

HEAD START OF WASHINGTON COUNTY, INC.



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Microsoft Online Photos, authors unknown
unless otherwise noted.

2022-2023 ANNUAL REPORT

The Need for Head Start Services in Washington County, Maryland

The need for Head Start and Early Head Start services is apparent within the community as parents and guardians continue to recover from the pandemic. All classrooms were opened at the beginning of the 2022-2023 school year. However, in December 2022 a Head Start classroom closed due to staffing issues. That classroom remained closed for the duration of the school year as hiring and retaining qualified staff continued to be a concern for the agency. Classroom closures occurred during outbreaks of COVID and rolling closures occurred to alleviate staff shortages in buildings. Parent events began to be held in person as some of the Office of Head Start mandates were lifted. Even with the many obstacles, children were provided a safe environment where they were able to make friends and learn the necessary skills to be successful in school and life.



Mental Health Matters Week



Book donation from Two Men and a Truck

Our Mission:

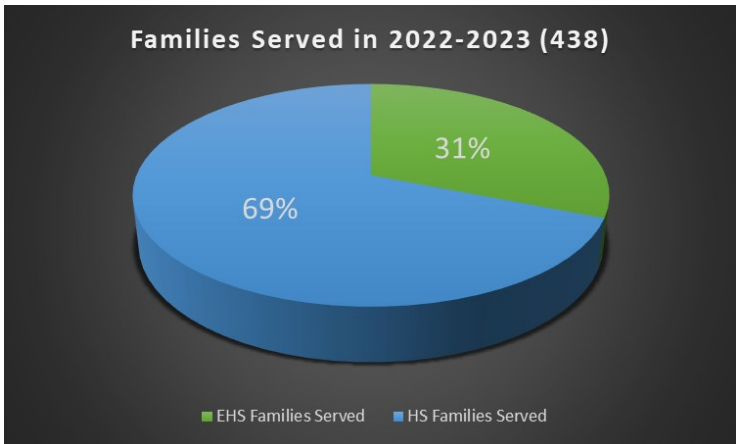
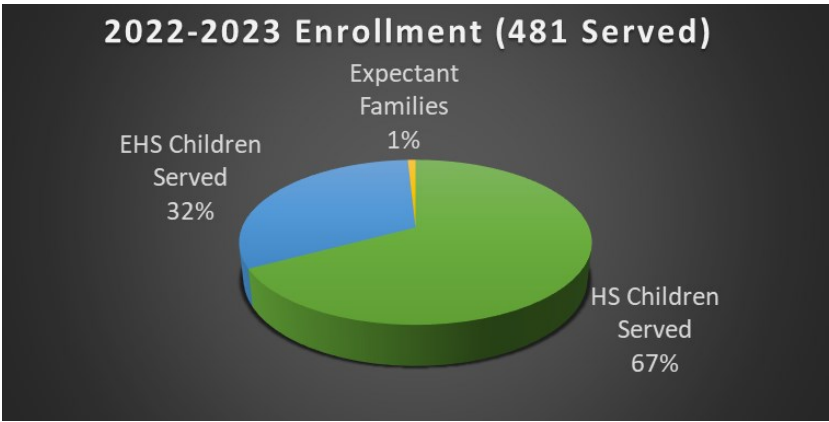
Head Start of Washington County, Inc. is dedicated to making a difference in our community through comprehensive child and family development services.

Our mission is to provide all children with diverse, nurturing experiences, a strong foundation for developmental growth and opportunities to achieve school readiness.

We strive to empower families to take an active role in their child's development and to reach their full potential.

Enrollment Information

Head Start of Washington County is funded to serve 315 Head Start and 127 Early Head Start children annually. Due to the pandemic, Head Start openings were difficult to fill as parents were looking for care to return to the workforce and feeling hesitant about doing so. As the chart on the right illustrates, 481 were served during the 2022-2023 school year (323 Head Start and 154 Early Head Start children and 4 expectant families). Services were provided in four facilities located throughout Washington County.



- ### Family Engagement Activities: 2022-2023
- Dare To Be You– held virtually in the fall of 2022(7 families completed)
 - Chicago Parenting Parent Education Program– held virtually in the spring of 2023 with 9 families completing the program
 - Parent Education Family Reunion-held in the summer of 2023
 - October 2022– Fall Fest held in person. 260 parents, caregivers, and children attended
 - November 2022 – Bee Thankful Event held in person. 115 parents, caregivers, and children attended.
 - March 2023-Mental Health and Wellness Night. 50 parents, caregivers, and children attended
 - April 2023 – Celebration of Spring Event. 150 parents, caregivers, and children attended.

