

Tri-County Community Action, Inc.



Annual Report 2018-2019

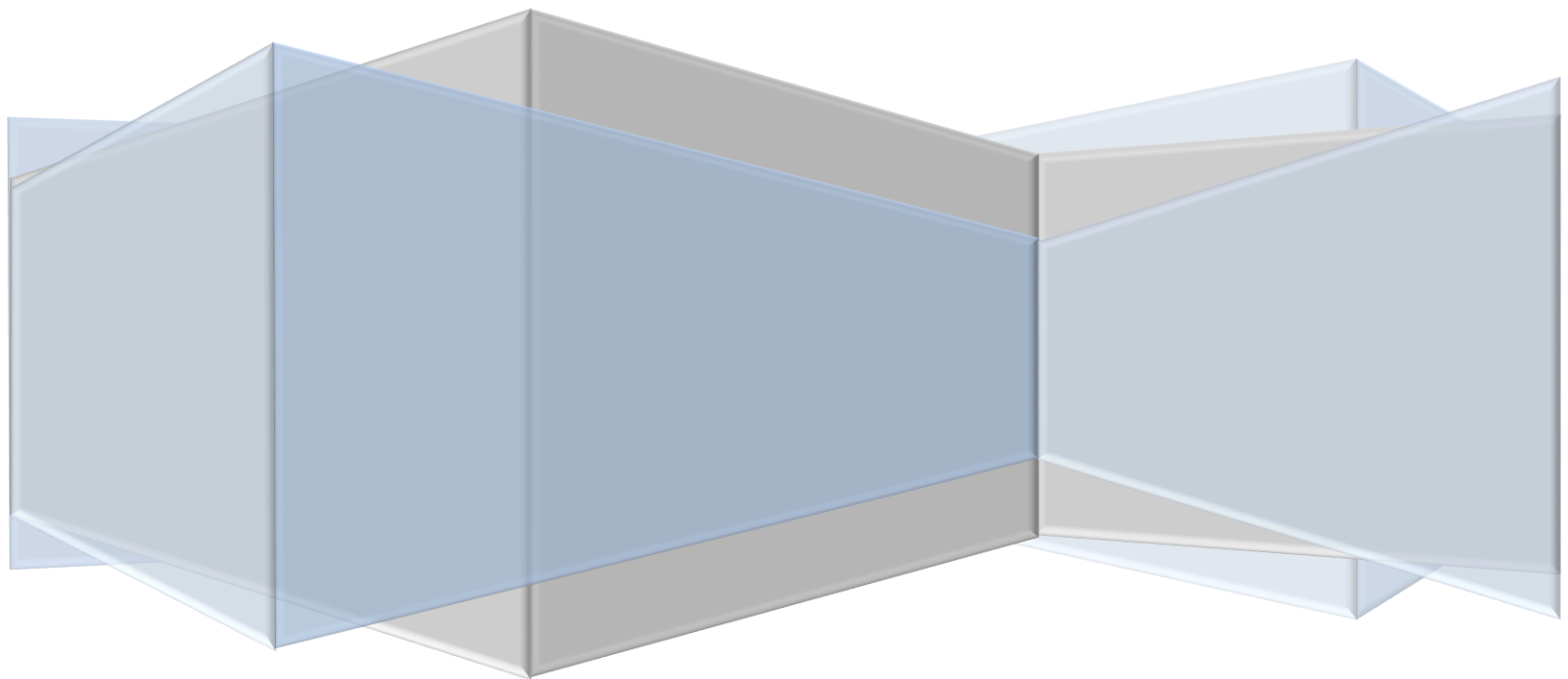


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January 22, 2020

Tri-County Community Action, Inc. has served communities in East Texas for over 50+ years; having a passion, purpose and 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.

Tri-County Community Action, Inc. was formed in 1966 by a group of citizens concerned about the needs of people in distress within the local community. At that time the agency served Shelby, Sabine and San Augustine counties. In 1977 the Head Start program expanded into Angelina County. In 1984, it expanded into Jasper, Newton and Tyler counties. In 2001, we expanded all services except Head Start into Harrison, Panola and Upshur counties.

This annual report reflects a year of hard work & dedication from our 140 employees, volunteers, and community partners 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 Head Start & Early Head Start opportunities both Center-based & Home-based options. Through the Community Needs Assessment, TCCA works to impact the top needs of the community: Jobs/employment, Education/job training, certifications, degree programs, Health Concerns/nutrition, insurance, access, & Affordable Housing. Through our partnerships, we have been able to direct and refer anyone needing help, regardless of the circumstances.

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!

I am proud to present this annual report to highlight the accomplishments and activities of this agency over this past year!

George T. Simon, Jr.

Executive Director/Acting 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 – Joy Freeman
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 – LaShunda Gulley
1201 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
1012 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

<u>COUNTY</u>	<u>ELECTED OFFICIALS</u>	<u>PRIVATE SECTOR</u>	<u>REP. OF THE POOR</u>
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	Bennie Martin	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.

