



TRIUMPH^{INC}

ANNUAL REPORT 2018-2019



HEAD START • EARLY HEAD START • EARLY CHILDHOOD PROGRAMS
EXPECTANT FAMILIES • COMMUNITY PROGRAMMING
HOME BASED • CENTER BASED • CHILDCARE

Supporting Children and Families in Taunton & Raynham since 1965

100 Hon. Gordon Owen Riverway Taunton, MA 02780 508.822.5388

2018-2019

YEAR IN REVIEW

Each year in Head Start, there seems to be a focus on “the next great thing”. Time, money and training is often geared toward the latest directive from the Office of Head Start. For those of you who have been around a while, this has included CLASS, coaching, school readiness goals, curriculum fidelity, or I am Moving I am Learning. All of these topics have given programs important and invaluable knowledge and resources to improve program quality. However, this year, the focus has been on what, in my opinion, is the most important topic to date, *staff wellness*. It is no secret that the health and wellness of our early childhood workforce can greatly impact the work that we do with children and families.

“*You can’t pour from an empty cup*” has been the underlying theme at Triumph this year. Our professional development has provided an opportunity for staff to learn wellness activities for themselves and to use in their practice. We changed the venue of our pre-service to a place that provided natural beauty, walking trails and outdoor activities. Meditation, yoga, aromatherapy, professional boundaries and self-reflection were all topics of our February in-service. We also began offering many of the same topics for our parents including infant massage, yoga and self-care. Seven staff attended a conference entitled “Reaching the Highest Peak: Investing in our Dynamic Workforce” to learn techniques and tools in creating a culture that supports and invests in staff. Additional staff participated in a webinar on Promoting Empathy and Understanding Trauma with a focus on Staff Resiliency.

Our Self-Assessment process revealed that staff wanted more open communication with leadership, so we instituted monthly get-togethers for staff and managers to “break bread” and get to know each other. Our winter staff appreciation gathering included a trivia night where we could test our wits and have some fun together. A trip to NYC with staff and families (even in the rain!) was a wonderful event where we spent time laughing, singing and enjoying each other’s company. We restructured our education content area to provide more opportunities for reflective supervision and support. We expanded our coaching initiative to include Early Head Start, and a CDA class for our teacher assistant floats. The Early Head Start teachers also participate in a monthly Early Head Start Summit for peer-to-peer support and reflection.

When planning for the upcoming school year we designed our grant to include respite and time off for teaching staff. We reorganized our classrooms so that all teachers will have a significant amount of time off to refresh. Our FY20 budgets includes investments in our workforce. Paying staff a living and respectable wage is paramount to retaining our staff.

As you glance through this annual report, please keep in mind the gains children and families are making would not be possible without the commitment of our staff. Focusing on staff wellness to help build a culture of health throughout the Agency has been a priority. Our staff are role models for the children they serve and they pass on their knowledge of healthy behaviors to children and families. Triumph understands the connection between staff wellness and children’s learning and we will continue to focus on this area. However, we must also continue to partner with our stakeholders and policymakers to ensure investments that focus on the development, resiliency and wellness of staff who work with our most vulnerable children and families is at the forefront.

Sincerely,

Karen M. Ennis

Executive Director



> HIGHLIGHTS:

Highlights from 2018-2019

Coaching initiative for Head Start teachers was expanded to include the EHS staff using the TLC model

Received large expansion grant from ACF to increase hours of operation for pre-school children to 1020 hours per year beginning September 2019

Received \$12,500 grant from the Department of Early Education and Care to assist Fay’s Place in moving to a Level 4 in the QRIS system

The 13-week Nurturing Fathers program had 5 graduates

Re-organized the education leadership structure to include more supports for teaching staff

Two of our grandparents were asked to attend a national conference on the Opiate Crisis

New community partnership with Taunton Police Department and the initiation of High Five Fridays

Increased staff retention from 75% to 84%; well above the national average of 70% in early childhood programs

Received \$15k grant from Bristol County Savings Bank for continued investments in Trauma Informed Care

Executive Assistant, Rita Celia, presented on a panel at the National Head Start Conference in San Antonio, Texas on the use of Social Media in Head Start programs

With additional funding from ACF, a new infant/toddler playground at our Riverway location was installed with a state-of-the-art poured safe-surface for children

2018-2019

BY THE NUMBERS

401	Number of children served by Triumph (cumulative)
239	Children attended Head Start (H.S.)
162	Children attended Early Head Start (E.H.S.)
95	Of our children participating in their SECOND year at Triumph, Inc.
126	Of our children participating in their THIRD year at Triumph, Inc.
291	H.S./E.H.S. families below 100% of federal poverty level



Head Start maintained an average daily attendance percentage of 86.04%

Early Head Start maintained an average daily attendance percentage of 87.3%

30	Average number of children on a nutritional accommodation plan
63/16%	Homeless children in Head Start/Early Head Start
63	H.S./E.H.S. children who received DCF referral
35	H.S./E.H.S. children in Foster Care
9	Grandparents in our program raising their grandchildren
4	Pregnant women served by our Early Head Start Home Based program



BOARD OF DIRECTORS

OFFICERS

Elizabeth Francis, <i>President</i>	Town of Canton Park and Recreation
Thomas Hoye, <i>Vice President</i>	Taunton Public Schools, Retired
Anthony Geruso, <i>Treasurer</i>	Santander Bank
Caryle Stonstrom, <i>Assistant Treasurer</i>	Dighton Country Day
Norma Barbour, <i>Secretary</i>	Taunton Public Schools, Retired

MEMBERS

Paul Bochman	Taunton Public Schools, Guidance
Donald Cleary	Taunton Public Schools, Retired
Carol Doherty	Educational Consultant
Christine Fagan	Taunton School Committee
Marley Fletcher	Community Representative, Past HS Parent
Robert Fredericks, Esq.	Attorney-Private Practice
Lorna Ntabakos	Leddy Public Preschool
Gregory O'Donnell	Rockland Trust
Manuel Spencer	City of Taunton
Steven Torres, Esq.	Attorney-Private Practice

