

Tri-County Community Action, Inc.

Annual Report

2023-2024



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Greetings,



I am truly excited and honored to assume the role of Executive Director at Tri-County Community Action, Inc. Since our founding in 1966 by a passionate group of local citizens, our organization has been a beacon of hope for underserved communities. Our mission to alleviate poverty and break down barriers for those facing challenges in East Texas is stronger than ever, driven by our commitment to innovative and impactful programs developed in partnership with like-minded individuals.

With over 25 years of experience in the Early Head Start and Head Start sectors, I have had a diverse journey through various roles. I bring expertise in program management, human resources, grant writing, finance, and collaboration with local education agencies and childcare providers.

With the incredible support of our Board of Directors, dedicated staff, community partners, stakeholders, and the families we serve, I am enthusiastic about our shared mission. I am committed to continuously improving our services to meet the evolving needs of vulnerable children and families. Together, we can enhance partnerships with local Independent School Districts (ISDs) as we prepare children for school readiness and expand social services to provide even greater resources within our communities.

I look forward to this journey of service and the positive impact it will have on our families and designated service areas!

Warmest regards,

Felicia Woodard-Shaw

Felicia Woodard-Shaw, M.A.

Head Start/Early Head Start Centers

Jasper Head Start Center
Director – Chandra Carter
105 W Collier Street
Jasper, Tx 75951
409-489-4004

Lufkin Head Start Center
Director – LaRonda Agent
2208 North Timberland Drive
Lufkin, Tx 75901
936-639-4009

Tri C Head Start Center
Director – Deandra Jackson
214 Nacogdoches Street
Center, TX 75935
936-598-7146

Lil Eagles Head Start Center
Director – Chandra Johnson
206 Cardinal Drive
Woodville, TX 75979
409-200-2817

Newton Head Start Center
Director – Michelle Grant
1003 Martin Luther King Drive
Newton, TX 75966
409-489-4013

Lil Panthers Head Start Child Development Center
Director – Jeanne Wysingle
1510 Martin Luther King Drive
Lufkin, TX 75904
936-225-3283

San Augustine Head Start Center
Director – Labertha Edwards
1206 Partin Road
San Augustine, TX 75972
936-225-3171

Partner

San Augustine ISD/HS
101 S. Milam St.
San Augustine, TX 75972
936-275-3424

Home-based Head Start/Early Head Start

Jasper/Newton County
105 West Collier Street
Jasper, TX 75935
409-489-4015

Shelby County
214 Nacogdoches Street
Center, TX 75935
936-649-3225

San Augustine/Sabine County
2120 Worth Street
Hemphill, TX 75948
936-465-9456

Tyler County
1201 Cardinal Street
Woodville, TX 75979
409-200-2015

Board of Directors

TRI-COUNTY COMMUNITY ACTION, INC. BOARD OF DIRECTORS

REGION 3		AS OF: 01/2025	Board Name & Term Expires	
COUNTY	ELECTED OFFICIALS	PRIVATE SECTOR	REP. OF THE POOR	
TYLER Term Exp.	Rev. Andre Grant	Harold Cauley	Rev. Paul Woods	
	4/1/2023 Seated	Jan-32	May-25	
JASPER Term Exp.	Rev. Rodney Norsworthy	Jennifer Kiel	Cedric Sells-Treasurer	
		Aug-30	Jan-26	
NEWTON Term Exp.				
REGION 2				
SABINE Term Exp.			LaTreaser Cartwright	
			Jan-31	
SAN AUG. Term Exp.	Lenola Wyatt			
	Seated 1/8/24 Seated		Sharon Ratcliff/Fiscal	
			Nov-26	
SHELBY Term Exp.	Debbra Johnson-Secretary	Felicia Cloudy	Veronica Berry	
	Seated 4/3/23	Jun-30	Mar-31	
REGION 1				
PANOLA Term Exp.	Aubrey Hull-Goodwin	Keri Vance-Vice Chair		
	Seated 4/1/24	October 28		
HARRISON Term Exp.	Judge Chad Sims	Isha Brown- Chairperson	William Morris	
	Seated 1/7/19	Aug-29	Apr-29	
UPSHUR			Joyce Jeter	
			Jan-32	

