

TRIUMPH^{CO}_{NE}

HEAD START

EARLY HEAD START

EARLY CHILDHOOD PROGRAMS

EXPECTANT FAMILIES

COMMUNITY PROGRAMMING

HOME BASED · CENTER BASED · CHILDCARE



ANNUAL REPORT

2019 · 2020

Supporting Children and Families in Taunton and Raynham since 1965

100 Hon. Gordon Owen Riverway · Taunton, MA · 02780 · 508.822.5388

2019 - 2020 YEAR IN REVIEW



TRIUMPH INC

The 2019-2020 school year will be one that goes down in history books! Many years from now, we will gather to tell stories about what we did during the “Pandemic of 2020”. I know when I look back Triumph’s staff and families’ flexibility, perseverance and dedication to ensuring our children continued to receive care, resources and support during this unprecedented time will stand out.

The 2019 school year started out strong. We were fully enrolled, staff vacancies were at an all-time low, and investments in early childhood from state and federal funders were at an all-time high. Our Board of Directors had recruited two new members, and our Policy Council was one of the strongest and diverse group of parents we have ever had.

By mid-Autumn, our transportation team was solid, resulting in only one cancellation before December! Our classrooms began using electronic devices to become more innovative and ease paperwork burdens. The toddler playground at Riverway, and a room to focus on mindfulness and self-regulation, were completed. As we entered into winter, a much needed scheduled closure during the holiday week allowed everyone some respite and time with their families.

In February, a family dance, spearheaded by our Policy Council, came to fruition, with over 100 children and their loved ones attending this enjoyable night filled with music, fun, food, photos, crafts and laughter. It was so wonderful to witness our staff, caregivers and children being happy and carefree.

By early March, we began learning about COVID-19 and how it may affect our programs. At that time, we believed a two-week shutdown to clean and disinfect our centers would be all we needed. On Friday, March 13, following Taunton Public School’s lead, we made the decision to close. Never did anyone think, many months later, we will still be living with the ramifications of this virus.

There is quote from Greek Philosopher Epictetus... *“It is not what happens to you, it’s how you react to it that matters.”* If true, then we did what has truly matters--all of us--staff, parents/caregivers, children, Board of Directors, Policy Council and the Taunton community responded in a way that was beyond expectations. From the very first week, everyone asked “what can we do? what do you need?”. Teachers and home visitors quickly learned a video platform to continue teaching children, family engagement staff began delivering meals and needed essentials, health staff learned all they could about the virus, administrative staff reached out to community partners for donations, IT staff ordered and set up computers and printers for home use, and maintenance staff quickly got to work cleaning and disinfecting our buildings and work spaces. As the weeks wore on, we got even more creative, using Youtube, Facebook video messages, virtual art shows, learning supply deliveries and to end the school year on a positive note, drive-up graduation ceremonies.

When we began talking about re-opening it was with great anticipation and excitement. We all knew it would probably take a long time to return to the way things were before COVID-19. But sometimes I ask myself, do we really want to? Even through the sickness, sadness and struggles, there has been a silver lining. It is like the world was given a much needed *pause button*. Most of us were able to spend precious time with our families, time that most parents don’t usually have with the hustle and bustle of everyday life. I witnessed ingenuity and creativity from staff and families to keep kids busy and learning, and I have seen a community come together to support our most vulnerable residents. We watched news reports of families unable to say goodbye to each other, and maybe we all hugged our loved ones a little tighter that night. As we get ready to hit *start*, I hope none of us forget the important lessons we learned over the last months.

At the time of this writing, I struggle with the right words to address the inequity and social injustices that are prevalent in our black and brown communities. I needed to look no further than a respected colleague from the National Head Start Association to put my feelings into words. Yasmina Vinci wrote, “From its earliest days, Head Start has been rooted in the search for justice, equality, and opportunity. We believe that Black lives matter and we believe that Head Start’s role as a catalyst for hope serves as a beacon of light in communities. We believe that today’s Head Start children—innocent, inquisitive, and brilliant as they are—deserve a hopeful future where their lives are valued unequivocally.” I have the privilege of being part of this organization and work in a field that recognizes the importance of inclusion, diversity, and equality. It is what keeps me and many of my colleagues and staff returning to work each day. We all have answered a call to love, a call to act justly and a call to serve others. This calling is what drove our leaders to create Head Start over 55 years ago and continues to today. I end this school year with a renewed passion of this call to action. Won’t you join me?

Sincerely,
Karen M. Ennis, Executive Director



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**Celebrating
Head Start’s
Future Legacy**

2019 - 2020 BY THE NUMBERS (please note, no new children were enrolled beyond March 15, 2020)

392	Number of children served by Triumph (cumulative)
238	Children attended Head Start (H.S.)
154	Children attended Early Head Start (E.H.S.)
94 or 24%	Of our children participating in their SECOND year at Triumph, Inc.
139 or 35%	Of our children participating in their THIRD year at Triumph, Inc.
291 or 74%	H.S./E.H.S. families below 100% of federal poverty level

Head Start maintained an average daily attendance percentage of

85.4%

Early Head Start maintained an average daily attendance percentage of

87.7%

Children who participated in virtual learning from March to June

82%

Average number of families who received additional resources of: food, diapers, clothing, gift cards, toiletry items, school supplies or emergency COVID money from March to June

88 to 93 families per week



Head Start teachers Julie and Kiera giving out end-of-year summer bags to their preschool student

40	Average number of children on a nutritional accommodation plan
30%	Head Start Children (ages 2.9 - 5) are considered overweight or obese
59 or 15%	Homeless children in Head Start/Early Head Start
57	H.S./E.H.S. children who received DCF referral
31	H.S./E.H.S. children in Foster Care
4	Grandparents in our program raising their grandchildren
37 or 15%	children over 3 on an IEP (Individual Education Plan)
48 or 31%	children under 3 on an IFSP

2019 - 2020 BOARD OF DIRECTORS

OFFICERS

Elizabeth Francis, President
Thomas Hoye, Vice President
Anthony Geruso, Co-Treasurer
Caryle Stonstrom, Co-Treasurer
Norma Barbour, Secretary

Town of Canton Park and Recreation
Taunton Public Schools, Retired
Santander Bank
Dighton Country Day
Taunton Public Schools, Retired

MEMBERS

Paul Bochman
Carol Doherty
Christine Fagan
Marley Fletcher
Timothy Girard
Gregory O'Donnell
Manuel Spencer

Taunton Public Schools, Guidance
Educational Consultant
Taunton School Committee
Community Representative, Past HS Parent
BayCoast Bank
Rockland Trust
City of Taunton

CONSULTANTS/FRIENDS OF THE BOD

Robert Fredericks, Esq.
Steven Torres, Esq.