POLICY COUNCIL

OFFICERS

Jessica Miller	Chairperson, Board Liaison
Marceline N. Pichonneau	Vice Chairperson
Jason Richardson	Treasurer
Diena Alexandra and Audrey Reese	Co-Secretaries

MEMBERS

Leanne Almeida, Natasha Brewer, Miranda Daniels, Paula Fernandes, Sandra McVay, Janelle Oliveira, Kimberly Roberts, Jennifer Scott, Amanda Snow, Anne Stamper and Kenyetta Tompkins

ADMINISTRATIVE STAFF

Karen Ennis, *Executive Director*
 Sara Andrade, *HS Education Coordinator-Quinn*
 Melinda Cabral, *Early Childhood Education Manager*
 Kathleen Cardin, *ERSEA Coordinator*
 Rita Celia, *Executive Assistant*
 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*
 Grace Kipp, *Human Resources Coordinator*
 Despina Logakis, *Fiscal Administrative Assistant/Receptionist*
 Kathleen Matteson, *Pediatric Health & Safety Manager*
 Alexandra Pacheco, *Lead Teacher & Education Coordinator-Fay's Place*
 Brenda Paiva, *Administrative Assistant/Receptionist*
 Christine Pilotte, *Home Based & Community Programming Manager*
 Erin Rezendes, *EHS Education Coordinator-Quinn*
 Susan Tabak, *Fiscal Coordinator*
 Nancy Tilbe, *Home Based & Community Programming Administrative Assistant*
 Erin Titus, *EHS Education Coordinator-Riverway*
 Cassandra Viveiros, *Education Administrative Assistant*
 Erin Weir, *HS Education Coordinator-Riverway*

Remembering Frank Tosti, Jr.
1931-2019



Board Member (Emeritus) and long time friend of Triumph, Inc. Head Start

> "A life of service is a life well and greatly lived."

-Omoakhuana Anthonia



L to R: Policy Council treasurer, Jason Richardson with daughter Cali and co-secretary, Diena Alexandra with son Adhaan

2018-2019

TRIUMPH STAFF

EDUCATION

LEAD TEACHERS

Kristina Belli
Anne DeCosta
Dawn Donahue
Alexandra Macedo
Christine McDonough
Meaghan McGovern
Kimberly Moran
Julie Nguyen
Donna Paris
Pamela Pruyn
Adriana Robinson
Jessica Tabares

CLASSROOM FLOATS

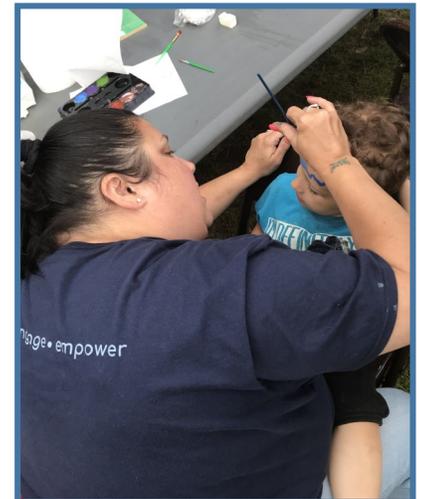
Jayden Alfama
Jillian Cobb
Daniella Fernandez-Millan
Aryanna Nunes
Yaelis Roman
Michael St. Laurent
Jessica Tabak
Sharon Teixeira
Jamiee Thuo

TEACHERS

Angela Abene
Dawn Aguiar-Finnegan
Michelle Andrade
Shanel Chandoo
Karen Conefrey-Porazzo
Jennifer Danforth
Kimberly Doyle
Lorie Dupuis
Samantha Fencer
Judith Fowler
Stacy Gillard
Dodi Hannon
Julie Haskell
Lisa Hyson
Deeandra Johnson
Margaret Kotak
Maryann Leal
Dixie Levesque
Bianca Martin
Nicole McGrath
Kelli Medeiros-Rapoza
Makenzie Meier
Andrea Miozza
Jillian Oliveira
Meagan Pereira
Juliette Randall
Alejandra Recalde
Jill Silva
Patricia Skidmore
Caitlin Soha
Amy Sullivan
Danielle Terry
Stephanie Touchette

SUBSTITUTE STAFF

Acknowledging support from our many substitute staff, most especially those who served for many months in long-term roles for our classrooms this school year: Jennifer Arruda, Stephanie Caldeira, Jessica Diaz, Tonya Fernandes, Stephanie Rivera and Jacquelyn Tran



TRANSPORTATION

Vania Freitas, *Bus Driver/Monitor*
Elanna Roy, *Bus Driver/Monitor*
Barbara Holton, *Long-Term Substitute Bus Driver/Monitor (many thanks!)*

HEALTH SPECIALISTS

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

FACILITIES

Stacey Matta, *Facilities Supervisor*
Ivan Ayala, *Custodian*
Adam Medeiros, *Custodian*

KITCHEN AND NUTRITION

Jane Cerrone, *Kitchen Aide*
Janet Rose, *Nutrition & Food Service Specialist*

FAMILY ENGAGEMENT SPECIALISTS AND HOME VISITORS

Cara DeMendonca, FES
Patricia Medeiros, FES
Kim Monteiro, FES
Lori Paul, FES
Sandra Pizarro, FES
Mikayla Rosa, FES
Jessica Santiago, FES
Nicole Caccavo, *CFCE Early Literacy Assistant*
Jennifer Castanha, *EHS Home Visitor*
Kim Forget, *EHS Home Visitor*
Heather Diel, *PCHP Early Learning Specialist*
Kelly Dorsey, *PCHP Early Learning Specialist*



2018-2019

STAFF EDUCATIONAL ATTAINMENT

Julie Haskell - Acquired Infant/Toddler CDA credential, November 2018

Andrea Miozza - Achieved an Associate's Degree in Early Childhood Education, May 2018

Alexandra Pacheco - Achieved a Bachelor's Degree in Sociology & Anthropology, August 2018

