



**AKA HEAD START PROGRAM, INC.**

**HEAD START/  
EARLY HEAD START**

**ANNUAL REPORT 2014-2015**



*Reaching Children – Touching Families*



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## Message from the Executive Director— Yolanda Perez

It is with great pleasure to present this annual report, reflective of the collective dedication and support received by the AKA Head Start Board of Directors, Policy Committee, staff, parents, and community partners. These strong efforts began with the founding of AKA Head Start in 1971 by Dr. Geneva Roberts, with the sponsorship of the Epsilon Xi Omega Chapter of the Alpha Kappa Alpha Sorority, San Diego Chapter. Holding steadfast support for over 40 years during constant changing regulations and program trends, AKA Head Start continues the legacy of being committed to ensuring that every child's family leaves empowered for a better life.

Research shows evidence of the gains a quality preschool experience has on a child, family, and community. To this end, studies reveal Head Start could increase high school graduation by 7% and has an average return of \$9 dollars for every \$1 dollar invested.<sup>i</sup> AKA Head Start impacts at the local level includes employing over 200 employees and generating over \$2,000,000 in revenue for San Diego vendors in purchased goods and services.

As a prior Head Start parent, I am forever grateful for the support my children and I received. My story is one of hundreds of Head Start success stories from past parents and students who succeeded in school and life, and now have the opportunity to pay it forward. Proud of our accomplishments, we are excited about sharing our successes in this annual report. Dedicated to a comprehensive early learning agenda to promote school readiness by closing the achievement gap, we look forward to the upcoming success stories still to be told.

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<sup>i</sup> Research Brief by Fight Crime: Invest in Kids



## 2014-2015 Board of Directors Members

Diane Ritchey-Andrews, *Chair*

Teri Early, *Vice-Chair*

Muriel Sadler, *Treasurer*

Deborah Huggins, *Secretary*

Clara Baity

Euzelia Griffith

Mable Wigfall

Lora Lowes

Shirley Peace

Dr. Juel Moore

Angela Wallace

Dr. Yvonne Frisby

Judy Long Pharaoh

Mary Sue Hamilton





## Agency Background

Across the nation, Head Start programs have been providing comprehensive child development services to children and families since 1965. Head Start places special emphasis on promoting children's school readiness in the areas of language and cognitive development, early reading and mathematic skills, and social and physical development. The Early Head Start program was established to serve children under three years of age, in recognition of evidence that the early years are critical to children's overall growth and development. Our program is federally-funded, tuition free, and primarily provides services to children from low-income families. Parents in our program are empowered to be leaders and teachers, as well as advocates for their families, children's education, and in their communities.

Alpha Kappa Alpha Head Start began serving children and families in San Diego County in 1971. The organization began with a modest enrollment of 80 children, at Encanto Head Start. As a delegate under the oversight of Neighborhood House Association, the agency relocated to East County in 1978, where they began providing Head Start services in El Cajon and Lakeside. The agency was the first Head Start provider in East County.

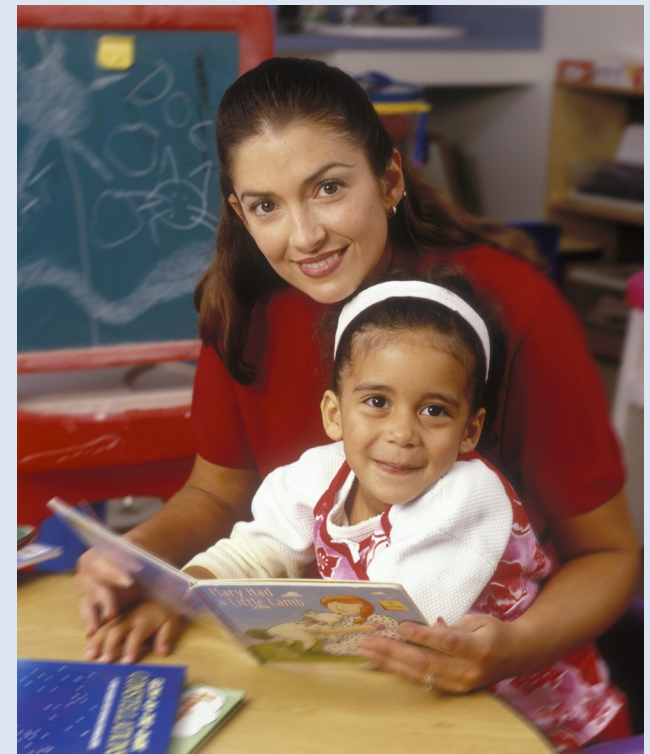
The Epsilon Xi Omega, Alpha Kappa Alpha Sorority, San Diego Chapter, has sponsored the program for over forty years, and comprised the majority of Board members. We are grateful for their continued support, as well as their donations to the community.

