



Head Start
Early Head Start



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

(Fall 2023)

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.

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Annual Report - 2023

Actual Revenue 2022-23

Funding Source	Amount
Federal Head Start/Early Head Start	\$3,902,969
Federal HS/EHS One-time COVID/ARP	\$ 230,748
State Head Start/Early Head Start	889,614
MDE Early Learning Scholarships	217,898
USDA/CACFP	104,307
Morgan Family Foundation	23,326
United Way of Central MN	22,874
Medica Foundation	875
Child Care Receipts	74,213
Other Receipts & Donations	6,642
Total	5,473,466
InKind	905,227
Total with InKind	<u>\$6,378,693</u>

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2023-24 Projected Budget

Revenues	\$6,904,924
Expenditures:	
Salaries & Benefits	4,555,470
Contracted Services	43,881
Equipment	12,744
Supplies	82,400
Travel & Vehicle Repair	52,168
Space & Rental	615,753
Food	176,552
Professional Fees	28,257
Other Expenses	377,697
InKind	<u>961,110</u>
Total Expenditures with InKind	<u>\$6,906,032</u>
Excess Revenues over Expenses	\$ <u>(1,108)</u>
(a negative balance is merely timing of when the grant is received compared to when spent)	

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Highlights 2023-2024

Enrollment

Head Start Funded Enrollment	242
Early Head Start Funded Enrollment	81
Head Start Avg Monthly Enrollment	56% (Sept 22'-June 23')
Early Head Start Avg Monthly Enrollment	71% (Sept 22'-June 23')

EHS & HS Children Who Are Up-To-Date For Preventative/Primary

Health Care Services:	HS=99%, EHS=94%
HS Children With Continuous, Accessible Dental Care:	HS=81%, EHS=46%

Compliance

Fiscal Reviews and Audits:

An independent audit by CliftonLarsonAllen CPA firm for the fiscal year ending March 31, 2023 provided an unmodified opinion which is the highest level of assurance a CPA firm can provide.

Minnesota Department of Education did a Fiscal Monitoring Review of the Head Start grant for the period ending June 30, 2022. No issues were identified.

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CLASS Mean Scores

Classroom Assessment Scoring System

(Classroom Environment), Scale of 1-7

<u>Reach-Up Assessment (2022-2023)</u>	<u>2021-2022 Score Increase</u>
5.92 (above "recomp" threshold)	+ .10
5.35 (above "recomp" threshold)	+ .14
3.87 (above "recomp" threshold)	+ .39

(Federal "Recomp" = 5 ,5 ,2.3 "Reach-Up Head Start Quality Strategic Plan" = 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. (96 HS and 45 EHS) current and/or former Reach-Up parents volunteered in their children's programming throughout the 2022-2023 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 2022-2023 program year:

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

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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 2022-2023 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. These results are based on the following number of children (HS: n = 55 and Home based and EHS: n = 21)

Results: <u>4 year olds</u>	<u>3 year olds</u>	
98%	95%	Social-Emotional
98%	95%	Physical
100%	95%	Language & Literacy
98%	95%	Cognitive & General Knowledge
98%	96%	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 and Desired Results Developmental Profile.

Results: HS = 91% and EHS = 89%

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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 2022-2023, 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. 44% 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. 55% 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). 188 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). 10 families were represented.

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Fall 2023 Community Assessment’s significance findings 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 2022 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 2022 community assessment and review more recent data and come to a conclusion of new relevant findings.

Relevant Findings 2023	Importance to Reach-Up and steps Reach-Up may consider												
<p>Poverty Rates in our Service Area</p>	<p>Reach-Up was curious about the number of children living in poverty in our 3 county service area—Stearns, Benton and Sherburne Counties. This is not new information for Reach-Up to gather however, due to the pandemic, data has not been as accessible as in the past years. The Community Assessment Team dug through data to find that Stearns County has the highest rate of poverty of children younger than 18 years of age.</p> <table border="1" data-bbox="535 772 1323 945"> <thead> <tr> <th></th> <th>Stearns</th> <th>Benton</th> <th>Sherburne</th> </tr> </thead> <tbody> <tr> <td>MDH less than age 5 (2019)</td> <td>19.1%</td> <td>12.6%</td> <td>9.7%</td> </tr> <tr> <td>Kids Ct less than age 18 (2022)</td> <td>13.5%</td> <td>8.7%</td> <td>6.0%</td> </tr> </tbody> </table> <p>Minnesota average 12% Birth to 5 years old</p> <p>This information was gathered from Department of Human Services and Kids Count. This information does conclude that Reach-Up is providing services to the highest poverty area with many sites in Stearns County primarily in the St Cloud area.</p> <p><i>Response:</i> <i>As the Community Assessment Team analyzed the poverty information the Team concluded that we would recommend that Reach-Up reconnect with the local WIC clinics. Reach-Up had been part of WIC in the past but with WIC being moved from Tri-Cap to the County both the School District and Head Start was asked to not participate. The County Nurses have presented at Reach-Up Family Services events. Reach-Up will research and question about joining the WIC clinics again.</i> <i>The Team also discussed the importance of our Staff understanding the ‘life’ of poverty. Central MN United Way provides a Poverty Simulation. Once again, due to the pandemic, our agency has not taken part in this simulation for a few years. Reach-Up has new staff that would gain insight by participating. The Poverty Simulation has been scheduled for the December 2023 All Staff.</i></p>		Stearns	Benton	Sherburne	MDH less than age 5 (2019)	19.1%	12.6%	9.7%	Kids Ct less than age 18 (2022)	13.5%	8.7%	6.0%
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Child Care Data