Meagan Pereira - Renewed Infant/Toddler CDA credential, March 2019



Alex Pacheco (far right) received her bachelor's degree. She's pictured with Lt. Eric Nichols, Taunton Police Dept. and Family Engagement Specialist Mikayla Rosa at Fay's Place "high-five Friday" event. March 2019

STAFF RECOGNITION YEARS OF SERVICE

CELEBRATING 10 YEARS OF CONTINUOUS SERVICE

Michelle Andrade

Jennifer Castanha

Rita Celia

Jillian Cobb

Erin Rezendes

CELEBRATING 5 YEARS OF CONTINUOUS SERVICE

Grace Kipp

Nicole McGrath

Megan Pereira

Tayla Roberts

Adriana Robinson



Pictured clockwise from top left: Erin Titus, Lynda Earley, Erin Rezendes (celebrating 10 yrs. service), Melinda Cabral, Tayla Roberts (celebrating 5 yrs. service) and Kate Matteson

MARY BREWER MEMORIAL SCHOLARSHIP



Tauri Adamczyk



Meghan Kinney

The Mary Brewer Memorial Scholarship is a Head Start Scholarship 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 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 2019 High School seniors **Meghan Kinney** from East Boston High School and **Tauri Adamczyk** from Taunton High School. Meghan attended Head Start at the JFK Center in Charlestown, MA and Tauri attended Triumph in Taunton. Megan plans on attending UMass Boston where she will study Early Education and Tauri will attend UMass Amherst and intends on majoring in Civil and Environmental Engineering.

Congratulations and best wishes to Meghan and Tauri!

#headstartadvantage

#headstartworks

> "An investment in knowledge pays the best interest."

-Benjamin Franklin

TRIUMPH
educate • engage • empower

2018-2019

HEALTH SERVICES

Triumph, Inc. is committed to the belief school readiness begins with 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, who 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

95% of children are up-to-date on age appropriate immunizations

98% of children were covered by Health Insurance by end of enrollment

86% 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 have dramatically increased the number of cavity free exams and dental homes by almost 20%!

FACILITIES

The resurfacing of our infant/toddler playground at our Riverway center began April 2019. A high quality poured surface will support safe outdoor play and gross motor activities for our infants and toddlers. A new shade structure was installed and offers a generous amount of shade for children and staff to enjoy the outside sun safely.

New doors were installed in classrooms to ensure the safety of children. The doors are equipped with windows and screens to offer views into and out of the classroom. This allows teachers to keep doors closed and still maintain a welcoming and safe environment.

Facilities Supervisor, Stacey Matta, expanded our maintenance equipment inventory with the help of available funds to maintain high quality, safe and clean buildings and grounds.



Children receiving on-site dental care by CMOHS



The ground breaking and finished playground with the high quality poured surface at our Riverway location. April 2019

2018-2019

CHILD AND FAMILY SERVICES

The Child and Family Services Manager, Lisa DeMelo, oversees several content areas that provide guidance and assistance to families through many different avenues.

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 our families to establish these educational and personal goals through our Family Outcomes Assessment. This information is utilized not only to assist with parent needs but it's also analyzed for our agency self-assessment.

The FES continue to conduct monthly parent committee meetings, which provide workshops for caregivers based on a parent interest survey. The most requested topics are chosen. This year's theme was around Health, Nutrition and Wellness. Some of the workshops offered were: Chair Yoga, Re-Think Your Drink/Infused Water, Healthy Habits and Mindfulness. Representatives from Policy Council attend these meetings to keep parents informed and up-to-date on agency happenings.

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 47 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 42 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 23 children to outside community partners such as: CCBC, JRI, Towns of Middleboro and Dighton, The Perkins School and Arbour/Fuller Hospital.

One-on-one assistants were provided to children with complex needs. These positions were partially funded through the Dept. of Early Education and Care. The assistants provide positive support and guidance so children can be successful in meeting their goals

This year, we welcomed Jennifer Newkirk, PhD to team Triumph. Jennie is a licensed Child Psychologist who supports classrooms with children experiencing behavioral and social-emotional issues. She will meet with parents individually for one-time parent consultations. A healthy child begins with a healthy family. We are excited to have Jennie as part of our Mental Health team.

- 243** Attended the Annual Children's Art Show in April
- 576** Children and adults attended our annual Spring Fling family event in May
- 124** Parents, grandparents, caregivers, siblings and friends who visited our centers and celebrated our annual "Lunch with a Loved One" in February
- 3** High-Five-Friday events with our new partnership with Taunton Police Dept.
- 11** Adults participated in a six-week cooking matters course

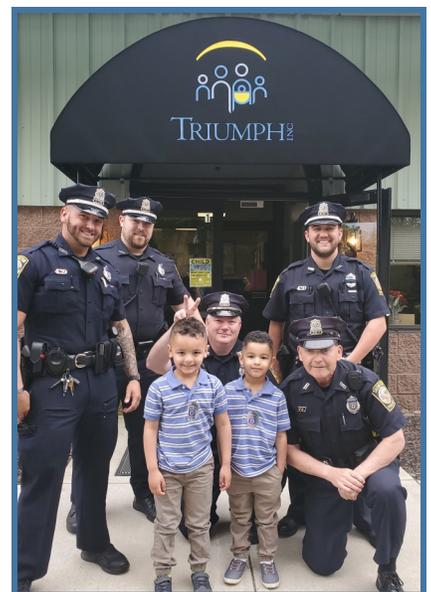
Our Family Engagement activities also included a new partnership with the Taunton Police Department and WIC. In addition to assisting our Health Manager on safety protocols and procedures, the Taunton Police Department visit our centers during morning drop off to greet children and families. While we've always referred WIC to families, to boost enrollment and promote the benefits of this great program, we invited our WIC community partner to set up a table at our centers. A representative was on-site to take new applications, answer questions and set up appointments. Both of these initiatives - while not brand new, were highly successful! We look forward to more High-Five-Fridays and WIC visits next school year!



