



**Glenda Hampton
Board President**

**Ms. Alice Weathers
Chief Executive Officer**

**ANNUAL REPORT
2018-2019**

HEAD START MISSION STATEMENT

Our mission is to provide opportunities for children, families, and staff to realize their goals in safe, nurturing, enriching environments, in partnership with the community.

*Respect for Diversity

*Dedication to Excellence

Chief Executive Officer

Ms. Alice Weathers



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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, Cape Place 100 side, Ivy Tech, Bethel 108 and 110,
Mt. Vernon #3, and Princeton Ford street

Full day full year provides expansive Head Start services for working families that need full time childcare.

FAMILY ENGAGEMENT CENTER

The CAPE Family Engagement Center assists Head Start families and the community with computer and tutorial services to improve reading/math skills, prepare for a High School Equivalent exam, develop a resume, and further their education.



KEY HEAD START STAFF

Alice Weathers
Chief Executive Officer

Mary Goedde
Director of Children's Services

Marcia Haywood
Director of Family Services

Bridget Cox
County Operations Manager Posey County
Head Start

Sandra Thompson
Chief Financial Officer

Jenny Patterson
Director of Education

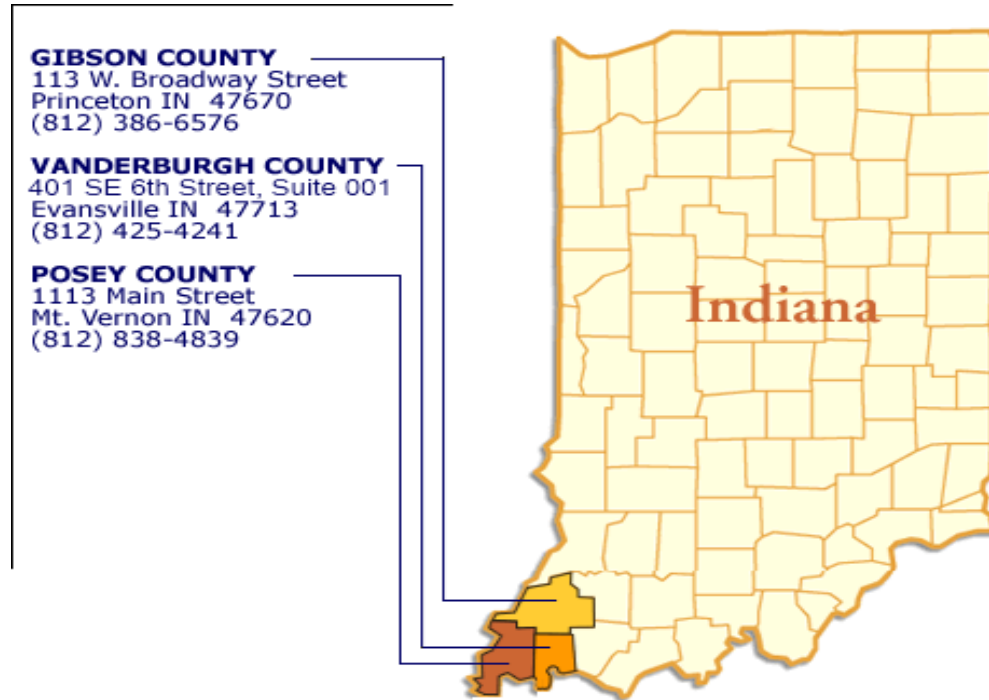
Tamera Jones
Director of Nutrition and Health Services

Jennifer Noble
County Operations Manager Gibson County Head Start



SERVICE AREA

CAPE Head Start serves three counties (Gibson, Posey and Vanderburgh) in Southern Indiana.



GIBSON COUNTY AT A GLANCE

- Population of 33,452
- 95% white; 2.1% African-American
- 8.9% of households headed by single parents
- 6.8% of population < 5 years old
- Per capita incomes are below state averages, median household income slightly higher than state average \$27,342
- 90.8% of adults over 25 hold a high school diploma
- 10.4% persons <100% Poverty
- Largest county in square miles 68.7 population per square mile



POSEY COUNTY AT A GLANCE

- Population of 25,540
- 96.9% white; 1.0% African American
- 6.9% of households headed by single parents
- 5.4% of population < 5 years old
- Per capita and mean household incomes are higher than state averages \$30,763
- 93.6% of adults over 25 hold a high school diploma
- 9.1% persons <100% Poverty