*Second Term

Isha Brown - ECE Expert
Stephen Shires - Attorney

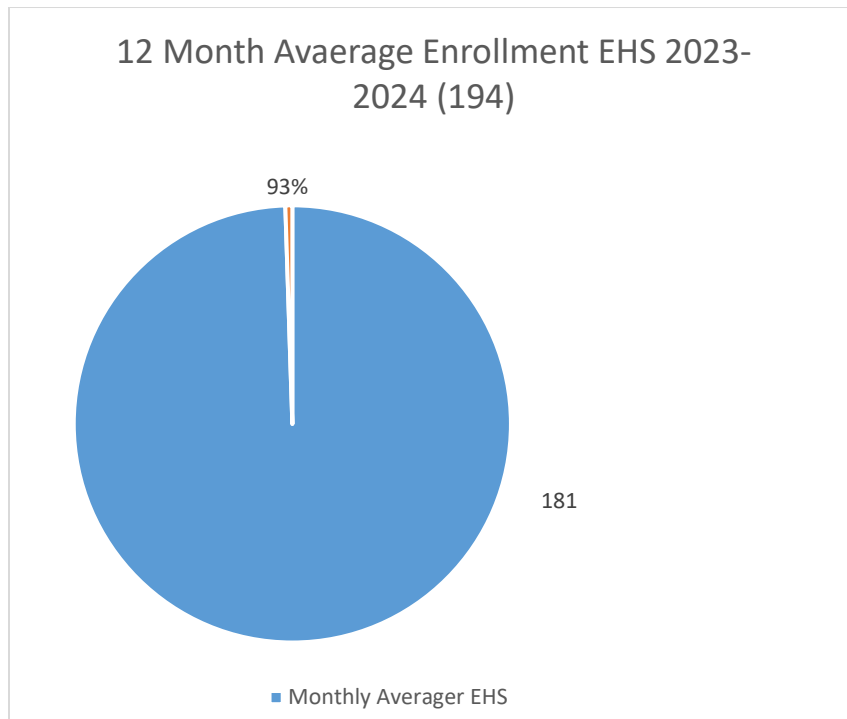
Sharon Ratcliff - Fiscal Expert

Finance

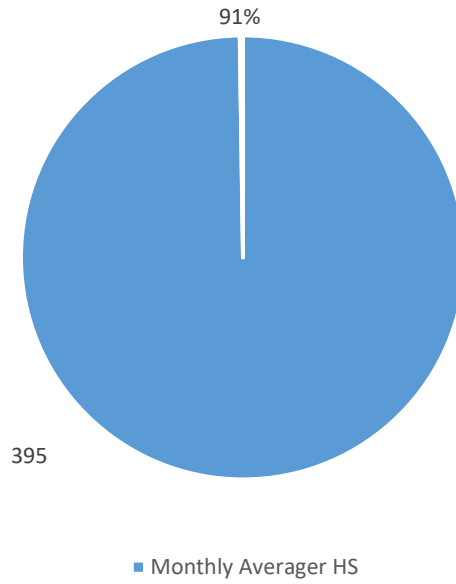
Finance Audit is still pending.

Eligibility, Recruitment, Selection, Enrollment, Attendance (ERSEA)