Site	Funded Head Start Slots	Funded Early Head Start Slots
Elgin Station	34	14
Martin Luther King	150	44
Noland	20	0
Sargent Shriver	105	22
Home Base	6	47



(Parent Education Family Reunion)

Head Start is mandated to enroll at least 10% of children who have a professionally diagnosed disability . During the 2022-2023 school year, 22% of HSWC’s Head Start children (72 children) and 16% of HSWC’s Early Head Start children (24 children)had diagnosed disabilities.

“I am content and fulfilled. You all are amazing.”
Comment from parent attending the Mental Health and Wellness Parent Event

Medical and Dental Program Information

The health component of Head Start of Washington County ensures that the children enrolled in the program receive proper medical and dental treatment, are up to date on immunizations, find proper dental and medical homes and have health insurance. Part of the Early Head Start component is providing services to expectant mothers. Expectant mothers receive visits from a Home Base Teacher and are provided with information on delivering a healthy baby. Pre- and Post-Natal visits are conducted in conjunction with a registered nurse.

In order to promote good health practices in the classrooms, all meals (breakfast, lunch & snack) are approved by a Registered Dietitian and meet the nutritional guidelines set by CACFP. Activities are utilized to teach the children the value of healthy eating and exercise. Children are given daily opportunities to use their large muscles, teaching them the value of staying active through exercise. The combination of proper screenings and treatments, nutritious meals, and exercise keeps children healthy while also teaching them important ideas and concepts about their health that help them both at school and home.

Performance Indicator	HS	EHS
% of children with a medical home	100%	100%
% of children with health insurance at the end of the program year	99%	99%
% of children diagnosed as needing medical attention from a chronic condition	20%	13%
Of these, the % of children receiving medical treatment	78%	90%
% of children with up to date immunizations	99%	100%



Performance Indicator	HS
% of children with a dental home	80%
% of preschool children completing professional dental exams	64%
% of preschool children needing professional dental treatment	<1%
Of these, the % of preschool children receiving dental treatment	N/A- appt. scheduled for later

2022-2023 School Readiness Goals:

1. Children will demonstrate positive approaches to learning to include attending and engaging, persistence, problem solving skills, curiosity, motivation, flexibility, and inventiveness in thinking.
2. Children will develop self-regulation skills to have positive social interactions to peers and adults and to follow expectations for an educational environment.
3. Children will understand and develop a progressively complex vocabulary. Children will demonstrate an awareness that language can be broken down into words, syllables, and smaller pieces of sounds.
4. Children will use mathematical skills to explore, experiment, question, and problem solve. Children will develop mathematical thinking skills to include counting, comparing, relating, and patterns.
5. Children will build and refine motor skills for such purposes such as movement, balancing, building, writing, and self-help skills. Children will demonstrate knowledge of positive health and safety practices.

Head Start Outcomes and Results

In-person services returned to all center locations. Even through COVID outbreak closures and rolling classroom closings to alleviate staff shortage issues, the focus of being here to assist children and families with their needs stayed prominent in the minds of staff. Education staff planned experiences and activities that helped children not only learn and grow, but become prepared to transition to kindergarten and public school.



96% of parents responding to the 2022-2023 Parent Survey agreed that Head Start is preparing their child for kindergarten.



Head Start of Washington County has been utilizing the Early Learning Assessment (ELA) tool in all Head Start classrooms for the past three years. The ELA is intended to be a process through which early childhood teachers collect and use assessment information to tailor instruction to the individual needs of each child. It was developed on the belief that the formative assessment process is not a single measurement, but rather an on-going, planned, and intentional practice to evaluate learning. The ELA is based on research-supported Learning Progressions that are aligned to the early learning standards. The Learning Progressions define the pathway of skills, knowledge, and behaviors that children develop between the ages of 36 months to 72 months (3-5). Below is a chart showing the percentage of children approaching and meeting/exceeding skills during the 2022-2023 program year.

4 Year Old Data Domains	Developing	Approaching	Meeting/Exceeding	Meeting/Exceeding
	Levels NE-1	Levels 2 & 3	22-23 Spring (Levels 4 & 5)	21-22 Spring (Levels 4 & 5)
Social Foundations	16%	44%	40%	30%
Language & Literacy	17%	33%	50%	38%
Mathematics	17%	40%	43%	33%
Science	18%	55%	27%	12%
Social Studies	14%	31%	55%	24%
Physical Well Being & Motor Development	14%	35%	51%	44%

Key: Levels NE-1: Developing
 Levels 2-3: Approaching
 Levels 4-5: Meeting/Exceeding

" I have always received lots of support and resources from my family advocate."
 Parent comment on the 2022-2023 parent survey

