

Tri-County Community Action, Inc.



Annual Report 2020-2021

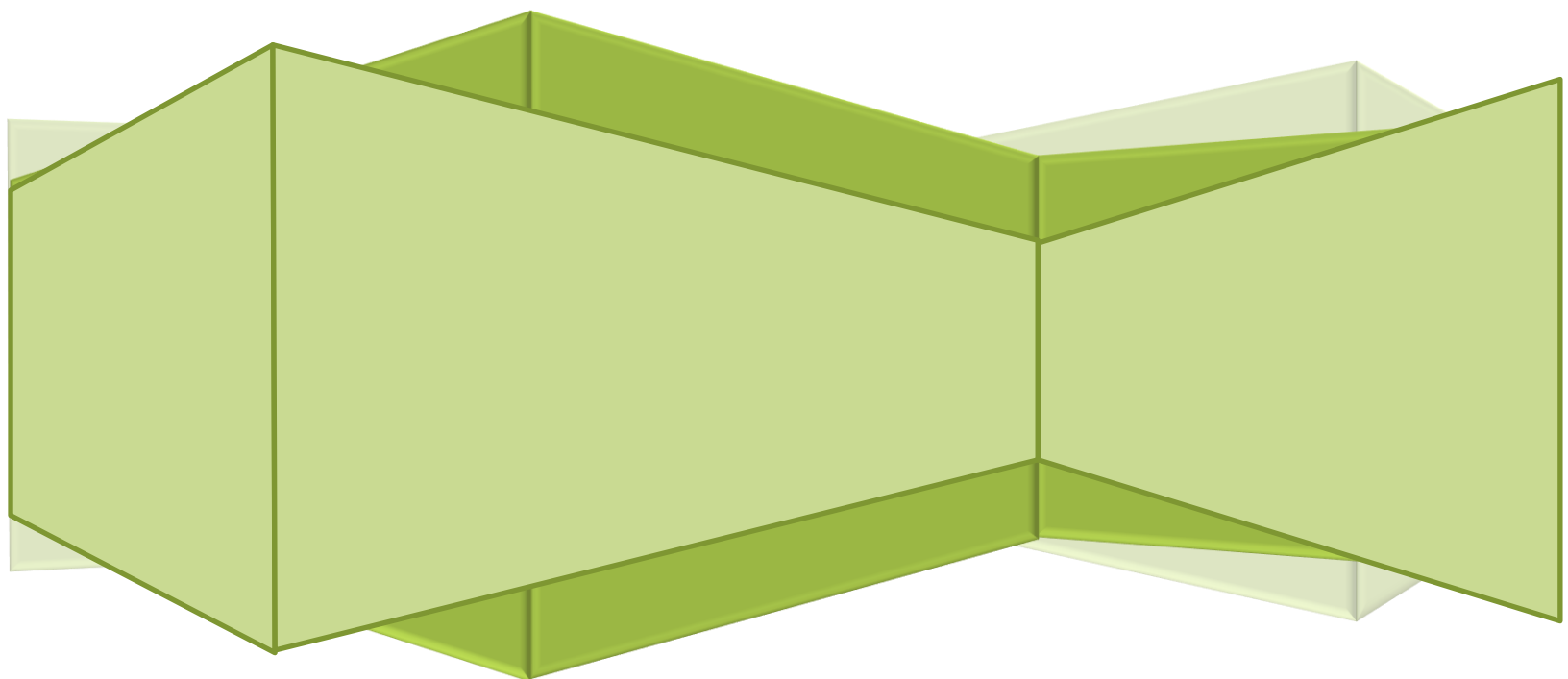


Table of Contents

Table of Contents	1
A Message from the Director	2
Head Start/Homebase Locations	3
Board of Directors	4
Director Team & Management Team	5
Social Service Department	6-7
Health, Mental Health and Nutrition Services	8-9
Safety.....	10
Enrollment and Attendance (ERSEA).....	11-12
Family Services	13-14
School Readiness.....	15
Education “Class”	16-17
Home Base	18
Child Development Centers	19-25
Technology.....	26
Fiscal Responsibility	27-29
Human Resources.....	30
Service Area	31



February 1, 2022

Tri-County Community Action, Inc. has continued to serve its mission to meet the needs of the neediest citizens in East Texas. For 56 years this agency has sought to improve economic literacy, enhance job skills & training, parenting skills, fatherhood programs, improve health & nutritional needs, deliver impactful early childhood education, assist in the attainment of affordable housing, and provide special assistance to veterans throughout the 10 East Texas counties we serve. This agency continues to support its mission to reduce poverty and remove barriers for the disadvantaged, by providing impactful innovative programs to meet community needs in collaboration with other mission-minded in our communities.

This 2020-2021 annual report reflects a year of hard work, dedication, commitment from our 150 employees, volunteers, and community partners. This program year, the agency faced the challenges of the COVID-19 pandemic. Safety protocols were put in place and this agency adapted to ensure the safety of our employees, children, families and clients. The agency invested in technology which allowed for remote learning, delivered meals, video conferencing, enhanced internet capabilities, addition of drop box locations and enhanced relationships with community partners to continue to provide services to the most needy & vulnerable in our communities. Our goals remained to transition individuals and families out of poverty, help attainment of education goals, job training, job skill development, employment assistance, get help with utility assistance, housing assistance, health & nutrition, parenting skills, and provide quality early childhood education & development through our Head Start, Early Head Start program offering opportunities in Center-based, Virtual Learning & Home-based options. This pandemic presented a challenge, however, this agency served as a pass-through entity to provide federal funding to those who qualified for assistance: be it rental, mortgage, housing, energy assistance or food insecurities. In addition, we worked closely with our community based partners to help meet the needs of our communities. Tri-County Community Action, Inc. serves Shelby, Sabine, and San Augustine, Jasper, Newton, Angelina, Tyler Harrison, Panola, and Upshur counties.

The promise of Community Action is to change people's lives, embody the spirit of hope, improve communities, and make America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other. We are dedicated to living up to this promise!

2020-2021 program year was challenging, however, this agency persevered and met the challenge. Many lessons were learned and new protocols were put in place to continue to serve children, families, and our communities in need!

George T. Simon, Jr.

Executive Director/Head Start Director
Tri-County Community Action, Inc.

HeadStart/Early Head Start Centers

Jasper Head Start Center
 Director – Regina Sells
 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 – LaWanda Williams
 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 – Labretha Edwards
 1206 Partin Road
 San Augustine, TX 75972
 936-225-3171



Partners



Mary Jo Gorden Child Development Center/ EHS
 3402 Daniel McCall
 Lufkin, TX 75902
 936-634-3395

San Augustine ISD/HS
 101 South Milam
 San Augustine, TX 75972
 936-275-3424

Homebase 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



Tri-County Community Action, Inc.

Board of Directors

REGION 1

COUNTY

ELECTED OFFICIALS

PRIVATE SECTOR

REP. OF THE POOR

PANOLA

Rodger McLane

James Brown

HARRISON

Judge Chad Sims

UPSHUR

Michael Wilcots

Eva Chadwick

REGION 2

SABINE

Evelyn Watts

SAN AUGUSTINE

Mayor Leroy Hughes

Sharon Ratcliff

SHELBY

Ann Blackwell

Donny Johnson

Lenola Wyatt

REGION 3

TYLER

Kay Timme

Wilbert Barnett

JASPER

Rev. Rodney Norsworthy

Tom McClurg

Rev. Paul Woods

NEWTON

Cedric Sells

Tri-County Community Action, Inc. is governed by an eighteen member tripartite board representing three regions and nine counties.