Over the years, the agency has grown tremendously. We have gone from serving 80 children, to serving more than 1,000 children and their families annually. The agency has grown from three to twelve sites, with an annual budget of more than 11 Million Dollars. Our impact on the community continues today, and we are proud to enrich the lives of children and families in the East San Diego County area.

## Mission and Vision of AKA Head Start

**Mission:** The mission of Alpha Kappa Alpha Head Start is to partner with families to ignite the spark of hope and desire in each of them to achieve their maximum potential as productive members of society. To this end, we provide quality traditional and non-traditional child development services.

**Vision:** Every Child's Family Leaves Empowered for a Better Life.



# About Head Start/ Early Head Start



## Program Description

Head Start is based on the premise that all children share certain needs, and children from low-income families, in particular, can benefit from a comprehensive child development program designed to meet those needs. Head Start is family-oriented, comprehensive and community-based, offering support for parents in their work and child-rearing roles, as well as linkages to other community services.

AKA Head Start/Early Head Start is staffed with approximately 200 full-time employees, with locations at 12 centers throughout the East County of San Diego. Program options include center based, home-based (services offered at the family's home), Family Child Care (services offered at a contracted, licensed, family child care home), and Combination Option (services offered at both the center and family's home).

## Head Start

Head Start provides comprehensive services for children ages 3 to 5, and their families. Head Start encourages the role of parents as their child's first and most important teachers. Programs build relationships with families that support positive parent-child relationships, family well-being, and connections to peers and community. Services include:

- Promoting school readiness of young children;
- Health and Nutrition services;
- Social Services for the family;
- Developmental and Behavioral Screenings.

## Early Head Start

The Early Head Start program (adopted in July 2013) was established to assist infants and toddlers to age 3. The goals of Early Head Start are:

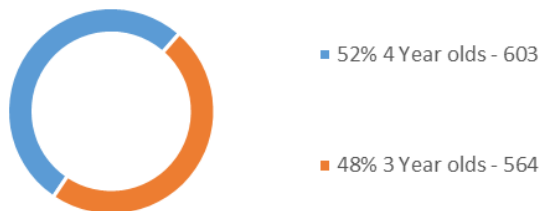
- To provide safe and developmentally enriching caregiving, which promotes the physical, cognitive, social and emotional development of infants and toddlers, and prepares them for future growth and development;
- To support parents in their role as primary caregivers and teachers of their children, and families in meeting personal goals and achieving self sufficiency across a wide variety of domains;
- To mobilize communities to provide the resources and environment necessary to ensure a comprehensive, integrated array of services and support for families.





Comprehensive services include social services, education, health, nutrition, disabilities, mental health, and parent involvement opportunities.

#### ACTUAL AGES OF CHILDREN ENROLLED



#### ACTUAL AGES OF CHILDREN ENROLLED

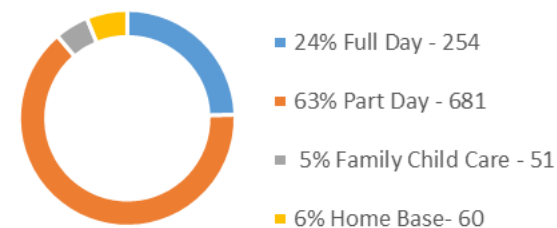
The graph above depicts actual ages of children enrolled in the AKA Head Start Program. The average monthly enrollment for the program year was 1,046, representing 100% of the Funded Enrollment.