VANDERBURGH COUNTY AT A GLANCE

- Population of 180,974
- 85.8% white; 9.7% African American
- 10% of households headed by single parents
- 6% of population < 5 years old
- Per capita income and mean household incomes are lower than state averages \$26,917
- 89.5% of adults over 25 hold a high school diploma
- 17.5% persons <100% Poverty

CAPE HEAD START CHILDREN AND FAMILIES SERVED

CAPE Head Start and Early Head Start are funded to provide services to 601 children and families. The funding is provided for 116 Early Head Start children and families and 485 Head Start children and families. The following chart will show the total number of families served by county and program for the 2018-19 program year.

<i>EHS Children Served</i>	<i>HS Children Served</i>
191	582

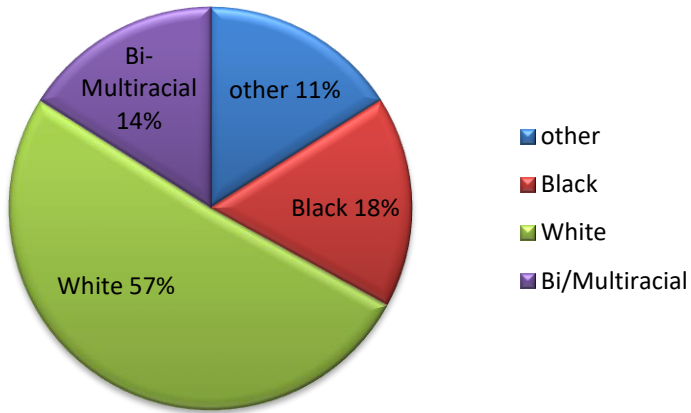
During the Program year 18-19, CAPE Head Start and Early Head Start served a total of 773 children. This figure includes children that enrolled and dropped from the program during the program year.

MONTHLY ENROLLMENT = 601 (18-19)

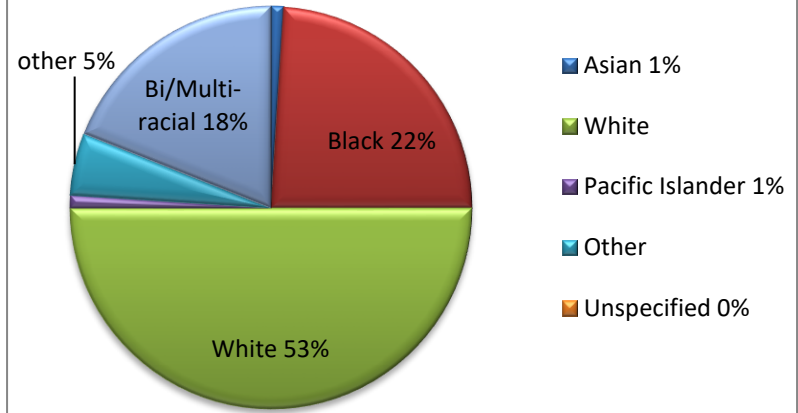
<i>Month</i>	<i>Enrollment</i>	<i>Percentage of funded Enrollment</i>
<i>August</i>	660	100%
<i>September</i>	660	100%
<i>October</i>	660	100 %
<i>November</i>	660	100 %
<i>December</i>	660	100 %
<i>January</i>	660	100 %
<i>February</i>	660	100 %
<i>March</i>	660	100%
<i>April</i>	660	100%
<i>May</i>	220	100%
<i>June</i>	220	100%
<i>July</i>	220	100%



