

Community Action  
Program of Evansville  
Head Start & Early Head Start  
2008-2009  
Annual Report

Helping People Help Themselves

Gibson, Posey, Vanderburgh Counties

Dr. John Emhuff

Board President

Ms. Alice Weathers

Executive Director



# Agency Mission

The Mission of CAPE is one that encompasses the community as a whole. Our Agency addresses the customer's needs in a nonjudgmental and respectful manner to promote economic and social self-sufficiency.

This mission is supported by employees committed to addressing the needs of the community we serve. Our objective is accomplished by collaboration with the community to provide tools, skills and services through programs that meet individual needs.

# Board of Directors

## Finance Committee

Mary Hart  
Dr. Ira Neal  
Stephen LaPlante  
David White

## Personnel Committee

Marvaline Prince, Chair  
Sherolyn Brooks-Jordan  
Glenda Hampton  
Dr. John Emhuff  
William Young

## Head Start Policy

Council Liaison  
James Wilkerson

## Board Rep on Policy

Council  
LaShone Gibson

Dr. John Emhuff, President

Sherolyn Brooks-Jordan, Vice  
President

Glenda Hampton, Secretary

Mary Hart

LaShone Gibson

Mayor Robert Hurst

Dr. Ira Neal

Stephen LaPlante

Marvaline Prince

John Stucker

Sylvia Tapp

David White

Les White

James Wilkerson

William Young

## Private Representatives

Sherolyn Brooks-Jordan  
Glenda Hampton  
Stephen LaPlante  
Dr. Ira Neal  
David White

## Public Representatives

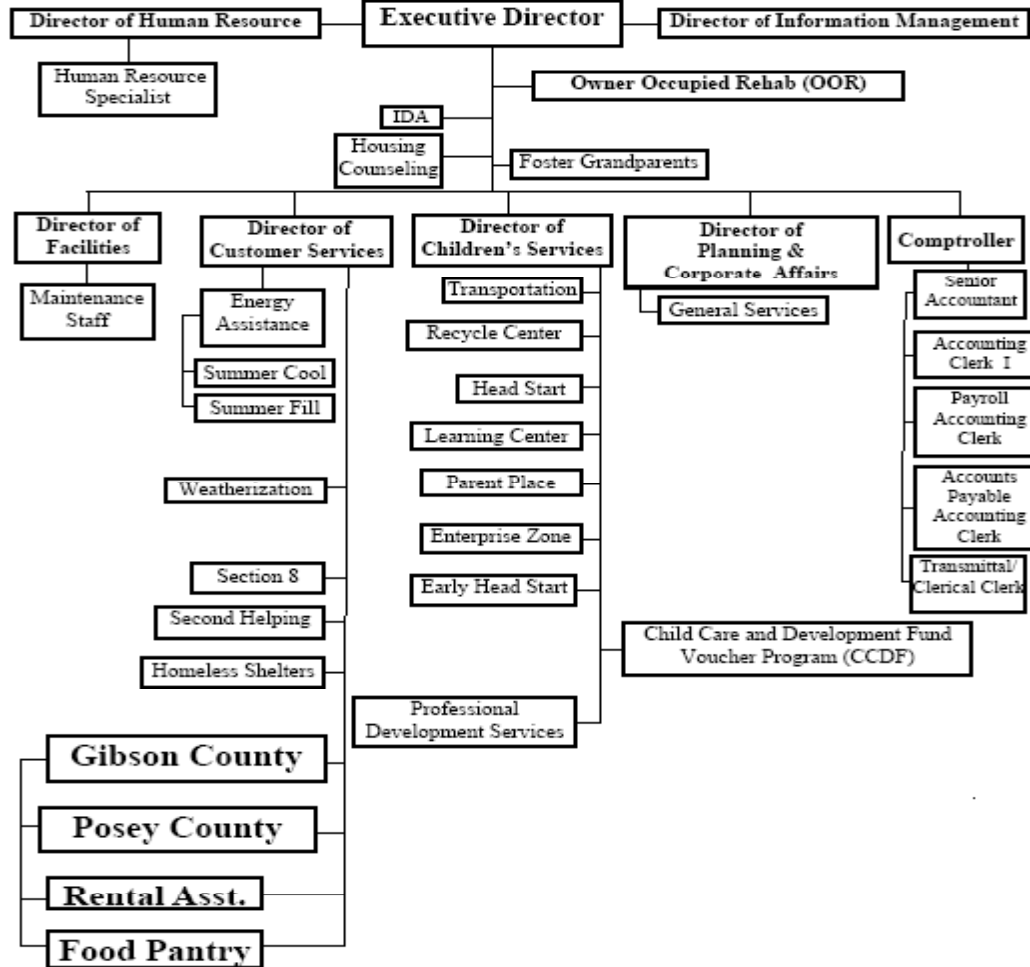
Mayor Robert Hurst  
LaShone Gibson  
Mary Hart  
John Stucker

## Community Representatives

Dr. John Emhuff  
James Wilkerson  
Marvaline Prince  
Sylvia Tapp  
Les White  
William Young

**Community Action Program of Evansville and Vanderburgh County Inc.**

**BOARD OF DIRECTORS**



# CAPE / Head Start Services

## HEAD START

CAPE Head Start provides an early education and comprehensive support program for low-income families with children ages 3–5. Services include health, nutritional, dental and visual screening; mental health, assessment and support services for children with disabilities; and, inclusive help for families seeking supportive assistance. Parent participation in their child's education is strongly encouraged and nurtured.

## EARLY HEAD START

Early Head Start provides educational and support services to families with children from birth–3 years. Risk factors that may be barriers to optimal child and family development are identified early so that services can be tailored to meet the family's needs.

## ENTERPRISE ZONE CHILD DEVELOPMENT CENTER

Enterprise Zone provides expansive Head Start services for working families that need full time childcare.

## FOSTER GRANDPARENT PROGRAM

The Foster Grandparent Program places retired seniors, age 60 and older, in a wide variety of non-profit childcare programs. Grandparents work one-on-one with individual children who have special needs in Vanderburgh, Gibson and Posey Counties.

## TEACHERS' RECYCLING CENTER

A large assortment of scrape materials is gathered from many local companies. Inspired teachers, students, children, parents, artists and other members of the community recycle these materials in a variety of artistic ways. Creativity is nurtured whenever children or adults are given the opportunity to use these resources.

## LEARNING CENTER

The CAPE Learning Center assists Head Start families and the community with computer and tutorial services to improve reading/math skills, prepare for a GED exam, develop a resume or further their education.

# Head Start at Work



Montserrat makes "Robot Flowers" using foam water noodles.



Jayson's parents came to spend some time in the classroom.



# Key Head Start Staff

Donna Newman  
Director of Children's Services

Janet Johnson  
Deputy Director For Children's  
Services

Carol Compton  
Administrative Assistant

Sharon Adams  
Administrative Assistant

Charlotte Anderson  
Manager of Training & Staff  
Development

Mary Ann Cole  
Transportation Manager

Johnna Cruz  
Systems Monitoring Manager

Robert Mills  
Manager of Child Development Services

Andrea Boberg  
Operations Manager Posey County

Deanna Dodds  
Operations Manager Gibson County

Marcia Haywood  
Manager of Family Partnerships

Melanie Russell  
Manager of Health & Nutrition Services

Sunni Zimmer  
Mental Health/Disabilities Coordinator

# Policy Council

Foxes - Daniel Wertz,  
Fulton, Bradford  
Pointe, Delaware

Melissa Hall  
Representative

Nicole Kennedy  
Representative

Afton Kelley  
Alternate

Rakia Bernavil  
Alternate

Wolves - Nativity 1, 2,  
3, 4, 5

Angela Walton  
Representative

Tammy Tucker  
Representative

Kari Brodeur  
Representative

Leopards - Paradise 1,  
2, 3, 4, Home Base 1,  
2, 3, 4, 5,

Michael Head  
Representative

Jason Rucker  
Representative

Robin Wade  
Representative

Jaguars - St. John  
Bellemeade 1, 2, 3

Jason Miller  
Alternate

Cougars - CAPE Place  
101, 102, 103, Annex

Ebony Chew  
Alternate

Lori Boyd  
Alternate



# Policy Council

## Bobcats - Gibson Co.

Rachel Jones  
Representative

Jennifer Elpers  
Representative

Carolyn Church  
Alternate

## Lions - Enterprise Zone

Thelma LaGrange  
Representative

## Pumas - Posey Co.

Head Start  
Jody Mattingly  
Representative

Sally Hook  
Alternate

Early Head Start  
Jenny Matthews  
Representative

Chris Morgan  
Alternate

## Community Reps

James Wilkerson  
Chairman

Geraldine Johnson

LaShone Gibson

Father Henry  
Kuykendall

Justin Harris

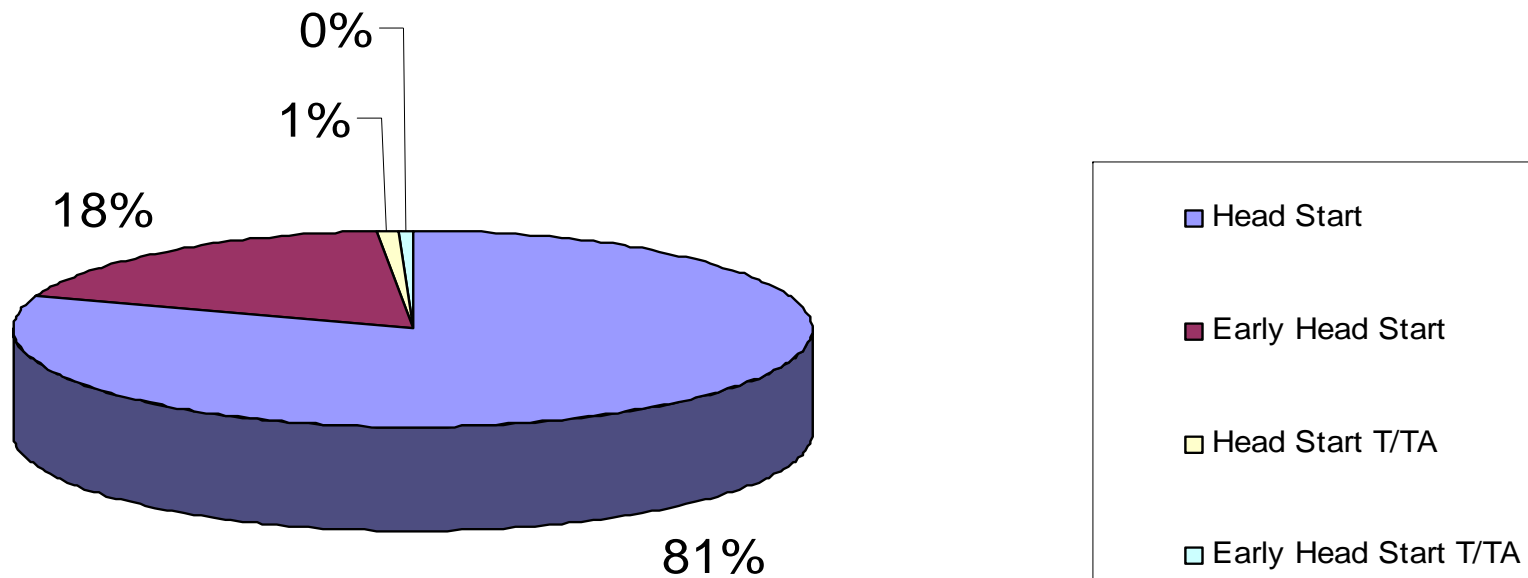


# Funding Sources

- Head Start/Early Head Start ~ US Department of Health & Human Services, US Department of Agriculture
- Enterprise Zone ~ US Department of Health & Human Services, Private child care fees
- Evansville Literacy Council
- Teacher's Recycling Center ~ Evansville Solid Waste Management
- Foster Grandparents ~ Corporation for National Services
- Learning Centers ~ US Department of Health & Human Services, volunteer tutors

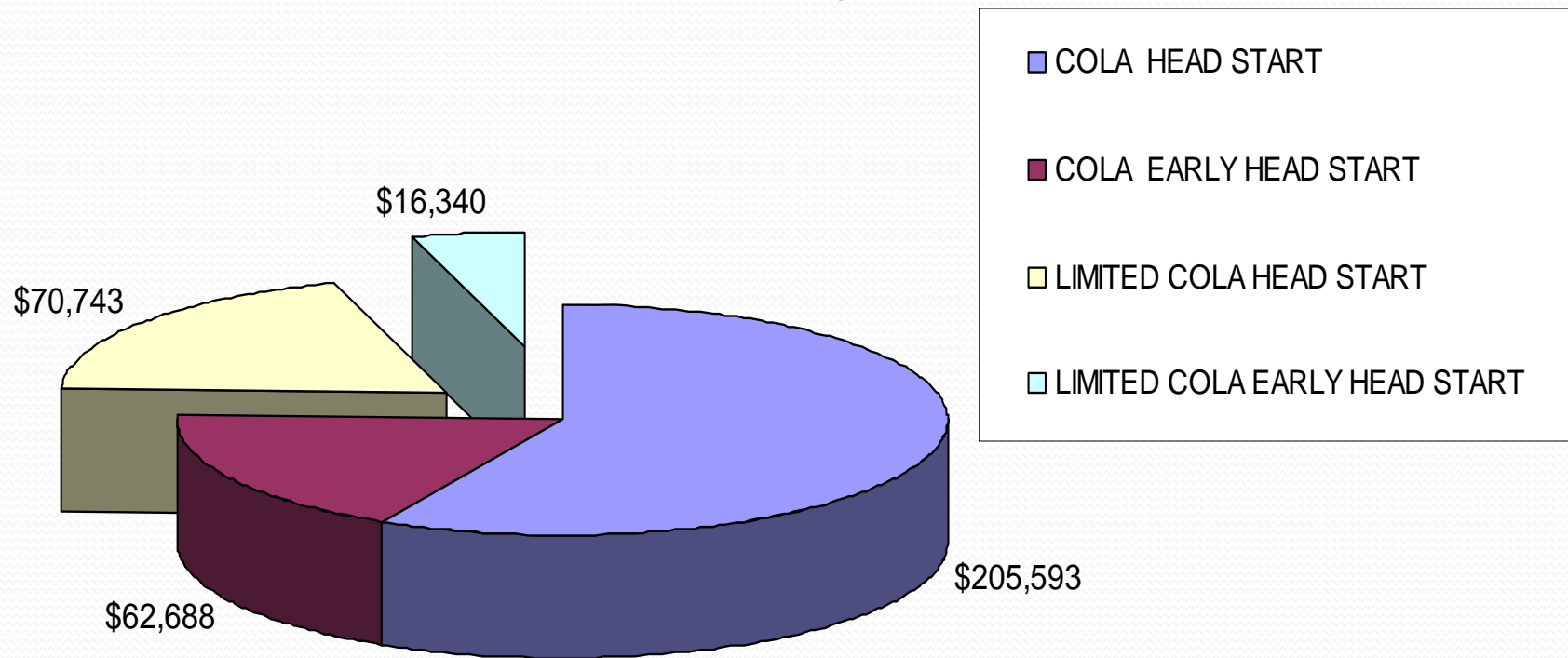
# Funding

## Head Start and Early Head Start Funding



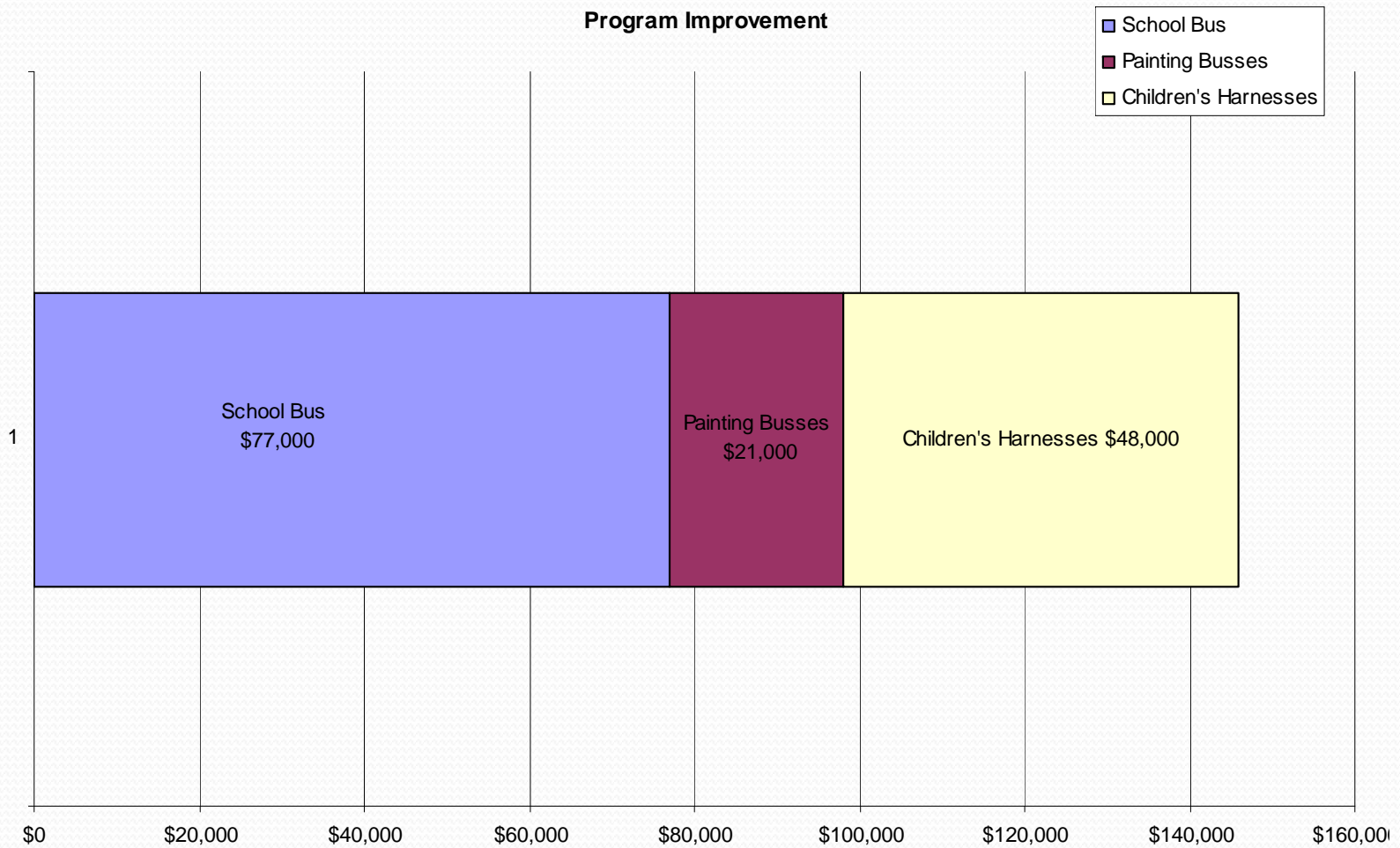
# ARRA ADDITIONAL FUNDING 2009-2010 ONLY

Projected ARRA Funding 2009-2010



# Program Improvement Money 2009-2010

Program Improvement



**GIBSON COUNTY**

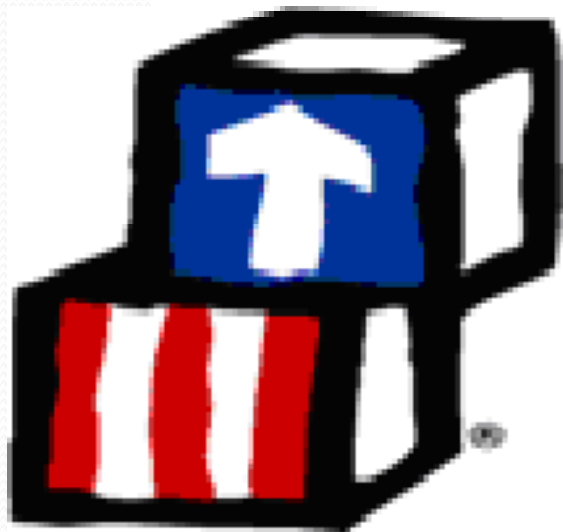
107 State Street  
Princeton IN 47670  
(812) 386-6576