Attorney-Private Practice
Attorney-Private Practice

POLICY COUNCIL

OFFICERS

Jason Richardson
Marceline Pichonreau
Miranda Daniels
Audrey Reese

Chairperson
Vice-Chairperson
Treasurer
Secretary

MEMBERS

Seham Alhanafi, Illiany Cruz, Chimene Felius Milord, Paula Fernandes, Bette Riebesehi, Kim Roberts, Jennifer Scott, Amanda Snow, Anne Stamper, Kenyetta Tompkins and Guerline William

TRIUMPH STAFF

MANAGEMENT AND ADMINISTRATION

Karen Ennis, *Executive Director*
Diana Alexandra, *Human Resources Assistant*
Melinda Cabral, *Early Childhood Education Manager*
Kathleen Cardin, *ERSEA Coordinator*
Rita Celia, *Parent and Community Outreach Coordinator*
Kassandra Conde, *Administrative Assistant/Receptionist*
Orfa Cruz, *Family Intake Specialist*
Lisa DeMelo, *Child & Family Services Manager*
Cheryl Discoli, *Finance Manager*
Sandra Donovan, *Child Development Specialist*
Andrea Higgins, *Administrative Assistant/Receptionist*
Kathleen Holton, *Transportation Manager & I/T Specialist*
Annyssia Martins-Demps, *Child & Family Services Assistant*
Kathleen Matteson, *Pediatric Health & Safety Manager*
Brenda Paiva, *Administrative Assistant/Receptionist*
Christine Pilotte, *Home Based & Comm. Programming Manager*
Tatyana Roberson, *Human Resources Coordinator*
Susan Tabak, *Fiscal Coordinator*
Nancy Tilbe, *Home Based & Community Programming Assistant*
Cassandra Viveiros, *Education Administrative Assistant*



Special thanks to Mr. Don Cleary (pictured right with fellow BOD member Marley Fletcher) on retiring from the Triumph, Inc. Board of Directors. His support and dedication to the children and families in this community will always be remembered. We are grateful for his many years of volunteering and service. We wish him well!



Members of our Policy Council at the February 2020 P.S. I Love You dance. Pictured from left to right: Jason Richardson, Chimene Milord, Kimberly Roberts, Illiany Cruz, Amanda Snow and Kenyetta Tompkins



Members of our Policy Council, Board and Management team at the annual joint training facilitated by Head Start's T/TA team February 2020

TRIUMPH STAFF

EDUCATION

COORDINATORS

Sara Andrade, *HS Education Coordinator-Quinn*
Alexandra Pacheco, *Lead Teacher & Education Coord.-Fay's Place*
Erin Rezendes, *EHS Education Coordinator-Quinn*
Erin Titus, *EHS Education Coordinator-Riverway*
Erin Weir, *HS Education Coordinator-Riverway*

LEAD TEACHERS

Kristina Belli
Anne DeCosta
Dawn Donahue
Alexandra Macedo
Meaghan McGovern
Kimberly Moran
Julie Nguyen
Jillian Oliveira
Pamela Pruy
Adriana Robinson
Jessica Tabares
Danielle Terry

TEACHERS

Dawn Aguiar-Finnegan
Jamie Alaburda
Jayden Alfama
Michelle Andrade
Kaylee-Ann Bryant
Shanel Chandoo
Karen Conefrey-Porazzo
Jennifer Danforth
Kimberly Doyle
Lorie Dupuis
Samantha Fencer
Daniella Fernandez-Millan
Dodi Hannon
Julie Haskell
Lisa Hyson
Payton Langley
Maryann Leal
Dixie Levesque
Deanna Lopez
Bianca Martin
Nicole McGrath
Makenzie Meier
Tina Nordeste
Meagan Pereira
Juliette Randall
Alejandra Recalde
Ana Resendes
Jill Silva
Victoria Silva
Patricia Skidmore
Amy Sullivan
Stephanie Touchette
Kiera Valentine
Shantel Vasoncellos

CLASSROOM FLOATS

Angela Abene
Kassandra Auguste
Stephanie Caldeira
Jillian Cobb
Jessica Diaz
Jillian Haynes
Andrea Miozza
Aryanna Nunes
Yaelis Roman
Michael St. Laurent, Jr.
Jessica Tabak
Sharon Teixeira
Jamiee Thuo
Makayla Tyler

SUBSTITUTE STAFF

Acknowledging support from our wonderful substitute staff in our classrooms and agency:
Carina Almeida, Jennifer Arruda, Kayla Aubin, Francheska Cruz, Judith Fowler, Judith Gilmore, Valerie Leonelli, Donna Machado, Kelli Medeiros-Rapoza, Jessenia Montenegro, Nicole Nickerson, Melanie North, Terri Perry, Amber Ponte, Melanie Rodriguez and Kaley Sullivan

CLASSROOM SUPPORT STAFF

Jalyssa Blake-DeBarros
Elizabeth Casado
Devyn Cardoza

FACILITIES

Stacey Matta, *Facilities Coordinator*
Stephen Mendonca, *Custodian*
Wakeem Reese, *Custodian*

FAMILY ENGAGEMENT SPECIALISTS

Cara DeMendonca
Patricia Medeiros
Kim Monteiro
Lori Paul
Sandra Pizarro
Mikayla Rosa
Jessica Santiago

HEALTH SPECIALISTS

Lynda Earley, L.P.N.
Tayla Roberts, L.P.N.

HOME VISITORS & COMMUNITY ENGAGEMENT

Nicole Caccavo, *CFCE Early Literacy Assistant*
Jennifer Castanha, *EHS Home Visitor*
Heather Diel, *PC+ Early Learning Specialist*
Kelly Dorsey, *PC+ Early Learning Specialist*
Kim Forget, *EHS Home Visitor*

KITCHEN AND NUTRITION

Janelle Oliveira, *Kitchen Aide*
Janet Rose, RD, LDN, *Nutrition & Food Service Specialist*

TRANSPORTATION

Vania Freitas, *Bus Driver*
Fabiola Santiago, *Bus Monitor*
Theresa Vasques, *Bus Driver*



Former foster Grandparent "Gramm" Wynne LeCorney turned 100 years old in November 2019. She volunteered at Triumph Head Start for 40 years. She's pictured here with Executive Director Karen Ennis.

Happy 100th Gramm!

STAFF EDUCATIONAL ATTAINMENT

Jayden Alfama, *Infant/Toddler CDA Credential*

Daniella Fernandez-Millan, *Infant/Toddler CDA Credential*

Kathleen Holton, *Bachelors in Business Management*

Payton Langley, *Bachelors in Psychology*

Jaimee Thuo, *Bachelors in Early Childhood Education and Care*

Stephanie Touchette, *Bachelors in Human Services*

*Daniella Fernandez-Millan
received her Infant/
Toddler CDA certification
in Sept. 2019*



STAFF RECOGNITION YEARS OF SERVICE

CELEBRATING 40 YEARS OF CONTINUOUS SERVICE

Brenda Paiva



Brenda Paiva

CELEBRATING 30 YEARS OF CONTINUOUS SERVICE

Patricia Medeiros



Patti Medeiros

CELEBRATING 10 YEARS OF CONTINUOUS SERVICE

Angela Abene

Kathleen Cardin

Jillian Cobb

Sandra Donovan

Kimberly Doyle

Kathleen Matteson

Kimberly Moran

Jill Silva

Susan Tabak

Sharon Teixeira

CELEBRATING 5 YEARS OF CONTINUOUS SERVICE

Kristina Belli

Adrianna Robinson

Janet Rose

*Pictured from left: Judith
Gilmore (retired Staff and
substitute receptionist),
Patricia Medeiros
(celebrating 30 years of
service), Judith Fowler
(retired staff and substi-
tute teacher) and Brenda
Paiva (celebrating 40
years of service)*



MARY BREWER MEMORIAL SCHOLARSHIP

The Mary Brewer Memorial Scholarship is a Head Start Scholarship awarded in memory of Mary Brewer who was a dedicated and much loved Triumph, Inc. Head Start parent and employee from 1966 until her passing in 2000. Her legacy and love of Head Start lives on through this scholarship that is provided each year to a deserving student(s) who were former Head Start children. This year's exceptional recipients are 2020 High School Seniors **REBECA LOPEZ** from Brockton High School and **JENNIAH VINNAE ROGERS** from Taunton High School. Rebeca attended Head Start at Self-Help in Brockton and Jenniah attended Triumph, Inc. in Taunton. Rebeca is interested in helping people in any way she can. Her interest is in the medical field and would like to become a nurse. She will be starting Fisher College in the Fall where she will be studying Biology. Jenniah has been accepted at Massasoit Community College and will be studying Early Childhood Education. She is very thankful for this scholarship and excited about the future.