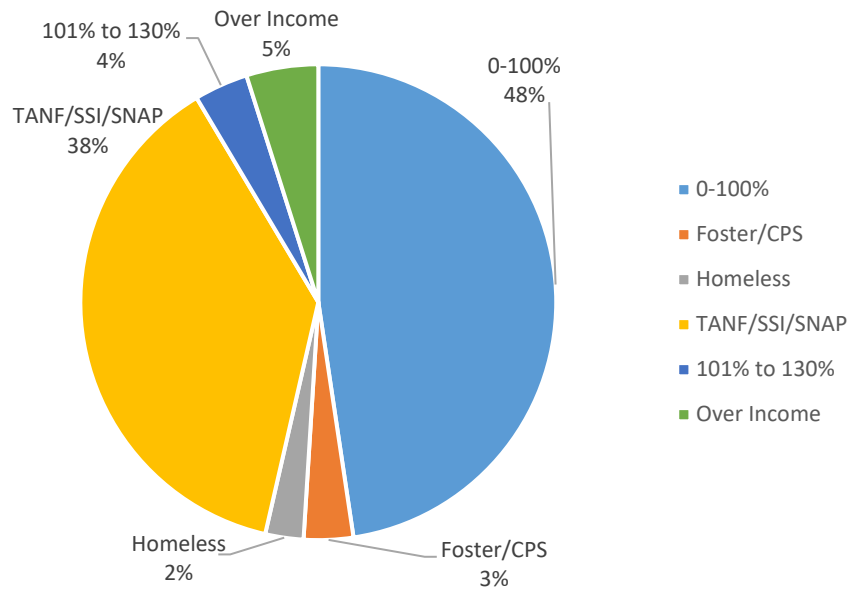
The program year for HS was Aug. 14, 2023, to May 24, 2024 (9 months). In this period, we served 420 3 & 4-year-old children. The EHS program year was from Aug. 14, 2023, to July 12, 2024 (12 months). In this period, we served 235 children ranging in age from 6 weeks to 3 years and 5 expectant mothers; one teen parent is included in this count.



9 Month Average Enrollment HS 2023-2024
(432)



HS-EHS Percentage of Cumulative Enrollment
by Eligibility 2023-2024 program (655)



Health

Tri-County Community Action, Inc. Early Head Start and Head Start Programs serve 7 counties and are funded for 626 children. The program ensures that each child receives an array of comprehensive health services to provide a coordinated system of continuous care addressing the child's whole mind, body, and emotions and the overall family well-being. The children are assisted in receiving physical, dental, nutrition, immunizations, heights and weights, hemoglobin, lead, vision, hearing, social and emotional and developmental screenings, to maintain or bring them up to date a mandated schedule of primary, preventive and follow-up health services. The health program staff attend and facilitate health fairs and festivals to promote, inform, educate, and recruit staff, children, and families for the program.

- 100% of children in Early Head Start Programs have an ongoing source of continuous, accessible health care, provided by a professional health care provider.
- 97% of children in Early Head Start Programs have health insurance coverage.
- 98% of children in Early Head Start Programs received dental exams.
- 40% of children in Early Head Start Programs received physical exams.
- 100% of children in Head Start Programs have an ongoing source of continuous, accessible health care, provided by a professional health care provider.
- 99% of children in the Head Start Programs have health insurance coverage.
- 95% of children in the Head Start Programs received dental exams.
- 30% of children in the Head Start Programs received physical exams.

Family Engagement

Parent Involvement

Supportive Home Environment: Active involvement helps create a rich learning environment at home, reinforcing what children learn at school.

Development of Skills: Engaging in educational activities promotes cognitive and social skills.

Stronger Bonds: Involvement fosters a deeper connection between parents and children, crucial for emotional development.

Community Connection: Parents who participate often form supportive networks with other families, enhancing the sense of community.

Voice in Education: Being involved gives parents a say in their child's education, empowering them to advocate for their child's needs.



Skill Development: Participation can help parents develop new skills and confidence to benefit their family and personal growth.

Increased Motivation: Children whose parents are involved in their education tend to have better attitudes towards learning and school.

Educational Support: Involvement often connects parents with resources, information, and tools that can help support their child's learning and development.

Variety of Ways to Engage: Involvement can take many forms, such as attending meetings and volunteering to participate in workshops. Parents are encouraged to see their involvement as an investment in their child's future.

Male Involvement

Improved Behavior: Children with involved fathers often display fewer behavioral issues. Male engagement can lead to greater discipline and structure in the home.

Encouragement of

Education: Fathers' participation in school activities signals to children that education is important. This involvement can motivate children to take their studies seriously.

Community Support: Male involvement fosters a sense of community among families. Dads can share experiences, support one another, and build friendships, creating a stronger network.

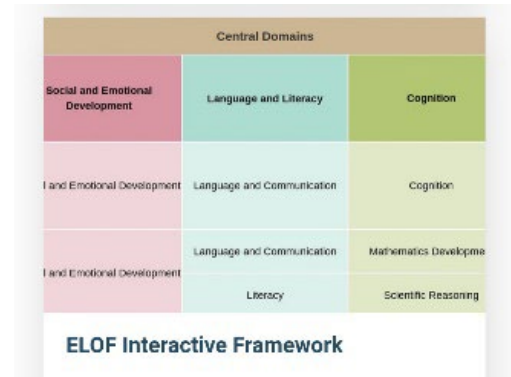
Long-Term Benefits: Engaged fathers are linked to positive long-term outcomes, such as higher academic achievement and better mental health for children.