**VANDERBURGH COUNTY**

27 Pasco Avenue  
Evansville IN 47713  
(812) 425-4241

**POSEY COUNTY**

1113 Main Street  
Mt. Vernon IN 47620  
(812) 838-4839





# Gibson County at a Glance

- Population of 32,500
- 96.5% white; 1.9% African-American; .07% Hispanic
- 24% of households headed by single parents
- Per capita and mean household incomes are below state averages
- 72.8% of adults over 25 hold a high school diploma
- Largest county in square miles

# Posey County at a Glance

- Population of 27,061
- 98% white; .9% African-American; .04% Hispanic
- 19% of households headed by single parents
- Per capita and mean household incomes are slightly higher than state averages
- 76.3% of adults over 25 hold a high school diploma



# Vanderburgh County at a Glance

- Population of 171,922
- 89.3% white; 8.2% African-American; 1% Hispanic
- 32% of households headed by single parents
- Per capita income is higher than state average, while mean household incomes are lower than state averages
- 75.2% of adults over 25 hold a high school diploma



# Children's Services Sites

**A Child's Paradise  
Early Head Start  
253 Lincoln Avenue  
812-425-5291**

**Bradford Pointe  
1670 East Franklin  
812-477-6206**

**Caldwell  
667 Cross St  
812-422-5020**

**CAPE Place  
CAPE Place Annex  
301 Lincoln Avenue  
812-452-3132**

**Daniel Wertz  
1701 S. Red Bank Road  
812-425-4241 227**

**Enterprise Zone  
1000 East Virginia  
812-452-3134**

**Fulton Rising Star  
1701 North 7th Ave.  
812-421-0308**

**Howell  
1408 Stinson  
812-422-7853**

**Nativity 1, 2, 3, 4  
3635 Pollack Avenue  
812-471-8566**

**St. John's UCC  
314 Market Street  
812-437-3370**

**St. John's Bellemeade  
617 Bellemeade Avenue  
812-437-2092**

**Gibson County  
Princeton 1 & 2  
402 North Ford Street  
812-385-8305**

**Gibson County  
Princeton 3  
702 South Main Street  
812-386-7080**

**Gibson County  
Owensville  
RR3 Box 262 A  
812-425-4241 227**

**Posey County  
Mt. Vernon 1, 2, 3  
1113 Main Street  
812-838-1583**

# Early Head Start Sites



Enterprise Zone



A Child's Paradise

# Head Start Sites



Nativity



CAPE Annex



CAPE Place

# Head Start Sites



Bradford Point



Fulton



St John's Bellemeade

# Head Start Sites



Gibson County - Ford Street



Posey County



Gibson County - Main Street



Gibson County - Owensville

# Head Start Sites



Daniel Wertz



St John's UCC



Howell



Caldwell

# Head Start & Early Head Start Parent Place



906 Main  
Evansville

# Head Start & Early Head Start



- Program Options
  - Full Day
  - Extended Day
  - Combination Option
  - Home-Based

## CAPE Children's Services Head Start and Early Head Start Families

### Enrollment

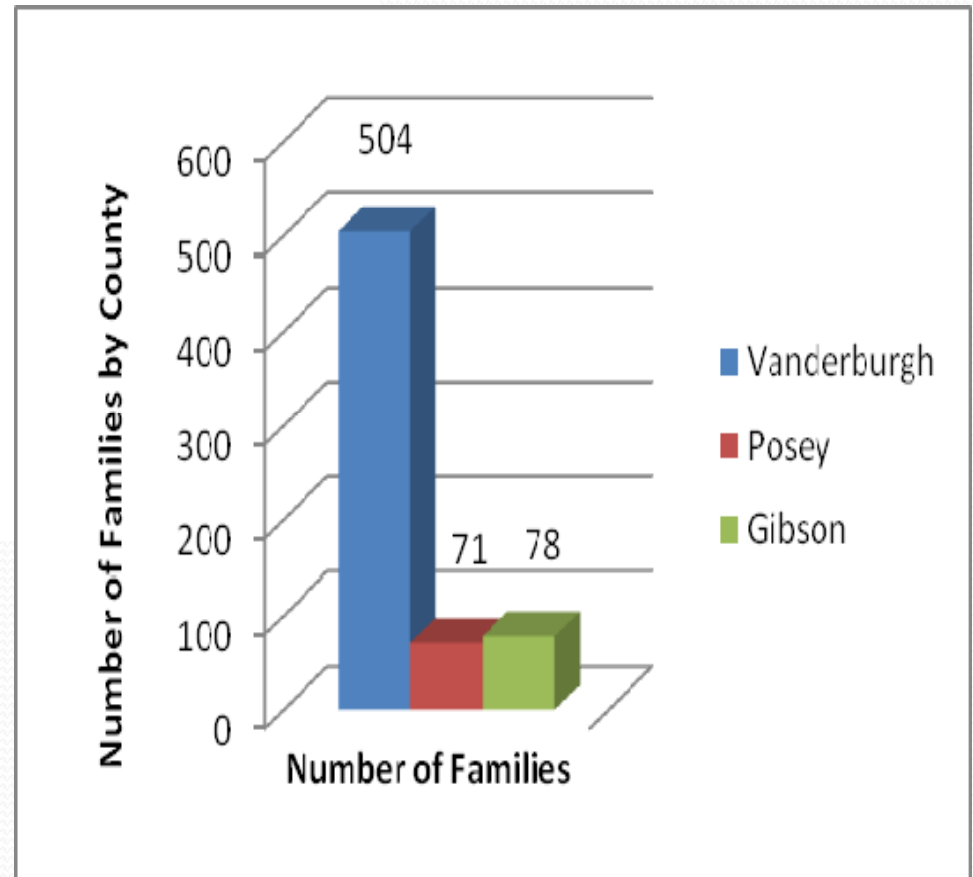
Total Head Start and Early Head Start 660 includes 210 children with diagnosed disabilities.

### New Recruitment Effort

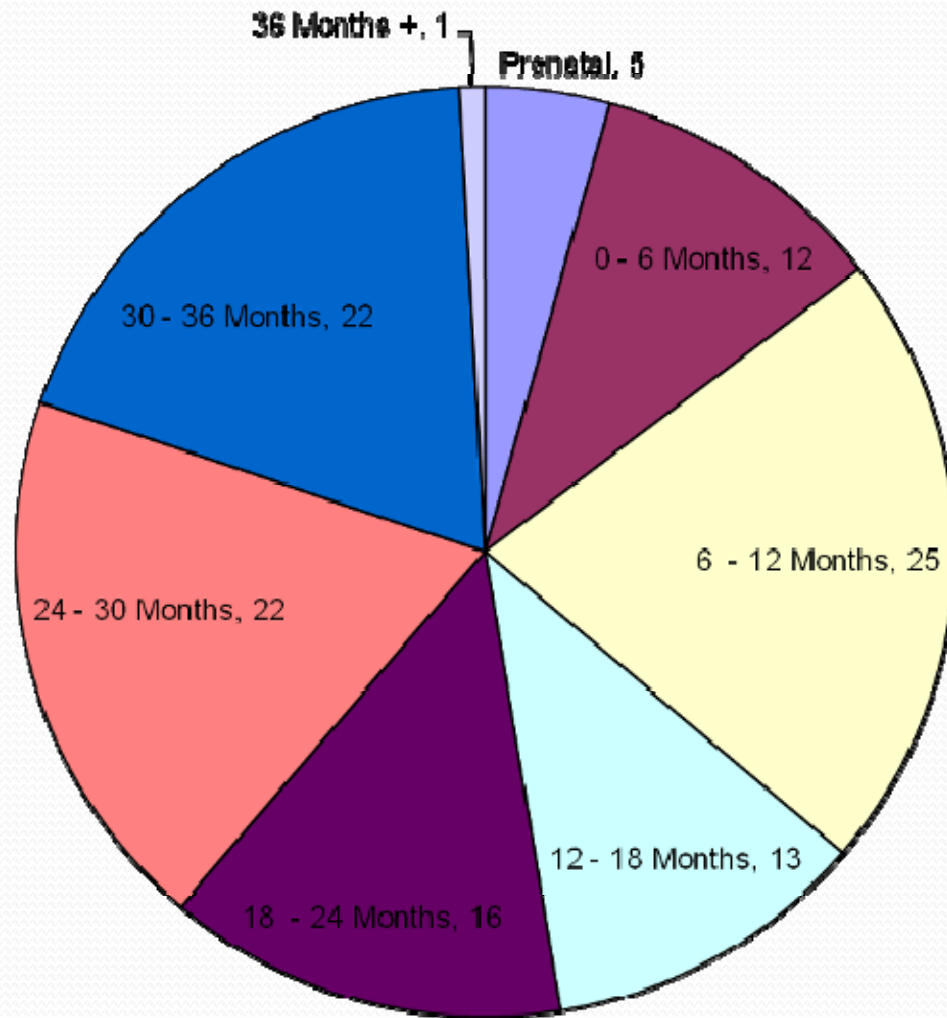
Print and radio advertisement in addition to display banners and public location flyers.

### Selection

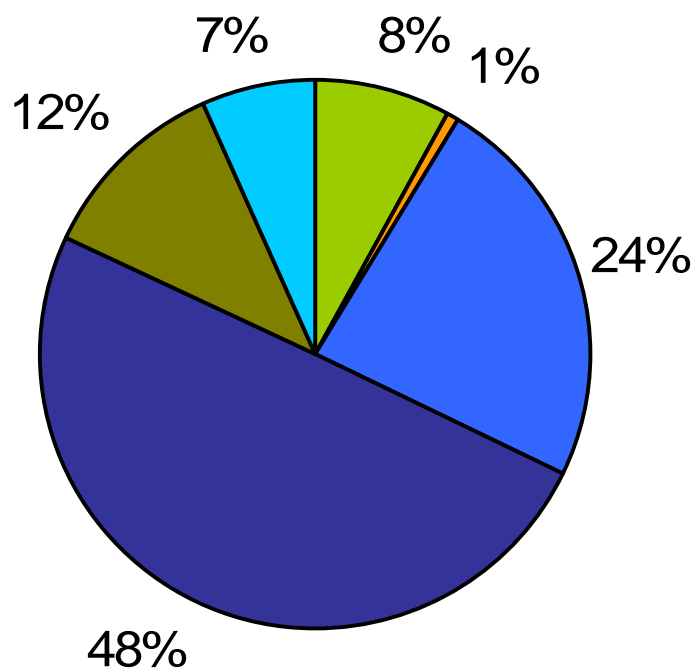
Weekly staffing based on needs criteria and date of application. Family contacted as soon as slots become available.



## Early Head Start by Age

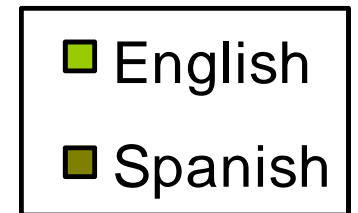
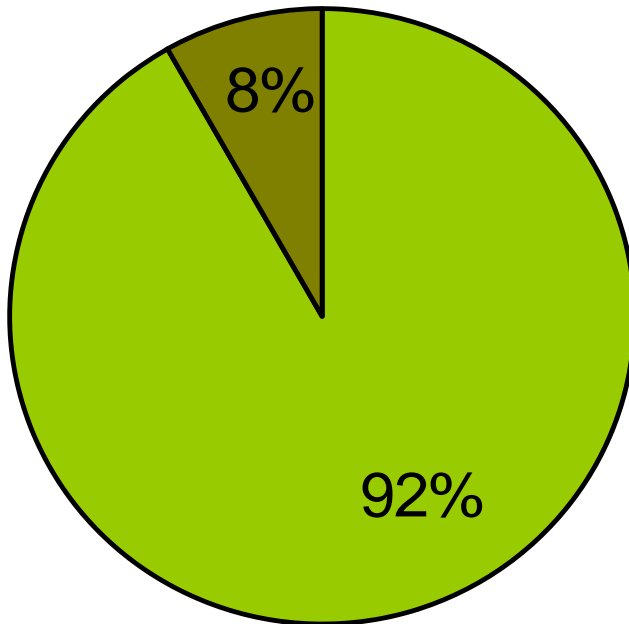


## Early Head Start Enrollment by Race and Ethnicity

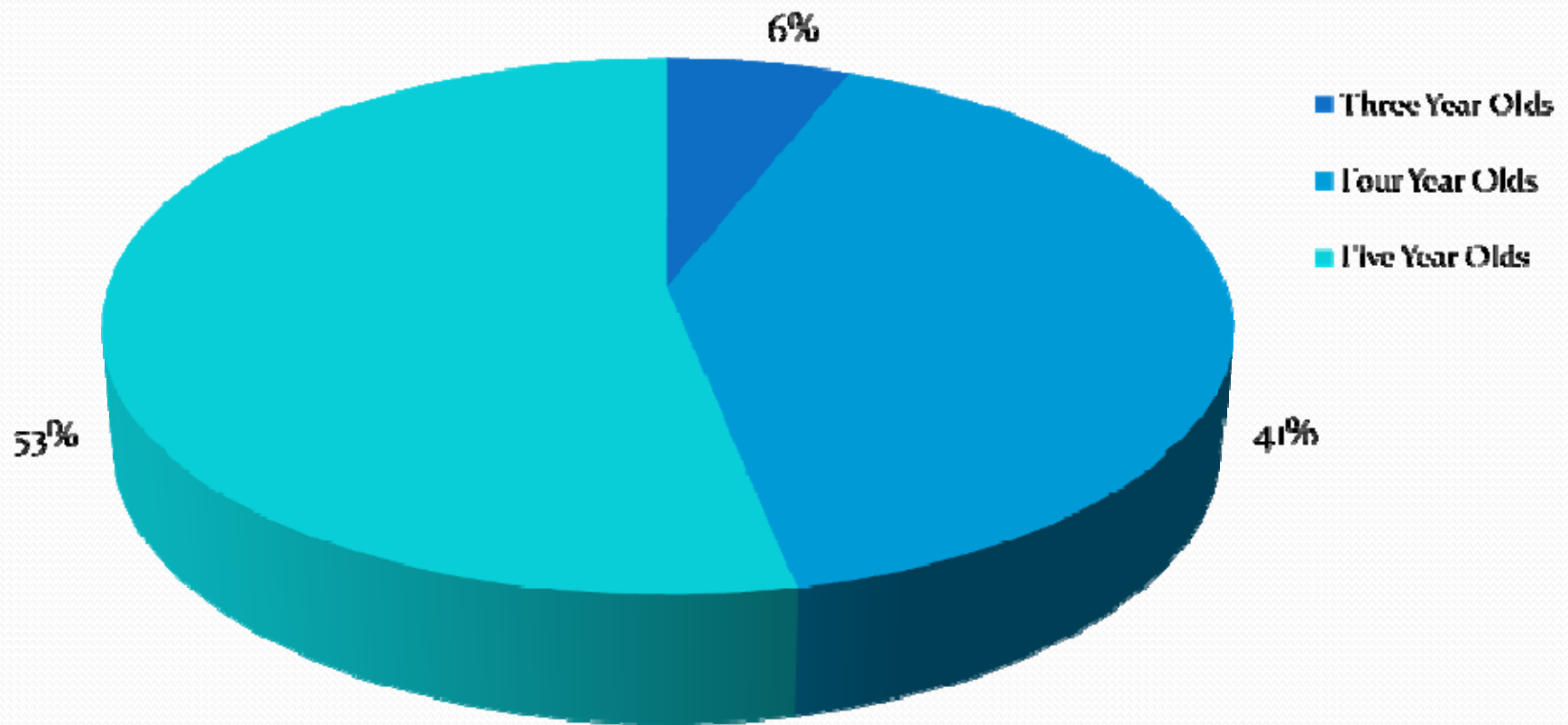


- Hispanic or Latino
- Native American/Alaskan
- Black/African American
- White
- Bi-Racial/Multi-Racial
- Other

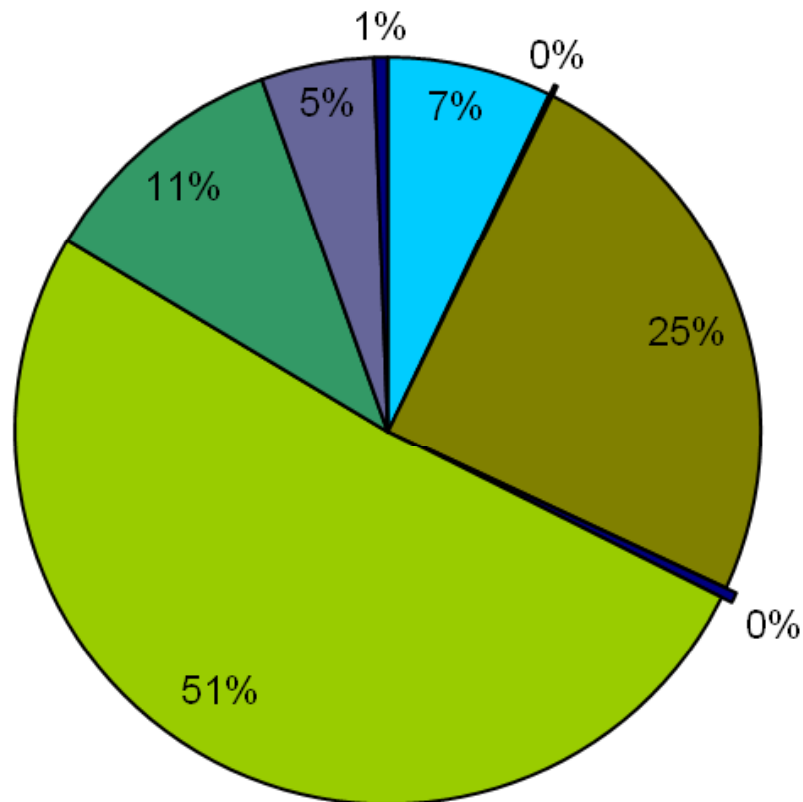
## Early Head Start Family's Primary Language