Head Start Classroom Observation Information

The CLASS (Classroom Assessment Scoring System) is an observation instrument that assesses the quality of teacher-child interactions in center-based Head Start classrooms. The CLASS tool includes three domains of teacher-child interactions that support children’s learning and development. The three domains are Emotional Support, Classroom Organization, and Instructional Support. The chart below details the CLASS observation scores in each of the domain areas in center-based Head Start classrooms:

		Head Start CLASS Score Averages																
		1	2	3	4	5	6	7	8	9	10	11	12	13	Spring 2023 Average	Spring 2022 Average	Re-competition Thresholds	OHS Expectations
Head Start CLASS Scores by Domain	Emotional Support	5.75	5.75	5.84	6.00	6.31	6.13	6.19	6.83	6.33	6.88	6.33	6.75	6.42	6.27	6.31	5.00	6.00
	Classroom Organization	5.11	5.45	5.00	5.67	5.33	5.67	5.75	6.11	4.78	6.67	4.78	5.67	6.00	5.54	5.68	5.00	6.00
	Instructional Support	2.11	3.44	2.67	2.58	3.67	2.67	3.50	2.22	1.78	5.50	3.78	4.22	2.89	3.16	3.33	2.30	3.00



United Way Day of Caring Volunteers



Celebration of Spring Event



Financial Snapshot

Head Start and Early Head Start programs are required to obtain at least a 25% match of local in-kind or cash contributions for all federal dollars received. In-kind contributions are predominately space and/or volunteer hours by Head Start parents and/or members of the local community. However, the COVID-19 pandemic has greatly impacted the ability for programs to obtain in-person volunteer time. For fiscal year 2024, HSWC requested a waiver for in-kind match due to ongoing COVID flexibilities.

Head Start and Early Head Start are very labor intensive programs with the major operational costs being personnel and fringe benefits for over 130 full and part time positions. Over 400 children and families are being served in Washington County each year. However, waiting lists still exist, especially for Early Head Start (birth – age 3) where eligible children are currently waiting. In May of 2023, HSWC submitted a Change in Scope request to OHS to reduce funded enrollment in order to meet community need and pay staff a more competitive living wage.

Head Start of Washington County, Inc.’s administrative costs during this period were less than 10%, significantly lower than the 15% maximum permitted.

Results for most recent financial audit

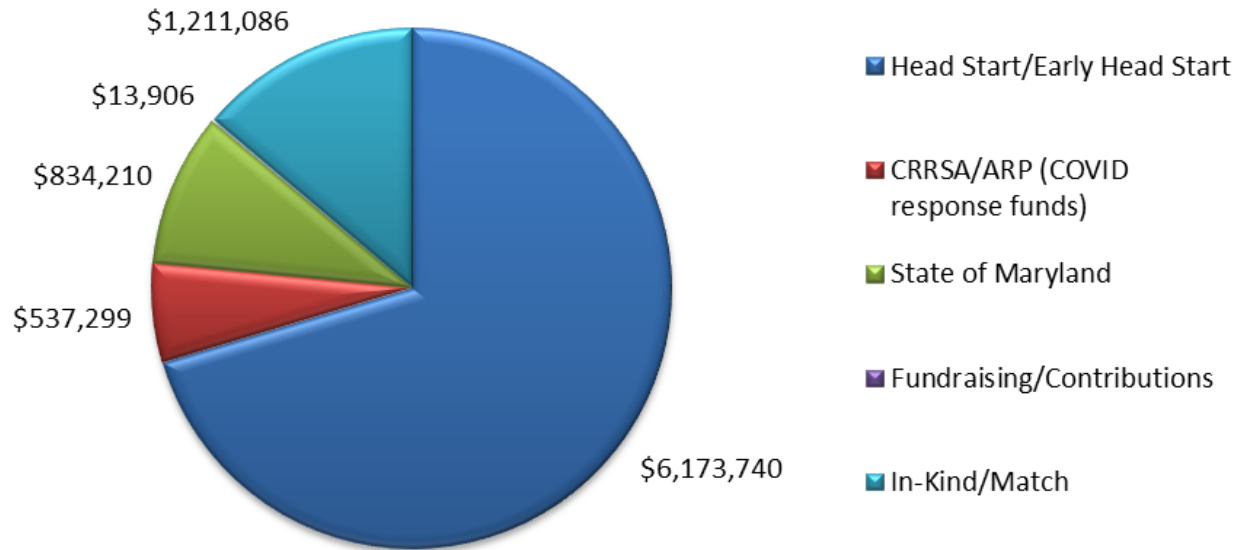
The annual independent audit for fiscal year ending January 31, 2023 was conducted by Smith Elliott Kearns & Company, LLC. The firm issued a Qualified Opinion due to the accounting treatment of equipment, fixed assets, non-specialized volunteer in-kind hours, and encumbrances; however, they believe the financial statements present fairly, in all material respects, the financial position of Head Start of Washington County, Inc. as of January 31, 2023. A copy of the audit report is available for viewing upon request at 325 W. Memorial Blvd, Hagerstown, MD. The IRS Form 990 is available for viewing at 325 W. Memorial Blvd., Hagerstown, Maryland, upon request or on our website www.headstartwashco.org

