

EXECUTIVE BOARD MEETING & ANNUAL BANQUET

NOVEMBER 30, 2023 10:00 AM

VIDALIA COMMUNITY CENTER 107 OLD AIRPORT ROAD VIDALIA, GA 30474

& CONFERENCE CALL

Call: 773-905-7086

Phone Conference ID: 690 579 265 #



EXECUTIVE BOARD MEETING

Vidalia Community Center 107 Old Airport Road Vidalia, Georgia 30474 & Conference Call

Thursday, November 30, 2023 10:00 a.m.

I.	CALL TO ORDER Leonard Burse, Jr., Executive Board Chair
II.	INVOCATION
III.	ROLL CALL (Establishment of Quorum)
IV.	APPROVAL OF AGENDA & BOARD MINUTESLeonard Burse, Jr., Executive Board Chair
V.	Executive Board Meeting Minutes – September 18, 2023 OLD BUSINESS
	A. Finance Committee Update
VI.	NEW BUSINESS
	A. Executive Board Birthdays
	B. Head Start Program Report
	C. Fiscal Report
	E. Discussion of Program Reports
	F. Grants/Awards
	G. Executive Director's Report
	H. Executive Session to discuss Executive Director Position
VII.	ADJOURNMENTLeonard Burse, Jr., Executive Board Chair



GUEST SIGN-IN SHEET

MEETING: _	EXECUTIVI	E BOARD MEETING	-
		TIME: 10:00 A.M.	
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BOARD MEMBERS SIGN-IN SHEET

MEETING: _	EXECUTIVE B	OARD MEETING
DATE:	NOVEMBER 30, 2023	TIME: 10:00 A.M.
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STAFF MEMBERS SIGN-IN SHEET

	MEETING: _	EXECUTIVE BO	ARD MEET	ING
	DATE:	NOVEMBER 30, 2023	TIME:	10:00 A.M.
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STAFF MEMBERS

SIGN-IN SHEET

MEETING: EXECUTIVE B	SOARD MEETING
DATE: SEPTEMBER 18, 2023	TIME: 10:00 A.M.
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5. Patricia A. Cain	17. Mordena Richardson
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STAFF MEMBERS SIGN-IN SHEET

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DATE: SEP	V. 30, 2023 FEMBER-18, 2023	TIME: 10:00 A.M.
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BOARD APPROVAL ON THE MINUTES FROM THE EXECUTIVE BOARD MEETRING OF SEPTEMBER 18, 2023



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EXECUTIVE BOARD MEETING

Monday, September 18, 2023 10:00 a.m.

MEMBERS PRESENT:

ROSE BAILEY
LEONARD BURSE, JR.
MICHAEL GARVIN
BOBBY KENNEDY
MARCUS MCCRAY
GLORIA PAULK
TINA SMITH
MICHAEL-ANGELO JAMES

KIM MORGAN ANTHONY SIMMONS CLARENCE WASHINGTON

CATHY BENTON

ETHELYN CREECH

WALTER GIBSON

SYNITA MATHIS

MEMBERS NOT PRESENT: JAMES THOMAS, LINDA MCDUFFIE, BERNITA LEWIS

MEMBERS NOT PRESENT WITH EXCUSED ABSENCE: DAWN GARCIA

HS POLICY COUNCIL CHAIRPERSON NOT PRESENT: JAMES GANTY

OTHERS PRESENT:

DIANE ROGERS
SONJA EASON
CAROLYN BLACKSHEAR
JOEY WILKES
ANGELA CARR
JESSICA BLACKRICK

HAYLEY STEPHENS
PATRICIA A. CAIN
HUEY SPEARMAN
LINDA STEEDLEY
ALESHIA FLYNN
DEWAYNE MCCURDY

- I. CALL TO ORDER: Leonard Burse, Jr., Executive Board Chairman, called the action pact Executive Board meeting to order at 10:06 a.m. at "Sarah's in the City" restaurant in Baxley, Georgia.
- **II. INVOCATION:** Bobby Kennedy, Executive Board member, gave an invocation prayer to start the meeting.
- **III. ROLL CALL:** Gloria Paulk, Executive Board Secretary, made the roll call. A quorum was established with a combined total of 16 Executive Board members.

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- IV. APPROVAL OF AGENDA AND BOARD MINUTES: Leonard Burse, Jr. Executive Board Chairman, entertained for a motion to approve the agenda for today's meeting and the board minutes of July 17, 2023. Walter Gibson made a motion and Michael-Angelo James seconded the motion. The motion was carried to approve today's agenda, and the approval of the minutes from the Executive Board meeting held on July 17, 2023. All in favor said aye, and there was none opposing. The motion was carried.
- V. OLD BUSINESS: Huey Spearman, the attorney for action pact, spoke to the Executive Board concerning the property in Coffee County. Mr. Spearman stated that a foreclosure notice had been mailed to Aesthetic Housing on September 7, 2023, this will also run in the newspaper for four weeks, coinciding with the end of the fiscal year, which is October 31, 2023. Diane Rogers will speak to Ronald Paulk regarding the situation.

Human Resource Committee Report: Synita Mathis from the HR committee stated that the HR Committee met in April to discuss 2 grievances and 1 complaint regarding the executive director's selection for the deputy director position. The committee decided to meet with the executive director and scheduled a meeting, which was cancelled by the executive director. Before a new meeting date could be set, the executive director resigned, so the grievances and complaint are now closed

VI. NEW BUSINESS:

A. Executive Board Birthdays
September—Rose Bailey, September 9th

October----Gloria Paulk, October 31st

B. Head Start Program Report: Ms. Angela Carr, was approved Head Start Director, approved by the Office of Head Start on August 1, 2023. Ms. Renae Washington has been promoted to Assistant Head Start Director. Ms. Carr stated that Head Start has received their NOA for COLA Funding and Quality Improvement Grant, the amount of the grant is \$914,478.00. Angela also stated that the COLA will be retro back from November 1, 2022, up until the current pay period. This will appear on the upcoming payroll ending 9/16/23; which has already been processed. Ms. Carr gave Enrollment and Recruitment updates, financial reports and monthly credit card usage.

Monthly credit card usage:

WEX ----- July \$1,388.33 Visa----- July \$3,653.26

Enrollment/Recruitment Updates: See Program Summary

Leonard Burse entertained for a motion to approve Head Start report as given by Angela Carr. Michael-Angelo James made a motion, Synita Mathis seconded the motion. Mr. Burse called for discussion. Hearing none, he calls for a vote. All in favor said aye, and the motion was carried to approve the Head Start report.

Program Updates: See Program Summary

C. Human Resource Report - Sonja Eason, Director: Ms. Eason advised the Executive Board that we will be changing retirement providers. The services from the new provider will be better, and all services will be bundled. The change of provider will go into effect January 1, 2024. Mr. Washington asked about the vacancies occurring at the agency. Ms. Eason stated the vacancies has declined some due to the referral program that gives employees incentives to recruit new employees, and that we are advertising, participating in job fairs, and utilizing the agency Pacebook page. Health and Weilness, Retirement Updates, HR Metrics, Total employees, Demographic and Ethnic Data will be found in HR Summary Page. No grants or awards for approval.

Leonard Burse, entertained a motion to approve the Human Resource Report as given by Sonja Eason, Michael Garvin made the motion, Anthony Simmons seconded the motion. Mr. Burse called for discussion. Hearing none, he called for a vote. All in favor said aye, and the motion was carried to approve the Human Resource Report.

D. Fiscal Report - Hayley Stephens, Director: Ms. Stephens reported that the Fiscal department is continuing to have regular monthly budget meetings with each program director. Each grant is currently operating within their approved budget. Hayley stated that the RFP for the auditing services has been sent out and they are awaiting proposals, which will be presented to the Finance and Audit Committee for their review and decision in the coming weeks. Ms. Stephens requested an approval to reduce the self-insurance reserve from \$600,000 to \$300,000. She stated that Grant regulations required the reserve to be evaluated every year and actuaties recommended the change.

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Other items for approval—— Reduction of self-insurance reserve from \$600,000 to \$300,000. Other statements and activities are in the Fiscal Summary.

Leonard Burse entertained for a motion to approve the Fiscal Report, as given by Hayley Stephens. Walter Gibson made the motion, Rose Bailey seconded the motion, Mr. Burse called for discussion, hearing none, he called for a vote. All in favor said aye, and the motion was carried to approve the Fiscal Report. Mr. Burse then entertained a motion to approve the reduction of the self-insurance from \$600,000 to \$300,000. A motion was given by Walter Gibson, and seconded by Micharl Garvin, the motion was carried, and the reduction approved.

E. Discussion of Program and IT Reports:

Information Technology Report—IT Director, Joey Wilkes, stated that everything was rolling along in the IT department and all pertinent information was in the IT Report.

Educational Talent Search——ETS Director, Carolyn Blackshear, stated that ETS has hired Pattic White's replacement, due to her retirement. The new hire is Andrew Piestrak and there were three people to interview for the position in Reidsville. Looking forward to having counselors in place by the end of September. See Program Summary.

CASA——CASA Director, Jessica Blackrick, discussed the upcoming Poopalooza fundraiser in which the tickets are \$20.00 and there is also Bingo fundraiser. Flyers were distributed detailing each fundraiser. See Program Summary.

Weatherization—Weatherization Director, DeWayne Mccurdy, stated that he expects to hire at least two more employees in his department. See Program Summary

Community Services ——Community Services Director, Diane Rogers, stated that it is a possibility that the department will not be getting funds for a water assistance program anymore, Diane stated that Wayne County is still committed to building a center for the Seniors in that county. Board member, Clarence Washington, asked why all LIHEAP funds were not spent this year. Ms. Rogers stated that additional funding had been allocated very late in the season, making it impossible to spend it all. See Program Summary

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Community Cares Services Program—See Program Summary

- F. Grants and Awards ETS has one grant for approval in the amount of \$589,057. Mr. Burse called for a motion to approve the ETS Grant and Michael-Angelo James made the motion, Michael Garvin seconded the motion Mr. Burse called for discussion, hearing none, he called for a vote. All in favor said aye, and the motion was carried to approve the ETS grant of \$589,057.00.
- G. Executive Director's Report Interim Executive Director, Diane Rogers, advised the board that it was time to advertise the Executive Director's position, because agency bylaws allow for an interim ED for only six months. She also stated that we were currently advertising for an Operations Director position, she gave some information as to what this position would entail (see attached report). The Operations Director will assist the Executive Director in the day-to-day operations of the agency. Ms. Rogers stated that they are looking at revamping the Stars Program, and that the RFP for the community needs assessment was open and that a provider will be selected October 20.

We are looking at utilizing contracted grant writers as needed in the future. Ms. Rogers mentioned that with an anticipated government shutdown she does not anticipate any furloughs for action pact staff. Diane mentioned that David Bradley, the Community Action lobbyist, said that the chances were good for a shut-down, he predicted almost 75%. Two of the board members were away at the SEACAA training conference in South Carolina, Marcus McCray and Dawn Garcia.

- H. Board Roles and Responsibilities training was provided by Diane Rogers, Interim Executive Director.
- L. Executive Session: Synita Mathis Long County board member, made a motion to go into Executive Session. Michael Garvin seconded the motion. Mr. Burse called for discussion. Hearing none, he called for a vote. All in favor said aye, and the motion was carried to go into an Executive Session at 12:18 p.m. All agency staff exited the room.

Leonard Burse, Jr. entertained a motion to go back into regular session. Synita Mathis made a motion. Anthony Simmons seconded. Mr. Burse called for discussion, hearing none, he called for a vote. All in favor said aye, and the motion was carried to go back into the regular session of the board meeting at 12:40 p.m. All agency staff returned to the meeting room.

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VII. ADJOURNMENT

Leonard Burse, Jr. entertained for a motion to adjourn the meeting. Synita Mathis made the motion to adjourn. Michael Garvin seconded the motion Mr. Burse called for discussion, hearing none, he called for a vote. All in favor said aye and the meeting was adjourned at 12:45 p.m.

Gloria Paulk, Corporate Secretary

Diane Rogers, Interim Executive Director

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HEAD START PROGRAM REPORT



Angela Carr Head Start Director

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PROGRAM REPORT FORM FOR BOARD MEETINGS

NAME OF PROGRAM:

Head Start

REPORT OF MONTH/YEAR:

November/2023

PERSON/TITLE REPORTING:

Augela Carr, Head Start Director

SUMMARY OF PROGRAM ACTIVITIES/ACCOMPLISHMENTS:

See attached October Policy Council documents, which include:

- Monthly statistical & programmatic information
- o Monthly financial reports
- o. Monthly credit card expenditures
 - WEX-July \$1,388.52
 - Visa- July \$2,354.31
 - Monthly personnel reports

Information from the Office of Head Start since our last meeting:

- The Non-Federal Share Waiver was approved for \$550,000
- o We received the award for our 2023-2024 Grant. Partial funds were awarded.

Enrollment/Recruitment Updates:

- o Current Funded Enrollment as of 11/01/2023- Head Start: 515 Early Head Start: 320
- o Actual Enrollment as of 10/31/2023: Head Start- 452, Early Head Start- 200

Program Undate

- o Eight Family Advocates received their Family Development Credential (FDC).
- o Charlton County Head Start roof and inside repairs have been completed.
- o Charlton County Head Start opened on November 13, 2023.
- o Head Start Director along with 3 other Leadership Team members attended the GHSA (Georgia Head Start Association) Fall Leadership Conference in Atlanta Georgia on November 7-9, 2023

GRANTS/AWARDS FOR BOARD APPROVAL: None at this time

OTHER ITEMS FOR BOARD APPROVAL: None at this time

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action pact Head Start Program Policy Conacti Meeting Minutes September 27, 2023 Sarak's in the City, Baxley

Policy Council members attending: James Gaudy — Chairperson, Sierra Eason, Keisie Jones, John Leddon, Saralyn Mizell, Donna Gibson, Sandi Boatright, Nency Edge Staff present: Diane Rogers, Executive Director, Angela Carr—Head Start Director, Renae Washington — Asst. Head Start Director, Trecinski Jones — Fiscal Specialist, Denise McGauley — HR. Specialist, Hollard Phillips — Health Specialist, Attique Hammook — IT Specialist, Tracey Lomax — Nutrition Specialist, Denise O'Berry — Mental Health/Disabilities Specialist, Tammy Perritt — Counselor, Melody Henderson — Family Services Specialist, Anita Young, Jessica Linton — PFCE Specialist, Carol Clarke — Training Specialist Guest: Leonard Burse, Governing Board Chairperson

Mr. Gandy, Chair, called the meeting to order at 10:36 a.m. after a quorum was established. He greated everyone and asked for a moment of silence. He welcomed the Governing Board Chair, Leonard Burse, Jr. and Interim Executive Director, Diane Rogers.

New members that were in attendance introduced themselves and told what county they were from. They had been voted in by their center's parents prior to today's raceting. Ms. Young read the Policy Council pledge, and all agreed to abide by it.

Officer elections were next on the agenda, Ms. Young stated that Mr. Gandy agreed to continue as Chair if there were no objections. Donna Gibson motioned to accept Mr. Gandy continuing as Chair and Mr. Leddon seconded. There were no objections and motion carried. Mr. Gandy carried on with the meeting and asked for a volunteer for the office of Vice-Chair. There were no volunteers so this business will again be addressed at the next meeting. The office of Secretary was next. Ms. Gibson volunteered to continue as Secretary if no other member wanted the position. There were no other volunteers, so Ms. Jones motioned to accept Ms. Gibson continuing as Secretary and Ms. Eason seconded. Motion carried.

Ms. Young informed the Council that there was a correction to the minutes concerning the "Raising Highly Capable Kids" perent curriculum grant. The minutes had reflected Clinch Family Connection held the grant, but it was actually Jesus and Jam. Members received a copy of the corrected minutes. Mr. Gandy called for a motion to approve the July Corrected Minutes. Ms. Gibson motioned to approve the corrected minutes and Ms. Jones seconded the motion. All approved. The August Reports had also been sent out to all members prior to the meeting. Mr. Gandy asked if there were any questions about the reports. Being none, he asked for approval of the August Policy Council reports, all inclusive (Director's report, Fiscal, IR, PFCE, Training). Ms. Gibson motioned to approve all the August reports and Ms. Jones seconded. There were no objections, motion carried.

Mr. Gandy called for the Director's report, next. Ms. Can welcomed everyone and then reported on the Soptember Director's report:

Ms. Carr welcomed Renae Washington, the new Assistant Head Start Director. Ms. Washington previously worked with us as a Coach and a teacher, and she also brings her experience from working with another Head Start program. Also with us today is Jesslea Linton. Ms. Linton will be replacing Ms. Young as PPCE Specialist when she retires at the end of the year.

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We received a waiver on our conversion start-up funds and quality improvement funds. Our Fiscal Officer has informed us they are processing the waiver that we sent in a few months ago for our regular budget. We will update you when we receive final word on this waiver. We are excited to report that our COLA funds have been received and the staff received their retro pay last week. This was the largest COLA increase in many years, if not ever. We just received notification that our start-up funds to begin converting our Head Start classrooms to Early Head Start classrooms that were specified in the Conversion Grant request and the one-time grant for Ware roof replacement have been received. We are working on hirling the necessary staff for these classrooms. These centers will have converting classrooms: Appling (1), Bacon ABC (1), Hazzard Hill (1) and Ware (6). Our Facilities/Transportation Specialist is working on securing bids for Ware roof repair.

The Charlion Co. center is still closed. We have not been successful in getting the bld signed by rooting company. The staff from Charlton are still coming to Ware Co. Head Start and Hazzard Hill to work in the meantime.

We participated in a job fair in Ware Co. on the $21^{\rm st}$. We are hoping to reach more people in our communities to help fill our vacancies.

We had a leadership team meeting on the 14^{th} . We are expecting a Focus Area Two federal review this school year and discussed the steps we need to take in preparing for this review. We do not have a specific date for the review.

Education:

Ms. Horton completed site visits in Appling, Pierce, Aikinson, Ware and Jeff Davis countles. Interviews have been completed for the Center Coordinator at Ware and Ms. Alaycia Staten Was promoted from Coach to this position. Floaters that will also serve as monitors have been selected as well. Monitoring will be done twice monthly for the school year. Interviews for education staff are ongoing.

Figulths

Mr. Phillips reviewed 55 health plans, 20 incident reports, and 1 suspected illness in August. He also filled supply requests for the centers. He is continuing to research pricing for toothbrush covers and working with Coastal Plains with the nursing students helping with growth assessments.

Envollment

Current Enrollment:

- 430 in Head Start
- 181 in Early Fload Start

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- Consideration of the Constant of the Constan	ADA. Funded Borollment	ADA Actual Harollmont
Hoad Start	74.53%	89.49%
Harly Hoad Start	76.20%	90,44%



510 Tebeau Street PO Box 1965 Waycross, Georgia (912) 285-6083

EXECUTIVE DIRECTOR (Interim)

Diane Rogers

EXECUTIVE BOARD CHAIR

Leonard Burse, Jr.

MEMORANDUM

TO:

Policy Council Members/Governing Board Members

FROM: Anita Young, Parent and Community Engagement Specialist

DATE:

October 10, 2023

RE:

September Policy Council Reports

Please find the Policy Council reports for the September attached. Our next scheduled Policy Council meeting will be November 15th at 10:30 a.m. at Sarah's in the City, 1686 Golden Isle West, Baxley. We will also have the option to join virtually if you cannot come in person. As always, thank you for all that you do for our children and families.

cc: Diane Rogers, Executive Director (Interim) Angela Carr, Head Start Director Sonja Eason, Human Resources Director Hayley Stephens Fiscal Director Denise Dukes, Controller

action pact Fiend Start Program Policy Council Menting Minutes September 27, 2023 Saruh's in the City, Daxley

Policy Council members attending: James Gandy — Chairperson, Sierra Eason, Keisle Jones, John Leddon, Saralyn Mizell, Donna Gibson, Sandi Boatright, Nancy Edge Staff present: Diane Rogers, Executive Director, Angela Carr — Head Start Director, Renae Washington — Asst. Head Start Director, Tracinski Jones — Fiscal Specialist, Denise McGauley — HR Specialist, Hollard Phillips — Health Specialist, Atticus Hammock — IT Specialist, Tracey Lomax — Nutrition Specialist, Denise O'Berry — Mental Health/Disabilities Specialist, Tummy Perritt — Counselor, Melody Henderson — Family Services Specialist, Ania Young, Jessica Linton — PFCB Specialist, Carol Clarke — Training Specialist
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Enrollment

Current Enrollment:

- 430 in Head Start
- * 181 in Early Head Start

August 2023 ADA						
SVACISIO	ADA	A STATE OF THE PARTY OF THE PAR				
· · · · · · · · · · · · · · · · · · ·		ADA Artual Durolmant				
Head Start	74,53%	89,49%				
Early Head Start	76,20%	90,44%				

·		

We received a waiver on our conversion start-up funds and quality improvement funds. Our Fiscal Officer has informed us they are processing the waiver that we sent in a few months ago for our regular budget. We will update you when we receive final word on this waiver. We are excited to report that our COLA funds have been received and the staff received their retro pay last week. This was the largest COLA increase in many years, if not ever. We just received notification that our start-up funds to begin converting our Head Start classrooms to Early Head Start classrooms that were specified in the Conversion Grant request and the one-time grant for Ware roof replacement have been received. We are working on hiring the necessary staff for these classrooms. These centers will have converting classrooms: Appling (1), Bacon ABC (1), Hazzard Hill (1) and Ware (6). Our Facilities/Transportation Specialist is working on securing bids for Ware roof repair.

The Charlton Co. center is still closed. We have not been successful in getting the bid signed by roofing company. The staff from Charlton are still coming to Ware Co. Head Start and Hazzard Hill to work in the meantime.

We participated in a job thir in Ware Co. on the 21^{st} . We are hoping to reach more people in our communities to help fill our vacancies.

We had a leadership team meeting on the 14^{th} . We are expecting a Focus Area Two federal review this school year and discussed the steps we need to take in preparing for this review. We do not have a specific date for the review.

Education:

Ms. Horton completed site visits in Appling, Pierce, Atkinson, Ware and Jeff Davis counties. Interviews have been completed for the Center Coordinator at Ware and Ms. Alayola Staten Was promoted from Coach to this position. Floaters that will also serve as monitors have been selected as well. Monitoring will be done twice monthly for the school year. Interviews for education staff are ongoing.

Honkha

Mr. Phillips reviewed 55 health plans, 20 incident reports, and 1 suspected illness in August. He also filled supply requests for the centers. He is continuing to research pricing for toothbrush covers and working with Coastal Plains with the nursing students helping with growth assessments.