We thank our Board of Directors for volunteering their time and expertise to continue to lead this agency's future

Agency Values:

- Integrity
- Professionalism
- Teamwork
- Compassion

Director Team and Head Start Management Team



George Simon
Executive Director/Head Start 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
Homebase Manager



Vanessa Davis
Special Service Manager



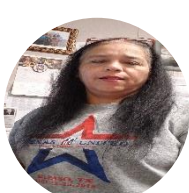
Angela Dolphus
Nutrition Manager



Tomeka Jones
Education/School Readiness Manager



Katrina Solice
Assistant HS/EHS Director



Mary Walker
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	1
Jasper	0
Newton	0
Panola	0
Sabine	0
San Augustine	0
Shelby	0
Tyler	0
Upshur	0
Total	1

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 2019 Projects with Partners

<u>Back to School</u>	<u>August 2019</u>
County	# Served
Harrison	128
Jasper	47
Newton	45
Panola	107
Sabine	20
San Augustine	20
Shelby	85
Tyler	50
Upshur	50

<u>Snuggle a Senior November 2019</u>
50 lap blankets, scarfs, gloves, and hats
<u>VITA (Volunteer Income Tax Assistance)</u>
TCCA staff assisted with 60 income tax returns in 2019
<u>Snuggle a Senior November 2019</u>
50 lap blankets, scarfs, gloves, and hats

<u>Secret Santa</u>	<u>#Served</u>
County	
Harrison	
Jasper	
Newton	
Panola	
Sabine	
San Augustine	
Shelby	
Tyler	
Upshur	27 families received gifts

Brookshire Brothers Gift Cards

County	# Served
Harrison	97
Jasper	73
Newton	50
Panola	93
Sabine	26
San Augustine	42
Shelby	95
Tyler	50
Upshur	N/A

Upshur Holiday Food Box

Thanksgiving
November 2019
55 food boxes distributed
Christmas
December 2019
55 food boxes distributed

Homeless Outreach

75 homeless bags distributed

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.

County	Households Served	Individuals Served	Total Funds Expended
Harrison	716	1340	\$ 500,989.75
Jasper	282	564	\$ 199,262.74
Newton	147	313	\$ 112,092.59
Panola	241	443	\$ 173,781.66
Sabine	127	240	\$ 96,489.19
San Augustine	131	234	\$ 96,206.81
Shelby	332	734	\$ 245,037.36
Tyler	193	426	\$ 135,010.06
Upshur	284	620	\$ 207,155.62
Total	2453	4914	\$1,766,025.78

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.

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 are assisted in receiving physical, dental, nutrition, immunizations, 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.

Parents/guardians are thoroughly informed of the follow up needs pertaining to a child's health care requirements. All health requirements are expected to be completed within the established timelines. Parents/guardians are notified of the needed requirements and the timelines well in advance and staff work with families to

ensure completion of the requirement within the established timelines.

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 our community partners, the Local Education Agencies and with the local Early Childhood Intervention Programs. Head Start meets with the ECI and LEA programs quarterly to discuss the Transition Process between the programs. Head Start participates with the LEA in the Admission, Review, and Dismissal (ARD) and in the development of the Individual Education Plan (IEP).

Children with disabilities made up over 10% of the funded enrollment for 2018-2019.



Health Report

Dental Exams

345 children out of 432 children received dental exams for 2018-2019 Head Start

204 out of 256 children received dental exams for 2018-2019 Early Head Start

Medical Exams

393 out of 432 children received medical exams for 2018-2019 Head Start

212 out of 256 children received medical exams for 2018-2019 Early Head Start

Immunizations

374 out of 422 children were complete (Head Start)

120 out of 189 children were complete (Early Head Start)

MENTAL HEALTH

Tri-County Community Head Start provides classroom environments which promote healthy social and emotional development of children. The staff establishes an atmosphere that is nurturing, respectful, accepting children as individuals and focuses on the development of the child's self-esteem. The Social and Emotional Program, Conscious Discipline is 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 allows 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 provide Individual Observations and recommendations as needed for children with identified social and emotional concerns. Mental Health Consultants are available to meet with families to discuss concerns and provide recommendations as needed.



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 assists families in meeting each child's nutritional needs and in establishing good eating habits that nurture health development and promote lifelong wellbeing. Through participating in the child and Adult Care Feeding Program (USDA), all children that attend Head Start receive a nutritious breakfast, lunch and snack that provides at least 2/3 of the daily nutrition requirements. Nutrition assessments are reviewed and completed for each child. Nutrition services are offered to children that are over/ under weight, diabetes, and low hemoglobin.

Parenting with: Parents, Teachers, Agri-Life, Master Gardner's and WIC. During this collaboration children grow gardens, parents and teachers 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. Teachers and children have daily activities of family style dining and food experiences and "I'm Moving, I'm Learning". Parents participate in an Annual Mardi Gras Wellness March.



Start's nutrition service assists families in meeting each child's nutritional needs and in establishing good eating habits that nurture health development and promote lifelong wellbeing.

Through participating in the child and Adult Care Feeding Program (USDA), all children that attend Head Start receive a 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.