#### Head Start Enrollment

AKA Head Start was funded for 1,046 children, serving a cumulative total of 1,167 children and 1,111 families. The funded enrollment represents a service level of 14% of the eligible children in San Diego East County.

The graph below depicts the Head Start Funded Enrollment by Option.

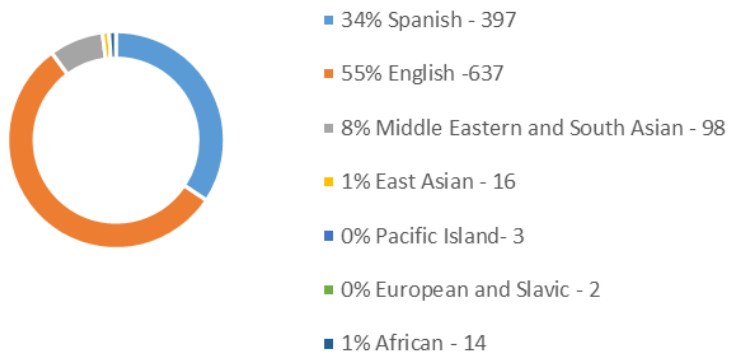
#### Head Start - Funded Enrollment by Option



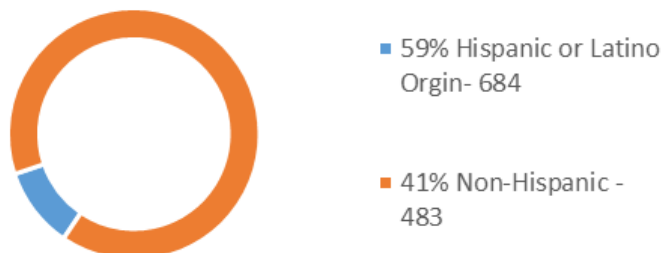
## HEAD START LANGUAGE AND ETHNICITY OF ACTUAL ENROLLMENT

Of the 1,167 children served in Head Start, 397 (34%) identified Spanish as their primary language spoken at home. The other categories include English, Middle Eastern and South Asian Languages, East Asian Languages, Pacific Island Languages, European and Slavic Language, and the African Languages.

### Language



### Ethnicity



## HEAD START PERFORMANCE INDICATORS

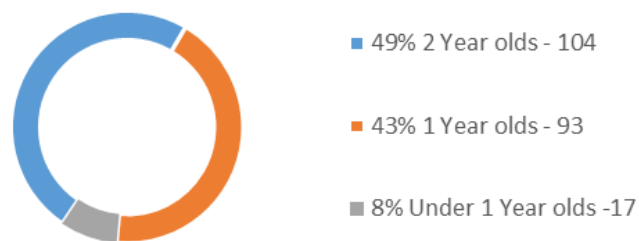
Children up-to-date on physical exam and CA schedule of age-appropriate preventive and primary health care	97%
Children current or up-to-date with immunization requirements	100%
Children completing dental exams	81%
Average Class Size	18
Teachers which meet the Head Start degree/credential regulations of October 2011	100%
Over Income Enrollment	8%
Head Start Children professionally diagnosed as having disability	11%
Families who received family services	99%

97% of the children were up-to-date on their physical exam and California schedule of age-appropriate preventive and primary health care, 100% were current or up to date with immunization requirements, and 81% of children completed dental exams.





## ACTUAL AGES OF CHILDREN ENROLLED



## ACTUAL AGES OF CHILDREN ENROLLED

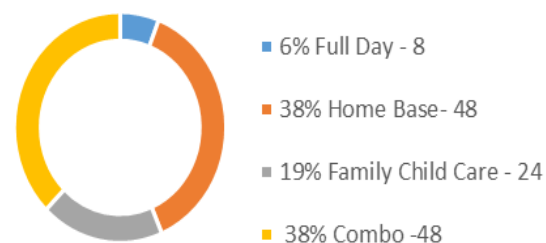
The graph above depicts actual ages of children enrolled in the AKA Early Head Start Program. The average monthly enrollment for the program year was 128, representing 100% of the Funded Enrollment.