Agency Values:

- **Integrity**
- **Professionalism**
- **Teamwork**
- **Compassion**

Director Team and Head Start Management Team



George Simon
Executive Director/Head Start Director



Leticia Stafford
Human Resource Director



Brenda Allen
Social Services Director



Jennifer Bell
Director of Information Technology



Yolonda Neal
Executive Manager



Latricia Reynolds
Chief Financial Officer



Patty Andrews
ERESA Manager



Vera Boxley
Education Manager



Vanessa Davis
Special Service Manager



Angela Dolphus
Nutrition Manager



Tomeka Jones
Education/School Readiness Manager



Katrina Solice
Assistant HS/EHS Director



Mary Williams
Family Service Manager



Teresa Wise
Education Specialist Coach

Social Service Community Services Block Grant (CSBG)

by Brenda Allen

The Community Services Block Grant is an initiative as a "War On Poverty" concept and conceived by the Economic Opportunity Act of 1964. With the support of this grant, State and Community Action Agencies (CAAs) work together to achieve the goals of increased self-sufficiency, improved living conditions, ownership of and pride within their communities, and strong family and support systems. Working together, we have the capacity to achieve these results.

Tri-County Community Action's Transition out of poverty (TOP's) program is dedicated to low-income and very low-income individuals who would like to move to higher income and educational levels in order to become economically self-sufficient. This program helps to identify and remove barriers and connect the participant with community resources.

County	# Transitioned
Harrison	0
Jasper	0
Newton	0
Panola	0
Sabine	0
San Augustine	0
Shelby	0
Tyler	0
Upshur	0
Total	0

TCCA "Harvest for Homes" food pantry

TCCA partnered with the East Texas Food Bank in August 2014 to take part in trying to eliminate hunger within our communities. TCCA served approximately 956 individuals through our food pantry operations and 1,121 through our "Produce Drop". With CSBG funds TCCA was able to purchase over 40,908 pounds of food for our rural communities.

CSBG-TCCA 2021 Projects with Partners

<u>Back to School</u>	<u>July 2021</u>
County	# Served
Harrison	119
Jasper	93
Newton	80
Panola	55
Sabine	25
San Augustine	86
Shelby	61
Tyler	121
Upshur	60

<u>Snuggle a Senior November 2019</u>
30 lap blankets, scarfs, gloves, and hats
<u>VITA (Volunteer Income Tax Assistance)</u>
TCCA staff assisted with 30 income tax returns in 2021

<u>Secret Santa</u>	<u>#Served</u>
County	
Harrison	
Jasper	
Newton	
Panola	
Sabine	
San Augustine	
Shelby	
Tyler	
Upshur	31 families received gifts

Upshur Holiday Food Box

November 2021
55 food boxes distributed

Homeless Outreach

55 homeless bags distributed
17 sleeping bags

Christmas
December 2021
55 food boxes distributed

27 families for Christmas Gifts

The Comprehensive Energy Assistance Program (CEAP) is a utility assistance program designed to assist low income households and High Energy Consumption Households to meet their immediate home energy needs. LIHEAP Statute requires priority be given to those with the highest home energy needs, meaning Low Income Households with High Energy Consumption, a High Energy Burden and/or the presence of Vulnerable Population in the Household. CEAP services include: energy education, utility payment assistance, repair of existing heating and cooling units, and crisis-related purchase of portable heating and cooling units.

CEAP REGULAR

County	Households Served	Individuals Served	Total Funds Expended
Harrison	610	1047	\$ 285,330.93
Jasper	305	573	\$ 150,066.58
Newton	143	284	\$ 70,254.36
Panola	216	391	\$ 105,786.50
Sabine	152	290	\$ 64,824.59
San Augustine	185	309	\$ 68,533.84
Shelby	383	682	\$ 174,680.10
Tyler	157	298	\$ 88,431.57
Upshur	274	549	\$ 130,233.48
Total	2425	4423	\$1,138,151.95

CEAP CARES

County	Households Served	Individuals Served	Total Funds Expended
Harrison	484	794	\$ 281,489.22
Jasper	243	449	\$ 146,105.52
Newton	122	241	\$ 68,960.98
Panola	164	302	\$ 96,490.86
Sabine	123	224	\$ 69,619.10
San Augustine	132	216	\$ 108,657.10
Shelby	290	503	\$ 194,934.29
Tyler	128	240	\$ 84,151.25
Upshur	201	397	\$ 107,933.25
Total	1887	3366	\$1,158,341.57

There are two components to CEAP:

Crisis Assistance: Provides assistance with utility bills when households have lost service or are in danger of losing service and meet one of three conditions which include:

1. Extreme Weather Conditions. Extreme Weather Conditions are only applicable during the summer months of June, July, August and September and winter months of November, December, January and February.
2. Natural disaster- An event declared by the President or Governor of Texas
3. Life threatening crisis.

Utility Assistance: Provides assistance to low-income households to reduce their home energy costs and are based on the previous 12 month billing cycle. Low-income households with a vulnerable member (elderly, disabled, children 5 and younger) can receive assistance up to their benefit level. Households with non-vulnerable member can receive six months of assistance or up to their benefit level.

Assistance to individuals and households must be income eligible.

All services are dependent upon TCCA having available funds.



Special Services, Health, Mental Health & Disability

by *Vanessa Davis*

SPECIAL SERVICES

Tri-County Community Action, Inc. Special Services Program makes every effort to collaborate with parents/guardians and staff to remove barriers and to ensure parents/guardians have accurate information to make informed choices regarding their child's overall health care and to comply with the health requirements of the program. COVID-19 pandemic strongly impacted the lives of children, staff and families.

HEALTH

Early Head Start and Head Start Programs ensure that each child in the program receives an array of comprehensive health services to provide a coordinated system of continued care addressing the child's whole mind, body and emotions.

The students were assisted in receiving physical, dental, nutrition, immunizations, heights and weights, hemoglobin, lead, vision, hearing, social and emotional and developmental screenings in order to maintain or bring them up to date on a mandated schedule of primary, preventive and follow-up health and dental care. COVID-19, caused stress and anxiety to children, staff and families. The program provided training on trauma- informed care. Mental Health Consultants visited classrooms and provided individual observations and consultations to help

children identify their feelings about the changes they were experiencing.

Health Manager created videos and conducted Face Book Live sessions to encourage proper hand washing and social distancing techniques. Positive weekly social media messages were sent out along with fliers to encourage staff and parents during these challenging times.

DISABILITIES

Tri-County Community Head Start ensures that every child with special needs is valued, supported and fully included in all aspects of the program. Tri-County Head Start works directly with children, school districts, teachers and families to ensure that everyone is aware of each child's IFSP/IEP goals and that the goals are worked on collaboratively. Our observations and assessments indicate that every child with an IFSP/IEP is demonstrating growth in reaching their goals.

Tri-County Community Action, Inc. Birth to Five Program, works closely with community partners. Programs. COVID-19 funds were used to send children with disabilities (autism) to summer camp programming with community partners.

Health Report (impacted by Covid-19)

Dental Exams

263 children out of 417 children received dental exams for 2020-2021 Head Start

152 out of 164 children received dental exams for 2020-2021 Early Head Start

Medical Exams

232 out of 417 children received medical exams for 2020-2021 Head Start

108 out of 164 children received medical exams for 2020-2021 Early Head Start

Immunizations

237 out of 417 children were complete (Head Start)

119 out of 164 children were complete (Early Head Start)

MENTAL HEALTH

During the COV-19 pandemic, Conscious Discipline was used to empower teachers to draw from within themselves to become proactive instead of reactive in conflict moments, creating a peaceful inner state. From this state, the lens of perception change. This allowed teachers to stay in control of themselves and in charge of their classes.

Tri-County Head Start contracts with the local mental health authority and with other local private Mental Health providers to provide children, parents and staff with Mental Health Consultation Services. Mental Health Consultants are scheduled routinely to visit each classroom in the Early Head Start and Head Start Programs and socializations in the Home Based programs, offering feedback and recommendations for staff. The Consultants



provided Individual Observations and recommendations as needed for children with identified social and emotional concerns. Mental Health Consultants were available to meet with families and staff to discuss concerns and provide recommendations as needed. Several children and families were referred to outside counseling due to stress, anxiety and grief.