Rebeca Lopez



Jenniah Vinnae Rogers

Congratulations and best wishes to Rebeca and Jenniah!

HEALTH SERVICES

Triumph, Inc. is committed to the belief school readiness begins with good health. Our Health and Facilities Component is led by our Pediatric Health & Safety Manager, Katie Matteson who holds a B.S. Degree in Health Education. Triumph employs two Health Specialists who are Licensed Practical Nurses (LPNs). Tayla Roberts, LPN has been with Triumph since 2013 and has helped mentor our new Quinn Center nurse Lynda Earley. Lynda joined our agency in early 2019 and comes to us with many years of experience as a pediatric nurse. Under the guidance of this team, the following goals were met this year:

- 99% of children were linked to a Medical Home by end of enrollment
- 87% of children are up-to-date on age appropriate immunizations
- 99% of children were covered by Health Insurance by end of enrollment
- 73% of children over age 1 were linked to a Dental Home by end of enrollment

Our continued partnership with **COMMONWEALTH MOBILE ORAL HEALTH SERVICES** and **PROTECTING ALL SMILES** has supported our efforts in promoting the importance of early accessible preventative dental care as early as age 1, or the eruption of the first tooth. Both of these partnerships dramatically increase the number of families that obtain dental homes throughout the year.



Due to the COVID-19 pandemic we were not able to host a Spring dental clinic and therefore many of the families that would have had the opportunity to participate were unable to. Many children were also unable to obtain regular, preventative dental care during a significant portion of the pandemic due to the closure of dental practices. Ongoing preventative medical care and immunizations were greatly affected by COVID-19 and our Health Specialists are working closely with families to support them in getting their children back on track.

FACILITIES



Rock landscaping at our Quinn Center

Many improvements were made to our centers this past year. We added a new children's bathroom between classrooms 9 and 10 at Riverway. Both the Quinn and Riverway centers landscaping had much needed facelifts by adding rocks and perennial plants in the front gardens. With additional grant funding from the Office of Head Start dedicated to child wellness and social-emotional health, a safe and innovative room was installed at Riverway and Quinn for indoor play, self-regulation and yoga activities. In addition, soothing overhead lighting and individual classroom water/zen fountains were purchased to create a more tranquil atmosphere for children.

Due to the pandemic in March, our buildings were empty of staff and children. Our facilities crew quickly took this time as an opportunity to paint classrooms and other shared spaces at the Quinn Center. Cleaning routines in all buildings have been adjusted in accordance with State and local guidelines. New sanitizing machines have been purchased that will be added to the cleaning schedule to assist with keeping our centers safe and clean.



Working on the new wellness room at Riverway



Custodian Wakeem Reese (right) with members of the Taunton Public Schools facilities crew getting tips on using a sanitizing machine for our buildings

CHILD AND FAMILY SERVICES

FAMILY ENGAGEMENT

The Family Engagement Specialist Team (FES) coordinate efforts to increase the quality, quantity and access of parenting education services provided by Triumph, Inc. They act as an advocate for families; collaborating to identify goals, strengths and needed support systems. Our FES work closely with families to establish educational and personal goals through our Family Outcomes Assessment. This information is utilized not only to assist parents but it's also analyzed for our agency self-assessment.

Our Family Engagement Team hosted a number of Parent Meetings this year which included ELL/DLL Activities, a DEMO version of our Developmental & Social Emotional Screenings in order for parents to become more acquainted as each child is screened 45 days after their initial enrollment, a deeper look into the effects of trauma on a child and strategies that can be used at home and self-care activities.

Beginning in March, during the COVID-19 pandemic, our Family Engagement Team rallied together and supported over 150 families by ways of weekly communication, and deliveries of essential items when needed. The FES TEAM continues to remain an active support as this pandemic charges on. We are very proud and thankful for their continued efforts.

MENTAL HEALTH AND DISABILITIES

The Disabilities and Mental Health Department provides support to children and families who have an identified special need or social/emotional concern. Over the course of the year, Triumph enrolled 38 children who had an established Individualized Education Plan (IEP) through one of our local school departments or an Individualized Family Service Plan (IFSP) through Early Intervention. An additional 25 IEPs and IFSPs were developed and identified utilizing our external disabilities referral process that consists of a collaboration between those said agencies. The Mental Health Department referred 17 children to outside community partners such as: CCBC, JRI, Towns of Middleboro and Dighton, The Perkins School and Arbour/Fuller Hospital.

Last year, we welcomed Dr. Jennifer Newkirk, licensed Child Psychologist, who supports classrooms with children experiencing behavioral and social-emotional issues. In this past year, Jennie has been requested by 10 parents/guardians to assist with behavioral strategies at home. She has also conducted a number of classroom observations requested by teachers throughout the past year. Due to these requests, many of our children with social emotional needs have been picked up by outside services in a timelier fashion.

This year, Triumph began the utilization of the Achenbach System of Empirically Based Assessment, or commonly known as the ASEBA Approach. The ASEBA assesses competencies, strengths, adaptive functioning, and behavioral, emotional, and social problems beginning at age of 1 ½. This approach assists Triumph in narrowing down social emotional supports needed for an individual child. During the 2019-2020 School Year we assessed 4 children utilizing the ASEBA.

FAMILY AND SPECIAL EVENTS

Our family engagement and special events were exceptionally memorable this year. We began the school year by being co-winners of the Downtown Taunton Scarecrow Contest with our creative Crayon Box Scarecrow. Staff volunteered at the Knights of Columbus Coat Drive with Coyle & Cassidy High School, and we participated at Taunton's annual Light's On Festival at the Teddy Bear Clinic and hot chocolate stand. We also had a very successful Preschool Dance titled "P.S. I love you" in February that was 100% planned by our parents and Policy Council. Despite our in-person school year being cut short due to the virus outbreak in March 2020, our staff very creatively continued to keep families engaged remotely, with drive-up kindergarten step-up ceremonies, end-of-year summer goodie-bags delivered to family homes, and a spring art show on Facebook featuring the talents of our children as they quarantined at home.



Scarecrow Winner!



Coat Drive with Knight of Columbus



Staff at Teddy Bear Clinic



Children at P.S. I Love You Dance



Staff at the drive-up summer goodie bag distribution

EARLY HEAD START HOME BASE

Our Early Head Start Home-Based Program serves pregnant women, infants and toddlers up to three years old in Taunton and Raynham. The program provides year-round comprehensive services to support a child's development, help families access community resources and provide them with health and nutritional information. All of these services are provided in the comfort of a family's home with the support of a home visitor. Our two home visitors, Jen and Kim provide weekly 90-minute home visits to families. These weekly visits also help to empower parents to learn how to become their child's first and most important teacher. The home visitors are skilled in building positive relationships with the families they visit. In addition, the program also offers a socialization group three times a month and field trips during the summer months in which transportation can be provided.

