

**REACH-UP, INC.'S**  
**ANNUAL REPORT TO THE PUBLIC**

(Fall 2022)

**Mission Statement**

*Reach-Up Head Start & Early Head Start provides comprehensive education and support services that strengthen Children and their families who are experiencing low income.*

**Core Values**

*We Value:*

- *All relationships and base them on integrity, trust and respect;*
- *Strength-based partnerships with children, families, and community agencies;*
- *Uniqueness and diversity within communities.*

**Vision Statement**

*Reach-Up Head Start & Early Head Start is recognized throughout the community and state as a family focused early childhood developmental model of excellence that has lasting impact.*

350 Highway 10 South Suite 100 | St. Cloud MN, 56304  
Voice: 320.253.8110 | Fax: 320.253.1107 | [www.reachupinc.org](http://www.reachupinc.org)

**Reach-Up Head Start and Early Head Start provides comprehensive education and support services that strengthen young children and their families who are experiencing low-income.**

## Actual Revenue 2021-2022

| <b>Funding Source</b>               | <b>Amount</b>                  |
|-------------------------------------|--------------------------------|
| Federal Head Start/Early Head Start | \$ 3,788,738                   |
| Federal HS/EHS One-time COVID/ARP   | \$ 199,026                     |
| State Head Start/Early Head Start   | 976,831                        |
| MDE Early Learning Scholarships     | 125,641                        |
| USDA/CACFP                          | 141,804                        |
| Morgan Family Foundation            | 1,674                          |
| United Way of Central MN            | 35,834                         |
| Child Care Receipts                 | 32,214                         |
| Other Receipts & Donations          | 5,866                          |
| Total                               | <hr/> 5,307,628                |
| InKind                              | 856,093                        |
| Total with InKind                   | <hr/> \$ 6,163,721 <hr/> <hr/> |

350 Highway 10 South Suite 100 | St. Cloud MN, 56304  
Voice: 320.253.8110 | Fax: 320.253.1107 | [www.reachupinc.org](http://www.reachupinc.org)

**Reach-Up Head Start and Early Head Start provides comprehensive education and support services that strengthen young children and their families who are experiencing low-income.**

**2022-23 Projected Budget**

Revenues \$ 6,328,872

Expenditures:

Salaries & Benefits 3,908,778

Contracted Services 36,417

Equipment 6,033

Supplies 57,660

Travel & Vehicle Repair 99,070

Space & Rental 743,809

Food 197,194

Professional Fees 29,501

Other Expenses 328,679

InKind 936,271

Total Expenditures with InKind \$ 6,343,412

Excess Revenues over Expenses \$ (14,540)

350 Highway 10 South Suite 100 | St. Cloud MN, 56304  
Voice: 320.253.8110 | Fax: 320.253.1107 | [www.reachupinc.org](http://www.reachupinc.org)

**Reach-Up Head Start and Early Head Start provides comprehensive education and support services that strengthen young children and their families who are experiencing low-income.**



**CLASS Mean Scores**

**(Classroom Environment), Scale of 1-7**

Fed. Rev. 2018 Reach-Up Assessment (2021-2022)

|                        |         |                                 |
|------------------------|---------|---------------------------------|
| Emotional Support      | 6.1875  | 5.82 (above “recomp” threshold) |
| Classroom Organization | 5.9479  | 5.21 (above “recomp” threshold) |
| Instructional Support  | 2.3229* | 3.18 (above “recomp” threshold) |

(“Recomp” = 5 ,5 ,2.3 “Quality” = 6 ,6, 3)

**Parent Involvement Activities**

Parents and other family members are offered the opportunity to be involved in their children’s’ programming from the initial enrollment. Specifically, families are encouraged to attend site-based parent meetings, to visit or volunteer in the classroom, to serve on the Policy Council, to serve on Reach-Up’s advisory committees, to attend MHSA-sponsored trainings, to attend the annual MHSA parent conference, and to participate in other relevant activities. (72 HS and 39 EHS) current and/or former Reach-Up parents volunteered in their children’s programming throughout the 2021-2022 year.

**Preparation For Kindergarten**

Reach-Up facilitates the successful transition of past Head Start children and their families into the elementary school system. Reach-Up supports families through individualized home visits and supports kindergarten teachers and/or principals through transition meetings.

During the 2021-2022 program year:

- 103 families whose child enters kindergarten for the 2022-2023 school year received some type of Kindergarten Transition service.