Enrollment

Current Eurollment:

- 430 in Head Start
- 181 in Early Head Start

Au Statietic	gust 2023 ADA s.from.CP copun#2	301
weet/AN January Shalp anny Alg Ball production and the state of the st	ADA Funded Envolument	ADA Acingl Barollagge
Head Start	74.53%	89,49%
Burly Hoad Start	76.20%	90,44%

Current waitlest of income eligible childrens

Liend Start	
Appling County	23
Atkinson County	0
Bacon County	14
Brantley County	6
Candler County	10
Charlton County	2
Clinch County	6
Coffee	11
Mazzard Hill	8
Jeff Davis County	1
Pierce County	4
Toombs County	4
Ware Comey	21
Totals	107

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Enrly Rend Sta	rt
Appling	21
Aikluson	1()
Bacon	9
Drantley	9
Candler	10
Charlton	5
Clinck	1) I
Cortes	29
Hazzard Hill	27
Plerce	17
Toombs	33
Ware	16
	""
and the second s	
Totale	191

Hend Start August 2023

	Funded Unrollneut	Total Enrollment	Över Inc	ncome Served	
ميان در		to date	101-130 %	Over 130%	
Appling	17	17	1	0	
Atkingon	34	30	4	A	
Lacon	33	17	(1	To an all the second	
Brantley	33	30	n n		
Caudler	17	17	· · · · · · · · · · · · · · · · · · ·	9	
Charlton	34	umamamamilianiminin Ö	Annament Annament	· · · · · · · · · · · · · · · · · · ·	
Clinch	17	16	forthandered-th freehan-		
Coffee	68	67	*	A The state of the	
Hazzerd	17	amminimizer izegini memerinti	1	- man man de man man de la company de la com	
Jeff Davis	32	31	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~		
Pieroe	Principal Control of the Control of	29			
Loombs	54	48	7		
Ware	128	111	4		
Totals	515	430	13	21	

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Current waitlist of income eligible children:

Head Start	TITO STEWNS
Appling County	23
Alkhson County	0
Bacon County	14
Brantley County	б
Candler County	10
Charles County	2
Clinch County	Ő
Coffee	11
Mozzard Hill	8
Jeff Davis County	1
Pierve County	4
Toombs County	1 4
Ware County	21
Totals	107

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Tarly Head Sta	r¢.
Appling	21
Atklusois	•
Bagon	9
Brantley	8
Candler'	10
Charlesa	5
Clinch	19
Coffee	29
Hazzard Hill	27
Plorce	17
Tompos	33
Muie	16
	-4
AIRMA II	
Totals	191
THE RESERVE THE PERSON NAMED OF THE PERSON NAM	

Road Start Averuet 2023

	Funded Enrollment	Total Envolument	Over Income Served		
for any of the state of the sta	e de la constantina della cons	to date	101-130 %	Over 130%	
Applies	1.7	17		<u> </u>	
Atkinson	34	30	4	A	
Hacon	33	17	<u>^</u>	************	
Brantley	33	30	1	- Lakely Markey Angles (1977)	
Candler	17	17	U VIII VIII VARANTA	1	
Charlon	34	()	······································		
CHnoli	17	16	~~~~ <u>~</u>	***************************************	
Joilea	68	Marine Property of the second)—————————————————————————————————————	<u></u>	
The state of the s	27	**************************************	^~~ ~~~		
off Davis	32	31	X	<u></u>	
lorge	31	29	***************************************		
loombe	34	48			
Vare	128	·	, <u>, , , , , , , , , , , , , , , , , , </u>		
Cotals	515	430	13	0	

ndy Read Start August 2023	Punded	mded Total		Over Income Served		
	Encollment	Envollment to date	101-130 %	Over 130%		
Applipa	24	16	0	0		
Atkinson	24	18	<u> </u>	1		
Bacon	32	15		<u> </u>		
Stantley	8	B. Property of the Parks		T.		
landler	16	B. B. British		A THE PARTY OF THE		
Tharton	16	O CONTRACTOR OF THE PARTY OF TH	<u> </u>	<u> </u>		
Timely	16	B Charles of the latest and the late	()	. J		
offen	16	16	landers of the same of the sam			
lezziyd	80	63				
Pleros	16	, Louisian Language	<u> </u>	X		
l'oon be	16	th from landest trainment and	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	<u> </u>		
Vars Totals	320 320	181	A THE PARTY OF THE	A.		

Mental Health:

Selected three t-shirts designs for Disabilities Days
Attended IEP meetings with Were and Brantley Co. BOEs and families

Observed 4 children in Clinch, Toombs, and Ware
Heather Rowland will be assisting Ms. O'Berry with the DAYC in Candler, Toombs, Jeff
Davis and Appling. This will begin soon.

Actions for Euppiness calendars were distributed to all staff

Sensory items and significate gles were given to teachers as needed

Children diagnosed with special needs:

Head Start: 60; Early Head Start: 22; Total 52 Current enrollment: 13.36%

•	,	and the second like the second
Catorory	Head Start	Karly Head Start
Vision Impairment	0	
Hearing/Dechiess	Control of the contro	
Donf/Blind	A CONTRACTOR ASSESSMENT OF THE PROPERTY OF THE	namental de la company de la c
Emotional disturbance	O No Control of the second	A BATTLE AND MANUAL PROPERTY OF THE PROPERTY O
Aution	C C C C C C C C C C C C C C C C C C C	Hand the state of
Health Impairment	Million between many and the state of the st	
Traumatic Brain Injury	pulse jarger and half at many false and pulse and the project of the pulse and the pul	
Learning Disability	py	1
Orthopodlo Impairment	One was a second	principal and a special property of the second seco
Speech/Language	Severy control of the second s	
Developmental Delay	The state of the s	Company of the state of the sta
Intellectual Disabilities	v i	•
(Formerly known as Montal	Į.	distribution of the state of th
Retariation)	()	O
Non-Categorized Other	32	4
Multiple Disabilities	60	22
Total	TATOM TO SEE SEE SEE SEE SEE SEE SEE SEE SEE SE	Manyadam - anayle type day and an analysis analysis and an analysis and an analysis and an analysis and an ana

Training: DECAL Trainings

Press Releases/Publicity: activities

Mensurable achievements and goals accomplished:

- Continued to assist staff with their \$500 Quality Rated bonus paperwork as needed for eligible sites/staff;
- Assisted staff with DECAL Scholars Incentives/Scholarships as eligible.
- New Staff Orientation.
- · Quality Rated work;
- Family Farm Share continued work;
- Confinued work on updating GaPDS accounts and entering training and uploading cortificates.
- Received word that our Garde Connect Grant Application for Ware County was approved.
- CPR Renewals for Clinch and Pierce.
- Summit planning Committee Meeting re: ECH Farm to School Summit trainings with DECAL/QCC/ Georgia Organics.
- · PALS Trainer Quarterly Check-In.
- Farm Share Partner Check-In and Update
- State Trainer Webiner on new initiatives
- * Participated in a Train-the Trainer webluar on "What is Safe Sleep?".
- * Extensive work on Jeff Davis Quality Rated portfolio.
- Werked with new Center Coordinator for Ware

Nutrition:

ALLOW AND	5-19-00-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1		
	HS Meals	EHS Meals	Total Meals
Children Breakfust	5,474	2,293	V 1773 127
Children Lunch Children Snack	\$,479 \$ 280	2.141	7,12
Total Meals	16.233	G. 106	22,939
Adult Breakfast	1.120	620	7. 740
Adult Lainch	1215	671	2886 1 666
Total Meals	2,335	1,291	3,020

<u> Facilities:</u>

Maintenance was completed around the center to prepare them for the opening day of school. New playground equipment was installed on some of the playgrounds. Trees were trimmed back due to storms.

Ms. Carr asked Mr. Burse to update everyone on Charlton's progress on the roof. He noted that he had been talking with the contractor and that he was waiting for the E-Verify on the bid and it has been received. Work may begin as early as two weeks and will be completed hopefully in December.

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Ms. Carr noted that Harly Head Start rooms required different materials and equipment than Head Start and it would take some time on that being completed. License will have to approve all modifications to these rooms before we can have the children come in.

Ms. Carr informed everyone about a training conducted by the Office of Head Start on October 17th from 1:00-4:00. This will be a virtual training for the Govering Board and Policy Counsil. She encourages everyone to attend if possible.

Mr. Gandy asked if there were any questions on September Director's report, Being none, Ms. Bason motioned to approve the report and Ms. Jones seconded, All were in favor.

Ms. Jones gave the Fiscal Report next:

Total Budget: \$11,617,377.00 Total Spending: \$10,225,447.00 Balance Remaining: \$(1,391,930.00) Current Spending percentage: 88.02% VISA Expense: \$4,411.69 WEX: \$2,862.51

In-kind booked to date: \$2,091,039.00 Total in-kind for budget year: \$2,827,880.00

Administrative cost rate: 9.8%

Ms. Jones asked if there were any questions about her report and there were none. Mr. Gandy asked for a motion to approve the Fiscal Report. Ms. Jones made a motion to approve, and Ms. Bason seconded. Motion carried.

Toombs

Next, on the agenda was the Personnel Report. Ms. McGauley gave the report:

Position Vacancies

Appling (2) EHS Teacher Atkinson Teacher **EHS** Teacher Bacon

Bacon (ABC) (4) Teacher Bacon (ABC) Floater Bacon (Northside) **Family Advocate**

Bacan Interventionist Brantley Tempher Assistant Candler (4) EHS Teacher Charlton (2) Teacher Charlton Teacher Assistant Clinch **EHS** Teacher

Coffee Teacher Assistant Hazzard Hill (5) EHS Teacher

EHS Teacher Ware Coach Ware (2) Teacher Ware (2) Teacher Assistant Ware (12) RHS Teacher Ware Interventionist

	4		

New Hires(s) Need Approval

Sharon Mointire Amber Steveson Tencher Assistant/Ware

Custodian/Food Transporter/Ware

New Hire(s) Already Approved

Brin Bessonette

EHS Teacher/Clinch

Transfors(s) Need Approval

None

Voluntary Termination(s)

Alexus Packer Jessica Moten Shelinda Standford Cristins Valdiva Alexis Griffin

Teacher Assistant EHS Floater Teacher Assistant

Teacher EHS Teacher

Teacher

Subs no longer serving

Jonathan Hickox John Mitchem Robert Owens

Tiffacy Hill

Involuntary Tormination(s)

Ms. McGauley then concluded the Fluman Resources report and requested approval. Mr. Gandy asked if there were any questions and called for a motion to approve the Personnel report in full. Ms. Eason motioned, and Ms. Jones seconded. Approved.

Ms. Young noted that Ms. O'Berry and Ms. Perritt had a procedure revision each, Ms. O'Berry added a line for parent's refusal for articulation screening. Ms. Perritt requested to delete a repetitious form that gives consent for observations of their child. These are already given on the Parent Authorization form. Ms. Jones medioned to approve both revision and Ms. Hason seconded. Motioned carried.

The PICE report was next by Ms. Young:

The first parent meetings of the school year were held this month. Parent Officers and Policy Council elections were held. Parents were encouraged to be engaged in their child's school year and learned about events and policies. Attendance was as follows:

Appling - 14

Clinch - 9

Toombs - 14

Afkinson - 14

Coffee - 22

Ware - had to reschedule due to storm

Bacon - 12

HH-12

Brantley - 15

Candler - 0

JD - 16

Pearson -- had to reschedule due to storm

Charlton - closed

Pierce - 13

Ms. Young and Ms. Linton have been training together so Ms. Linton will be ready to assume the position in December. We were unable to have the Raising Eligidy Capable Kids classes in Clinch Co. as planted due to lack of parent interest in participating. We appropriate the opportunity from Jesus & Jame in taking part in the training.

Mr. Gandy asked for approval of Ma. Young's report. Ms. Jones motioned for approval and Ms. Eason seconded the approval. Motion carried.

Mr. Gardy called on Ms. Henderson to give the training on the FIR Reports. She gave the group data from the reports on many areas. Ms. Carr explained that FIR Reports show us areas that we need to improve on and creas that we are doing well in. The information is the each year by August 31". She also stated that we need to do a bester job of passing information along to the parents to help them realize that we are have to help them, not report them.

lds. Eason said that she is always looking for information that can help her family and others. She felt that more information on mental health was needed. She also said that some parents do not know where to go for help and that it would be good to have a better relay of information to parents.

Mr. Gandy asked if fluere was any further discussion on the PIR Reports. Then he called for approval. Ms. Jones motioned to approved and Ms. Eason ecconded. All agreed.

Mr. Gandy saked if there were any concerns or questions. Ms. Ragars brought up the possibility of a government shadown. She stated that if it bappens it may be a prolonged one. The Fisad Start 2022-2023 grant period ends October 31° and she thinks the program will be fine until then at least. However, Ms. Rogars is looking for business as usual on Monday.

Mr. Burse congretulated Mr. Candy on being elected Chair again he stated that the Board training on October 17th will be good for both the Govering Board and the Police Council. He discussed the possibility of beving different staff attend the Board meetings to talk about their role in the agency. This will help members to understand the different positions within the different programs.

After no further discussion, Mr. Gaudy announced that the next meeting will be November $15^{\rm th}$. He adjourned the meeting at 11:22 a.m.

Respectfully submitted.

Africa Gandy

Donna Giseon

Space notion pact notion pact Head Start Program Policy Council Agenda

Baxley, GA Wednesday, September 27, 2023

I.	WELCOME/MOMENT OF MEDITATION
II.	SEATING OF NEW MEMBERArite Young
III.	OFFICER ELECTIONS PPCE Specialist
IV.	APPROVAL OF JULY MINUTES AND AUGUST REPORTS Chairperson
٧.	SEPTEMBER DIRECTOR'S REPORT
VI.	FISCAL REPORT Trechaski Jones Fiscal Specialist
VII.	PERSONNEL REPORT
VIII	PFCE REPORT/PARENT CONCERNS/PROCEDURE REVISIONSAnita Young
IX.	TRAINING. Program Information Reports

NEXT POLICY COUNCIL MEETING - November 15, 2023

action pact Escad Start Program Policy Council Meeting Minutes July 25, 2023 Sarak's in the City, Baxley

Policy Council members attending: James Gandy — Chairperson, Karen Hankala, Tabitha Paulk, Sandi Boatright

Donna Gibson, Bruce Young, Mary Susan Arnold, Nancy Edge (approvals)
Staff present: Diane Rogers, Executive Director, Angela Carr – Acting Head Start Director, Hollard

Staff present: Diane Rogers, Executive Director, Angela Carr — Acting Head Staft Director, Holland Phillips — Health Specialist, Atticus Hammock — IT Specialist, Tracey Lomax — Nutrition Specialist, Anita Young — PFCE Specialist, Donald Griffin — Facilities/Safety Specialist; Daniel Cox — Facilities/Safety, Terrell Wilson — Facilities/Safety, Carol Clarke — Training Specialist Guest; Leonard Burse, Governing Board Chairperson

Mr. Gandy, Chair, called the meeting to order at 10:37 a.m. He welcomed everyone and asked for a moment of stience. Next, Mr. Gandy introduced Mr. Burse, Board Chair, and thanked him for attending teday's meeting, along with Ms. Rogers, Executive Director.

Mr. Gandy asked for approval of the May infinites which had been previously sent to the members. Ms. Paulk motioned to approve the minutes and Ms. Hankala seconded the motion. All approved. Next was approval of the June 13th and June 21th minutes for the meetings concerning the impasse. Mr. Gandy asked if there were any questions. Being none, he asked for a motion to approve the June 13th and June 21th minutes. Ms. Hankala made the motion for approval and Ms. Paulk seconded. All approved, The June reports had also been sent out to all members prior to the meeting. Mr. Gandy asked if there were any questions about the reports. Being none, he asked for approval of the June Policy Council reports, all inclusive (Director's report, Fiscal, HR, PFCE). Ms. Hankala motioned to approve all of the June reports and Ms. Paulk seconded. There were no objections.

Mr. Gandy called for the Director's report, next. Ms. Carr welcomed everyone and then reported on the July Director's report:

Preparations for school to begin on August 7th are ongoing. As mentioned previously, our theme for the upcoming school year is "Head Start, Where Your Journey Begins!" Our pre-service date is August 1st and the majority of staff's first day back. Center Coordinators and lunchroom managers will return the week of July 24th. We are excited to have a fun pre-service this year with a lot of hands-on activities for the staff to take part in.

Unfortunately, Chariton County's start date will be pushed back. At this time, we do not have a date that the children or staff will be able to return. I have spoken to the Chariton County Maintenance Supervisor. Unfortunately, Chariton is going to need a new roof and new tile before the children and staff can return to school. He does not know at this time when the two projects will be complete.

The County is taking the following steps:

 The Charlton Co. Maintenance Supervisor has submitted the roof and flooring request to Hampton Raulerson, County Administrator.

The Administrative staff will review the request for the roof and flooring project.

Once the project is approved, a Request for Bids will go in the newspaper.

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After bids are received and reviewed, a contractor will be selected.

 After the contractor is selected, the contractor will be able to give us an expected project completion date.

We will take the following steps at Head Start:

 The Family Advocate and Center Coordinator are going to let the parents know about the situation and let them know we do not have an expected start date at this time. They will keep the parents informed weekly.

The Human Resources Specialist is working on getting new fingerprints/porting for the staff
in Charlton County. They will use agency vehicles to travel to Hazzard and Ware daily
beginning on their return to work date.

 The Charlton County staff will work at Hazzard Hill or Ware Head Start until their center opens based on where they are needed most.

 The staff will not leave Chariton until their designated start time, and they will leave Ware County in time to be back in Chariton County by their designated end time.

The Office of Head Start and Licensing have been notified to let them know we will be closed until the roof is repaired.

Ms. Carr informed everyone that Ms. Lankford accepted a position as Assistant Principal with Ware Co. Middle School and we wish her the best in her new job.

Ms. Diane Rogers, Interim Executive Director, informed the agency that upon OHS approval, Ms. Carr has been selected as our new Head Start Director. Congratulational Ms. Carr brings 31 years of Flead Start experience with her and has been serving as Assistant Head Start Director.

Education:

The Education/Transition post management meeting was held June 13th. Those attending offered their input for the procedures and component activities. Materials for the DIAL-4 have been ordered. Education interviews for the 23-24 school year are ongoing.

Month:

There were no incidents reported in June. Mr. Phillips closed out the data for the past school year. He is continuing to seek trainers for the mobile hearing machine. He is inventorying supplies so orders can be filled for the centers. Mr. Phillips is updating the policy and procedures for reimplementing.

the toothbrushing practice at the schools this coming year and ordering supplies for it.

Enrollment

Current Enrollment:

- 566 in Head Start
- 247 in Early Head Start

Current waitlist of income eligible children:

Head Start		
Appling County	5	
Atkinson County	2	
Bacon County	Q	
Brantley County	2	
Candler County	1	

Charlton County	2
Clinch County	A service of the service of
Coffee	9
Hazzard Hill	5
Jeff Davis County	<u> </u>
Pierce County	19
Toombs County	3
Ware County	12
Totals	69

Early Elend Start			
Appling	26		
Adklusom	Ü		
Bacon	20		
Brantley	1,5		
Candler	6		
Charlton	3		
Clinch	2		
Caffee	41		
Hazzard Hill	45		
Plerce	- 8		
Toumbs	35		
Ware	6		
Totals	207		

Hond Start June 2023

	Funded	Total Exrollment to date	Over Income Served	
	Enrollment		101-130 %	Over 130%
Appling	34	39	1	Ø
Atkinson	34	34	3	7
Bacon	50	56	2	1
Brancley	33	40	3	3
Candler	17	19	0	1
Chariton	34	27	0	1
Clinch	17	18	0	2,
Coffice	68	86	Ö	1
Hazzard	34	18	0	0
leff Davis	31	32	The state of the s	2
Pjeroe	94	36	5	4
Toombs	51	52	3	T
Ware	215	197	8	17
Totals	652	654	26	40

Early Head Start June 2023

	Funded	Total Eurollment to date	Over Income Served	
	Hurollment		101-130 %	Over 130%
Appling	16	19	0	0
Addingon	24	25	2	4
Bacon	24	30	1 1	- 0
Brantley	8	12	0	0
Candler	24	23	1	0
Charlton	16	22	0	0
Clinch	16	19	0	0
Coffee	16	19	0	Q.
Hazzerd	64	86	1	1
Plorvo	8	20	0	3
l'oombs	16	18	1	0
Weiro	A STATE OF THE PROPERTY OF THE	12	Ö	0
Totals .	248	305	6	8

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June 2023 ADA Statistics from CP report # 2301				
ALL SEVER AND SEVERAL SEVERA SEVERAL SEVERAL SEVERAL SEVERAL SEVERAL S	ADA Funded Futellment	ADA Acturationet		
Head Start	Closed	Closed		
Barly Head Start	35.04%	57.10%		

Montal Health:

- Completed post management with staff on Disabilities
- Passed infant CLASS recertification so now recertified in Pre-K and Infant CLASS, will take toddler training soon
- Attended the AELL conference
- Packed up files from last school year
- Worked on new policies for conducting goals/outcomes on the IEP/IFSP
- Turned in MOAs
- Distributed Actions for Flappiness calendars to Leadership

Children diagnosed with special needs:

Head Start: 0: Rarly Head Start: 9; Total 9-Head Start in not in session and EHS is one day a week only now					
Category	Head Start	Early Head Start			
Vision Impairment	0				
Hearing/Deafness	0	0			
Deaf/Blind	0	0			
Emotional disturbance	Q	Ö			
Autism	0	1			
Floalth Impairment	Nicolaisea marriaga de la casa de constante de la casa de constante de la casa de la cas	O TOTAL THE STATE OF THE STATE			
Traumatio Brain Injury		0			
Learning Disability	Ö	0			
Orthopedic Impairment	0	0			
Speech/Language	Ŏ	A.			
Developmental Delay	Ŏ.	2			
Intellectual Disabilities	0	0			
(Formerly known as Mental					
Retardation)					
Non-Categorized - Other	0	0			
Multiple Disabilities	0	2			
Total	0	9			

Training: DECAL Trainings

Press Releases/Publicity: activities

Measurable achievements and goals accomplished:

- · Participated in Pre-Service Planning Meeting;
- Facilitated Professional Development post management meeting;
- Attended Family Engagement post management meeting;
- · Completed and submitted Toombs Quality Rated portfolio;
- Completed Healthy Kids, Healthy Future PALS (Physical Activity Learning Session) Train the Trainer program

•		

- Processed incentive, scholarship and awards applications for DECAL Scholars incentives for numerous staff;
- Applied for the ECE Fermer Champion Award/Incentive for Appling, Teombs and Ware counties;
- · Quality Rated Work;
- An Overview of the ITERS Process Training Approved by DECAL for 3 hours TG-BFTS-112975;
- · Revised and submitted training module: Leadership and Team Building
- · (You are only as strong as your team) to DECAL and it was approved;
- * Applied for Garden Connect Grant Application for Ware County:
- Eurolled all staff from Appling, Atkinson (Willacocchee), Brantley, Charlton, and Flazzard Hill centers for their QR bonus. If approved each staff member will receive \$500 for their center obtaining either a 2- or 3-star rating. Also had to send each staff member their GaPIDS profile for inclusion;
- Self-Assessment report completed;
- · Participated in "Math Made Basy" decal training webinar;
- Attended Association for Early Learners Conference;
- Worked on Annual Report for 2022-2023 Program year;
- Continued work on the Community Assessment Update.
- · Family Farm Share continued work:
- Continued work on applicating GaPDS accounts and entering training and uploading contificates;
- Updated staff changes in ChildPlus, GaPDS, etc.;
- Updated diploma chart with changes known to date and education;
- Worked on additional training modules.

Nutrition:

	PIS Meals	EHS Meals	Total Meals
Children Broakfast	Same of the state	1.62	7
Children Lamoh	Angeles and the control of the first of the control	163	9.65
Children Snack	A character and the managed of the man of the form of the first of the	161	7 (3.18)6 1.
Total Meals	الأواحد والاختارة والمار مناوية المارية والمارية والمارية والمارية والمارية والمارية والمارية والمارية والمارية	488	488
Adult Breakfast	**************************************	RR.	71.00 T 10.00 T
Adult Lauroh	والود يونيه ويستوسون ويشار ويتار والمالية ويتاركون والمالية والمال	92	
Total Menls		180	180
	TO THE STATE OF STATE OF		

Facilities:

- The new Facilities/Safety/Transportation Specialist, Daniel Cox, started working with Mr. Griffin on June 12th. He will be working with him until he retires in December.
- 2. We have installed a new HVAC system in one classroom in Charlton and one classroom in Clinch.
- Some of the CLASS WALLET items have been received and are being assembled and put in classrooms or on playgrounds.

	•	

Mr. Gandy asked if there were any questions on July's **Director's report**. Being none, the report was approved, motion by Ms. Paulk, second by Ms. Hankala.

There were several items up for approval next. Ms. Carr discussed each one with the group. These items were sent out in advance for more time to review. They were:

- Non-Competing Continuation motion to approve Ms. Paulk/seconded by Ms. Hankala approved.
- 2. One-Time Program Improvement Request motion to approve Ms. Hankala/seconded by Ms. Paulk approved
- Non-Federal Share Waiver Request -- motion to approve Ms. Hankala/seconded Ms. Paulk -- approved
- 4. Self-Assessment motion to approve Ms. Paulk/seconded Ms. Hankala approved
- 5. Community Assessment report (indicated need for the conversion request to more HHS classrooms) motion to approve Ms. Hankala/seconded Ms. Paulk -approved

Ms. Car reviewed the following OHS Reports:

Information Memorandum "Treatment of Rebates, Refunds, Discounts, and similar Cost Savings" Information Memorandum "Fiscal Year 2024 Monitoring Process for Head Start and EHS Recipients"

Final Rule "Removal of the Vaccine Requirements for Head Start Programs"

Mr. Gandy noted that the Fiscal Report would have to be tabled until Ms. Jones returned and would then be sent out for approval as soon as possible.