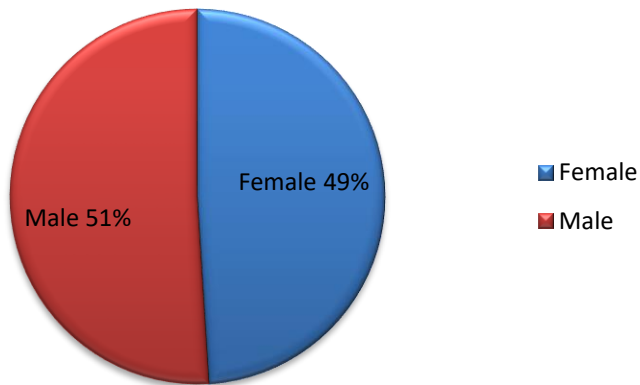
EHS Race Categories



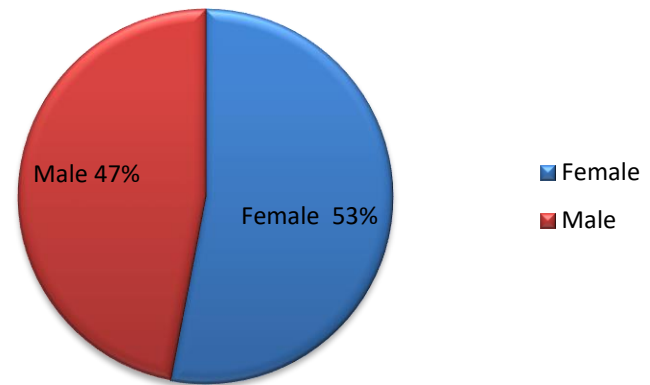
Head Start Race Categories



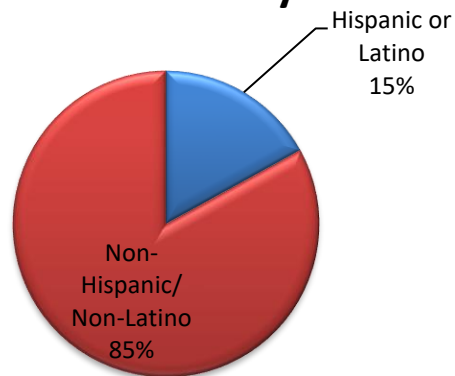
EHS Gender



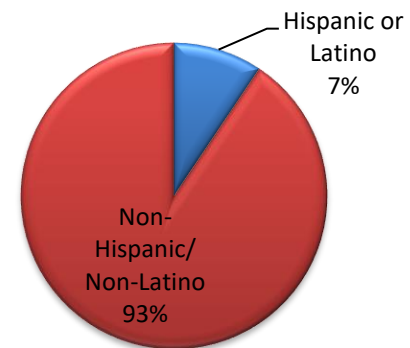
Head Start Gender



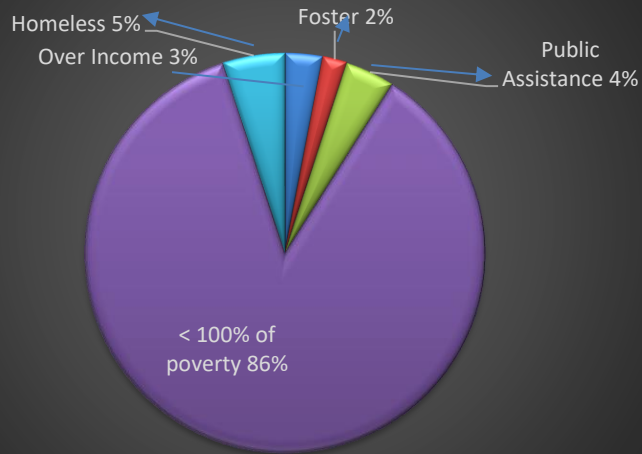
EHS Ethnicity



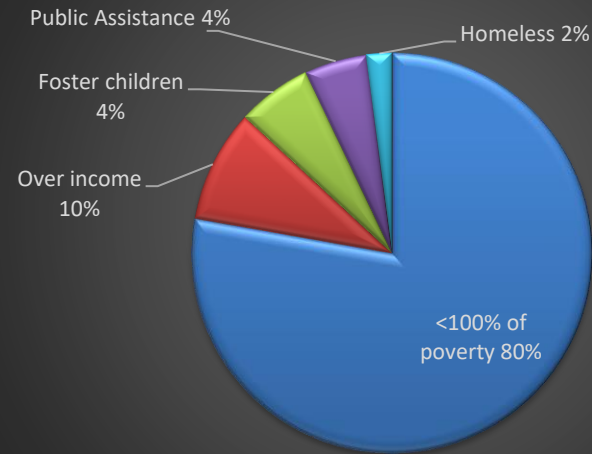
Head Start Ethnicity



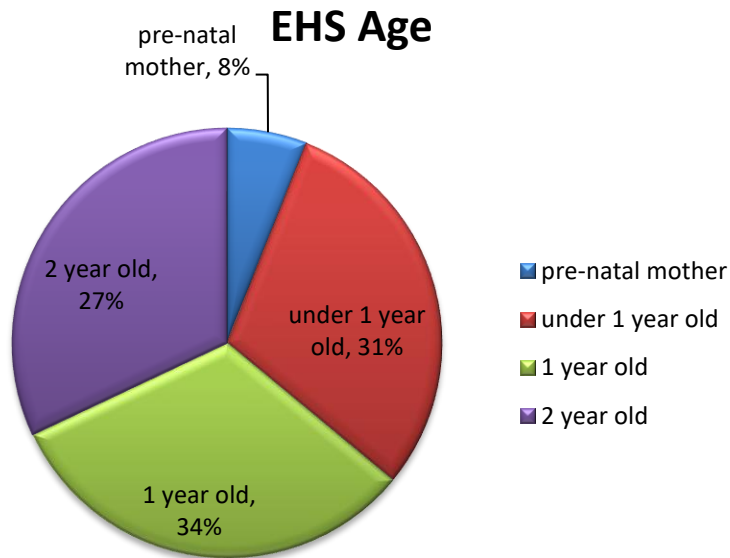
Early Head Start Eligibility



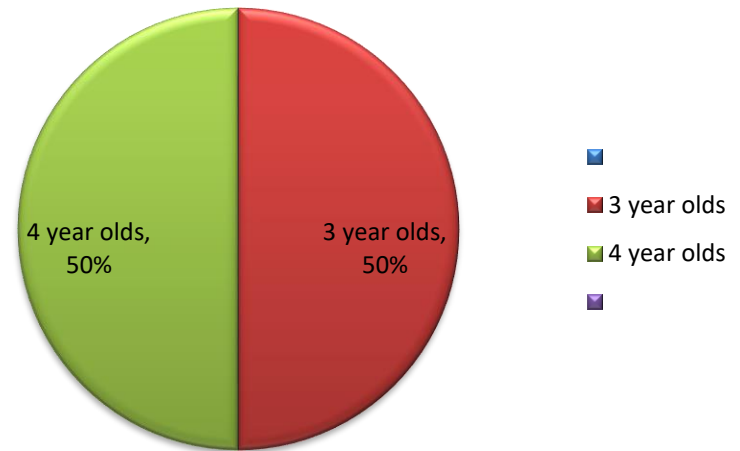
Head Start Eligibility



EHS Age

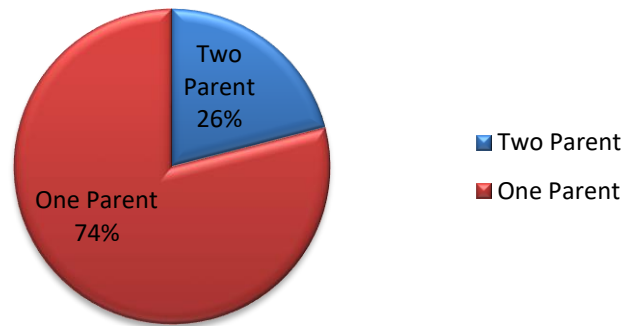


Head Start Age

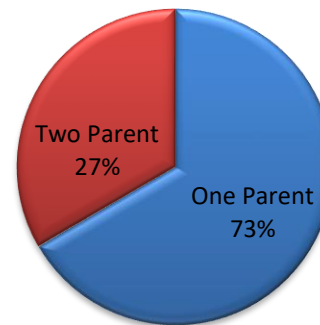


HEAD START AND EARLY HEAD START FAMILIES

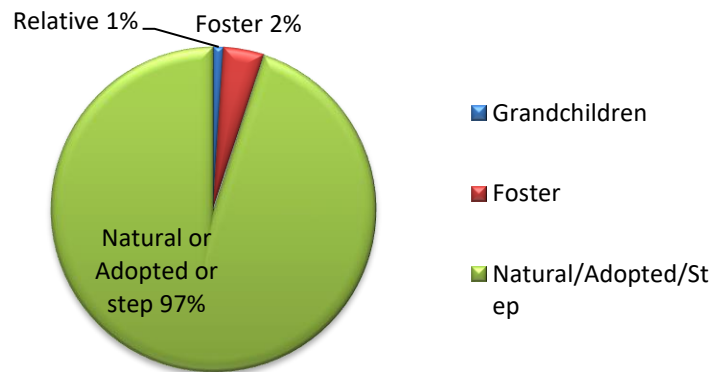
Early Head Start Families



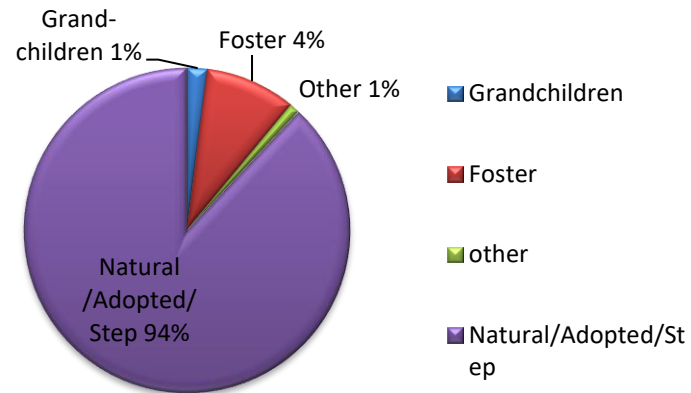