Lunch with a Loved One. February 2019



Children's Art Show. April 2019



High-Five-Friday with TPD. March 2019

2018-2019

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 playgroups in all three communities. Some of these groups included: The Learning Tree, STEM (Science, Technology, Engineering and Math), Infant massage, Bug Adventure, Process Art and Wonderful Weather Exploration. CFCE was awarded grants from the MA Cultural Councils of Taunton, Raynham and Bridgewater. These grants made it possible to offer a STEM open house at Triumph's Barnum Building location. Families and their children had the opportunity to explore hands-on STEM activities, take part in live animal exhibits, and watch a presentation from Mad Science of Southern MA & RI. Almost 100 children and adults attended this spring time event and received a free gift bag with a book and STEM activities to do at home.

CFCE offers a monthly Grandparents Raising Grandchildren support group. This year, the group, which continues to grow in participants, was awarded a small grant. The grant will give families an opportunity to enjoy an intergenerational activity together. The Nurturing Father's group completed another thirteen-week program followed by a graduation ceremony for the father's and their families. The CFCE program also hosted several workshops including financial literacy, Understanding & Managing Behavior in Young Children, Helping Care Takers Take Care and Cooking on a Budget.

CFCE also oversees the Parent Child Home Program (PCHP). The program name will be officially changing to ParentChild+ this July 2019. 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 provide 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 the council members, CFCE relies on other community partners to implement programming. This year our community partners include: Taunton Public Library, Highland Hills Apartment Complex, Raynham Park & Recreation Department, Raynham Public Library, the Bridgewater Public Library and of course, Triumph, Inc.!

Thank you to the CFCE team for all the work they do to support and enhance programming!



Nurturing Father's graduates. Dec. 2018

COORDINATED FAMILY AND COMMUNITY ENGAGEMENT 'CFCE' ADVISORY COUNCIL

- Zulmira Allcock, AHS, Inc.
- 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
- Stacey Gay, JRI
- Holly Griffin, CFC, Inc.
- Priscilla Lescarbeau, AHS, Inc.
- Irene Lydon, YMCA Childcare
- Katie Matteson, Triumph, Inc.
- Dawn McNeil, Child Development & Edu.
- Christina Meckowski-Steiner, HPTC
- Carolyn Mulhern, Comm. Fam. Child Care
- Loretta Prendeville, EEC
- Ann Sullivan, Taunton Housing
- Erica Trenton, Parent
- Lisa Tufano, Bridgewater-Raynham
- Paul Tzovolos, Bridgewater-Raynham



Adult and Child Yoga class at the Taunton Public Library sponsored by CFCE. Summer 2018



CFCE Playgroup at Triumph's Barnum Building February 2019



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educate • engage • empower

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COMMUNITY PARTNERS AND VOLUNTEERS

Triumph benefitted from many hours of volunteer time. Program parents are one of our most dedicated volunteer groups, helping in classrooms, and serving on committees and governing boards. Other unique volunteer programs include:

BRISTOL PLYMOUTH REGIONAL VOCATIONAL HIGH SCHOOL, COYLE & CASSIDY HIGH SCHOOL AND TAUNTON HIGH SCHOOL students spend time in our classrooms each week. These incredibly energetic young men and women bring enthusiasm, kindness and friendship to our children in their classrooms. Two students from Bristol Plymouth completed their co-op placement with Triumph as paid interns and after graduation, stayed on as on-call substitutes.

THE FOSTER GRANDPARENT PROGRAM in collaboration with Citizens for Citizens, Inc. provides an opportunity for intergenerational relationships with children. We began the year with three foster grandparents who work with our children to support nurturing social interactions and experiences. A special thank you to this year's Gramms (who both have retired) Veronica Fernandes and Wynne LeCorney and our Gramp David Brewer, Jr.

Countless **COMMUNITY PROFESSIONALS** serve on our advisory committees, governing boards and help with special projects. All volunteers who spend regular time in our classrooms must first go through a criminal background/fingerprint check and thorough orientation to ensure the safety and well-being of children in our care.

We would like to acknowledge and thank our Community 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
- Coyle & Cassidy High School
- Fallon Community Health
- Greater Taunton Charitable Organization
- Jordan's Furniture
- Liberty Christian Center
- Malloch Construction
- 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
- USI
- WIC
- Taunton Police Dept.
- Taunton Fire Dept.



THS volunteer with preschool friends



CCHS volunteers



THS volunteers (juniors)



Jordan's Furniture employees donated holiday gifts for children

"Alone we can do so little, together we can do so much."

-Helen Keller

TRANSPORTATION, I/T AND MEDIA

The transportation department welcomed a new manager this year, Kathleen Holton. Kathleen has been with the agency for over 15 years. As a former Head Start parent, bus driver, teacher's aide and most recently a Fiscal Assistant, she brings a wealth of organizational and interpersonal skills to the position.

TRANSPORTATION HIGHLIGHTS:

- ⇒ We have 3 buses
- ⇒ In the process of purchasing a new bus
- ⇒ United Way funding continued to support children who receive transportation
- ⇒ Average of 70 children per day receive transportation services
- ⇒ Additional transportation for families was provided for socializations, field trips and spring fling

Kathleen also oversees our Information/Technology (I/T) requests. She works closely with an outside consulting firm on all of our technology needs and issues that arise. All our classrooms are equipped with iPads. Through special funding, we purchased 6 new computers/laptops in preparation of the Microsoft update this fall 2019. We are also in the process of updating the security system with a camera system at our Fay's Place center to ensure the best safety for our children and staff.

Kathleen, in collaboration with executive assistant Rita Celia, are developing and designing our website to give it a new look. In addition, as part of our agency's five-year goals, we are working on being more visible and active on social media. Make sure to like us on Facebook @triumphinc, follow us on Instagram @triumphptaunton and Twitter @TriumphHeadstart (the 'H' is shared)!



Preschoolers boarding a bus for their annual kindergarten field trip!

STAFF WELLNESS

This past year brought many trainings, activities and events focused on Staff Wellness. From Yoga and aromatherapy to professional boundaries and self-reflection trainings to a staff trivia night, potlucks, scarecrow building contests and a day trip to the Big Apple NYC, Team Triumph is committed to building a culture of well-being and better mental health at our agency.