Next, on the agenda was the **Personnel Report**. Mr. Phillips gave the report in the absence of Ms. McClauley:

Position Vacancies

EHS Teacher Atkinson (Willacoochee)

EHS Teacher Bacon

Teacher Bacon (ABC)
Floater Bacon (ABC)
Family Advocate Bacon (Northside)

InterventionistBaconEHS TeacherCandler (2)TeacherCharlton (2)CostodianCoffeeTeacherCoffee

Teacher Cornee
Teacher Assistant
Teacher Assistant
EHS Teacher
Custodian
Teacher

Teacher Assistant Ware (5)
Family Advocate Ware
Custodisn Ware

Head Start Director Waycross Admin. - Filled upon OHS Approval

New Hirss(s) Need Approval

Kolsey Lacey Floater - Clinch

New Hire(s) Already Approved

Kaitlyn Wilson Laura Ouinn Floater – Hazzard Hill Custodian – Hazzard Hill

Timothy Williams
Laura Ann Monteleone

Floater – Ware Custodian – Ware

Transfers(s) Need Approval

Angela Carr

Assistant Head Start Director to Head Start Director

(upon OHS approval)

Voluntary Termination(s)

Amanda Lankford - Wayeross Admin - HS Director

Subs no longer serving none Involuntary Termination(s) none

Mr. Gandy asked if there were no questions for approval of the Personnel report in full. Ms. Hankala motioned and Ms. Paulk seconded. Approved. Mr. Gandy asked for a separate motion to approve Ms. Carr for the position of **Head Start Director**. Motion was made by Ms. Hankala and seconded by Ms. Paulk. Approved.

The PFCE report was next by Ms. Young:

There were no June parent meetings with school being closed. The parent handbook, volunteer handbook, and my procedure revisions have been completed. I have been working on materials for the upcoming year and planning for the first parent meetings of the school year.

We are planning to do a pilot parenting class in Clinch Co. called "Raising Highly Capable Kids". The literature will be of no charge for the pilot thanks to tesus and land having a grant from the company. The classes will begin in September and there will be 10 classes, 2 a week.

There were no questions about the PFCE report. Ms. Young went on to discuss the Policy Council Training Grid 2023-2024, The PFCE Action Plan, the Family Assessment Analysis report, the component procedure revisions summaries, and the Policy Council By-Laws. Everyone also received copies of these in advance of the meeting for more time to review. Mr. Gandy asked if there were any questions on any of these items. Being none, he called for approval of all with a separate motion for the by-laws. Ms. Hankala motioned to approve and Ms. Paulk seconded for both sets of approvals. No objections, all approved.

Mr. Gandy called on Ms. Clarke to give the training on the **Management Calendar**, also sent out prior to the meeting. Ms. Hankala motioned to approve the calendar and Ms. Paulk seconded. All approved.

Ms. Young made note that the 2022-2023 **Annual Report** was available for review or could be emailed to anyone requesting a copy, or could be seen on the action pact website, www.myactionpact.org.

Mr. Gandy asked if there was any further discussion. Being none, he announced that the next meeting will be September 27th and adjourned the meeting at 11:20 a.m.

Respectfully submitted.

Toma Chison

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Head Start Program Director's Report August 25, 2023 Submitted by Angela Carr, Head Start Director

Our pre-service kicked the school year off as we welcomed all our staff back that had been off for summer break. There were many Disney-themed activities for them to participate in and enjoy before they got back into the centers.

Currently, we do not have all classrooms open in all our centers due to staff shortages. These are what is open: Appling —1 Head Start room, 2 EHS; Willaccochee — all classrooms are open; Pearson's one classroom is open; Bacon - 1 Head Start classroom at Northside open and 2 EHS rooms at ABC; Frantley has all rooms open; Candler - 1 Head Start, 1 EHS; Charlton is still currently closed due to roof and flooring repairs needed; Clinch - 1 Head Start room and 1 EHS; Coffee has all classrooms open; Jeff Davis has all rooms open; Pierce has all classrooms open; Toombs - 3 Head Start rooms and 1 EHS; Ware — 3 Pre-K, 4 Head Start, and 1 EHS; Hazzard Hill —1 Head Start, 9 EHS.

We were just notified that we received the conversion grant we applied for. I have been working on preparing that grant and will submit it to OHS next week. We will be converting some of our Head Start classrooms to EHS classrooms with this grant. There will be some necessary changes made in some of these classrooms to have them meet EHS standards. When all this work is completed and additional staff are bired, we look forward to opening these classrooms.

Unfortunately, we have had some incidents of COVID. To reduce confusion and in consultation with Georgia Department of Public Health we will no longer close classrooms when we can just send the staff or student who tested positive home. Staff and students should monitor symptoms for 5 days after exposure. If anyone develop symptoms, they will be asked to wear a mask, separate themselves from the classrooms and get tested. People who have symptoms should stay home. Testing is recommended for people with symptoms of COVID-19 as soon as possible after symptoms begin, usually on day 5.

Education:

Materials for the classrooms were given out at the Center Coordinator meeting. The DIAl-4 screening will be conducted for 1st year Head Start children within 45 days of their enrollment. BHS will complete Ages and Stages. Center visits were completed prior to school starting.

Markin:

Toothbrushing will be re-implemented in the classrooms. We have had to delay the purchase of toothbrush holders due to the rise in cost of materials and budget status. Mr. Phillips is working on an agreement with Coastal Pines College to help with children's assessments and has renewed the agreement with South GA State College nursing program that has helped in past years.

Envollment

Current Acceptance:

- 566 in Head Start
- * 247 in Early Head Start

Current Total of Accepted Children:

Tlend Start	**************************************
Appling County	14
Atkinson County	26
Bagon County	27
Brantley County	22
Candler County	16
Chariton County	15
Clinch County	16
Collee	48
Horeard Hill	15
Jeff Dayls County	22
Pierco County	28
Townshi County	35
Ware County	102
Totals	363

Early Head Stax	t
Appling	12
Atkinson	12
Bacon	22
låransley	8
Candler	14
Chariton	12
Cliuch	14
Coffee	16
Hazzard Hill	50
Pierce	14
Tomabs	16
Waro	8
Totals	204

Head Start July 2023

	Funded Enrollment	Total Envoltment	Over Income Served		
PAINTON VISITATION WINNESS AND	THE STORY OF THE S	to date	101-130 %	Over 130%	
Appling	34	39	1	0	
Atkinson	34	34	3	7	
Bacon	50	56	2	1	
Branday	33	40	3	3	
Candler	17	19	Ó	1	
Charlton	34	27	0	1	
Clinch	17	18	Ö	2	
Coffbe	68	86	0	1	
Ligzzard	34	18	0	0	
Jeff Davis	31	32	1	2	
Plate	34	36	5	4	
Toomba	51	52	3	1 1	
Ware	215	197	8	17	
Totals	652	654	26	40	

Marty Mond Start July 2023

944) (144) (144) (144) (144) (144) (144) (144) (144) (144) (144) (144) (144) (144) (144) (144) (144) (144) (144)	Funded Total Envolument Envolument to date	Over Income Served		
TYPY (Fee) (Mark Add at 16 American and a superior and a superior and as beginning as the part of the superior and a superior			101-130 %	Over 130%
Appling	16	19	0	0
Atkinson	24	25	2	4
Bacon	24	30	1	Ö
Brantley	8	12	Ö	0
Candler	24	23	1	O O
Charlton	16	22	Ö	0
Clinch	16	19	Ó	n n
Coffee	16	19	0	Q
Hazzard	64	86	1	1
Pieros	8	20	Ô	3
Toombe	16	18	T	0
Ware	()	12	0	1)
Totals	248	305	6	8

June 2023 ADA Statistics from CP report # 2301						
Washington and the second seco	ADA Pondod Involument	ADA Actual Enrollment				
Head Start Early Head Start	Closed	Closed				

Montal Health:

- Passed toddler recertification recertified in all ages for CLASS
 Ordered language booklets for DAYC-2 assessment tool
- Monitored Brantley EHIS
- Talked with Heather Rowland about dividing counties and her helping with the DAYC-2
- Worked on new policies for conducting goals/outcomes on the IEP/IPSP

Children diagnosed with special needs:

Head Start: 0; Harly Head Start: 9	5: Total 9-Head Start in not in session	and EHS is one day a week only now
Category	Hond Start	Early Flond Start
Vision impairment	Ö	0
Flearing/Deathess	0	O STATE OF THE PERSON OF THE P
Deaf/Blind	0	0
Emotional disturbance	0	0
Autlem	0	1
Health Impairment	0	Ó
Traumatic Brain Injury	0	0
Learning Disability	Ö	0
Orthopedio Impairment	0	0
Speech/Language	0	4
Developmental Delay	0	2
Intellectual Disabilities	0	()
(Formerly known as Mental		
Retardation)		
Non-Categorized Other	0	O
Multiple Disabilities	0	2
'I'otat	0	9

Truining: DECAL Trainings <u>Press Rekases/Publicity;</u> activities <u>Mensurable actilevements and goals accomplished:</u>

- * 2022-2023 Annual Report completed;
- Completed Community Assessment Undates
- Georgia Organics has offered to provide a \$350 stipend to help four Asticm Pact sites achieve
 the ECE Fermer Champion award (4 X \$350 \$1400 total). Sites receiving the funds are:
 Appling, Clinch, Toombs and Wars those grant applications were applied for in June.
- Proposed a "Lieud Start Boot Camp" training for new staff;
- " Assisted staff with their \$500 Quality Rated bonus paperwork as peoded for eligible sites/staff;
- Assisted staff with DECAL Scholars Incentives/Scholarships as oligible.
- · Finalized book and activities for family reading alght event.
- " New Staff Orientation.
- Quality Rated work;
- · Family Ferm Share continued work;
- Continued work on updating GaPDS accounts and entering training and uploading certificates;

Mutritlona

	IIS Manin	RHS Meals	Total Meals
Children Breakfast Children Lunch	And the state of t	State that the purious is necessarily to the constitution of the c	10 10
Children Smok Tetal Monte	ب في المستوية على المستوية على المستوية والمستوية المستوية المستوية المستوية المستوية المستوية المستوية المستو المستوية المستوية الم	Company of the state of the sta	
Adult Breakfast Adult Lunch	を介えていませんが All procedures in the All a EAL a かたっぱ しょうだん EAL a All a A なっぱっぱっぱっぱっぱっぱっぱっぱっぱっぱっぱっぱっぱっぱっぱっぱっぱっぱっぱ	Parado de manural de Santon Maria e compartir y d'agraph (e fair fair) y ce 10 / 10 / 10 / 10 / 10 / 10 / 10 / 10	190 193
Total Meals		B1	81

Wanilities.

This past month, we were getting things ready to open school back up. A lot of new items have been added to our playgrounds. We are working on getting everything settled to get Charlton County's reaf replaced and repairs to the center completed so that they can reopen as soon as possible.

This concludes my report. Angela Carr, Flead Start Director

Action Pact Head Start Program Policy Council Fiscal Report 2022/2023





HATEL TO THE PARTY OF THE PARTY	Star
Date [88,15.2023]	ECCEPTION OF THE PROPERTY OF T
Revenue and Expenditure report through: 07.31.2	023
Total Budget: \$ 11,617,377.00 Total Spending: \$ 9,159,666.00 Balance Remaining: \$ (2,457,711.00)	
Current spending percentage of total Head Start budget to date:	78.84%
Items for Approval:	Experimental description of the least of the control of the least of t
Budget Revision:	
Status of Previously Approved Items:	
portexturing	AND TRANSPORTED BY AND THE COLOR OF THE COLO
Credit Card Expenses Total Visa (AL) \$	3,653.26
Wex S	1,388.33
n-Kind Booked to Date: \$ 1,889,866.00	
Total In-kind for Budget year: 5 2,827,880.00	
Administrative cost rate: 9.8%	
Moiss Grandal Evanditum	
Major Financial Expenditures (i.e., equipment, buildings	
(i.e., equipment, buildings Item Cost	

		,	
	·		

Wells Fargo Visa	07.28.2023	(Invoice)	A. Lankford/A. Carr (Head Start)
Date of Charge	Merchant	Total Charge	Description
07.06.23	Lowe's	\$ 234.08	Ware Co center supplies repairs
07.08.23	National CACEP Sponsors	\$ 298.00	CACFP Bootcamp (2) Attendees
07.10.23	FSP AmericanLubeFast	\$ 185.00	2020 Nissan Rogue Oil Change/Filters
07.11.23	Plak Smacker	\$ 448.93	Toothbrushes/Toothpaste for all sites
07.11.23	Wal-Mart	\$ 26.73	Oil change Center Vehicle
07.11.23	ECEPLANNERS.COM	\$ 665.00	Center Coordinator Training-All sites
07.12.23	BLINDS.COM	\$ 74.83	Blinds for Hazzard Hill
07.19.23	AWL PEARSON EDUCATION	\$ 228.96	Testing record forms-Disability/Mental Health
07.19.23	WALMART.COM	\$ 110.32	Tire purchase
07.19.23	Agri-Supply Valdosta	\$ 131.25	Lawn Mower blades/weed killer
07.24.23	TeachStone Training	\$ 125.00	CLASS RENEWAL D. Claston
07.24.23	TeachStone Training	\$ 400.00	CLASS RENEWAL (2 items) C. Thomas
07.24.23	TeachStone Training	\$ 125.00	CLASS RENEWAL D. Horton
07.24.23	Downtown Sandwich Shop	\$ 39.77	New Staff Orientation lunch (3)
07.25.23	Sarah's In the City-Baxley	\$ 138.58	Policy Council meeting-Lunch
07.26.23	Hog-N-Bones	\$ 356.96	Center Coordinator/Leadership Mtg
07.26.23	WM Supercenter	S 11.43	CC/Leadership mtg supplies
07.27.23	Holt's Sweet Shop	\$ 53.42	CC/Leadership mtg doughnuts
Total		8 3,653.26	TO A MERCHANIST AND A SECRETARY SECURITY AND A SECRETARY SECURITY AND A SECRETARY AND A SECRET

Wex

Wex	07.31.2023	(Invoice)		
Transaction Date	Site Location	Site City	Site State 1	Gross Cost
06.30.23	HS Central Office	Wayeross	T Ga	\$107.42
07.10.23	HS Central Office	Waycross	Ga	\$98.00
07.11.23	HS Central Office	Wayeross	Ga	\$39.00
07.19.23	Ware HS	Waycross	Ga	\$39.62
07.12.23	HS Central Office	Waycross	Ga	\$40.50
07.21.23	HS Central Office	Waycross	Ga	\$27.02
07.28.23	HS Central Office	Waycross	Ga	\$27.82
07.05.23	HS Central Office	Waycross	Ga	\$100.61
07.05.23	HS Central Office	Waycross	Ga	\$15.33
07.11.23	HS Central Office	Wayeross	Ga	\$106.66
07.26.23	HS Central Office	Waycross	Gu	\$31.80
07.26.23	HS Central Office	Waycross	Ga	\$126.02
06.30.23	HS Central Office	Waycross	Ga	\$27.00
07.28.23	HS Central Office	Waycross	Ga	\$49.00
07.08.23	HS Central Office	Wayeross	Ga	\$25.16
07.09.23	HS Central Office	Waycross	Ga	\$41.00
07.15.23	HS Central Office	Wayeross	Ga	\$36.01
07.12.23	HS Central Office	Waycross	Ga	\$41.60
07.25.23	HS Central Office	Waycross	Ga	\$30.70
07.19.23	HS Central Office	Wayeross	Ga	\$101.04
07.25.23	HS Central Office	Waycross	Ga	\$116.49
07.28.23	HS Central Office	Waycross	Ga	\$44.97
07.28.23	HS Central Office	Wayeross	Ga	\$104.00
07.31.23	Program Maintenance			\$11.56
		Charles Estate on Party and the Control of the Cont		\$1,388.33

TOTAL.

DEF |

Head Start Policy Council Date: 08.15.2023

EVDENCEO	Month Ending: 07.31.2023	2022/2023 Budget
EXPENSES Personnel Costs.	The second secon	SERVITATION ASSESSMENT ASSESSMENT AND ASSESSMENT OF A PARTY OF A P
The Conference of the Conferen		
Salary and Wages	4,405,741	6,624,983
Fringe Benefits	2,216,410	2,776,193
Total Personnel Cost	6,622.151	9,401,176
Program Expenses:		
Contract Services		
Direct Benefits	•	
Food	63,896	E0 000
Health & Safely	00,000	50,000
Information Technology	63,441	
Materials and Supplies	550,955	505,856
Program Support	000,000	303,636
Participant Support		3
Volunteer Support		*
Total Program Expenses	678,292	555,856
	070,202	000,000
Capital Expenditures-Vehicles/Equip	69,004	
General and Administrative Expenses		-
Advertising and Promotion		9.000
Conferences, Conventions, and Meetings	962	-
Copying and Printing	16,724	
Dues and Subscriptions	42,741	26.000
Equipment Rental	18,324	-
Insurance	75,675	60,000
Miscellaneous-Playground Equip	42	00,000
Occupancy	9.956	27.000
Other Expense	3,402	27,000
Professional Fees	36,651	39.000
Postage and Delivery	987	2.778
Rent/Leases - Real Estate	14,725	70,000
Repairs and Maintenance	191,833	10,000
Taxes		
Telecommunications	101,831	125,000
Training and Education	176.138	144,070
Transportation	775,760	1-4,070
Travel Expenses	34,648	41,000
Utilities	164,623	
Total General and Administrative Expenses	958,269	125,000 668,848
	090,200	006,046
Allocated Indirect Expenses	804,396	991,497
CACFP/PRE-K Adjustment	96,559	
Total Cash Expenses	9,159,666	11,617,377
In-Kind Expenses	1,889,866	2,827,880
Total Expenses	11,049,532	14,445,257
Administrative expenses as a percent of total expenses	The party of the second of the	
Head Start Administrative expenses		
Indirect Expenses	\$ 283,326 \$ 804,396 \$ 1,087,721	
Total Expenses	\$ 11.049,532	
Administrative expense percentage	9.8%	
Budget - Approved	Contraction of the contraction o	14 446 257
The second secon		14,445,257

Head Start Policy Council August 2029

<u>Position Vacancies</u>

HHS Teacher **EMS Teacher**

Teacher

Floater Family Advocate Interventionist

Teecher Assistant **CHS Teacher**

Teacher Teacher Assistant EHS Teacher Teacher Assistant

EHS Teacher Teacher Assistant EHS Teacher Teacher

Teacher Assistant EHS Teacher Interventionist

Appling (2)

Bacon

Bacon (ABC) (4) Bacon (ABC) Bacon (Northside) Bacon Interventionist

Brantley

Candler (4) Charlton (2) Charlton Clinch Coffee

Hazzard Hill - (5) Hazzard HIII Toombs Ware -- (2) Ware (2)

Ware (12) Ware

New Hires(a) Naga Approval

Erin Bessonette

EHS Teacher-Clinch

New Hirelal Already Approved

ROOM MILOWE Ala Bent Taylor Leisa Holmes

Family Advocate- Ware Custodian- Hazzard Hill Custodian - Coffee

Transfersis) Approved

Alaycia Staten

From: Coach

Effective Date

8.6.23

Jossica Sprinkle Linton

From: Teacher

8,20,23

To:

Parent Family Community Engagement Specialist

Lavonda Brown

From: Floater

8.6.29

To:

EHS Teacher

Center Coordinator

Tiffany Durr

From: Teacher Assistant

7.81.23

To: Custodian

Amanda Reynolds

From: Floater

7,23,23

Custodian To:

Voluntary Termination(s)

Toler, Mille

Bagley, Jennifer

EHS Teacher EHS Teacher

8.28.2023 8,18,2023

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Wimbley, Nashadlana	Floater	8.11.2029
Adams, Dianna	Center Coordinator Assistant	8.2,2023
Nettles, Kelesy	Teacher Assistant	8.2.2023
Rowland, Abigail	Teacher Assistant	7.81.2028
McMillan, Katilyn	Teacher Assistant	7.81.2029
Stafford, Tiffany	Teacher Assistant	7.81,2023
Flowers, Kaltlin	Teacher Assistant	7,81,2023
Pharmes, Alexandria	Teacher Assistant	7.81.2029
Jordan, Jamie	Interventionist	7.31.2028
Wright, Stephanie	Family Advocate	7.31.2029
Estrada, Aylın	EHS Teacher	7.28.2023
Graddy, Tiffany Brook	EHS Teacher	7.28.2023
Stokes, Aircka	6HS Teacher	7.28.2029
Mercer, Jeana	Center Coordinator	7.25.2023

Subs no longer servins

involuntary Terrolnation(s)

This concludes the Human Resources report and requests your approval as submitted.

Dense McGaulay Denise McGauley, HS HR Specialist

Perent and Community Engagement August, 2023

There were no July parent meetings due to summer break. I completed my procedure revisions and prepared materials for Center Coordinator meeting for start of school. On 7/31, the Leadership Team set up for Pre-Service the following day in Douglas.

Plans for next month include: Pre-Service, be at JD for first day of school, go to all of the first parent meetings so that we can elect officers and policy council members, and monitor Bacon Co. There will be interviews for a replacement for my position and that person will begin working with me soon for training.

Anita Young PFCB Specialist



Health Literacy: Health Tips for Families

aciko cha aci hha avvondicationheally literacy health liga families

Health literacy is how well someone is able to obtain, process, and understand basic health information and health care services. It includes the ability to read and understand prescriptions, directions from a nurse or physician, medical forms and patient education materials. When families understand health information, they can make good health choices.

Download the PDF

Understanding What Your Doctor Tells You

Health literacy is how well you understand health information and make good choices about health and medical care.

Why is it important?

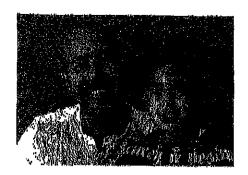
Many people find it hard to understand the health information they need to take care of themselves and their families.

When Parents and Caregivers Understand Health Information and How to Use it, Children Are More Likely to:

- Miss fewer days of school
- Make fewer trips to the pediatrician or the emergency room that are not needed
- Live healthler lives
- · Get preventive care like flu shots
- Have a safe home where fewer accidents happen

Learning Ways to Understand and Use Health Information Can Help With:

- Talking with your doctor
- Asking questions
- · Following a doctor's directions
- Taking or giving medicine the right way
- Getting needed medical tests and care



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- Knowing what to do when your child gets sick
- Preventing diseases like diabetes, asthma, and cancer
- Making healthy choices for you and your family
- Asking for help

Things You Can Do to Help Your Child

- · ASK for help if you do not understand a health form or do not know how to fill it out
- ASK for handouts in the language that is easiest for you to read
- WRITE DOWN questions you have before you go on any health care visit
- . TELL YOUR DOCTOR If you do not understand what he or she is saying
- . Go to the library and ask how to find accurate information about your health concerns and medicines
- · Ask your Head Start or child care program for Information on health issues that concern you
- · Go to health workshops at your child's Head Start program and in your community

Resource also available in:

- · Spanish (español)
- Arabio (المريدة)
- · Chinese (以)港上連經)
- Vietnamese (tiéng Việt)
- SomelL(Af-Soomaall)
- Hmong
- Burnese
- · Amharlo (ASICE)
- · Armenian (Rupununuti)
- Marshallese (Kalin Majel)
- Pollah (lezyk polaki)
- · Yiddish (wrru)

Read more:

Health literacy

, Family Support and Well-being

Last Updated: February 4, 2020

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Fioad Start Program Director's Report September 27, 2023 Submitted by Angela Carr, Head Start Director

I would like to welcome Renae Washington, the new Assistant Head Start Director, Ms. Washington previously worked with us as a Coach and a teacher, and she also brings her experience from working with another Head Start program. Also with us today is Jessies Linton. Ms. Linton will be replacing Ms. Young as PFCE Specialist when she retires at the end of the year.

We received approval for our non-federal match waiver, but the amount required went up due to receiving extra funding. We will be recalculating our estimated match after September's in-kind is entered to see if our waiver request will cover this extra requirement amount. We are excited to report that our COLA funds have been received and the staff received their retro pay last week. This was the largest COLA increase in many years, if not ever. We just received notification that our start-up funds to begin converting our Head Start classrooms to Early Flead Start classrooms that were specified in the Conversion Grant request and the one-time grant for Ware roof replacement have been received. We are working on hiring the necessary staff for these classrooms. These centers will have converting classrooms: Appling (1), Bacon ABC (1), Hazzard Hill (1) and Ware (6). Our Facilities/Transportation Specialist is working on securing bids for Ware roof repair.

The Charlton Co. center is still closed. We have not been successful in getting the bid signed by roofing company. The staff from Charlton are still coming to Ware Co. Head Start and Hazzard Hill to work in the meantime.

We participated in a job fair in Wars Co. on the 21^{st} . We are hoping to reach more people in our communities to help fill our vacancies.

We had a leadership team meeting on the 14th. We are expecting a Focus Area Two federal review this school year and discussed the steps we need to take in preparing for this review. We do not have a specific date for the review, however.

