2017-2018 HEAD START ANNUAL REPORT
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It has been an incredible year for our Head Start, Early Head Start and GSRP programs. Some of our highlights from this year include: completing renovations at several locations, opening up six brand new Early Head Start classrooms, and welcoming our youngest children into our buildings. We also received just under $60,000 dollars from Great Start to Quality to upgrade our classroom furniture and materials.

This year we also continued our efforts in creating a culture of safety to ensure the safest environments for our children, families, and staff. All of our staff participated in the State of Michigan Child Care Licensing enhanced fingerprinting background checks. We worked closely with a safety consultant to ensure best practices were being implemented throughout. He performed a walk-through of all of our buildings, gave suggestions to increase our overall safety practices, and provided training to staff on how to handle an active shooter situation with our young children.

As we continue to build a quality Early Childhood program, this year we launched our LEAP to Teach program and were able to hire seven of the graduates to become a part of our teaching staff. One of our participants was also named Wayne Metro’s Client of the Year.

We are able to achieve these accomplishments thanks to all of our successful program management team, comprised of partnerships with parents, wonderful teachers and staff, a hard-working Parent Policy Council, and a supportive WMCAA Board of Directors.

We are excited to continue our work with Wayne County families and communities as we strive to ensure the school readiness and success of the children and families we serve.

Sincerely,

Jessica Moore
Early Childhood Services Director
Wayne Metropolitan Community Action Agency
Who We Serve: Our Families & Children

Wayne Metro Community Action Agency’s Head Start early childhood education program offers integrated services to 653 children and families at nine centers in seven communities in Wayne County, Michigan. Wayne Metro provides integrated services using a whole family approach to positively impact children’s school readiness and family stability with a focus on four central program goals:

1. Increase family stability, empowerment, and self-sufficiency
2. Enhance inclusive educational services for children ages birth to 5 of all abilities and cultures in the domains of: approaches to learning, social and emotional development, language and literacy, cognition and perceptual, motor and physical development
3. Recruit, retain, and develop staff with the knowledge, skills, and cultural competency to provide the highest quality services for all Head Start and Early Head Start children and families
4. Provide optimal learning environments that promote the physical and socio-emotional health and safety of children, families, and staff

In 2017-2018, Wayne Metro served 757 eligible children and families in Wayne County.

- 47.9% of families accessed assistance to meet family action plan goals
- 100% of classroom teachers held a BA or higher
- 24.2% of children were enrolled for multiple years
- 24.2% of children were enrolled for multiple years

**Enrolled:**

<table>
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<th>Age Group</th>
<th>Number</th>
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<tr>
<td>Pregnant Women</td>
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</table>

Head Start’s average monthly enrollment for the 2017 - 2018 year was 83%.

**Funded Enrollment:** 653

**Cumulative Enrollment:** 754 children + 3 pregnant women

654 Head Start

100 Early Head Start
320 children raised in single-parent families

390 children raised in two-parent families

7 children raised by grandparents or other relatives

5 families experiencing homelessness (with 2 families acquiring housing during the program year)

7 children raised by foster families
Health & Nutrition

Wayne Metro Head Start Health Services staff support families to ensure that their children are healthy and ready to learn. With help from Wayne Metro, by the end of the program year:

**Early Head Start**
- 100% of children had health insurance
- 100% of children had a medical home
- 100% of children were up-to-date on immunizations
- 99% of children had a dental home

**Head Start**
- 99.7% of children had health insurance
- 100% of children had a medical home
- 100% of children were up-to-date on immunizations
- 100% of children had a dental home
- 94% of children were up-to-date on preventative dental care (of which 187 children needed professional dental treatment and 108 received such treatment)

Mental Health & Disability Services

Knowing that young children vary in their skills, knowledge, backgrounds, and abilities, Wayne Metro Head Start takes a coordinated approach to ensure that children receive individualized supports essential for school readiness. Wayne Metro Mental Health and Disability Services staff help families to understand mental health and disabilities as well as access interventions as needed.