## Early Head Start Enrollment

AKA Early Head Start was funded for 128 infants/toddlers, serving a cumulative total of 214 children and 202 families. The funded enrollment represents a service level of less than 2% of the eligible children in San Diego East County.

AKA Early Head Start children maintained 100% Average Monthly Enrollment. The graph below depicts the Early Head Start funded enrollment by option.

### Early Head Start - Funded Enrollment by Option

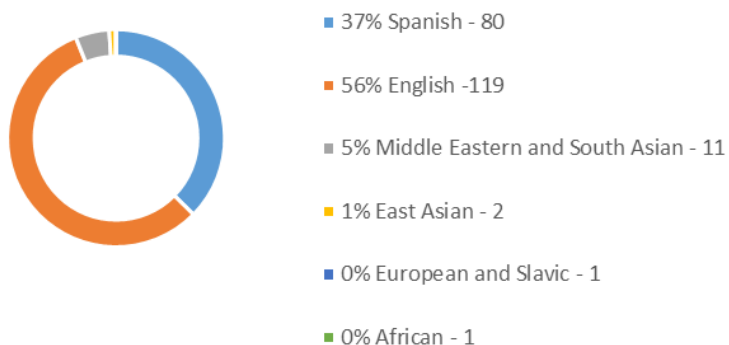




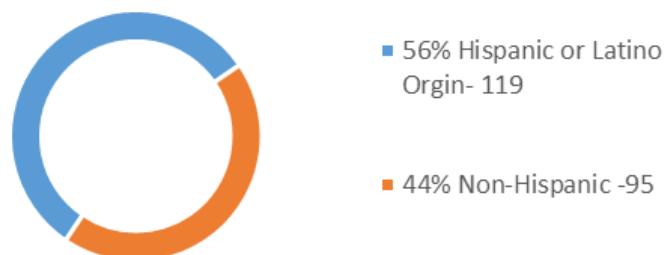
## LANGUAGE AND ETHNICITY OF ACTUAL ENROLLMENT

Of the 214 children in Early Head Start, 80 (37%) identified Spanish as their primary language spoken at home. The other categories include English, Middle Eastern and South Asian Languages, East Asian Languages, European and Slavic, and the African Languages.

### Language



### Ethnicity



## EARLY HEAD START PERFORMANCE INDICATORS

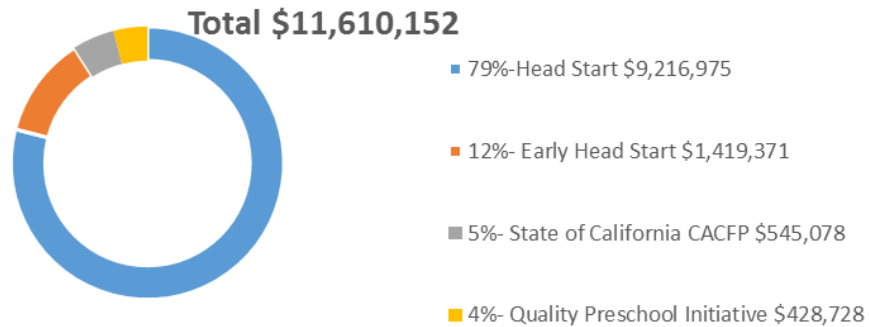
Children up-to-date on physical exam and CA schedule of age-appropriate preventive and primary health care	88%
Children current or up-to-date with immunization requirements	91%
Children completing dental exams	82%
Average Class Size	8
Teachers which meet the Head Start degree/credential regulations of October 2011	100%
Over Income Enrollment	2%
Head Start Children professionally diagnosed as having disability	11%
Families who received family services	98%

88% of the children were up-to-date on their physical exam and California schedule of age-appropriate preventive and primary health care, and 82% of the children completed dental exams.



## FINANCIAL and PROGRAM AUDIT INFORMATION

### 2014-2015 Actual Revenue by Funding Source



The above financial information was obtained from our most recent audited financial statements for the fiscal year ending June 2015.

