

FAMILY SERVICES CHILD DEVELOPMENT

Annual Public Report



2019-2020



About Family Services

Mission

Family Services is a nonprofit organization serving Forsyth County (NC) by providing professional services and participating in partnerships that foster the development of children, advance the safety, security, and success of families and individuals, and help build a sustainable community.



A Community of Solutions

Vision

We envision our community working together to ensure that all families and children are safe, secure and able to reach their full potential.

Transformational Goals

- Provide all children the opportunity to enroll in quality, affordable early childhood development programs.
- Create a community in which all families and individuals are free from the threat of family violence and sexual assault.

Essential Services Goals

- Enable all families to have the resources, supports and opportunities to nurture their children, become self-sufficient and participate in civic life.
- Ensure that all young children (prenatal to age eight) grow and develop in a nurturing home and community.
- Ensure that families and individuals who experience violence in relationships have access to a comprehensive, seamless system of services.

Our Programs

Head Start (HS) initially began as an educational program for preschoolers. HS and Early Head Start (EHS) programs now support mental, social, and emotional development of children from birth to age 5. Three and four year-olds make up of over 80 percent of the children served by the HS program alone. In addition to educational services our programs provide children and their families with health, nutrition and social skills just to name a few. HS services are responsive to each child and family's ethnic, cultural, and linguistic heritage. It also encourages the role of parents as their child's first and most important teacher. Our programs are designed to build relationships with families that support positive parent-child interactions, family well-being, and connections to peers and the community.

Our EHS program serves children birth to 36 months. EHS programs are available to families until the child is three years of age and is ready to transition into HS or another Pre-K program. EHS helps families care for their infants and toddlers through early, continuous, intensive, and comprehensive services." For more information, visit <https://eclkc.ohs.acf.hhs.gov/hslc/hs/about>.

Head Start and Early Head Start Locations

| | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Bethlehem Community Center EHS/HS/ NCPK Director: Deborah Forrest 520 Cleveland Ave. Winston-Salem, NC 27101 (336) 722-6264 | Carver Road Education Center EHS Director: V. Frazier 3011 Carver School Rd. Winston-Salem, NC 27101 (336) 748-0807 | Child Care Network Lewisville HS/NCPK Director: Melissa Ashley 5038 Styers Ferry Rd Lewisville, NC 27023 (336) 766-3233 | Child Care Network Kernersville NCPK Director: Myniah Miller 820 Salisbury St. Kernersville, NC 27284 (336) 996-3776 |
| Church Child Care EHS/HS/NCPK Director: Theresa Stephens 4400 Poindexter Rd. Walkertown, NC 27051 (336) 595-4451 | Griffith Elementary School NCPK Principal: Alesia Hilton 1385 W. Clemmons Rd. Winston-Salem, NC 27217 (336) 771-4544 | Kernersville Elementary School HS Manager: Sheila Ebrahim 512 W. Mountain St./Kernersville, NC 27284 (336) 750-2411 | Maxx Kinder Kollege EHS/HS Director: June Miller 2411 Waughtown St. Winston-Salem, NC 27107 (336) 788-8599 |
| Mineral Springs Elementary School HS Manager: Sheila Ebrahim 4527 Ogburn Ave. Winston-Salem, NC 27105 (336) 750-2411 | North Hills Elementary School NCPK Principal: Tiffany Krafft 1385 W. Clemmons Rd. Winston-Salem, NC 27217 (336) 771-4544 | North Point Academy LLC EHS/HS/NCPK Director: Sabrina Hinton 4950 Indiana Ave./Winston Salem, NC 27105 (336) 744-7678 | Old Town Elementary School NCPK Principal: Kim Kelley 3930 Reynolda Rd/Winston Salem, NC 27106 (336) 924-2915 |
| Quality Education Institute EHS/HS/NCPK Director: D. Gibson 5012-D Lansing Dr. Winston Salem, NC 27105 (336)744-7138 | Sarah Y. Austin Center EHS/HS/NCPK Managers: Donnie Casterlow & Shelby Moody 2050 Big House Gaines Blvd. Winston-Salem, NC 27101 (336) 727-0617 | TLC Learning Academy EHS/HS/NCPK Director: Sabrina Hinton 2832 South Main St./Winston-Salem, NC 27105 (336) 650-9652 | WSSU Child Development Center HS/NCPK Manager: Sheila Ebrahim 601 S. Martin Luther King Jr. Dr./Winston-Salem, NC 27110 (336) 750-2411 |