## Head Start Enrollment by Age

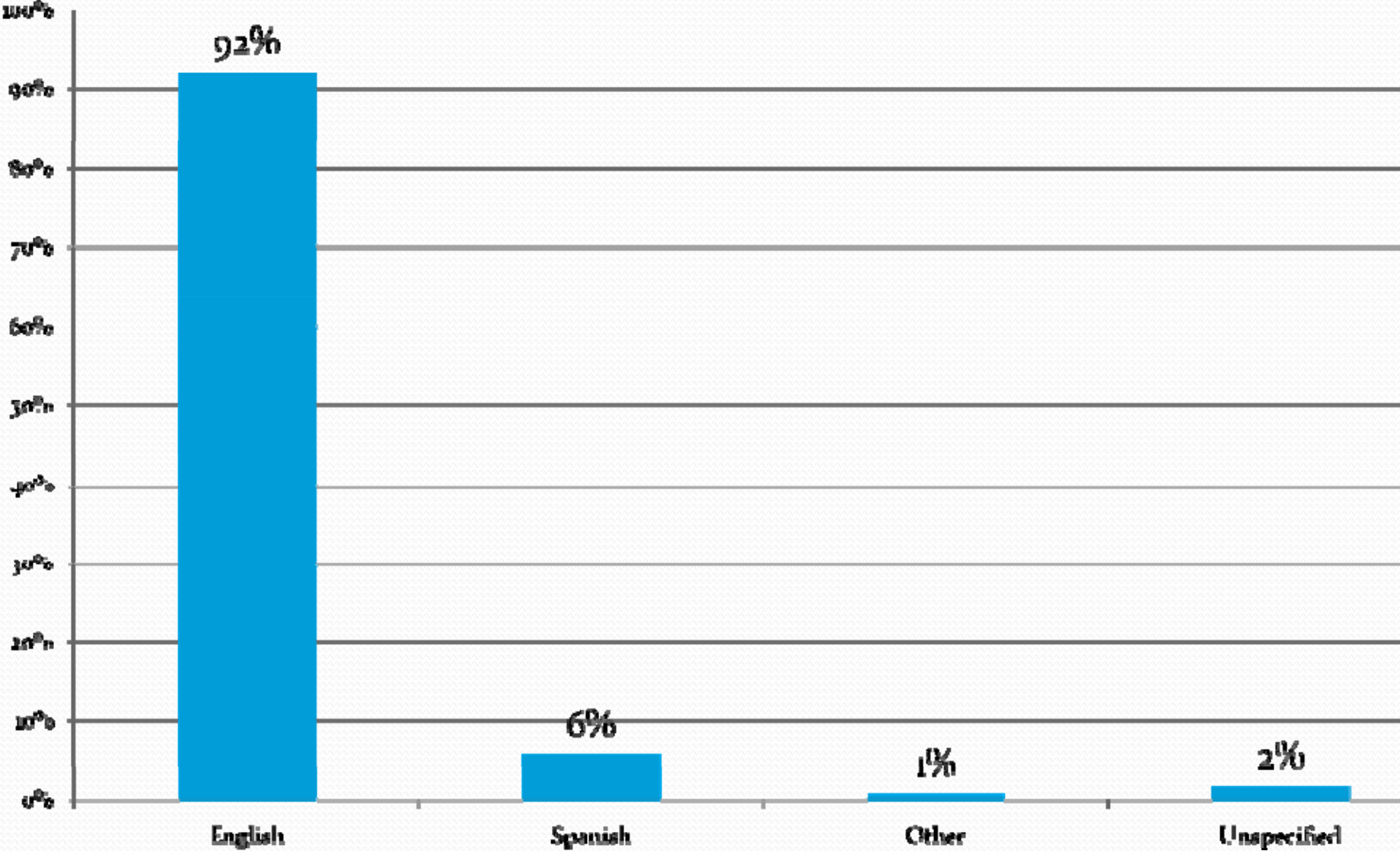


## Head Start Enrollment by Race and Ethnicity



- Hispanic or Latino
- Asian
- Black/African American
- Native Hawaiian/Pacific Islander
- White
- Bi-Racial/Multi-Racial
- Other
- Unspecified

# Head Start Family's Primary Language



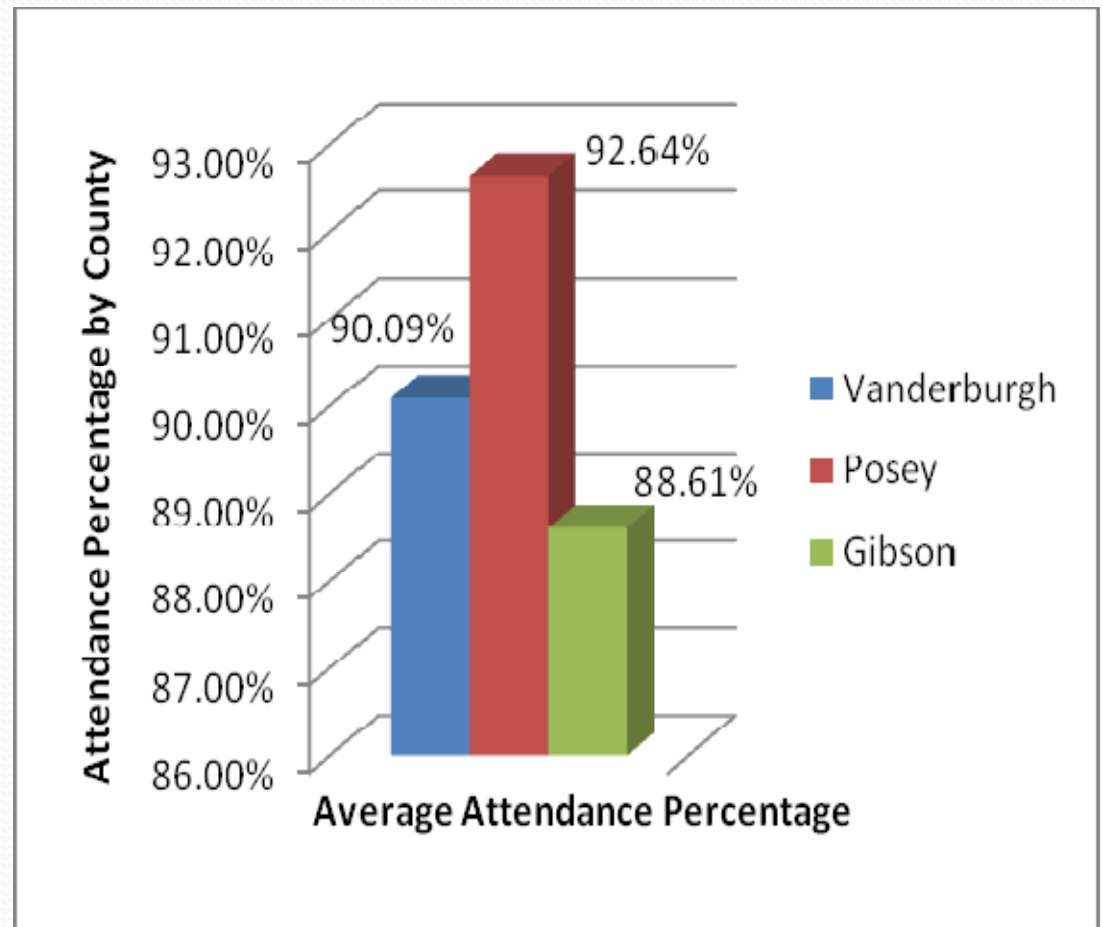
## Cape Children's Services Head Start and Early Head Start Attendance

### Attendance

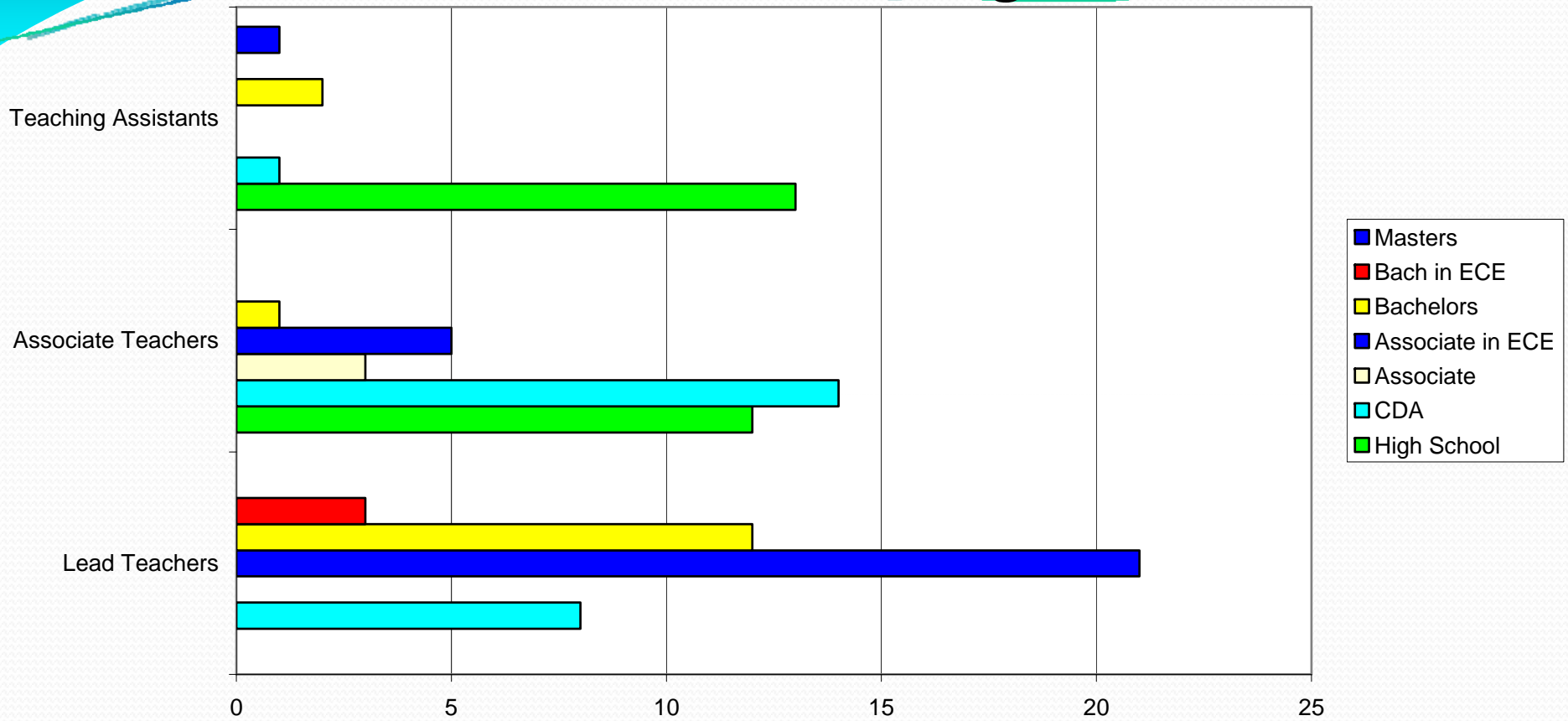
Overall average daily attendance YTD is 90.26%. Performance Standards set minimum of 85% average daily attendance.

Listed below are attendance support practices:

- Home visits
- Parent/Teacher conferences
- Daily phone calls by teaching staff or Family Advocates during absences
- Attendance referrals after 3 days of absences for follow up and to provide support or services to the families
- PTA meetings
- Socialization
- Real Fathers/Real Men initiative



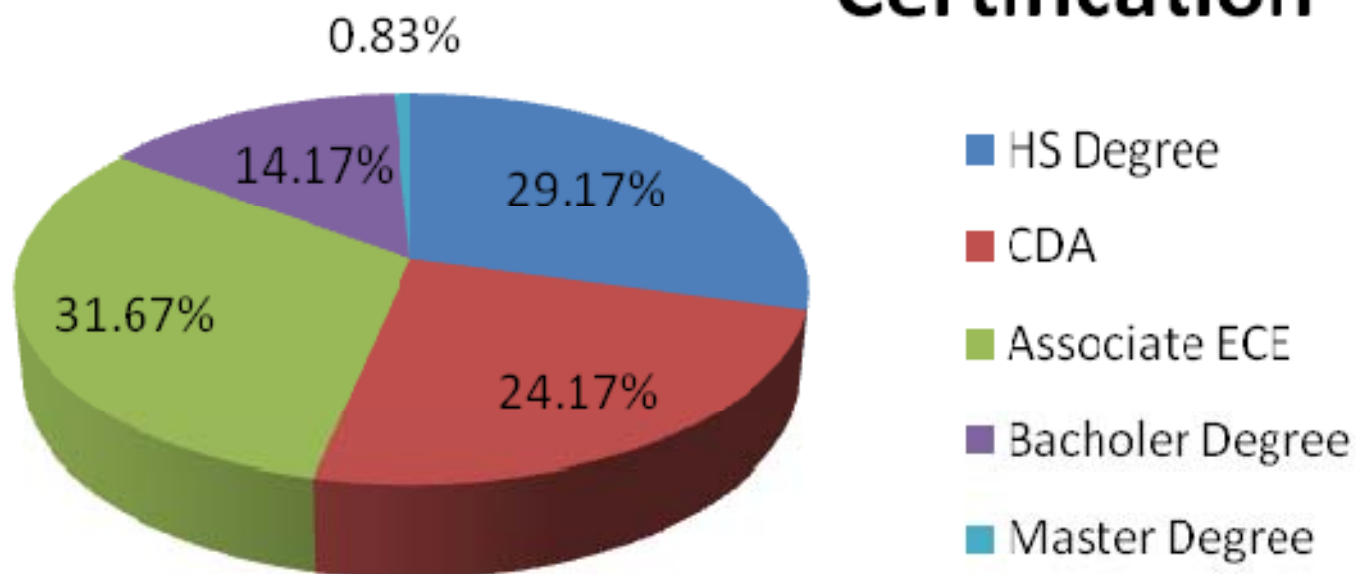
# Education of Teaching Staff



|                    | Lead Teachers | Associate Teachers | Teaching Assistants |
|--------------------|---------------|--------------------|---------------------|
| ■ Masters          |               |                    | 1                   |
| ■ Bach in ECE      | 3             |                    |                     |
| ■ Bachelors        | 12            | 1                  | 2                   |
| ■ Associate in ECE | 21            | 5                  |                     |
| □ Associate        |               | 3                  |                     |
| ■ CDA              | 8             | 14                 | 1                   |
| ■ High School      |               | 12                 | 13                  |

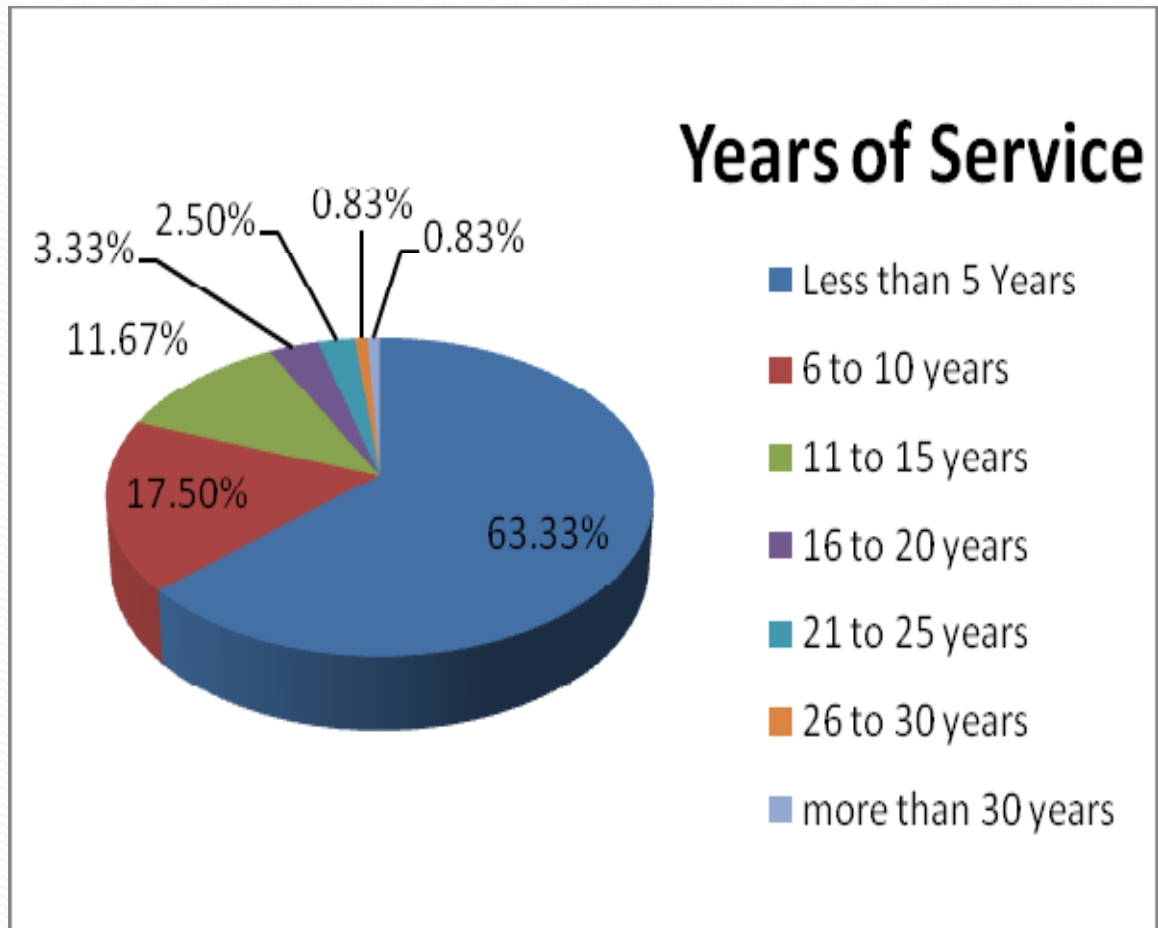
CAPE Children's Services requires and encourages staff professional development. Pre-service as well as in-service is an ongoing practice within the agency. Staff are able to apply for T.E.A.C.H. scholarships besides the more traditional forms of financial aid. Certification and the achievement of degrees are fully supported by management. Staff are expected to pursue their educational goals such as Child Development Associate certification, Associate Degree in Early Childhood Education, as well as Bachelors and Masters Programs.

## Certification




# Teacher Experience

CAPE Children's Services promotes from within the agency. We also encourage parents of students to apply for positions in the agency. CAPE endeavors to build the foundation of the agency through experience and dedication to professional development.



# Proportion and Types of Disabilities


The proportion of disabilities reported in *Leading the Way* (Head Start Bureau, 1999) was “at least 10%” in the majority of programs. Among the 17 research programs, 6 programs served about 15% of children with disabilities and another 6 programs served less than 10%. The total number of children served in EHS Region V was 1,195, with 21.7% of those children diagnosed as disabled ( $n = 259$ ). This finding indicates that the EHS programs in Region V served children with disabilities more than Economic Opportunity Act Amendments (1972) mandated. This mandate ensured that 10% of enrollment opportunities will be given to children with disabilities (Economic Opportunity Act, 1972).



In addition, information about types of disabilities is also available in the GLQIC-D study. In terms of types of disability among the children, “Speech and Language Delay” (18.7%) appeared as the top diagnosed disabilities, followed by Asthma (14.0%) and Communication Disorder (9.6%). Although the same information for EHS programs is not presented in the PIR report, the data on “Number of children enrolled whose primary or most significant disability has been determined to be” for HS programs are listed (Head Start Bureau, 1999). These were “Speech or Language Impairments” as the most significant followed by “Non-Categorical/Developmental Delay” and “Health Impairment.”

Despite the different categorization utilized in the PIR (for HS programs) and GLQIC-D studies, a similar tendency was determined: “Speech and Language Delay” is listed as the most often served disability in both programs. This disability is generally seen as the least harmful label to give a child. This label may include children with behavior problems, learning disabilities, attention deficit disorder, attention deficit hyperactivity disorder, and other conditions.