Nutrition

by *Angelia Dolphus*

Nutrition is vitally important to a child's future. Without adequate nutrition, learning can be a challenge. Good Nutrition equals a strong body and brain. The brain is built during the early toddler's years. It continues to grow during preschool. Tri-County Head Start's nutrition service assist families in meeting each child's nutritional needs and in establishing good eating habits that nurture health development and promote life long wellbeing. Through participating in the child and Adult Care Feeding Program (USDA), all children that attend Head Start receive a

Partnering with: Agri-Life, Master Gardner's and WIC. During this collaboration children grow gardens, parents have nutrition training and cooking classes. This project provides an interactive learning experience for children, as they have an opportunity to plant and care for gardens.

nutritious breakfast, lunch and snack that provides at least 2/3 of the daily nutrition requirements.

Tri-County Head Start has two licensed Nutrition Consultant's working with the program. Nutrition assessments are reviewed and completed for each child. Nutrition services are offered to children that are over/ under weight, diabetes, and low hemoglobin.

During the month of March agency celebrated National Nutrition Month. The children, families and staff made chef hats. The children also made homemade pizzas and lemonade.

Press and seal machines were purchased so that meals could be prepared and provided to the children while they were at home due to Covid classroom closure.



Safety

by *Katrina Solice*



The Head Start/Early Head Start Program provides an environment that encourages people to speak up about

safety concerns, makes it safe to talk about mistakes and errors, and encourages learning from these events. Children are safer when staff and families work together to improve the strategies they use in homes, at the centers, and in the community so children are at lower risk for injury.

The staff at Tri-County Community Action keeps children safe by creating a culture of safety throughout the agency in all activities and events. The teaching staff incorporates safety activities on their lesson plans to prepare for and rehearse what to do in cases of an emergency or threat. TCCA conducts regularly scheduled Safety Committee Meeting monthly to share the safety topic for the month. The monthly topics are selected using program data. For example, some of the topics that are covered monthly are to address fire drills, lockdown drills, and severe weather occurrences like tornados, and hurricanes but we also discuss topics such as cyber safety, emergency preparedness, bike and pedestrian safety, etc. The program participates in the St. Jude's Trike-A-Thon every April as a part of "Week of the Young Child". This is an annual safety event that is a weeklong program that's focused on safety education for young children and encourages parents to plan for emergencies. All of the Centers and Home-based programs complete Health and Safety checks which include the classrooms and playground areas as well as on group socializations to ensure compliance. Starting in 2021 the program

moved all compliance monitoring checklist into Child Plus under the Internal Monitoring Suites. Texas Child Care Licensing representatives complete a detailed Health and Safety Audit at all locations once a year and all sites were found to have no deficiencies or findings at any location during 2021. The program strives to improve its processes by zoning the classrooms, mapping out potential high-risk areas, and ensuring all students are prepared for any emergency that they may face. Each year we contact the local police department and/or fire department to come out to the centers and provide ideas and suggestions to improve the way we conduct drills and other safety practices. TCCA is dedicated to staying proactive by continuously looking for ways to pinpoint strengths and weaknesses in regards to health concerns and safety issues so that the culture we are promoting is a safe and healthy one where all children, families, and staff understand the importance of working together to ensure safe practices are embraced as we continue to build a culture of safety throughout the agency.

COVID-19 Safety Practices

As we moved into 2022 our agency as all other early childcare facilities and public-school districts had to learn quickly how to embrace the challenges that COVID-19 brought our way so that we could safely continue to provide the same in-person quality services that we have been so accustomed to. Tri-County Community Action has identified and implemented practices to help prevent the virus from entering the centers/offices spaces and reducing the likely spread inside the program as a whole. Protocols were established that required us to work together as a team with parents to ensure that we all take the proper safety precautions to keep everyone safe under the current conditions of the pandemic. Some prevention approaches that we are taking are to first train the staff during the onboarding process and ongoing. TCCA

continues to place reoccurring orders for several supplies that are distributed to our various sites/departments. Those supplies include Bleach, Thermometers, Masks, Shields (for employees and students who need them), Isolation Gowns, Hand Sanitizer (70 % alcohol or better), Handheld Electrostatic Victory Sprayer machines (1 per classroom), Bioesque Botanical Disinfectant Solution, and Lysol. Desk/Table Dividers and plexiglass have been purchased and provided for office areas as well as classrooms to assist with mealtimes, rest-time, and maintaining overall social distancing practices. The Handheld Electrostatic Victory Sprayers and a Clorox 360 machine will be used throughout our schools, programs, and departments to sanitize and disinfectant throughout the day both inside and on outside play structures. TCCA is required in alignment with Texas Childcare Licensing and the Department of Health and Human Services to check students' and staffs' temperatures and complete screenings on each before entering the sites. This year unfortunately no parents, volunteers, interns, or other non-essential persons are allowed in the buildings. We are asking our families to assist us by monitoring their child's symptoms and to consider checking their temperature daily. If their child is experiencing any symptoms related to COVID-19 in according to <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>, we are requiring that students be kept at home until they have doctor's clearness or the symptoms subside for a minimum of 24 hours. I am pleased to say that by taking these steps and modeling the correct way to wash hands and the proper way to wear a mask the program has had positive results thus far. The HR Director, Leticia Stafford, even wrote and was awarded a Safety Grant to provide extra supplies including wet floor signs, first aid kits, masks, and hand sanitizer. Working together as a TEAM we can ensure the agency continues to build a culture of safety as we do our best to continue providing high-quality services during this COVID-19 pandemic.





Eligibility, Recruitment, Selection, Enrollment, and Attendance (ERSEA) tasks are some of the most important work performed by Head Start programs. ERSEA governs how programs determine eligibility, enroll children, and track attendance. ERSEA

develops strategy to ensure the neediest families are enrolled in the program in a timely manner. The program uses the Department of Health and Human Resources (HHS) Poverty Guidelines to determine income eligibility for participation in Head Start and Early Head Start programs, and the program uses the Community Needs Assessment to ensure the neediest families are served. ERSEA thinks of strategic ways to work with parents to promote regular attendance.

Our Head Start/Early Head Start program is spread out over 7 counties of East Texas; we have both Home Base and Center Base options with in those counties, along with 2 partners one being the San Augustine ISD for Pre-K HS and the other being Mary Jo Gordon's Child Care at Angelina College for EHS. Funded enrollment Head Start 432, Early Head Start 190 and 4 Expectant Mothers



ERSEA

by *Patty Andrews*



Shelby County we serve 64 in HS and 33 in EHS

Tri-C CB serves 34 HS and 24 EHS

Shelby HB serves 33 HS and 9 EHS

Angelina County we serve 102 in HS and 50 in EHS

Lufkin CB serves 51 HS

Lil' Panther CB serves 51 HS and 16 EHS

Mary Jo Gordon's Child Care (Buckner's) serves 34 EHS

Jasper County we serve 95 in HS and 37 in EHS

Jasper CB serves 85 HS and 32 EHS

Jasper HB serves 10 HS and 5 EHS

Sabine County we serve 20 in HS and 5 in EHS

Sabine HB serves 20 HS and 5 EHS

San Augustine County we serve 97 in HS and 20 in EHS

San Augustine CB serves 17 HS and 16 EHS

San Augustine HB serves 4 EHS

San Augustine ISD Pre-K HS serves 77 HS

Newton County we serve 17 in HS and 20 in EHS

Newton CB serves 17 HS and 16 EHS

Newton HB serves 4 EHS

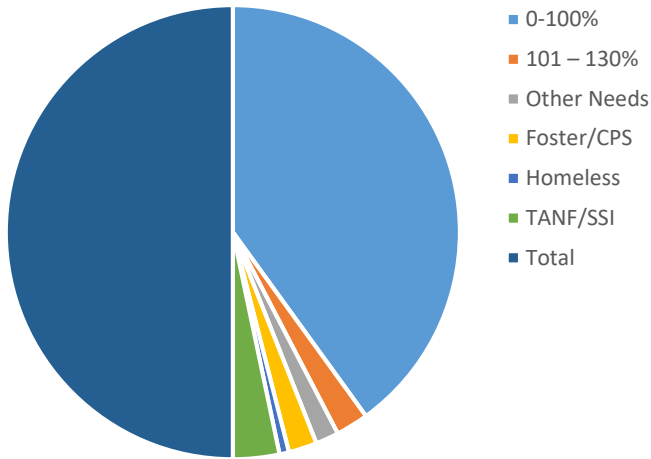
Tyler County we serve 37 in HS and 25 in EHS