350 Highway 10 South Suite 100 | St. Cloud MN, 56304  
Voice: 320.253.8110 | Fax: 320.253.1107 | [www.reachupinc.org](http://www.reachupinc.org)

**Reach-Up Head Start and Early Head Start provides comprehensive education and support services that strengthen young children and their families who are experiencing low-income.**

### School Readiness Goals

Reach-Up realizes that a critical purpose of all its programs is to prepare children to enter the K-12 educational system on an equal “playing field” with their peers. To that end, the following specific school readiness goals were set effective for the 2021-2022 program year:

Goal #1: 100% of the children who have been in the program all year will meet or exceed widely held developmental expectations in the five primary domains (Social Emotional, Language and Literacy, Approaches to Learning, Cognitive and General Knowledge, Physical Development) as measured by Gold-On-Line. Due to COVID, enrollment was significantly reduced. Therefore, these results are based on the following number of children (HS: n = 87 and Home based and EHS: n = 43)

| Results: <u>4 year olds</u> | <u>3 year olds</u> |                               |
|-----------------------------|--------------------|-------------------------------|
| 92%                         | 94%                | Social-Emotional              |
| 98%                         | 100%               | Physical                      |
| 97%                         | 100%               | Language & Literacy           |
| 95%                         | 100%               | Cognitive & General Knowledge |
| 100%                        | 100%               | Approaches to Learning        |

Goal #2: 100% of the children who have been in the program all year will demonstrate developmental progress in the five domains (Social Emotional Development, Language and Literacy, Approaches to Learning, Cognitive and General Knowledge, Physical Development and Health) as measured by Gold-On-Line.

Results: HS = 74% and EHS = 77%

350 Highway 10 South Suite 100 | St. Cloud MN, 56304  
Voice: 320.253.8110 | Fax: 320.253.1107 | [www.reachupinc.org](http://www.reachupinc.org)

**Reach-Up Head Start and Early Head Start provides comprehensive education and support services that strengthen young children and their families who are experiencing low-income.**

### **Family Engagement in Transitions**

#### **(Head Start → Kindergarten)**

100% of parents, who complete individualized kindergarten transition visits prior to kindergarten entry, will indicate increased knowledge and/or skills related to helping their children and families be ready for kindergarten as measured by the Kindergarten Transition Family Survey.

In 2021-2022, 100% of parents who completed individualized kindergarten transition visits prior to kindergarten entry indicated increased knowledge and/or skills related to helping their children and families be ready for kindergarten as measured by the survey

### **Parent Engagement Goals**

- Re: Family Well-Being: 85% of families who set housing, financial, or health goals (and have follow-up) will meet at least one goal. 37% met this goal.
- Re: Positive Parent-Child Relationships & Families As Lifelong Educators: 47% of families who set an “achievement gap” goal (and have follow-up) will meet the goal. 46% met this goal..
- Re: Families As Learners & Family Connections to Peers and Community: A minimum of 200 Reach-Up families will demonstrate parent participation/education (e.g., parent meetings, parent education classes, socializations, parent conferences/referral visits). 163 families demonstrated participation.
- Re: Families as Advocates and Leaders: A minimum of 20 Reach-Up families will be represented in parent leadership positions throughout the agency (e.g., policy council, parent meetings). 15 families were represented.

350 Highway 10 South Suite 100 | St. Cloud MN, 56304  
Voice: 320.253.8110 | Fax: 320.253.1107 | [www.reachupinc.org](http://www.reachupinc.org)

**Reach-Up Head Start and Early Head Start provides comprehensive education and support services that strengthen young children and their families who are experiencing low-income.**

**August 2022 Community Assessment’s significance for Reach-Up Head Start**

Reach-Up Head Start as an ongoing practice, tracks and collects pertinent data for future planning. When comparing our most current data there has been new and relevant findings since our 2020 Community Assessment. Some data sources have remained stagnant due to the pandemic and some resources are beginning to update their data. This evolution makes the research challenging and yet interesting to review. Reach-Up’s goal is to address and revisit some of the relevant findings from the 2020 community assessment and review more recent data and come to a conclusion of new relevant findings.

| Relevant Findings 2022   | Importance to Reach-Up and steps Reach-Up may consider  |
|--|---|
| <p>According to the parent survey, there may be at least 25 children that need childcare. (2020)</p> <p><i>* Parent Surveys since fall 2020 have all been COVID related— distance learning, best way to provide Parent education and meetings.</i></p> | <p>Reach-Up has been monitoring and collecting data in regards to extended day child care services. Much of the data that we’ve reviewed is from a behavior perspective and staff turnover.</p> <p>Children in this program are provided Head Start services from 8:00-3:00 with drop-off between 7:30-8:00 and pick-up by 5:00 PM. We have a total of 17 children attending this program. According to data from our Mental Health team we’ve seen an increase of support for children in this environment. We contribute it to longer days and noticeable parent stress at drop-off and pick-up. Reach-Up staff work with both children and families to create a solid and safe foundation. We use Conscious Discipline for both children and parents. We also support families with a variety of Parent Education.</p> <p>We also have PIR data that staff turnover is high in this environment. Staff are with students for their entire shift as well as working 5 days per week. Since the January 2017 our Child Care Center has had turnover of 3 ECA’s and 6 Teachers with a variety of lengths of stay.</p> <p><i>Response:</i></p> <p><i>Reach-Up will expand to 2 extended day child care center classrooms. We will reduce the number of children in the</i></p> |