In March 2020, the COVID -19 pandemic began and so did our virtual learning. The home visitors continue to connect with families on a weekly basis to provide services and much needed resources. These connections are made by phone or video conferencing. They made deliveries of diapers and wipes every week or as needed. Due to the relationships the home visitors had built with their families each family has stayed connected to the services during this time. Being a part of the Early Head Start Home-Based program offers unique experiences and benefits the entire family.



EHS Home Visitor, Kim F. playing with a baby during outdoor socialization (pre-COVID)

COORDINATED FAMILY AND COMMUNITY ENGAGEMENT (CFCE)

Triumph, Inc. is the lead agency for the area's Coordinated Family and Community Engagement (CFCE) Program. CFCE is funded through a grant from the MA Department of Early Education and Care. CFCE provides free services and programs to families with young children in the communities of Taunton, Raynham, and Bridgewater.

This past year, CFCE offered several evidenced based early literacy groups and parent education series/workshops. Some of these groups/workshops included: The Learning Tree, STEM (Science, Technology, Engineering, and Math), Space Spectacular, Harvest Fun, Purposeful Parenting, Nurturing Father's Program, Family Yoga and an American Sign Language Series. The CFCE program also offers a monthly Grandparent Raising Grandchildren support group.

The CFCE program continues to oversee the ParentChild+ Program (PC+). This program provides home visits two times a week to families in Taunton for children sixteen months of age and prior to entering kindergarten. During home visits, families are provided a book and a toy to support literacy skills, school readiness skills, and parent-child relationships. The program is fully enrolled with twenty-two families.

The CFCE coordinator works closely with its Advisory Council to identify community needs and share resources and information. In addition to council members, CFCE relies on other community partners to implement programming and provide donations. This year we received donations from Stop & Shop, Shaw's, Walmart, Dunkin Donuts, Uno's Pizzeria, Panera Bread, Marshalls, and Ocean Spray. Our community partners for programming include: Taunton Public Library, Highland Hills Apartment Complex, Raynham Public Library, and the Bridgewater Public Library.

As the COVID-19 Pandemic took hold, our programming moved forward without hesitation from the CFCE staff. They continue to provide programming virtually, on our Facebook page, Triumph Inc. Community Programming. This "new" way of providing programming helps us to stay connected to the families and offer support through these trying times.

Thank you to all that made this year possible and successful!

COORDINATED FAMILY AND COMMUNITY ENGAGEMENT 'CFCE' ADVISORY COUNCIL

Janet Belanger, Taunton Public Schools
Ruen Branco, HPTC
Rita Celia, Triumph, Inc.
Kara Coddaira, CFC, Inc.
Lisa DeMelo, Triumph, Inc.
Sandy Donovan, Triumph, Inc.
Sue Eliason, Bridgewater State University
Karen Ennis, Triumph, Inc.
Maribeth Ferreira, Our Daily Bread
Glen Whittacher, Our Daily Bread
Stacey Gay, JRI
Erin Kelly-Green, Taunton Resource Center
Irene Lydon, YMCA Childcare
Katie Matteson, Triumph, Inc.
Dawn McNeil, Child Development & Edu.
Christina Meckowski-Steiner, HPTC
Carolyn Mulhern, Comm. Family Child Care
Loretta Prendeville, EEC
Ann Sullivan, Taunton Housing Authority
Erica Trenton, Parent
Lisa Tufano, Bridgewater-Raynham
Colleen Wellman, AHS, Inc.



MASSACHUSETTS
Department of Early Education and Care

TRANSPORTATION, I/T AND SOCIAL MEDIA

The transportation department's manager, Kathleen Holton, has been with the agency for more than 15 years. She holds her CDL Class B license with passenger endorsement. During the past year, the agency hired a new bus driver and purchased a new bus. In addition to her transportation duties, Kathleen oversees our technology for the agency. Together, the agency and our I/T consultants, coordinated the purchases of laptops and desktops to remain compatible with the Windows 10 upgrade.

TRANSPORTATION HIGHLIGHTS:

- ⇒ We have 4 Buses
- ⇒ Purchased a used mini Bus 30 passenger
- ⇒ Newly lease of a new 37 passenger
- ⇒ Transported on average 56 children daily *(a slight decline from previous year due to time-constraint regulations)*

QC-28 children on average were transported daily

RW-26 children on average were transported daily

Additional transportation was provided for socialization for our EHS HB Families



Triumph school bus decorated for drive up end of year celebration

TECHNOLOGY AND SOCIAL MEDIA

- ⇒ Purchased 22 new Laptops/Desktops to be compatible with Microsoft Windows 10 upgrade, many computers would not have worked with upgrade
- ⇒ Purchased new server and are in the process of integrating all information
- ⇒ Purchased 24 iPads for classrooms and staff for family intake and to gather and collect information electronically
- ⇒ Upgraded projector and speaker for trainings and conferences
- ⇒ Utilized on-line communication application called Class Dojo for virtual learning
- ⇒ Facebook page recently reached 600+ likes! This number has well surpassed target of 300 from 5 year goals
- ⇒ Increased usage of Instagram with focus on staff recognition
- ⇒ In response to COVID, social media usage was increased and used to highlight Children's Art Show, Kindergarten step-up ceremonies and communicate important updates to families regarding school closures and virtual learning

COMMUNITY PARTNERS AND VOLUNTEERS

Countless community professionals serve on our advisory committees, governing boards and help with special projects and donations. We would like to acknowledge and thank our partners for their generosity, time and commitment they give us throughout the year. A partial listing of our friends:

BLOOM BUS, B & M CATERING, BRISTOL COUNTY SAVINGS BANK, BRISTOL-PLYMOUTH REGIONAL HIGH SCHOOL, CITIZENS FOR CITIZENS (CFC), CITY OF TAUNTON, COMMONWEALTH MOBILE ORAL HEALTH SERVICES, COMMUNITY FOUNDATIONS OF SOUTHEASTERN MA, COYLE & CASSIDY HIGH SCHOOL, EASTERN BANK, GREATER TAUNTON CHARITABLE ORGANIZATION, JORDAN'S FURNITURE, LIBERTY CHRISTIAN CENTER, MARTIGNETTI, MORTON HOSPITAL, PATRIOT'S CHARITABLE ORGANIZATION, PERSONAL BEST KARATE, PROTECTING ALL SMILES, QUALITY BEVERAGE, TAUNTON HOUSING AUTHORITY, TAUNTON PUBLIC SCHOOLS, TAUNTON ROTARY CLUB, UNITED WAY OF MASS BAY, USI, WIC, TAUNTON POLICE DEPARTMENT AND TAUNTON FIRE DEPARTMENT



Friends from Martignetti donating holiday items for our families

EDUCATION

Triumph offers part-day and full-day options to ensure all children have the opportunity to benefit from high quality early education and care.

Our **CENTER BASED HEAD START** classrooms successfully utilize the OWL (Opening the World of Learning) curriculum which aligns with the Teaching Strategies Gold Assessment System (TSG) and the Head Start Early Learning Framework (HSELOF). The **EARLY HEAD START** classrooms utilize the Creative Curriculum for Infants, Toddlers and Twos, which also aligns with TSG and HSELOF. Teachers and parents love this curriculum as it includes literacy and math activities for school and home. With the use of these curricula, our children experience a wide array of learning activities that foster their cognitive, social-emotional, gross and fine motor development and expose them to age-appropriate literacy, science, math, art, music and cooperative skills daily.



Early Head Start celebrated their 25th year anniversary!