Lil' Eagles CB serves 17 HS and 16 EHS

Tyler HB serves 20 HS and 9 EHS



HS-EHS Eligibility 2020-2021



Enrollment by Site HS-EHS 2020-2021 Total 667

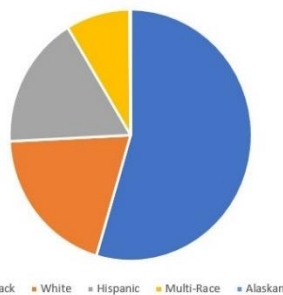


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|--------------------------|------------------------|
| ■ Buckner EHS 40 | ■ Jasper CB EHS 32 |
| ■ Jasper CB HS 64 | ■ Jasper HB HS 3 |
| ■ Jasper HB EHS 5 | ■ Lil' Eagles CB HS 13 |
| ■ Lil' Eagles CB EHS 14 | ■ Lil' Panthers HS 41 |
| ■ Lil' Panther CB EHS 13 | ■ Lufkin CB HS 42 |
| ■ Newton CB HS 14 | ■ Newton CB EHS 16 |
| ■ Newton HB EHS 5 | ■ Sabine HB HS 20 |
| ■ Sabine HB EHS 12 | ■ San Aug. CB HS 23 |
| ■ San Aug. CB EHS 17 | ■ San Aug. HB EHS 1 |
| ■ San Aug. ISD 24 | ■ Shelby HB HS 35 |
| ■ Shelby HB EHS 12 | ■ Tri-C CB HS 26 |
| ■ Tri-C CB EHS 35 | ■ Tyler HB HS 16 |

Primary Language at Home HS/EHS 2020-2021



Race HS/EHS 2020-2021



Family Services

by *Mary Williams*

The Family Service Department is responsive to each child and family's ethnic, cultural and linguistic heritage. We encourage the role of parents as their child's first and most important teachers. We build relationships with families that support positive parent-child relationships, family well-being and connections to peers and community. Our commitment is to provide high quality family support services to empower families and their children to reach their full potential while strengthening the community.

Parent Meeting: We have monthly parent meetings because we believe "When parents are involved in their children's education at home, they do better in school. And when parents are involved in school, children go farther in school. In our meeting, we have community partners come in and train our parents on how to be self-sufficient.

Fatherhood: We train our parents that children who have an involved father or male role model in their lives in the early years show up for school with more of the qualities needed for learning. They are more patient, curious, and confident, and maintain interest in their own work. Mothers and fathers are more likely to become involved in their children's education if they believe they can make a difference. Parents can learn about the different ways that fathers can make a difference in the lives of their children.

Resource Fairs are beneficial to our parents and families and are supported in achieving their own goals, such as housing stability, continued education, and financial security. They support and strengthen parent-child relationships and engage families around children's learning and development. Family and Community Partnerships engage and support parents to identify and meet their own goals, nurture their children, and advocate for communities that support children and families.

Incredible Years Parent Curriculum: This program is a 14 week program done twice a year. Some of the benefits are as follows:

Improved parent-child interactions, building positive relationships and attachment,

improved parental functioning, less harsh and more nurturing parenting, and increased parental social support and problem solving

Improved teacher-student relationships, proactive classroom management skills, and strengthened teacher-parent partnerships.

Parent Family Community Engagement Results for 2020-2021

	Head Start	Early Head Start
Single Parents	270	131
Two Parents	105	54
Grandparents	8	3
Goal Setting	102	124
Male Involvement	51	109
Family Outcomes	95%	90%



Community Partners

Family Service Manager, Mary Williams speaks to the Family Advisor Meeting on how to build collaborative relationships with community organizations that support positive child and family outcomes.



Volunteers

We love the many volunteers that come out to assist with the children during activity time. Mrs. Pankratz is working with Ryan Pankratz, a head start student on reading.



Male Involvement

During story time at the Lufkin Center Base Head Start. Children set quietly to listen to a story read by one of our head start fathers, Mr. Bryan Wallace.

Success Stories



Sunday Powell has two twin boys in our Head Start program. This is their 1st year to be enrolled. Levi and Lucas are typical 3-year old boys with lots of energy and curiosity. Sunday was concerned that Lucas was not talking as well as his brother Levi and that was a strong incentive for her to enroll them in our program because she knew that we would address the concern and have Lucas evaluated. Sunday was advised that Lucas failed our hearing tests after two attempts so it was advised he see their pediatrician for evaluation.

Within days of this notice Sunday had both boys tested to be sure and Lucas was referred to a specialist for further testing. Sunday and Lucas met with the EMT and it was determined Lucas would need minor surgery to correct his hearing defect. The surgery was scheduled in a few days and Lucas came through the procedure just fine. It has only been a few weeks but his speech has already improved! Lucas' Head Start teacher has already noticed a vast improvement in his participation with classroom conversations. I am so proud of Sunday for staying vigilant and seeing this issue through. Her children are the light of her life and it shows! Sunday is also attending Angelina College in pursuit of entering the LVN school there in the near future.



LaJerrica Berry, a single mom with a son in Early Head Start, is preparing herself for a new journey by attending the courses that are offered to adults at the SAISD Administration Office. She has completed one course and getting prepared to take the Medical Assistant Course.





The Education Department is working hard to ensure all education staff and teachers

are familiar with DRDP Assessment Tool, training has been completed and follow up is in progress. We are currently preparing for our (OHS) review which includes monitoring reviews of Head Start agencies. Our School Readiness Goals include five domains: **Approaches to Learning, Language & Literacy Development/ (English Language Development for our non-speaking students), Physical Development and Health, Social and Emotional Development,**

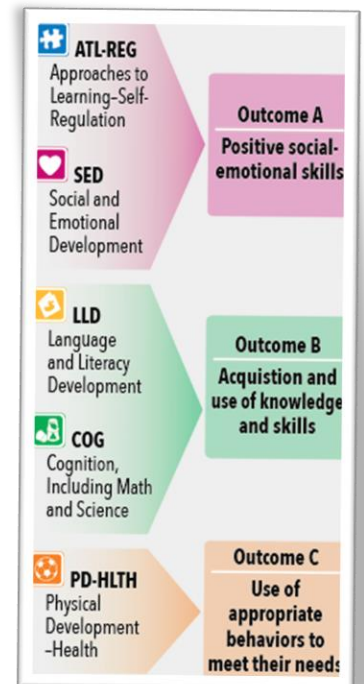
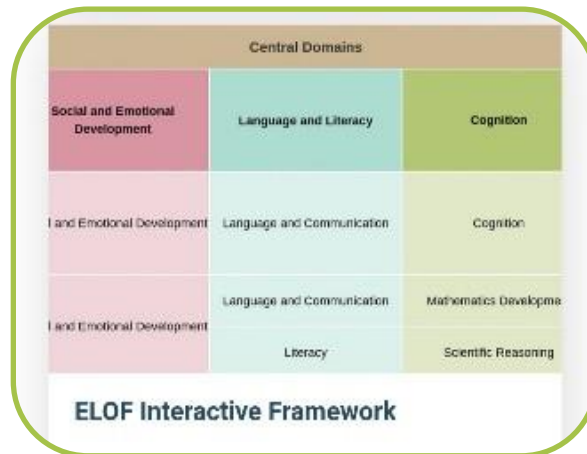
School Readiness

by *Tomeka Jones*



Cognition, Including Math and Science, English Language Development for our non-speaking students these are our SCR domains that help us assess the children and guide our efforts to support the Classrooms and Teachers. Three times a year this information is gathered and School Readiness Data Team analysis and aggregate this information. We then meet with a team for our School Readiness Leadership Meeting which consist of (policy council, board members, teachers, parents and community leader) to present the information and receive feedback to better serve our families and community.