Self-reflection exercise. February 2019 in-service



NYC Bus Trip Dec. 2018



Staff SUPER Pot-Luck Feb. 2019



Triumph Family Scarecrow Contest. October 2019



Staff Trivia Night. March 2019

2018-2019

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.

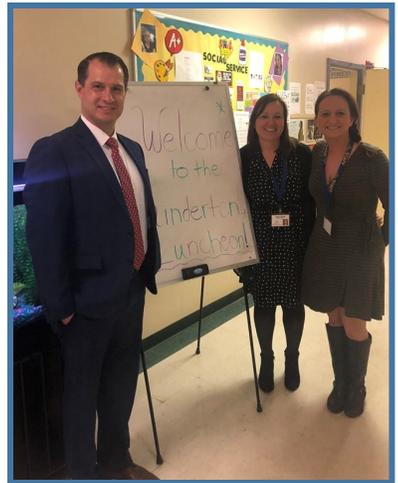
Our **CENTER BASED HEAD START** classrooms successfully utilize the OWL (Opening the World of Learning) curriculum which aligns with the Teaching Strategies Gold Assessment System (TSG) and the Head Start Early Learning Framework (HSELOF). The **EARLY HEAD START** classrooms utilize the Creative Curriculum 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.

COACHING: In it's second year, Triumph continues to offer it's teaching staff coaching using a Teachers Learning and Collaborating group (TLC). TLC is a group coaching format using the Practice Based Coaching Model. It utilizes training materials from the National Quality Register and Head Start website. This year, we began offering coaching to our EHS teachers. Teachers who participate learn new skills, gain peer perspective and feedback as well as improve their practice.

TRANSITIONS: We 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.

The **ANNUAL KINDERGARTEN LUNCHEON** with Taunton Public Schools and Bridgewater-Raynham Kindergarten teachers was well attended with almost 35 K-teachers present. Triumph preschool teachers met kindergarten teachers to discuss Head Start children transitioning to their classrooms this fall. Learner snapshots of social-emotional development, health, cognition and overall progress is reviewed. A field trip is offered to children to visit a kindergarten classroom.

CLASS SCORES In April 2019, Triumph's preschool classrooms were monitored by an independent CLASS reviewer as part of the Federal Monitoring System. 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. Triumph is happy to report we scored well above the National Average! (see chart) For more information on the CLASS observation tool, visit: teachstone.com/class



John Cabral, Superintendent of Taunton Public Schools with Karen Ennis and Melinda Cabral at the Annual Kindergarten Luncheon held at Triumph. April 2019

"Intelligence plus character-that is the goal of true education."

-Martin Luther King, Jr.

	Triumph Score	Nat. Score		Triumph Score	Nat. Score		Triumph Score	Nat. Score	
TRIUMPH, INC. CLASS SCORES	Emotional Support	6.2188	6.08	Classroom Organization	6.0556	5.80	Instructional Support	3.0833	2.96
	Positive Climate	6.00	6.04	Behavior Management	6.08	5.99	Concept Development	2.58	2.44
	Negative Climate	1.00	1.06	Productivity	6.33	6.10	Quality of Feedback	2.71	2.98
	Teacher Sensitivity	6.21	5.90	Instructional Learning Formats	5.75	5.29	Language Modeling	3.96	3.46
	Respect for Student Perspective	5.67	5.44						

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 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 to these services, the program also offers a socialization group three times a month and field trips during the summer months in which transportation can be provided. Being a part of the Early Head Start Home-Based program benefits the entire family!



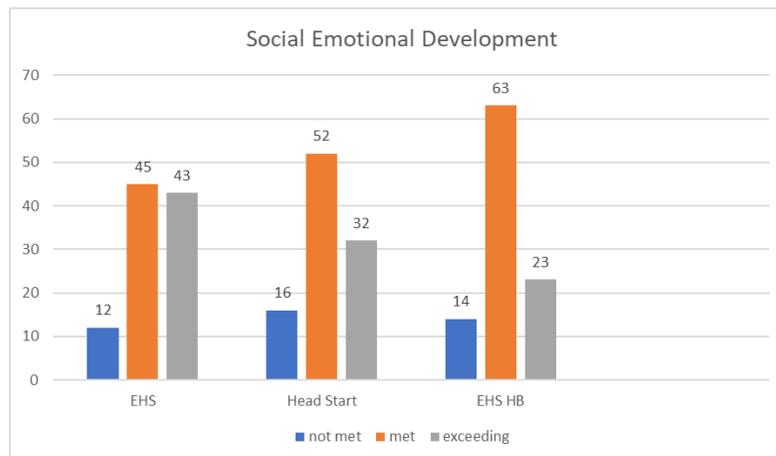
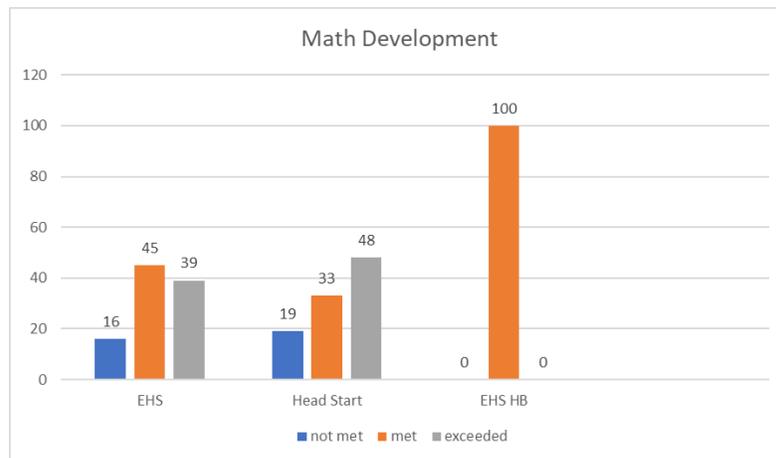
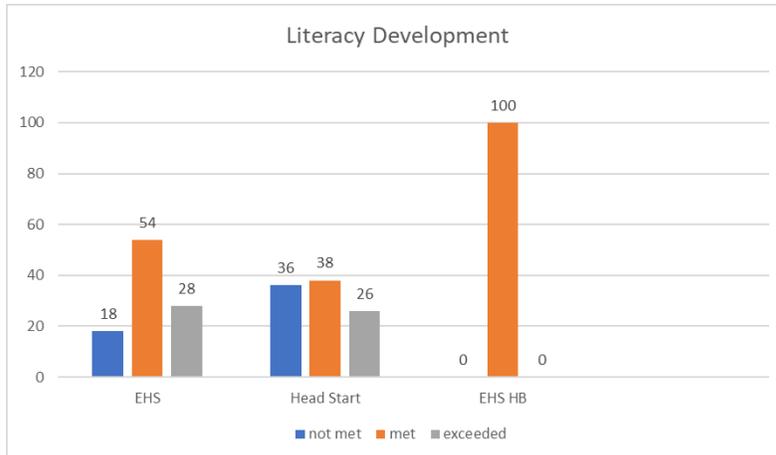
Families at a nutrition workshop with EHS Home Visitors. April 2019