**Cumulative percentage of children with IFSP or IEP:**

- Head Start: 10.7%
- Early Head Start: 8%

**Total number of children...**

- With speech or language impairments: 66
- With autism: 3
- With non-categorial/developmental delay: 1
- For whom individual mental health assessment conducted and referral facilitated for mental health services: 3

4 average hours per month mental health professional(s) spend on site (over 204 hours annually)
Teaching through the arts helps children simultaneously engage different senses and create and strengthen the connections across the brain that form the basis for learning. As part of our School Readiness strategies, Wayne Metro Head Start hosted Living Arts Artists in Residency at our St. Albert the Great and ACCESS centers during the program year. Artists shared arts integration strategies with our staff and parents and engaged our children’s creativity and imagination through music, singing, dancing, and story-telling. Through the program, children’s developmental outcomes and student and parent’s creative confidence were positively impacted. Funding for this program was made possible by the Michigan Council for the Arts and Cultural Affairs.

“İ had never been silly with puppets before - now I am and my students are so attentive!” - Head Start teacher

With generous support from the MGM Foundation, Wayne Metro was able to purchase program learning aids for children with special needs related to behavior and sensory development. Classroom books were also purchased to help all children learn about different abilities and emotions.

Specific items purchased include:

**Behavioral and Sensory Calming Aids**
- Pressure Vests
- Weighted Blankets
- Pressure Brush
- Tactile Pin Art
- Flowing Sand Panel
- Theraputty
- Large Therapy Ball

**Different Abilities and Emotions Learning Aids**
- Diverse Ability Play Figure Sets
- Diverse Ability Puzzles
- Disabilities & Difference Book Sets
- Howard B. Wigglebottom Emotional Development Topics Book Sets
CLASS, or the Classroom Assessment Scoring System, is an observational measure that looks at interactions between teachers and students. These ratings are categorized into three areas: Emotional Support, Classroom Organization and Instructional Support. Each area is further broken down into different dimensions. Wayne Metro Head Start conducts CLASS assessments on every Head Start classroom twice per year; once in the fall and once in the spring. The results of those assessments are used to evaluate teacher quality and professional development needs.

Wayne Metro Head Start uses the HighScope Preschool curriculum, which is a comprehensive, research-based curriculum that addresses the needs of the whole child. Children are active learners participating in direct, hands-on experiences with people, objects, events, and ideas. Children make choices and follow through on their plans and decisions. Adults expand children’s critical thinking skills through the use of diverse materials and supportive teaching strategies.

School Readiness Goals reflect the developmentally appropriate goals for children in the five domains of the Head Start Early Learning Outcomes Framework. Program wide efforts are made to promote growth in these areas and support children and families in achieving school readiness benchmarks. These efforts include classroom support and site/classroom events to promote parent-child engagement opportunities.
Staff Wellness and Professional Development

Wayne Metro Head Start’s goal is to recruit, retain, and develop staff with the knowledge, skills, and cultural competency to provide the highest quality services for all Head Start and Early Head Start children and families. To help staff be effective, a number of supports and tools are in place:

A robust recruitment strategy is in place to hire highly qualified staff. Wayne Metro Head Start attracts talent through hosting internal job fairs; recruiting at local job fairs; promoting open positions via college and university networks, career service offices, and classroom visits; as well through Wayne Metro’s varied social media platforms. Initiatives this year included the creation of the LEAP to Teach Apprentice program, a Talent Incentive Program providing additional compensation to new hires after 90 days, and a social media video campaign that promoted the benefits of working in Head Start during Teacher Appreciation week.

Staff regularly receive feedback from classroom observations regarding effectiveness, which helps to guide professional development goals. Instructional Coaches provide on-going mentoring and modeling of effective practices.

A culture of safety is emphasized through on-going safety and emergency preparedness training for all staff, including CPR/First Aid, medication training, and active supervision. Crisis Response teams meet monthly to discuss health and safety monitoring and action steps. Additional classroom cameras were installed in new Early Head Start programs.

Classroom staff are given the opportunity to provide input and direction across the program, serving on program and agency committees, including School Readiness, Self-Assessment, and Employee Engagement, as well as serving as Mentor Teachers to college practicum students and Leap to Teach apprentices.

Staff wellness is promoted through Be Well initiatives including Be Well Site Ambassadors, who promote a culture of health, quarterly run/walks free to staff, step challenge programs, as well as a fitness membership stipend.