TCCA offers three different options, 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 researched based for HS/EHS Classrooms and Growing Great Kids for our Home Base Program. DRDP Assessment (Desired Results Developmental Profile) Child Assessment is where we get our School Readiness Goals and ELOF.



CLASS

by *Dian Wise - Education Specialist Coach*



During the 20-21 program year for Tri-County Community Action Agency; we were able to implement the Classroom Assessment Scoring System (CLASS) as an observational tool that aligns with Head Start Performance Standards and the Head Start Early Learning Outcomes Framework (ELOF) through the pandemic. This year we added an Early Head Start Mentor, Celena Garrett, to support our EHS teachers.

With a focus on research-based, developmentally appropriate interactions, CLASS is used across all ages EHS and HS, for all classroom settings, supporting Creative Curriculum and Desired Results Developmental Profile (DRDP). As the Education Specialist Coach for TCCA, continuing coaching and observations had some challenges, but with the use of technology,

videoing, and taking safety precautions, we are able to be successful in role focusing and capturing positive teacher – child interactions.

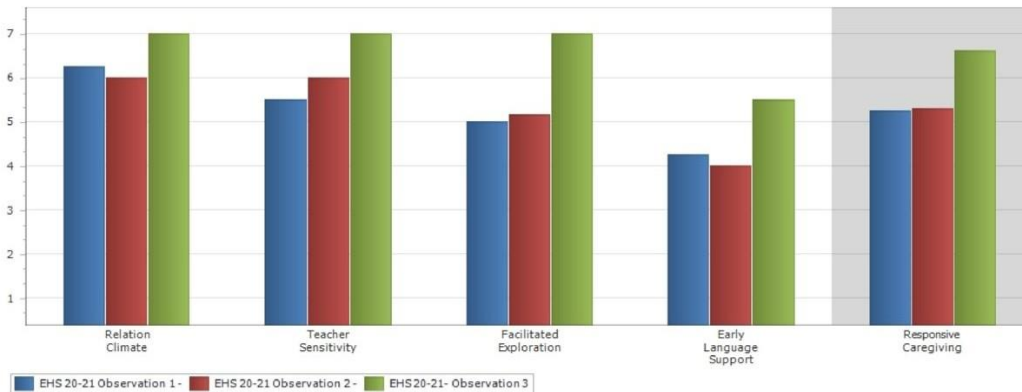
Using the CLASS tool with fidelity, coaching and mentoring teachers; the research-proven insights, skills, and strategies teaching strategies needed to improve interactions, the most critical component of their teaching practices is captured in our Childplus data base system providing a report that shows areas of strengths as well as areas to improve. TCCA has CLASS reliable staff that completed the observations for the Fall, Winter and Spring. The data collected is then shared with stake holder, policy council and board members, As a result of coaching and mentoring Coaches and Mentees, share their personal experiences for growth to increase social and academic outcomes for children we serve.



“Just having the pleasure to be a mentor was everything. Focusing on developing skills and helping individuals obtain their goals is rewarding within itself. Seeing your staff grow, which in turns grows your program, is the ultimate goal.” Celena Garrett – EHS Mentor

5632 - Infant CLASS® Average Score Charts

Observation Periods: 21-22 EHS Observation 1, EHS 20-21- Observation 3, EHS 20-21 Observation 2 - , EHS 20-21 Observation 1 –



	RC	TS	FE	ELS	RCG
EHS 20-21 Observation 1 -	6.25	5.5	5	4.25	5.25
EHS 20-21 Observation 2 -	6	6	5.17	4	5.3
EHS 20-21- Observation 3	7	7	7	5.5	6.63

AS RESULT OF COACHING



“I cannot say enough about our Educational Coach, Mrs. Dian, I have had to rely on her help many times in the last two years. She will jump in to help in any situation, assist with any special projects we are doing in our room with the children and join in on activities. If there is something that I do not understand in implementing CLASS she will support me and explain it and sharing learning options that helps it make sense. I have learned so much from all her help and encouragement.”

Michele Melton
Lil Panthers Head Start Teacher



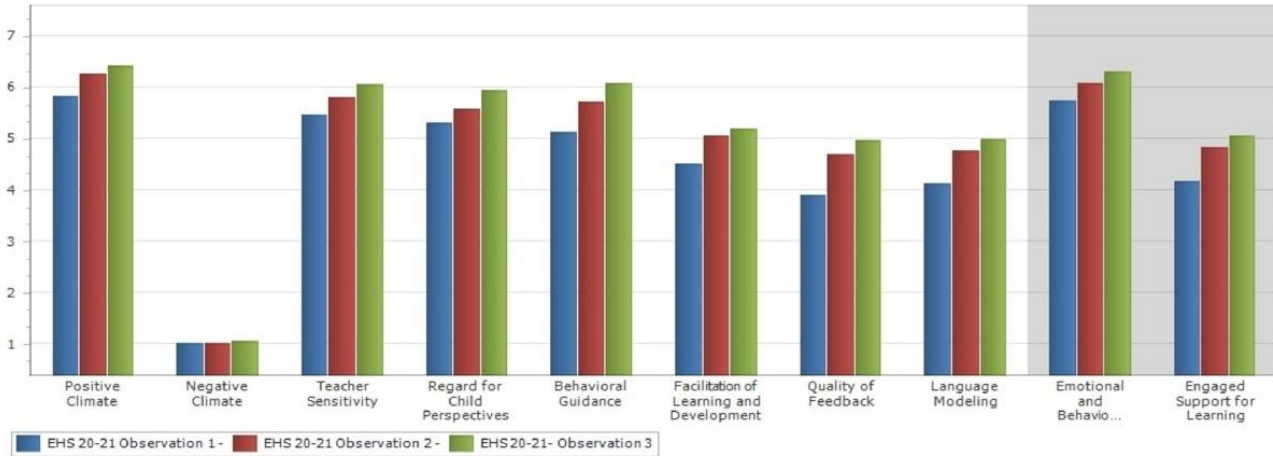
“For me, being mentored allowed me to focus on what is important to help children grow and learn benefiting a part of society to make a difference in children lives that will support positive involvement. Influencing decision making to show empathy for one another and a motivation to help manage emotions and problem solving. “Stay focused” remember collaboration and brainstorming can open up solution you may or may not ever had thought of.”

“We are built strong and mighty to reach the highest goal of success, to bring out the best, and reaching out, make connections and embrace a role of a positive environment with a mindset of endurance to the end.”

Laretta Farr
Jasper Early Head Start Teacher

5631 - Toddler CLASS® Average Score Charts

Observation Periods: EHS 20-21- Observation 3, EHS 20-21 Observation 2 - , EHS 20-21 Observation 1 -