Head Start Families



EHS Relationship to Primary Adult



Head Start Relationship to Primary Adult



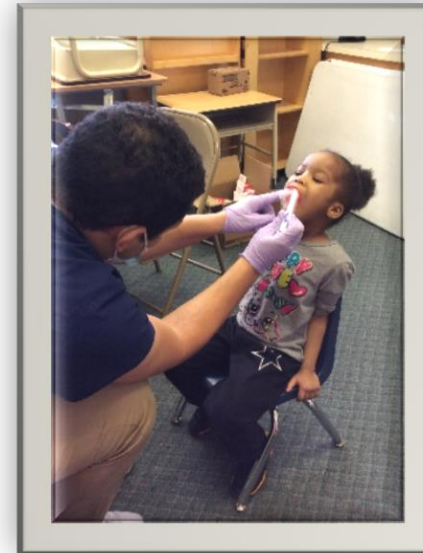
EARLY HEAD START	T&TA	TOTAL
PERSONNEL	\$ -	\$ 848,280.49
SPACE COSTS	\$ -	\$ 71,236.21
COMMUNICATIONS	\$ -	\$ 13,087.79
SUPPLIES	\$ -	\$ 26,920.55
CONTRACTUAL SERVICES	\$ -	\$ 19,919.39
FOOD	\$ -	\$ 12,38.50
TRAVEL	\$ 23,457.00	\$ 3,087.49
HEALTH SERVICES	\$ -	\$ -
EQUIPMENT	\$ -	\$ -
VEHICLE EXPENDITURES	\$ -	\$ 2,153.28
LIABILITY INSURANCE	\$ -	\$ 2,188.05
PARENT ACTIVITIES	\$ -	\$ 2,065.44
PRINTING/ADVERTISING	\$ -	\$ 1,335.81
IN KIND	\$ -	\$ 321,278.40
	\$ 23,457.00	\$ 1,323,934.40

HEAD START	T&TA	TOTAL
PERSONNEL	\$ -	\$ 3,739,032.76
SPACE COSTS	\$ -	\$ 351,433.50
COMMUNICATIONS	\$ -	\$ 44,137.88
SUPPLIES	\$ -	\$ 100,568.12
CONTRACTUAL SERVICES	\$ -	\$ 108,624.07
FOOD	\$ -	\$ 122,752.29
TRAVEL	\$ 54,862.00	\$ 12,445.09
HEALTH SERVICES	\$ -	\$ -



EQUIPMENT	\$ -	\$ -
VEHICLE EXPENDITURES	\$ -	\$ 59,459.42
LIABILITY INSURANCE	\$ -	\$ 27,184.31
PARENT ACTIVITIES	\$ -	\$ 8,957.07
PRINTING/ADVERTISING	\$ -	\$ 1,900.49
IN KIND	\$ -	\$ 1,538,925.34
	\$ 54,862.00	\$ 6,115,420.34

USDA FOOD SERVICES (Not closed)	\$
	370,105.71
	Program ends
	Sept. 30,
	2019



FEDERAL PROGRAM REVIEW

The program was last reviewed in April 2018, with zero deficiencies.

FINANCIAL AUDIT

The Community Action Program of Evansville yearly has an agency-wide audit. The audit for Fiscal year 2019 was completed by Comer Nowling and Associates. There were no findings.