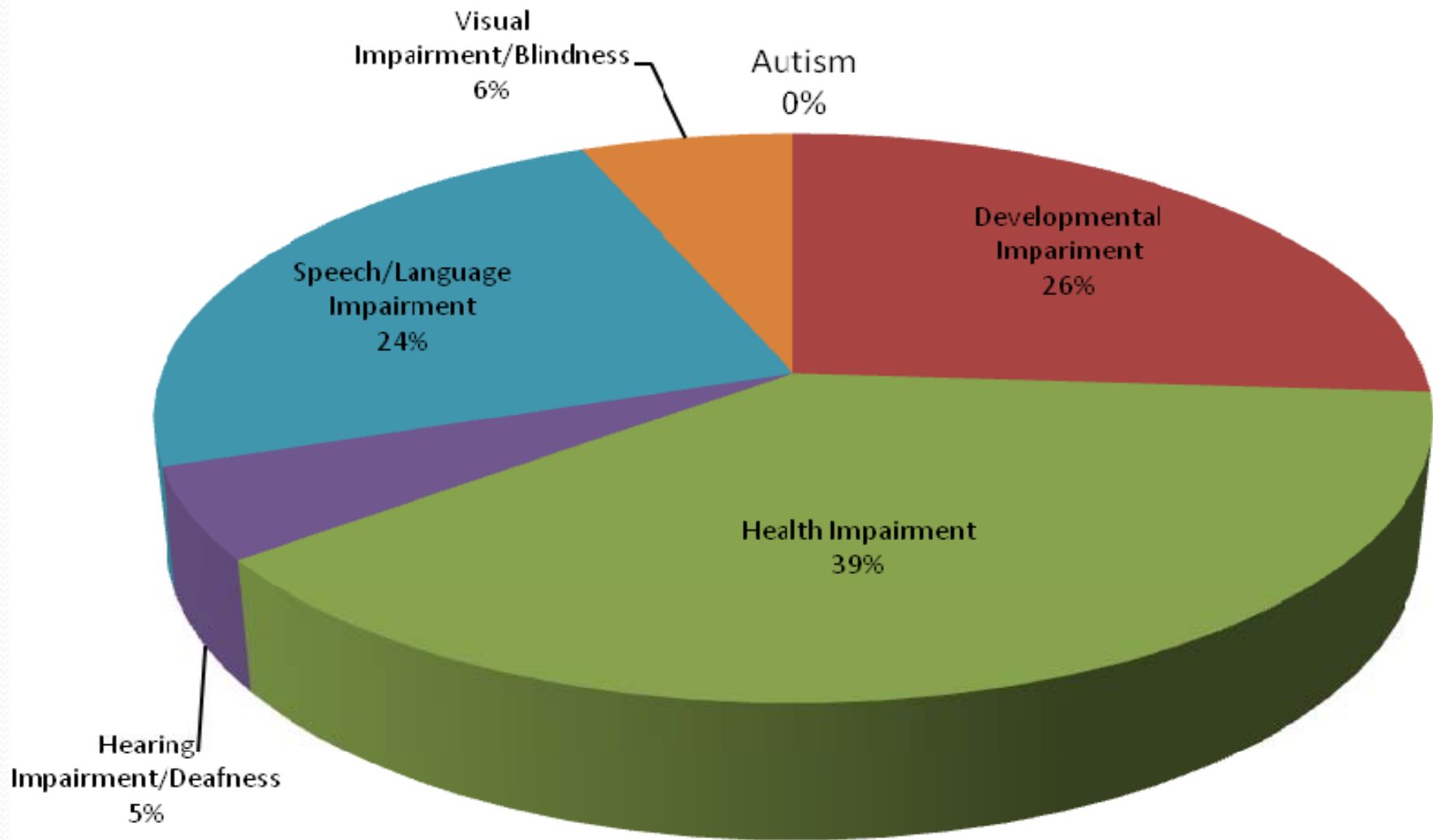
It is difficult to ascertain details about the characteristics of children with disabilities in HS and EHS because of the definition of the “at-risk” category and because each state has its own eligibility criteria for Part C Early Intervention. These factors need to be taken into consideration when analyzing data across states. A factor to be noted is that several states in Region V have a broad “at-risk” category as a part of their Part C funding criteria for serving infants and toddlers. EHS programs in those states may appear to have higher percentages categorized as “Speech and Language Delay”; however, consideration must be taken of the state-specific “at-risk” definitions.




## **CAPE Early Head Start serving Vanderburgh and Posey Counties**

Vanderburgh and Posey had 64 participants. Of those 64 participants 26 were diagnosed with a Developmental Impairment, 37 had a Health Impairment, 5 Hearing Impairments/Deafness, 24 Speech/Language Impairments, and 6 had Visual Impairments/Blindness. Services were administered to both Center and Home-Based Programs by First Steps and the Easter Seals Rehabilitation Center our Part C providers.

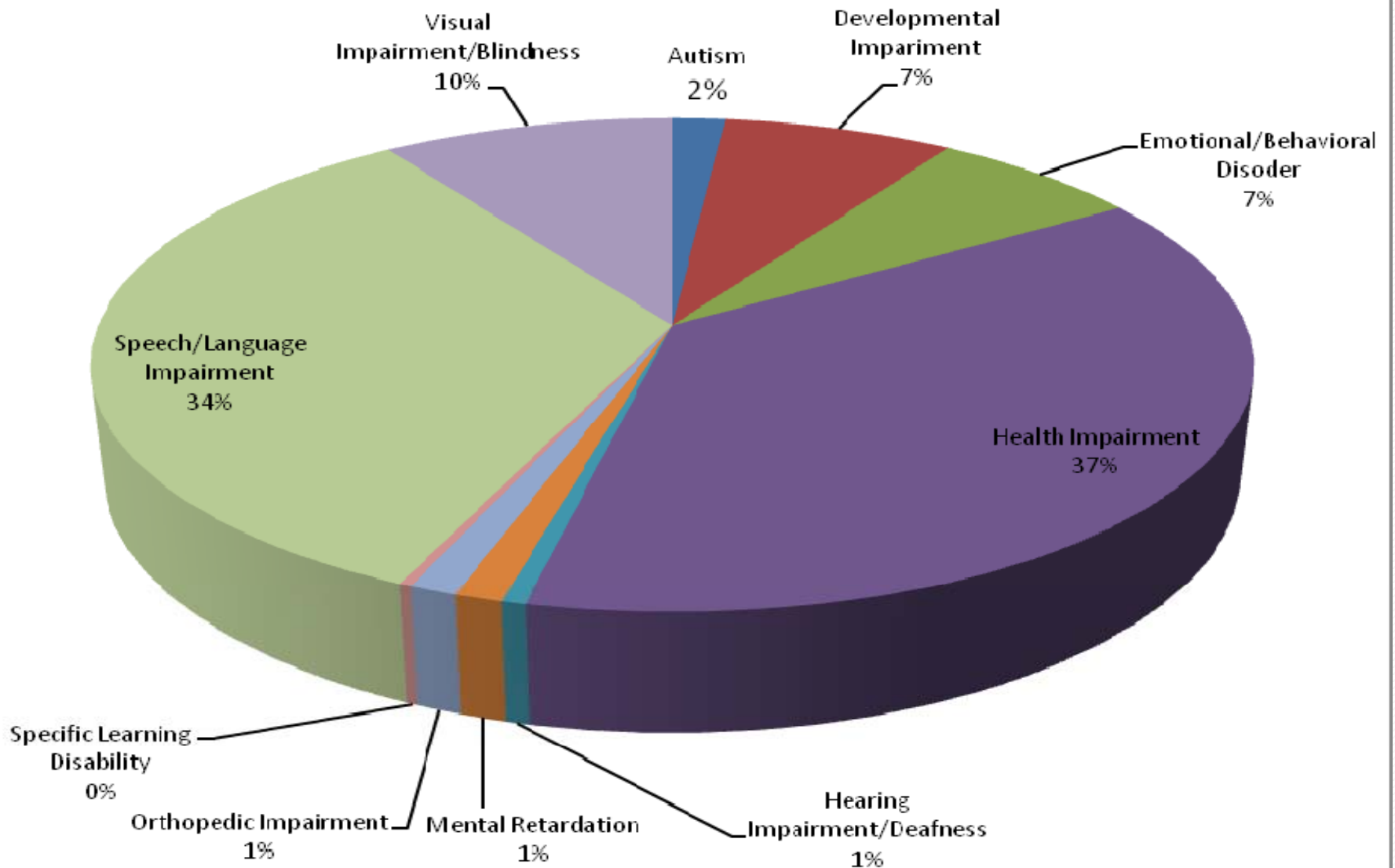
# CAPE DISABILITIES EHS 2008-2009



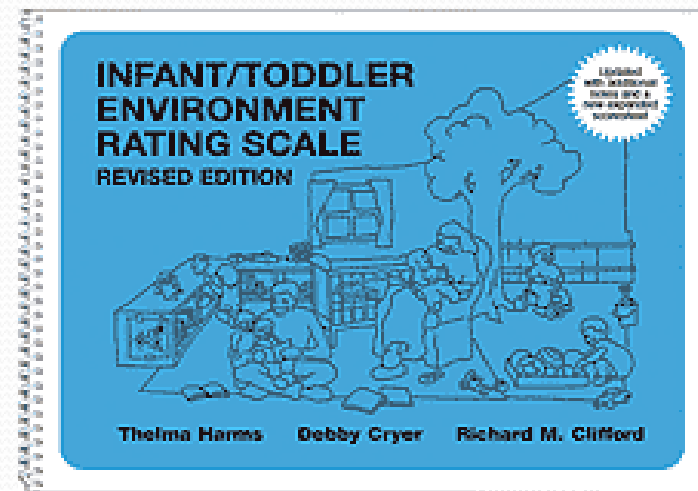
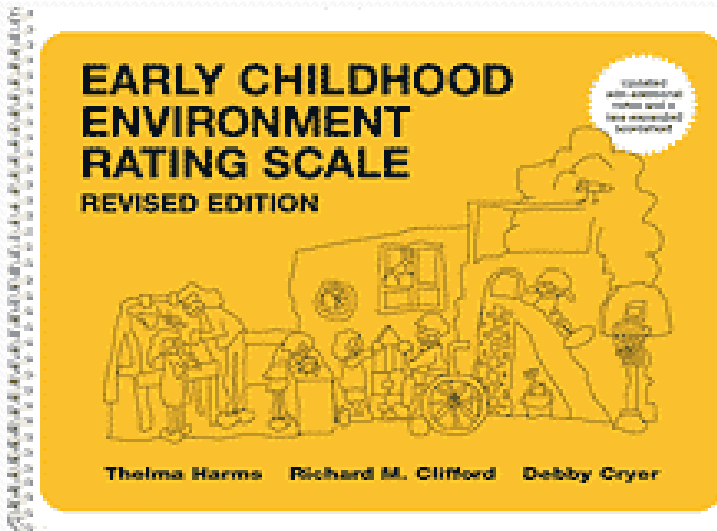


Head Start children receive services in all three counties and the reported number of children that received services in 2008-2009 was with 232 participants 6 were diagnosed with a form of Autism, 26 had a Developmental Impairment, 24 were listed as Emotional/Behavioral Disorder, 130 had a Health Impairment, 2 had a Hearing Impairment/Deafness, and 4 were listed as Mental Retardation. We also had 4 children with an Orthopedic Impairment, 1 with a Specific Learning Disability, with 118 children who received services for a Speech/Language Impairment and 33 had a Visual Impairment/Blindness. Head Start works with several LEA's to insure children attending Head Start from the three counties receive services during their time enrolled. We have children that attend both Head Start as well as classrooms operated by the LEA's and they are listed as dually enrolled/shared enrollment.

# CAPE DISABILITIES HS 2008-2009



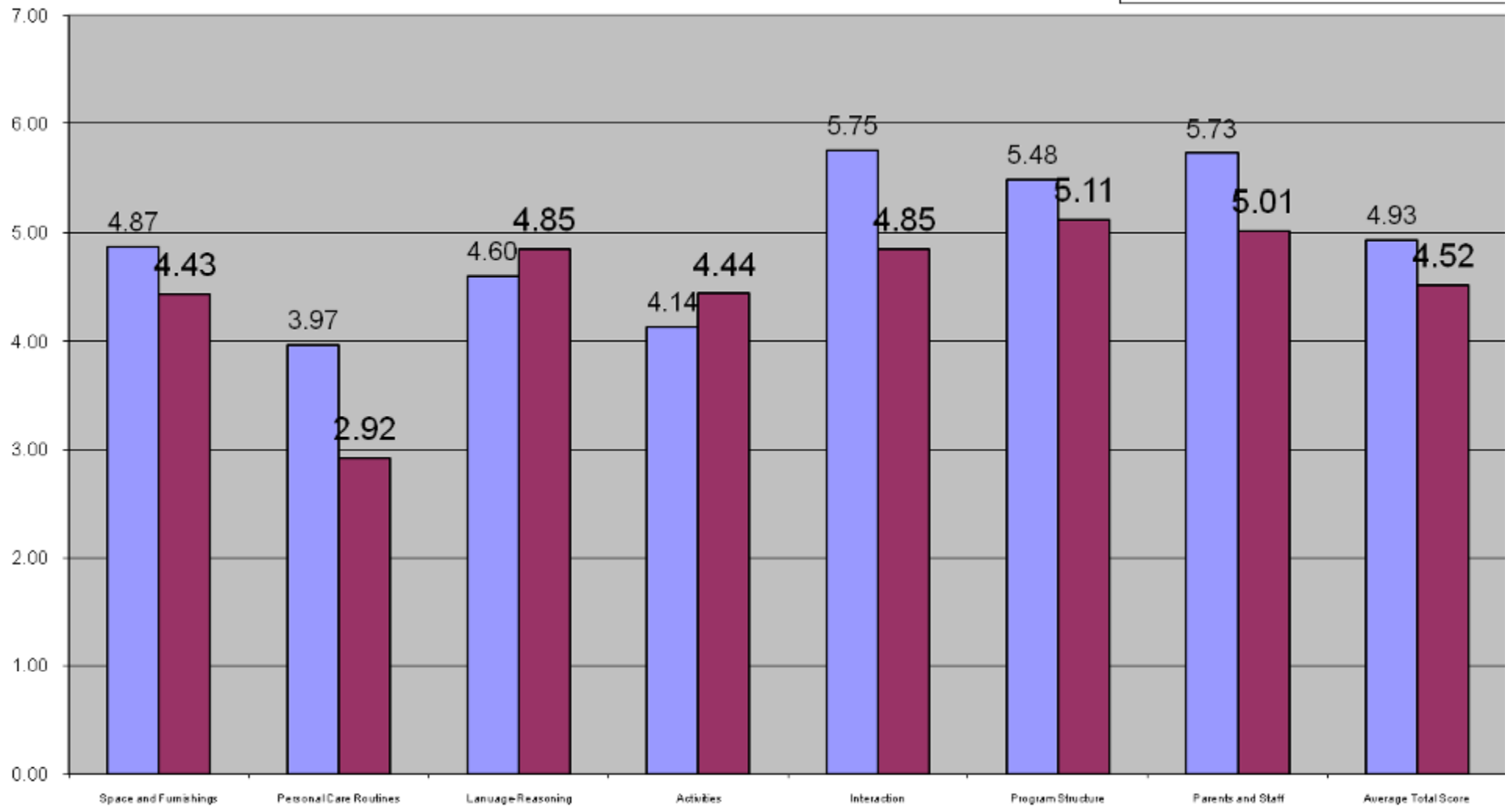
In order to monitor the quality in our program, CAPE Head Start and Early Head Start uses ECERS-R, ITERS-R, and ELLCO. These tools assess the environment, teacher-child interactions, language and literacy.



The following graphs are the results for the assessments done on all applicable classrooms for 2008 - 2009.

## ECERS-R Agency Average

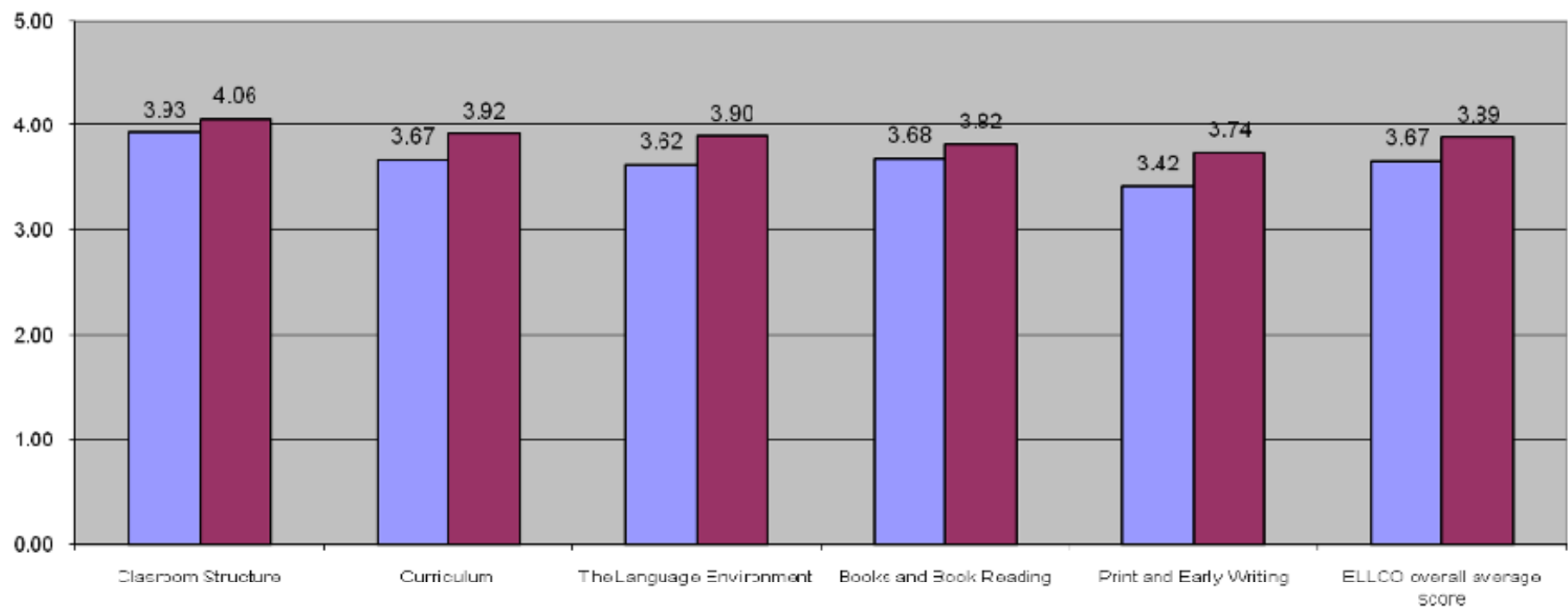
■ Fall 2008 ■ Spring 2009



## ELLCO Agency Average

Fall 2008

Spring 2009



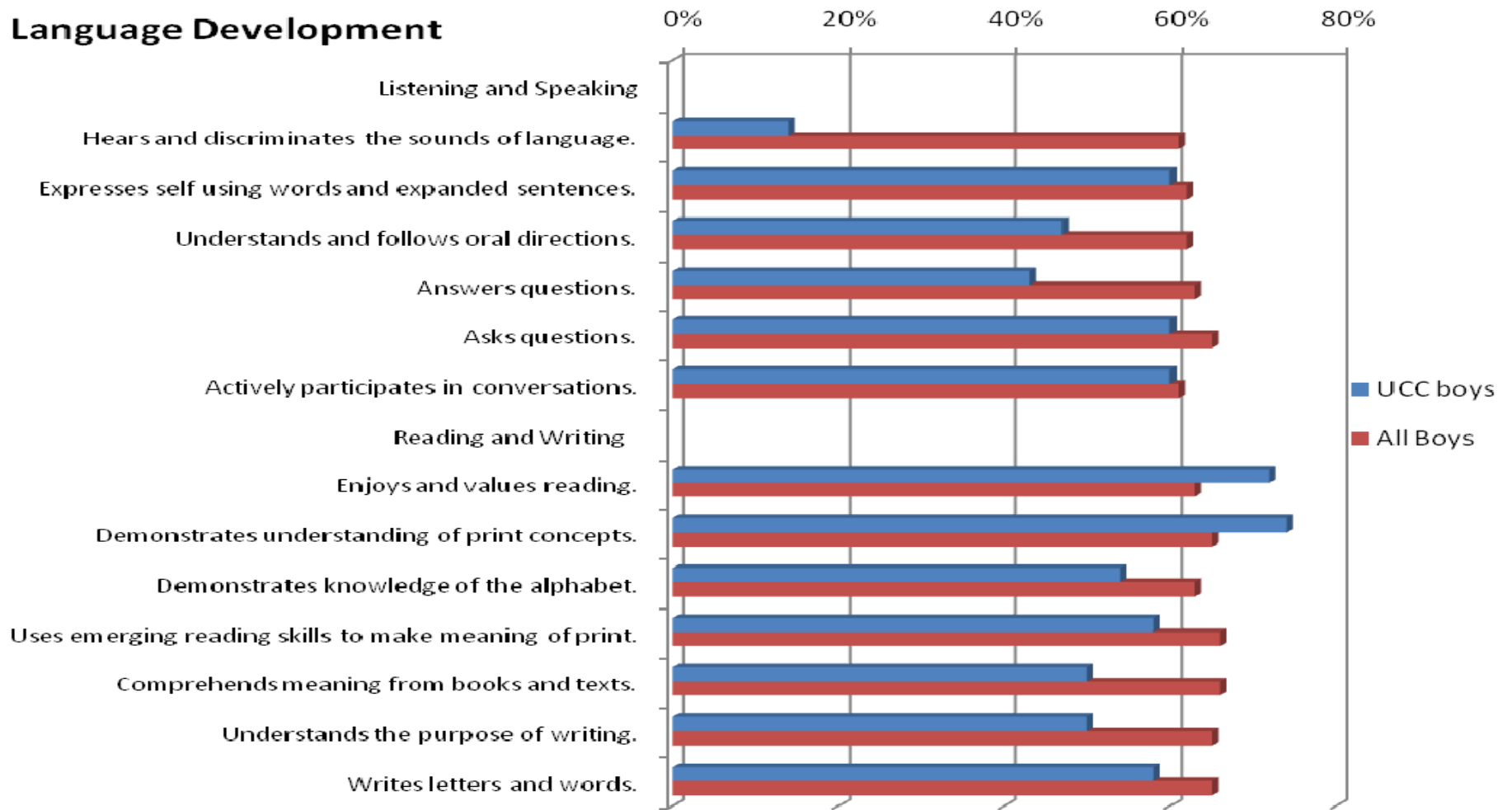


# Male and Female Classrooms

After extensive research and understanding that boys and girls learn differently, the agency made a decision to offer two pilot classrooms of all girls and all boys. In order to determine if this is a viable alternative, the program collected data to see if implementation of female specific/male specific curriculum produced higher levels of outcome skills. This is the first year of data collection. In December 2009, additional data will be analyzed to see if there are significant areas of growth. These charts indicate the percent of children that showed progress in the indicated objective.