Safety

by *Katrina Solice*



Tri-County Community Action, Inc. is diligent in ensuring the safety of its students, families, volunteers, interns, and staff. TCCA embraces the belief that children

have the right to be safe by creating a culture of safety and encouraging that culture to carry over into the home environment in an effort to keep children and their families safe and healthy for years to come. It is vital to the success of the program has strategies for keeping the facilities, materials, and equipment hazard-free and that all staff model safe practices to include active supervision. The agency has created a Safety Committee to share tips, discuss hot topics or concerns that exist so that as a whole we continuously work to improve. TCCA's Safety Committee consist of directors, managers,

and Center Directors that meets monthly during Staff Meeting or using conference calls.

When building a culture of safety the program chose to encourage people to speak up about safety concerns. Making the staff feel safe discussing these types of issues lowers the safety risk and improves communication through the agency. Learning comes from making errors and growing for those situations. Young children are at risk for many types of injuries so being proactive and planning to prevent them is necessary. TCCA has found that the majority of safety issues is around falls, however, the program tracks and monitors all safety issues to examine trends. This data drives training and professional development opportunities for all staff.

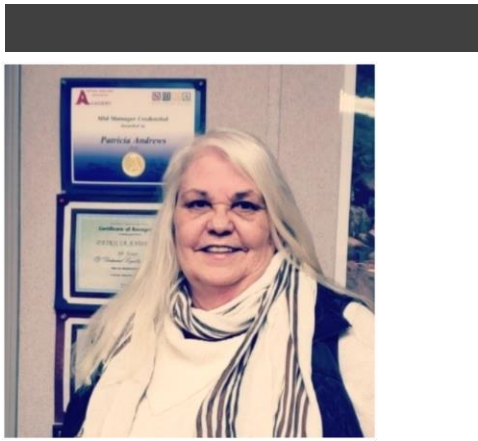
The teaching staff incorporate safety activities on their lesson plans to assist children and families with being prepared for an emergency. We discuss and rehearse what to do in cases of an emergency or threat. At each location a police office or fireman came to the center and home-based group socialization to watch as the teams practiced fire, severe weather, and active shooter drills so that they could provide the agency with

feedback on areas of improvement.



The program also participates in the "Week of the Young Child" St. Jude's Trike-A-Thon. This is an annual safety event that is a weeklong program that's focus is to promote the safety of young children and encourage parent participation and planning ahead. All of the Centers and Home-based programs complete health and safety checks which include the classrooms and playground areas regularly to ensure compliance. Texas Child Care Licensing representatives completes a detailed Health and Safety Audit at all locations and we were found to have no deficiencies or findings at any of TCCA's sites. The program will continue to strive to improve and stay knowledgeable in regards to health concerns and safety issues so that the culture we are promoting for our families is a safety and healthy one.





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



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.

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

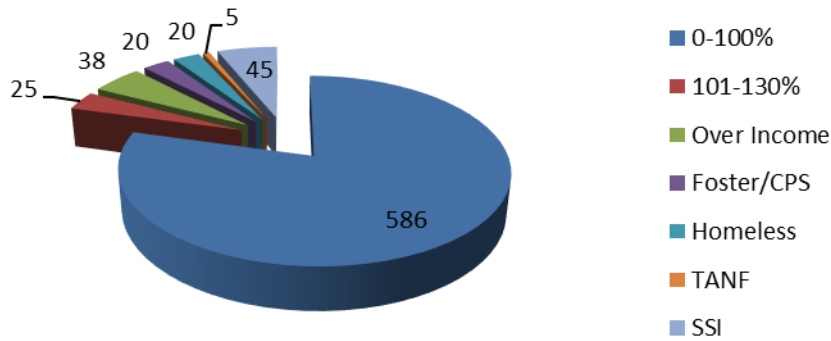
Tyler County we serve 37 in HS and 25 in EHS

Lil' Eagles CB serves 17 HS and 16 EHS

Tyler HB serves 20 HS and 9 EHS



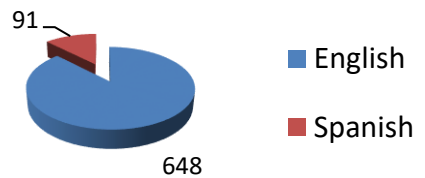
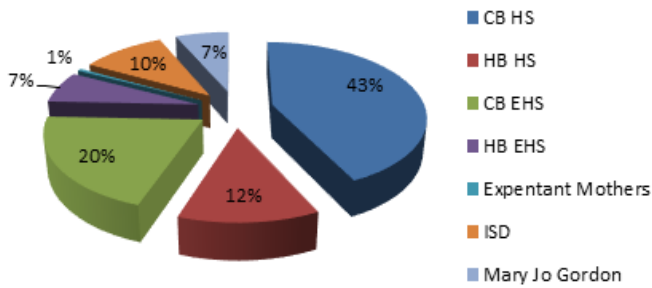
Eligibility 2018-2019 HS/EHS 739