Response to COVID: Beginning in March of this year, each HS and EHS classroom created a virtual platform for their children and families using Class Dojo and YouTube. Customized teacher videos were developed and posted at least 3 times per week for continued learning at home. As each week progressed, parent participation increased. When our on-line learning began, we had 30% to 40% parents logging in. As the weeks of quarantine turned into months, the participation grew to 85%-90% and remained steady through the end of the year. Of our 23 classrooms, an average of 80% of families participated with this virtual learning.

COACHING: In its third year, Triumph continues to offer its teaching staff coaching using a Teachers Learning and Collaborating group (TLC). TLC is a group coaching formatting using the Practice Based Coaching Model. It utilizes training materials from the National Quality Register and Head Start website. In addition, Triumph offers one-on-one coaching for those educators who need it. Teachers who participate in our coaching models, learn new skills, gain peer perspective and feedback and improve their practice.

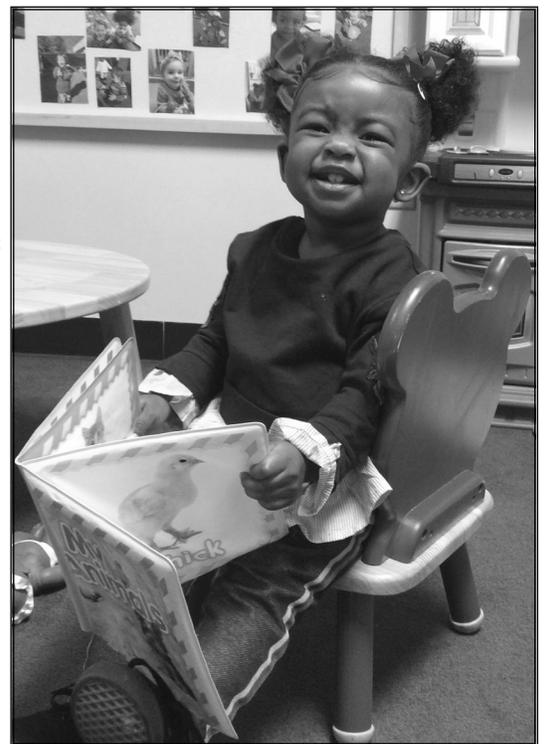
Transitions: We continue to work closely with the Taunton and Bridgewater-Raynham Public Schools to achieve a smooth transition for children going to kindergarten and their families to ensure children are prepared for their new school.

KINDERGARTEN TRANSITIONS: Triumph preschool teachers meet each year with public kindergarten teachers from Taunton and BRRSD to discuss Head Start children transitioning to their classrooms in the fall. Typically, learner snapshots of social-emotional development, health, cognition and overall students progress is reviewed. Traditionally, each child is offered a field trip to visit a public kindergarten classroom.

Response to COVID: Although we were unable to conduct our annual Kindergarten Luncheon in person this year due to the pandemic, our teaching staff had the pleasure of hosting individual Zoom meetings with each elementary school to discuss children going to kindergarten. We were able to successfully meet with over 100 public school kindergarten teachers using this tele-conference option.

CLASS SCORES: CLASS is an observational tool that assesses a teacher's interaction with children in his/her classroom that can impact learning. These scores are gathered throughout the country and programs are compared against a National Average.

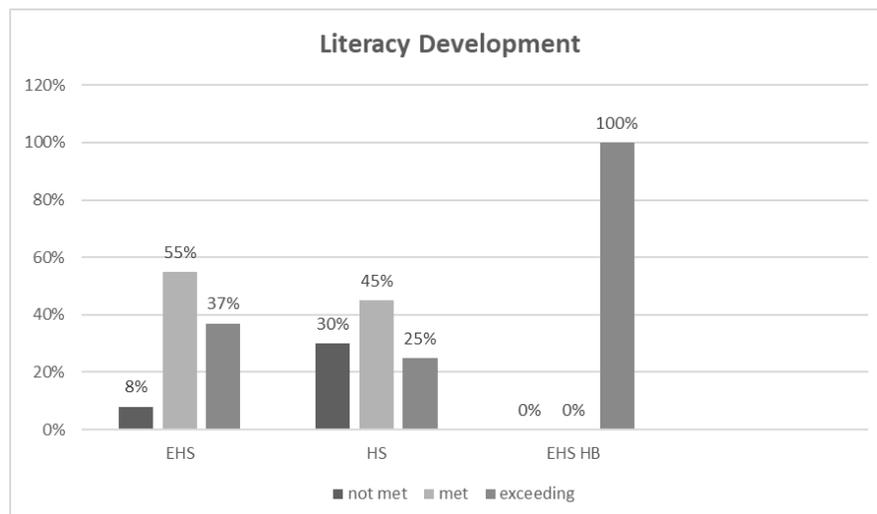
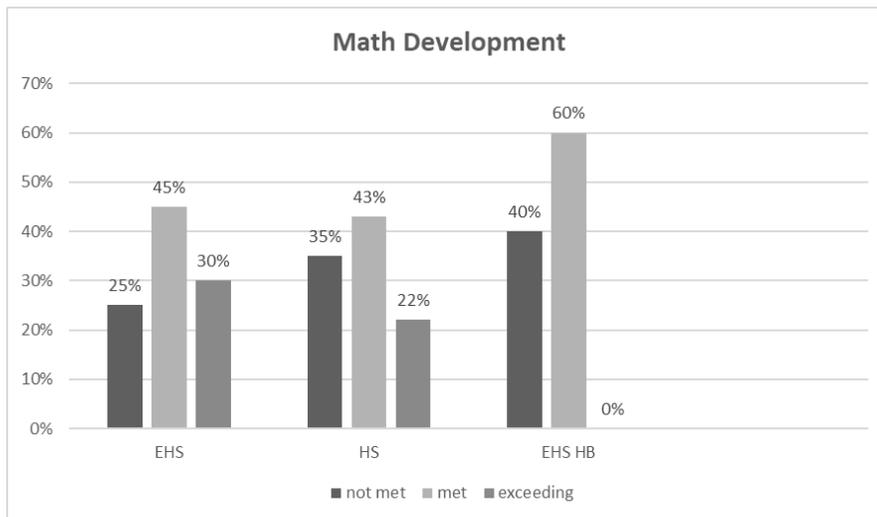
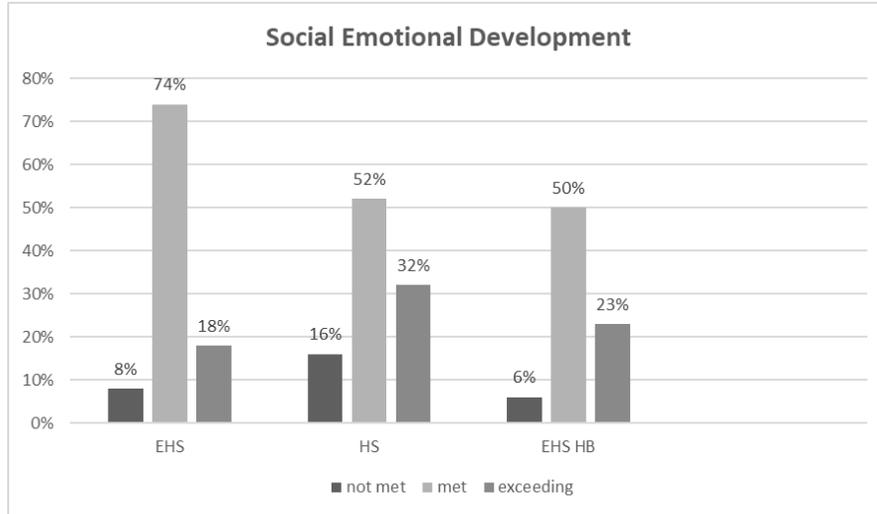
Response to COVID: Scheduled for March 2020, this assessment was not able to be completed



EHS Child enjoying a book

EDUCATION - CHILD OUTCOMES

The Head Start Child Development and Early Learning Framework (HSELOF) provides Triumph, Inc. with a description of the developmental building blocks that are the most important for a child's school and long-term success. Early Head Start and Head Start children are expected to progress in all areas of child development and early learning outlined by the Framework. Triumph, Inc. uses the Teaching Strategies Gold Assessment System to measure these outcomes three times per year. Children's individual assessments are shared with caregivers. Due to the pandemic, we were only able to assess children two times. Also, the home base figure of 100% in literacy is due to the child assessment portfolio (hardcopy) that was completed during home visits. The EHS HB objectives written out are different than the online snapshots.