# Male Classroom / All Males: Outcome Progress

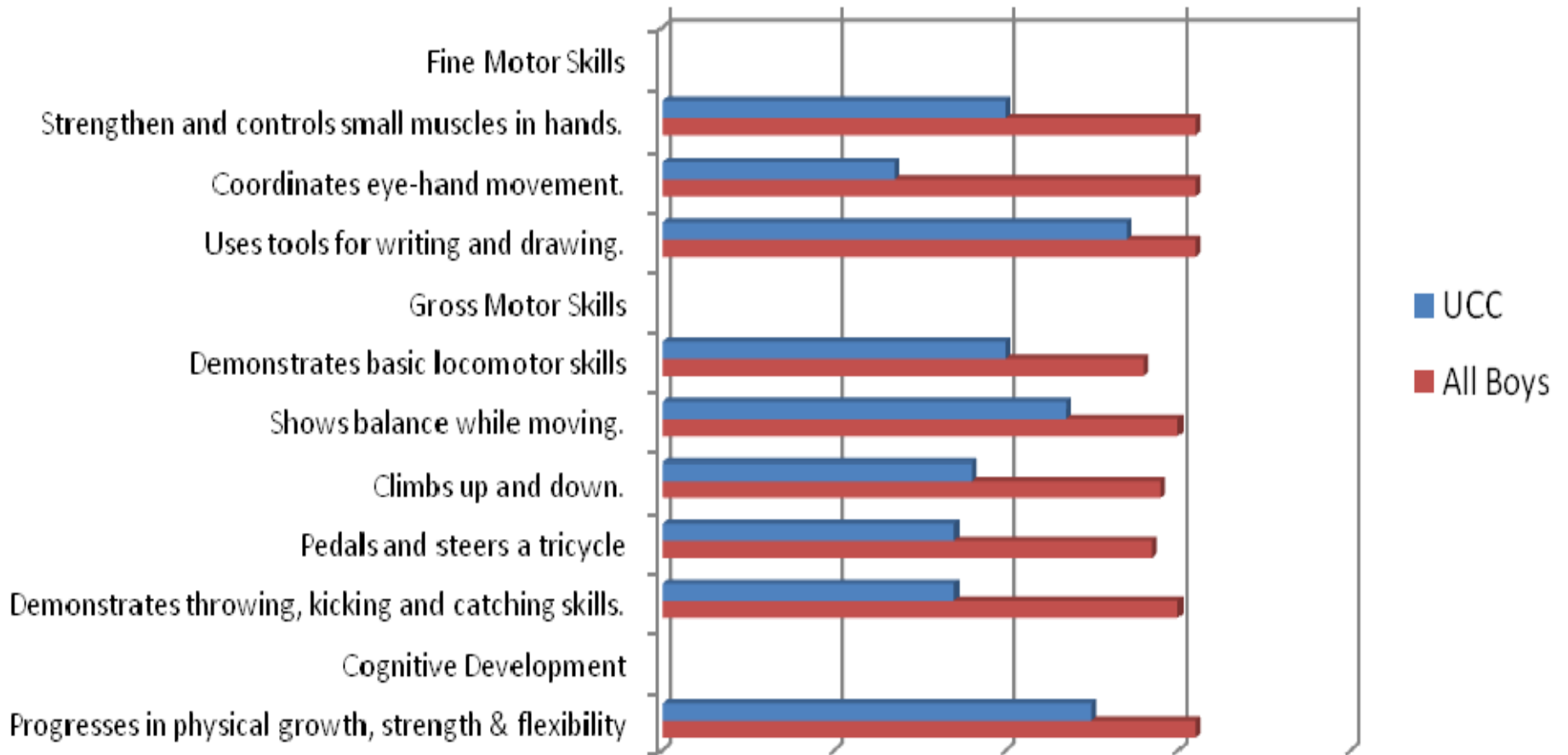
## Language Development





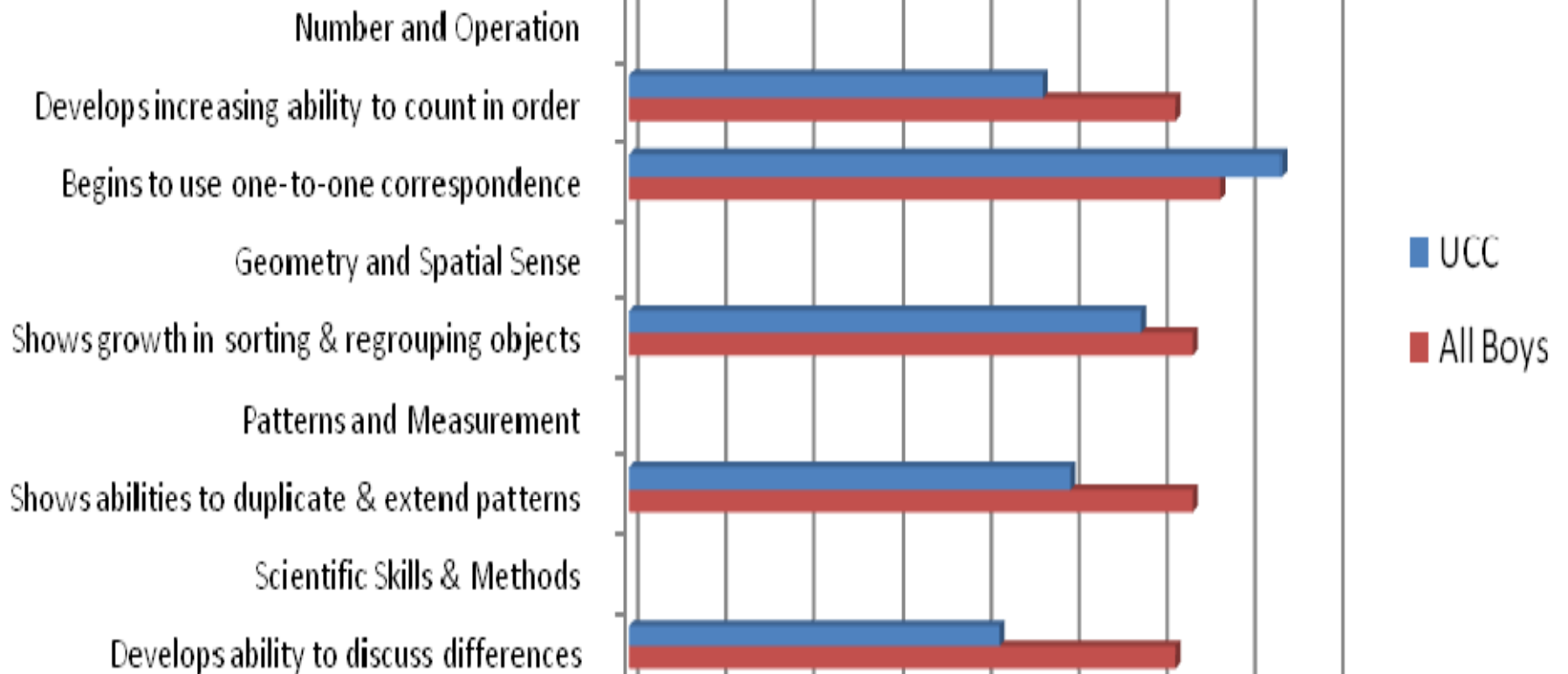
## Physical Development

0% 20% 40% 60% 80%



## Mathematics / Science

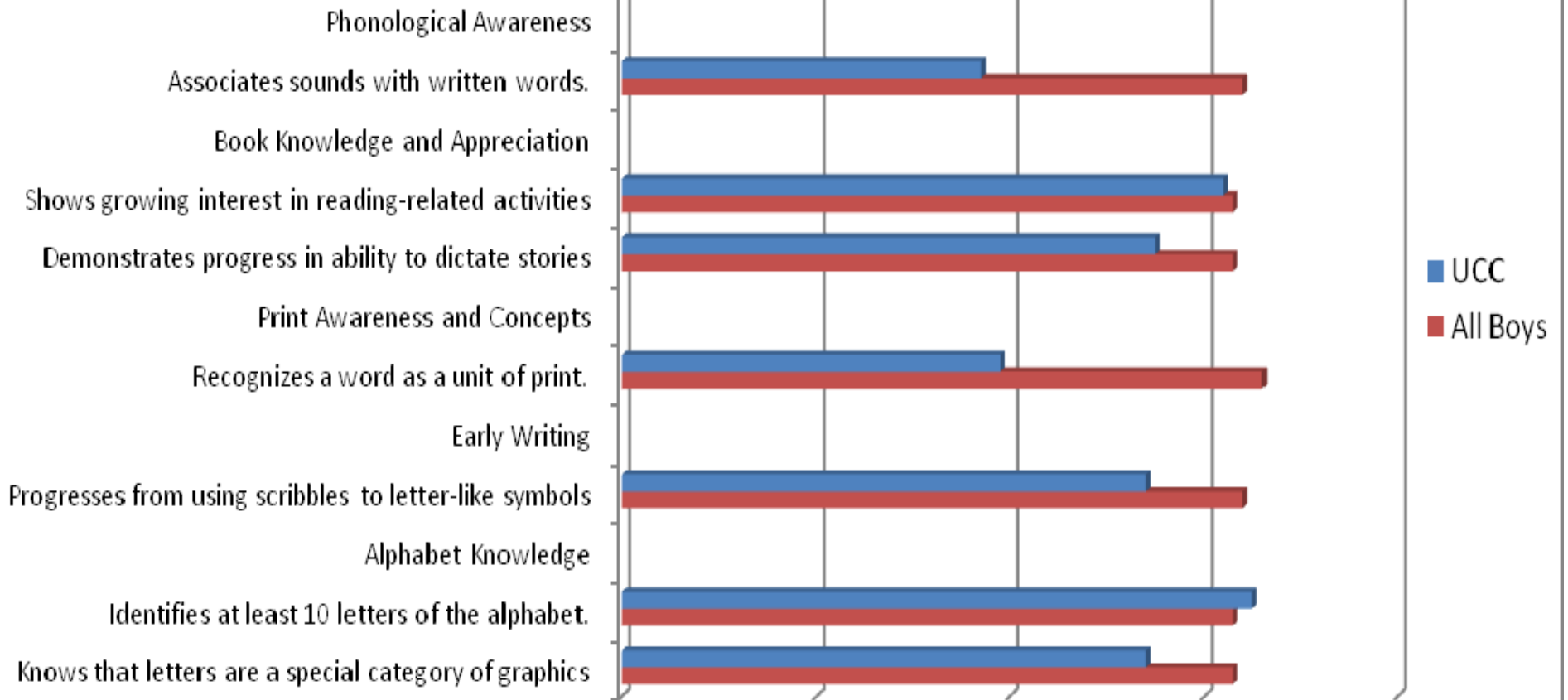
0% 10% 20% 30% 40% 50% 60% 70% 80%



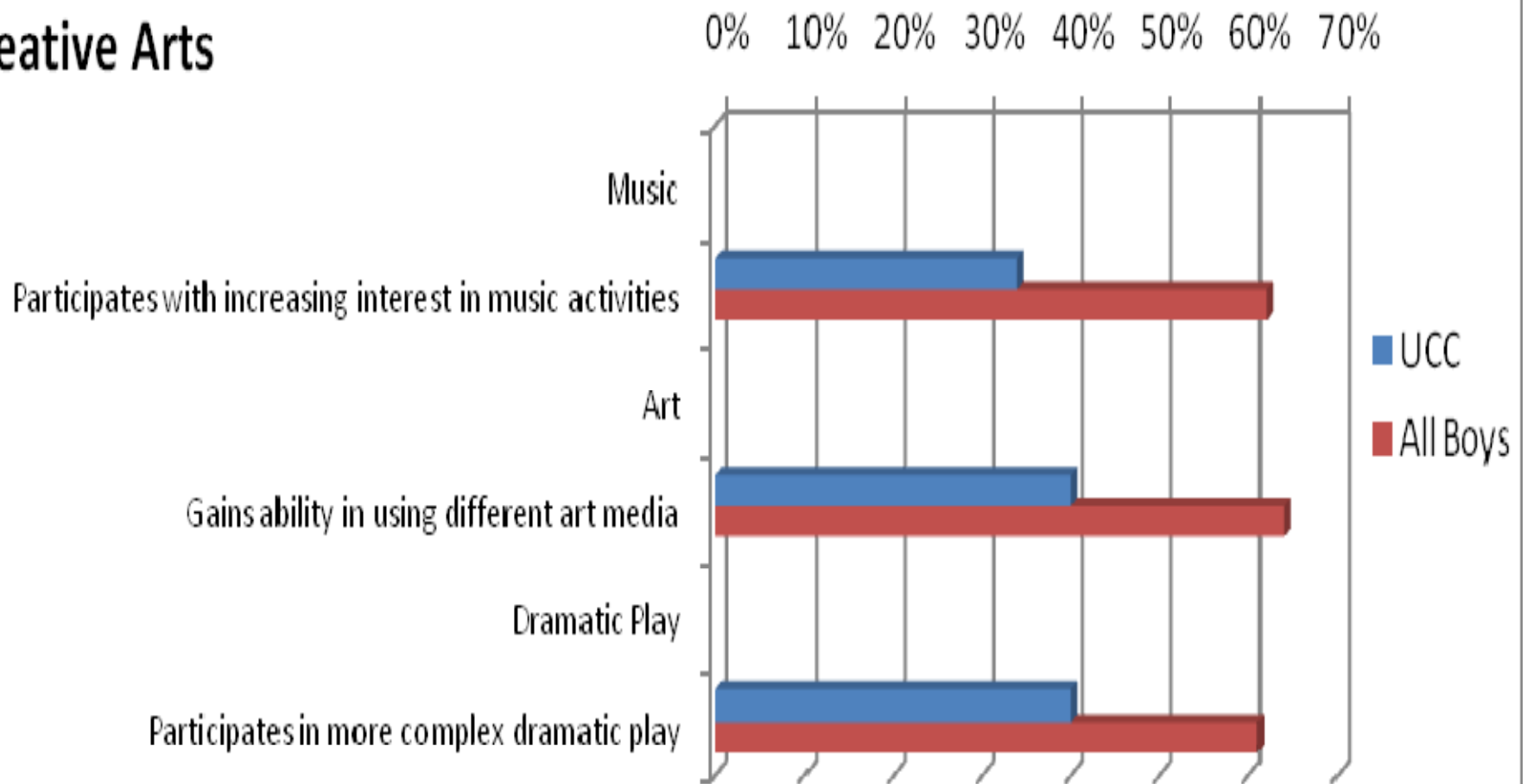


# Literacy

0% 20% 40% 60% 80%

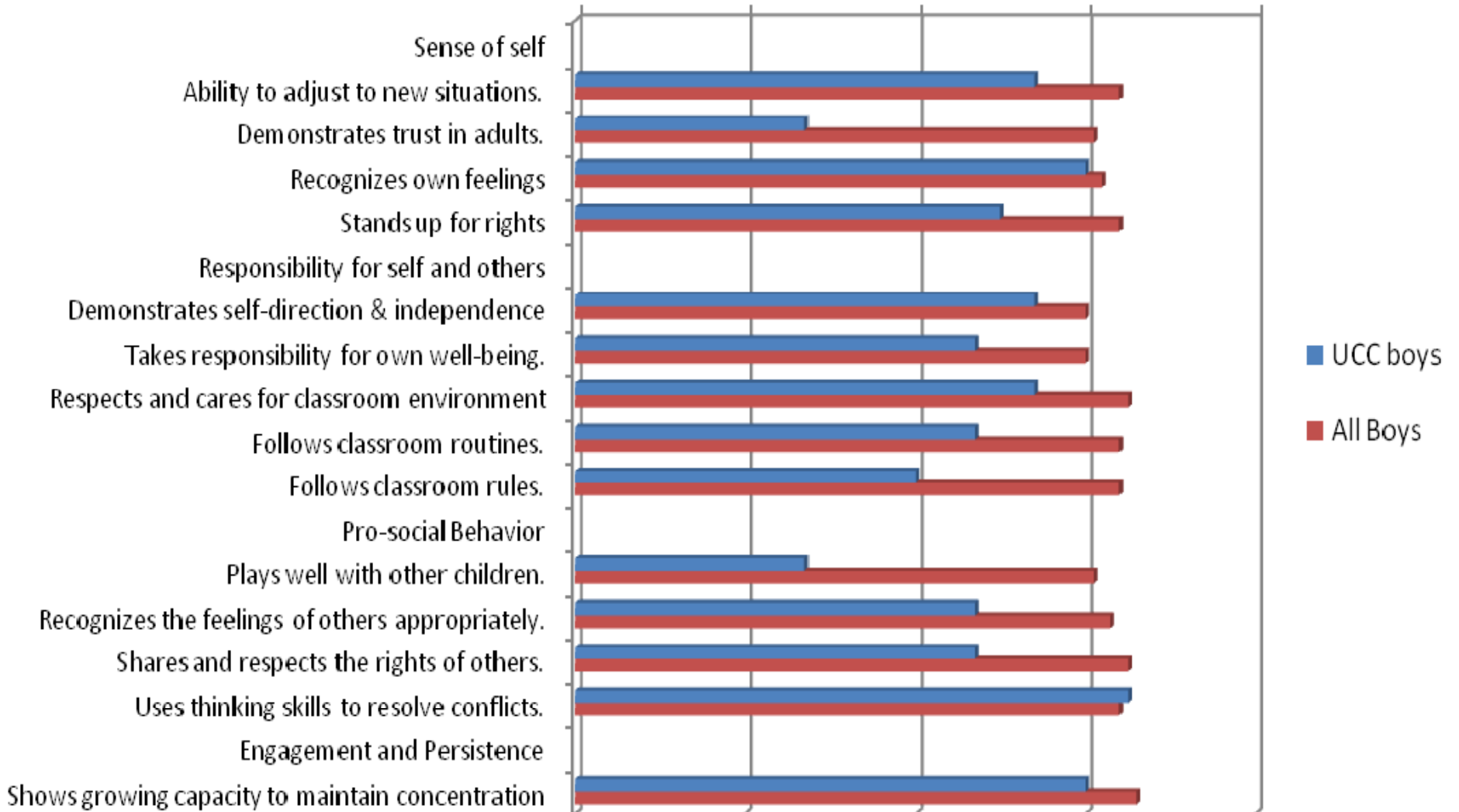


## Creative Arts



## Social & Emotional Development

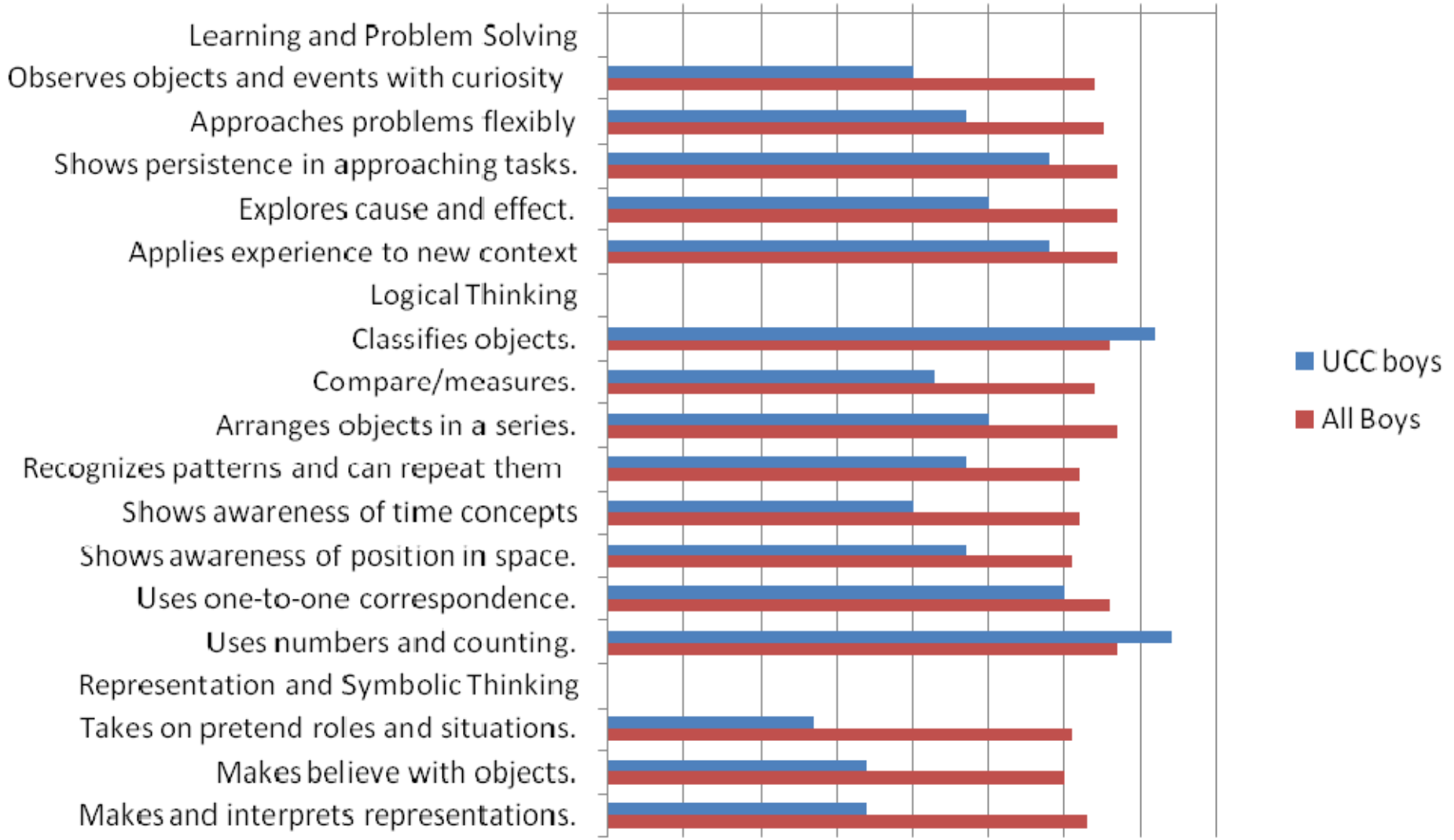
0% 20% 40% 60% 80%





### Cognitive Development

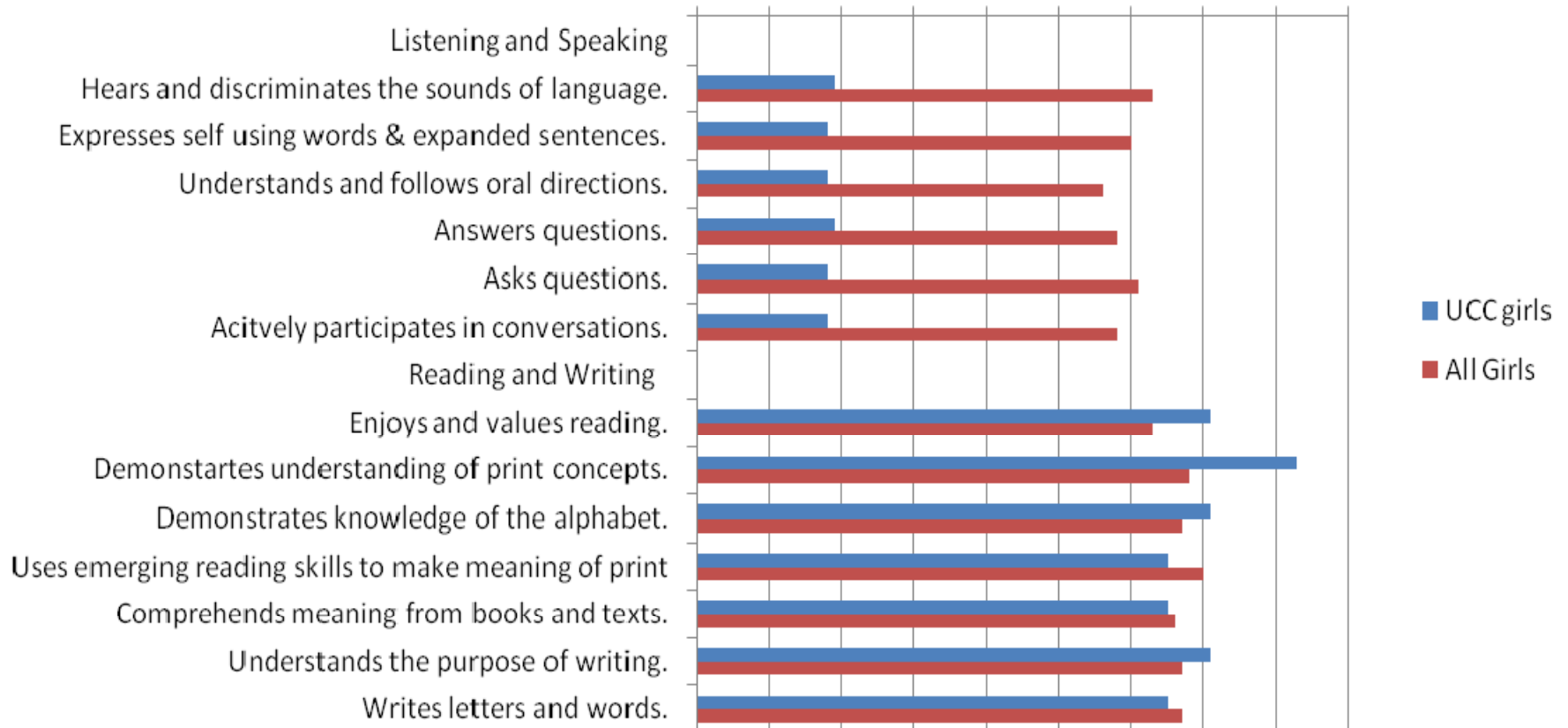
0% 10% 20% 30% 40% 50% 60% 70% 80%



# Female Classroom / All Females: Outcome Progress

## Language Development

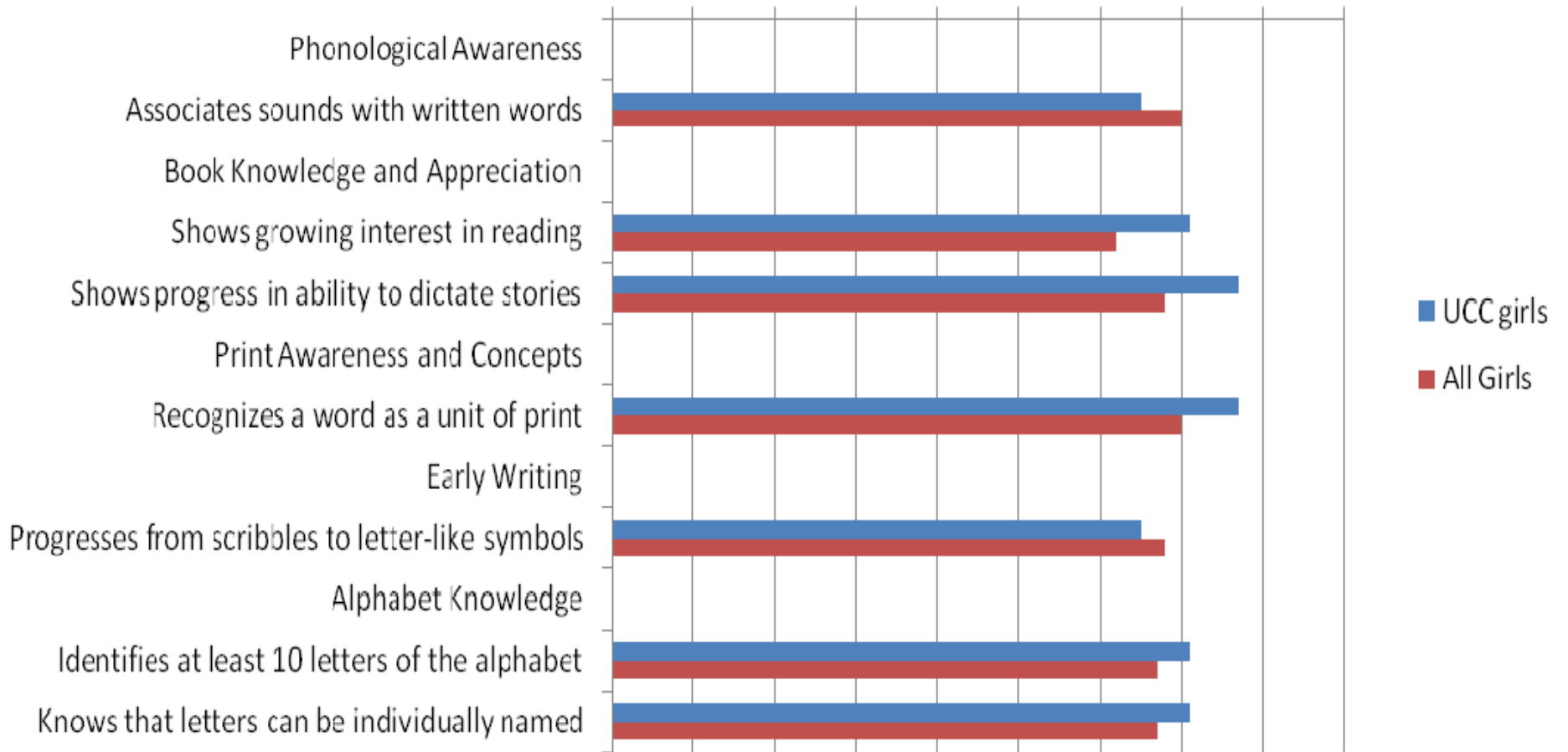