The Community Assessment Team reviewed data from the Parent Aware—Minnesota’s Region 7 child care data. Region 7 includes our service area of Stearns, Benton and Sherburne Counties. We were shocked at the cost of child care in these areas.

	Stearns	Benton	Sherburne
Wkly Infant	\$254	\$203	\$260
Wkly PK	\$199	\$165	\$208

The Team also was also shocked by the low number of non-rated Parent Aware Child Care Sites.

PARENT AWARE

Parent Aware is a quality rating system that helps *Minnesota* parents find high-quality child care and early education providers.

It works like this:

- Child care providers volunteer to participate in the program and receive a star rating based on a set of quality measures.
- Star ratings are made available to families to use when they shop for child care.
- Participating providers receive support and coaching to improve their rating and maintain top quality.

<https://www.parentaware.org/#/>

We were curious and decided to ask our Reach-Up Caregivers what factors impacted them to bring their child to Head Start. (4 classrooms had full survey responses)

Question	Parent Response
4-Star rating/High quality	7
Word of Mouth	1
Classroom times	7
Parent Opportunities	1
Low cost/no cost	8
Resources	4
Close to home/work	6
Staff in the classroom speak my child’s home language	3

Response:

This data supports the factors that Parents are continuing to look for a High Quality Program, with class times that fit their family’s schedule and low/no cost program. Again this supports that Reach-Up is providing what most families are seeking and with a 4 Star Rating are providing high quality care and education.

The Team also pondered the facts of specific availability of Child Care in our service area. We have a long waiting list for our Early

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	<p><i>Head Start classroom. This document will support the research of adding additional EHS classroom when our program becomes fully enrolled.</i></p> <p><i>Another support to our full enrollment is to research the possibility of opening a child care for Staff. This would be a for-profit adventure.</i></p> <p><i>The Team will also research the possibility of providing a 4-6 week paid Maternity/Paternity leave for Staff.</i></p>												
<p>Staff shortage/Unemployment (Continuation of Reach-Up's Relevant Findings of 2022)</p>	<p>Staff shortages in our Head Start program could be a result of a variety of circumstances. Central Minnesota is experiencing low unemployment rates and Minnesota as a whole is experiencing a 3.10% unemployment rate. (Have Ychart. Com)</p> <table border="1" data-bbox="524 577 1336 682"> <thead> <tr> <th></th> <th>Stearns</th> <th>Benton</th> <th>Sherburne</th> </tr> </thead> <tbody> <tr> <td>July 23'</td> <td>4.0%</td> <td>2.3%</td> <td>3.6%</td> </tr> <tr> <td>Sept 23'</td> <td>3.9%</td> <td>2.5%</td> <td>3.5%</td> </tr> </tbody> </table> <p>The unemployment rate greatly impacts our non-degreed positions such as Early Childhood Assistants, Cultural Navigators and Food Service Support staff.</p> <p>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.</p> <p><i>Response:</i></p> <p><i>2022</i></p> <p><i>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.</i></p> <p><i>2022</i></p> <p><i>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.</i></p> <p><i>2023</i></p> <p><i>Reach-Up is currently waiting to hear about the decision on the Change of Scope to increase wages of all Staff.</i></p>		Stearns	Benton	Sherburne	July 23'	4.0%	2.3%	3.6%	Sept 23'	3.9%	2.5%	3.5%
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	<p><i>2022</i> <i>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.</i></p> <p><i>2023</i> <i>Continue to reach out to Higher Education and other Early Childhood agencies to attempt to make Reach-Up known in the community and share resources.</i></p> <p><i>2023</i> <i>Increase hours for Early Childhood Assistants—Attract, Retain and increase Quality.</i> <i>Reach-Up has worked with TT&A services to write a Full Enrollment Initiative that will support the enrollment of all slots.</i></p>
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2023 Community Assessment Team:

- Kristi Monsour; Mental Health Coordinator
- Briana Hollis; Nutrition Coordinator
- Jill Eickhoff; Ed and Disabilities Coordinator
- Mary Mackedanz; Executive Director

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