Proposed budget for fiscal year end January 31, 2024 (in-kind match waived)

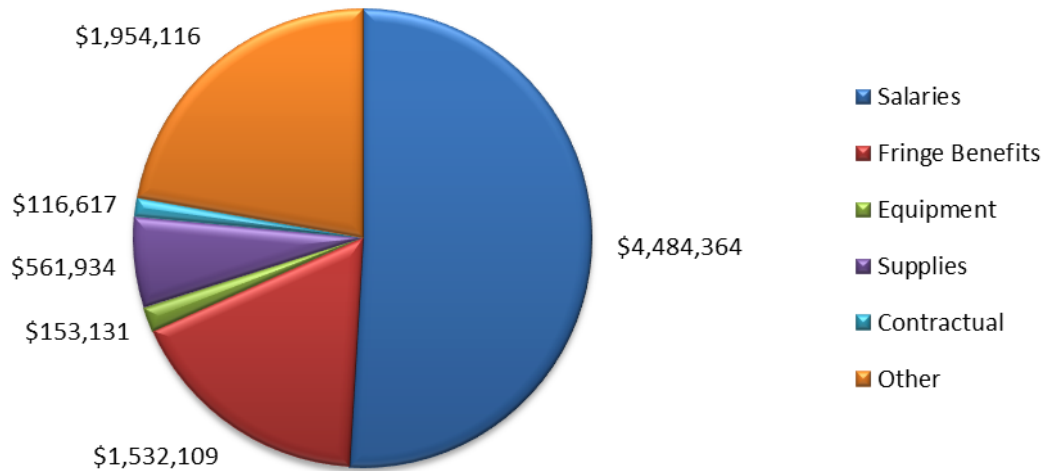
(includes stimulus funds awarded through the CRRSA Act and the American Rescue Plan)

Salaries	\$4,702,120
Fringe Benefits - Sec125 and retirement benefits and mandatory federal and state withholdings	\$1,565,736
Travel - lodging and per diem for out of town conferences and meetings	\$12,100
Equipment – Playground equipment	\$107,000
Supplies – Office, classroom, and food service supplies	\$532,599
Contractual – Audit fees, health/disabilities services, and training/technical assistance	\$69,098
Other – Rent, mortgage, and utilities/telephone; insurance; cleaning and repairs/maintenance; policy council and parent services; T&TA; local travel including transportation services	\$896,868
Total Proposed Budget	\$7,885,521

Income - Fiscal Year 2023



Expenditures - Fiscal Year 2023



Board of Directors

- Dori Yorks, M.Ed.**
Board President
- Kent Matsumoto, Attorney**
Vice President-Legal Representative
- Ann Rotz, Attorney**
Legal Representative
- Emily Radaker, CPA****
Fiscal Representative
- Stacey Campbell****
Fiscal Representative
- Claudia Martin**
Early Childhood Specialist
- Brooke Kerbs, LMSW**
Community Member
- Nicole Twigg, MS, SPHR, SHRM-SCP**
Community Member
- Terri Lancaster**
Community Representative
- Kari Farrow**
Community Representative
- Tonny George****
Policy Council Chairperson & Treasurer

** Denotes Finance Committee Member

Leadership Team

- Vicki Robinson**
Executive Director
- Erica Parrotte**
Director of Programming
- Laura Harbaugh**
Director of Education
- Linda Blontz**
Director of Human Resources
- Rhonda Smith**
Director of Finance
- Cindy Perkowski**
Data & Grants Manager
- Tammy Keener**
Family Services Manager
- Eva Phillips**
Early Childhood Manager
- Charis Pomeroy**
Early Childhood Manager
- Laura Gery**
Early Childhood Manager
- Melissa McElroy**
Early Childhood Manager
- Jennifer Barrett**
Developmental Services Manager
- Kaprice Vaughn-Smith**
Behavioral Health Manager
- Mary Beck**
Health Manager
- Susie Danjolu**
Food Services Manager
- Erica Ahalt**
Transportation Manager
- G. Diane Graham**
I/T Specialist

Our Locations:

Administrative Office:



325 West Memorial Blvd
Hagerstown, MD 21740

Noland Center:



1048 Noland Drive
Hagerstown, MD 21740

Martin Luther King Center:



131 West North Avenue
Hagerstown, MD 21740

Elgin Station Center:



40 Elgin Blvd
Hagerstown, MD 21740

Sargent Shriver Center:



837 Spruce Street
Hagerstown, MD 21740