SCHOOL SUCCESS GOALS

Triumph, Inc. Head Start and Early Head Start and their families believe in supporting play to enhance children's development of character, skills, and knowledge to prepare them for success in school. We encourage the individual development of children birth to age five by creating an educational environment that focuses on the social and emotional development of children as the foundation to support growth and learning in the following domains. Yearly, children are evaluated to ensure progress is being made toward these goals. **Due to the COVID pandemic in March, we were unable to evaluate children's growth beyond the 2nd checkpoint. The bold percentage figures you see below reflect where the children were assessed through February 2020.** The first figures are the percentages of children exceeding grade level expectations for the 2018-2019 school year (last year). The School Success Goals are aligned to our assessment system, Teaching Strategies Gold, which was used to aggregate this information.

SOCIAL EMOTIONAL DEVELOPMENT—35% 18%

- Children will engage in and maintain positive, secure adult-child relationships and interactions
 - Children will engage in and maintain positive peer relationships and interactions
 - Children will identify and express a range of emotions in self and others
- Children will display situationally appropriate behaviors and emotions with increasing independence
- Children will demonstrate an understanding of routines and expectations including conversational rules
 - Children will manage actions and/or words with increasing independence
- Children recognize self & others as unique individuals having their own abilities, characteristics, emotions and interests

MOTOR, PHYSICAL AND SENSORY DEVELOPMENT—35% 22%

- Children demonstrate effective and efficient use and control of large muscles for creative movement, position and exploration
- Children use sensory information to guide their interactions and experiences with objects and other people
 - Children demonstrate effective and efficient use, strength and control of small muscles
- Children demonstrate increasing interest in healthy eating habits and making nutritious food choices
- Children demonstrate healthy behaviors with increasing independence as part of everyday routines
 - Children demonstrate knowledge of safety practices and routines

COGNITION AND GENERAL KNOWLEDGE DEVELOPMENT—28% 17%

- Children will develop and utilize their cognitive skills to remember, adapt and apply information to observable phenomena in the world around them
- Children will use exploration, observation and manipulation to ask questions (verbal/non-verbal) to gain better understanding of information and activities in their surroundings
- Children will use math regularly and in everyday routines to count, compare, classify, relate, identify patterns and problem solve

APPROACHES TO LEARNING—25% 18%

- Children maintain focus and sustain attention with gradually decreasing adult support
- Children show increased persistence in processing information and performing tasks
- Children will demonstrate increased flexibility and creativity in actions and behaviors
- Children will explore various modalities of learning – art, music, movement, creative play
 - Children will explore the world around them with curiosity and initiative

LANGUAGE AND LITERACY DEVELOPMENT—27% 17%

- Children will communicate needs and wants non-verbally and by speaking their primary language and/or English
 - Children will listen, respond and understand increasingly complex language through conversation with others in their primary language and/or English
- Children will demonstrate that spoken language is composed of smaller segments of sounds and those sounds can be combined to form words and sentences with increased developmental progression
- Children make written marks and use them to represent spoken word, objects, actions, letters or words with increasingly significant sophistication
- Children will demonstrate comprehension of oral and/or written literature through telling/retelling songs, poems and books
 - Children will demonstrate a growing understanding of the structure and function of written language through varied experiences with text and illustrations