The agency's financial audit resulted in no compliance findings. The audit report is published on AKA Head Start's webpage ([akaheadstart.org](http://akaheadstart.org)).

In January 2015, AKA Head Start had a successful onsite CLASS federal review. The results reflected the agency is in the top 10% of the nation. CLASS is a valid and reliable research-based observation instrument that assesses classroom quality, including assessing multiple dimensions of teacher-child interactions linked to positive child outcomes and later achievement.

In addition, the Office of Head Start conducted an environmental Health and Safety review in April 2015. The results reflected minor corrections at three Family Child Care homes, and no findings or concerns at any of the AKA Head Start centers.

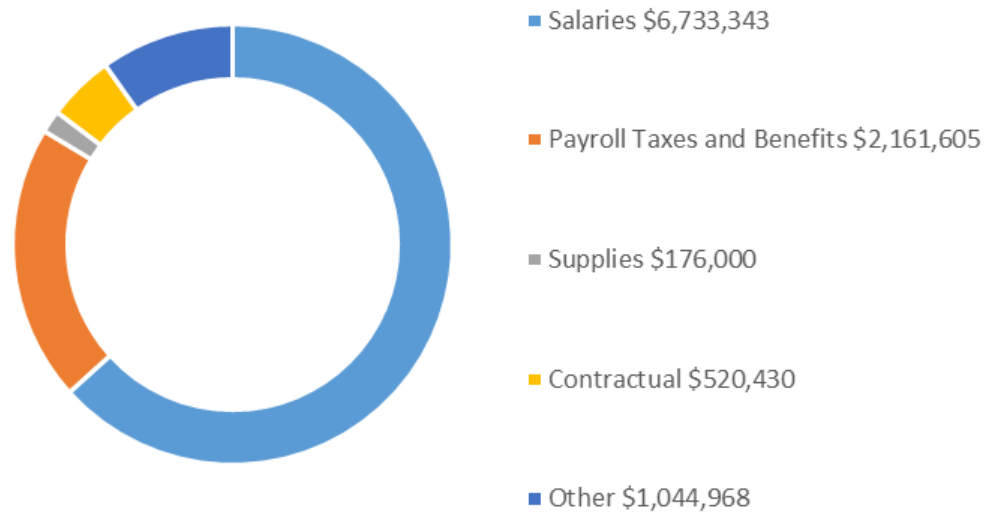
AKA Head Start had a successful fiscal and enrollment audit by the Office of Head Start in June 2015. The program is proud to report there were no deficiencies or findings.



#### BUDGET DESCRIPTION

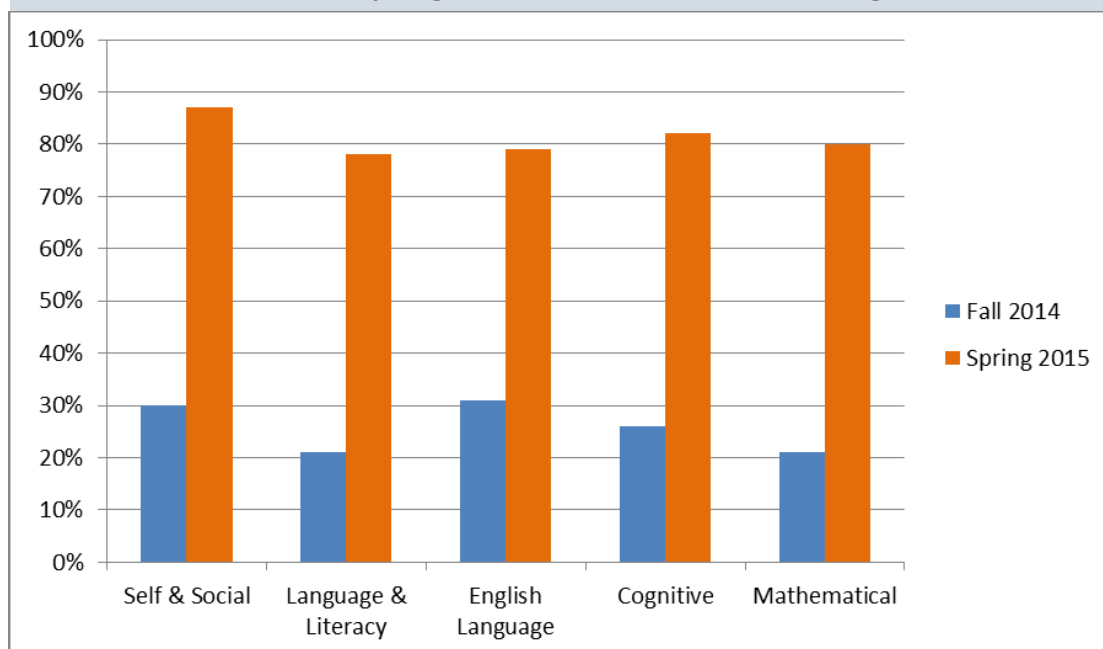
'Supplies' include office, classroom, computer, janitorial, and maintenance supplies. 'Other' includes occupancy, nutrition services, staff training and development, local travel, child and parent services, equipment rental, and liability insurance.