Early Head Start 2020-2021

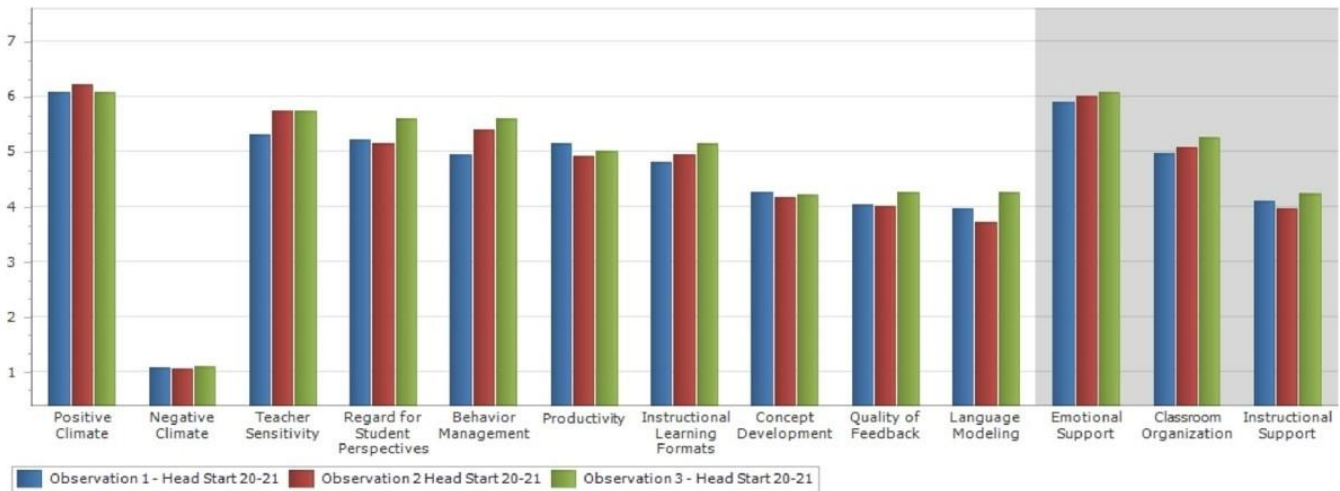
	PC	NC	TS	RCP	BG	FLD	QF	LM	EBS	ESL
EHS 20-21 Observation 1 -	5.83	1	5.46	5.29	5.12	4.5	3.88	4.12	5.74	4.17
EHS 20-21 Observation 2 -	6.26	1	5.8	5.57	5.7	5.04	4.69	4.76	6.07	4.83
EHS 20-21- Observation 3	6.42	1.04	6.06	5.94	6.08	5.18	4.96	4.98	6.29	5.04

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© ChildPlus

5630 - Pre-K CLASS® Average Score Charts

Observation Periods: Observation 3 - Head Start 20-21, Observation 2 Head Start 20-21, Observation 1 - Head Start 20-21, Winter 2019, Fall 2019



	PC	NC	TS	RSP	BM	PD	ILF	CD	QF	LM	ES	CO	IS
Observation 1 - Head Start 20-21	6.08	1.05	5.3	5.2	4.93	5.13	4.8	4.25	4.03	3.95	5.88	4.95	4.08
Observation 2 Head Start 20-21	6.2	1.03	5.73	5.13	5.38	4.9	4.93	4.15	4	3.7	6.01	5.07	3.95
Observation 3 - Head Start 20-21	6.08	1.08	5.73	5.6	5.6	5	5.15	4.2	4.25	4.25	6.08	5.25	4.23

Home Base Head Start/Early Head Start

by Vera Boxley - Home Base Manager

Home Base Head Start and Early Head Start

We, as the Home Base option have the opportunity that most professionals do not have. That is to take a glimpse into the lives of children and families. Our role is unique, and the relationships we build with families are the most powerful tool we have to support young children and make a difference in their lives.

A Parent Educator visits both the parent and child in the home on a weekly basis for 90 minutes per week. They have a case load of 10-12 families. They offer 32 home visits a year for Head Start and 46 home visits for Early Head Start.

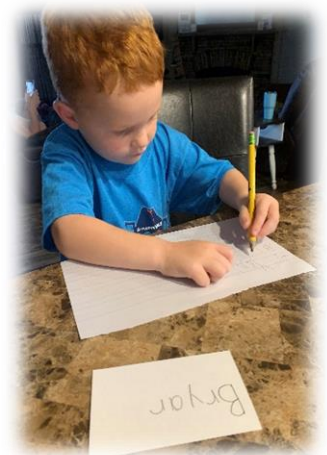
Parents in the Home Base option are offered the opportunity to attend two Group socialization activities each month. We offer 16 group socialization a year for Head Start and 22 group socializations for Early Head Start in which children and parents enrolled in the home-based option interact with other home-based children and parents in a Head Start classroom, community facility, or on a field trip. This benefits the children, they have the opportunity to interact with other children, explore new environments and participate with different toys, materials and activities. Parents have the opportunity to interact and network with other parents, observe their child in the context of other children, and participate in activities with other parents and children.

We use as the curriculum Grow Great Kids/Growing Great Families. The DRDP Assessment is used for our ongoing assessment.



We also deliver the comprehensive services required by the Head Start Program Performance Standards, such as medical, dental, mental health, nutrition, child development, education, and family involvement.

Vera Boxley----Home Base Manager





Jasper Head Start/Early Head Start Center Base
Regina Sells - Director

Safe, fun learning environment

Jasper Center Base is located at 105 Collier Street in Jasper, TX., Jasper is affectionately known as the "jewel of the forest." Jasper Head Start is a comprehensive early childhood program, delivering services in the core areas of education, health, nutrition, and parent involvement. We are a federally funded program that provides early learning opportunities to children birth through age 5 during their most critical stages of development. The Jasper Center Base includes a Head Start program as well as Early Head Start. We are currently fully enrolled with a total of 85 students in Head Start and 32 in Early Head Start. The staff consist of 30 employees serving in a variety of positions. We pride ourselves in collaborating with community partners which include the Master Gardeners, Agri-Life, and ADAC.



Lil Eagles Head Start and EHS

Lawanda Williams - Director



Lil Eagles is a Birth to five program in Tyler County Texas. We are located at

1201 Cardinal Dr. Woodville, Texas. We have a Family of 33 students; 16 children enrolled in our Early Head Start and 17 enrolled in our Head Start program. Families and the community have an opportunity to participate in a variety of educational and social activities. Our staff consist of a Center Director LaWanda Williams, 1 Childcare Assistant, 1 Head Start Teacher, 1 Head Start Teacher Assistant, 4 Early Head Start Teachers, 1 Floater, 1 Food Service Specialist, 1 Family Advocate Specialist, 2 Head Start Home Base Parent Educators, and 2 Substitutes. Our dedicated and qualified staff-most of whom are from this community and speak the same languages as the families we serve. Drawing on their extensive training, experience, and firsthand knowledge, our educators work to ensure that the young children in our care are developmentally on track-academically, socially, and emotionally-and ready to learn at the level of their peers.

Lil Eagles has long recognized that just as we need to ensure children begin school academically ready to learn, we also need to

ensure that they begin life socially and emotionally ready to thrive. When children walk through our doors, we look at them holistically- at their physical, cognitive, social, and emotional health-and help them achieve their full potential in each of these interrelated areas.



Our center has a Family Advocate Specialist whom families can count on for guidance and support. The Family Advocate Specialist help families create goals and gives them tools on how to accomplish those goals, whether; it's getting a job or continuing their education or whatever services they need. Family Advocate Specialist also help parents get ready for their child transitioning to school by teaching them how to advocate for their child and encouraging the parents to form a circle of support themselves.

School Readiness is the theme that flows throughout our program. We ensure students are academically ready by teaching

academic concepts in ways that make sense to young children and get them excited about their education. And by employing emotionally responsive teaching, introducing conflict resolution techniques, and allowing for strong relationships between teachers and children (and among children themselves), we help ensure they are emotionally ready for school as well.

Lil Eagles accomplishments for this year new playground equipment for both EHS/HS playgrounds. The children are really enjoying themselves. We also got the inside of our building painted and new material for each classroom to help the children get ready for the next level of their education. Laughter, Excitement and an Eagerness to explore a whole new world. As the center director I am proud of the accomplishments and excited for the future of Lil Eagles Head Start/Early Head Start.



ALL SYSTEMS GO!!



WELCOME TO OUR HOUSE



Jeanne Wysingle
Center Director



Our center is located in Lufkin, Texas at 1510 Martin Luther King Blvd. We provide high quality educational services to 67 children ages 0-5. Our focus has been all around health and safety, School Readiness & CLASS, to prepare families and our children for success as they enter school and for a lifetime of learning that will follow. In 2020 due to COVID-19 pandemic we taught some students in a virtual environment. We continued to provide educational support & supplies & meals to the families with virtual visits, Homeroom.com website

Our staff consists of a Center Director, 4 Early Head Start Teachers, 3 Head Start Teachers, 3 Head Start Teacher Aides, 3 Head Start Floater, Child Care Assistant, Food Service Specialist and 2 Foster Grandparents.

We maintain open communication and cooperation with our parents. We are a family focused center providing health, mental health, nutrition, education, family and disabilities services to our families.