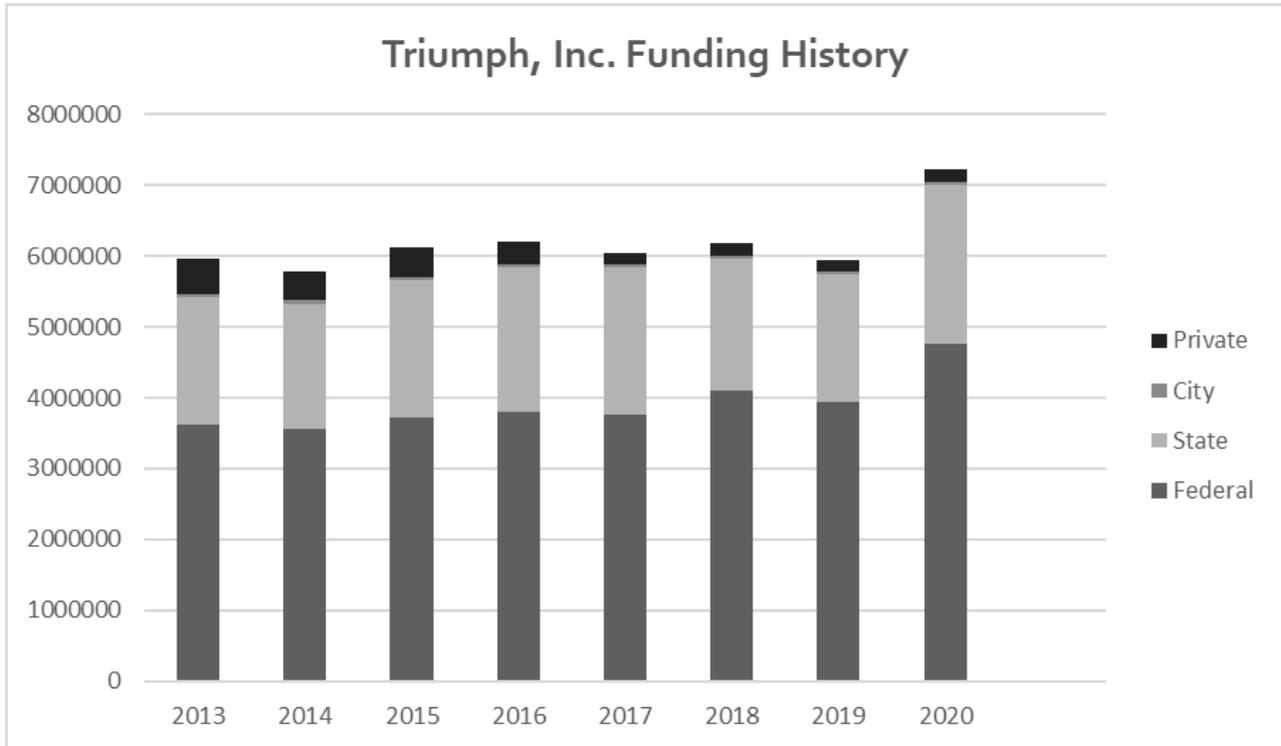
TRIUMPH, INC. BUDGET FY2021

REVENUE	Fiscal Year 2021 Budget	Sources of Revenue
Federal Head Start	3,599,017	51%
Federal Early Head Start	1,931,479	27%
State of MA EEC Coordinated Family and Community Engagement	245,026	3%
State of MA EEC Income Eligible	100,000	1%
State of MA EEC Head Start Supplemental	345,135	5%
State of MA EEC Supportive	330,000	5%
State of MA EEC Voucher PACE	210,000	3%
State of MA DOE USDA Food Program	175,000	2%
City of Taunton	50,682	1%
United Way	10,920	0%
In-Kind Donations/Volunteer Services	50,000	1%
Private Pay/Daycare Fees	30,000	0%
Other Income	24,679	0%
Private Fundraising	-	
TOTAL REVENUE	7,101,938	100%
 EXPENSES		
Personnel	5,996,046	
Supplies	26,573	
Classroom/Health/Childcare Supplies	358,389	
Occupancy	194,944	
Building Maintenance & Incidentals	50,275	
Rent and Mortgage	38,000	
Insurance	37,613	
Training	74,987	
Travel, Meetings and Events	22,783	
Consultants and Professional Fees	228,072	
Vehicle Expense	62,798	
Equipment and Maintenance	47,300	
Childcare and Parent Activity	7,500	
Food/Nutritional Services	118,450	
In-Kind Donations/Volunteer Services	50,000	
Other	29,797	
Total Expenses	<u>7,343,527</u>	
Net Operating Income	(241,589)	
Depreciation	<u>137,000</u>	
Net Income	<u><u>(378,589)</u></u>	

FISCAL 2020 - 2021

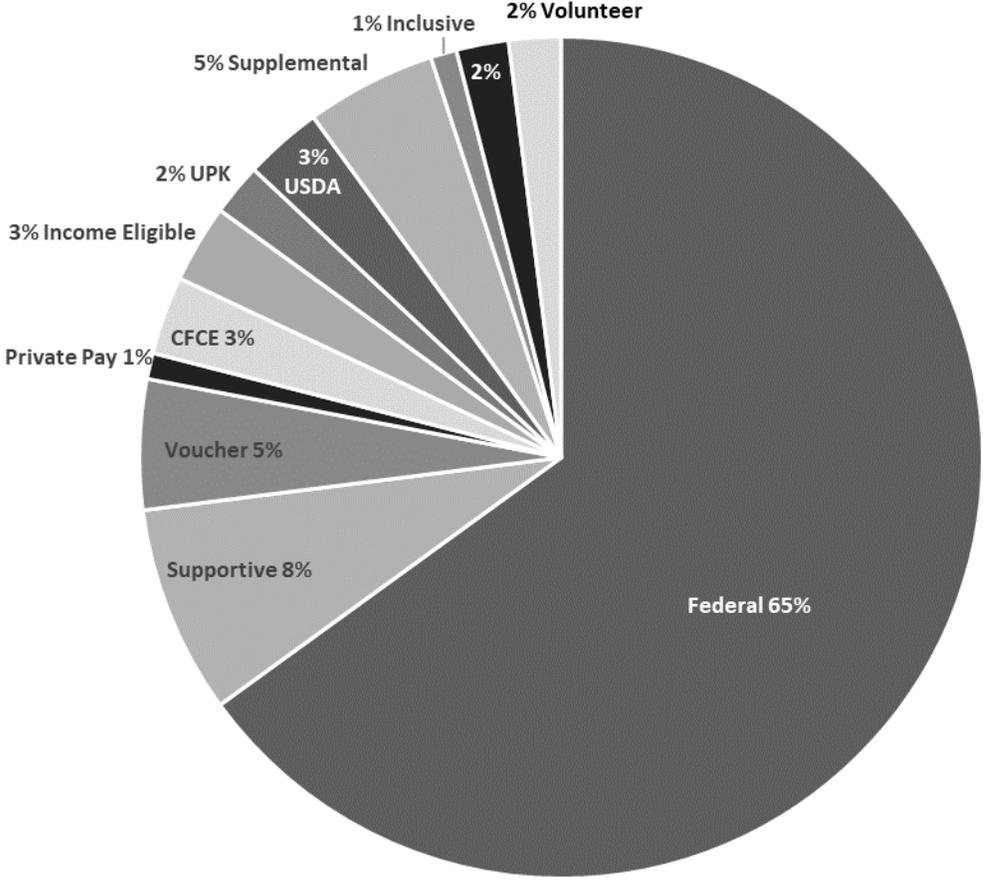
Each year, the financial statements of Triumph, Inc. are audited by the accounting firm CliftonLarsonAllen. The audit is performed under the Government Auditing Standards, and Title 2 U.S. Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards.

For the fiscal year ending June 30, 2019 and the previous 6 years, there have been no findings of misstatements or material weaknesses. Triumph, Inc.'s most recent audited financials are available on our website: triumphinc.org



	2017	2018	2019	2020
Federal				
State				
City				
Private				
Total				

SOURCES OF REVENUE 2019 - 2020



- 65% Federal
- 8% State of MA Supportive Child Care
- 5% State of MA Voucher
- 1% Private Pay Child Care Tuition
- 3% State of MA Coordinated Family & Community Engagement Grant
- 3% State of MA Income Eligible Child Care Grant
- 2% Volunteer-In-Kind Private
- 3% State DOE USDA Food Program
- 5% State of MA Head Start Supplemental
- 1% State of MA Inclusive Classroom Grant
- 2% State of MA Universal Pre K
- 2% Other Grants, Donations-United Way, City, Other

TRIUMPH TRIBUTE AWARD

Now in it's fourth year, the Triumph Tribute is an employee recognition award given annually to a Triumph employee who exemplifies the mission of the Agency by not only supporting Triumph families, but supports their co-workers and the Agency through sharing their knowledge, is engaged at work and in the community and also empowers others to be the best they can be. This year's recipient elected by her peers is Sara Andrade from our Quinn Center. We had an opportunity to ask Sara a few questions...



Triumph Tribute recipient Sara Andrade, center, with co-workers (and fellow Triumph Tribute nominees) Adrianna Robinson, left, and Dawn Donahue, right

What is your name and title/role at Triumph? "My name is Sara Andrade and I am the Head Start Education Coordinator at the Quinn Site"

How many years have you been at Triumph? "I will begin my second year this November"

Has Triumph helped you in your professional development? If yes, how? "Most definitely. Coming from working in Corporate, Triumph has opened my eyes to see how many other opportunities and options are available not only for staff but for families as well"

What are 3 words that come to mind when you think of Triumph? "Collaboration, education and opportunities"

What might your typical Saturday night look like? "Oh boy! I'm definitely a home-body. I think having some wine in my backyard and hanging with my girlfriends would be something that I'd do"

Do you have a role model? If so, who and why? "This is a tough question... I don't think I have any ONE role model in my life, I have MANY. I tend to admire and take qualities from the people that surround me in my life like my family, friends and co-workers"

If you had a superpower, what would it be and why? "Hahaa... I think I'd like to fly if I had a superpower—that way, I could go *wherever* I wanted *whenever* I wanted!"

This year's nominees were: Kaylee Bryant, Nicole Caccavo, Jessica Diaz, Dawn Donahue, Julie Haskell, Maryann Leal, Bianca Martin, Adrianna Robinson, Jill Silva, Nancy Tilbe, Erin Titus and Kiera Valentine. Congratulations to everyone!

OUT AND ABOUT...TRIUMPH CONNECTIONS



WHAT STAFF ARE SAYING ABOUT EACH OTHER...