Number of children and families served in program year 2018-2019

- Number of children served HS: 627 EHS: 145
- Number of families served HS: 594 EHS: 131

Eligibility Served = Actual totals 2018-19

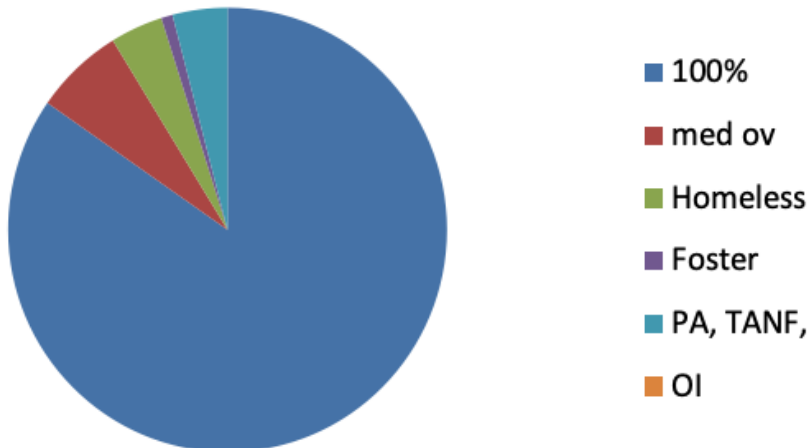
Head Start

503 100% and below income eligible
 39 (101-131 median over)
 23 Homeless
 5 Foster Children
 24 Public Asst.
 33 Over Income

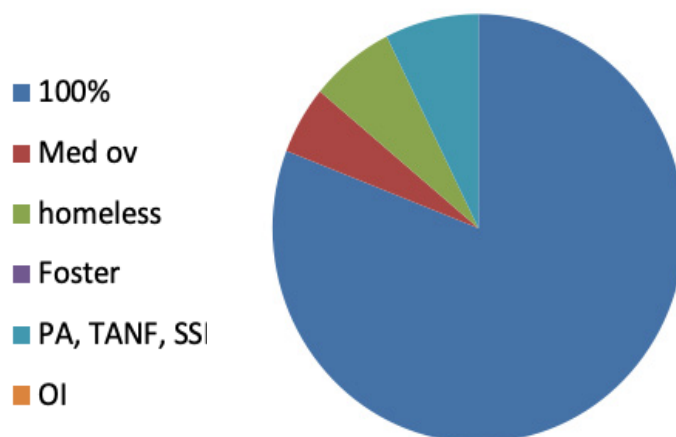
Early Head Start

110 100% and below income eligible
 7 (101-131 median over)
 9 Homeless
 0 Foster Children
 10 Public Asst.
 9 Over Income

HS Income Eligibility



EHS Income Eligibility



HEALTH/WELLNESS

- **Disabilities**

- HS — 57 (IEP)
- EHS — 13 (IFSP)

- **Health Wellness Service**

- Children and families enrolled in the program are required to obtain mandated physical examinations, immunizations, hearing, vision and dental screenings
- When problems are identified, families are assisted to get further evaluations and treatments.
- Families learn about the importance of healthy lifestyle and preventive health care.
- Parents learn how to advocate for themselves and their children to receive the health care they deserve.
- Families are assisted with obtaining a medical and dental home for children and adults.

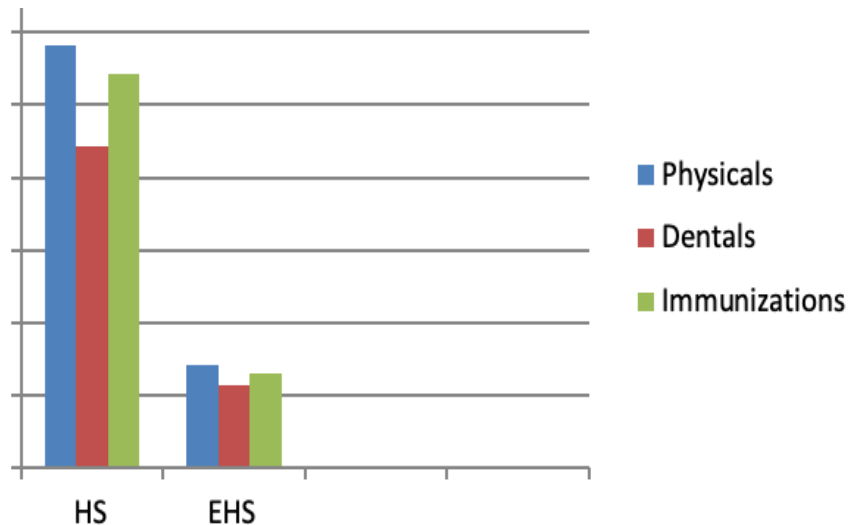
Health Status = Actual Totals 2018-2019

Head Start

Physical — 583
Dental — 444
Immunizations — 542

Early Head Start

Physical — 141
Dental — 113
Immunizations — 131



Parent/Family Community Engagement

Family Services Child Development Head Start & Early Head Start believes the parent is the primary educator of the child and the most important influence on the child's life. Therefore, all interactions with families reflect this commitment of partnership.