Education

The Education Department is focusing on the DRDP Assessment Tool. Training has been completed, and follow-up is in progress. Our School Readiness Goals (SCR) include five domains: Approaches to Learning, Language & Literacy Development/ (English Language Development for our non-English speaking students), Physical Development and Health, Social and Emotional Development, Cognition, including Math and Science, and English Language Development for our non-English speaking students. These are our SCR

domains that help us assess the children and guide our efforts to support the Classrooms and Teachers. Tri-County Community Action (TCCA) offers three different options: Early Head Start (EHS), Head Start, and Home Base throughout a 7-region area: Shelby, San Augustine, Sabine, Jasper, Newton, Tyler Co., and Angelina Co. Our curriculum is Creative Curriculum for HS/EHS Classrooms and Growing Great Kids for our Home Base Program. We look forward to serving you in one of our 7 locations.



Education Department
Birth to Five Program

Social: To help children feel comfortable in school, trust their teachers, make friends, and feel they are a part of the group.

Emotional: To help children experience pride and self-confidence, develop independence and self-control, and have a positive attitude toward life.

Cognitive: To help children become learners by letting them try out their own ideas and experience success, and by helping them learn to solve problems, ask questions, and use words to describe their ideas, observations, and feelings.

Physical: To help children increase their large and small muscle skills and feel confident about what their bodies can do.

Child Development Sites:

www.National Association for the Education of Young Children.org

www.ELOF Framework.org

www.Zero to Three.org

www.homeroom.com



Children who receive Head Start services are offered hearing, vision, dental, and developmental screenings. The developmental screenings we use are listed below.

BRIGANCE: DEVELOPMENTAL SCREENS

Developmental screening provides a useful snapshot of a child's development at a particular point in time. Quick, accurate screenings that measure mastery of early development and academic skills can serve as the first step in assessing a child's school readiness. Educators also use screening to readily identify potential developmental delays and giftedness and to plan for interventions.

DRDP-Desired Results Developmental Profile: DRDP: A Developmental Continuum from Early Infancy up to Kindergarten Entry. The comprehensive, fundamental, and essential views are available for all program types. The Comprehensive View focuses on the full range of learning and development that early childhood curricula cover.

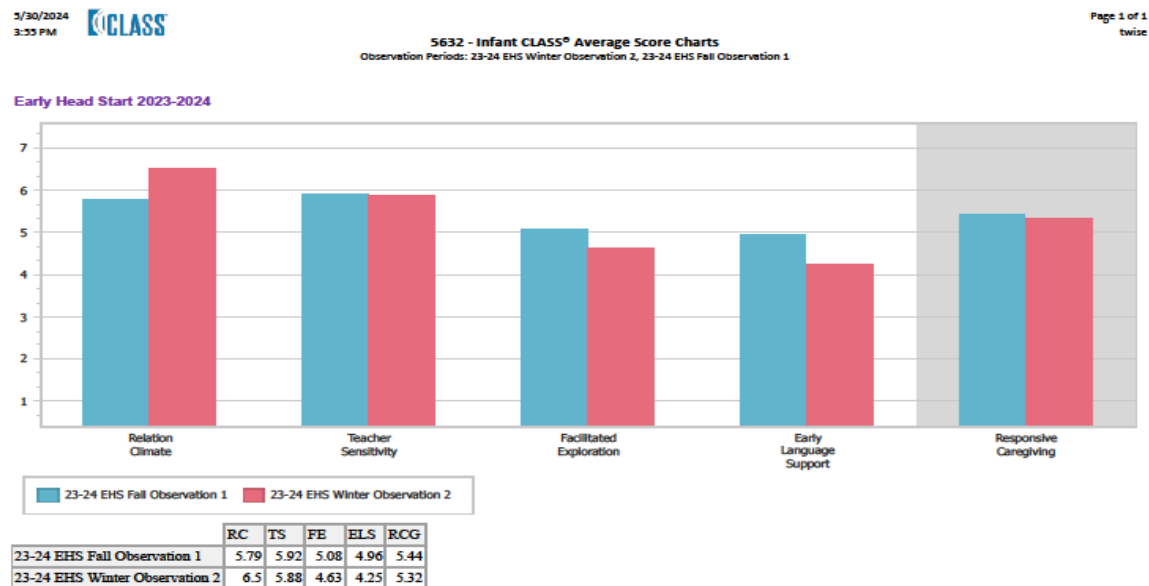
We use our Assessment and other data to develop School Readiness Goals for Birth to Five program. We also have a web portal for Parents, which is homeroom.