Lufkin Center Base

Laronda Agent – Center Director



Lufkin Head Start is located at 2208 N. Timberland Dr. in Lufkin TX. We serve 54 children and their families in Angelina County. We take pride in our Center and want all children, parents and the community to feel welcome on our site. We provide a safe, nurturing educational environment. We are licensed by the

state of Texas and we are a pre-school with emphases on school readiness. Lufkin Head Start provides services for the children in Education, Nutrition, Health and Parent Involvement.

These last couple of years have be different for all of us because of COVID-19, with the awesome TEAM we have at Lufkin Center Base we have pushed through. We have learn to use ZOOM, HOMEROOM, REMIND and other apps to keep parents informed since parents are not allowed in the building at this time. I am so proud of the staff who have worked so hard to keep the children safe and at the same time continue to have a fun learning environment. Bridget Kirkwood, Crystal Earl, Denise Pope, Teresa Santoya, Dominique Martin, Brandie Phipps, Elizabeth Garcia, and our floater Cleta Richard. Thanks also to the parents who have entrusted their child to us we are proud to serve Angelina County for over 25 years.

LaRonda Agent /Center Director



Newton Head Start/EHS

Michelle Grant - Director



Newton Center Base Head Start employs 11 employees at this center. We pride ourselves in serving our community and families. Newton Head Start is a program that is dedicated to helping low income families and their children get a head start in their life and skills.

We bring tremendous resources vitality to the community we serve and also partially depend on their resources that they have to offer to us. Such as:

- County Extension Agency
- Public Library
- Masters Gardeners
- ADAC
- Agrilife
- Newton Fire Department
- Toys for Tots
- Food Bank
- WIC
- Newton County Health Department

Our program conceptualizes a positive educational environment by presenting a diverse of learning experiences. Newton Head Start offers the option of Center Base or Home Base programs.

Good nutrition is an important part of a healthy lifestyle. At Head Start we encourage healthy eating for our children and families.



Tasteful Tuesday



Fatherhood activities with Dads



San Augustine Head Start/EHS

Labretha Edwards - Director



San Augustine Center has a family of 50 students. Early Head Start has 16 and Head Start had 34. Each student is unique and valued for who they are. Each child has individual goals that align with school readiness goals. As a staff, our goal is to make a difference in our students' lives. At San Augustine Center Base, we are giving students a head start in learning so they can be successful. Our program is a free service funded by government grants. Parents are required to donate their time and effort to help in the teaching of their children. These are comprised of In-Kind forms that are filled

out each week by the parent or guardian.

Each family is assigned a family advocate specialist who is there to help families create goals and gives them tools on how to accomplish those goals, whether; it's getting a job or continuing their education or whatever services they need.

Head Start have a wonderful program which helps address any disabilities issues that arise with all our students. The EHS program is affiliated with ECI, who comes to our site to provide services and the HS program goes through the local school system that then provides testing and services. San Augustine Center Base had over 10% of their enrollment serving children with disability. Two of the students with disabilities had contracted nurses that came with them each day to meet their individual health needs. I feel this is a strength for our program. Each student in head start is given a DECA assessment tool which shows the teachers if the student is a risk for any emotional

issues and a Brigance Assessment which allows the teachers to determine if each student is reaching their age appropriate developmental milestones. If the student has concerns, they will be addressed by the teachers and the area managers. Goals will be set; and instruction will be individualized so the student will be successful in the future. These tests are given at least twice a year or as needed.

The Head Start program provides an opportunity for all students to attend health clinics at the learning center. SACB send out reminders to all parents when a clinic is scheduled. This is for the convenience of parents. At these clinics they do physicals, vision and dental exams. The teachers do hearing and vision screenings, as well as, height and weight tracking.

Labretha Edwards – HS/EHS Director



Tri-C Head Start/EHS

Deandra Jackson - Director

our classrooms virtually and to bring ideas and information to our children and staff. Some of our community resources are ADAC-Center Fire Department-Center Police Department — Agri Life-Shelby County Ambassadors-Jennifer Bell IT Specialist with TCCA and TCCA HR Department.

Despite challenging times due to covid-19, our Fatherhood program is a huge success. We have some awesome fathers who make up great role models for our children. Our dads have made with their children hand print turkeys-decorated pumpkins-made homemade ornaments and Christmas Trees, participating through our virtual platforms. Our staff at Tri-C take great pride and joy in our work, letting safety of our children and love for our families guide us to give our best daily.

Tri-C Head Start/Early Head Start is a birth to five program. Our Campus is located off the historic downtown square at 214 Nacogdoches Street in Center Texas.

We are a licensed child care facility with the state of Texas.

Our campus has six Early Head Start classrooms with a one to four child/ staff ratio and has enrolled 24 students from birth to thirty- six months. Our Head Start classrooms are staffed with one teacher and one assistant teacher and we have enrolled 36 children from three to five years old. We have 13 employees on our campus, who have numerous years of child care experience, degrees and certifications.

Our staff ensures the children at Tri-C get the most out of their everyday activities through planned activities so each child is able to meet their individual needs.

Due to the recent pandemic we have established virtual platforms, such as Homeroom and Facebook to encourage our community and families to visit



our classrooms virtually and to bring ideas and information to our children and staff. Some of our community resources are ADAC-Center Fire Department-Center Police Department — Agri Life-Shelby County Ambassadors-Jennifer Bell IT Specialist with TCCA and TCCA HR Department.



Technology



Jennifer Bell
Director of Information Technology

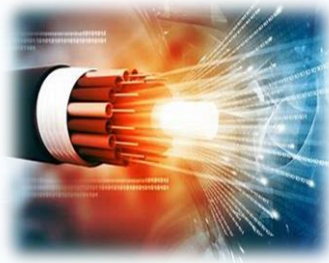
Technology in the Classroom

Tech adoption in the classroom has increased every year. Interactive whiteboards, tablets, and laptops have all but replaced the chalkboards, dido sheets, and clunky desktop computers of the traditional classroom, and today's teachers and students have access to hundreds of thousands of apps, videos, and online courses designed to enhance the learning experience.

Now, in the middle of a global pandemic, technology has presumed an even larger role in the education of our students. At the height of the COVID-19 outbreak, over 1.5 billion children across the world were taken out of the classroom because of school closures, which, in turn, forced the widespread adoption of remote teaching technologies and the postponement of in-person instruction.

But one thing's for sure, whether classrooms are set to permanently re-open, or whether a more hybrid online/in-person approach will become the new norm, technology will be at the center of the educational experience.

By TCCA investing in strong reliable internet to support the next educational technologies, we are in no doubt that this will not only sustain, but also enrich, children's education.



Finance Department

by *Latricia Reynolds*

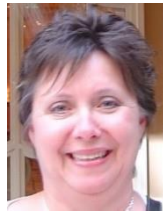
Finance ensures that budgets are aligned with the agency goals.

Finance ensures that the programs have the fiscal tools needed to assist in the transition of individuals and families out of poverty.

Finance also ensures that fiscal resources are utilized in providing comprehensive services, education, and school readiness success to the children in our care.