The Parent Family Community Engagement (PFCE) Framework has seven outcomes to guide in planning meaningful and intentional activities, events and experiences to promote positive parent-child

interactions, family well-being; families as life-long learners, families as learners, families engaged in transitions, connections to peers and community and as an advocate and leader. Family Services ,which enhances the outcomes of the framework enabling us to have direct connections with partnering agencies within the community.

To accomplish these goals, the staff will support parents in the:

- improvement of the child's health and physical abilities, including appropriate steps to correct or provide services for their present physical and mental well-being, to enhance every child's access to an adequate diet and the family's attitude toward future health care and physical abilities;
- enhancement of children's cognitive and language development by providing at home activities and offering the children experiences outside of the learning environment;
- establishment of patterns, routines and expectations of success for the child, which will create a climate of confidence for present and future learning efforts and overall development;
- ability of positive parent-child interactions by offering classroom, center activities and parent trainings on child development, and mental wellness;

development of promoting self-confidences, spontaneity, curiosity, self-regulation, and self-image, which will support the child's social and emotional development;

Family Engagement Events/Activities

- Monthly Policy Council Meetings
- Monthly Parent Center Committee Meetings
- Family Success Collaborative Conference
- Chef Don's Cooking Workshops
- Child Nutrition Day
- Parent-Child Interaction-Children's Kaledieum Museum
- Friendship Dance
- Fall Festival
- Networking Fair
- Child Maltreatment Event (SCAN)
- End of the Year Celebration



Volunteers, Partnerships, and Community Partners

In-Kind and Community support plays an essential role in the success of the Head Start and Early Head Start Program. The Early Childhood Community in Winston Salem is a rich and thriving community with a variety of groups, organizations, and individuals who provide support for our work by contributing cash, in-kind donations, and volunteering at our sites.

Community Partners Recognition

We would like to recognize the following organizations that supported the program throughout the year:

- Alpha Kappa Alpha Sorority, Inc. Phi Omega Chapter
- BB&T Bank
- Bethlehem Community Center
- Book Mobile-Forsyth Public Library
- Carolina Thunderbirds
- Chef Donald McMillan of the Chef and Child Foundation
- Compass Group
- Crosby Scholars
- Department of Social Services
- Downtown Health Plaza
- Financial Pathways
- Forsyth Technical Community College
- Fox8News
- Goodwill Industries
- Habitat for Humanity
- Harris Teeter
- Hatch
- Imprints Cares
- Jack & Jill of America – Greensboro Chapter
- Lakeshore
- Local Fire Departments
- Lowe's Home Improvement
- Meineke Car Care of Clemmons
- PNC Bank
- Project Hope
- Salvation Army
- Second Harvest Food Bank
- Smart Start/NCPK
- Smile Starters
- Sysco
- The Parenting PATH (formerly Stop Child Abuse Now (S.C.A.N.))
- United States Postal Service
- Wake Forest Baptist Health
- Wake Forest University
- Wal-Mart
- Winston Salem State University
- Winston Salem Forsyth County Schools

School Readiness Approach

The goal of Family Services Inc. Head Start/Early Head Start Program, in collaboration with family and community, is to provide opportunities of learning that promote growth of the whole child and their family. In recognition of the individual child, the program gives attention to each child's uniqueness and timing of growth. A safe, nurturing, interactive environment is essential in order to maximize the potential and individuality of all children.

Family Services Inc.'s school readiness goals are broad statements that articulate knowledge and skills for preschool children. The goals encompass perceptual, motor and physical development, approaches to learning, language and communication, social and emotional development, and cognition. These goals are aligned with the Head Start Early Learning Outcome Framework and North Carolina's Early Childhood Standards. Key staff has worked together using many different sources to compile a comprehensive alignment of goals to ensure school readiness.