Class

Our goal for the 2023-2024 program year was to improve quality teacher-child interactions through individual professional development using Practice-Based Coaching, focusing on the Classroom Assessment Scoring System (CLASS) tool. The CLASS assessment is used to support training that will lead to progress in our Early Head Start and Head Start classrooms. Below, the CLASS scores reflect areas for improvement for TCCA.



Chart 1: 23-24 Infant CLASS report

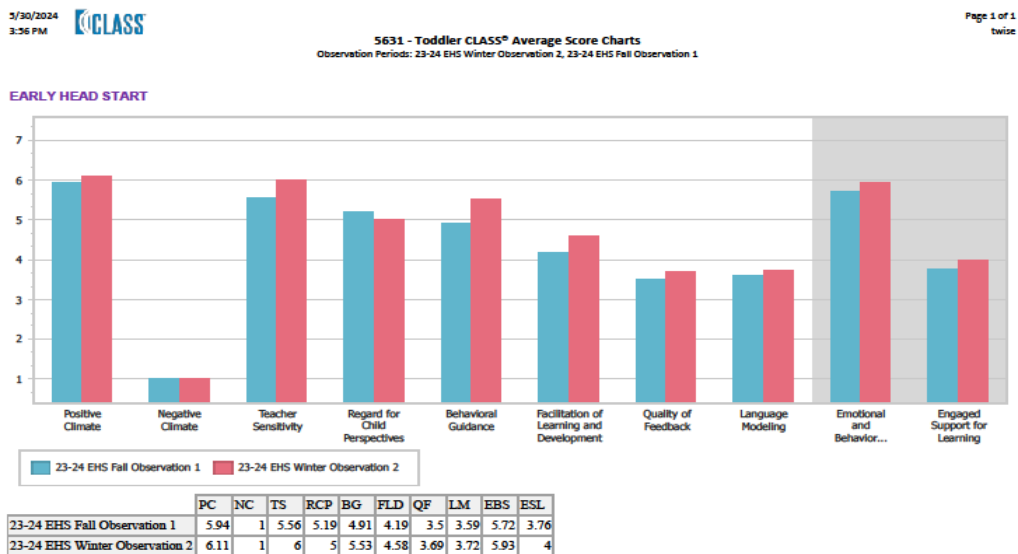


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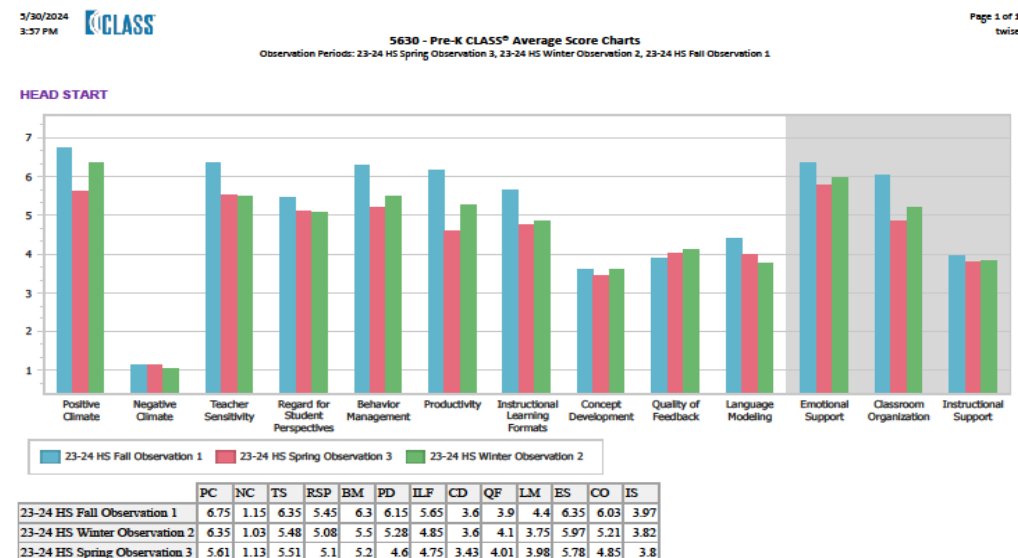
Chart 2: 23-24 Toddler CLASS report