0% 10% 20% 30% 40% 50% 60% 70% 80% 90%





# Literacy

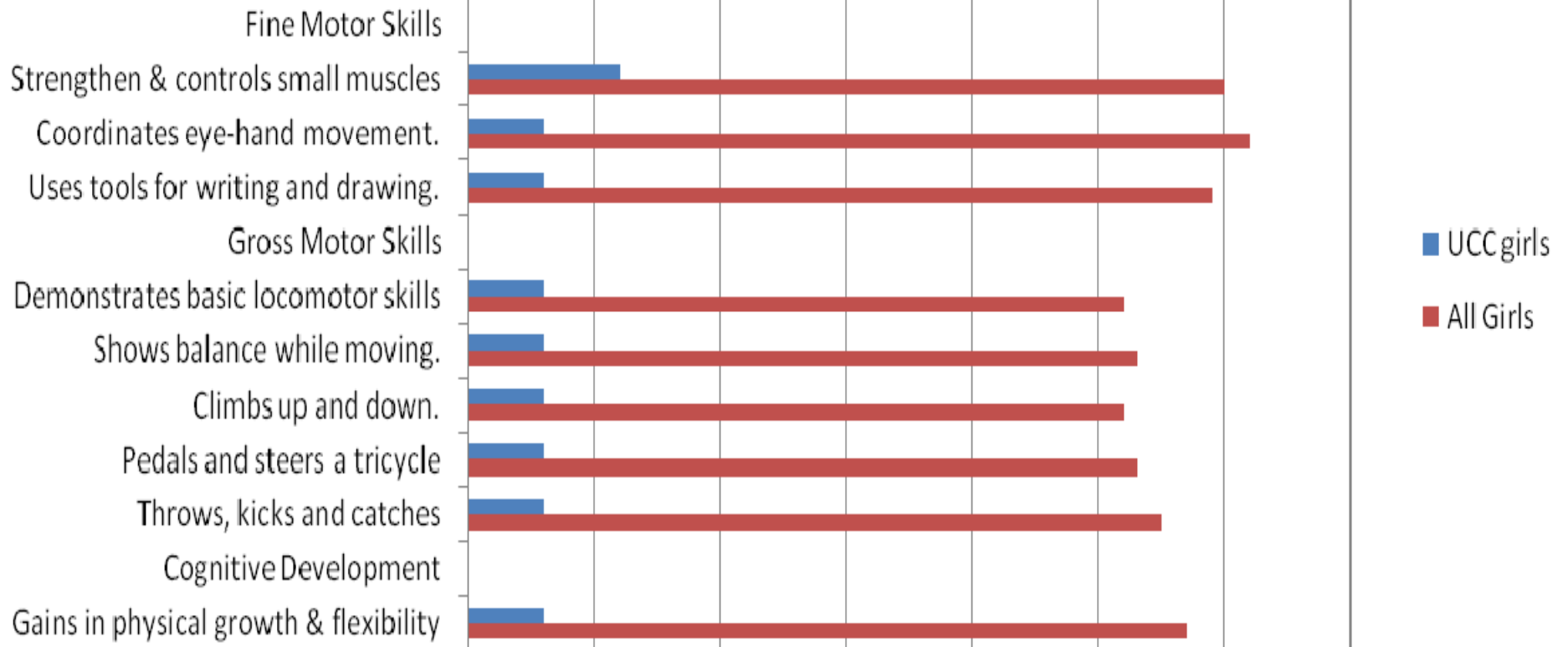
0% 10% 20% 30% 40% 50% 60% 70% 80% 90%





## Physical Development

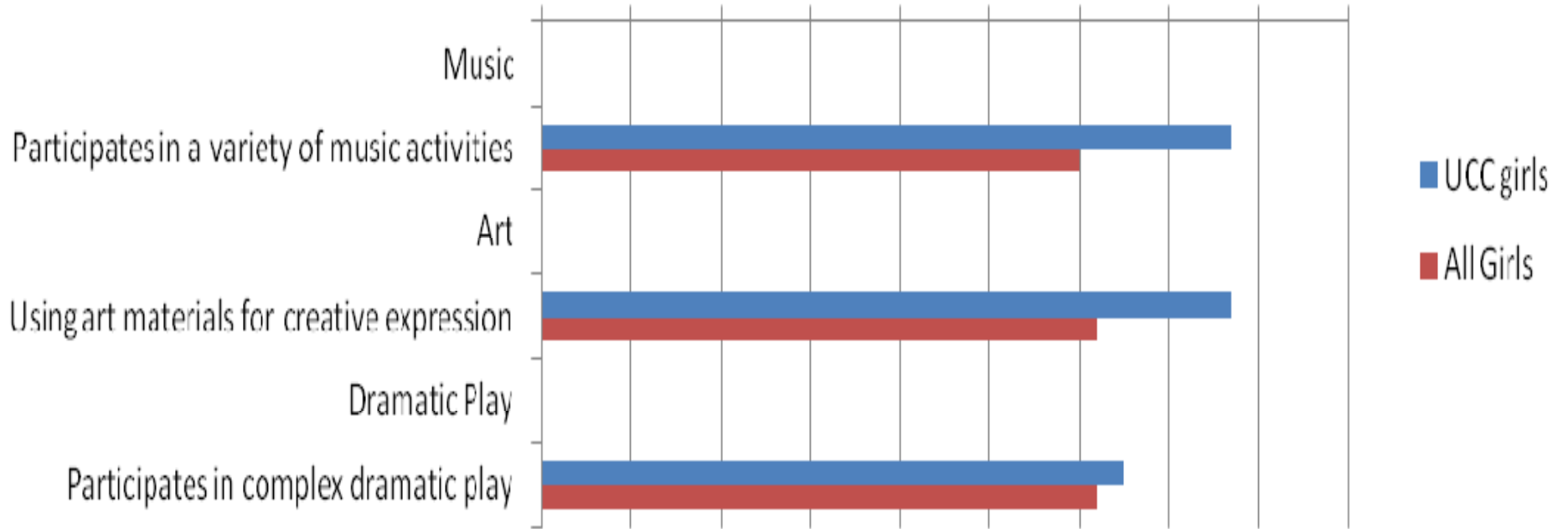
0% 10% 20% 30% 40% 50% 60% 70%





## Creative Arts

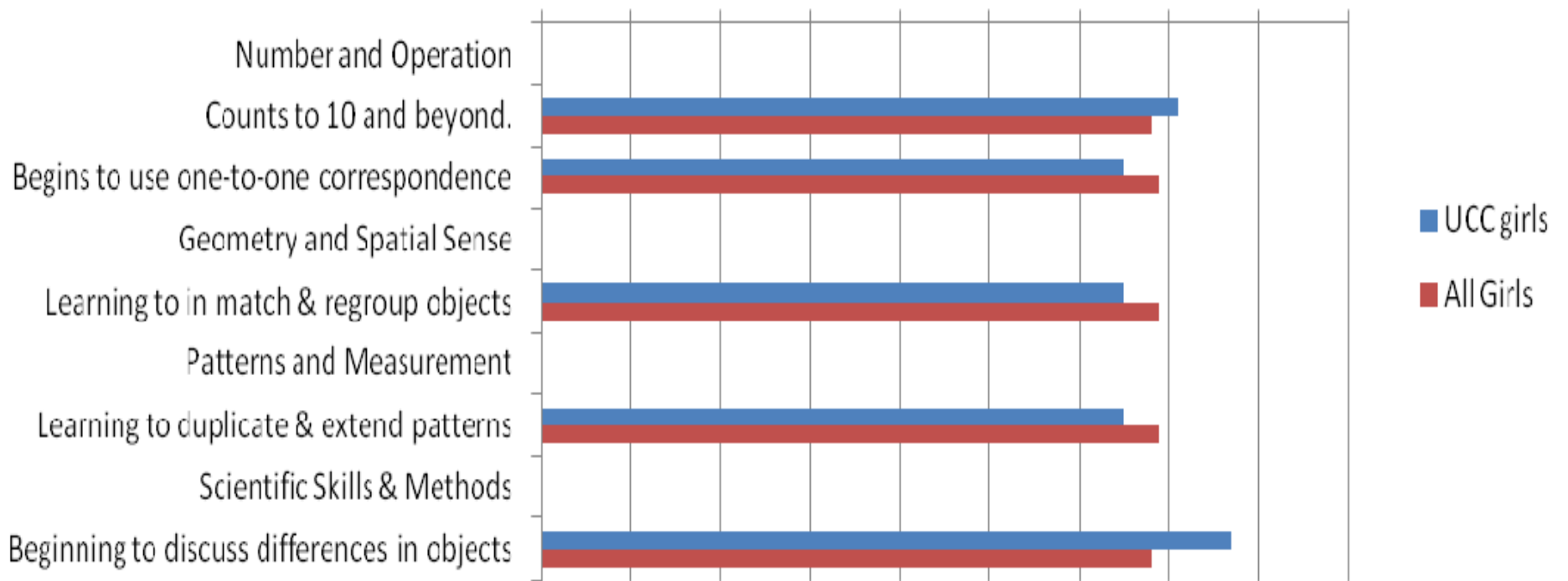
0% 10% 20% 30% 40% 50% 60% 70% 80% 90%





## Mathematics / Science

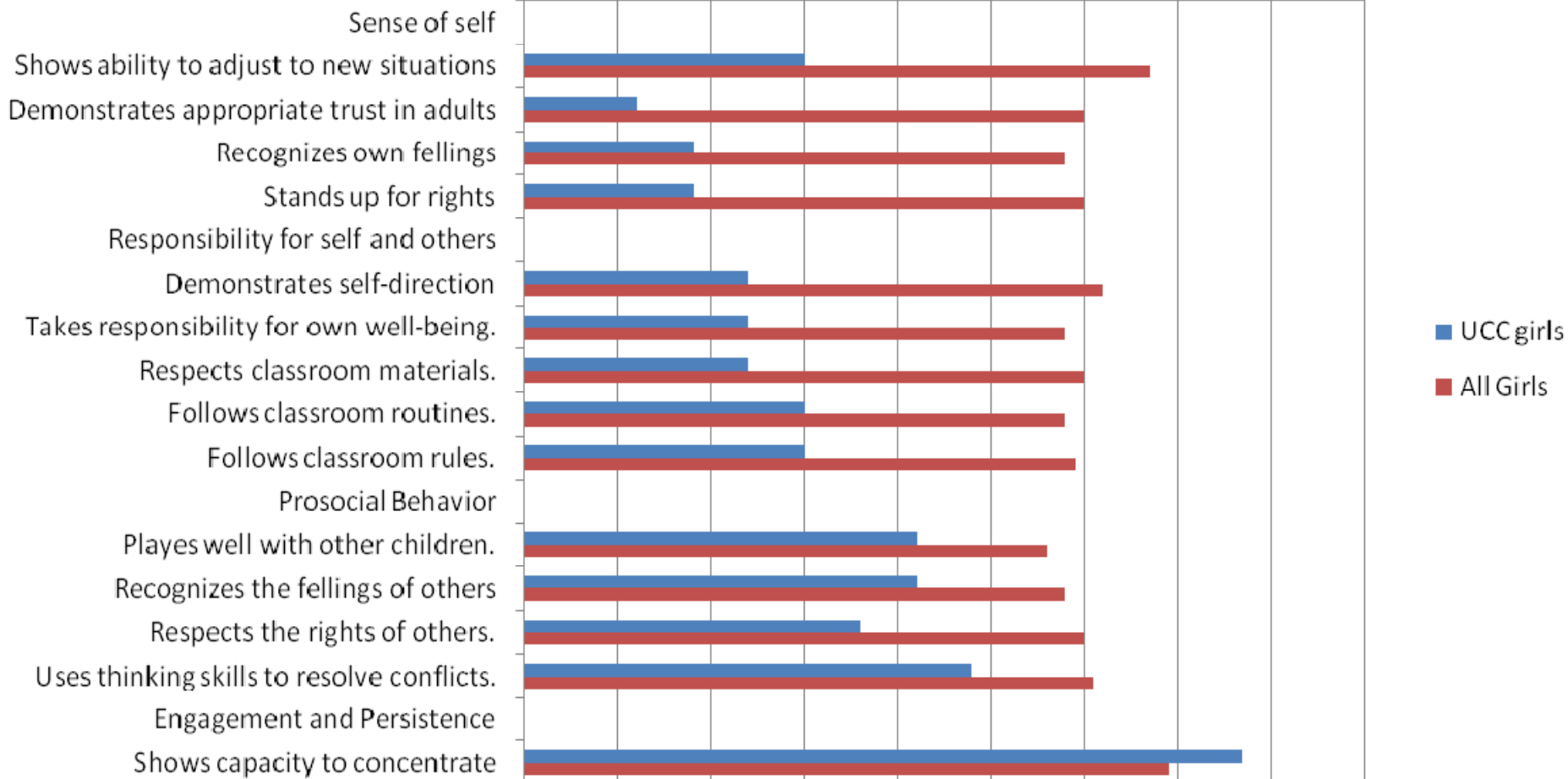
0% 10% 20% 30% 40% 50% 60% 70% 80% 90%



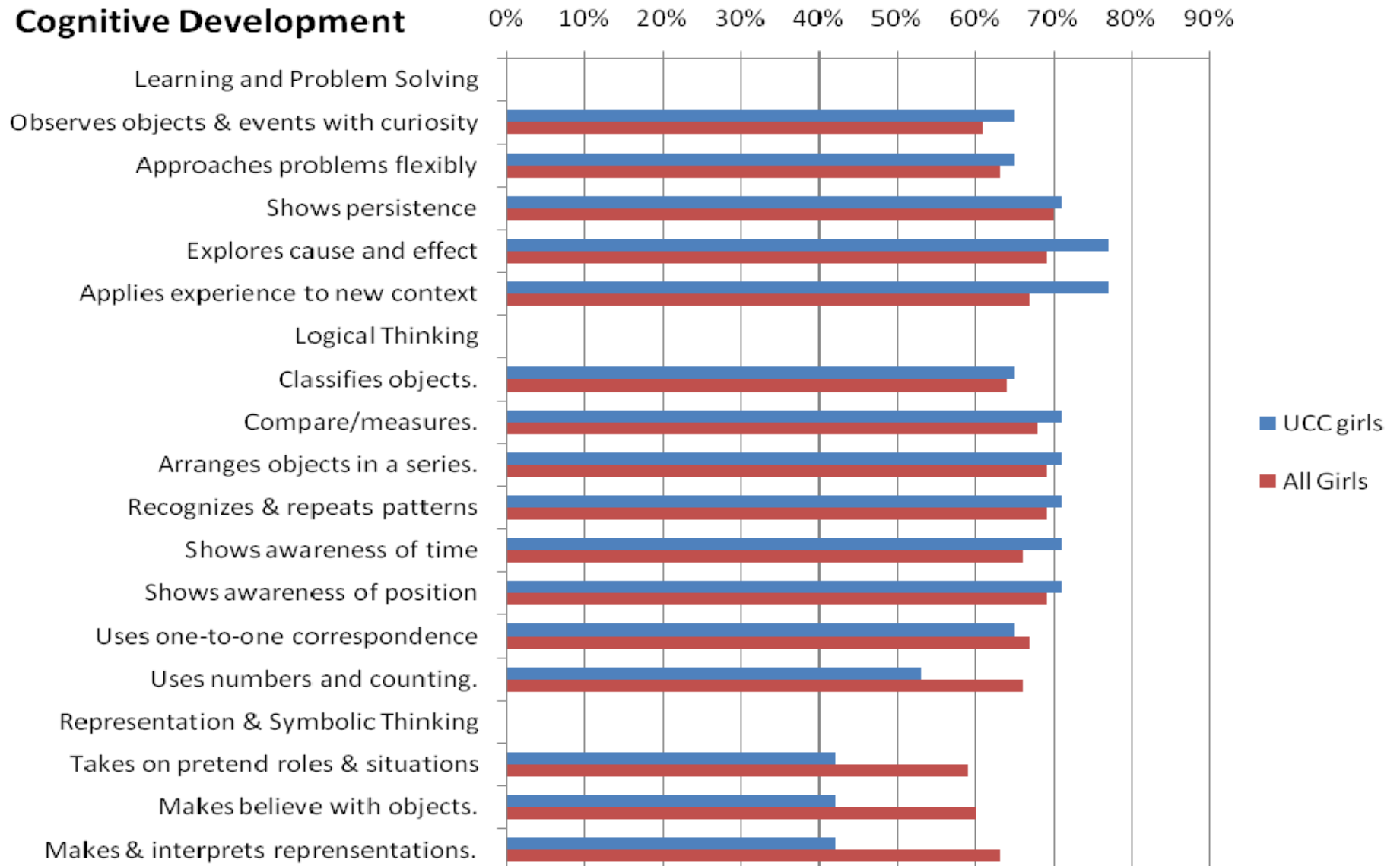


## Social & Emotional Development

0% 10% 20% 30% 40% 50% 60% 70% 80% 90%



## Cognitive Development

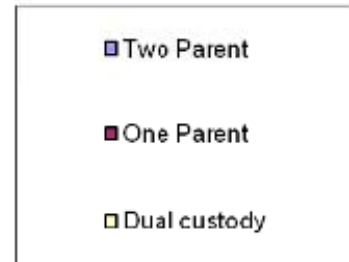
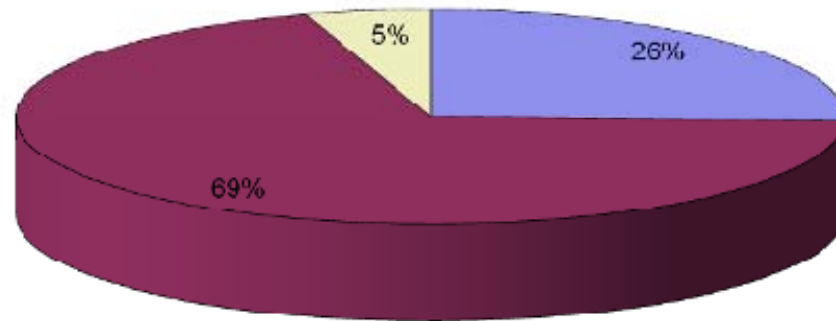


# Full Day Option

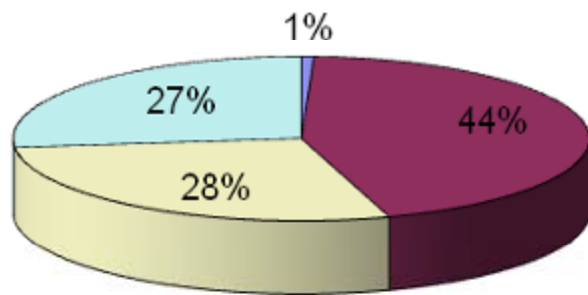