350 Highway 10 South Suite 100 | St. Cloud MN, 56304  
 Voice: 320.253.8110 | Fax: 320.253.1107 | www.reachupinc.org

**Reach-Up Head Start and Early Head Start provides comprehensive education and support services that strengthen young children and their families who are experiencing low-income.**

|                                |   |
|--------------------------------|---|
|                                | <p><i>classroom from 17 to 12. However this will overall increase the number families supported from 17 to 24.</i></p> <p><i>Reach-Up will keep the same staffing patterns with 4 full time staff-2 Teachers and 2 Early Childhood Assistants.</i></p> <p><i>Reach-Up Coaching staff will provide these 2 extended day programs with coaching supports specifically with the use of the Creative Curriculum.</i></p> <p><i>Reach-Up will ensure that the classroom staff will be provided extra breaks for staff as needed and additional planning time.</i></p>  |
| Classrooms are safe and secure | <p>According to the data from our Mental Health team we've seen a steady increase, over the past 3 years, of children displaying unsafe behaviors. We attribute this to increased stress families are feeling through the pandemic, and community neighborhoods where our families reside experiencing an increase of criminal and violent behaviors. Data provided by the St. Cloud Police has shown a steady increase in a variety of emergency calls over the past 3 year. Additionally, our St. Cloud classrooms are located in moderate to high crime areas.</p> <p><i>Response:</i></p> <p><i>Reach-Up's Safety committee will ensure that our buildings are safe and secure, and safety protocols and procedures are being reviewed and routinely practiced in order to keep children and staff safe.</i></p> <p><i>Reach-Up will ensure that we have adequate numbers of capable and competently trained staff, over the licensing requirement when possible, in the classroom.</i></p> <p><i>Reach-Up will ensure that we have Mental Health staff available for support with behavior guidance and communicating with the family.</i></p> <p><i>Reach-UP has recruited a St Cloud Police member to join our Board of Directors.</i></p> |
| Staff shortage                 | Staff shortages in our Head Start program could be a result of a variety of circumstances. Central Minnesota is experiencing low  |

350 Highway 10 South Suite 100 | St. Cloud MN, 56304  
 Voice: 320.253.8110 | Fax: 320.253.1107 | www.reachupinc.org

**Reach-Up Head Start and Early Head Start provides comprehensive education and support services that strengthen young children and their families who are experiencing low-income.**

unemployment rates and Minnesota as a whole is experiencing a 1.8% unemployment rate. (Have Ychart. Com) The unemployment rate greatly impacts our non-degreed positions such as Early Childhood Assistants, Cultural Navigators and Food Service Support staff.

Our staff shortage could also be attributed to our inability to compete with nearby employers who are offering higher wages. This can affect both our non-licensed and licensed employees. Manufacturing and fast food employees are paying more than our starting pay for non-licensed staff and area school districts also pay much more than what Reach-Up can compete with.

*Response:*

*Reach-Up is participating in a wage study conducted in a 5 state region with the Minnesota Head Start Executive Director coordinating this work. This will continue to provide Reach-Up with data that can do a comparison of the similar jobs and wages to Reach-Up.*

*Reach-Up is researching a reduction in federal and state slots. We would ask for the same dollar amount but use those extra dollars to increase wages to entice future employees, and to allow us to increase current employee wages. We need to compete with the world outside of Reach-Up to bring those new staff members to us. Reach-Up also understands the value of our current staff and the time, effort and dollars invested into these individuals and how difficult it would be to replace them.*

*Reach-Up has created a Marketing Team to identify effective strategies to best reach out community and partners, making them aware of our staff recruitment needs. Team members are regularly attending a variety of recruiting and resource fairs. We've also partnered with other organizations to boost our visual and social media presence. This team, as a long term goal, is meeting with higher education establishments to understand and tackle the lack of Early Childhood Educators in our area.*

350 Highway 10 South Suite 100 | St. Cloud MN, 56304  
Voice: 320.253.8110 | Fax: 320.253.1107 | [www.reachupinc.org](http://www.reachupinc.org)

**Reach-Up Head Start and Early Head Start provides comprehensive education and support services that strengthen young children and their families who are experiencing low-income.**

|   |   |
|---|---|
|   | <p>Other PK offerings in the area</p> <ul style="list-style-type: none"> <li>Rotary PK associated with District 742</li> <li>School District</li> <li>Boys and Girls club—Oakhill</li> <li>Community based Preschools</li> </ul>  |
| <p>A 'back log' at medical facilities for Child and Teen well child check-ups</p> | <p>The State of Minnesota has shifted their previous ownership of the Child and Teen well child checkup funds from the County level directly to the medical and dental facilities. There's a back log now as the medical facilities are attempting to create their own systems due to the shift of dollars and responsibilities. This is causing a delay in families getting their child into medical and dental facilities for appointments and consequently immunizations.</p> <p><i>Response:</i></p> <p><i>Reach-Up will continue to support families with letters, phone messages and emails to remind them that their child needs a checkup.</i></p> <p><i>Reach-Up will become familiar with the new systems that medical facilities are using to support families.</i></p> <p><i>Reach-Up will become familiar with the 'bonus' opportunities for families when they complete appointments.</i></p> |

350 Highway 10 South Suite 100 | St. Cloud MN, 56304  
 Voice: 320.253.8110 | Fax: 320.253.1107 | www.reachupinc.org

**Reach-Up Head Start and Early Head Start provides comprehensive education and support services that strengthen young children and their families who are experiencing low-income.**