Recognizing that staff can be impacted by outside financial stressors that impact performance, Wayne Metro, in collaboration with the Community Foundation of Southeast Michigan, piloted a Head Start Financial Wellness program in 2018, offering staff on-site group financial literacy training on topics such as budgeting, credit repair, retirement savings, and student loans. In addition 53 staff elected to enroll in the You Save We Match program, earning up to $300 in free matched savings with on-going individualized financial capability coaching provided.
Sanzida Yasmeen spends her days engaging and shaping the minds of young learners as an Early Head Start Teacher Assistant. It wasn’t too long ago that Sanzida came to the United States only being able to speak her name. Originally from Bangladesh, Sanzida always dreamt of being a teacher. “Being a teacher is life’s greatest honor”, Sanzida shares.

As a dedicated mother of four, Sanzida knows the importance of learning English. She moved to Hamtramck with her husband and children and immediately got involved in the ESL classes that Wayne Metro offers. In just a matter of months she was able to understand and speak basic sentences, making tasks as simple as making a phone call or speaking with her children’s teacher much easier.

Sanzida was unstoppable. She learned about Wayne Metro’s new program, Leap to Teach, which provides paid on-site training and education for professionals working towards their Child Development Associate (CDA) credential. In January 2018, during an orientation for Leap to Teach, it took a moment for her to digest all the benefits that the program was providing. Nervous at first, she would later confide that she struggled with fears of failure and wondered if she would be successful. “I never had a job before or even went on an interview. Today I receive a paycheck and am able to help support my family.”

Her excitement, gratitude and positive energy is contagious. Not only was she awarded her CDA, but she participated in her first job interview and accepted her first job as a Teacher Assistant with Wayne Metro Head Start. “My dream has come true. I have life’s most honorable job. I love working with children and helping them learn.”
Program Governance

Policy Council members are elected by Parent Committees at all our centers across Wayne County to represent the Head Start and Early Head Start programs. In this volunteer role, Policy Council meets monthly to engage in shared decision making regarding continuous program improvement toward meeting Wayne Metro Head Start program goals. Members set bylaws and review program budgets, services data, grant proposals, and participate in the staff hiring process.

Thank you to the 2017-2018 Head Start Policy Council Members and Officers:

Chairperson
Mignon Lott

Co-Chairperson
Dana Costa

Secretary
Camille Collins

Parliamentarian
LaSaurdia Lamar

Wayne Metro Board of Directors Representative
Mignon Lott

Wayne Metro Head Start would not be possible without parent involvement—particularly our parent volunteers. Studies have shown that children are more successful in school when their parents are involved. Over the past program year, 1,138 individuals volunteered in our program including 778 current and former Head Start and Early Head Start parents who offered their time and talent.

Parent Feature:
Dana Costa

Dana Costa has been an active volunteer for four years, including serving as Policy Council Co-Chairperson, and has proven herself to be one of Wayne Metro’s top Head Start volunteers.

Dana’s three children, Carson and twins Brooklyn and Bailey, attend Wayne Metro’s St. Albert the Great Head Start for 3 and 2 years respectively. As a parent, Dana actively participated in many of Wayne Metro’s family programs, including tax preparation and homeownership. She and her husband, Joe, built their savings to purchase a new home. Through the Save for Match program, Dana was able to build a nest egg to help with vehicle repairs. Dana has a strong connection with other parents, and uses that connection to help other parents get involved with Wayne Metro.

This year, Dana attended the National Head Start Conference in Anaheim, California, which she described as an “honor” to attend to learn about other Head Start programs across the country. Dana was recently promoted to a new position at her employer, AAA of Michigan. Of her time in Head Start, Dana says, “I have been so blessed to be able to be part of an organization like Wayne Metro. Thank you for all you do to help families that have fallen and those that need support to make it through.”
Knowing that safe and inspiring learning environments lay the foundation for positive early childhood experiences, Wayne Metro Community Action Agency completed renovations at four new Early Head Start center sites during the 2017-2018 year, including a major renovation at our Cortland Community Impact Center and re-design of our Harper Woods site.

Through funding from the Office of Head Start and financing made possible by IFF, Wayne Metro invested over $3.5 million dollars in center renovations, including preparing Early Head Start center-based classrooms. This large scale investment provided for classroom enhancements to provide softer colors, natural lighting, new flooring, new bathrooms, furniture and infant/toddler natural playgrounds in addition to upgrades to heating/cooling systems and egresses.

Research proves shows that classrooms that promote and reinforce positive behaviors see declines in the number of children with social emotional needs. Children with strong social emotional skills are more likely to do better in school and are less likely to drop out in future years.