Education:

Ms. Florton completed site visits in Appling, Pierce, Atkinson, Ware and Jeff Davis countles. Interviews have been completed for the Center Coordinator at Ware and Ms. Alayela Staten Was promoted from Coach to this position. Floaters that will also serve as monitors have been selected as well. Monitoring will be done twice monthly for the school year. Interviews for education staff are ongoing.

Henith:

Mr. Phillips reviewed 55 health plans, 20 incident reports, and I suspected illness in August. He also filled supply requests for the centers. He is continuing to research pricing for toothbrush covers and working with Coastal Plains with the nursing students helping with growth assessments.

Enrollment

Current Enrollment:

- 430 in Hoad Start
- 181 in Early Head Start

Current weitlist of income eligible children:

Hend Start	· (• (• (• (• (• (• (• (• (• (
Appling County	23
Addingon County	Û
Bacon County	14
Brantley County	6
Candler County	10
Charlton County	2
Olingh County	б
Coffee	11
Hazard Hill	8
Jost Davis County	1
Pierce County	4
Toombs County	4
Ware County	21
Totals	107

Barly Head Stay	£
Appling	21
Atkinson	0
Bacon	9
Brantley	8
Candler	19
Charlton	5
Clinch	7
Cuffee	29
Hezzard Hill	27
Plerce	17
Toombs	33
Ware	16
Charles Arthur Man and Arthur Man an	
Totals	191

	Funded Envolument	Total Eurollment	Over Income Served	
	incomerons	to date	101-130 %	Over 130%
Appling	17	17	1	0
Atkinson	34	30	4	4
Broon	33	17	0	
Brandey	33	30	0	2
Candler	17	17	0	3
Charlton	34	Ò	0	0
Clinch	17	16	0	1
Coffee	68	67	2	0
Hazzard	1.7	17	() 	O CERNANIA MENTANTA
Jeff Davis	32	31	0	i
Pierce	31	29	1	2
Toombs	54	48	2	1 1
Ware	128	111	4	6
Totals	515	430	13	21

Early Flord Start Amount 2023

	Funded Entollment	Total Enrollment	Over Inco	ome Served
Marry Wallers and January 18, 18, 18, 18, 18, 18, 18, 18, 18, 18,	to data		101-130 %	Over 130%
Appling	24	16	Ü	0
Atkingon	24	15	2	1
Baoon	32	15	Q	0
Brantley	8	8	1	1
Candler	16	8	0	0
Citariton	16	Q	0	0
Clinch	16	8		0
Coffee	16	16	0	0
Hazzard	80	63	1	2
Pierce	16	16	0	0
Toombs	16	8	0	0
Were	56	8	0	0
Totals	320	181	. 4	4

	•	
•		

	August 2023 ADA Stristics from CR 19801 # 2301				
1		ADA Funded Bagollingat	ACCA teomicrost louises.		
1	Houd Start	74.53%	89,49%		
ļ	Harly Head Start	76.20%	90.44%		

Mental Health:

- Solected three t-shirts designs for Disabilities Days
- * Attended IEP meetings with Ware and Brantley Co. BOEs and families
- Observed 4 children in Clinch, Toombs, and Ware
- Heather Rowland will be assisting Ms. O'Berry with the DAYC in Candler, Toombs, Jeff Davis and Appling. This will begin soon.
- Authors for Happiness calendars were distributed to all staff
- Sensory items and strategies were given to teachers as needed

Children diagnosed with special needs:

Head Start: 60; Early Head Start: 22; Total 82 Current envolument: 13.36%

Catagory	Road Start	Early Head Start
Vision Impairment	0	0
Hearing/Denfnoss	0	0
Deal/Bling	New A Marie A	
Ismotional disturbance	0	O.
Author		
Elealth Impairment	2	
Traumatic Brain Injury	A LONDON AND LOND AND	0
Learning Disability	Ó	
Orthopedic impairment	Ö	
Speech/Language	20	4
Developmental Dolay	4.	11
Intellectual Disabilities	O	0
(Formerly known as Mental		
Retardation)		<u> </u>
Mon-Categorized Other	. 0	0
Multiple Disabilities	32	4
Total	60	AND

Trainings DECAL Trainings

Press Releases/Publicity; activities

Mensirable achievements and goals accomplished:

- Continued to assist stuff with their \$500 Quality Rated bonus paperwork as needed for eligible sites/staff;
- Assisted stuff with DECAL Scholars Incentives/Scholarships as eligible.
- New Staff Orientation.
- Quality Rated work:
- · Family Farm Share continued work:
- Continued work on updating GaPDS accounts and entering training and uploading certificates.
- Received word that our Garde Connect Grant Application for Ware County was approved.
- · CPR Renewals for Clinch and Plerce.

- Summit planning Committee Meeting re: ECE Farm to School Summit trainings with DECAL/QCC/ Georgia Organics.
- PALS Trainer Quarterly Check-In.
- Farm Share Partner Check-In and Update
- · State Trainer Webinar on new initiatives
- Participated in a Train-the Trainer webiner on "What is Safe Sleep?".
- Extensive work on Jeff Davis Quality Rated portfolio.
- · Worked with new Center Coordinator for Ware

Nutrition:

	HS Monls	BHS Meals	Total Meals
Children Breakfast	5,474	2,293	4/16/
Children Lunch	5,479	2,272	
Children Snack	5,280	2,141	7.10
Total Meals	16,233	6,706	22,239
Adult Breakfast	1 100	620	
Adult Lunch	1718	CH 1	RRA
Total Meals	2.135	1.201	3.626
The state of the s	an hanna a shiring a san a		

Racilities:

Maintenance was completed around the center to prepare them for the opening day of school. New playground equipment was installed on some of the playgrounds. Trees were trimmed back due to storms.

This concludes my report. Angela Carr, Head Start Director

Action Pact Head Start Program Policy Council Fiscal Report 2022/2023





Start	Head
Date 09.26.2023 Revenue and Expenditure report through: 08.31.202 Total Budget: \$ 11,617,377.00 Total Spending: \$ 10,225,447.00 S (1,391,930.00)	AND THE RESIDENCE AND ADDRESS OF THE PROPERTY ADDRESS OF THE PROPERTY AND ADDRESS OF THE PROPERTY ADDR
Current spending percentage of total Head Start budget to date: Items for Approval: Budget Revision: Status of Previously Approved Items:	88.02%
Credit Card Expenses Total: Visa (AL) \$ Wex \$	4,411.69 & 2,862.51
In-Kind Booked to Date: \$ 2,091,039.00 Total In-kind for Budget year: \$ 2,827,880.00 Administrative cost rate: 9.8% Major Financial Expenditures (i.e., equipment, buildings Item Cost	
2 \$ -	
Other Fiscal Items of Inforamtion from the Department of Health ar (HHS):	Submitted By: Trecinski Jones

Wex	08.31.23	(Invoice)		
Transaction Date	Site Location	Site City	Site State	Gross Cost
08.10.23	HS Central Office	Waycross	Ga	\$132.00
08.01.23	Ware HS	Waveross	Ga	\$28.01
08.25.23	Ware HS	Wayeross	Ga	\$47.94
08.15.23	HS Central Office	Wayeross	Ga	\$41.13
08.18.23	HS Central Office	Wayeross	Ga	\$54.23
08.25.23	HS Central Office	Wayeross	Ga	\$49,99
08.01.23	Charlton HS	Folkston	Ga	\$29.00
08.03.23	Charlton HS	Folkston	Ga	\$29.00
08.08.23	Charlton HS	Folkston	Ga	\$34.00
08.14.23	Charlton HS	Folkston	Ga	\$34.00
08.18.23	Charlton HS	Folkston	Ga	\$36.00
08.23.23	Charlton HS	Folkston	Ga	\$35.00
08,21,23	Brantley HS	Nahunta	Ga	\$35.70
08.08.23	HS Central Office	Waycross	Ga	\$45.25
08.15.23	HS Central Office	Waycross	Ga	\$46.50
08.22.23	HS Central Office	Wayeross	Ga	\$42.01
08.29.23	HS Central Office	Waycross	Ga	\$44.00
08.25.23	Bacon HS	Alma	Ga	\$38.06
08.07.22	HS Central Office	Waveross	Ga	\$16.82
08.09.23	HS Central Office	Wayeross	Ga	\$35.00
08,15.23	HS Central Office	Wayeross	Ga	\$28.12
08.02.23	HS Central Office	Waycross	Ga	\$120.77
08.08.23	HS Central Office	Wayeross	Ga	\$128.95
08.11.23	HS Central Office	Wayeross	Ga	\$109.43
08.16.23	HS Central Office	Wayeross	Ga	\$114.38
08.21.23	HS Central Office	Wayeross	Ga	\$132.40
08.23.23	HS Central Office	Wayeross	Ga	\$112.11
08.29.23	HS Central Office	Wayeross	Ga	\$128.00
08.07.23	Coffee HS	Douglas	Ga	\$39.32
08.17.23	Coffee HS	Douglas	Ga	\$41.00
08.01.23	HS Central Office	Wayeross	Ga	\$24.00
08.11.23	HS Central Office	Wayeross	Ga	\$33.99
08.17.23	HS Central Office	Waycross	Ga	\$32.12
08.25.23	HS Central Office	Waycross	Ga	\$32.12 \$44.00
08.01.23	Charlton HS	Folkston	Ga	\$47.82
08.04.23	Charlton HS	Folkston	Ga	\$56.53
08.11.23	Charlton HS	Folkston	Ga	
08.17.23	Charlton HS	Folkston	Ga	\$51.50 \$48.00
08.24.23	Charlton HS	Folkston		
08.17.23	HS Central Office	Wayeross	Ga	\$57.06
08.23.23	HS Central Office	Wayeross	Ga	\$38.42
08.25.23	HS Central Office	the same of the sa	Ga	\$30.88
08.04.23	Atkinson Co-Pearson	Wayeross	Ga	\$21.82
08.01.23	Ware HS	Pearson	Ga	\$38.56
08.04.23		Wayeross	Ga	\$28.50
08.16.23	HS Central Office	Waycross	Ga	\$123.27
	HS Central Office	Waycross	Ga	\$111.00
08.21.23	HS Central Office	Wayeross	Ga	\$87.00
08.24.23	HS Central Office	Wayeross	Ga	\$109.00
08.25.23	HS Central Office	Wavcross	Ga	\$49.00

\$21.92 **\$2,862.51**

TOTAL

08.31.23

Program Maintenance

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Wells Fargo Visa	08.29.2023	(Invoice)	A. Carr (Head Start)
Date of Charge	Merchant	Total Charge	Description
07.31.23	Danny's Pizza	THE PARTY AND DESCRIPTION OF THE PARTY OF THE PARTY OF THE PARTY.	Pre-Service Set up-Leadership
07.31.23	WALMART.COM		Pre-Service Training-drinks
08.01.23	MeechiesDeserts		Pre-Service Lunch
08.01.23	Smit Dawgs		Pre-Service Lunch
08.08.23	Sunpass-Florida	\$ 3.50	Staff travel toll charges
08.09.23	TeachStone Training		Refund for Training-T. Perritt
08.10.23	KROGER		Formula for EHS
08.10.23	Hilti inc	\$ 156.15	Nozzle for Cargo truck
08.14.23	Especial Needs	\$ 134.90	Special Needs Training
08.16.23	AmericanLubeFast	\$ 228.47	Oil Change-Honda Odyssey
08.17.23	WALMART.COM	\$ 11.73	Baby Food/Formula Centers EHS
08.17.23	Holt's Sweet Shop	\$ 46.66	Leadership Meeting-Brkft
08.17.23	WALMART,COM	\$ 259.34	Baby Food/Formula Centers EHS
08.18.23	WALMART.COM	\$ 39.46	Baby Food/Formula Centers EHS
08.18.23	WALMART.COM	\$ 47.41	Baby Food/Formula Centers EHS
08.20.23	WALMART.COM	\$ 218.10	Baby Food/Formula Centers EHS
08.22.23	TeachStone Training	\$ 125.00	Infant Recentification-CLASS-C.Thomas
Total	The state of the section of the sect	\$ 4,411.69	CONTROL OF THE PROPERTY OF THE

Head Start Policy Council Date: 09.26.2023

CVPENSES	Month Ending: 08.31,2023	2022/2023 Budget
EXPENSES	the same of the sa	AND ROSE OF THE PROPERTY OF THE PARTY OF THE
Personnel Costs:		
Salary and Wages	4,871,387	6,624,983
Fringe Benefits	2,458,052	2,776,193
Total Personnel Cost	7,329,439	9,401,176
Program Expenses:		
Contract Services		
Direct Benefits	_	
Food	74.840	50.000
Health & Safety	. 110.0	50,000
Information Technology	63,441	
Materials and Supplies	562,581	505,856
Program Support	-	500,000
Participant Support		
Volunteer Support	•	
Total Program Expenses	700,861	555,856
Capital Expenditures-Vehicles/Equip	69,004	
General and Administrative Expenses		2
Advertising and Promotion	-	9.000
Conferences, Conventions, and Meetings	962	5,000
Copying and Printing	18,806	
Dues and Subscriptions	43,267	26,000
Equipment Rental	23.633	20,000
Insurance	84,603	60,000
Miscellaneous-Playground Equip	24	
Occupancy	11,144	27,000
Other Expense	3,469	27,000
Professional Fees	40,531	39.000
Postage and Delivery	1,065	2,778
Rent/Leases - Real Estate	15,475	70.000
Repairs and Maintenance	207,527	70.000
Taxes	201,021	-
Telecommunications	112,586	125,000
Training and Education	183,312	144,070
Transportation	100,012	144,070
Travel Expenses	38,563	41,000
Utilities	194,001	125,000
Total General and Administrative Expenses	1,047,972	668,848
Allocated Indirect Expenses		000,048
CACEDIDE IS Adjusted as	889,594	991,497
CACFP/PRE-K Adjustment Total Cash Expenses	257,581	
Total Cash Expenses	10,225,447	11,617,377
In-Kind Expenses	2,091,039	2,827,880
Total Expenses	12,316,487	14,445,257
Administrative expenses as a percent of total expenses:		
Head Start Administrative expenses Indirect Expenses	\$ 316,410 \$ 889,594 \$ 1,206,004	
Total Expenses	\$ 12,316,487	
Administrative expense percentage	9.8%	
Budget - Approved		14,445,257

Head Start Policy Council Saptember 2023

Posttlen	Vacancies
F. 17 R I WILLIAM	V MEHITICAL SECTION OF THE PROPERTY OF THE PRO

Elis Teacher	*
Teacher	Appling (2)
EHS Teacher	Atkinson
Teacher	Bacon
Floater	Bacon (ABC)
Larses heat	Aaron /Aari

Bacon (ABC) Family Advocate Bacon (Northside) interventionist Bacon Interventionist Toucher Assistant

Brantley **CHS** Teacher Candler (4) Tencher Charlton (2) Teacher Assistant Charlton EHS Toncher Clinch Teacher Assistant Coffee

EHS Teacher Hazzard HIII - (5) Teacher Assistant Hazzard Hill EHS Teacher Toombs Coach Ware Teacher Ware - (2) Teacher Assistant Ware (2) EHS Teachar Ware (12) Interventionist Ware

Ham Hirdale) Mand Approval

Sharon McIntire		
Amber Steveson	Teacher Assistant Custodian/Food Transporter	Ware Bacon

New Hire(s) Already Approxed

The last the same of the last	Churtaian	
Erin Dessonatta	EHS Teacher	
	TITIS TONOUR.	Clinch

Transfers(s) Approved

Effortive Date

Voluntary Termination(s)

Alexus Parker Jessica Moten Shelinda Stanford Cristina Valdiva Alexis Griffin Tiffany Hill	Teacher Assistant EHS Floeter Teacher Assistant Teacher EHS Teacher Teacher	9.12.2028 9.22,2028 9.25,2028 9.25,2028 9.27,2028 9.28,2028
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Subs no longer serving

Jonathan Hickox	Sub	9.12.2028
John Mitcham	Sub	9.12.2023
Robert Owens	Sub	9.14.2028
	· ·	3.74.5053

involuntary Termination(s)

This concludes the Human Resources report and requests your approval as submitted.

	1		

Donne MaGraelay

Denise McGauley, HS HR Specialist

·			

Parent and Community Engagement September, 2023

The first parent meetings of the school year were held this month. Parent Officers and Policy Council elections were held. Parents were encouraged to be engaged in their child's school year and learned about events and policies. Attendance was as follows:

Appling - 14

Clinch - 9

Toombs - 14

Atkinson - 14

Coffee - 22

Ware - had to reschedule due to storm

Bacon -- 12

HH - 12 JD - 16

Brantley - 15 Candler - 0

Pearson - had to reschedule due to storm

Charlton - closed

Pierce - 13

Pre-service was 8/1 and was Disney themed. I helped with the different activities for the day. I sat in on interviews for my replacement and Ms. Linton was chosen. There was overall good attendance at the parents meetings with many of the offices and member slots filled.

We were unable to have the Raising Highly Capable Kids classes in Clinch Co. as planned due to lack of parent interests in participating. We appreciate the opportunity from Jesus & Jam in taking part in the training, however.

I have begun training Ms. Linton and she will continue working with me until I retire. HSAC met this mouth, I will be coordinating with centers for parent meetings.

Anita Young PFCE Specialist

2022-2023 EARLY HEAD START PROGRAM INFORMATION REPORT 040H012010-200 Action Pact, Inc.

A. PROGRAM INFORMATION

GENERALINFORMATION

Grant Number	104GH012010
Program Number	1 COD
Program Type	Early Hoad Start
Program Name	Action Pact, Inc.
Program Address	IS10 Tebeau St
Program City, State, Zip Code (5+4)	Waycroes, GA, 31501-3664
Program Phone Number	(912) 285 6807
Flead Start or Early Head Start Director Name	Ms, Angela Carr (acting)
Head Stort or Early Head Stert Director Email	acarr@myaotlonpaot.org
Agency Email	acarr@myaellorpact.org
Agency Web Site Address	http://www.inyaetlonpaot.org
Nathie and Title of Approving Official	Mr. Leonard Burse Jr., Board Chairman
Unique Entity Identifier (UEI)	XNGLXNC6LL41
Agency Type	Community Action Agency (CAA)
Agency Description	Grantée that directly operates program(s) and has no delegates

RUNDED ENROLLMENT

Funded enrollment by funding source

Construction of the second sec	il offghlateri/ S, pregnant women:
A.1 Funded Enrollment:	248
a. Head Start/Early Head Start Funded Eriroliment, as Identified on the NOA that captures the greatest part of the program year	248
b. Funded Enfollment from non-factoral sources, i.e., state, local, private	0
c. Funded Enrollment from the MIECHV Grant Program using the Early Head Start horris Visiting model	Q

Funded enrollment by program option

[1100] (M. 100) (M. 1	Fig. # of glots
A.2-Cepter based option:	
a. Number of slots equal to or greater than 1,020 annual hours for Head Start prescrippi drilldren or 1,380 annual hours for Early Head Start Injants and toddlers	248
Of these, the number that are available for the full-working-day and full-calendar-year	Ö
b, Number et slots with fewer than 1,020 annual hours for Head Start preschool children or 1,380 annual hours for Early Head Start Infants and toddlers	Ó
1. Of these, the number triat are available for 3.5 hours per day for 128 days	0
2. Of these, the number that are available for a full working day	0
A.3 Home-based option	0
A4 Family child care option	0
A.5 Locally designed option	Ó

	Aktif plégnant Volnan Blots
A.6 Pregnant women slote	Q
Funded slots at child care partner	
A ₁ 7 Total number of slote in the center-based or locally designed option	<i>Al 61 slot</i> 6 248
a. Of these, the total number of slots at a child care partner	District and design of the state of the stat
A.8 Total funded an oliment at shild care partners (includes center-based, locally designed, and family child care program options)	CONTRACTOR OF THE CONTRACTOR O
CLASSES IN CENTER BASEO	
B. O. Pickel in control of control to a control of cont	ficholaeses.
A.9 Total number of center-based classes operated a. Of these, the number of double session classes	32
The state of the s	
CUMULATIVE ENROLLMENT	
Children by age	
	lköf cifligren al enrolment
A 70/9n/dren/wx age:	enrollment
a. Under 1 year	46
b. 1 year old	108
o, 2 years old d, 3 years old	152
g. Total cumulative enrollment of children	305
THE REPORT OF THE PROPERTY OF	affan egan genediggeninin. As yw it anlie e ap ywe y y refnys differenting
Pregnant women (BHS programs)	
	Akti(spiegi) procycorogic
A.11 Cumulative enrollment of pregnant women	O
Total cumulative enrollment	
	Work() United V
productive for the second of t	sympegijant wonjen 🖔
A,12 Total cumulative enrollment	305
Primary type of eligibility	
स कार्य १००० व्याच्या १००० वर्ष	# of children /
P\$不得我的感染的,我们就是我们的现在,我们就是一个人的人,我们就是一个人的人,我们就是一个人的人,我们就是一个人的人,我们也不是一个人的人,我们也不是一个人的人	s precioant women
Axt3 Report each enrollee only once by primary lype of eligibility: a. Income at or below 100% of federal poverty line	178
a, income at or perow 1 tours of rederal governy line b. Public assistance (TANP, SBI, and SNAP)	101
c. Foster care	and in age, up required glids when has the freedom from a subsequent water given from the first for the first form of th
d. Homeless:	8 4 8
e. Eligibility based on other type of need, but not counted in A.13.a through d	· Promonantanianianiani

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		·	

	nide de Alimanos aconomistrado do a propiazione e decid
A wall serve to be a proper of the service of the s	# or children pregnant Volner
f. Incomes between 100% and 130% of the federal poverty line, but not counted in A.13.a through e	(Authraponissus printenter to finlenn stead bearing as a so that as for the second sec
A.14 If the program serves enrolless under A.13.f, specify how the program has demonstrate eligible children in their area are being served.	ed that all Income-
We didni use this spots unless we had exchausted our income eligible waitlist	renning for Arropper and desegment in a Mediganistic reticum, or diseleptational a fide sider. Programming of Sylven — announce of mangar in papeling between the States (and the States (and
Prior enrollment	
	# of dhildren
Avia Engleten Read Start or Early Head Start for . p. The second year	104
b. Thies of his years	nani, wa asaree wakaani este nation i mayeeta da afir 18.
#69	
Transition and turnover	ይቀጫ ፡፡ ማሟዝስያውውን - አሟመስ ነውን የጀንበባር ሃፋ የጫል. ይቀው ለጀንበላ
1 A. C. B. White I are recommended that content in a part of the content of the c	Control (Inches
A:18 Total number of infants and teddlers who left the program any time after desses or home visits began and did not re-chroli	57
a. Of the infants and toddlers who left the program above, the number of infants and toddlers who were enrolled less than 45 days	19
b. Of the Intents and toddlers who left the program during the program year, the number who aged out of Early Head Start	Ö
1. Of the infante and foddlers who aged out of Early Head Start, the number who entered a Head Start program	0
2. Of the Infants and toddlers who aged out of Early Head Start, the number who entered another early childhood program	Ò
3. Of the infants and loddlers who aged out of Early Head Start, the number who did not enter another early childhood program	Ó
	#of pregrant wemon
A 19 Total number of pregnant women who left the program after receiving Early Head Start services but before the birth of their Infant, and did not re-enroll	0
A.20 Number of pregnant women receiving Early Head Start services at the time their infant was born	0
a. Of the pregnant women enrolled when their infant was born, the number whose infant was subsequently enrolled in the program	o
b. Of the pregnant women enrolled when their infant was born, the number whose infant was not subsequently enrolled in the program	Q
Bellevi di avera	•
Attendance	Ebeniel Jahry, dieskin wit for University op ander an oversity we
A.22 The total number of calldren aumulatively enrolled in the center-based or family child	A et andre d
caré program cotton	.305
g, Of these children, the number of children that were chronically absent 1. Of the children chronically absent, the number that stayed enrolled until the	257
1. Or the conigrent cyrconodily appears, the number that stayed enrolled uptil the	190