Percentage of Eligible Children Served

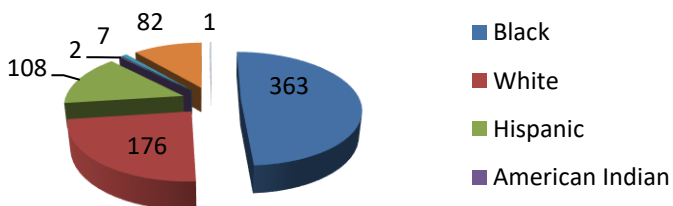
Early Head Start	8.2%
Head Start	27%

Enrollment HS/EHS 2018-2019 739



Primary Language 2018-2019 HS/EHS 739

Race 2018-2019 HS/EHS 739



Family Services

by *Mary Walker*

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 2019-2020

	Head Start	Early Head Start
Single Parents	283	148
Two Parents	138	44
Grandparents	1	2
Goal Setting	381	119
Male Involvement	419	196
Family Outcomes	96%	91%



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.

Empowering Families For Success

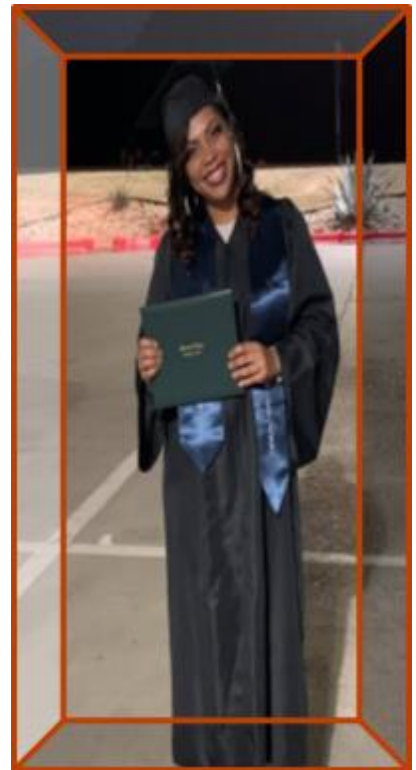
Veronica Burton

Ms. Veronica is a parent at Lil Panthers that volunteers at the site. Since her son has been enrolled in Head Start, she has been able to get a better job to help her family become more self-sufficient. The staff at Lil Panthers wants to congratulate you and let you know to keep up the good work.



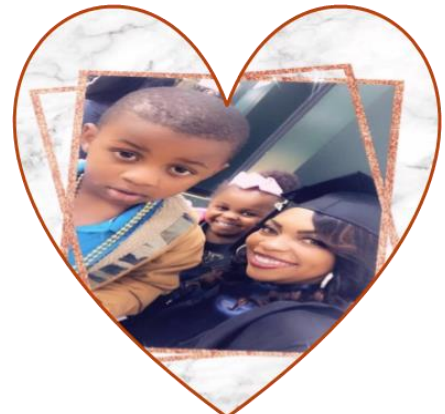
Mrs. Jeniece Moore

God is good I've had a long year with studying, homework, being a wife, and mother. It has paid off. Passed my certification exam last Tuesday, finished my final exam today, and Thursday I will be graduating from Panola College with my Certification in Medical Assisting. Nowhere to go but up from here!! This is just the beginning.



Alice Henry

Ms. Henry is one of our Early Head Start Parents. In order to provide transportation for her daughter to school, Ms. Henry set a goal to purchase a car. After going through the appropriate steps, Ms. Henry was able to purchase a car. Now she is able to take her child to school and be on time. Congratulations Ms. Henry on your accomplishment. We "Lil Panther's Staff" are so proud of you!!



Continued.....

DeMarcus Bennett – Commercial Driver’s License (CDL) & First Job as a Truck Driver

Malaika Bolton – Dental Assistant Certification and a New Job

Jeniece Buckley – Medical Assistant Certification

Michael Cloudy Jr. – New Job and Got Married

Mariah Delaney – New House

Kammaleisia Duncan – New Job

Kalaceia Evans – New Job

Kamisha Evans – New Job

Kearri Lane – New Job

Ludibina Noriega – New Job

Nichole Norris – New Job

Rosa Rivera – Level 1 Teacher’s Certification

Khadijah Roberts (Cloudy) – Got Married

Shaunice Smith – New House

“We believe all families have strengths and the best way to enhance a child’s development is to build on their parent’s strengths.”





School Readiness

by *Tomeka Jones*



The Education Department is working hard to ensure all education staff and teachers are familiar with the Classroom Assessment Scoring System (CLASS) Instrument, a National Head Start Classroom Assessment. The Improving Head Start Act of 2007 requires that the Office of Head Start (OHS) includes in the monitoring reviews of Head Start agencies, a valid and reliable research-based observational instrument that assesses classroom quality, including the assessment of multiple dimensions of teacher-child interactions that are linked to positive child outcomes and future achievement. CLASS assesses interactions between children and teachers in three broad domains of classroom quality: Emotional Support, Classroom Organization, and

Instructional Support. The Office of Head Start believes that the domains of quality measured by CLASS remain central to its approach to child development and education, as well as serve as important indicators of the future school readiness of all Head Start children. Tri-County Community Action, Inc. Education Specialists and Site Managers are CLASS Reliable. In addition, TCCA is working in partnership with San Augustine Independent School District (SAISD) on the School Readiness Initiative (SRI). Through this partnership, Head Start teachers and SAISD teachers work side-by-side providing small teacher to-child ratios and increased quality in the classrooms. TCCA uses a researched base curriculum: Creative Curriculum, via this partnership as

part of the state's Title 1 funding for school districts to improve education quality. 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.