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Chart 3: Pre – K CLASS report



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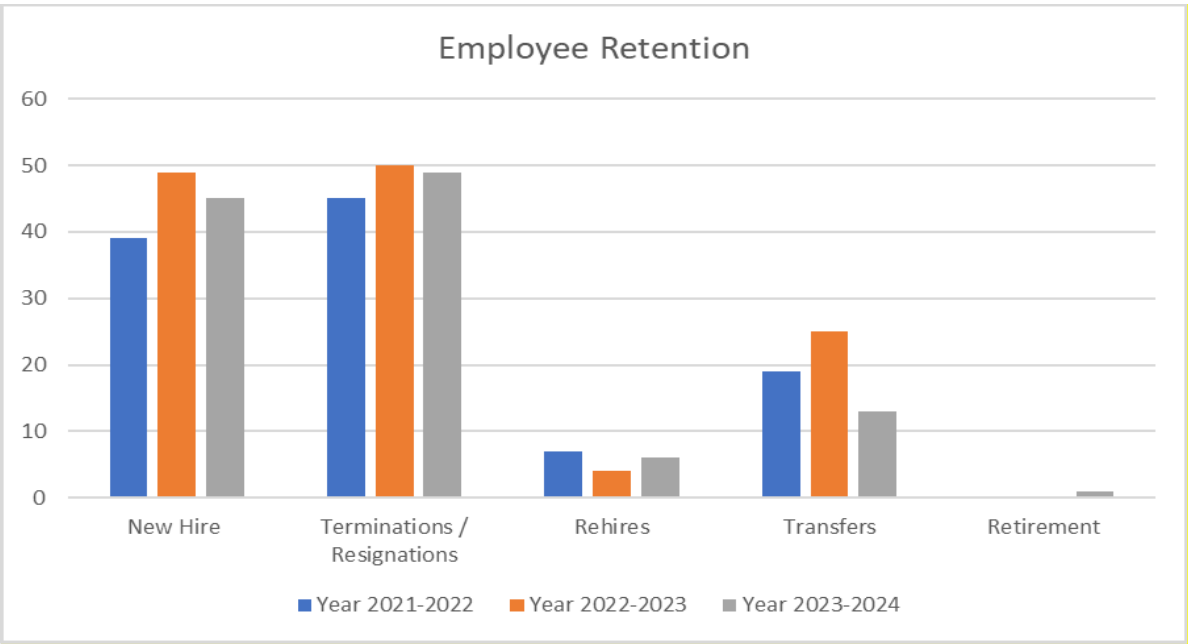
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Human Resources

The top priority of HR has been to ensure the safety, health, and well-being of our employees, the children, the families that we serve, and our communities. We continue to be the Agency’s central force in response to those needs.

Year 2023-2024

New Hires	45
Terminations/Resignations	49
Rehires	6
Transfers	13
Retirement	1



Trends and Observations

1. **New Hires:** The number of new hires increased from 39 in 2021-2022 to 49 in 2022-2023, followed by a slight decrease to 45 in 2023-2024. This indicates a peak in hiring activity in 2022-2023.
2. **Terminations / Resignations:** The number of terminations and resignations increased from 45 in 2021-2022 to 50 in 2022-2023, then slightly decreased to 49 in 2023-2024. This suggests a relatively high turnover rate over the three years.
3. **Rehires:** Rehires decreased from 7 in 2021-2022 to 4 in 2022-2023, then increased to 6 in 2023-2024. This fluctuation might reflect changes in rehiring policies or the availability of former employees.
4. **Transfers:** Transfers increased from 19 in 2021-2022 to 25 in 2022-2023, then decreased significantly to 13 in 2023-2024. This could indicate changes in internal mobility or organizational restructuring.
5. **Retirement:** There were no retirements in 2021-2022 and 2022-2023, with the first retirement occurring in 2023-2024. This marks the beginning of retirements within the workforce.