2018-2019

EDUCATION SERVICES

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 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. This information helps us to set goals for individual children, classrooms and the overall program. Below is this year's data attributed to literacy, math and social-emotional development expectations met for the entire program ages birth to age five.



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. The percentage of children who have exceeded grade level expectations for these goals are listed below. The School Success Goals are aligned to our assessment system, Teaching Strategies Gold, which was used to aggregate this information.

The percentage of children exceeding grade level expectations are shown in **Light Blue** for the 2017-2018 school year, the current year is in **Dark Blue**, showing growth in many areas.

SOCIAL EMOTIONAL DEVELOPMENT—35% 35%

- 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 recognizes self & others as unique individuals having their own abilities, characteristics, emotions and interests

MOTOR, PHYSICAL AND SENSORY DEVELOPMENT—30% 35%

- 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—27% 28%

- 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 patters and problem solve

APPROACHES TO LEARNING—25% 25%

- 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—25% 27%

- 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

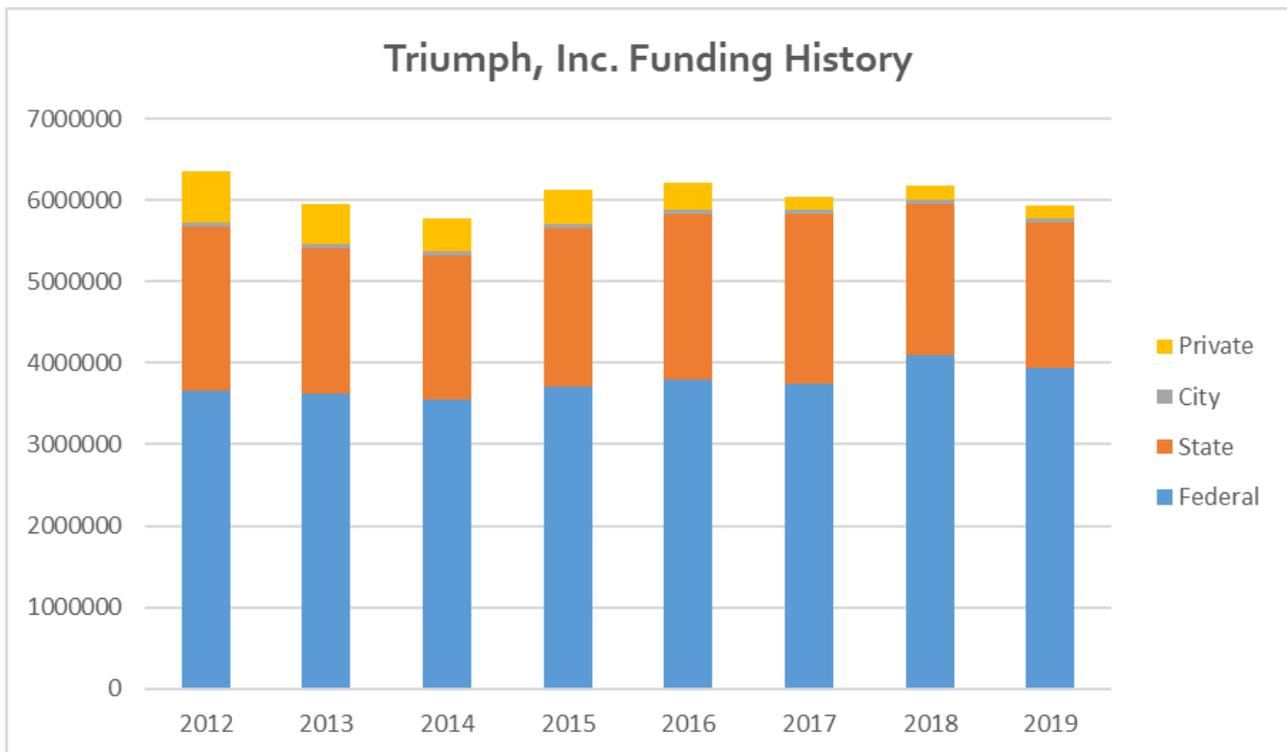
TRIUMPH, INC. BUDGET FY2020

REVENUE	Fiscal Year 2020 Proposed Budget	Sources of Revenue
Federal Head Start	2,265,410	31%
Federal Early Head Start	1,736,573	24%
Federal Dose & Duration	722,599	10%
State of MA EEC Coordinated Family & Comm. Engagement	245,026	3%
State of MA EEC Income Eligible	205,000	3%
State of MA EEC Head Start Supplemental	192,280	3%
State of MA EEC Supportive	450,000	6%
State of MA EEC Voucher PACE	335,000	5%
State of MA EEC Inclusive Classroom	38,915	1%
State of MA DOE USDA Food Program	276,000	4%
Universal Pre-Kindergarten	175,971	2%
City of Taunton	50,682	1%
United Way	10,920	<1%
In-Kind Donations/Volunteer Services	500,000	7%
Private Pay/Daycare Fees	130,000	2%
Other Income	19,680	<1%
Private Fundraising	5,000	<1%
TOTAL REVENUE	7,359,056	100%
EXPENSES		
Personnel	5,680,996	
Supplies	21,800	
Classroom/Health/Childcare Supplies	103,461	
Occupancy	174,393	
Building Maintenance & Incidentals	47,843	
Rent and Mortgage	40,000	
Insurance	35,538	
Training	72,631	
Travel, Meetings and Events	22,783	