We look forward to serving you in one of our locations.



CLASS

by *Dian Wise*



CLASS behavior markers in addition to mentoring of early childhood best practices. Through the implementation of coaching, I am able to build relationships with teaching staff as well as children that increases opportunities for informal observation as well as modeling of effective teaching practices using research based strategies from Early Childhood Learning and Knowledge Center (ECLKC); myTeachstone, and Head Start Early Learning Outcomes Framework (ELOF). Formal observations are done three times during school year; Fall, Winter and Spring; to analyze individual and classroom results for programmatic improvements and professional development. The data collected is then shared with stake holder, policy council and board members. As a result of coaching, Coaches share their personal experiences for growth to increase social and academic outcomes for children as well Improve teacher outcomes.

Tri-County Community Action Agency Implements coaching with fidelity using the Classroom Assessment Scoring System (CLASS) as an observation tool that aligns with Head Start Performance Standards. As the Education Specialist Coach, my goal is to provide individual professional development through practice based coaching focused on

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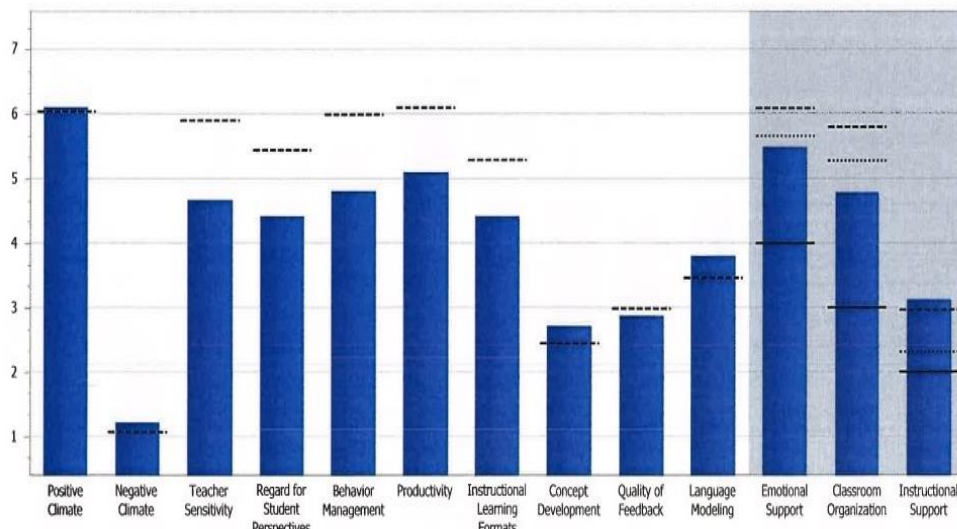


5630 - Pre-K CLASS® Average Score Charts
Observations occurring: 10/29/2019 - 10/31/2019

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twise

HEAD START

2018 Lowest 10% Nationally
2018 National Average - - - -
Re-competition Level _____



10/29/19 - 10/31/19

	PC	NC	TS	RSP	BM	PD	ILF	CD	QF	LM	ES	CO	IS
10/29/19 - 10/31/19	6.1	1.2	4.65	4.4	4.8	5.1	4.4	2.7	2.85	3.8	5.49	4.77	3.12



AS RESULT OF COACHING



"I have learned new ways to scaffold students and give feedback. I have gotten better with answering my students questions and listening; giving feedback as well as encouragement"

Felita Spikes
Jasper Head Start Teacher



"I have learned to maximize learning, and that it all starts in the heart". I learned conscious discipline, and what great teammates I have to support me as I grow."

Kade Murry
Lil Panther's Head Start Teacher



"I'm able to split my teaching times to improve teaching techniques, using graphs, charts and pictures for shared learning experiences."

Lanceshetta Hutchinson
San Augustine Head Start Teacher

Home Base Head Start/Early Head Start

by Vera Boxley - Home Base Manager

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. Teaching Strategies Gold is our on-going tool to assess each child's development.



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





Regina Sells
Center Director



Jasper Head Start/Early Head Start Center Base

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 provides a comprehensive early childhood delivering services in the core areas of education, health, nutrition, and parent involvement. These services are

provided to low-income children and families. 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. In compliance with improving school readiness, Jasper Head Start recent review of child outcomes are as follows:

Head Start 74.12% meeting expectations in literacy and 75.29 % in mathematics.

Early Head Start 83.87 meeting expectations in literacy and 90.32% in mathematics



Lil Eagles Head Start and EHS



LaShonda Gulley
Center 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 LaShonda Gulley, 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 Teachers and 1 Early Head Start Home Base Teacher 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.

