

Annual Report 2018-2019



**First Start
Partnerships**
for Children & Families

Growing **Hearts**
&
Minds

A Message from the President & CEO



Annette Searfoss Ph.D.
President & CEO

First Start Partnerships for Children and Families, formerly Franklin County Head Start, had an amazing year. We have a new name, a new mission statement, and a new organizational structure. Excellence is our focus, with one five-year goal – national accreditation through the National Association for the Education of Young Children (NAEYC).

Why do all of this? First, because Franklin County's children, families and communities deserve great early childhood education programs, not just good programs. Second, because our organization has grown significantly in the past 10 years, and offers so much more than the Head Start program. Third, because partnerships are so important to our vision, that we wanted to put "partnerships" in our name and our mission statement.

First Start Partnerships for Children and Families is growing hearts and minds, through partnerships with families, school districts, churches, health care, housing, Cumberland Valley School of Music, United Way, county government, early intervention, and more. Our outstanding Board of Directors, our parent-led Policy Council and parent-led Activity Council, and 100+ engaged staff members share the leadership opportunities and challenges that come with continuous quality improvement.

I invite you to learn more about us in this Annual Report, and through our new website at www.firststartpartnerships.org. Then consider how you might partner with us to ensure that each child arrives ready for kindergarten.

Our Vision:

For Children: To ensure school readiness by providing high quality education and strong foundations for social, emotional and physical development.

For Families: To create stronger, healthier families by ensuring access to community resources, increasing positive parenting practices and providing opportunities for personal growth.

For Communities: To build more vibrant communities through advocacy, education, collaboration, and commitment to building stronger families.



READY CHILDREN

Our mission

We partner with families, schools and communities to ensure each child arrives ready for kindergarten.



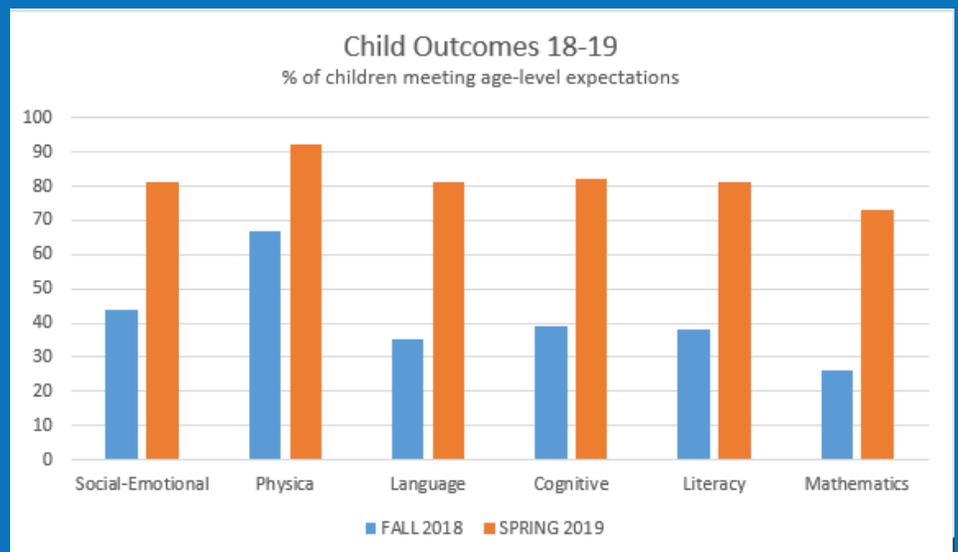
Early childhood is a unique developmental stage, with 90% of children's brain connections developing by four years of age. High quality early childhood education ensures that children enter school with the social, emotional and cognitive skills they need.

Joleen Leach, a mother in our Waynesboro Head Start program, says, "My oldest received help from his teachers with his speech and they work with them all on their motor skills as well as learning their colors, numbers, alphabet and shapes." Joleen noticed that her children also "came out of their shells" with intentional teaching of social and emotional skills, such as empathy and forming friendships.

Families, teachers and family advocates work together. "First Start Partnerships for Children and Families is a huge help and is teaching kids things we don't even think to teach them," says Gabrielle Lamar, a parent with two children currently in our program.

With parent permission, school districts receive data about each child's development as he or she transitions to kindergarten. School districts also help us better understand what we can do to prepare each child.

This year, 81% of our Head Start Children had the skills needed for kindergarten in all developmental areas except math. All children made significant developmental gains from the beginning of the school year.