ACCOMPLISHMENTS

In addition to running a successful Head Start and Early Head Start program. CAPE Head Start has retained **100% N.A.E.Y.C.(National Association for the Education of Young Children) accreditation for all operating centers. Also, all sites are Licensed by the State and Path's to Quality Level 4.**



PROGRAM OPTIONS

CAPE Head Start offers a variety of program options to meet the different needs of the families in the communities we serve.

-  Extended day- 5.75 hours 5 days a week
-  Full Day/Full Year for families working and/or going to school
-  Center and Home-based Early Head Start
-  5.5 sessions Monday - Thursday
-  Gender specific classroom



FAMILY ENGAGEMENT

At CAPE Head Start and Early Head Start we believe that parents are the child's first and best teacher. We involve families in many aspects of the program to support this role.

Parents are always welcome in the classroom

by helping with activities or projects, attending field trips, planning classroom activities with the teachers, and sharing their culture through Family of the Week. Last year, a Family Engagement committee was established which composed of past and present parents. Parents along with staff and community members met over the course of 2018-19 school year to target developmental needs and to discuss ways to improve parent involvement in our Head Start program. Some other activities include:

-  Monthly PTA
-  Fatherhood Program
-  Policy Council
-  Health Advisory Board
-  Education Advisory
-  Classroom volunteers
-  Parent committee





PREPARING CHILDREN FOR SCHOOL

CAPE Head Start provides information for Kindergarten Round-up and other important transition information to families in early spring. In collaboration with families, teaching staff complete transition information for the kindergarten teachers. Transitioning children visit the nearest Elementary school whenever possible.

Children Transitioning to Kindergarten: 237 of Head Start enrollment (582 children)



Special Program Option

Gender Specific Classroom

We have a special initiative in our Head Start Program, based on research; we have implemented a gender specific classroom with all males.

Family Engagement Center

The Family Engagement Center is an intergenerational family literacy program that draws on multiple academic traditions. We utilize the learner-centered approach which enables the students to identify their own strengths and grow in a more positive direction. We engage them in meta-cognition situations and allow them to adopt a transformative style of learning. We can vividly incorporate learning into their personal life, which helps to make their experiences meaningful, rich and rewarding. We understand that literacy extends beyond the acquisition of reading and writing skills; therefore, we employ various techniques to cater learning to the individual rather than focus on group think or the teacher-centered approach.

We offer these additional following services to help enrich individual lives:

- Math tutoring, one-to-one
- Monthly courtesy call to new students
- Reading tutors, one-to-one

Our shared experiences with students in 2018/19 calculate to:

- 314 student visits receiving Learning Center services
- 20 new student sign-ups seeking a High School Equivalency
- 177 Head Start families seeking HSE (past and present)
- 10 English as a second language student visits receiving tutoring
- 60 Gifted student visits receiving tutoring
- 67 school aged child visits receiving tutoring



CURRICULUMS AND ASSESSMENTS USED

Creative Curriculum
Picturing America
Color me healthy
I AM moving I AM learning
Teaching Strategies Gold

Brigance
Partners for a Healthy Baby
DECA/DECA-IT
Conscious Discipline

CHILDREN WITH DISABILITIES SERVED

CAPE Head Start served 104 children and Early Head Start served 12 children with disabilities in the classrooms. This number far exceeds the required 10% per program. Many children in the program had multiple disabilities.

HS Disabilities

EHS Disabilities

Speech Language	75		
Specific learning disability	1	Developmental Delay	6
Autism	1		
Developmental delay	27	Speech	6