Li Eagles accomplishments and positive outcomes this year is we met the forty five day requirement and the ninety day requirement for the school year. In Early Head Start our school readiness outcome was 69.5% meeting expectations in Literacy and 66.25% meeting expectations in Mathematics. In Head Start our school readiness outcomes were 33.37% meeting expectations in Literacy and 44.78% meeting expectations in Mathematics. As this was my first year as center director of Lil Eagles I am proud of the accomplishments and excited for the future of Lil Eagles Head Start/Early Head Start.





WELCOME TO OUR HOUSE



Jeanne Wysingle
Center Director

HS & EHS SYSTEMS GO!!

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 get our children ready for school and the families are ready to support their children's learning. We have 100% enrollment.

School Readiness outcomes: Head Start – 50.2% meeting expectations in Literacy and 37.5% meeting expectations in Mathematics. Early Head Start – 50.9%



meeting expectations in Literacy and 62.5% meeting expectations Mathematics

Our staff consists of a Center Director, 4 Early Head Start Teachers, 3 Head Start Teachers, 3 Head Start Teacher Aides, a 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, disabilities services to our families.

Results in our Community:

Fall Festival/Resource Fair

Head Start Graduation

HS&EHS Prom

Mardi Gras Parade



Lufkin Center Base



Joy Freeman – Center Director

Lufkin Head Start is located at 2208 N. Timberland Dr. in Lufkin TX. We serve 53 children and their families in Angelina County. Lufkin Head Start has 11 staff/3 Foster Grandparents/1 intern.

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. We do have many fun activities through out the year such as Fall Festival, Thanksgiving Feast, Santa, Breakfast with Dad's, Black History, Science Fair, Mardi Gras, Prom, Easter, Cinco de Mayo and Graduation. We are proud to serve Angelina County for 27 years.



One thing we are extremely pride of is working with a local organizations that make donations so every Head Start child has a

Christmas gift from Santa to take home. Our goals are to continue to provide a

welcoming learning and safe environment for children and their parents. Also, we provide an opportunity for families with young children to have the means to becoming self sufficient by providing or assisting them so they have the same start in life as other families. Lufkin CB School Readiness Outcomes: 65.38 % Meeting Expectations in Literacy and 63.46 % Meeting Expectations in Mathematics.



Newton Head Start/EHS

Newton Center Base Head Start employs 11 employees at this center. We pride ourselves in serving our community and families; and being in a town that has 2 back to back state championships under their belt.

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



Michelle Grant – Center Director

- Toys for Tots
- Food Bank
- WIC
- Newton County Health Department

Muffins with moms

This is an event we offer to the moms to come and volunteer time with their child/children making crafts and eating muffins.

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.



School Readiness Outcomes:

Head Start- 73.33% Meeting Expectations in Literacy and 80% Meeting Expectations in Mathematics

Early Head Start-40% Meeting Expectations in Literacy and 66.67% in Mathematics



San Augustine Head Start/EHS



Labertha Edwards
Center Director

San Augustine Center has a family of 33 students. Early Head Start has 16 and Head Start had 17. 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.



Tri-C Head Start/EHS



Deandra Jackson
Center Director

Deandra Jackson, Center Director at Tri-C Head Start/ Early Head Start Program located at 214 Nacogdoches Street in Center, Texas. I've worked for over 30 years in Head Start, 26 years here at Tri-C. I hold a 1st Level Certification in Early Childhood, Administrative Certification, 1st Aid/CPR Instructor and C.I.R.C.L.E./School Readiness Certified.

Our Center is a licensed Child Care Facility that has a full enrollment of 61 children, housed in 4 classrooms, two EHS classrooms (Infant Classroom has 12 children, Toddler Classroom has 12 children) and two Head Start classrooms (3 year old classroom have 17 children, 4-5 year old classroom have 20 children). Each EHS classroom has 3 teachers that have a 1st level Certification in Early Childhood Development or a current CDA (Child Development Associate Certification) insuring that we are meeting license standards of 1 to 4 child/staff ratio at all times. Tri-C Head Start classrooms are staffed with a degreed teacher (1 teacher CLASS certified) and teacher assistant in each classroom insuring that we meet Head Start regulations and exceeding licensing standards at all times and 1 assistant is presently attending class to obtain his degree.

Tri-C HS/ EHS Classrooms are mentored by our own CLASS Certified staff to insure that our children are getting the optimal learning opportunities daily and our HS classrooms are also monitored on a national head start CLASS level as well. Early Head Start/Head Start is also monitored on School Readiness scores as well as CLASS to measure accomplishments and outcomes. Head Start is at 43.24% meeting expectations in Literacy and 59.46% meeting expectations in Mathematics. We have 5 independent readers from our 4-5 year old classroom, transitioning to Kindergarten. Early Head Start is at 76.19% meeting expectations in Literacy and 71.43% meeting expectations in Mathematics.



Our Center offers effective teacher-child interactions. We have a learning environment where teachers implement well organized learning experiences with developmentally appropriate

schedules, lesson plans, Indoor/Outdoor Play, exploration and experimentation, all child-led.