Consultants and Professional Fees	152,960	
Vehicle Expense	58,879	
Equipment and Maintenance	23,336	
Childcare and Parent Activity	7,500	
Food/Nutritional Services	250,000	
In-Kind Donations/Volunteer Services	500,000	
Other	27,501	
Total Expenses	7,219,621	
Net Operating Income	139,435	
Depreciation	124,000	
Net Income	15,435	

FISCAL 2018-2019

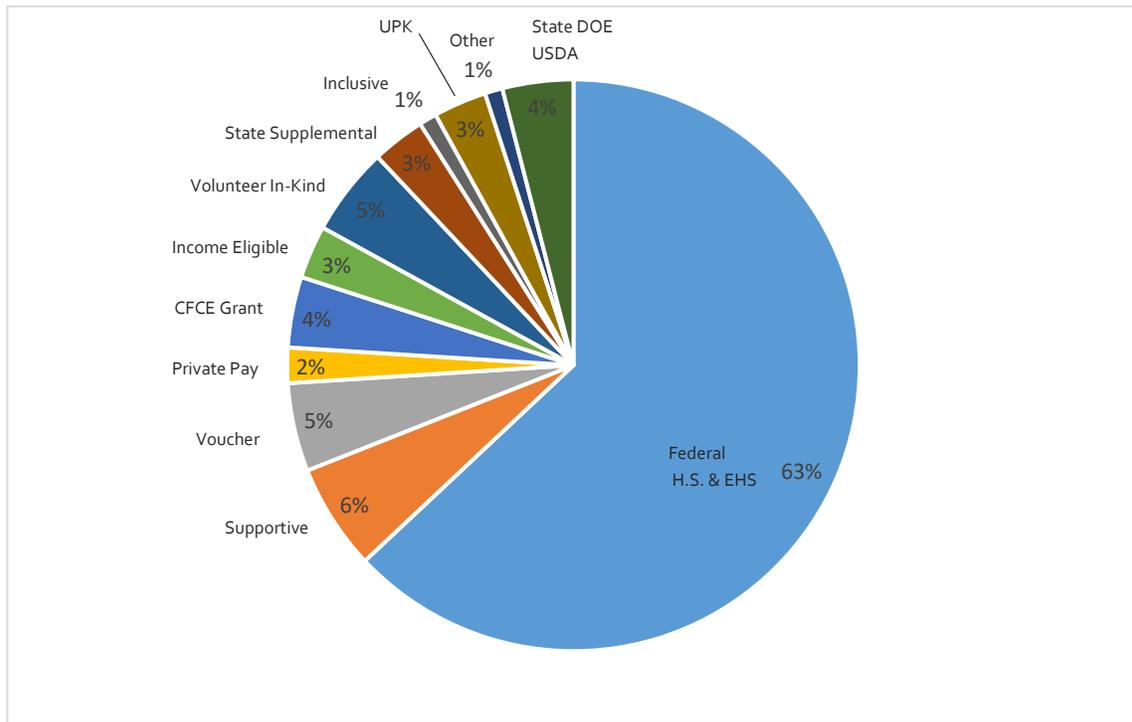
Each year, the financial statements of Triumph, Inc. are audited by the accounting firm CliftonLarsonAllen. The audit is performed under the Government Auditing Standards, and Title 2 U.S. Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles and Audit Requirements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

For the fiscal year ending June 30, 2018, and the previous 4 years, there have been no findings of misstatements or material weaknesses. Triumph, Inc.'s most recent audited financials are available on our website www.triumphinc.org



	2012	2013	2014	2015	2016	2017	2018	2019
Federal	\$3,656,089	\$3,617,214	\$3,553,089	\$3,711,181	\$3,800,000	\$3,752,760	\$4,098,630	\$3,933,516
State	\$2,014,357	\$1,797,716	\$1,771,720	\$1,949,452	\$2,037,837	\$2,080,264	\$1,860,522	\$1,800,000
City	\$50,682	\$50,682	\$50,682	\$50,682	\$50,682	\$50,682	\$50,682	\$50,682
Private	\$631,117	\$495,500	\$404,743	\$417,677	\$321,161	\$151,435	\$177,721	\$153,351
Total	\$6,352,245	\$5,961,292	\$5,780,414	\$6,128,992	\$6,209,680	\$6,035,141	\$6,187,555	\$5,937,549

SOURCES OF REVENUE 2018-2019



63%	Federal Head Start and Early Head Start	5%	Volunteer In-Kind Private
6%	State of MA Supportive Child Care	4%	State DOE USDA Food Program
5%	State of MA Voucher Child Care Subsidies	3%	State of MA Head Start Supplemental
2%	Private Pay Child Care Tuition	1%	State of MA Inclusive Classroom Grant
4%	State of MA Coordinated Family & Community Engagement Grant	3%	State of MA Universal Pre-K (UPK)
3%	State of MA Income Eligible Child Care Grant	1%	Other Grants & Donations—United Way, City and Other Private

The results of Triumph, Inc.'s most recent review by the Secretary and the financial audit can be reviewed at www.triumphinc.org

TRIUMPH TRIBUTE AWARD

Now in it's third 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 is Erin Weir from our Riverway Center. We had an opportunity to ask Erin a few questions...



What is your name and title/role at Triumph? "My name is Erin Weir. I am the Preschool Coordinator at Riverway."

How many years have you been at Triumph? "I have been with the agency 11 years."