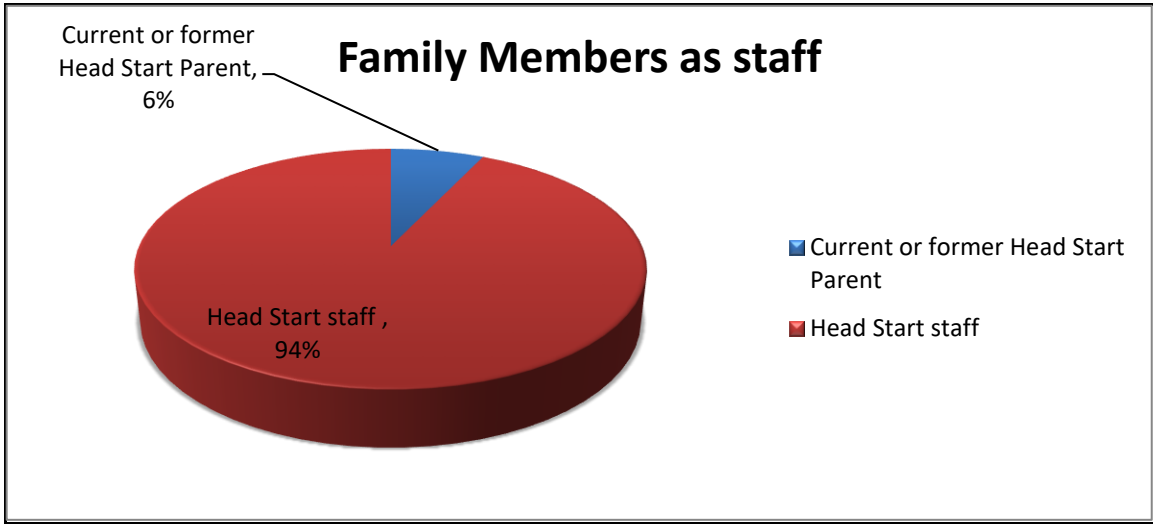
QUALITY STAFF

We strive to hire and promote quality staff. We also work hard to fund the continuing education for staff. We work in partnership with the Indiana Association for the Education of Young children through their TEACH program to ensure staff development.

	Lead Teachers	Teacher Assistants	Caregivers	Caregiver Floats	Home Visitors	Local Site Managers
Graduate	3	0	1	0	1	1
Bachelors'	36	1	6	0	1	5
Associates	23	4	8	0	3	1
CDA	2	6	3	0	2	
Staff without degrees or credentials	0	11	0	6	0	0
Enrolled in Associates	2	6	2	4	0	0
Enrolled in Bachelors'	5	2	1	0	0	0
Enrolled in Graduate	0	3	0	0	0	1

At CAPE Head Start and Early Head Start we strive to employ our parents and former parents. The following graph depicts the percentage of staff that are current and former Head Start family members.





Number of children up to date on EPSDT Requirements

Head Start	Early Head Start
481/582	70/191

Number of children who have completed a dental exam

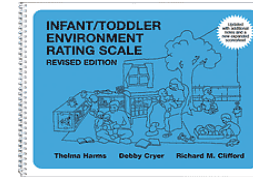
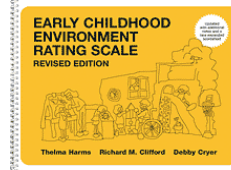
Head Start	Early Head Start
461/582	114/191





PROGRAM IMPROVEMENT TOOLS

ECERS and ITERS are used once a year to build on strengths of classrooms and teaching teams, as well as improve areas of weakness.



CLASS is used by the education team to evaluate the quality of interactions in our program. CLASS is review and scored three times a year.

Monthly Classroom Observations are used for training, evaluations, coaching and overall classroom improvement.



Factors contributing to child outcome results

This year, we were able to complete the report on comparing our beginning of the year data with our end of year. Consistent with previous years, we were able to identify our children's areas of strength as Social Emotional Development, Cognitive, Physical- Fine Motor Skills, Literacy and Language. We also saw significant increases in Literacy from the previous year. The area of challenge is Mathematics. Children going to kindergarten came into the program with low Math scores and through training, CAPE saw the greatest increase in Math throughout the year. Because of this data, CAPE is training teachers on ways to bring Math into the classroom every day using S.T.E.M.

Strengths—CAPE has concentrated training in Math seeing dramatic increases for the 2017-18 school year on children's outcomes. Data also revealed that all children make gains in development while at Head Start.

Challenges— Math has surfaced as our program's biggest challenge as well as our greatest increase throughout the year. Math covers more abstract concepts that are difficult for preschool children to understand and master (e.g. understands and describes special relationships, compares and measures, interprets relationships). Math and Language will be the focus of training for the 2019-20 school year.

We will continue to work in these areas by providing training in pre-service, monthly in-service, and during staff meetings. New resource books will be purchased for the teacher resource rooms at the centers. Math items will be purchased to enhance the children's curiosity and interest in these areas. S.T.E.M.(Science, Technology, Engineering, and Math) will be provided throughout the next year.