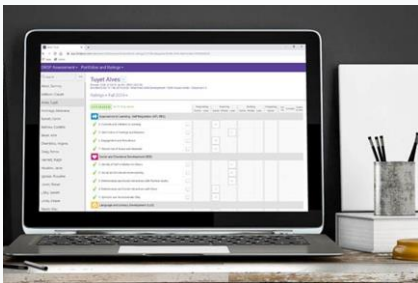
Tri-C encourages our parents to be advocates for their children's growth and success in all component areas by keeping our parents abreast of their child/children's growth, strengths and weaknesses by using various assessments at the entrance into the program and on-going data monitoring systems such as DECA (Devereaux Early Childhood Assessment Program) for Mental Health, Brigance for Cognitive Dev., TSG (Teachers Strategy Gold) for tracking, planning and implementation and Nutrition Tracking and assessment (Height, Weight, Dental) throughout the year.

Our Center encourages our parents to play an active role in their child/children learning as often as possible. We offer parent meetings, volunteering in the Center, prescribed home activities that are conducive to the weekly lesson plans, serving on Policy Council, holding a seat on the Parent Board. We also have after hour activities to encourage our parents, fathers and the community be a part of our program, such as Muffins with Mom, Breakfast with Dad, Mardi Gras Parade, our Annual Resource Fair, Dance with Dad and our Graduation Ceremony.



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.

Technology



Jennifer Bell – Director of Information Technology

School	% of Children matched to Gold
Jasper CB	70.9%
Lil Eagles	94%
Lil Panthers	57.8%
Lufkin CB	60.8%
Newton CB	63%
San Augustine CB	100%
Tri-C CB	81.5%

Utilize Tablets that Improve Education

Tablets computers and hand-held devices are an integral part of daily life as well as one's professional work. Being exposed to this technology in early ages allows our Head Start and Early Head Start children to be competitive in their education and professional life. Specialized tablet systems that are highly integrated with curricular content could provide a higher retention and better engagement for both children and teachers.

The exclusive Hatch iStartSmart™ Software Suite includes Shell Squad Games targeted to skill development in 5 core areas. The activities scaffold from emerging to developed to support the appropriate development in young children and help prevent the creation of learning gaps. The program is driven by a set of progression rules that move children through the skills areas in a way that ensures a child is ready to move on to a new level or skill. The system includes built-in progress monitoring with fully formatted and printable reports for teachers, administrators, and parents. These reports are invaluable tool to guiding the focus of additional support through small group instruction.

Childplus Software

Childplus is the all-in-one software solution for Head Start, EHS, Migrant, State Pre-K, other early childhood programs, or agencies serving multiple program types. Nearly every aspect of the software is customizable to meet our agency's exact needs. We look forward to the new DRDP Assessment that has just come out. The DRDP is a strength-based assessment focusing on the positive aspects of each child's developmental progress. This assessment is research based, valid, reliable, Head Start ELOF-aligned, and covers all children from birth to five, including dual language learners and those with disabilities.

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.

FUNDING

HEAD START/EARLY HEAD START			\$ 5,627,792.00
CHILD CARE FOOD PROGRAM			\$ 356,317.00
CSBG			\$ 249,803.00
CEAP			\$ 2,306,928.00
LOCAL			\$ 47,996.34
LOCAL BREAKDOWN	PROJECT CARE	\$ 7,700.00	
	UPSHUR RURAL	\$ 17,321.28	
	RENTAL PROPERTY	\$ 14,400.00	
	DONATIONS	\$ 8,575.06	