The following slides report statistics about our families that are enrolled at our full day option sites. This option is available for families working or attending school.



### Families Enrolled in Full- Day Programs



## Education Level



■ Advanced degree

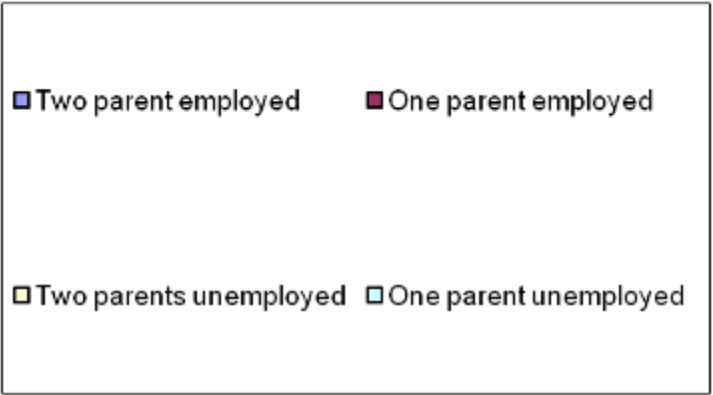
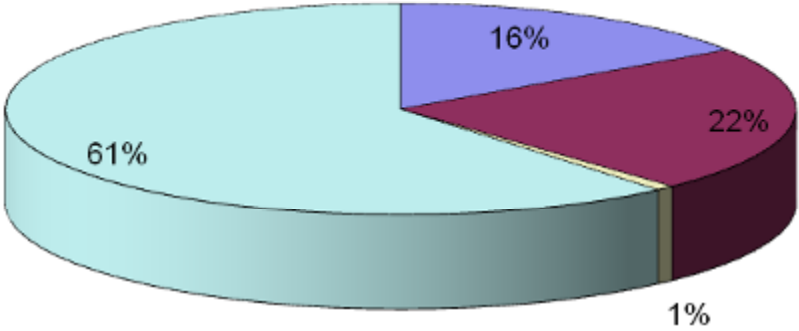
■ some college/ associates

□ HS Grad or GED

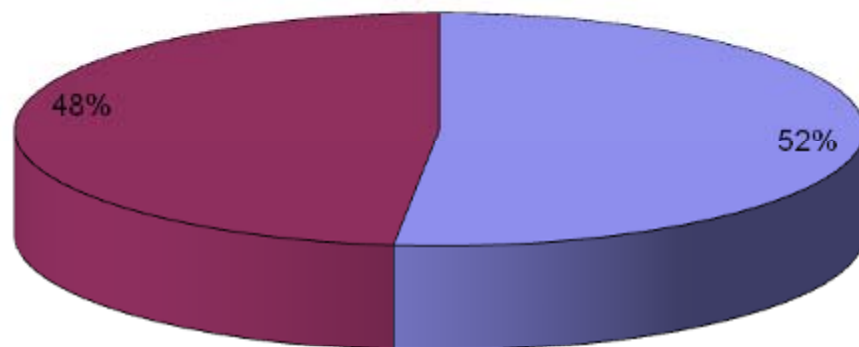
□ < High School Grad



### Employment of Two-Parent Families

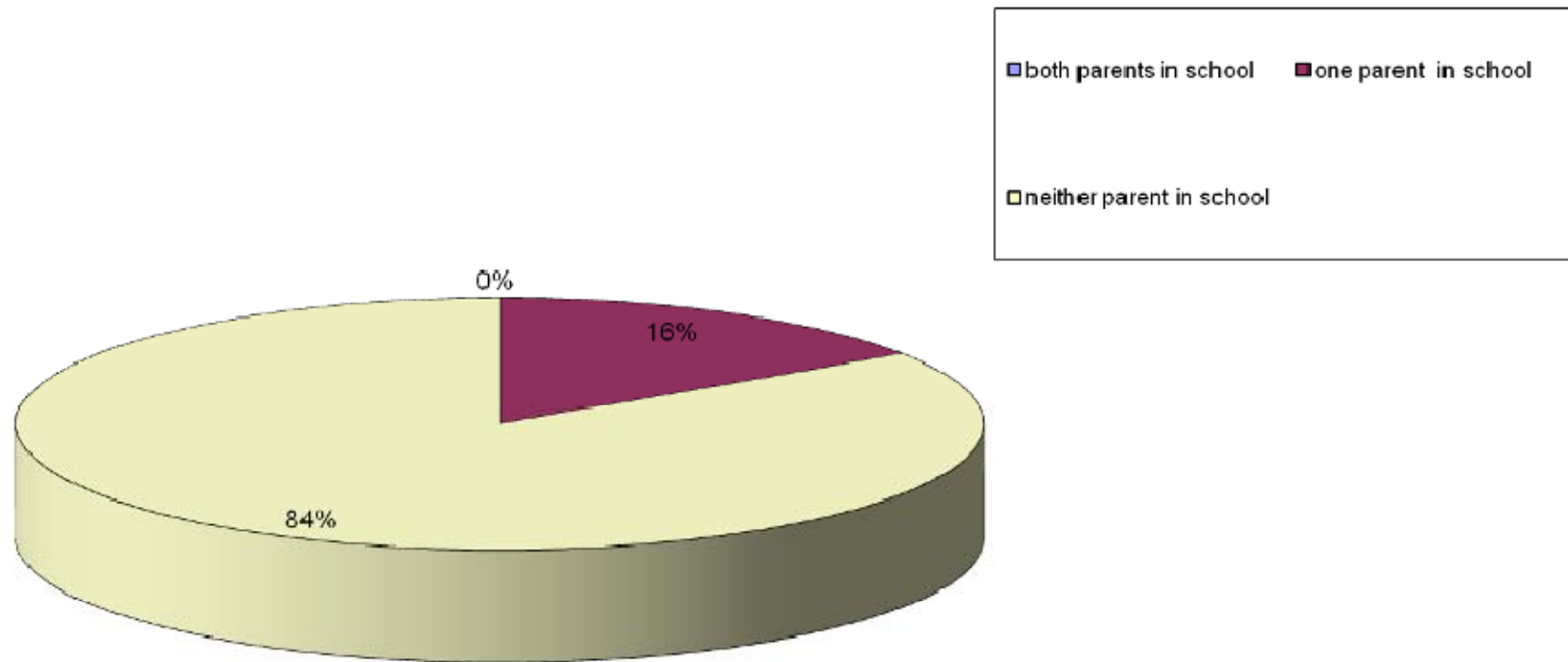


## Employment of One Parent Families

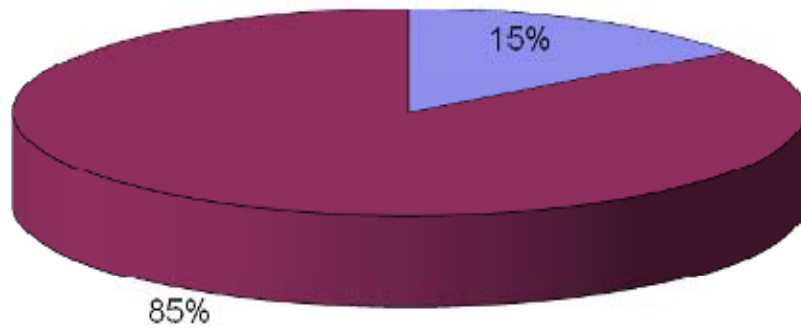


■ One Parent employed   ■ unemployed

## School Attendance of Two Parent Families



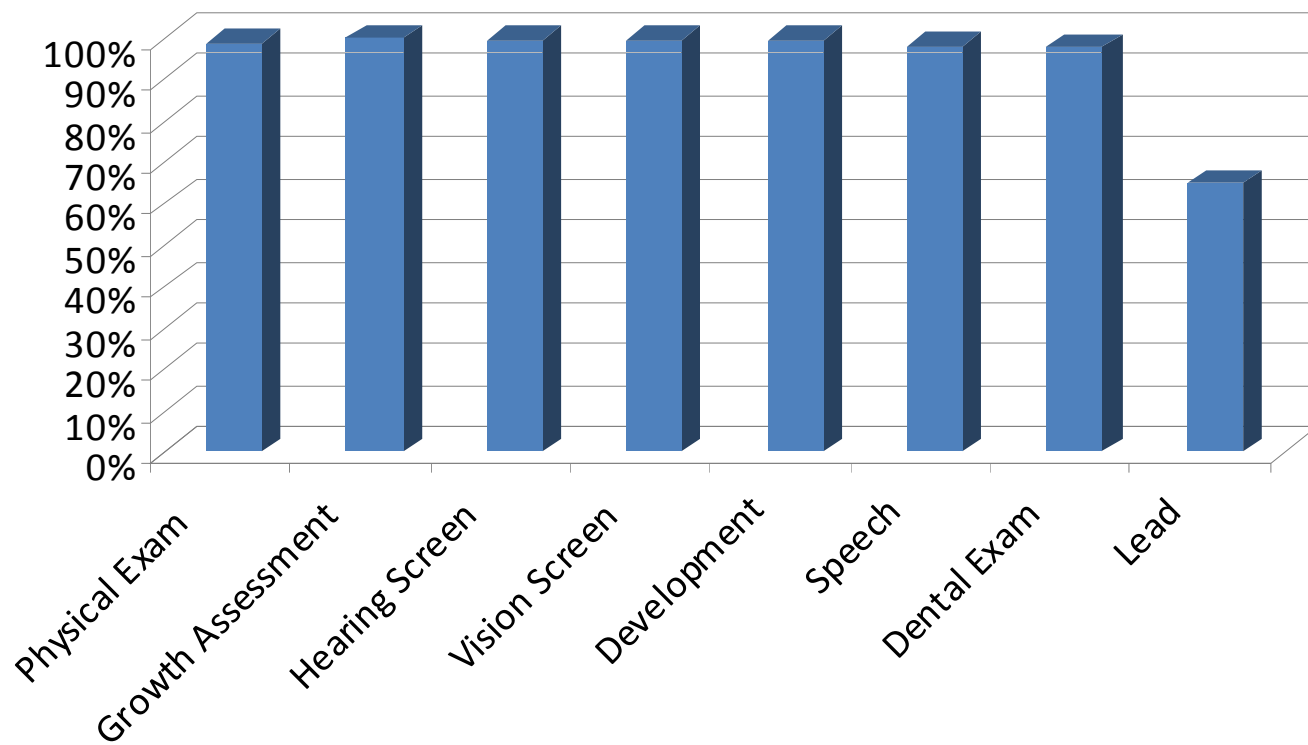
## School Attendance for One Parent Families