The data shows dynamic HR movement with notable peaks and troughs in hiring, terminations, and transfers.



Social Service

Social Services

Community Services Programs

67,571+ lbs

of fresh produce was distributed to the community. TCCA, Inc. partners with the East Texas Food Bank to distribute fresh produce once per month to anyone in need.



4,747

individuals received energy burden relief

160

school aged children received school supplies

278 individuals received personal hygiene kits

33 individuals were provided hygiene utilization assistance (shower, toilets, or sink use)

2,091

individuals received food distribution assistance through TCCA Inc's "Harvest for Homes Food Pantry



Assisted 97 households with VITA Income Tax

CSBG Services

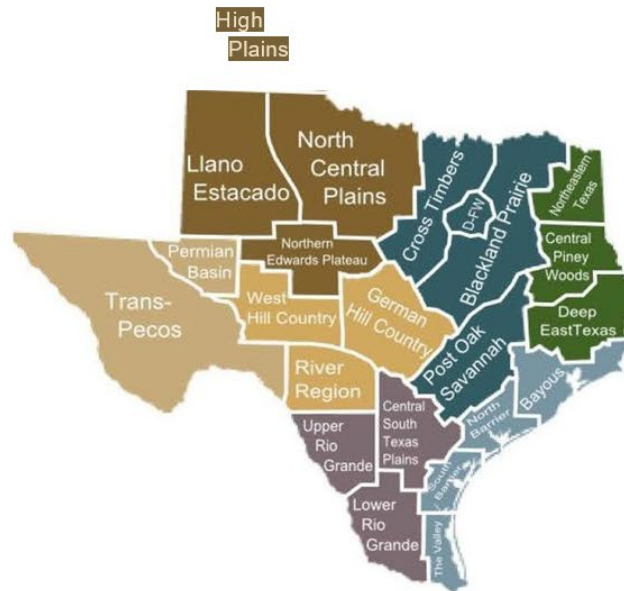
- assisted 1 adult w/obtaining a job up to a living wage
- assisted with 2 individuals who obtained a recognized credential, certificate, or degree relating to the achievement of educational or vocational skills.
- assisted with 6 households to avoid eviction
- assisted 183 clients with gas card distribution services
- provided 1652 referrals
- assisted 9 individuals with obtaining birth certificates
- assisted 8 individuals with obtaining social security cards



116 households received water assistance

Tri-County Community Action, Inc.

Service Area



- Upshur County
- Harrison County
- Panola County
- Shelby County
- San Augustine County
- Sabine County
- Tyler County
- Jasper County
- Newton County
- Angelina County

50 Years of Serving the Counties of East Texas

Community Needs Assessment (CNA)

Through rigorous analysis of the collected data, TCCA has identified five priority needs within its service area: Affordable and Accessible Housing Solutions, Comprehensive Healthcare and Mental Wellness Services, Inclusive Workforce Strategies for Economic Stability, Quality Childcare and Youth Development Initiatives, and Financial Empowerment and Basic Needs Support. These identified priorities will inform TCCA's strategic planning process and guide the development of the Strategic Plan and the annual Community Action Plan. By focusing on these crucial areas, TCCA aims to maximize its impact and effectively allocate resources to address the most pressing community needs. The 2024 Community Assessment represents more than a compliance document; it serves as a roadmap for community empowerment and sustainable development. Through this assessment, TCCA reaffirms its commitment to fostering resilience and creating opportunities for the individuals and families it serves across East Texas. As TCCA moves forward with implementing the insights gained from this assessment, it invites stakeholders, partners, and community members to engage in collaborative efforts to address these identified needs and work towards a more prosperous and equitable East Texas region. This assessment provides a clear direction for TCCA's future initiatives and lays the groundwork for meaningful, data-driven improvements in the lives of East Texas residents.