A.23 Comments on children that were chronically absent: We work with our families to improve their attendance throughout the year.	ija-voja vesta s. 1. 1. 1. 1. sesta se especie. A de della surve del e escalali. Ella de della sesta se escalali. A de della serve della sesta se escala s	u judgus as a úsa .adamális & e . e et	DALA AN BESTEUREN BEGEN VAN HELDEN BESTEUR BES
Child care aubaidy			Lof children (
A.24 The number of enrolled children for whom the program and/or its partners received a child eare subsidy during the program year.			0
Ethnicity and race			
	preg	f chile nant v	lren / Wolfnen 1 101
A 25 Race and eminicity	Plispanio o Latino origi		Non-Hispanic of Von-Latino origin
a, American Indian of Alaska Native		0	0
o, Bladk or African American d, Native Hawalian or other Pacific Islander	中心は、1878年であると、1888年である。 中心は、1878年であると、1888年である。	1	189. Q
e, White f, Bi-racial/Multi-racial	in de springer in de sentant de s On en participat de sentant de se	4 5	63 36
G. Other	d an afrilljudfu visikkratisk fræ sin. Fillion	0 <u> </u>	gj Kotonioren Z
h. Unapocified ethnicity or rece	unawy g djyganga Albeldjiarrana 1,186 aw maa ma ga 1,5640 ay dd 1565 aw dd 1565 aw 1,565 aw 1,565 aw 1		eghani women 7
Explain: declined choosing a race	B. gq/Apol/pyraw-s-arag (c): Do. D. al/70:	* * * * * * * * * * * * * * * * * * *	i of with West States and Community of States and States and States and States and States and States and States

Primary language of family at home

	#oConffdren
A26 Pilipari/janguage of family at flome a. English	294
Of these, the number of children ecquiring/learning another language in addition to English	2
b. Spanish	8
ର Native Central American, South American ଓ Mexican Languages (e.g., Mixteco, Quichean.)	0.
d. Çaribbean Languages (e.g., Hallan-Creole, Patols)	0
e. Middle Esstem & South Aslan Languages (e.g., Arabic, Hebrew, Hindl, Urdu, Bengali)	0
f. East Asian Languages (e.g., Chinese, Vielnamese, Tagalog)	0
g, Native North American/Aleska Native Languages	0
h, Padific Island Languages (e.g., Palauan, Fillan)	Ó
J. European & Slavic Languages (e.g., German, French, Italian, Crostlan, Yiddish, Portuguese, Russian)	D)
J. African Languages (e.g., Swahill, Wolcf)	0
k. American Sign Language	0
I, Other (e.g., American Sign Language)	0

·			
	·		

m. Unspecified (language is not known or parents declined identifying the home language)	The accepts him to the same plant and the same same same same same same same sam
Dual language learners	
A.27 Total number of Dual Language Learners	4 of olddien 13
Transportation	
A.28 Number of children for whom transportation is provided to and from classes	ional/den O
RECORD KEEPING	
Management Information Systems	
A.29 List file management information system(s) your program uses to support tracking, me data on enrollees, program services, families, and program staff. Neiroctue ChildPlus	intaining, and using

B. PROGRAM STAFF & QUALIFICATIONS

TOTAL STAFF

Staff by type

	# of Head Sten of Eeny Head Sten Stair	2) #grcontracted start	
B.1 Total number of staff members, regardless of the funding source for their salary or number of hours worked	136	Q	
a, Of these, the number who are cument or former Head Start or Early Head Start parents	26	0	

TOTALVOLUNTEERS

Volunteers by type

	→ If of voluntaers →
B.2 Number of persons providing any volunteer services to the program during the program	408
a. Of these, the number who are current or former Head Start or Early Head Start	de de la company
balletija	219

EDUCATION AND CHILD DEVELOPMENT STAFF

Infant and toddler classroom teachers (EHS and Migrant programs)

ਰਿਸ਼ਤ Total number of infant and toddler classroom teachers	# of alessroom ; leachers 57
[Qtine number of infent and loudler classroom teachers; the number with the following: a; An advanced degree in:	# of glassroom leachers
Early childhood education with a focus on infant and toddler development or 2. Any field and coursework equivalent to a major relating to early childhood education, with experience feaching infants and/or teddlers.	2
(of the number of intent and loadler eigestoom teachers, the number with the following:	# of classroom leadlers

	l eachers
Of the number of infant and toddler oldes room teachers, the number with the following:	
x: A haccalaureale degree in	
Early childhood education with a focus on infant and toddler development or	and different contractions of the second limitings contact was an execution of the second sec
2. Any field and ocursework equivalent to a major relating to early childhood	14
education, with experience teaching infants and/or toddlers	بالمطوخة لأتانان المدسيسة ويوسسيها والمستهادة وماسه مهووب ساجها والمواد

	# of olassroom teachers
Of the number of Infant and toddler claseroom teachers, the number with the following.	
C. An associate degree in	
 Early childhood education with a focus on infant and toddler development or A field related to early childhood education and coursework equivalent to a major relating to early childhood education with experience teaching infants and/or toddlers 	21

		=0

	# of classroom leachers
Of the puritier of Infant and toddler glassroom teachers, the number with the following:	
d. A Child Development Associate (CDA) credential or state-awarded certification, credential, or licensure that meets or exceeds CDA requirements	20
1. Of these, a CDA credential of state-swarded certification, credential, or licensure that meets or exceeds CDA requirements and that is appropriate to the option in which they are working	6
ļ	. # of classroom
[2] the bumber of intent and couder classroom teachers, the number with the following:	(eachers
e. None of the qualifications listed in B.6,a through B.6,a	terfeliship menterial strange propriate the second strange propriate second sec
PALLING SCHOOLING RESTAURT REPORT REP	# of desgroom leachers
B.7 Total number of infant and foddler classroom teachers that do not have say qualifications listed in B.8.a. through B.6.d	Ö
a. Of these infant and toddler classroom teachers, the number enrolled in a degree, certification, credential, or licensure program that would meet one of the qualifications listed in 8.6.a through 8.6.d.	Ö
Home visitors and family child care provider staff qualifications	
g den trafficie de la grande de la composition della composition d	# of home viellors
B. & Total number of home visitors	direct state for the second metal threshing and the second metal second metal second metal second metal second
a. Of these, the number of home visitors that have a home-based CDA credential or comparable credential, or equivalent coursework as part of an associate's, baccalaurests, or advanced degree	Q
b. Of these, frie number of home visitors that do not meet one of the qualifications described in 8.8.p.	0
1. Of the home visitors in B.8.b. the number enrolled in a degree or credential program that would meet a qualification described in B.8.a.	Ö
	# of familiy child care
Proposition of the second seco	providers
B.9 Total number of family child care providers the brave a Family Child Care	0
a. Of these, the number of family child care providers that have a Family Child Care CDA credential or state equivalent, or an associate, baccalaureate, or advanced degree in child development or early shildhood education	O
b. Of these, the number of family child care providers that do not meet one of the qualifications described in B.9.a.	Q
1. Of the family child care providers in B.9.b, the number enrolled in a degree or oredential program that would meet a qualification described in B.9.e.	g
	# of ofild
Equity whould different the designation will have the photograph and the control of the property of the control	# of bhild development specialists
B.10 Total number of child development specialists that support family child care providers	Commence description of the state of the sta
d. Of these, the number of child development specialists that have a baccalaureate degree in child development, early childhood education, or a related field	and annual substitute (IV annual IV IV) — equals sure (armis (equals substitute (equals s
 b. Of these, the number of child development apecialists that do not meet one of the qualifications described in B.10.a. 	(
1. Of the child development specialists in B.10.b, the number enrolled in a degree or cradential program that would meet a qualification described in B.10.a.	(

Ethnicity and race

management of an artifact street. An artifact of the artifact	
• •	# Shript-supervisely editioning and philosophysical stells
	vaka aliyahari da barati at Moji Nersa i
	i i jarioga Norrellgueriogo Lakkio ordin Vor-seino ondri
Bullian and adminior	
a, American Indian on Alaska Native	
b. Asian	1
o, Riack or Airlean American	And the state of t
n. Native Hawalian er other Pacific Islander	
Fig. Willie	en fair seasant ann ann an ann agus agus hair an agus agus ann agus an an an ann an agus agus agus agus ann amh Magairt magail Bhataga pain magair agus hair an agus agus agus agus agus agus agus agus
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Franchische Steine Stei	Antonin Water State of the Franchis State of Sta
	William Sune Visoly
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posturent contraction and activities to the modern to be and the modern and the state of the sta	የምርት መመቀም ተመሰው ያለው የተመሰው የተመሰው የተመሰው የመጀመር የመጀመር የተመሰው የመጀመር የመጀመር የመጀመር የመጀመር የመጀመር የመጀመር የመጀመር የመጀመር የመጀመር የ የመጀመር የመጀመር የመ
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B.14 The number who are profelent in a language(s) other than English. a. Of these, the number who are profelent in more than one language, a English	######################################
a. Of these, the hithber who are proficient in more than one language.	other than c
Total Billion I I I I I I I I I I I I I I I I I I I	والمراق والمعاولة والمراقع والمواقع والمراقبة والمعاولة والمقالة والمقالة والمتعاولة والمتعارضة والمتعاولة وال
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B: 15 Labouege groups in which statistic proficients at the con-	gurothion, aducation and stills
	devélopment étal)
E. SPENIST	anty were stated a segment (stronger, and strong and a service of the stated with the service (), and a strong a service of the service of
b, Nettya Gentral American, South American, and Mexican Languages Guidhean.)	(e.g., Mixteco,
o, Caribbean Languages (e.g., Halflan-Cropie, Patole)	والمعارض وال
d. Middle Eastein and South Asian Languages (e.g., Arabio, Hubraw, I	Alugi Argu
Dengall)	。 トー・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・
o, East Asian Languages (e.g., Chinese, Vetnamese, Tagatog)	
f. Netive North American/Alaska Native Languages g. Paolic Island Languages (e.g., Paleuch, Fillan)	والماسوش والمساورة والمقاومة والمقاومة والمالان والمالة والموالية والموامنة والمالية والمالية والمالية والمالية
h. European and Slavie Languages (a.e., Oarman, Franch Hallan, Civi	atlan, Viddish,
h, European and Slevio Languages (e.g., German, French, Italian, Cro Foruguese, Russian)	24(1211) 1915/2012 1 4-11-14-14-14-14-14-14-14-14-14-14-14-14
I. Micen Languages (e.g., Swahili, Wolch)	•
	مريات والمراورة
J. American Sign Language	afringenten bestehe bliche bestehen von is bedammen bestehen bestehe bestehen bestehe bestehen bestehen bestehen bestehen bestehen bestehen bestehe bestehen bestehen bestehen bestehen bestehen bestehen bestehe bestehen bestehe
J. American Sign Language ic Other 1. Unepacified (ignguage is not known or staff deplined identifying the is	indusie

STAFFITURNOVER

All staff turnover

	# of Fleau Start of Early Head Start staff	(2) Westeenstand Wester
B.16 Total number of staff who left during the program year (including turnover that occurred while the program was not in session, e.g., summer months)	21	0
a. Of these, the number who were replaced	6	Ö

Education and child development staff turnover

	A of staff
B.17 The number of feachers, preschool assistant feachers, family child care providers, an home visitors who left during the pregram year (including turnover that occurred while	d
name visitors who left during the program year (including turnover that occurred while classes and from visits were not in session, e.g., during summer months).	11
s. Of these, the number who were replaced	·
b. Of these, the number who left while classes and hame visits were in session	
c. Of these, the number that were teachers who tent the program	A R.
The program of the property of the program	T. T.
中国大学工程工程工程工程工程工程工程工程工程工程工程工程工程工程工程工程工程工程工程	y y maradhiya a yaya ya ka ka a a gala ya ka ka ka a a galay
B-18 Of the number of equication and onlid development staff that left, the number that left	ACTEMPTED AND A COLOR
tor the following printing reason	and the state of the state of the state of the state of the
a. Higher compensation	0
1. Of these, the number that moved to state pre-k or other early childhood program	1 0
b. Retirement or relocation	Ö
o, involuntary separation	A. S. S. S. Marian Marian, and A. S. Santan, and A. S.
d, Other (a.g., change in job field, reason not provided)	10
1. Specify: change in job field for several, changin in job field for se	veral, left due to medical
reasons or going back to school.	
B.19 Number of vacangles during the program year that remained unfilled for a period of 3	ń
months or londer	ᅵ

		ĸ

C. CHILD AND HEALTH SERVICES

HEALTH SERVICES

Health Insurance - children

	# of alillaren al enclinen	t of children at end of enfollment
O.1 Number of all shildren with health insurance	276	275
a. Of these, the number enfolled in Medicaid and/or CHIP	271	271
b. Of these, the number enrolled in state-only funded insurance (e.g., medically indigent insurance), private insurance, or other health insurance	4	A
C.2 Number of children with no health insurance	30	30

Health Insurance - pregnant women (EHS programs)

		() Wornenen Wornen et entollment	(2) # of pregnant women at end of enrollment
C:3 Numbe	if of pregnant women with at least one type of health insurance	0	. 0
	these, the number enrolled in Mediogid	Ō	Q
b. Of me	lhese, the number entolled in state-only funded insurance (e.g., diosliy indigent insurance), private insurance, or other health urance	0	0
0.4 Numbe	ar of pregnant women with no health insurance	O	0

Accessible health care - children

	# til children at Bhiolinjent	4 or önligen et end at enrollment
C.5 Number of children with an engoing source of continuous, accessible health care provided by a health care professional that maintains the child's engoing health record and is not primarily a source of emergency or urgent care	204	215
a. Of these, the number of children that have accessible health care through a federally qualified Health Center, Indian Fleatth Service, Tribal and/or Urban Indian Fleatth Program facility	0	O

Accessible health care - pregnant women (EHS Programs)

	# of pregnant women at entelment	(2) # of pregnant women at end of enroffment	
C.8 Number of pregnant women with an ongoing source of continuous, accessible health care provided by a health care professional that maintains their ongoing health record and is not primarily a source of emergency or urgent care	ø	O	

Medical services - children

	# of children #i	4 of anildren et and of enrollment
C.7 Number of children who are up-to-date on a schedule of age- appropriate preventive and primary health care, according to the relevant state's EPSICT schedule for wall child care	91	57
	nde o a arreira esse ar bregulio edicionario del constitució del constitució de c	Les, 1, 21 av, sustant des reconstruction de la construction de la con
C.S. Number of children diagnosed with any chronic condition by a health or regardless of when the condition was first diagnosed	re professional,	0
a. Of these, the number who received medical treatment for their diagnine health condition	paed onronic	
b. Spacity the primary reason that children with any chronic condition of health, care protessional did not receive medical treatment.	llegnosed by a	#of disildren
1, No medical treatment needed 2; No health insurance	ik madadhanin dhistraniasid - Sister (1917) papa (1917) ari	O. C.
3. Parents did not keep/mske appointment 4. Children left the program before their appointment date	را دواده والحريث بريوية يويادون واستهرت بيماوي والم	Q 0.
6. Other	i.gaga., tenggyajikuaniviji.k tizpes s. idho 44 g 8744	O O O O
Cip Number of children diagnosed by a health care professional With the follocing professional with the follocing professional with the condition was first diagnosed.	lowing chronic	# of children
a, Autiam spectrum disorder (ASID) b. Altention defisit hyperactivity disorder (ADIJD)	Bellerik voramiklektrischen Britanischen kristischen besondert if der Gestrade.	0
o. Asima	99,500 \$ 14 99,500,45-600 3,000,000 2,000 \$ 400,600 \$ 400,600 \$ 20	0
d. Salzures e. Life-threatening altergies (e.g., food allergies, boe stings, and medic that may result in eyetemic anaphylaxis)	ation allergies.	Q Primit (140,000 a 100,000,000) amateutondos Q.
thật máy result in aystemic anaphylaxie) f. Hearing Problems		Ŏ
g. Vision Problems	denomination of the state of th	COST - WARE IN SOME PARTY OF THE PROPERTY BEING AND
h, Blood lead level test with elevated lead levels >8 g/dl.		an market to the second of the

immunization services - children

,		# af dhildren at end offenrollment
C.11 Number of children who have been determined by a health care professional to be up-to-date on all immunizations appropriate for their age	301	301
C.12 Number of children who have been determined by a health care professional to have received all immunizations possible at this time but who have not received all immunizations appropriate for their age	0	p
C.13 Number of children who meet their state's guidelines for an exemption from immunizations	4	4

Medical services - pregnant women (EHS programs)

	# of brabileht women	Ĭ
Call4 Indicate the number of pregnant women who received the following services write:		
encolectored	A Response	1
a, Prenata) health cáre		Q.
b. Posloartum health care	Constitution to distance the salter designature and	Ď
c. A professional trail health assessment, examination, and/or trealment	NAMES AND DESCRIPTION OF THE OWNER OW	Ó
d, Mental health interventions and follow-up	and the state of t	Q
e. Education on fetal development		Ò
f, Education on the benefits of breastfeeting		0
g. Education on the Importance of nutrition		0
h, Education on infant pare and safe sleep practices.	AND CONTRACTOR (CONTRACTOR CONTRACTOR CONTRA	Ŏ.
I. Education on the risks of alcohol, drugs, and/or smoking	- magazing pif-1 sports ap from our appropriately or alleless sportsports of the end	0
j. Facilitating access to substance abuse treatment (i.e., alcohol, drugs, and/or emoking)		Ü

Prenatal health - pregnant women (EHS programs)

	4 of pregnent women.
a det timperer (0.3 months)	
5. 2nd filingsler (8-6 rijonths)	en como de marcares acesas acesas en casas con como de
o. 3rd thinester (6-9 months)	Order Hamilton practice processing and processing processing processing and con-
C.16 Of the total served, the humber whose pregnancies were identified as medically high risk by a physician or health care provider	Ö

Accessible dental care - children

	# okohilären et enrollmen	4 of children at and at anicilinan	
C.17 Number of children with continuous, accessible dental care provided by an oral health care professional which includes access to proventive care and dental treatment	64	65	

Infant and toddler preventive dental services (EHS and Migrant programs)

	Akóf önligren ár eng ef enrollment
C.20 Number of all children who are up-to-date according to the dental periodicity schedule in the relevant state's EPSDT schedule	58

Mental health consultation

	Wecsung.
C.21 Total number of blassroom teachers, home visitors, and family child care p	
 a. Indicate the number of classroom teachers, home visitors, and family of providers who received assistance from a mental health consultant thro 	nild care ugh 32
opeariation and consultation	ugii)

DISABILITIES SERVICES

IDEA eligibility determination

MANAGO TO THE RESIDENCE	Maketileren.
C.22 The total number of children referred for an evaluation to determine eligibility under the Individuals with Disabilities Education Act (IDEA) during the program year	21
a, Of these, the number who received an evaluation to determine IDEA eligibility	8
1. Of the children that received an evaluation, the number that were diagnosed with a disability under IDEA	ey
2, Of the children that received an evaluation, the number that were not diagnosed with a disability under IDEA	1
1. Of these children, the number for which the program is still providing or facilitating individualized services and supports such as an individual learning plan or supports described under Section 594 of the Rehabilitation Act.	O
b. Of these, the number who did not receive an evaluation to determine IDEA eligibility	13

	# of children	İ
C:23 Specify the primary reason that children referred for an evaluation to determine IDEA.		ı
+ eligibility cid not receive its		l
a. The responsible agency assigned child to Response to Intervention (RTI)	<u>Q</u>	I
b. Parent(s) refused evaluation	4	١
c. Evaluation is pending and not yet completed by responsible agency	2	ı
r Cihan	7	1
1. Specify: Agency was short staffed. Some were at then end of the y	ear and paperwork	i

Infant and toddler Part C early intervention services (EHS and Migrant programs)

AND THE RESIDENCE OF THE PROPERTY OF THE PROPE	A fire of the second
C.25 Number of children enrolled in the program who had an individualized Family Sorvice Plan (IFSP), at any time during the program year, incleating they were determined eligible by the Part C Agency to receive early intervention services under the IDEA.	45
y :: a; Of these the number who well a delermined eligible to receive early intervention	# of affildrej.
1. Prior to this program year	31
2. Dudng this enrollment year	14
b. Of these, the number who have not received early intervention services under IDEA	Ö

EDUCATION AND DEVELORMENT TOOLS (APPROACHES)

Screening

		(Archarlage)
	27 Number of all newly enrolled children since last year's Pits was reported	181
0.3	28 Number of all newly enrolled children who completed required screenings within 46 days for developmental, sensory, and behavioral concerns since last year's PIR was reported	181
	g. Of these, the number identified as needing follow-up assessment or formal evaluation to determine if the child has a disability	Ö

C.29 The Instrument(s) used by the program for developmental screening	erikk Culou (Kantulu yangarana oga untuken yanga yanga mayang musu masus
ASG (all adhions)	
[AQDE 18] SUNCINS:	mpi int intiga ptung (19 fe ta pané 3 r a intiga m 1900年ままだいためのだい かかから 5 spane) (19 fe intiga m 14 fe intiga m
Assesment	
	dedenter 2400e Hertijskjan oventji folipi aktor caranomin
C.30 Approach or tool(s) used by the program to support angoing child assessment Name///ic	National Control of Co
Libbring Adologica pricin Clinia	and tradles destroyed land on trade the needs this last his
Creative Current (ellions)	[在 [2] [2] [2] [2] [2] [2] [2] [2] [2] [2] [2] [2] [2] [2] [2]
- DOT TOWN OF THE PROPERTY HERE AND A STATE OF THE PROPERTY HERE AND A STATE OF THE PROPERTY.	والمارية المراجعة والمراجعة المراجعة المراجعة المراجعة المراجعة المراجعة المراجعة المراجعة المراجعة المراجعة ا
Curriculum .	
C.31 Curricillum used by the program:	and the fidelity of the second
e. For senter-based services	TABLETTE BE HISBERT OF A MANUFACTURE OF PROPERTY OF THE STREET
Greative Curriculum (Infant & Toddfer)	
CALCULA PALLICABILI IDIBLO VI UCUSA.	q, holjoshi ya mayanda ng ista nyingi pilipandana ista as Manadika vironcesa sesira
Classroom and home visit observation tools	
	P. Sp. of the project for Sp. of Springery represents a segment representation of a second
C.32 Does the program routinely use classroom or home visit observation tools to assess	20s (Y) / No (N)
quality?	Yes
C.33 if yes, classroom and home visit observation tool(s) used by the program:	a viring ar virina nagamba sambah. Mata barapan kata bilan babadi bilan da viba i kisli pada bilangan halipida sa viba barapan babada pangkulkun bah da sa babadi dibi ayan ikisa
a. Center-based selfings	1944 — «Меск Меккелис на — в «Селемальную» «Мескель» (« посторунальную яки легорі», акцыя
Neme/dile	PROPERTY AND A STREET
Classroom Assessment Sporing System (CLASS: Infant, Toddler, or Pre-K)	
- 1 marter - a very different from the contraction of the contraction	م مناسب له - دور ۱۰ - سن-۱۵ زور و پاهندو با مناسب استوان کا دوم او با دوم او با در مناسبه به دوم او دوم او دوم
FAMILY AND COMMUNITY PARTNERSHIPS	
FAMILY AND COMMUNITY PARTNERSHIPS	# of families at
FAMILY AND COMMUNITY PARTNERSHIPS Number of families	# or formilles at.
FAMILY AND COMMUNITY PARTNERSHIPS Number of families C.34 Total number of families:	encolliment 267
IFAMILY AND COMMUNITY PARTNERSHIPS Number of families C.34 Total number of families: a, Of these, the number of two-parent families b. Of these, the number of single-parent families	enrollment 267 50
IFAMILY AND COMMUNITY PARTNERSHIPS Number of families C.34 Total number of families: a, Of these, the number of two-parent families b. Of these, the number of single-parent families	encolliment 267
IFAMILY AND COMMUNITY PARTNERSHIPS Number of families C.34 Total number of families: a, Of these, the number of two-parent families b. Of these, the number of eligie-parent families pit of the se, the number of eligie-parent families pits of the million number of eligies (the number in which the parent quardian figures are best described as	9/1/04/man 267 50 217
IFAMILY AND COMMUNITY PARTNERSHIPS Number of families C.34 Total number of families: a. Of these, the number of two-parent families b. Of these, the number of single-parent families old Ordre total number of single-parent families plat of the total number of single-parent families plat described as a. Parent(s) (e.g., blological, adoptive, stepparents)	267 50 217 257
Number of families C.34 Total number of families: a, Of these, the number of two-parent families b. Of these, the number of single-parent families plats Of the folial number of single-parent families plats Of the folial number of single-parent families plats Of the folial number of single-parent families parent(s) (e.g., blological, adoptive, stepparents) 1. Of these, the number of families with a mother only (biological, adoptive, stepparents)	9/1/04/man 267 50 217
Number of families C.34 Total number of families: a, Of these, the number of two-parent families b. Of these, the number of single-parent families plats Of the folial number of single-parent families plats Of the folial number of single-parent families plats Of the folial number of single-parent families a, Parent(s) (e.g., Biological, adoptive, stepparents) 1. Of these, the number of families with a mother only (biological, adoptive, stepparents) 2. Of these, the number of families with a father only (biological, adoptive,	267 50 217 257
IFAMILY AND COMMUNITY PARTNERSHIPS C.34 Total number of families a. Of these, the number of two-parent families b. Of these, the number of eingle-parent families b. Of these, the number of eingle-parent families plat described as a. Parent(s) (e.g., biological, adoptive, stepparents) 1. Of these, the number of families with a mother only (biological, adoptive, stepmother) 2. Of faese, the number of families with a father only (biological, adoptive, stepfather) b. Grandparents	267 50 217 257 202
IFAMILY AND COMMUNITY PARTNERSHIPS C.34 Total number of families a, Of these, the number of two-parent families b. Of these, the number of single-parent families plat of the rotal number or families. The parent families plat described as: a. Parent(s) (e.g., blological, adoptive, stepparents) 1. Of these, the number of families with a mother only (blological, adoptive, stepparents) 2. Of these, the number of families with a father only (blological, adoptive, stepfather) b. Grandparents c. Rejotive(s) other than grandparents	267 50 217 217 267 202
IFAMILY AND COMMUNITY PARTNERSHIPS C.34 Total number of families a. Of these, the number of two-parent families b. Of these, the number of eingle-parent families b. Of these, the number of eingle-parent families plat described as a. Parent(s) (e.g., biological, adoptive, stepparents) 1. Of these, the number of families with a mother only (biological, adoptive, stepmother) 2. Of faese, the number of families with a father only (biological, adoptive, stepfather) b. Grandparents	267 50 217 217 267 202