Latricia Reynolds, BBA, MPA
Chief Finance Officer
14 Years



Pam Faussett
Assistant Finance Officer
21 Years

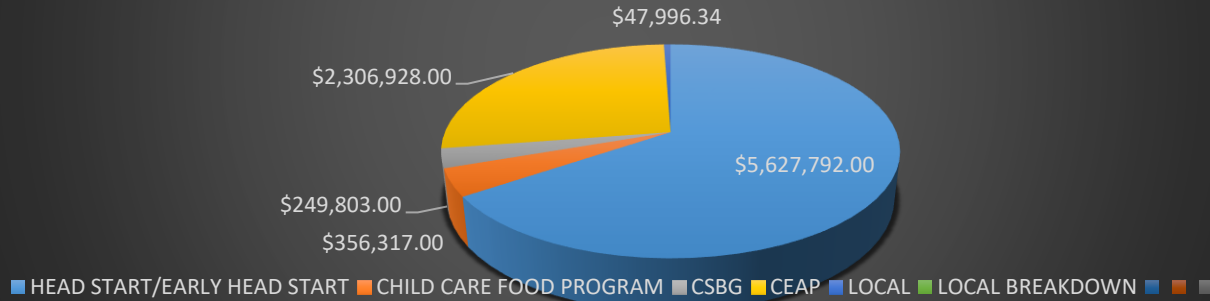


Angela Amburn
Payroll Clerk
14 Years

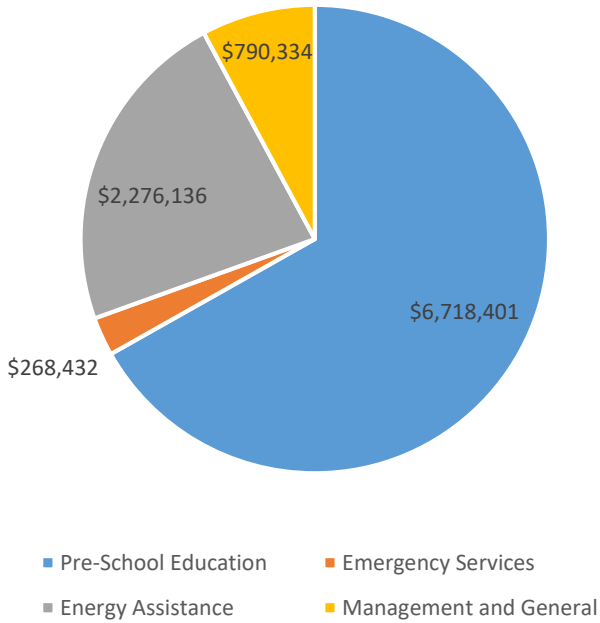


Chemetri Johnson
Purchasing Clerk
9 Years

SOURCE OF FUNDING



Expenses By Program



Expenses By Program

Pre-School Education	\$6,718,401
Emergency Services	\$268,432
Energy Assistance	\$2,276,136
Management and General	\$790,334

Proposed Budget

Personnel	\$3,552,104
Fringe	\$1,066,379
Equipment	\$6,278
Travel	\$9,513
Supplies	\$120,000
Contractual	\$267,965
Other	\$605,553
Total	\$5,627,792

Actual Budget

Personnel	\$3,369,037
Fringe	\$935,422
Equipment	\$7,493
Travel	\$43,010
Supplies	\$202,040
Contractual	\$237,950
Other	\$832,840
Total	\$5,627,792

TRI-COUNTY COMMUNITY ACTION, INC.
Center, Texas

SCHEDULE OF FINDINGS AND QUESTIONED COSTS

For the Year Ended April 30, 2019

Section I – Summary of Auditor’s 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 weaknesses? 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:

<u>CFDA #</u>	<u>PROGRAM TITLE</u>
93.600	Head Start

Section II – Financial Statement Findings and Questioned Costs:

None reported.

Section III – Federal Awards Findings and Questioned Costs:

None reported.

Human Resources

by Cierra Beatriz



Our Mission is to play a key role in supporting the Community, departmental heads, and staff in the achievement of both personal and strategic goals. We intend to achieve this by recruiting, training, developing, and retaining high caliber staff that will contribute positively to delivering excellence in our current and future children and clients.

HR Stats

Participated in 4 job fairs

Workforce Solution
SFA
Jasper
Angelina (Red, White, and Blue Veterans Fair)

Hosted 3 Job Fairs

Jasper Workforce Solution Office
(2) TCCA Fall Festivals – San Augustine and Shelby County

Trainings

Abila MIP Fund Accounting
Payroll Specialist
Human Resource Management
Fred Pryor Learning Solutions
Employment Law

Workplace Injuries – 3

Worker Compensation Claims – 1

New Hires: 36

Regular Part-Time 4
Regular Full – Time 19
Substitute: 13

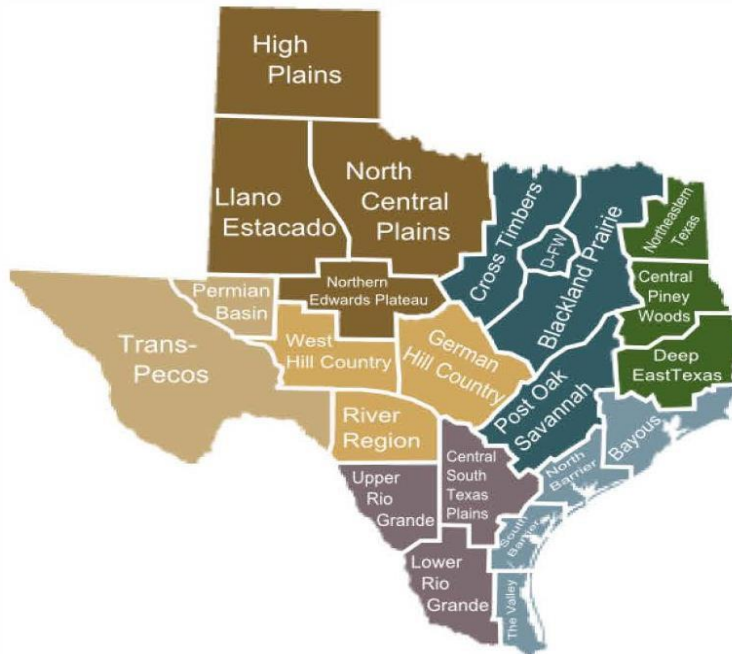
Terminations: 32

Exempt 1
Regular Full-Time 28
Substitute 3



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