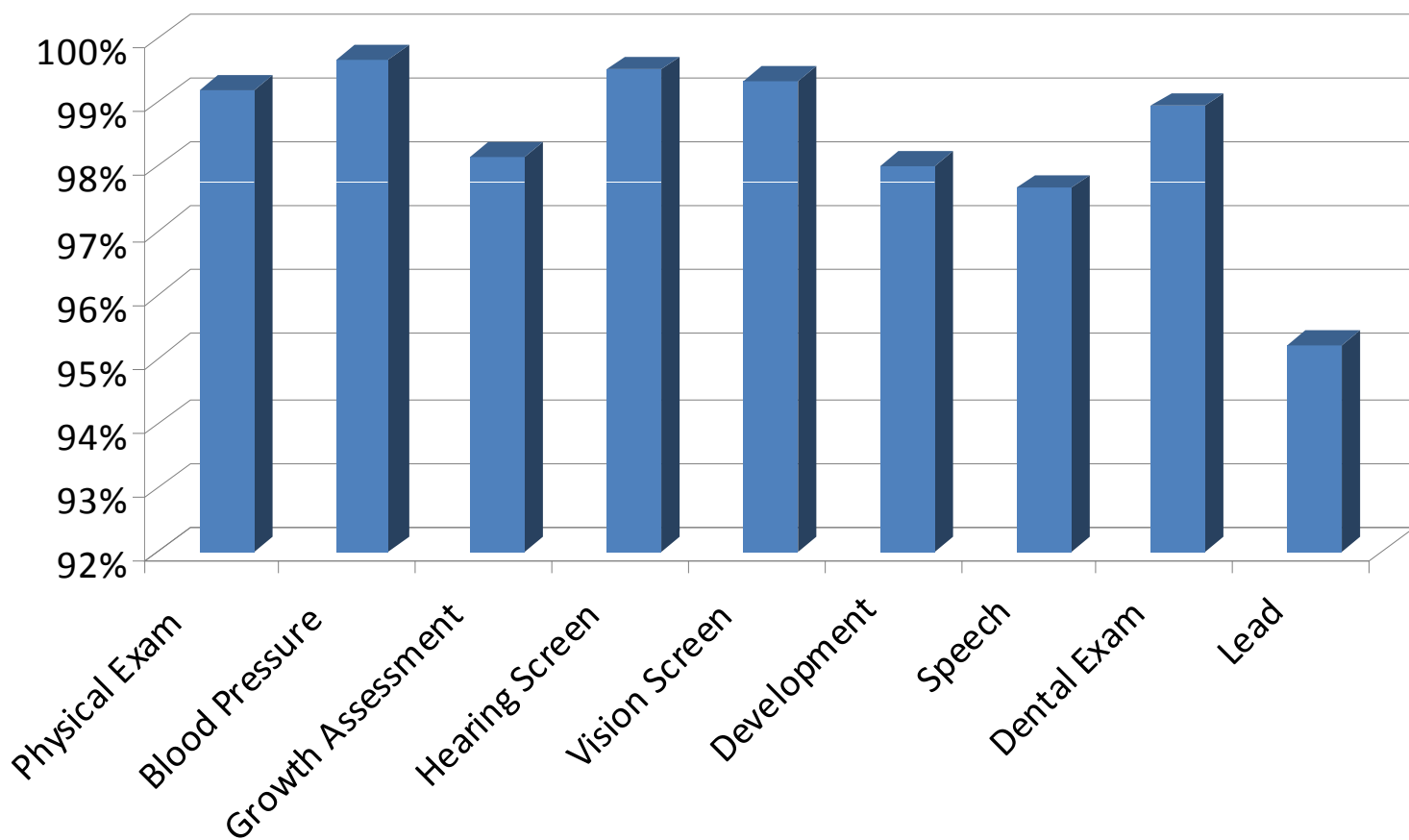
One parent in school

none in school

## 2008-2009 Early Head Start Health Requirements



## 2008-2009 Head Start Health Requirements

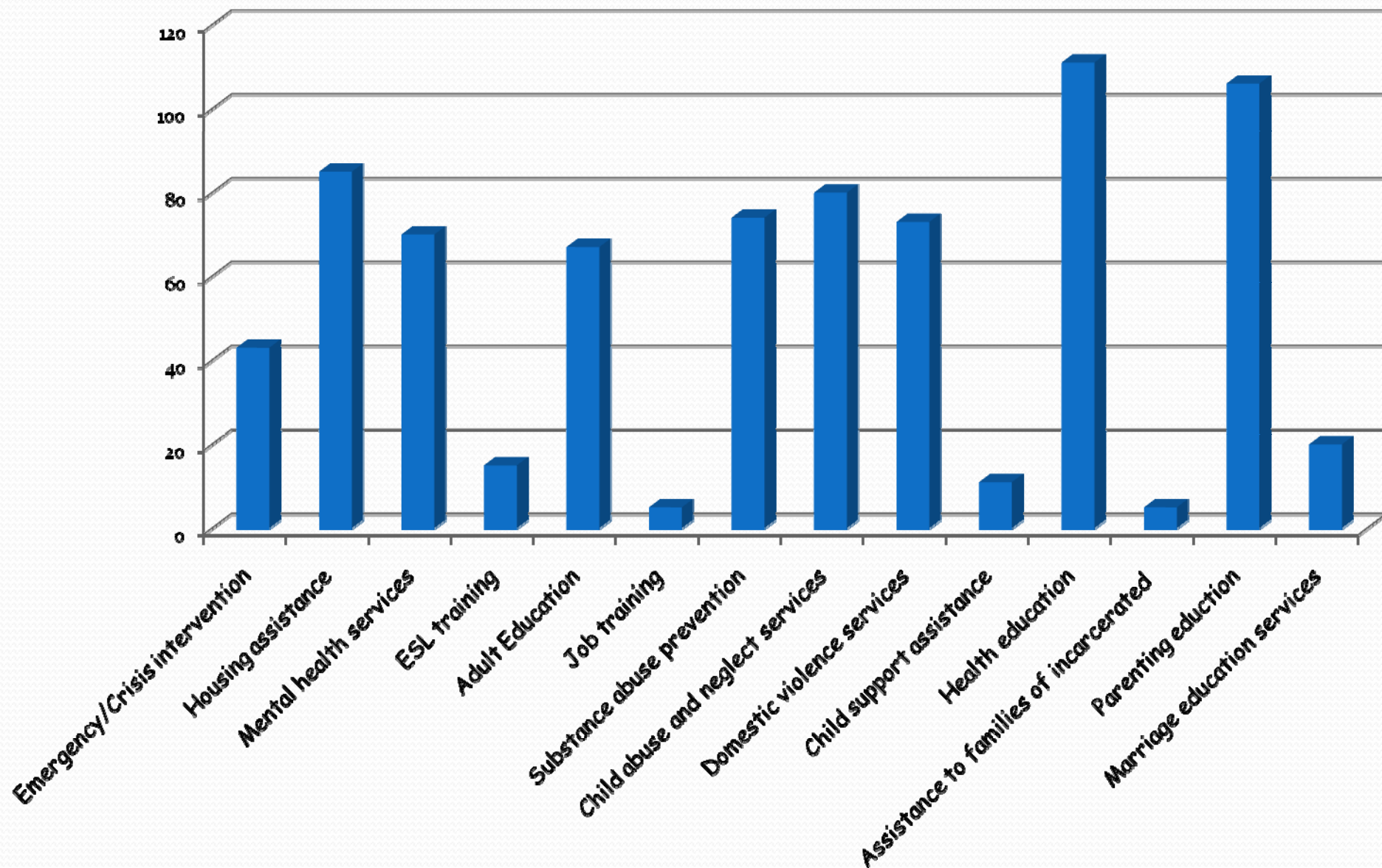




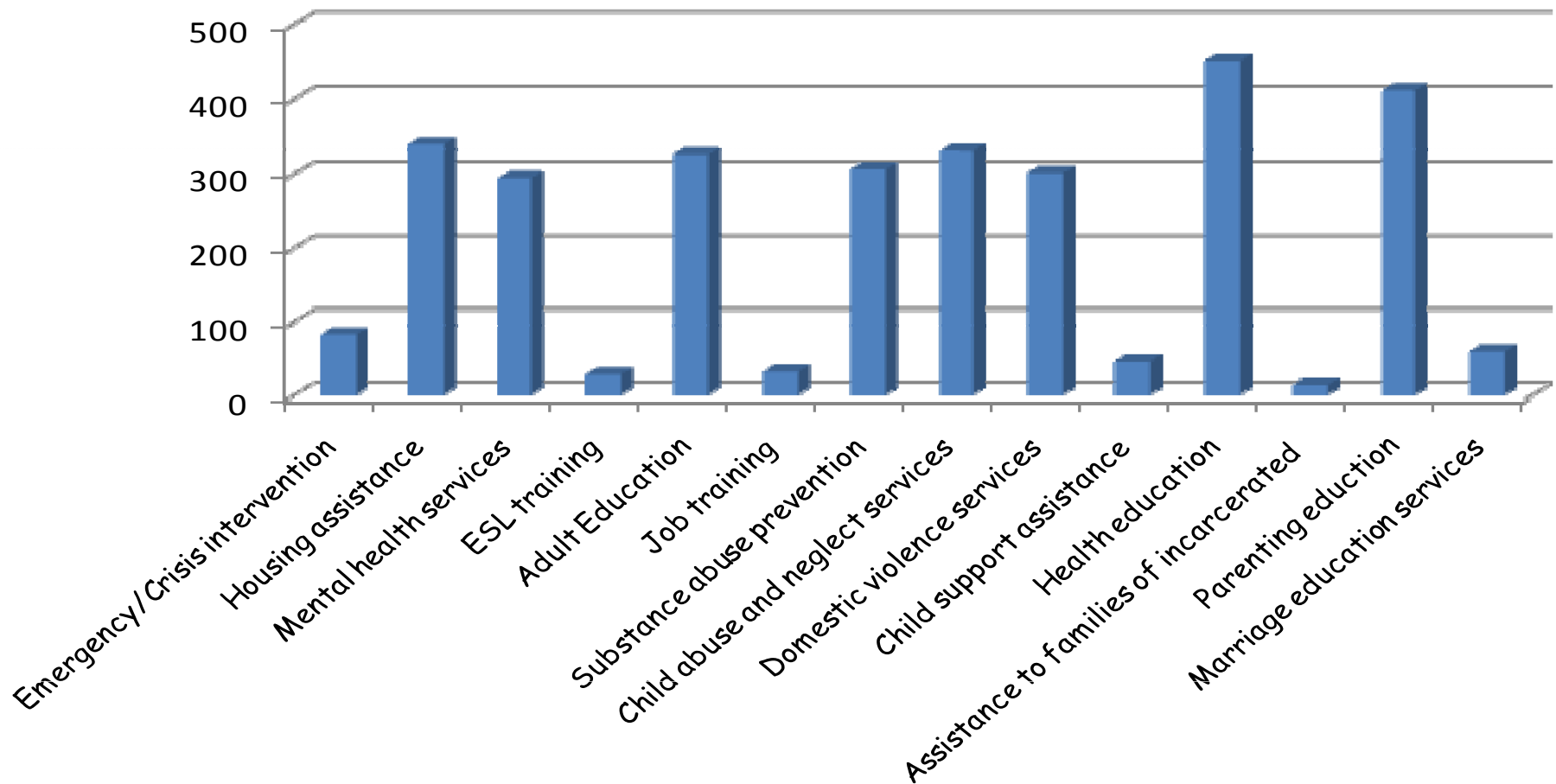
## Challenges of Head Start & Early Head Start Families

- 361 parents do not hold a high school diploma or GED
- Employment opportunities offering high wages & benefits are needed
- Lack of affordable quality childcare for "working poor"
- Limited transportation
- Inadequate supply of affordable housing
- Limited access to resources & services during non-traditional hours

# 2008-2009 Early Head Start Family Services



# 2008-2009 Head Start Family Services






## Special Initiatives

### Health Initiative

CAPE Head Start was one of 20 Teams from around the country, selected by the Johnson & Johnson Health Care Institute of UCLA in 2005 to participate in national program using the book “What to do When your Child gets Sick” by Gloria Mayer. As a result of this training for parents, it was found to have increased parents health literacy and education. With this information they made decisions that promoted fewer emergency room visits, less time away from their jobs and boost their confidence about children’s everyday illnesses.

The Community Action Program of Evansville was again given the honor of being selected by Johnson & Johnson at UCLA for a National Oral Health Promotion Pilot for a period of three (3) months.



One Hundred (100) Head Start/Early Head Start families volunteered to participate in the pilot whose primary goal was to create awareness and provide education of important factors in the promotion of Oral Health.

Families were invited to dinner after which time they participated in an evening of training. The training was interactive with parents receiving door prizes and support from staff and Community Partners.

Each family received a large tote bag provided by J&J. Our agency then filled the bag with adult and children's toothbrushes, toothpaste, small bottles of mouth wash, brushing timer, nutritional snacks, oral health literature, dental floss and a copy of the book, "What to do for Healthy Teeth".

During the 3 month period of the pilot, children received information in the classrooms and during the Home Based Home Visits. Family Advocates communicated with parents throughout.

Families completed Pre Test before training and all but one family, which moved out of State completed the Post Test. The completion celebration consisted of a dinner, a presentation from community partners, Certificates of completion, gifts from J&J, UCLA and door prizes.



# A Celebration of Family Literacy

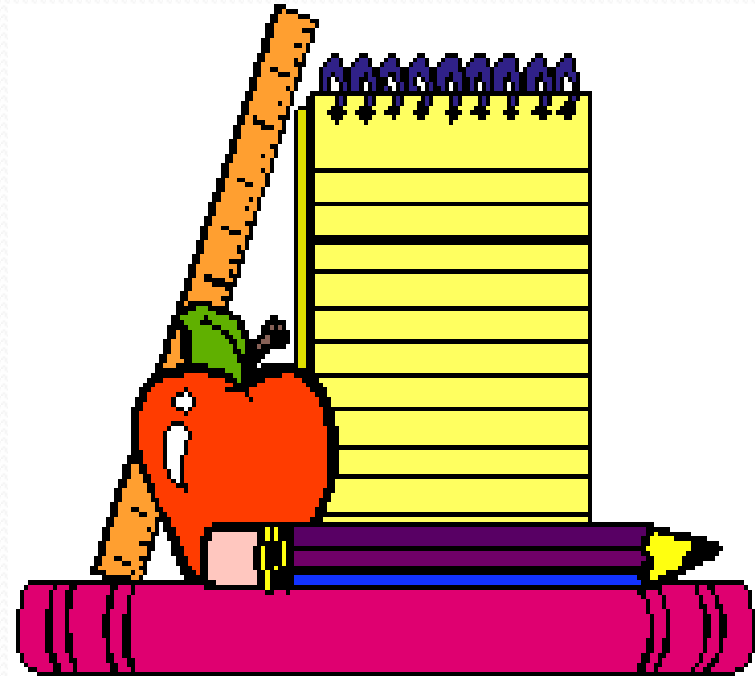
CAPE Learning Center provides Family Literacy Services in three (3) counties, Vanderburgh, Gibson and Posey. Due to the growth in number of participants and outreach to Community Partners, the Learning Center has two locations in Vanderburgh Co.

Individualized instruction is offered in a comfortable positive environment. Books, computers, internet and non-traditional tools are used. Participants range in age and come from diverse backgrounds. Childcare is available. Head Start parents who are unable to participate on-site may apply for home study.



# Learning Center for Head Start / Early Head Start Families

- Services available to youth and adults
- Tutoring in most subjects
- GED preparation
- Computer Literacy Classes
- Reading Instruction





During the past year a total of 789 students were seen.

45 Students passed their GED Test

13 of the 45 were active Head Start Parents

20 were Head Start Family members

BBB (Beauty, Barber, Books) a community partnership with local Beauty and Barber shops. The Learning Center staff provide books on a monthly basis for twenty-five (25) shops. Children read the books at the shops and then may take the book home for their own home library.

Family Read-In is a program that encourages family members to come in and read or be read to by staff. This program allows continued support for parents as the child's first teacher. Modeling of reading to children and supporting parents that may not be able to read.

Over the last year 113 Head Start parents have come in for the program. Literacy commitment continues through community partnerships. Our parents were enrolled in "The Napoleon Adventure Club." This club allowed parents to receive, on a monthly basis, locally written books. With the enrollment they received a tote bag, hand puppet and a parent guide. Parents attended Literacy Parties throughout the community. These parties provided opportunities to listen to books being read and receive door prizes of books and puppets.





## Male involvement

Football, bowling, pitching contest, having lunch with Dad, pizza night or bringing your child to school have been just a few the ways fathers and or significant males in the lives of the children in our program have been supported in their very important role.

Community Partners have met with fathers talking about the importance of relationships with their child or with the adults in the child's life.

Children in our community have been dying at the hands of a stressed out father/male. In an effort to support fathers/males, a program "Real Fathers/Real Men" was created. Men meet quarterly to address self esteem issues, anger management, joblessness and the importance of healthy relationships. We collaborate with one of our local institution of higher learning and their staff to facilitate this training. The group consists of men from our program as well as men who have had first hand experiences with anger control.



## Grand Parents Raising Grand Children

Grand Parents Raising Grand Children is not a new phenomena but statistics report the number of Grand Children being raised with Grand Parents has increased by 50%. In 2005, a survey by the U.S. Census Bureau noted that the number of grandparents raising grandchildren has risen to nearly 6 million kids.

Grand Parents (both men and women) meet on a monthly basis where they receive education, resource information and an opportunity to network with other grand parents. The Grandparent group has made specific requests for computer training, legal information, and current educational trends for helping children with home work. Quarterly the group attends an outing for socialization and/or recreation. Grand Parents receive gifts of books, stuffed animals for the children, meditation tapes and journals.

# Foster Grandparent Program

- Senior Corps- network of national service programs that provide older Americans the opportunity to put their life experiences to work for local communities
- Foster Grandparents serve as mentors, tutors, and caregivers in CAPE's Head Start programs and other childcare centers



The hope and beauty of the world as seen by the eyes of a child attending Head Start who is looking toward a fulfilling future.