A Message from the Board President



Gladys H. Leon
Board President,
First Start
Partnerships

First Start Partnerships for Children and Families prepares our community's youngest learners for tomorrow. We have changed our talk and walk in an effort to increase services for children in our community. This journey began with our name change to First Start Partnerships for Children and Families. We set-out to change the public's perception of our organization as we offer so much more than Head Start services. We have partnered with other agencies in our community such as Waynesboro School District, Keystone Health, WellSpan Health and Cumberland Valley School of Music. Together, we provide services for families and children that start with prenatal outreach and continue until they walk through the doors of our elementary schools, well prepared and ready to learn. We are following a dream to become the early childhood experience of choice for families in our community. As we strive toward this vision, we are laying the foundation for change as our targeted goal is to receive accreditation from the National Association for the Education of Young Children (NAEYC) which is a certification of outstanding services in the field of early childhood education. Following the carefully planned steps created in our Strategic Plan along with support of our Board Members, Parent Support Groups and Leadership Team, we will reach this goal by July of 2023.

During the 2018-19 program year we have fully met all outcomes of year one of our Strategic Plan.

- We are fully compliant with the Head Start Program Performance Standards. This is evident in our Head Start & Early Head Start Monitoring Review as well as our Pre-K Counts Program Review.
- We provided staff development using research-based approaches informed by child, family and community data as evident in our Head Start & Early Head Start Training and Technical Assistance Plans.
- We provided an Arts-Integrated Pre-school program in three classrooms in partnership with Cumberland Valley School of Music and supported by the United Way of Franklin County.

We have achieved many milestones during the first year of our strategic plan. We look forward to accomplishing much more throughout year two of our planned journey towards excellence. In order to reach these goals, we need your community support, as well as additional partnerships, to provide unparalleled opportunities for our students and their families. If you or your business are interested in partnering with us on our journey, please reach out to any member of our team. We welcome all community connections because with your hands and ours invested in the children of Franklin County, we can enhance their experiences to ensure they arrive in elementary school ready to learn.

"The important thing is not so much that every child should be taught, as that every child should be given the wish to learn." John Lubbock



Teaching Through the Arts

Music, movement and visual arts quickly engage children in learning. Our Arts-Integrated Preschool Program at LifePoint Church, funded by United Way and the Office of Head Start, gives 60 children daily experiences taught by Cumberland Valley School of Music (CVSM) artists.

CVSM artists plan the experiences in partnership with the teaching staff and families to ensure children are meeting and exceeding learning standards.

HEAD START AND EARLY HEAD START QUICK FACTS

Head Start

- 358 Children and 330 Families were served in 2018-2019
- 89% Average monthly enrollment
- 34% of Franklin County's eligible children served
- 96% of children received medical exams and 85% dental exams

Early Head Start

- 146 Children and 118 Families were served in 2018-2019
- 94% Average monthly enrollment
- 6% of Franklin County's eligible children served
- 62% of children received medical exams and 37% dental exams

STRONGER FAMILIES

Preschool goes to high school

When Dr. Tod Kline became Waynesboro's superintendent in 2017, he already knew the importance of early childhood to the district's future education outcomes, as well as the community's economic and cultural growth.

Waynesboro Area School District expanded its Pre-K Counts, state-funded early childhood programs in partnership with First Start Partnerships for Children and Families.

One of those classrooms opened in the high school in 2018, to complement the Family Consumer Science program. Children benefited immediately when students, teachers and staff all supported the classroom teachers to provide multiple early childhood experiences.

The high school model was so successful, Waynesboro opened an entire wing of the high school dedicated to young children, families and the students learning about early childhood development.



PRE-K COUNTS QUICK FACTS

- 339 Children and 284 Families were served in 2018-2019
- 94.8% Average monthly enrollment
- 12% of eligible children served
- 86% of children received medical and dental exams



Funding and Expenditures

At the close of the 2018-19 program year, First Start Partnerships for Children & Families (FSP), the grantee for the Head Start program in Franklin County, was funded to serve a total of 668 children with federal and state funds.

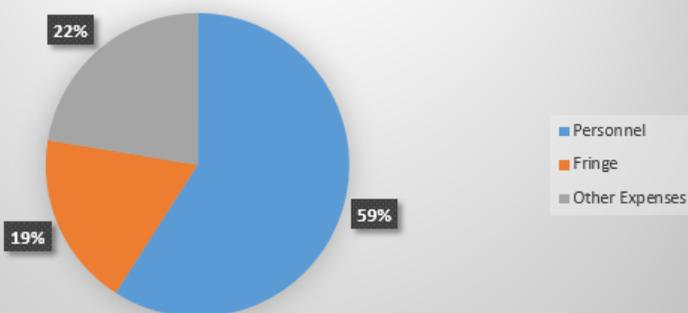
In FY2019 FSP received \$3,267,572 in federal funding from the Administration for Children & Families to serve 351 children. FSP received \$408,003 in Pennsylvania State Head Start Supplemental Assistance Program (HSSAP) funds to serve 30 children.

Partnerships with five Franklin County school districts resulted in \$2,446,645 in Pennsylvania Pre K Counts (PKC) funds to serve 287 children.