Has Triumph helped you in your professional development? If yes, how? "Very much so. This was my second experience in an education setting out of college. I began as an assistant teacher and eventually became a lead teacher with my own classroom. I was able to experience setting up a classroom (curriculum, etc...) and seeing it to the completion of a school year. In my current position, I oversee and support 7 preschool classrooms."

What are 3 words you could use to describe Triumph? "Education, progress and teamwork"

What might your typical Saturday night look like? "Hahaaaa...definitely relaxing and spending time with friends and family. Probably staying in and cooking dinner with my husband."

Do you have a role model? If so, who and why? "I actually have a few role models. Both of my grandfathers are role models but for different reasons. One of them was a science Professor at BSU. He was very proud of being an educator. My other grandfather dedicated so much of his time to serving his community and family. The town of Bridgewater is actually naming part of their baseball athletic fields after him. My mom is also my role model. She's taught me the value of a good work ethic and to be the best person I can be."

If you had a superpower, what would it be and why? "Lol. I think I'd like to be able to replicate or multiply myself so there's more than one of me. The original me would do all the fun things and the other 'me's' would be able to be in more than one place to get work done."

OUT AND ABOUT...COMMUNITY CONNECTIONS



Triumph Staff with Sen. Ed Markey at the NHTSA Fall Leadership Institute Washington D.C. October 2018



Miss Nicole Caccavo being honored during Teacher Appreciation Month. April 2019



Taunton Police and Triumph Staff at Fay's Place for High Five Friday March 2019



Staff member Stacey Matta receiving a donation of car seats from Taunton Police Dept. Jan. 2019



PC Members Marceline Pichonneau and Jessica Miller at the Head Start annual Parent Leadership Conference in Nashua, NH Dec. 2018



Exec. Asst. Rita Celia with Dr. Deborah Bergeron, OHS Director at the NHTSA Conference in San Antonio, TX May 2019



Triumph staff and PC member, Dena Alexandra, visiting the MA State House for Head Start Advocacy Day. February 2019

Triumph, Inc. being mentioned at the National Head Start Winter Conference in Washington Jan. 2019



WHAT STAFF ARE SAYING

Stacey M. travels between all sites to take care of any issues in a timely fashion and she's always there when needed. She takes time out of her vacation to paint classrooms for our children and staff.

Nancy T. since she began at Head Start, no matter what position she's been in, has always gone above and beyond. She treats families and children with professionalism and respect. She attends extra events and represents us in the community.

Jessica S. goes above and beyond for everyone including families, staff and children. She not only helps families but staff and the community as well. She works with a homeless shelter. She works harder than anyone I know! She's a great go-to person for staff.

Sara A. has been a positive inspiration. She supports her staff and loves her job and Triumph. She's very funny and brings a smile to all.

Julie H. is very helpful to staff and parents. She always presents to parents in a professional manner. For someone so young, I find this encouraging and hope she continues to grow as she will be a huge asset to our program

Shanel C. for such a young woman, I have a lot of professional and personal respect for her. She has a great work ethic, she's pleasant, helpful and great with kids, family and staff.

Jess T. is a great co-worker who is always positive and smiling. She's friendly and helpful and takes initiative in her work. She is a pleasure to work with.

Rita C. is a champion for our agency. She does so very much to bring us together, from taking care of Policy Council to monthly newsletters for parents and staff to organizing fundraisers and annual dinner, social media and Spring Fling. She works so hard and deserves recognition!

Andrea M. from stepping into a management role when the program needed her to being an open ear for advice regarding many different situations, Andrea has such a nice demeanor. Her happiness and efforts as a teacher toward children and as a co-worker are amazing.

Dawn D. is a fantastic teacher. She's calm with the children and great with our parents.

Jessica D. always has a smile. She's a very positive, patient and caring person.

Adriana R. always helps others to understand. She communicates very effectively and is supportive of our sister team and department. She uses extra time and money to help others and children.

Erin T. is a strong and steady force at Riverway. Nothing seems to rattle her calm and even demeanor. She is always offering to help others - even outside of her content area. She always volunteers to help at events and does so with sincerity and kindness. She is a breath of fresh air!

Juliette R. has such a love for all children, especially Head Start children. She is patient, affectionate and nurturing. She goes above and beyond for children and families She develops strong relationships with both the child and families. She is the epitome of what a Head Start teacher should be. She tries to make sure her children have the best possible preschool experience.

WHAT FAMILIES ARE SAYING

"I love this (Triumph) school and everything about it. My granddaughter has socially improved 100%. She loves it and so do I. Thank you to all of the staff. We are looking forward to the fall. Keep up the great work you do!" D. Jones

"Thank you to all of the amazing and wonderful teachers at (Triumph) Head Start for all you do for our children." S. Caldeira

"We loved attending our Friday class. Miss Nicole was so wonderful and the kids had so much fun. Meeting other parents was nice too. Such a great group. Thank you!" C. Walsh

"My big girl wouldn't be the wonderful girl she is today without the influence of the wonderful women at Triumph these past years. Thank you! We will miss you, never forget you and hope to be back soon to visit!" C. Murphy



Miss Nicole with her Bridgewater Public Library Friday playgroup

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 towards 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 / Affirmation 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.

WICKED GOOD FUNDRAISER - TAUNTON, MA OCTOBER 2018



Come *fang* out with us
AND DROP BY FOR A
Wicked Good Time
A FUNDRAISER TO BENEFIT TRIUMPH, INC.
EARLY CHILDHOOD PROGRAMS

DATE: SATURDAY OCTOBER 27, 2018
TIME: 7:00 P.M. TO 11:00 P.M.
PLACE: THE TIKI ROOM AT THE SANDBAR GRILL
64 WEIR STREET ~ TAUNTON
DONATION: \$25 PER PERSON (21+ reqd)

LIGHT DINNER ~ DANCING ~ COSTUMES ~ COCKTAILS
RAFFLES AND DOOR PRIZES

YOU'D BE **GHOULISH** TO MISS THIS PARTY!

FOR TICKETS: RITA CELIA 508.822.5388 x137 OR
ON-LINE: TRIUMPHINC.ORG (EVENTS TAB VIA PAYPAL)