Through partnerships with the Community Foundation for Southeast Michigan and the Ralph Wilson Jr. Foundation, Wayne Metro has implemented the PEDALS (Positive Emotional Development and Learning Skills) project in 13 classrooms this year to positively impact the trajectory of our children in future years. Using the Second Step evidence-based curriculum, the project will provide classroom teachers with training and reflective coaching (1:1) around helping children develop and manage behaviors in the classroom - particularly challenging behaviors.
Family Engagement

Wayne Metro Head Start uses collaborative partnership-building with parents to establish mutual trust and to identify family goals, strengths, and necessary services and other supports. Trained Family Advocates work with families to develop individualized Family Partnership Agreements that describe measurable family goals and strategies for achieving these goals. Family Advocates play a supportive coaching role in empowering families to access resources and connect with services necessary to achieve their goals.

In total, 299 families accessed assistance to meet family action plan goals and received the following services:

- **70** families received emergency crisis intervention
- **11** families received housing assistance
- **12** families received mental health services
- **62** families received ESL training
- **36** families received adult education (such as GED programs & college selection)
- **25** families received job training
- **3** families received substance abuse prevention
- **7** families received substance abuse treatment
- **2** families received child abuse & neglect services
- **6** families received child support assistance
- **6** families received domestic violence services
- **41** families received health education
- **6** families received incarcerated individuals assistance
- **155** families received parent education
- **1** family received relationship/marriage education
- **27** families received asset building services

Wayne Metro hosted a **Spring Fatherhood & Financial Olympics** to promote father engagement and build family financial literacy. The event featured the PNC Mobile Learning Adventure, a traveling exhibit that provides an opportunity for parents and caregivers to learn about the importance of early childhood education while they engage in fun activities with their children.
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## Financials

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Thank You

to the following donors and partners who contributed goods and services to the program over the past year:

Building Bridges
Redford Union School District
  Mikki Hill
  Peter Wolf
Discount School Supply
Lakeshore Learning
HATCH
Dearborn Heights Public School District
Highland Park Public School Academy
Family Health & Harmony LLC
  Danell Peterka
Grosse Pointe Public Schools
  Child’ Hope
Cub Scout Pack 293
  Kaplan
  Rena Brock
Hamtramck Public Schools
  High Scope
  Sian Gudowski-Demarais
  Sue Kook
  Ali Zein Elddine
  Maha Thaher
Intissar Hommoud
National Kidney Foundation of Michigan
  Molina
  Julian Newman
Huron Clinton Metroparks
Natural Touch Massage LLC
University of Detroit Mercy
Wayne State University
PNC Grow Up Great
School Health Corporation

Sundstrom
Ron Langsdorf - Old Mexico Restaurant
  Laura Walker
  Elexiea Stokes
  Carrie Pettway
  Lena Willis
  Zeinab Heikim
  Emily Nadowski
  Dolores Casser
  Rihab Baydoun
  Nada Idriss
  Ghulam Hasnain
  Khoupoud Saad
  Jessica Saskewitch
  Rihala Baydoun
  Ellen Eloyan Badran
  Reem Sweer
Geneine Armstrong - Fresh Quan
  Lori Frederick
  Dionte C Desmore
Bradford Elementary
  Lindsay Toro
  ACCESS
M&M Early Learning Academy
  Jamonda Jackson
  Blue Cross Complete
Harper Woods Public Library
Edward C Levy Company
Fire & Ice Heating and Cooling
  Katelyn Pravic
  Andrea Mangel
The image contains a list of names, possibly exhibiting volunteer superheroes. The names include a diverse range of individuals, indicating a broad community involvement. The text is formatted in a clear, readable manner without any visual elements or annotations that would require additional context.
Wayne Metro Head Start Centers

ACCESS
2651 Saulino Ct.
Dearborn, MI 48120

Beck
27100 Bennett Rd.
Redford, MI 48240

Cortland Elementary
138 Cortland
Highland Park, MI 48203

Harper Woods
19258 Kelly
Harper Woods, MI 48225

M&M Childcare Center
5373 Kenilworth
Dearborn, MI 48126

Poupad Elementary
20655 Lennon
Harper Woods, MI 48225

Shear Early Childhood Center
26141 Schoolcraft Rd.
Redford, MI 48239

St. Albert the Great
4671 Parker
Dearborn Heights, MI 48125

Wayne Metro Early Childhood Center
12031 Mitchell
Hamtramck, MI 48212