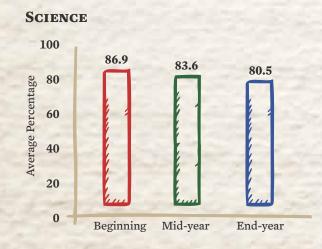
All (CLI) Circle Progress Monitoring data is aggregated and analyzed three times per year: at the beginning, middle and end of each school year. Data is used to determine additional program needs, such as professional development, training and technical assistance, regarding child outcomes and school readiness.

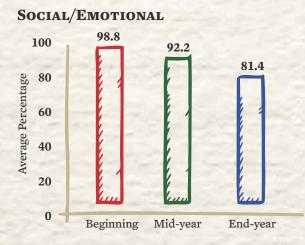










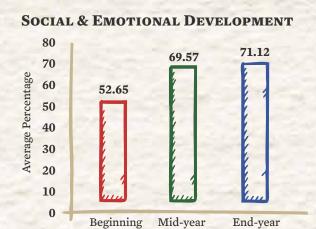


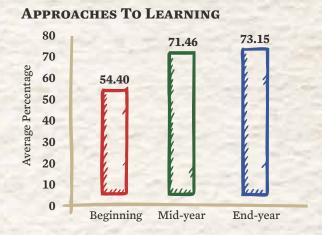
# Early Head Start

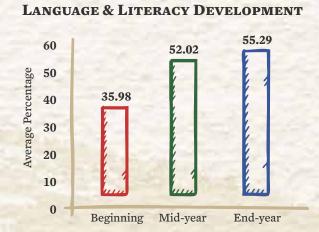
### **2021-2022 E-LAP Results**

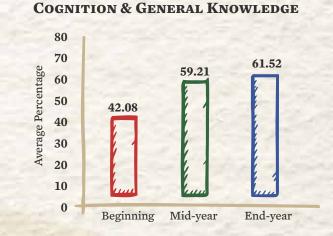
HEAD START STUDENTS (AGES 0 TO 3 YEARS OLD)

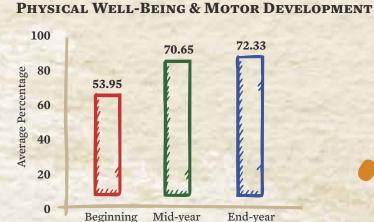


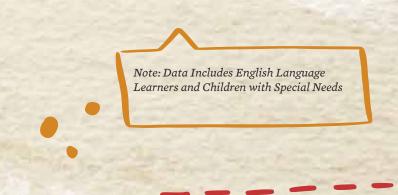












# Special Services/Mental Wellness

### **Special Services Department**

The department is staffed with credentialed professionals for effective delivery of special services and mental health: Special Services Director, Special Services Coordinators, Special Services Specialists and Mental Health Professionals with LPC. During the last program year, the department served over ten percent of children diagnosed with various disability categories in partnership with the school districts and appropriate professional contractors. There is ongoing collaboration with the ISDs to evaluate and enroll eligible children referred for various special needs. This will result in meeting the ten percent enrollment requirement of children with various disabilities for the 2022–2023 program year.

Mental wellness services are provided to all Head Start children and families by the Mental Health Professionals (MHP), in collaboration with Special Services Coordinators, Special Services Specialists and outside mental health agencies. Those services include, but are not limited to, consultation with teachers and individualized play therapy for eligible children diagnosed and recommended for emotional or behavioral deficits.

During the previous school year, Mental Health Professionals served children via Zoom tele-health by providing recommended play therapy to children, due to the COVID-19 lockdown. The department used available resources such as apps and Zoom to serve Head Start children and provide individual counseling for families. Head Start MHPs identify and provide ongoing therapy services for children suspected of having severe emotional or behavioral challenges.

Special Services staff deliver continuous training and consultation to teachers at their assigned centers, in addition to the training offered during in-service at the beginning of the program year.

### Health

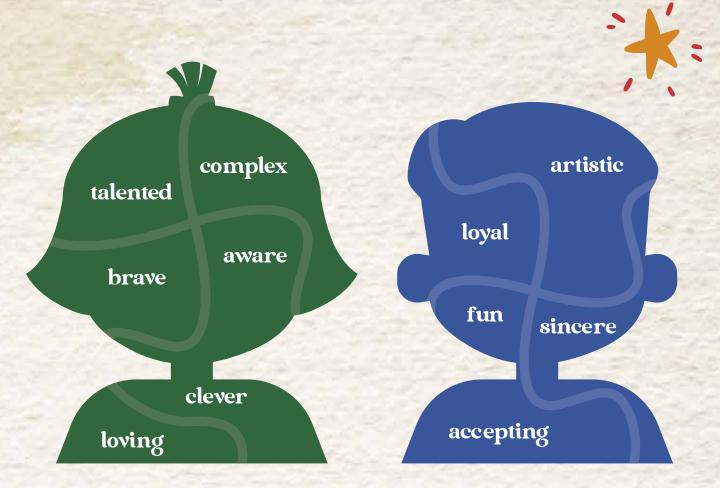
The Health Content Area has spent the last year re-establishing norms to regain 90% compliance of health information for the following examinations: physical, dental and immunizations. Cultivation of relationships with 3 of the 5 nursing schools was successful. Connections with dental providers have resumed and services are provided at the centers. The agency updated and upgraded screening equipment for efficiency.