Sara A. is dedicated, supportive, hard working and a total team player. She goes above and beyond for everyone—supporting all components, not just education. She’s friendly and considerate to families and co-workers

Dawn D. goes above and beyond for families at our center. She is a great communicator and makes sure the children in her classroom get everything they need. She is a hard worker who puts in extra time to meet the needs of her families

Jessica D. supports our classrooms with a wonderful attitude and love for all children. She has a collaborative team spirit and is fun to be around.

Nancy T. is very supportive and was very helpful during this (COVID) crazy time. She ensures everyone in our building feels like an important member of #teamtriumph. She works hard to support families, especially grandparents raising their grandchildren.

Julie H. makes everyone feel welcome. She’s creative and is amazing with children. She is patient, gentle and kind and I’m proud to say I work with her. She has love and passion for the children in her care. She is a beautiful person and an amazing teacher!

Adrianna R. is helpful to coworkers and advocates for the whole team. She cares about children, families and Triumph’s mission

Maryann N. is very sweet and caring. She goes the extra mile and does not look for anything in return. She is a positive person who has a smile on her face each day

Kalee B. exemplifies the Triumph mission with her friendly and sincere positive presence to both children and families and is a dedicated teacher to our program.

Jill S. absolutely loves her job and it shows every day through her bubbly, happy and funny personality. She is one of the people that make Triumph a better place.

Nicole C. has devoted herself to building relationships with families and community partners we serve. She is a planner with endless energy. She makes everyone feel welcomed and they leave with a smile.

Bianca M. is great with students and families. She looks for the best in people and works with their capabilities. Bianca makes learning fun, has a positive attitude and a good team spirit. She always helps others with computer issues, new paperwork or by lending a listening ear.

Kiera V. is so incredibly friendly and kind. She makes everyone smile with her contagious smile! She is a great asset to #teamtriumph

Erin T. is ready, willing and capable to assist children, families and staff all with a cheery smile. She remains calm, even in stressful situations and manages to remain positive!

WHAT FAMILIES ARE SAYING ABOUT US...

- ♥ *“What amazing teachers you have at Triumph...the teachers have made my son a happy little man. The struggles are real with children today—I am blessed to have such great teachers for my son.” H.S. RW Parent*
- ♥ *“My child has made friends and is more social at Triumph, they’ve helped so much with my daughter’s speech.” H.S. RW Parent*
- ♥ *“Triumph has helped my son grow and find structure. They have helped find the proper resources in our city that has helped him flourish and thrive. The program is just amazing and I’m thankful for every opportunity that’s been given to my child.” H.S. RW Parent*
- ♥ *“Head Start has helped me so much during the holidays. I don’t know what my family would have done without their help. I was homeless and Triumph gave us curtains, pots and pans—everything we needed to make a home” H.S. Quinn Parent*
- ♥ *“Triumph has helped me apply for housing and making a plan for getting child support payments. I am now looking into going back to school—my family worker helped me apply. Head Start has helped me understand my child better.” E.H.S. Quinn Parent*
- ♥ *“My son has developed into a bright and independent boy! He has learned so much. I can’t possibly thank them enough for all they’ve done. Triumph is a strong resource for services and family events in the community.” H.S. Quinn Parent*
- ♥ *“I was put in touch with Triumph via the court system. I am 60 years old and adopted my grandson. From the minute I walked in the door, they were a ray of sunshine and hope to me. Without Head Start, my husband, son and myself would not be as strong and so well adjusted in today’s world. They have given us so much love and support from all of the staff at Triumph. Because of Head Start, my son was able to have a real first birthday party with children he could call friends!” EHS HB Parent*
- ♥ *“My son likes to play with playdough with our home visitor. We love her and can’t thank her enough for all she does.” EHS HB Parent*
- ♥ *“We socialize ourselves more with other families. We also have learned more things about our kids. We have so much love for our home visitor and for the program.” EHS HB Parent*



HEAD START

BREWS AND BITES FUNDRAISER - RAYNHAM, MA OCTOBER 2019



2019
**BREWS
AND
BITES**

JOIN TRIUMPH, INC.
FOR A **FALL FUNDRAISER**
TO BENEFIT THE CHILDREN AND FAMILIES
OF HEAD START AND EARLY HEAD START
IN THE GREATER TAUNTON AREA

WEDNESDAY OCTOBER 23, 2019
CRUE BREW BREWERY
~ 95 RYAN DRIVE ~ RTE. 138 ~ RAYNHAM
6:00 P.M. TO 9:00 P.M.
FEATURING THE LIVE MUSIC OF FRAN FENTON
RAFFLES AND DOOR PRIZES

TICKETS: \$30 PER PERSON
INCLUDES A FLIGHT OF 41 HOURS, A SAMPLING OF TASTY APPS,
GOOD COMPANY AND SUPPORT OF A GREAT CAUSE

TO PURCHASE TICKETS VISIT:
TRIUMPHINC.ORG/EVENTS & BREAKING NEWS TAB
ALL TICKETS WILL BE HELD AT THE DOOR
ADVANCED TICKET PURCHASE IS RECOMMENDED

QUESTIONS? CONTACT RITA CELIA, EXECUTIVE ASST.
508.822.5388 x137
THIS IS A 21+ EVENT



CIVIL RIGHTS NON-DISCRIMINATION STATEMENT

Triumph, Inc. is an equal opportunity employer and service provider. All employment activities will be conducted in a manner to assure equal opportunity for all and will be based solely on the individual merit, fitness of applicants, candidates, employees, children or families, without regard to race, color, ethnicity, national origin, ancestry or culture, sex, sexual orientation or gender identity, genetic information, age, marital status, family composition, pregnancy or related condition, religious creed, political affiliations or beliefs, military service or disability.

Any employee who acts in a discriminatory manner toward any person will be subject to disciplinary action up to and including termination. This includes overt acts of discrimination through speech, writing or behavior as well as acts of indifference, failure to acknowledge another person and/or failure to act in a professional manner toward another person.

This is in accordance with all applicable federal and state law, including, but not limited to; Section 504 of the Rehabilitation Act of 1973, as amended, Article 114 of the Massachusetts Constitution, Chapters 151B and 272, sections 92,98, and 98A of the Massachusetts General Laws and Executive Orders 227, 246, and 253. Triumph, Inc. recognizes its responsibility to go beyond the mere announcement of an equal opportunity policy and will adhere to both the spirit and the letter of the legislation designed to eliminate discrimination in employment. Triumph, Inc. shall abide by the applicable Federal and State policies regarding Equal Opportunity and Affirmative Action and will comply with the Civil Rights Act of 1964 as amended. The Executive Director shall serve as the Affirmative Action/Equal Opportunity Manager. The Fiscal Manager shall serve as the Programmatic Access Manager. To insure the implementation of this policy, the Executive Director shall receive and attempt to resolve complaints on an informal basis, shall provide aggrieved persons with information and advice on equal opportunity procedures including local, state and federal redress, and shall assist in preparing any formal complaint of alleged discrimination. The complete Equal Opportunity/Affirmative Action Plan for Triumph, Inc. is on file and available to all staff.

Employees hired for positions where the primary responsibility is direct childcare must be 18 years of age in accordance with the regulations established by EEC.



1. Go to: [smile. Amazon.com](https://www.amazon.com)
2. Select Triumph, Inc. as your charity
3. Every purchase you make supports Triumph, Inc.!



This year's annual report has intentionally been printed in black and white in response to the suffering caused by the pandemic of 2020 and in respect to the systemic racial injustice that continues to plague our country.