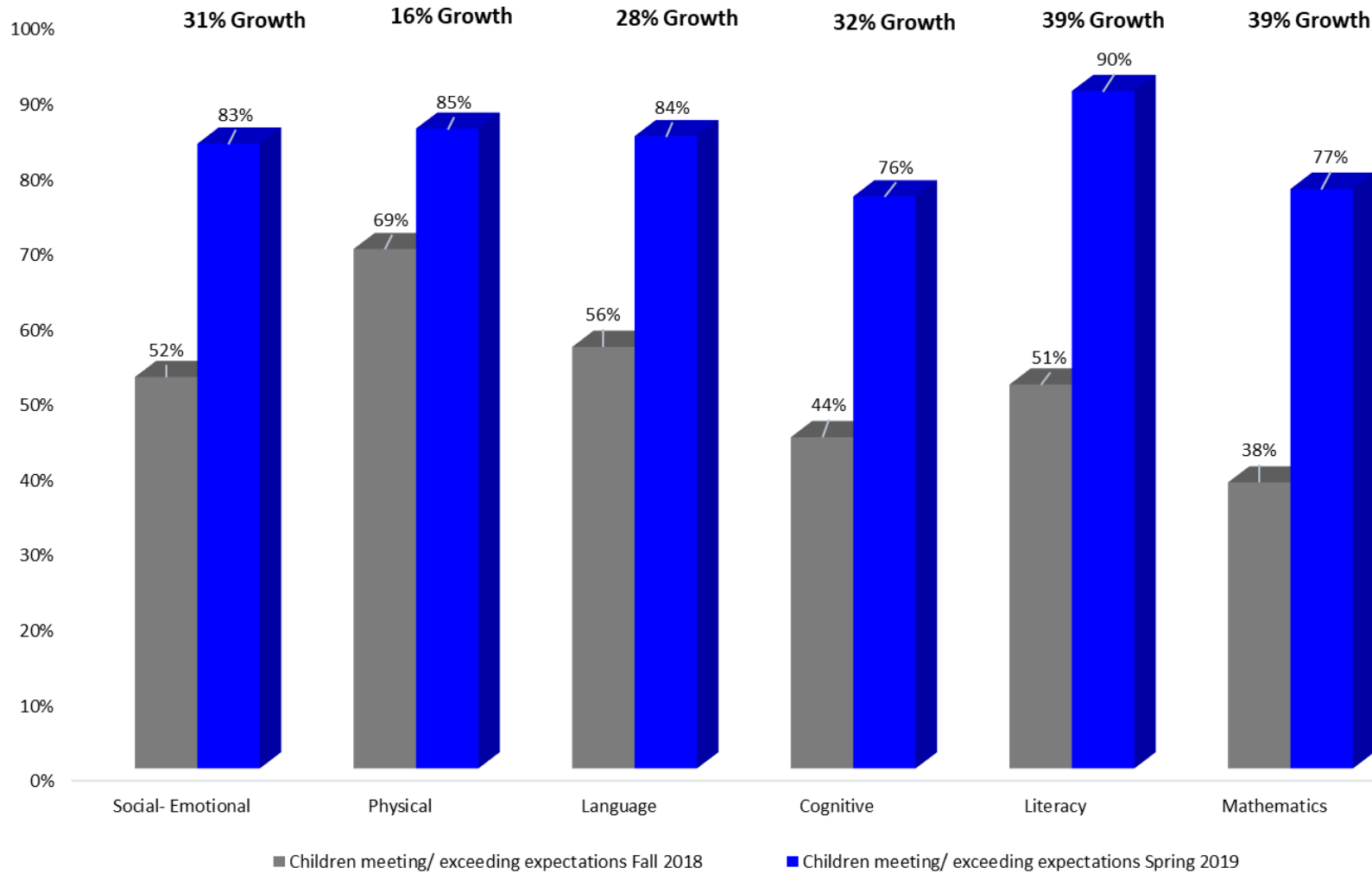


School Readiness Data

In conjunction with staff, parents, community and local kindergarten teachers CAPE Head Start developed a School Readiness plan. It includes specific skills that the group felt was necessary for children going to kindergarten. CAPE Head Start teachers assessed each child transitioning to kindergarten. This data drives the programs plans for the next school years including materials, staff training and development, and other program changes.



2018-2019 CAPE Children's Services Curriculum Gains: children entering Kindergarten



2018-2019 CAPE Children's Services Overall Curriculum Gains: Birth to Age 5