Family Services Inc. utilizes Teaching Strategies Gold (TSG). Teaching Strategies Gold is a research-based

assessment tool that is a valid and reliable measure of children's progress. Teaching Strategies Gold is aligned with the Head Start Child Development Early Learning Framework, the North Carolina Early Learning Framework, and Family Services Inc. school readiness goals.

School Readiness Goals

FSCD program's approach to school readiness means that children are ready for school, families are ready to support their children's learning and schools are ready for children. FSCD School Readiness goals depict the knowledge and skills for all children to be successful in school and life.

The School Readiness goals will address the five essential child development domains and will appropriately reflect the age of the children birth to five.

- Approaches to Learning and Play
- Social-Emotional Development
- Cognitive
- Language & Literacy
- Perceptual, Motor Physical and Health Development

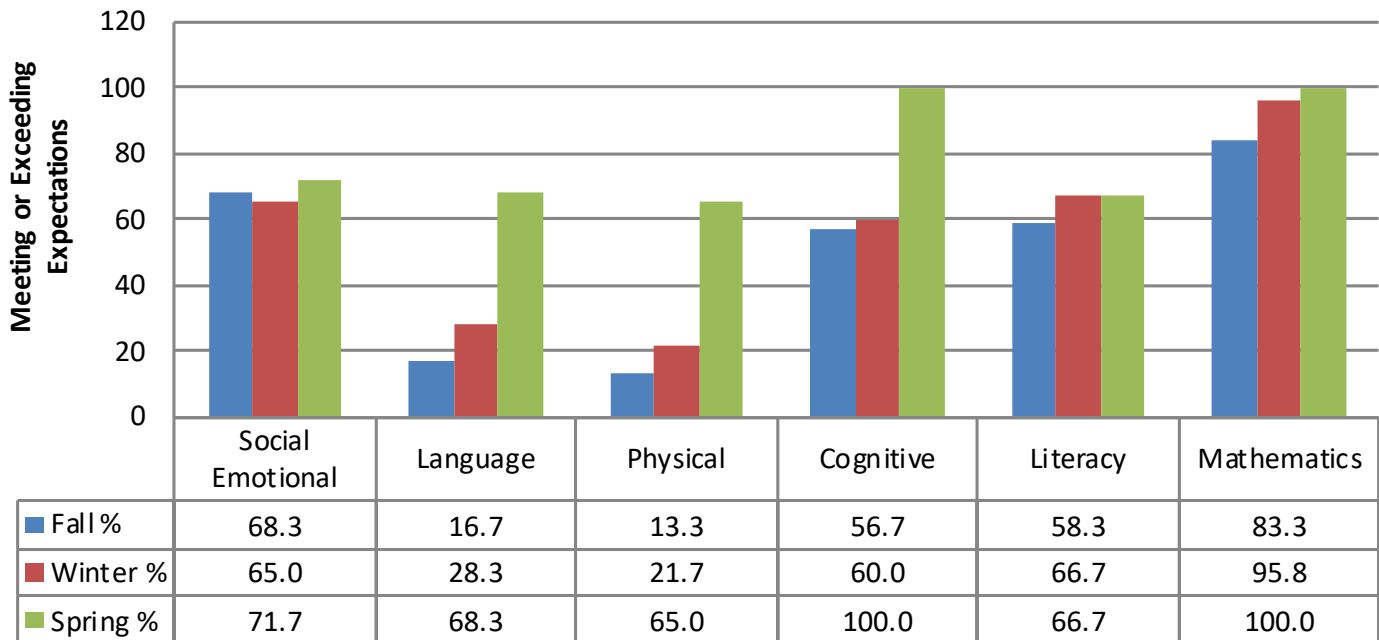
The goals appropriately reflect the ages of children birth to five, and are defined as the widely held expectations of children's status and progress, which are aligned with Teaching Strategies Gold assessment instrument, HS Child Development and Early Learning Framework and NC Foundations for Early Learning Development for preschool and infants/toddlers.