Combined, the organization received \$6,122,220 to operate the Head Start, Early Head Start & PreK Counts programs. In both the Federal and State budgets, personnel wages and benefits assume the majority of expenses; 77.61% of the total FY2019 unaudited federal budget, 70.75% of the 2018-19 HSSAP final approved budget and 88.26% of the 2018-2019 Pre K Counts final approved budget.

\$1 million
increase in revenue
to educate
71 more
children
in
2018 - 2019

Head Start / Early Head Start
FY 2019



OFFICE OF HEAD START

An Office of the Administration for Children & Families





VIBRANT COMMUNITIES

Classrooms in Communities

First Start Partnerships for Children and Families relocated two classrooms to better serve our Head Start eligible families.

Families in our Chambersburg Head Start program can choose a classroom at the Franklin County Housing Authority, an ideal location for those families living there or in the downtown Chambersburg Area.



luminest
community development

In Waynesboro we have a Head Start classroom at Mt. Vernon Terrace, operated by Luminest (formerly Valley Community Housing Corporation) as an option. Families living in the housing development and surrounding area can easily participate in their child's early care and education with this convenient location.

One parent volunteered daily to help serve lunch last year. She enjoyed the classroom so much that she is now employed as a Classroom Support Staff member, and is taking courses to learn more about children and the early childhood profession.

Partnerships make our program, and our communities, vibrant places for learning for children - and for families.

WHAT'S NEW!

Early Childhood Apprenticeship Program

Partnering with Shippensburg University for high quality, credit-bearing professional development for our teachers.

Teaching young children is a complex, but rewarding career. Teacher preparation and continuing education for all teaching staff - Lead Teachers, Assistant Teachers, and Classroom Support Staff - must be multi-faceted to prepare our teachers to do this complex work.

Shippensburg University, a long-time teacher education partner, is launching a new way of preparing teachers in the birth through age 5 classrooms. The Early Childhood Apprenticeship Program is an officially registered apprenticeship program, which includes college level coursework, on-the-job learning, and salary increases.

Nine of our new Head Start Classroom Support Staff are completing their first course in Fall 2019, supported by Coaches, trained and supported by a Shippensburg University Mentor. Thank you to everyone who is participating in this innovative work.



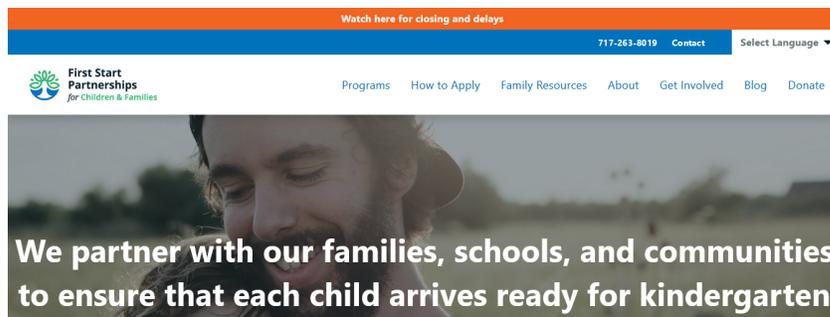
Franklin County Head Start becomes First Start Partnerships for Children and Families



First Start Partnerships
for **Children & Families**

First Start Partnerships for Children and Families launches a new website!

Child applications now accepted online



In the fall of 2018, First Start Partnerships partnered with Cross & Crown to redesign the organization's website. This project produced a user friendly site with several new and improved features including the ability to apply for our programs online. The new design provides information regarding all three of First Start Partnerships programs; Head Start, Early Head Start and Pre-K Counts. Anyone visiting the site can submit inquiries or contact the program with a click of the mouse.



The site was fully launch in February 2019 and included the option to apply online. Families can now complete the entire child application for the program online through a direct link to an external site, ChildPlus.net, the electronic database used by First Start Partnerships. Other features include a blog and resources for families and the community.



BOARD OF DIRECTORS

Gladys Leon, Board President
Jennifer Hawbecker, Board Vice President
Ms. Yolanda Slimmer, Secretary

Board Members:

Robert L. Thomas	Dr. Paul Sick
Carolyn Clouser	Casy Bogner
Alice Elia, M.Ed.	Ryan Elbel
Dr. Joanne Cochran	Ryan Fritz
Ms. Ann Spottswood	Dr. Tod Kline
Dr. Linda L. Thomas Worthy	Tabitha Curtis

Program Directors:

Nicole Nicholson, Early Head Start Director
Diane Hummel, Head Start Education Director
Heather Diehl, Head Start Family Services Director
Jessica Hatch, Pre-K Counts Director

Administration:

Lori Angle, Finance Assistant
Kim Holtry, Human Resources Director
Jessica Kreigline, Finance Director
Melisa Ostrowski, Communications Director



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www.firststartpartnerships.org



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