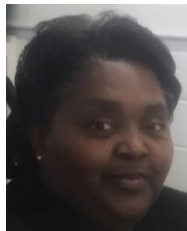
Latricia Reynolds
BBA, MPA
Chief Finance Officer
16 Years



Pam Faussett
Assistant Finance Officer
23 Years



Christina McDonald
Finance Director
1 Year



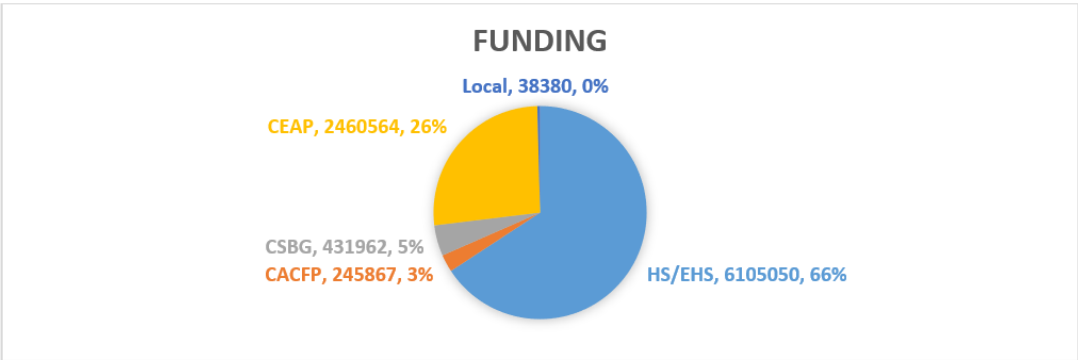
Chemetri Johnson
Purchasing Clerk
11 Years



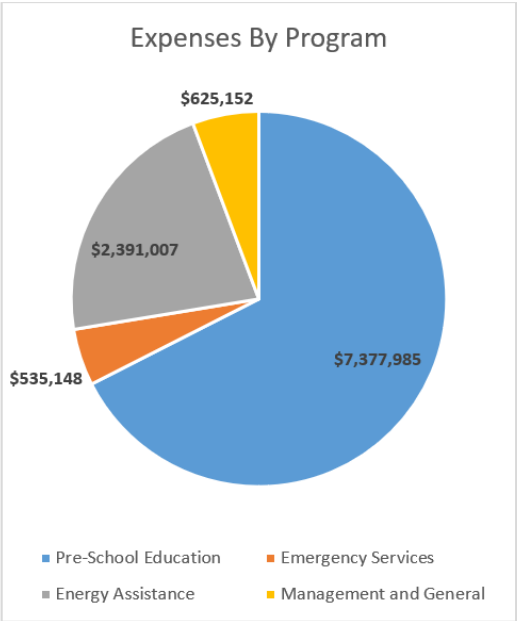
Angela Amburn
Payroll Clerk
16 Years

FUNDING

HEAD START/EARLY HEAD START			\$ 6,105,050.00
HEAD START COVID 19			\$ 550,134.00
CHILD CARE FOOD PROGRAM			\$ 245,867.00
CSBG			\$ 431,962.00
CEAP			\$ 2,460,564.00
LOCAL			\$ 38,380.00
LOCAL BREAKDOWN	PROJECT CARE	\$ 4,200.00	
	UPSHUR RURAL	\$ 18,088.00	
	RENTAL PROPERTY	\$ 14,400.00	
	DONATIONS	\$ 1,692.00	



BUDGET



EXPENSES BY PROGRAM 2020/2021

Pre-School Education	\$7,377,985
Emergency Services	\$535,148
Energy Assistance	\$2,391,007
Management and General	\$625,152
TOTAL FUNDING PY 2019	\$10,929,292

EXPENSES BY PROGRAM 2019/2020 FOR COMPARISON PURPOSES

Pre-School Education	\$6,462,126
Emergency Services	\$358,036
Energy Assistance	\$2,073,932
Management and General	\$849,720
TOTAL FUNDING PY 2020	\$9,743,814

PROPOSED BUDGET ACTUAL BUDGET

Personnel	\$3,729,901	Personnel	\$3,595,572
Fringe	\$900,311	Fringe	\$835,225
Equipment	\$0	Equipment	\$0
Travel	\$40,160	Travel	\$0
Supplies	\$366,635	Supplies	\$479,052
Contractual	\$248,556	Contractual	\$171,323
Other	\$1,303,372	Other	\$1,578,208
Prgram Inc.		Prgram Inc.	(\$4,196)
Total	\$6,682,444	Total	\$6,655,184

MONITORING REPORTS

HS/EHS Focus Area 1 Report – No area of concern, non-compliance, or deficiency.

TRI-COUNTY COMMUNITY ACTION, INC
Center, Texas

SCHEDULE OF FINDINGS AND QUESTIONED COSTS

For the Year Ended April 30, 2021

Section 1 – Summary of Auditors Results

Financial Statements:

Type of Auditor's Report Issued: Unmodified

Internal Control Over Financial Reporting: |

Material Weakness(es) identified? ____ Yes No

Significant deficiencies identified not considered to be material weakness(es)? ____ Yes None Reported

Noncompliance material to financial statements noted? _____ Yes No

Federal Awards

Internal Control Over Major Programs:

Material Weakness(es) identified? ____ Yes No

Significant deficiencies identified not considered to be material weakness(es)? ____ Yes None Reported

Type of auditor's report issued on compliance for major programs: Unmodified

Any audit findings disclosed that are required to be reported in accordance with Uniform Guidance?
____ Yes No

Dollar threshold used to distinguish between Type A and Type B programs _\$750,000_

Auditee qualified as low-risk auditee? Yes _____ No

Identification of Major Programs:

CFDA#	PROGRAM TITLE
93.600	Head Start
93.569	Community Services Block Grant

Section II – Financial Statement Findings and Questioned Costs:

None Reported

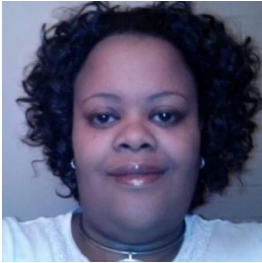
Section III – Federal Awards Findings and Questioned Costs:

None Reported

Human Resources

by Leticia Stafford

As we spend another year with the COVID-19 Pandemic and its variants, 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 also our communities.



We have been the Agency's central force in response to the pandemic. We have transitioned from in-person work, to remote work, and back to in-person work.

Through it all, we have continued to encourage our employees to follow the safety guidelines and mitigation measures by social distancing, handwashing, wearing a mask monitoring symptoms, cleaning, and sanitizing. We have informed employees of any new developments/laws and have addressed the concerns of all employees.

Although these are still uncertain times, HR still has responsibilities. Our responsibility, during the talent selection process, is to recruit and retain the best candidates for our organization. By doing so, it ensures that the needs of the organization are being met. Our responsibility is to improve the Mental Health and Wellness of our employees by motivation and development which results in a positive work environment. Our responsibility is to ensure compliance with all employment regulations and laws. Our responsibility is to research opportunities to improve employee productivity.



All these things contribute to our main responsibility which is helping the Agency reach its goals through our employees.

HR Statistics

Employee COVID-19 Vaccination Rate-97%

For Year 2020

New Hires - 17

Terminations/Resignations - 21

Rehires - 4

For Year 2021

New Hires = 39

Terminations/Resignation - 41

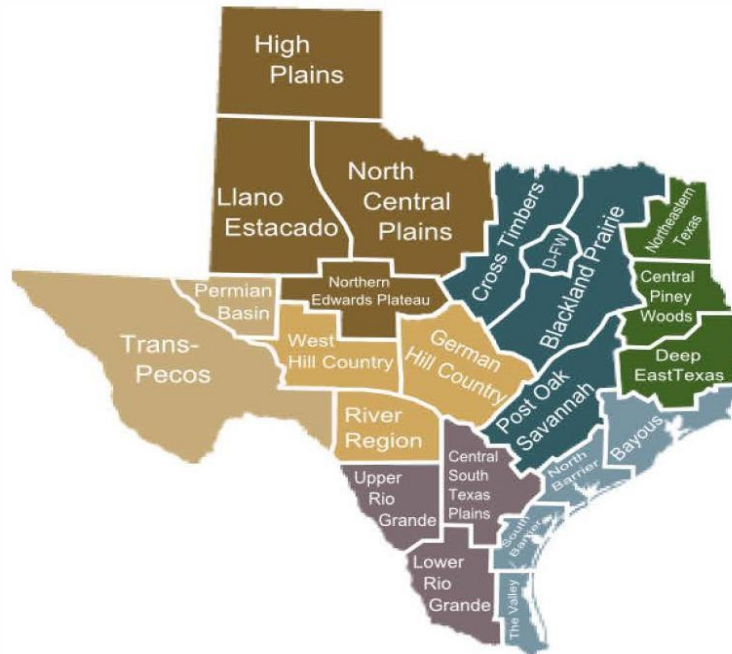
Transfers - 4

Supplies purchased with Texas Mutual Safety Grant current and future children and clients.



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