Child Outcomes

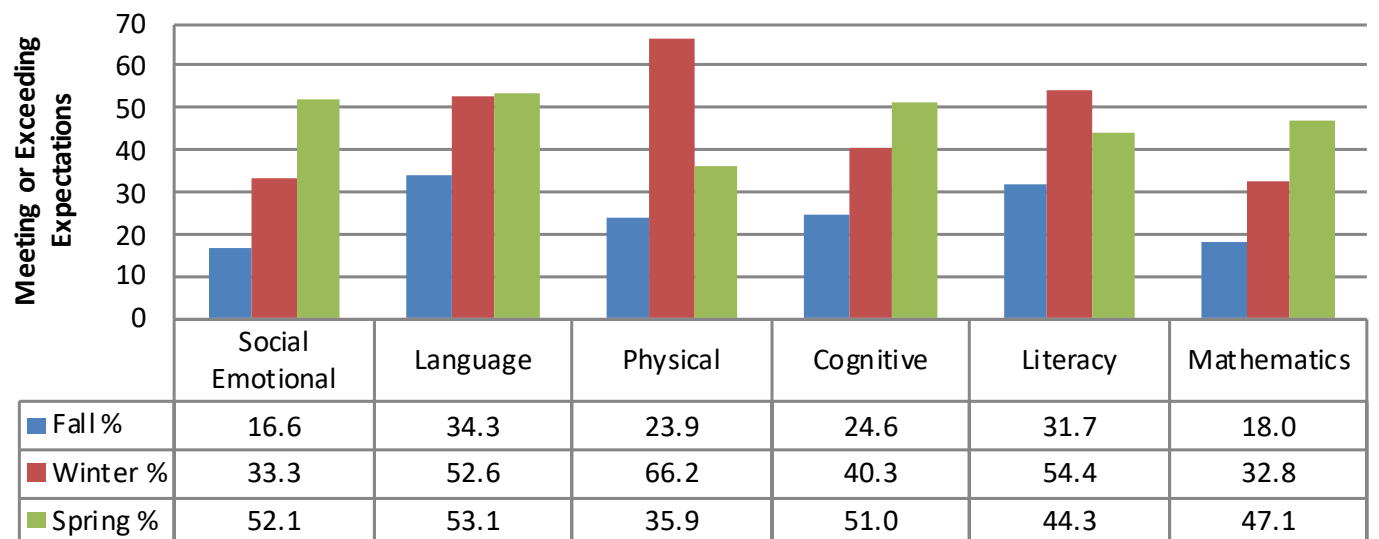
Family Services Inc. utilizes Teaching Strategies Gold (TSG). Teaching Strategies Gold is a research-based assessment tool that is a valid and reliable measure of children's progress. Teaching Strategies Gold is aligned with the Head Start Child Development Early Learning Framework, the North Carolina Early Learning Framework, and Family Services Inc. school readiness goals.

Teaching Strategies GOLD measures each of the following domains: social-emotional, gross motor, fine motor, language/literacy, cognitive, mathematics, technology, science and dual language. Teaching Strategies GOLD is ongoing observational systems for assessing children from birth through kindergarten, proven. It helps teachers observe children in the context of everyday experiences. It is based on 38 objectives which are arranged into a developmental progression that include predictors of school success and are aligned the Head Start Early Learning Outcome Framework and the North Carolina Early Learning Guidelines.

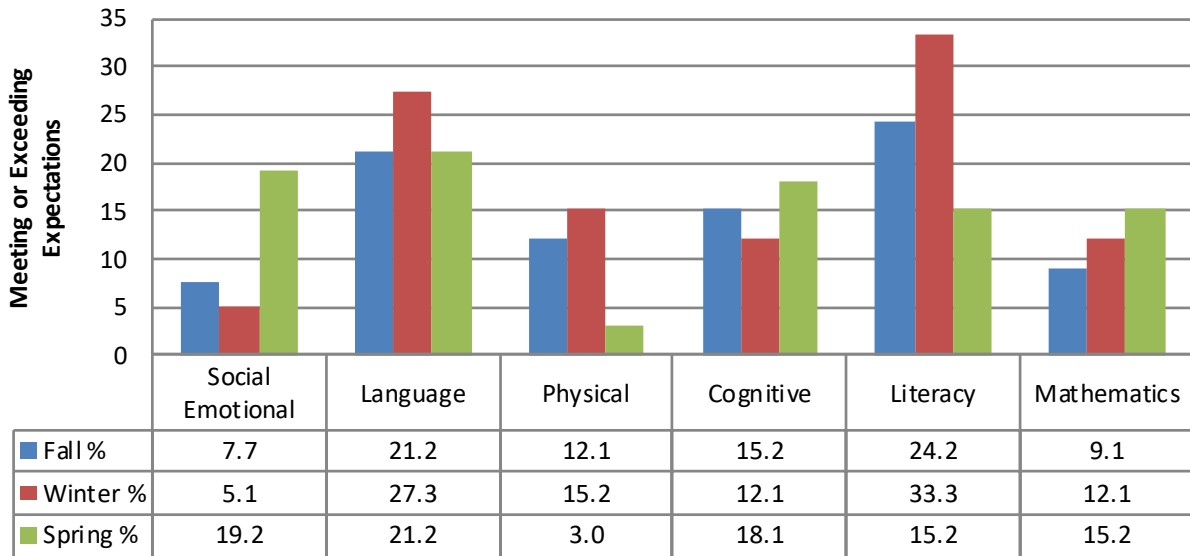
Early Head Start Fall, Winter & Spring Program Performance 2018-2019