### 2015-2016 Head Start Budget Expenses Projected Total \$10,636,346

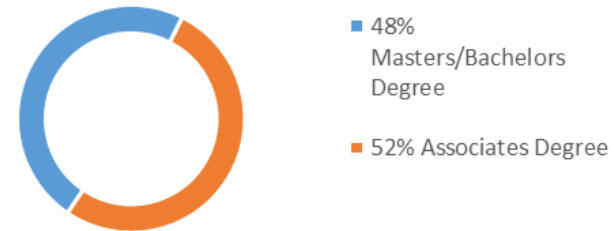




**Head Start Fall 2014 vs. Spring 2015 Child Outcomes/Kindergarten Readiness**



## Head Start Teacher Qualifications by Degree



## KINDERGARTEN READINESS AND CHILD OUTCOMES

AKA Head Start uses scientific, research-based curricula for environmental set-up, use, and strategies. Our children are taught through the use of Creative Curriculum.

AKA Head Start tracks each child's development within the Five Essential Domains of development; cognitive, language and literacy, approaches to learning, social-emotional, and physical.

The education staff, in partnership with parents, set age and skill appropriate goals for the children, using an observation-based assessment tool (DRDP-2015). The DRDP-2015 assessment is completed three times a year to measure child outcomes success to ensure children leave the program ready for school.

**Children and Families...  
It's Our Business!**





## PROGRAM HIGHLIGHTS

- The program executed a successful partnership with First Five, Quality Preschool Initiative, bringing in over \$400,000 in enhancement funding.
- Provided an on-site, free Early Infant/Toddler class for employees, resulting in twenty (20) staff earning credentials to be Early Head Start teachers.
- Earned over 4.1 Million dollars in Inkind.
- Entered into a collaboration with the Lemon Grove School District to serve 24 children in an all day classroom setting.
- Received a 1.3% Cost of Living increase.
- Autism Tree Project Foundation provided free speech and language screenings to all Head Start and Early Head Start children.

## Donation Corner

We would like to thank the following individuals, companies, and organizations for their generous contributions to our agency during 2014-2015:

- Epsilon Xi Omega, Alpha Kappa Alpha, San Diego Chapter
- Life Touch
- Sprites of East County

## PARENT INVOLVEMENT/ FAMILY ENGAGEMENT ACTIVITIES

Our Family Engagement activities support parents as lifelong learners through education, training, and other experiences that support their parenting, careers, school readiness, and life goals. Parents are involved in the following activities:

Slow Start Orientation	Parent Committee Meetings
Male Involvement Events	Family Literacy Activities
Parent Policy Committees	Parent Trainings/Workshops
GED/High School Diploma	Parent Recognition Events
Parenting Classes	Family Engagement Conference

At their child's center, parents participate in various activities. Parents attend center committee meetings, where they make decisions regarding center events. Parents assist in creating parent newsletters, volunteer in educational activities, and aid in recruiting efforts.

As part of promoting father participation in Head Start, family Male Involvement representatives spend time in the classroom and engage children in literacy activities.





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