Parent/guardian education

Parting discharge data and a second s	# of femilles at enrollment
C36 Of the total number of families; the highest level of equication obtained by the child's parent(s) y guardian(s).	
a. An advanced degree or baccalaureate degree	7
b. An associate degree, vocational school, of some college	84
o, A high school graduate or GED	132
d. Less than high school graduate	62

Employment, Job Training, and School

lo 37 Total number of familles in which	# of families at enrollment
a. At least one parent/guardian is employed, in job training, or in sengol at enre	Ilment 198
1. Of these families, the number in which one or more parent/guardian is employed	186
 Of Inese families, the number in which one or more parentique dian is training (e.g., job training program, protessional certificate, apprentices occupational license) 	ŧ .
3. Of these families, the number in which one or more parent/guardian is school (e.g., GED, associate degree, baccalaureate, or advanced degr	n (99)
 b. Neither/No parent/guardian is employed, in job training, or in school at enrol (e.g., unemployed, retired, or disabled) 	ment 86

	# of families at end of enrollment
G-38 Total number of familias in which	
a. At least one parent/quardian is employed, in job training, or in school at end of enrollment	153
1. Of these families, the number of families that were also counted in C.37.a (as having been employed, in job training, or in school at enrollment)	140
2. Of these families, the number of families that were also counted in C.37.b (as having not been employed, in job training, or in school at employed.	4
 b. Neithei/No parent/guardian is employed, in job training, or in school at end of enrollment (e.g., unemployed; retired, or disabled) 	A2
1. Of these families, the number of families that were also counted in C.37.a	2
2. Of these families, the number of families that were also counted in 0.37.b	40

	# of femilias at encolment	
(Syde Potel member of tendiles in which		
a. At least one parent/guardian is a member of the United States military on active duly	1	
b. At least one parent/guardian is a veteran of the United States military	1	

•		

Federal or other assistance

	# of families at appoliment	f of families at and of enrollment
C.40 Total number of families receiving any cash benefits or other services under the Federal Temporary Assistance to Needy Families (TANF) program	2	2
C:41 Total number of families receiving Supplemental Security Income (SSI)	14	14
C.42 Total number of families receiving services under the Special Supplemental Nutrition Program for Women, Infants, and Children (WIC)	172	173
C.43 Total number of families receiving benefits under the Supplemental Nutrition Assistance Program (SNAP), formerly referred to as Food Stamps	145	149

Family services

	# of femilies
Q.44 Tite mumber of families that received the following program service to promote family:	
a. Emergency/crists intervention (e.g., meeting immediate needs for food, glothing, or	MI PARL SARRANAN
sheller)	2
b. Housing assistance (e.g., subsidies, utilities, repairs)	0
c. Asset building services (e.g., financial education, debt ocurseling)	Ö
d. Mental heelth services	0
e, Substance misuse prevention	Ď.
f. Substance misuse treatment	O
g, English as a Second Language (ESL) training	Ö
h. Assistance in enrolling into an education or job training program	Ó
I. Research-based parenting our loulum	1
j. Involvement in discussing their child's screening and assessment results and their child's progress	47
k. Supporting transitions between programs (i.e., EHS to HS, HS to kindergarten)	32
I, Education on preventive medical and oral health	15
m. Education on health and developmental consequences of tobacco product use	0
n. Education on nutrition	16
c. Education on postpartum care (o.g., broastfeeding support)	2
p. Education on relationship/marriage	0
q. Assistance to families of incarcerated individuals	1
C.45 Of these, the number of families who were counted in at least one of the services listed above	49

Father engagement

	# of father/father ligures
© 46 Number of father affather figures with were engaged in the following activities during this program year:	4.5
a. Family goal setting 5. Family goal setting	13
Bryckeinent in child's Head Start child development experiences (e.g., home visits, parent leacher conferences, etc.)	-26
d. Head Start program governance, such as participation in the Policy Council or policy committees]

		÷	

	Profitation failes
e. Perenting education workshops	1
Homelessness services	
Transferring to war, de Share	# of femilies
C.47 Total number of families experiencing homeleseness that were served during the enrollment year	0
	i di orabilaren
C.48 Total number of children experiencing homelessness that were served during the enrollment year	D
	W. W. Chapiles
C.48 Total number of families experiencing homelessness that acquired housing during the enrollment year	D
Foster care and child welfare	
FARMS INTERNATIONAL INTERNATIO	g Hordilldian
C.50 Total number of enrolled children who were in foster care at any point during the program year	10
C.51 Total number of enrolled children who were referred to Head Start/Early Head Start services by a child welfare agency	6
REPORTING INFORMATION	
PIR Report Status Completed	(1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864 (1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864) (1864)
Confirmation Number 28083160317 Last Update Date 08/81/2028	- est-finishinteranum material di despesa estamaterialistica di managenta del comp
Completed and the contract of	

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2022-2023 HEAD START PROGRAM INFORMATION REPORT 040H012010-000 Action Pact, Inc.

A. PROGRAM INFORMATION

GENERAL INFORMATION

Grant Number	J04GH012010
Program Number	640 .
Program Type	Head Statt
Program Name	Action Pact, Inc.
Pregram Address	510 Tebeau St
Program City, State, Zip Code (5+4)	Waycrobs, QA, 31601-3664
Program Flione Number	(912) 285 6083
Head Start or Early Flead Start Director Name	Mrs. Angelo Cerr (edling)
Head Start or Early Head Start Director Email	aeair@myaollonpact.org
Agong Emel	agarr@myaollonpack.prg
Adenty Web Site Address	hlip://www.myedilonpeot.org
Name and Title of Approving Official	Mr. Leonard Buree Jr., Board Chairman
Unique Entity Identifier (UEI)	XNGLXNCSLLLLI
ACCITION TYPE	Community Action Agency (CAA)
Agency Description	Grantes that directly operates program(s) and has no delegates

Funded enrollment by funding source

A.1 Punded Enrollment:	# # (
a. Flead Start/Early Head Start Funded Enrollment, as identified on the NOA that captures the greatest part of the program year	662
b. Funded Enrollment from non-federal sources, i.e., state, local, private	0

Funded enrollment by program option

THE CONTROL OF THE CO	Well slots
Ass. Center-based option	Francisco de la companya de la comp
a, Number of alots equal to or greater than 1,820 annual hours for Head Start preschool children or 1,980 annual hours for Early Head Start Infants and toddlers	652
1. Of these, the number that are available for the full-working-day and full- calendaryear	Ö
b. Number of slots with fewer than 1,020 annual hours for Head Start preschool children or 1,380 annual hours for Early Head Start infants and toddlers	0
1. Of these, the number that are available for 3.5 hours per day for 128 days	Q
2. Of these, the number that are available for a full working day	0
A.3 Home-based option	0
A.4 Family shild care option	0
(A.5 Locally designed obtion	Ö

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Funded slots at child care partner

FU is 1948. All of the factor	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
A.7 Total number of slots in the center-based or locally designed option	652
a. Of these, the total number of slots at a child care partner	
A.8 Total funded enrollment at child care partners (Includes center-based, locally designed, and family child care program options)	O
CLASES IN CENTER BASED	
A 3 Table to partie of any or a second of the second of th	# of classes
A.9 Total number of center-based classes operated a. Of these, the number of double session classes	85 0
Co. 40 11202 III IIIIDD U. (IOULIE SESSICII CIESSES	Tomaine Mana and an annual management of the second
EUMURATIVE ENROLLMENTS	
Children by age	
	ikofotilalen at enfolmen
XIO CHURNOY MARIE CONTRACTOR CONT	enelment .
A. Under 1 Valler	C. Common Strangfur Strangfurde Strangfurd
b. 1 year old c. 2 years old	
d. 3 years old	446
C. 4 VERIE OIL	150
f. 5 years and older	Ö
g. Total cumulative enrollment of children	684
Total cumulative enrollment	
The manufacture deposed descriptions of the fightening of the state of	Warehildren
A.12 Total cumulative enrollment	664
Primary type of eligibility	
CENTER STORY THE PROPERTY IN SHIPE THE PROPERTY STORY OF THE PROPE	# of children
Acto Report each entoller only once by primary type of eligibility	
a, income at or below 100% of federal poverty line	308
b. Public assistance (TANF, SSI, and SNAP) c. Fester care	261
d, Homeless	16 3
e. Eligibility based on other type of need, but not counted in A.13;a through d	40
The same of the sa	AND
A looke de character and the second the seco	in the desiration of the second
f. Incomes between 100% and 130% of the federal poverty line, but not counted in A.13,a through e	26

A A A Black the street of the	EUDITAMERULLA (ETFINSZALATZA). LINK KLARAJOS AF AFFISĀ ĀMINOS IŞTĀŅAŠ (
A.14 If the program serves enrollees under A.16.1, specify how the program has demonstrated eligible drilldren in their area are being served.	ed that all Income-
We go through our income sligible waltilist before using 101-130.	在CULAC (1915年) 1915年 br> 1915年 1915年 1915年 1915年 1915年 1915年 1915年 1915年 1915年 1915年 1915年 1915年 1915年 1915年 1915年 1915年 1915年 1915年
Prior enrollment	
W.16 Employing lead Start of Early Head Start for	# of cividness
a. The second year	141
b. Three or more years	36
Transition and turnover	
production is transportationally and the state of the sta	September :
A:16 Total number of prescricol children who left the program any time after classes or home visits began and did not re-enroll	97
a. Of the preschool children who left the program during the program year, the number of preschool children who were enrolled less than 45 days	24
Total and the state of the stat	To extend the second of the second process of the second o
	If of preschool a children
A.17 Of the number of preschool children enrolled in Head Start at the end of the current enrollment year, the number projected to be entering kindergerten in the following school year	127
Attendance	albertoogste villen neemaak eritekse naz e teag selektikeen d
Septimization of the control of the	Totalbaran S.
A.22 The total number of children cumulatively enrolled in the center-based or femily child pare program option	654
s. Of these children, the number of children that were phronically absent	426
Of the children chronically absent, the number that stayed enrolled until the and of enrollment	348
A 23 Comments on children that were chronically absent:	principal control particular a material analysment and a standard may (
We work with families on attendance throughout the year.	Process (Probability Colors 1995) 4 Process (Process III - Architectus 1996) 1996 (Process III - Architectu
Plated was - 7 - 4 f	Man to the difference of the contribute one Name Block of British and Assessment Assessm
Child care subsidy	Management and a far and a
A.24 The number of epirolled children for whom the program and/or its partners received a	Kof dollgren.
child care subsidy during the program year	0
With minister second warms	
Ethnicity and race	in the state of the strong of the state of the
	of children
i. Hispanio	or Non-Hispanic or in Non-Latino origin
La Launo one	THE STATE OF THE PARTY OF THE P



A 25 Rege and etimicity a. American Indian or Alaeka Native b. Asian a. Glack or African American d. Native Hawallan or other Pabilio Islander a. White f. Bi-rabla/Multi-radal g. Other	376
h. Unepedited ethnicity or race Explain: these families declined choosing race Primary language of family at home	plegnantwomen 30
a. English 1. Of these, the number of children acquiring/learning another languages by Spanish b. Spanish c. Native Central American, South American & Mexican Languages (e.g.	na ramous desta de colonia aucorada de lora replacada e competenta agla ad ancigna aucomomomomomomomomomomomomomomomomomomom
Guichean.) d. Caribbean Languages (e.g., Halflän-Grecie, Pateis) e. Middle Eastern & South Asian Languages (e.g., Atabio, Hebrew, Hin Bengall) f. East Asian Languages (e.g., Chinese, Vietnamese, Tagalog) g. Native North American/Alaska Native Languages h. Pacific Island Languages (e.g., Palayan, Filian).	dl, Urdu,
i. European & Slavic Languages (e.g., Øerman, French, Itelian, Croatia Portuguese, Russian) [. African Languages (e.g., Swahil), Wolof) k. American Sign Language I. Other (e.g., American Sign Language) m. Unspecified (language is not known or parents declined identifying t	ın, Yiddişh,
Dual language learners A.27 Total number of Dual Language Learners	
Transportation [A.28 Number of children for whom transportation is provided to and from cla	18505

	-		

Management Information Systems

A.29 List the management information eyetem(s) your program uses to support tracking, maintaining, and using date on enrollees, program services, families, and program staff.

ChildPlus

B. PROGRAM STAFF & QUALIFICATIONS Staff by type E.1 Total number of staff mambers, regardless of the funding source for their selary or number of hours worked 162 a. Of these the number who are current or former bleed start or Early Head Start parents 63 Ü TIOTAU VOLUNTEERS Volunteers by type ill Web volunteers / [B.2 Number of persons providing any volunteer services to the program during the program 1,348 a. Of these, the number who are current or former Head Start or Early Head Start 757 EDUCATION AND CHILD DEVELOPMENT STAFF Preschool classroom and assistant teachers (HS and Migrant programs) #6f.clessrpom #of.assistant fleachers feachers B.3 Total number of preschool education and shild development staff by position 35 te number of prescrice) edication and child development staff by Illom the number with the following a. An advanced depressing Early colldhood education Any light and coursework equivalent to a major relating to early childhood education, with experience teaching preschool-age the frumber of preschool education and onlid development staff by skilon, the number with the following: b. Ausocalaureate degree in one of the following:

children or

Early childhood education.
 Any field and coursework equivalent to a major relating to early childhood education with experience teaching presencel-age.

Any field and is part of the Teach for America program and passed a rigorous early childhood content exam

Ø

14

	# of classroom leachers	# of assistant
Of the number of preschool education and child development staff by position; the number with the following: 9. An essociate appres in:	tenungas 1 - Albania 1 - Albania	16acileis
Early childhead education A field related to early childhood education and coursework equivalent to a major relating to early childhood education with experience teaching preschool-age children	13	4
	4 of classicom leachers	A of assistant teanners
Cof the number of preschool education and childraevelopment staff by viposition, the number with the following: d. A Child Development Associate (CDA) predential or state-awarded certification, predential, or itoensure that meets or exceeds ODA requirements:	1	20
1. Of these, a CDA gredential or state-awarded certification, predential, or licenstire that meets or exceeds CDA requirements and that is appropriate to the option in which they are working	e di se cambangagan B uning (1918 sata massaran (1918 sata massaran (1918 sata massaran	Barrer de l'establishe de l'es
	y, cit ulassroom (Bechére	# of ##3/5(41) teathers
Of the number of preschool squeation and child development staff by position, the number with the following: a, None of the qualifications (isted in B.3.a through B.3.d	0	
Preschool classroom teachers program enrollment	Part 190	- of a process of the financial state of the
B.4 Total number of preschool classroom teachers that do not meet qualification	187	fl of élessradh leachais
8.3.a or 8.3.b a. Of these preschool disastoom teachers, the number enrolled in a degree that would meet the qualifications described in 8.3.6 or 8.3.b	je program	14 6
Preschool daseroom assistant teachers program enrollment	ىنىنى ئائىنىڭار خىچىنى (دەخ بەر خەرى ئاخىدى دىكى بىر دەخ بىر كىدىكى بىر سەھىرى سەھىرىسى مەسىسى سەھىرىسى مەسىس	
Pro 18 No. 2. C.	Heift was a state of the state	# (frassistant faachers
13.6 Total number of preschool assistant teachers that do not have any qualification B.3.a Urgugh B.3.d 2. Of these preschool assistant teachers, the number enrolled in a degree	r , soliticani materialisa anno anno anno anno angele a gastra es	111
der illication, credential, or licensure program that would meet one of it quallications listed in 3.3.a through 5.3.d.	ié	4
Home visitors and family child care provider staff qualification		
	K.30	ik of home visitors
B. 8 Total murdian of harris Mallara	nd. 1 (parametromanuslerogus graffadfi	Water Street Street Street
B.8 Total number of home visitors a. Of these, the number of home visitors that have a home-based CDA or comparable gradenital, or adjuvalent coursework as part of an associal basedia/feats, or advanced degree b. Of these, the number of home visitors that do not meet one of the qual described in B.8.a.	edentlal or te's,	0

	·	

		#2/hoing vigitors
f. Of the home visitors in B.S.L. the number enrolled in a degree of program that would meet a qualification described in B.S.S.	r aredentiel	()
	1	Hor demily all life tales per oldders
[B.6 Tatel Aumber of family shild cere providers	the little to the survey of th	providers
a. Of these, the number of family child pare providers that have a Family child pare providers that have a Family child pare providers that have a Family child development or early shildheed education b. Of these, the number of family oblid care providers that do not meet a qualifications described in B.A.s.	Öhild Öare r advanped	Merce promon establishment construction and the state of
b. Of these, the number of family oblid care providers that do not meet of qualifications described in E.A.s.	ne of the	n.adillati.ataa.etaabeenataataa
1: Of the family child dare providers in G.a.b. the number enrolled oredential program that would meet a qualification described in	n a degrée or	diversity of the state of the s
وصد من من المستوحة والمنطق والمنطق والمنطق والمنظم والمنطق وال	AND MAKEN ME SECTION AND AND ASSESSMENT OF THE MEDICAL PROPERTY OF THE PROPERT	Palanterin a significa indica paradesis processis indicatas Princia addributario estrator di mantimatri materia partitura
physical and a physical physic		# of call development specialists
B.10 Total raimber of dallo development epolalists in a support family dalki.	aro providara	O A SERVICIO CON ESTADO DE CONTRA CON
ed a cyrnoso, the rumber of dhild very spending the first that a cycle of the cycle	ioti	Ω
a. Of flees, the number of dilid development specialists that have a bar degree it dilid development, serio childhood education, or a related to Of flees, the number of child development specialists that do not manual liquid a described in S. 10.8.	et one of the	intersection de comment de commen
The child development especialists in B. 10.5, the number enro degree or dredential program that would most a qualification de B. 16.5.	eorbed in	(I)
Ethnicky and race	수보가 있네요 함께는 4 kr pd/에 5 g paper prace i vol. ib vol. ib vol.	Вина дурки мараплинария пистучну колдология прочество муже и
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BY Suit de and Efficiely g. American Indian or Alapka Mativo b. Asjan	erigorarie Latinizaria	Northspirica i Negrishigaridi o
E Alicase and Efficients J. Amerikan Indian or Alaska Mative. D. Asjan G. Black of African Amerikan G. Native Hawelian or other Pacific Islander	erigorarie Latinizaria	
B. Amerikan Indian or Alaska Mative. b. Aelan o. Black or African American o. Native Hawalian or other Peolific Islandar e. Willia	erigorarie Latinizaria	Northspirica i Negrishigaridi o
B. T. Milled and Ellenicity: g. Amerikan Indian or Alaska Mative b. Aslan c. Black or African American c. Native Hawelian or other Pacific Islandar e. White f. Biradal/Multi-rastal	erigorarie Latinizaria	Nover Estation of Control of Cont
B. Amerikan Indian or Alaska Mative. b. Aelan o. Black or African American o. Native Hawalian or other Peolific Islandar e. Willia	erigorarie Latinizaria	
B**Girace and Ethnicity g. American Indian or Aleska Native b. Aslan g. Black or African American d. Native Hawalish or other Pacific Islandar e. White f. Bradial/Multi-racial g. Other	erigorarie Latinizaria	Para ang stage alson
B. T. Milled and Ellenicity: g. Amerikan Indian or Alaska Mative b. Aslan c. Black or African American c. Native Hawelian or other Pacific Islandar e. White f. Biradal/Multi-rastal	erigorarie Latinizaria	
B**Girace and Ethnicity g. American Indian or Aleska Native b. Aslan g. Black or African American d. Native Hawalish or other Pacific Islandar e. White f. Bradial/Multi-racial g. Other	erigorarie Latinizaria	Ment Burgerian
B. Amerikan Indian or Alaska Mativa b. Asian c. Black or African American d. Native Hawalian or other Peolife Islander e. White f. Black Multi-rapial g. Other b. Unspeolifed attractive or race Language	erigorarie Latinizaria	Ment Burgerian
B. Amerikan Indian or Alaska Mative b. Aslan c. Black or African American d. Native Hawalian or other Peolife Islander e; White f. Biradel/Multi-rapial g. Other		Particular de la constant de la cons

(\$/16) Jangvage grouns in which stall are proficient	ik of non- Supervisory
a, Spanish	educātion anu child development staff
Eq. (SD (S) 1851) 11 and a solidar fractional polymerous operations and proper property operations are a solidar polymerous and the solidar polymerous and	Marilla and the second conference of the secon
b. Native Central American, South American, and Mexican Languages (e.g., Mixteco, Quichean.)	O.
c, Carlbbean Languages (e.g., Haitlan-Creole, Petole)	C STREET
d, Middle Eastern and South Asian Languages (e.g., Arabic, Hebrew, Hindi, Urdu, Bengali)	Ó
e. East Asian Languages (e.g., Chinese, Violnamese, Tagalog)	C Section of the section (see a sect
f. Native North American/Alaska Native Languages	Ö
g. Pacific Island Languages (e.g., Palauan, Fillan)	
h. European and Slaylo Languages (e.g., German, French, Italian, Croatian, Yiddish, Portugueee, Russian)	O
I. African Landuages (e.g., Swehlli, Wolof)	
I. American Sign Language	n
K. Other	X
I. Unspecified (lenguage is not known or staff declined identifying the language)	Water with a second base . I throughout bright
The state of the s	Lance are considered repair and property and the control of the co

STAPF TURNÖVER

All staff turnover

Programme Annage and A	A of clear Sign or Early 1890 Start staff	# of contraored steff
B.16 Total number of staff who left during the program year (including turnover that occurred while the program was not in session, e.g., summer months)	. 93	o
a. Of these, the number who were replaced	7	Ö

Education and child development staff turnever

eproprietation of the contract	of staff
B.17 The number of teachers, presenced assistant teachers, family child eare providers, and home visitors who left during the program year (including turnover that around while	46
elasses and home visits were not in session, e.g., during summer months)	10
8. Ul 1088, he number who were replaced	Q
b. Of these, the number who left while classes and home visits were in session	Q
c. Of these, the number that were teachers who left the program	S

B.49. Of the humber of education and offlid development staff that left, the number that left	# of staff
Tor the idilowing primary reason.	
a. Figher compensation	G
1. Of these, the number that moved to state pre-k or other early childhood program	Ö
b. Religingst or religions	Ö
c. Involuntary separation	2
d, Other (e.g., charige in job field, resean not provided)	11

1. Specify: several left not olling a reason, 2 for attendance issues, of	ance in tob field
Invited to the properties and this risk highlight Addition (Billiand Author to boliod of 9	هما ومونه موارود و برما بالشكيد و أمي لربيات وقيرا الدينة بالكندة الكافية المتاكنة المتاكنة والمتاكنة والمتاكنة وها
months or longer	l U

C. CHILD AND HEALTH SERVICES

HEXETH SERVICES

Health Insurance - children

	Hoforelaren at encolmen	# of children et end of empoliment
C.1 Number of all children with health insurance	589	536
a. Of these, the number enrolled in Medicald and/or CHIP	668	518
b. Of these, the number enrolled in state-only funded insurance (e.g., medically indigent insurance), private insurance, or other health insurance	21	18
Q2 Number of children with no health insurance	68	118

Accessible health care - children

Francisco de managemental management qualitaria resultant qualitaria antiqua quanti antiqua quanti q	A of of illaren at enfollment	lk of ahildren at end of enrollment
C.o Number of children with an engoing source of continuous, accessible health care professional that maintains the childre ongoing health regord and is not primarily a seurce of emergency or urgent care	882	398
a. Of those, the number of children that have accessible health care through a federally qualified Health Center, Indian Health Service, Tribal and/or Urban Indian Health Program fedility	0	Q

Medical services - children

C.7 Number of children who are up to determ a schedule of error.	Trotenlaren at enrollment	t of enlaren et end of enrollment	
C.7 Number of children who are up-to-date on a adhedule of age- appropriate preventive and primary health care, according to the relevant state's EPSDT schedule for well child care	137	219	

pon alignation and the state of	# pj@hildren
C.8. Number of children diagnosed with any chronic condition by a health care professionel, regardless of when the condition was first diagnosed.	4
a. Of these, the number who received medical treatment for their diameted arrange	Morte grant o Abbition destruction of the principles of the princi
Ligalth condition	1 0

Prince of the primary reason that children with any onronic condition distributed lower.	Předere Majy Rugaria navých i
ingalti uare professional uid not receive medical treatment.	
1. No medical realing in realistic and the second s	Q
2. No. 158111 Insurance and the second secon	ା ଶ୍ରୀ
4. Fatanis did not keep/make appointment	i ol
4, Children left the program before their appointment date	Q
6. Appointment le echedulet for future deté	Ö
6, Other	O.