Head Start Fall, Winter & Spring Program Performance 2018-2019



NC Pre-K Fall, Winter & Spring Program Performance 2018-2019



Financial Report

Head Start

Cash funds were received from the U. S. Department of Health and Human Services, Administration for Children and Families (\$4,296,762), Smart Start of Forsyth County (\$217,380), the USDA CACFP food program (\$178,312) and various private funding sources (\$58,280). Total cash funding was \$4,750,734.

Non-Federal Share (NFS) was \$1,314,755. This amount exceeded the requirement, and was composed of the non-federal cash support mentioned above (\$275,660), donated facility use (\$412,748), and various operating expenses and volunteer time (\$659,419).

Total in-kind NFS was \$1,072,167. Total revenue (cash and in-kind) was \$5,822,901.

| Actual versus Budgeted Expenses 2018 - 2019 and Proposed Budget 2019 - 2020 | | | | | |
|-----------------------------------------------------------------------------|--|--|---------------------|---------------------|---------------------|
| Category | | | 2018 - 2019 | | 2019 - 2020 |
| | | | Budget | Actual | Budget |
| Personnel | | | \$ 2,205,654 | \$ 2,033,822 | \$ 2,304,159 |
| Fringe Benefits | | | 547,914 | 482,006 | 608,298 |
| Contracted Classrooms | | | 587,892 | 730,676 | 587,892 |
| Rent | | | 499,074 | 489,549 | 517,550 |
| Supplies | | | 229,600 | 87,196 | 56,020 |
| Contractual | | | 97,200 | 91,655 | 98,750 |
| Other | | | 941,430 | 1,280,389 | 1,161,170 |
| Indirect Costs | | | 505,870 | 490,337 | 495,461 |
| | | | <u>\$ 5,614,634</u> | <u>\$ 5,685,630</u> | <u>\$ 5,829,300</u> |

Early Head Start

Cash funds were received from the U. S. Department of Health and Human Services, Administration for Children and Families (\$2,406,920), the USDA CACFP food program (\$63,614), and NC DHHS (\$58,600).

The total cash support received was \$2,529,134.

Non-Federal Share (NFS) was \$405,958. This amount met a reduced requirement. In-kind NFS was composed of donated facility use (\$179,795), and various operating expenses and volunteer time (\$226,163). There was no cash NFS. Total revenue (cash and in-kind) was \$2,935,092.

(in-kind) was \$2,626,008.

| Actual versus Budgeted Expenses 2017 - 2018 and Proposed Budget 2018 - 2019 | | | | | | | |
|-----------------------------------------------------------------------------|--|--|---------------------|--|---------------------|--|---------------------|
| | | | 2017-2018 | | | | |
| Category | | | Budget | | Actual | | 2018-2019 Budget |
| Personnel | | | \$ 615,350 | | \$ 590,552 | | \$ 667,457 |
| Fringe Benefits | | | 154,024 | | 145,300 | | 176,209 |
| Contracted Classrooms | | | 903,000 | | 891,275 | | 1,030,989 |
| Rent | | | 180,500 | | 185,656 | | 187,203 |
| Supplies | | | 468,169 | | 98,738 | | 325,964 |
| Contractual | | | 72,000 | | 66,441 | | 81,900 |
| Other | | | 470,526 | | 692,777 | | 540,268 |
| Indirect Costs | | | 268,322 | | 270,463 | | 252,756 |
| | | | <u>\$ 3,131,891</u> | | <u>\$ 2,941,202</u> | | <u>\$ 3,262,746</u> |

Independent Audit and Federal Review

The most recent audit of our compliance with Uniform Guidance compliance requirements found that Family Services, Inc. complied, in all material respects, with the compliance requirements that could have a direct and material effect on our Head Start and Early Head Start programs for the year ended June 30, 2019.

Our programs' most recent Federal Reviews occurred in 2015 and 2016. Based on information gathered during the reviews, limited areas of noncompliance were found. We have taken appropriate corrective action and corrected all areas of noncompliance.