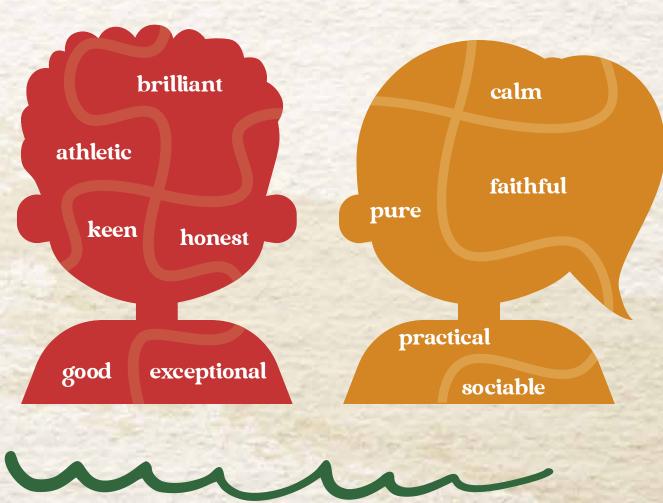
The below are the current health information statistics:

physical 60% dental 45.1% immunizations 52%









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# Nutrition

Nutrition Services is designed to educate, empower and support parents as their child's first teacher and role model. The department encourages good eating habits through classroom education and mealtime experiences that nurture healthy child development, and promote lifelong health and wellness. These practices ensure access to nutritious, wholesome foods; and provide daily opportunities to develop social, emotional, and developmental skills. This is accomplished through the following services:

- Identification of each child's nutrition and feeding needs through nutrition screenings, assessments, interventions, referrals and ongoing follow-up
- Individualized accommodations for each child with a special dietary need
- Implementation of the Child and Adult Care Food Program for Foodservice Operations
- **-** Family-style meal service in center-based programs
- Support, training and technical assistance on state and federal program standards, food safety and sanitation protocols
- Assisting families in accessing ongoing preventative health care that promotes positive health and nutrition statuses
- **-** Family-focused nutrition education sessions and parent involvement



Since food habits develop at an early age, we believe that it is important that young children are exposed to healthy food, early and often. Providing a positive atmosphere for children, staff and families to experience and learn good nutrition is a critical piece of the Head Start experience. Access to nutritious foods can reduce major risk factors for chronic diseases, such as diabetes, high blood pressure, high cholesterol and obesity.

Nutrition Services provides two-thirds of each child's nutrition needs through daily meals of breakfast, lunch and an afternoon snack. Menus and services are developed considering the diverse ethnic and cultural makeup of the families and communities served by the agency. Nutrition Services works to coordinate and streamline nutrition services throughout the community, through the establishment and maintenance of strong partnerships with other area nutrition and health partners in the community. This is achieved with the purpose of broadening the reach of quality nutrition services and reducing the impact of malnutrition and food insecurity in the communities served.

This includes collaborating with Health Services, Special Services, Education Services and Family Services to provide comprehensive care that caters to the whole child and family.

### THE HSGD NUTRITION SERVICES AREA IS STAFFED AS FOLLOWS:

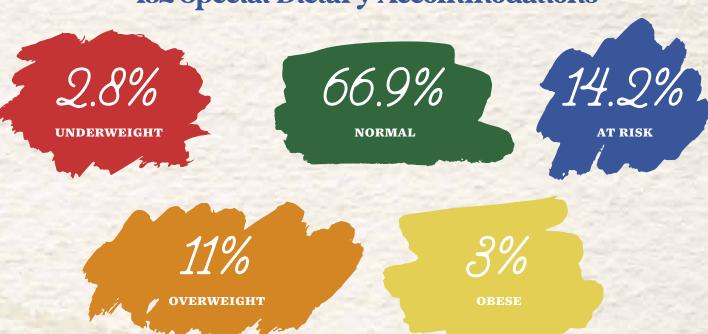
- 1. A Child Nutrition Director that is a Registered and Licensed Dietitian
- 2. 7 site-based Nutrition Specialists
- 3. A Registered and Licensed Dietitian (the department also works closely with lead and assistant cooks at each site)

In conclusion, the Nutrition Services Department's mission is "to promote child wellness by providing nutritional services that compliments and educates the child, family and community."

### **Statistical Information**

(August 2021 - July 2022)

### 182 Special Dietary Accommodations



### Area Highlights

- Recipient of Healthier CACFP Gold Award for participation in Establishing the Three Es (education, exercise, eating right) grant project administered by the Texas Department of Agriculture
- Partnership site with Tarrant County College to precept Dietetic Tech students
- Partnership site with Medical City Dallas to precept Dietetic Intern students
- Collaboration with Texas A&M University to implement Learn, Go, Eat, Grow Garden Curriculum in Head Start classrooms
- Collaboration with Texas A&M University Study titled "The Produce Prescription Program Study: Increasing Fruit and Vegetable Intake and Improving Cardiometabolic Health Indicators Among Urban, Low-Income Caregiver-Child Dyads"





HEAD START OF GREATER DALLAS, INC. 3954 Gannon Lane | Dallas, TX 75237-2919 972-283-6400 | hsgd.org

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