		•	

C.9 Number of children diagnosed by a health dare professional with the following chronic adhordent regardless of when the condition was right diagnosed:	# bf children
a. Autlam spectrum disorder (ASD)	Q.
b. Attention defidit hyperactivity disorder (ADHD)	0
C. Asilima	3
d, Stelzures	0
e. Life-threatening allergies (e.g., food allergies, bee stings, and medication allergies that may result in systemic enaphytexis)	Ö
f. Hearing Problems	Q
g, Vision Problems	Ö
h. Blood lead level test with elevated lead levels >5 g/dL	0
I, Diabetee	0

Body Wass Index (BMI) - children (HS and Migrant programs)

KENK THE TOP SHOW THE PERSON THE	# of children all #proliment
O. 10. Number of children who are in the following weight ontegories according to the 2000 CDC BMI-for age growth charts	A
a. Linderweight (BMI less than 5th percentile for child's age and sex)	33
b. Fleatility weight (at or above 6th percentile and below 85th percentile for child's age and sex)	837
o. Overweight (BMI at or above doin percentle and below 95th percentile for child's age and sex)	83
d, Ohese (BMI at or above 98th percentile for childs age and sex)	142

immunization services « children

POLICE AND ADDRESS	it of shylaren at entstment	# of dillorenia. end of enrollment
C.11 Number of children who have been determined by a health care professional to be up-to-date on all immunizations appropriate for their age	644	644
C.12 Number of children who have been determined by a health care professional to have received all immunizations possible at this time but who have not received all immunizations appropriate for their age	Ö	O
C.13 Number of children who meet their state's guidelines for an exemption from immunizations	10	10

Accessible dental care - children

	Worthlaren at. enrollment	# of children at end of enrollment
C.17 Number of children with continuous, accessible dental care provided by an oral health care professional which includes access to preventive care and dental treatment	450	498

Preschool dental services (HS and Migrant programs)

	# of children at end of
C.18 Number of children who received preventive care during the program year	209
C.19 Number of all children, including those enrolled in Medicald or CHIP, who have completed a professional dental examination during the program year	498
a. Of mase, the number of children diagnosed as needing denial treatment during the program year	6
Of these, the number of children who have received or are receiving dental treatment	6
b: Specify the primary teason that children who needed dental treatment did not	# of children
1. Health insurance doesn't cover dental treatment	0
2. No dental pare available in local area	C
3. Medicald not accepted by dentiat	A PART PART AND PART OF THE PA
4. Dentists in the area do not treat 9 - 5 year old children	O.
5. Parents old not keep/make appointment	O
G. Children left the program before their appointment date	O Section of the sect
T. Appointment is scheduled for future date	Consecuence reasonable of the second of the
8. No Iransportation	A THE RESIDENCE OF A SECURITION OF THE PARTY
Legisland of the Control of the Cont	O.

Mental health consultation

anteriority de propriet de la gradie de grade de	will of staff
13.21 loter number of glassroom teachers, home visitors, and family child care providers	30
I de indigate the humber of classicom teachers, home visitors, and family abidy asia	
providers who received assistance from a mental health consultant through	22
observation and consultation	

IDISABILITIES:SERVICES***

IDEA eligibility determination

the first consequence of the second s	#of children
C.22 The total number of children referred for an evaluation to determine eligibility under the Individuals with Disabilities Education Act (IDEA) during the program year	25
a. Of those, the number who received an evaluation to determine IDEA elicibility	7
Of the children that received an evaluation, the number that were diagnosed with a disability under IDEA	6
2. Of the children that received sit svaluation, the number that were not diagnosed with a disability under IDEA	1
1. Of these children, the number for which the program is still providing or facilitating included services and supports such as an individual learning blad of supports described under Section 504 of the Rehabilitation Act.	Ò
b. Of these, the number who did not receive an evaluation to determine IDEA eligibility	18

ļ	C.28 Specify the prime	ry reason that children referred for an evaluation is determine juic a	# orapldien
	a. The responsible to Parent(e) refus	a agency gasigned child to Response to Intervention (RTI) ed evaluation	
1	o Evaluation is p	eriding and not yet completed by responsible agency	Silver of calculations are a contracted to the calculation of the calc
	1. Specify:	parent did not follow through with paperwork or paperwork end of the program year,	was started at the

Preschool disabilities services (HS and Migrant programs)

C.24 Number of children enrolled in the program who had an individual set results.	#of of illdren
Program (IEP), at any time duting the program year, indicating they were determined eligible by the LEA to receive special education and related services under the IDEA	100
a, Of Inese, the number who were determined eligible to receive special education and related services.	# of children
1. Prior to this program year	76
2. During this program year	24
b. Of these, the number who have not received special education and related services	0

Preschool primary disabilities (HS and Migrant programs)

& 20-12 hamosed primary disability	vaterinired Vaterinired (jeve)((js.visabili))	# of children receiving special Services
a. Intellin impairment (i.e., meeting IDEA definition of "other health impairment")	Ø	ø
b, Emolional disturbance	0	Ö
o. Speech ar language impairments	49	49
d. Intellectual disabilities	0	O. Salamananan salamanan kananan anan anan anan anan anan
a. Hearing Impairment, Including desinces	Para Baranny a-special stranger of the same of the	1
f. Orthopadic impairment	Marie y la may be recessor per la far management and management of the Company of	0
g. Visual impairment, including blindness	O.	O
h. Specific learning disability	2	2
1. Author	B.	8
J. Traumatio brain injury	0	Q
k, Non-categorical/developmental delay	39	39
i. Multiple disabilities (excluding deaf-blind)	О подражения при	O .
m. Deal-blind	1	1

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IEDUCATION AND DEVELOPMENT POOUS APPROACHES Screening ik of anlighen O.27 Number of all newly enrolled children since last year's FIR was reported O.28 Number of all newly enrolled children who completed required screenings within 45 days for developmental, sensory, and behavioral concerns since last year's FIR was reported 60 (601 a. Of these, the number identified as needing follow-up assessment or formal evaluation to determine if the child has a disability G.29 The Instrument(s) used by the program for developmental screening ASQ (all editions) Assessment C.30 Approach or tool(s) used by the program to support ongoing child essessment Teaching Strategies GOLD Online Work Sampling Gurriculum G.4.1 Curriculum used by the pragram: g. For center-based services Greative Cutriculum (PreSchool) Classroom and home visit observation tools YUS (Y)/ No (N) C.32 Does the program routinely use classroom or home visit observation tools to assess Yes quality? C.33 If yes, algestoom and home visit observation tool(s) used by the program: a. Center-based settings Classroom Assessment Scoring System (CLASS; Infant, Toddler, or Pre-K)

IFAMILY/AND/COMMUNITY F/ARTNERSHIPS

Number of families

ENGINE AND REAL PROPERTY AND ADDRESS OF THE PROPERTY ADDRESS OF THE PR	#offerilles a. enfollmen
C.34 Total number of families:	615
a. Of these, the number of two-parent families	148
b. Of these, the number of single-parent families	467
C:35 Of the total number of fantilles; the number in which the parant/guardian rigores are best described as:	
a. Parent(a) (e.g., biological, adoptive, stepparents)	578
a. Paren(a) (a.g., blological, adoptive, steriparents) 1. Of these, the number of families with a mother only (biological, adoptive, atepmother)	423
2. Of these, the number of families with a father only (biological, adoptive, stepfather)	16
b. Grandparents	16
o. Relative(s) other than grandparents	8
d. Foster parent(s) not including relatives	13
6, Chef	O Design of the last of the la

Parent/guardian education

	# of families at errollment
2.36. Of the lotal number of families: the hippest lever of education obtained by the child's obtained by the child's	
ਬ. An advanced degree or paccelaureate degree	20
b. An accodate degree, vocational sidrool, or some sollege	138
a. A high school graduate or GED	301
d. Less than high school graduate	162

Employment, Job Training, and School

(2) A7 no a number of families in which: a. At least one parent/guardien is employed, in job training, or in echool at enrollment	#Střemlies au Phroliment
1. Of these families, the number in which one or more perent/guardian is	" J" " J" " " J" " " J" " " J" " J" "
oriologod	430
2. Of these families, the number in which one or more parent/guardian is in job	the state of the same of the s
training (e.g., job training program, professional certificate, apprenticaship, or occupational license)	133
3. Of these families, the number in which one or more parent/spardies to in	DO
school (e.g., GED, associate degree, baccalaureate, or advanced degree)	22
b. Neither/No parent/duardian is employed, in lob training, or in school at enrollment	162
(e.g., unemployed, rettred, or disabled)	19320

		-	

a, At least one parent/guardian is employed, in job training, or in senod at and of encolinent 1. Of these families, the number of families that ware also counted in 0.37,2 (as naving osen employed, in job training, or in select at employed in 0.87.5 (as naving options and posterior of families that were also counted in 0.87.5 (as having posterior employed, in job training, or in select at employed in 0.87.5 (as in colline); the paranty send and employed, in job training, or in select at employed at employed, in job paranty, or in select at employed at employed, in job paranty or in select at employed at employed, in job paranty, or in select at employed at employed, in job paranty or in select at employed in 0.37.6 2. Of these families, the number of families that were also occurred in 0.37.6 2. Of these families, the number of families that were also occurred in 0.37.6	A Committee of the Comm
a. At least one parent/guardian is a member of the United States military on solive b. At least one parent/guardian is a veteran of the United States military	#SO/SEININGS B

Federal or other essistance

Apply of the state	# Britismilles at Sentolinjeni	ment de la
G.40 Total number of families receiving any cash benefits or other services under the Federal Temporary Assistance to Needy Families (TANF) Program	1	4
O.41 Total number of families reasiving Supplemental Security Indome (SSI) G.42 Total number of families resalving samutes under the Stoods!	amente mente mente per esperante per esta de la companya de la com	NA SAME AND A SAME AND
Supplemental Nutrition Program for Women, Infante, and Children	276	203
0.43 Total number of femilies receiving percents under the Bupplemental Number Assistance Program (\$NAP), formerly referred to as Food Stamps	1	389

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Family services

	# of families
C.44 The number of families that received this following program service to promote ramily coulcomes:	
a, Emergency/crists intervention (e.g., meeting immediate needs for food, plothing, or shallon.)	2
b. Housing assistance (e.g., subsidies, utilities, repairs)	,
c. Asset building services (e.g., financial education, debt counseling)	
d. Mentel Itealin services	Maring dari denterasi waka paremena aka dentela tahike mena ahide bilika.
e. Substance misuse prevention f. Substance misuse treatment	E-184-4-1-4-1-181-181-181-181-181-181-181
g. English as a second Lenguage (ESL) training	HEADON OF SHEET SHEET SERVER AND SHEET THE WAS ASSESSED.
g, Endlish as a Second Language (ESL) training it, Assistance in annolling into an education or job training program	of the control of the state of the control of the c
i I. Research-based parenting curriculting	to the control control and the control and the control of the cont
1. Involvement in discussing their child's poreening and assessment regules and their child's progress	102
k. Supporting transitions between programs (Le., EHS to HS, HS to kindergarten)	48
I. Education on preventive medical and oral health	40
m, Education on health and developmental consequences of tobacco product use n, Education on nutrition	-1
e. Education on postpartum care (e.g., breastleading support)	54 4
p. Editionition on relationship/marriage	O
g. Assistance to families of incorperated individuals	2
C.45 Of these, the number of families who were counted in at least one of the services listed above	107

Father engagement

	# of father/father figures
C:48 Number of fathers/father figures who were engaged in the following activities during this program veer:	Commercial
a, Family assessment	63
b. Family goal setting	7
o, involvement in child's Fleed Start child development experiences (e.g., home visits, parent teacher conferences, etc.)	7.4
d. Head Start program governaries, such as participation in the Policy Council or policy committees	'A
e. Parenting education workshops	5

Homelesenees services

G.47 Total number of families experiencing homelessness that were served during the enrollment year	4 of families 2
	at of children
C.48 Total number of shildren experiencing homelessness that were served during the enrollment year	2

C.48 Fotal tumber of femilies experiencing homoleseness that awulred housing during the	
Foster care and child welfare	
C.60 Total number of enrolled children who were in foster care at any point during the	16
C.61 Total number of enrolled children who were referred to Head Startificatly Head Start services by a child wellate agency	formulae till fordiglere skillen mellem på brungsytt se skolen i konstal mellem skillen dellem for Granden for brungstade kalen formulae kill som termeljen by mellem glenningstade skillen i dellem formulae killen skillen formulae killen formulae

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D. GRANT LEVEL QUESTIONS	And the second s
D.1 The number of education and child development staff (i.e., teachers, preschool assistant teachers, nome visitors, family child care providers) that received intensive coarding	25
	Te Historian E.
D.2 The number of inclividuals that provided intensive coaching, whether by staff, consultants, or through partnership	\$
FAMILY SERVICES BY PROJUNCTED TO DO SERVICES FOR THE STATE OF THE STAT	
	Bendion (III)
D.5 Total number of family services steff:	21
a. Of these, the number that have a cradential, certification, associate, baccalaureate, or advanced degree in social work, human services, family services, counseling, or a related field	10
b. Of these, the number that do not meet one of the qualifications described in D.5.a	11
1. Of the family services staff in D.6.b, the number enrolled in a degree or credential program that would meet a qualification described in D.6.a.	9
2. Of the family services staff in D.5.b, the number hired before November 7, 2018	
FOR MALIANT METALET THE REPORT OF THE PARTY	
•	
D.G Total number of child care partners in which a formal agraement was in effect	12
D.7 Total number of LEAs in the service area	X NAME OF THE LAW OF THE PARTY OF THE PA
Total number of LEAs in the service area a. Of these, the total number of LEAs in which a formal agreement was in effect to coordinate services for children with disabilities	12
b. Of these, the total number of LEAs in which a formal agreement was in effect to coordinate transition services	0
D.8 Total number of Part C agencies in the service area	12
a. Of these, the total number of Part C agencies in which a formal agreement was in effect to coordinate services for children with disabilities	. 0

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PIR Report Status Completed
Confirmation Number 23083180320
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HUMAN RESOURCE PROGRAM REPORT



Sonja Eason
Human Resources
Director

PROGRAM REPORT FORM For Board Meetings

NAME OF PROGRAM: Human Resources	
REPORT OF MONTH/YEAR: November 2023	
PERSON/TITLE REPORTING: Sonja Eason-Human Resources Director	
SUMMARY OF PROGRAM ACTIVITIES:	
A. Health/Wellness Updates B. Retirement Plan Updates C. HR Metrics	
GRANTS/AWARDS FOR BOARD APPROVAL: YES (If yes, attach Grants/Awards form)	X NO
OTHER ITEMS FOR BOARD APPROVAL:	
SIGNATURE OF PROGRAM DIRECTOR	11/09/2023 DATE
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Board Meeting Summary HR Department -November 2023

Health & Wellness

- Flu Shot Incentive Program ended October 31st
- Gym Reimbursement Program will end on December 29th
- Health Screening Reimbursement Program will end on December 29th

Retirement Plan Updates

Empower Retirement plan balance at year end was \$8,179,567. We have 293 participants with a balance, 164 of those are active. The average participant balance is \$27,916.61.

Our current Lifetime income score is 94% and 43% of participants have reached their income replacement goal. The participation rate is 76% with an average contribution rate of 7.1% and there are 2% of participants that are contributing over 10%.

Breakdown of withdrawals since September 2023

- o Separation of service- 2
- o Hardships-1
- o Loans- 2

HR Metrics

New hires -13 Terminations -10

Total employees =370

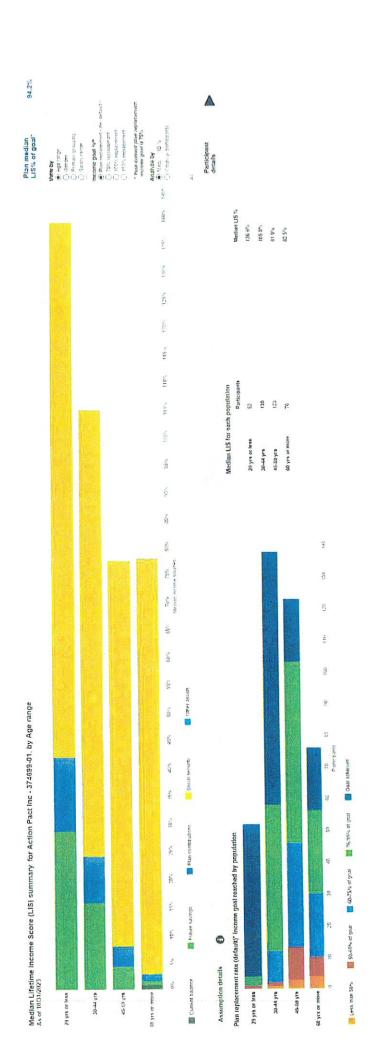
Full Time= 331
Part Time= 16
Limited Services= 13
Temp= 10

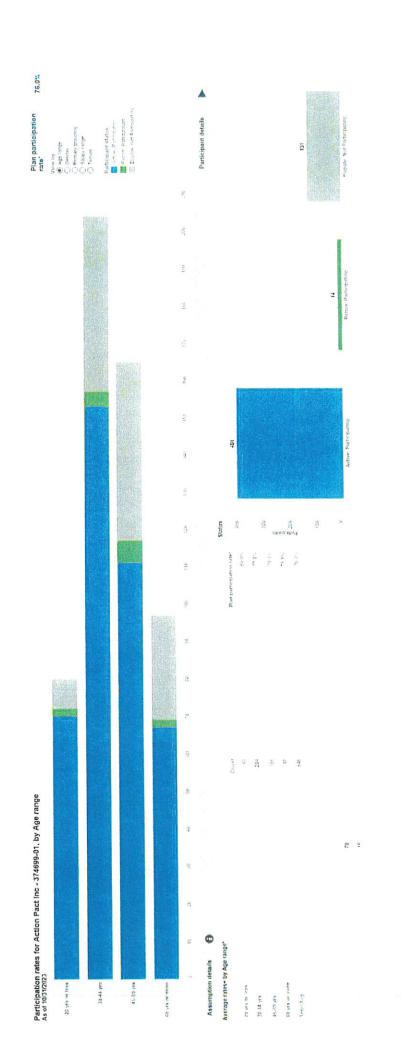
Demographic Data

Females=334 Males=36

Ethnic Data

Black=176 White=178 Other= 16





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NEW HIRE					
Company Code	File Number	Job Title	Department	Hire Date	Rehire Date
FPT	010245	Teacher Assistant	Head Start	10/16/2023	
FPT	010240	EHS Teacher	Head Start	09/25/2023	
FPT	092600	Counselor	Talent Search	12/03/2018	10/16/2023
FPT	010242	Meal Delivery Driver	Community Services	10/09/2023	
FPT	010248	Interventionist	Head Start	10/30/2023	
FPT	010243	Meal Delivery Driver	Community Services	10/09/2023	
FPT	010244	Operations Director	Indirect	10/16/2023	
FPT	010246	Teacher Assistant	Head Start	10/16/2023	
FPT	010247	Cook	Community Services	10/30/2023	
FPT	010241	Counselor	Talent Search	09/25/2023	
FPT	009834	EHS Teacher	Head Start	07/29/2019	10/30/2023
FPT	686600	Teacher	Head Start	07/26/2021	10/30/2023
FPT	010239	Licensed Practical Nurse	Community Care	09/25/2023	
Totals for Company Code FPT	ny Code FPT		13		

erminations						
POSITION ID	HOME DEPARTMENT JOB TITLE	JOB TITLE	HIRE DATE	TERMINATION DATE REASON	REASON	YEARS OF SERVICE
FPT010162 USA	400400 - Head Start	EHSFLOAT - EHS Floater	10/31/2022	09/22/2023	D - Other Employment	0:10
FPT008235 USA	300300 - CSBG	CTRAIDE - Center Aide	03/06/2015	09/22/2023	7 - Deceased	8:6
FPT010108 USA	400400 - Head Start	TCHASST - Teacher Assistant	05/23/2022	09/25/2023	S - Voluntary Resignation	1:4
FPT009720 USA	400400 - Head Start	TCH - Teacher	04/30/2018	09/25/2023	S - Voluntary Resignation	5:4
FPT010060 USA	400400 - Head Start	EHSTCH - EHS Teacher	02/14/2022	09/27/2023	S - Voluntary Resignation	1:7
FPT010216 USA	400400 - Head Start	TCH - Teacher	04/03/2023	09/28/2023	S - Voluntary Resignation	0:5
EPT001625 USA	400400 - Head Start	TCHASST - Teacher Assistant	08/01/2005	10/04/2023	S - Voluntary Resignation	18:2
EDT00808411SA	500500 - Indirect	CONTROL - Controller	12/03/2012	10/15/2023	7 - Deceased	10:10
FF1040454 USA	300300 - CSRG	MDD - Meal Delivery Driver	10/24/2022	10/18/2023	K - Quit without notice	0:11
FPT009998 USA	300300 - CSBG	COCOORD - County Coordinator	08/17/2021	10/27/2023	D - Other Employment	2:2

FISCAL PROGRAM REPORT



Hayley Stephens
Fiscal Director

PROGRAM REPORT FORM FOR BOARD MEETINGS

Fiscal

NAME OF PROGRAM:

REPORT OF MONTH/YEAR: November 2023	
PERSON/TITLE REPORTING: Hayley Stephens, Fiscal Director	
SUMMARY OF PROGRAM ACTIVITIES/ACCOMPLISHMENTS:	
We are continuing to hold monthly budget meetings with each program director. Eac is currently operating within the approved budget.	h grant
The Finance and Audit Committee met in September to review the RFPs for the audit services. The committee reviewed a total of five proposals including proposals from Cleveland Group, Hancock Askew, Mauldin & Jenkins, McNair McLemore Middlebroc and WIPFLI. The Committee made the decision to continue with McNair McLemore Middlebrooks & Co. for two additional years. After two years, action pact will place services back out for bid.	oks & Co.
The fiscal team is in the process of closing out the fiscal year and will spend the next months preparing for the annual audit and preparing the financial report.	several
Included for your review is the 2023-2024 agency budget.	
GRANTS/AWARDS FOR BOARD APPROVAL:YESX_NO (If yes, attach Grants/Awards form)	
OTHER ITEMS FOR BOARD APPROVAL: 2023-2024 agency budget	
Hayley Stephens11/9/2023SIGNATURE OF PROGRAM DIRECTORDATE	-

action pact Balance Sheet

	10/31/22	09/30/23
Assets:		
Current Assets		
Cash and Cash Equivalents	\$ 2,144,690	\$ 3,287,604
Due from Grantors	1,369,235	1,557,286
Other Current Assets	193,730	50,554
Total Current Assets	3,707,655	4,895,444
Fixed Assets	5,066,036	5,075,879
Restricted Cash	733,995	513,986
Related Party Receivables	195,124	195,124
Total Assets	\$ 9,702,810	\$ 10,680,434
Liabilities and Net Assets:		
Liabilities		
Current Liabilities		
Accounts Payable	\$ 743,163	\$ 392,252
Payroli Liabilities	466,037	(1,603)
Other Liabilities	n	(-, ,
Total Current Liabilities	1,209,200	390,649
Deferred Revenue	710,972	1,842,887
Health Insurance Claims Payable	194,86 5	194,865
Deferred payroll	283,219	283,219
Accrued vacation	430,142	452,720
Mortgage Payable	2,331,111.44	2,248,977
Total Liabilities	5,159,510	5,413,317
Net Assets		
Net Assets - Beginning	3,843,11 3	4,543,300
Change In Net Assets	700,187	723,816
Net Assets	4,543,300	5,267,117
Total Liabilities and Net Assets	<u>\$ 9,702,810</u>	\$ 10,680,434

Unrestricted Balance \$161,885

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action pact Statement of Activities

•	Eleven Mont	hs Ended
SUPPORT AND OPERATING REVENUE:	09/30/22	09/30/23
Government Grants:	the state of the s	
Federal Grants	\$ 26,004,402	\$ 27,147,465
State Grants	2,775,621	2,714,681
Total Government Grants	28,780,022	29,862,147
Other Income (Includes United Way, local funds, and contributions)	900,130	611,534
In-kind contributions	2,585,625	2,638,333
Total Revenue	32,265,777	33,112,014
EXPENSES:		
Personnel Costs:		
	0 555 003	40 000 007
Salaries	9,565,027	10,620,387
Fringe benefits	3,237,303	4,579,250
Total personnel costs	12,802,329	15,199,637
Program Expenses:		
Direct Benefits	9,293,005	8,870,341
Food	1,139,418	1,302,505
Materials and Supplies	1,962,933	1,369,096
Travel	179,609	235,694
Communications	263,204	258,366
Information Technology	305,864	168,117
Health & Safety	20,341	93,731
Contract Services	11,158	5,014
Program Support	18,840	10,483
Participant Support	38,117	20,156
Capital Expenditures	557,972	234,480
Depreciation Expense	72,003	72,003
Total Program Expenses	13,862,465	12,639,987
General and Administrative Expenses - See attached schedule	2,189,749	1,953,671
In-kind expenses	2,585,625	2,638,333
Total Expenses	31,440,168	32,431,628
Total Expenses	32)-110)200	
Net income	825,609	680,386
Self-insurance gain (loss) - See attached schedule	(710,628)	43,431
Total Agency Gain (Loss)	\$ 114,982	\$ 723,816

action pact Statement of General and Administrative Expenses

	Eleven Months Ended			
	09/30/22	09/30/23		
General and Administrative Expenses	Market British Control of the Contro	and the second s		
Rent/Leases - Real Estate	\$ 62,512	\$ 64,406		
Professional Fees	96,362	72,108		
Utilities	299,821	302,148		
Property & General Liability Insurance	211,725	256,676		
Repairs and Maintenance	538,835	329,121		
Training and Education	206,770	280,674		
Memberships and Subscriptions	51,717	. 93,636		
Transportation	103,832	. 124,120		
Rentals/Leases - Equipment	43,090	64,426		
Meetings and Conferences	105,015	84,582		
Publications and Printing	35,703	35,344		
Recruitment Expenses	22,647	11,6 15		
Postage & Delivery	10,043	14,837		
Advertising/Public Relations	40,168	22,705		
Miscellaneous	197,805	22,443		
Retirement Plan Fees/Payroll Processing Fees	80,621	94,812		
Interest Expense	83,082	80,019		
Total General and Administrative Expenses	\$ 2,189,749	\$ 1,953,671		

action pact Profit & Loss - Self-Insurance Fund

	Eleven Mon	Nonths Ended	
	09/30/22	09/30/23	
Revenues:	,		
Premiums charged to programs	\$ 2,221,327	\$ 3,422,480	
Employee Contributions	219,522	342,093	
Other Income	4,533	5,226	
Total Revenue	2,445,382	3,769,799	
Expenses:	•		
Medical claims	2,570,978	3,228,644	
Less reinsurance refunds	(174,673)	(351,026)	
Dental claims	88,604	87,758	
	2,484,909	2,965,376	
Other expenses:			
Reinsurance Premium	399,572	441,815	
Other Premiums	14 4,814	173,766	
Fees - Third Party Administrator (CIGNA)	126,713	145,412	
Total expenses	3,156,009	3,726,369	
Net Galn (Loss)	\$ (710,628)	\$ 43,431	

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action pact Budget Report 2022-2023

	Budget			xpenses through //30/2023	Budget Remaining		
Salary and Wages	\$	11,027,653	\$	10,620,387	\$	407,266	
Fringe Benefits		4,531,048	***************************************	4,579,260	***************************************	(48,202)	
Total Personnel Costs	\$	15,558,701	\$	16,199,637	\$	369,065	
Communications	\$	160,954		258,366		(97,412)	
Capital Expenditures		100,117		234,480		(134,363)	
Direct Benefits		8,390,475		8,870,341		(479,866)	
Food		1,225,580		1,302,505		(76,925)	
Materials and Supplies/IT		1,013,793		1,537,213		(523,419)	
Mortgage and Interest		177,000		169,867		7,133	
Program and Participant Support		179,258		30,639		148,619	
Property and General Liability Insurance		156,015		256,676		(100,661)	
Rent		143,291		128,831		14,460	
Training and Education		211,976		280,674		(68,699)	
Travel		287,135		235,694		51,442	
Utilities		326,981		302,148		24,833	
Other Expenses		585,445		1,024,026		(438,581)	
	\$	12,958,020	\$	14,631,461	\$	(1,673,441)	
Total Expenses	\$	28,516,721	\$	29,831,097	\$	(1,314,376)	

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action pact Agency Budget 2023-2024

Revenue:	\$ 26,832,248
Expenses:	
Salary and Wages Fringe Benefits Total Personnel Costs	\$ 12,350,916 5,606,034 17,956,949
Communications Direct Benefits Food Materials and Supplies/IT Mortgage and Interest Property and General Liability Insurance Rent Training and Education Travel Utilities Other Expenses	\$ 289,594 3,380,018 1,444,556 1,496,694 178,000 207,668 227,995 264,246 365,422 228,194 792,911 8,875,299
Total Expenses	\$ 26,832,248

FINANCE/AUDIT COMMITTEE REPORT



Cathy Benton/Committee Chair Hayley Stephens/ Fiscal Director

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action pact, Inc. Finance and Audit Committee Report

September 2023

Summary:

25th (18)

The Finance and Audit Committee meeting was held September 26th. The committee reviewed the five proposals for the auditing services. The committee reviewed proposals by Cleveland Group, Hancock Askew, Mauldin & Jenkins, McNair McLemore Middlebrooks & Co., and WIPFLI. After reviewing and discussing the proposals, the committee voted to proceed with McNair McLemore, Middlebrooks & Co. for two years. After two years, the auditing services will go back out for bid.

Cathy Benton, Finance/Audit Committee Chair

Hayley Stephens, Fiscal Director

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INFORMATION TECHNOLOGY PROGRAM REPORT



Joey Wilkes
IT Director

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PROGRAM REPORT FORM FOR BOARD MEETINGS

NAME OF PROGRAM: <u>Information Technology</u>								
REPORT OF MONTH/YEAR: November 30th, 2023								
PERSON/TITLE REPORTING: Joey Wilkes, IT Director								
SUMMARY OF PROGRAM ACTIVITIES/ACCOMPLISHMENTS:								
 KnowB4 Cyber Penetration Testing ongoing. (See attached report) Fiber, Wi-Fi, & Camera System installed at Hall Richardon Jesup. ATC in some areas sold there fiber to Vyve Broadband working on alternatives. Intercom and door system upgraded at Waycross Office. 								
GRANTS/AWARDS FOR BOARD APPROVAL: YES X NO (If yes, attach Grants/Awards form)								
OTHER ITEMS FOR BOARD APPROVAL:								
None								
Joey Wilkes, IT Director November 30th, 2023 SIGNATURE OF PROGRAM DIRECTOR DATE								

EDUCATION TALENT SEARCH PROGRAM REPORT



Carolyn Blackshear ETS Director

PROGRAM REPORT FORM FOR BOARD MEETINGS

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Educational Talent Search Program

REPORT OF MONTH/YEAR:

November 30, 2023 - Action Pact Board Meeting - Sr. Center - Vidalia, Ga.

PERSON/TITLE REPORTING: Carolyn Crume Blackshear, ETS Program Director

SUMMARY OF PROGRAM ACTIVITIES/ACCOMPLISHMENTS:

The Educational Talent Search Trio Program, which provides academic outreach counseling services, seemingly had another successful year in helping students to reach their fullest academic potential for post-secondary education. Currently, the director and program assistant are busy going through all (1,021) required Educational Talent Search participants' files just to make sure that they comply with program goals and objectives set forth by the U.S. Department of Education.

The deadline for our end of the year Annual Performance Report (APR) for the 2022-2023 Program Year will be December 1, 2023. We are confident that when it is submitted, we will receive the maximum points of 15 once again. This report will be made available to the agency board members as soon as the submission process has taken place. This report will reflect each required program objective, and the required percentage approved by the U.S. Department of Education.

The ETS Program started off the new 2023/2024 program year short of two full time counselor positions in both administrative offices. The Reidsville office lost Mrs. Audra Lee from Metter, Georgia, and welcomed Miss Tykerah Brown, who is from Reidsville, a Trio ETS alumnus, and a graduate of Georgia Southern University. The Waycross office lost one of our long-standing ETS Counselors- Mrs. Patti White, who retired on September 15th, 2023. Mrs. White worked with the ETS Program for over thirty-five (35) years assisting high school students in our target areas with college readiness and financial aid assistance for college. Mrs. White was well known for helping students and their families with finding money for college. Many school counselors called her the "Financial Aid Guru". She will certainly be missed in our Waycross Office and by neighboring high school administrators as well. On September 25, 2023, we welcomed Mr. Andew Piestrak from Blackshear, Ga., and another Georgia Southern University alumni, to the ETS Counselor's position in the Waycross Office. Mrs. Mordena Richardson, our ETS Lead Counselor, has been extremely busy training and working with both counselors in their new respective positions. According to Mrs. Richardson, they are doing an excellent job in working with our ETS students.

Currently, ETS Counselors are helping target area high school counselors organize for "Apply to College Week" in November and assisting high school seniors with college admissions applications throughout the month of November. During this month, college admissions application fees or waived...meaning students do not have to pay for applying to any colleges or universities here in the State of Georgia.

GRANTS/AWARDS FOR BOARD APPROVAL:

Yes:____

No: X

OTHER ITEMS FOR BOARD APPROVAL:

None

Carolyn Crume-Blackshear, ETS Director SIGNATURE OF PROGRAM DIRECTOR

November 9, 2023 DATE

CASA PROGRAM REPORT



Jessica Blackrick
CASA Director

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PROGRAM REPORT FORM FOR BOARD MEETINGS

NAME OF PROGRAM:	Southeast Georgia CASA	
REPORT OF MONTH/YEAR:	November 2023	
PERSON/TITLE REPORTING:	Jessica Blackrick, Director	
SUMMARY OF PROGRAM A	CTIVITIES/ACCOMPLISHMENTS:	
Programs. This training new success strateging FY22, and we served permanency throug	ASA Director, Jessica Blackrick, attending allows leaders from across the sea, and build statewide connections 146 children in the foster care system in reunification, adoption, or per lie of our 4 th annual CASA Poopaloo	state to share information, learn s. We reported our statistics for m. Of those children, 48 achieved manent guardianship. We are
GRANTS/AWARDS FOR BOA (If yes, attach Grants/Awar		NO
OTHER ITEMS FOR BOARD A	APPROVAL: N/A	
<u>Tessica Bľackrio</u> SIGNATURE OF PROGRAM I		October 30, 2023 DATE

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Grants/Awards Form

PROGRAM	Southeast Georgia CASA				
GRANT	Saint Mary's United Methodist Church Foundation				
FUNDING SOURCE	E Saint Mary's United Methodist Church Foundation				
FUNDING PERIOD	FY 2024				
GRANT AMOUNT	\$34,000.00				
COUNTIES SERVED	Charlton & Brantley				
PROGRAM					
GRANT	The state of the s				
FUNDING SOURCE					
FUNDING PERIOD					
GRANT AMOUNT					
COUNTIES SERVED					
PROGRAM					
GRANT	### TO SEE THE PROPERTY OF THE				
FUNDING SOURCE					
FUNDING PERIOD	The state of the s				
GRANT AMOUNT					
COUNTIES SERVED	WHAT WAS TO SHARE THE SHAR				
PROGRAM					
GRANT					
FUNDING SOURCE					
FUNDING PERIOD					
GRANT AMOUNT					
COUNTIES SERVED					

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COMMUNITY CARE PROGRAM REPORT



Linda Steedley
CCSP Director

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PROGRAM REPORT FORM **FOR BOARD MEETINGS**

NAME OF PROGRAM:

Community Care Services Program

REPORT OF MONTH/YEAR: November 2023

PERSON/TITLE REPORTING: Linda Steedley, Community Care Director

SUMMARY OF PROGRAM ACTIVITIES/ACCOMPLISHMENTS:

The goal of the Community Care Services Program (CCSP) is to help seniors and the disabled remain in their homes and communities and avoid nursing home placement. The program's new fiscal year began on July 1, 2023. Listed below is a breakdown of the number clients by our 42-county area since the new fiscal year began:

County	Number of Clients	Southern Countles	Number of Clients
Appling	15	Atkinson	13
Bleckley	16	Bacon	7
Bryan,	10	Ben Hill	18
Bulloch	67	Berrien	14
Candler	13	Brantley	11
Chatham	66	Brooks	15
Dodge	25	Charlton	10
Emanuel	44	Clinch	7
Evans	9	Coffee	45
Glynn	28	Cook	16
Jeff Davis	21	Echols	1
Johnson	12	Irwin	5
Laurens	101	Lanier	3
Liberty	26	Lowndes	55
Long	4	Plerce	14
McIntosh	4	Tift	26
Montgomery	18	Turner	10
Tattnall	16	Ware	34
Telfair	19		
Toombs	46		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
Treutlen	15		
Wayne	17	\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	
Wheeler	13	- William Control of the Control of	
Wilcox	19	hBMIn EU. A' to a number of the second secon	1
TOTAL	624	TOTAL	304

Grand Total: 928

*Note: Counties in bold are in action pact's designated service delivery area.

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The Federal Public Emergency Health Order ended on May 11th, for the frail elderly. What does this mean to our program? We are now required to make home visits to complete initial assessments, annual reassessments, modified reassessments and 90-day care plan reviews. We make our home visits based on which clients have their annual reassessment or 90-day care plan due. Also, we make home visits for initial assessments and modified reassessments. (Note: modified reassessments are completed for those clients that have been in the nursing home for rehabilitation and are returning home to resume their services.) We started preparing a year in advance by making a few home visits each month to see what issues may arise. So far everything has gone smoothly without any major issues.

GRANTS/AWARDS FOR BOARD APPROVAL: OTHER ITEMS FOR BOARD APPROVAL: N/A	YES	_X_NO
Línda B. Steedley		
		11-3-23
SIGNATURE OF PROGRAM DIRECTOR		DATE

WEATHERIZATION PROGRAM REPORT



DeWayne McCurdy
Weatherization Director

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FOR BOARD MEETINGS

NAME OF PROGRAM: Weatherization

REPORT OF MONTH/YEAR November, 2023

PERSON/TITLE REPORTING: Weatherization Director

SUMMARY OF PROGRAM ACTIVITIES/ACCOMPLISHMENTS: As of November 2023

Contract	Amount	Balance
DOE-2023-2024	\$412,651.50	\$157,100.62
HHS-2022-2023	\$484,351.84	\$2157.31
BIL 2022-2027	\$3,292,453.05	\$ 2,775,979.47
HHS-2023-2024	\$707,324.48	\$707,324.48

- 1. Weatherization recently had field monitoring visit. We have received our report and remain at the level of Standard.
- 2. Multiple employees have been taking training classes and are scheduled for more.
- 3. We continue to move forward in operations with our funding sources to help the clients in their needs from weatherization.
- 4. Our field auditing software NEAT/MHEA will be going online around the first of 2024.
- 5. We received an amendment on the DOE BILL 2023-2024 and our new HHS 2023-2024 contract.

GRANTS/AWARDS FOR BOARD APPROVAL: yes

(If yes, attach Grants/Awards form)

OTHER ITEMS FOR BOARD APPROVAL:

DeWayne McCudry

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Grants/Awards Form

PROGRAM GRANT FUNDING SOURCE FUNDING PERIOD GRANT AMOUNT COUNTIES SERVED	Weatherization DOER-WX-HHS-2023-2024 DOE October 2023-September 2024 \$707,324.48 Appling, Atkinson,Bacon,Bulloch,Brantley,Candler Chatham,Clinch,Charlton,Coffee,Evans,Effingham, Jeff Davis,Pierce,Tattnall,Toombs,Ware, amd Wayne
PROGRAM GRANT FUNDING SOURCE FUNDING PERIOD GRANT AMOUNT COUNTIES SERVED	Weatherization DOER-WX-BIL2022-2027: Amendment DOE July 12022-June30 2027 \$3,292,453.05 Appling, Atkinson, Bacon, Bulloch, Brantley, Candler, Chatham, Clinch, Charlton, Evans, Effingham, Jeff Davis, Pierce, Tattnall, Tommbs, Ware, Wayne
PROGRAM GRANT FUNDING SOURCE FUNDING PERIOD GRANT AMOUNT COUNTIES SERVED	
PROGRAM GRANT FUNDING SOURCE FUNDING PERIOD GRANT AMOUNT COUNTIES SERVED	

INDIRECT PROGRAM REPORT



SANDRA MAIGNAN

OPERATIONS DIRECTOR

PROGRAM REPORT FORM FOR BOARD MEETINGS

NAME OF PROGRAM: Indirect
REPORT OF MONTH/YEAR: November 2023
PERSON/TITLE REPORTING: Diang Rogers

SUMMARY OF PROGRAM ACTIVITIES/ACCOMPLISHMENTS:

The program has achieved several noteworthy accomplishments and implemented various activities. We successfully implemented home safety training for parents and plan to extend the training to Head Start children, emphasizing the importance of safety and protocols while making it an enjoyable experience. Safety Officer Mike Mahlum has been instrumental in these efforts, and attending children will receive small tokens as a reward.

In terms of client communication, the program has made changes to the messages clients receive when they call the directory, ensuring a seamless transition and improved assistance. The call flow among agency offices has been restructured, with the Waycross office and Reidsville now receiving calls simultaneously, fostering a unified approach and positive customer service experience.

To enhance response time and better handle increasing call volumes, we have developed a call data trend analysis report. This report helps identify spikes in call volume and assists in allocating administrative assistance and backups effectively. It ensures better coverage and prepares for future demands, such as the LIHEAP program.

Moreover, Safety Office Mike Mahlum and Operations Director Sandra Maignan completed training and compliance for the facilities' emergency action plan, receiving certification in recognition of their readiness to handle emergency situations effectively.

We also prioritizes the professional development of administrative staff. They are currently enrolled in training programs that will enhance their skill sets, promote emotional intelligence, psychological safety, and reduce stress levels. These initiatives aim to create a positive atmosphere for all stakeholders and clients involved.

Finally, as part of brand cohesiveness, we have updated the business sign in Reidsville to display "ActionPact." This change aligns with the program's branding efforts and contributes to a consistent and unified image across all locations.

Overall, the program has made significant strides in:

- promoting safety
- improving client communication
- enhancing response time
- ensuring emergency preparedness
- fostering a positive working environment
- maintaining consistent branding throughout its operations.

GRANTS/AWARDS FOR BOARD APPROVAL: (If yes, attach Grants/Awards form)	YES _	XNO
OTHER ITEMS FOR BOARD APPROVAL:		
SIGNATURE OF PROGRAM DIRECTOR		11/14/2023

EXECUTIVE DIRECTOR PROGRAM REPORT



Diane Rogers
Interim Executive Director
& CSBG Director

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November 2023 Interim Executive Director's Report

Human Resources:

- Initial discussions were held with HR and Head Start Directors to determine root cause of staff turnover in that department.
- Sandra Maignan was hired as Operations Director.
- Since we have an integrated telephone system, all incoming calls ring at both administrative offices, allowing staff in both locations to assist clients. This allows more consistency and helps alleviate staff shortages due to lunch breaks, PTO, and sick leave.
- Our Facilities/Safety Officer is now spending approximately 40% of his time working at our service locations to help ensure the safety of our staff and clients. He previously spent most of his time performing janitorial duties at the Waycross office. We will be utilizing a contractor to provide weekly services (floors and restrooms) and office staff now take care of most of their own needs (keeping kitchen clean, taking office trash to the back, etc.)

Fiscal:

 HUD officials in Atlanta are working on a solution for the mortgage we hold on the property in Coffee County. The property currently houses five individuals who are receiving mental health services so the foreclosure process was halted until we can be certain that those individuals won't lose access to the services they need.

Programmatic

• We received an email from Dr. Jasma Smith from DCA regarding the Emergency Solutions Grant that ended December 2022. Action pact was awarded the grant but subcontracted with the Okefenokee Alliance for The Homeless (OATH) to provide the direct services. The services were primarily rental assistance, relocation assistance, and temporary shelter assistance.

A virtual monitoring was conducted in April 2023 and there were three findings, all related to programmatic issues. The client files were missing a substantial amount of

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required documentation. We requested reimbursement without ensuring that the client files were in compliance with the contract.

I am working with our Fiscal Support Specialist, Sarah Simmons, to determine if we can obtain the required documentation. Once we are satisfied that we've corrected all that we can, I will work with Dr. Smith at DCA to hopefully reduce the "findings" to "areas of concern". This is important because the findings show up on our audit and could possibly negatively impact our standing with current and future funders.

As the contractor, it was our responsibility to ensure the subcontractor (OATH) was following contract guidelines. The contract was negotiated and fully managed by staff without program experience, despite having Program Directors with that experience.

Planning

- We have contracted with S.A. Howell to provide our community needs assessment. Mr. Howell has extensive experience, and his pricing was lower than all other comparable bidders.
- A link to the online survey was emailed to all board members on November 16, 2023.
 Please complete and share with other community leaders so that we can obtain as much information as possible. County Coordinators and Head Start Center Coordinators are currently working to collect information from at least 300 clients. Staff will also complete surveys.

Focus groups will also be conducted during the next 90 days.

- I will be working on documentation for our Organizational Standards review during November and December. It will probably require a virtual board meeting for approval of some required items so I will work with Chairman Burse to schedule a meeting.
- I have been working with Georgia Community Action Association (GCAA) Executive Director, Consuela Thompson, on identifying issues that are common during times of transition. I plan to take advantage of their free services which include consultation, strategic plan development and implementation, and training.

Diane C. Rogers

PROGRAM REPORT FORM FOR BOARD MEETINGS

NAME OF PROGRAM: Community Services

REPORT OF MONTH/YEAR: November 2023

PERSON/TITLE REPORTING: <u>Diane Rogers, Community Services Director</u>

SUMMARY OF PROGRAM ACTIVITIES/ACCOMPLISHMENTS:

Nutrition Program for the Elderly

- Georgia Power's annual golf tournament in McCrae on September 15th was a success with all proceeds to benefit our Senior Nutrition programs. They have not provided us with a total, but they estimate we will receive approximately \$5,000.
- The Wayne County Seniors will move into the Hall Richardson facility in Jesup beginning November 27th. Although it is a shared space, the facility is much larger than the current facility (Tabitha's Place). The County is reapplying for CDBG funding to construct a new center. We are very grateful to James Thomas as well as the entire Commission Board for their commitment to the Seniors in Wayne County.
- o The Appling County Commission approved the purchase of a used meal-delivery vehicle.

Low-Income Home Energy Assistance Program (LIHEAP)

- The 2024 LIHEAP season will begin December 1 for elderly and medically homebound households with a total allocation of \$3,673,605. This is a small initial allocation, and we expect to receive more, but haven't been given any indication regarding the size or timing for additional allocations.
- The benefit amount has increased significantly and will now be determined by fuel type as well as household income. We anticipate the average benefit amount will be \$590.
- All low-income households may begin applying January 2, 2024 if funding is available.

Georgia State Health Insurance Program

Open Enrollment began early in October and Georgia SHIP staff and volunteers have been very busy assisting Medicare-eligible individuals in the 35 counties we serve. 364 individuals received counseling and staff attended numerous outreach events in October.

I would like to recognize the Community Services Coordinators and Center Staff for stepping up and taking on additional responsibilities during my time as Interim Executive Director. I could not have taken on the new role without their support and commitment.

GRANTS/AWARDS FOR BOARD APPROVAL: (If yes, attach Grants/Awards form)	YES	_XXO
OTHER ITEMS FOR BOARD APPROVAL: N/A		
Diane C. Rogers		November 15, 2023
SIGNATURE OF PROGRAM DIRECTOR		DATE

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