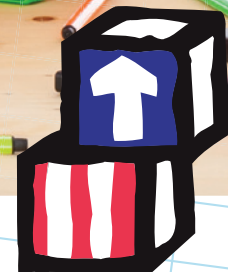


# HEAD START

Providing high-quality early  
childhood education and  
comprehensive services  
since 1965

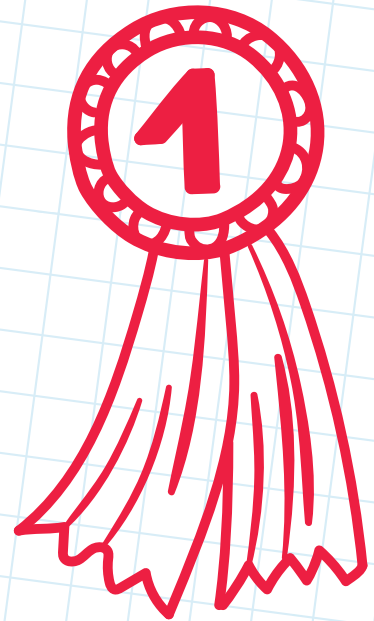


Orange County Head Start 2022-2023 Annual Report



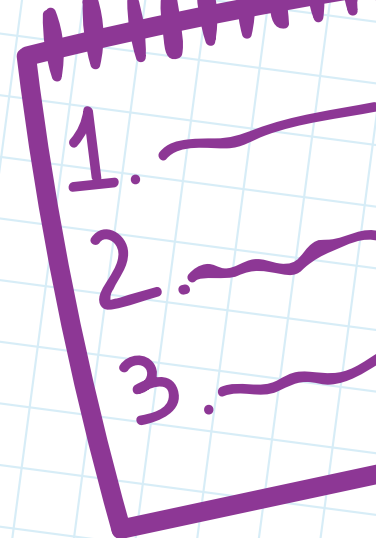


"Intelligence plus character- that is the goal of true education."





# CONTENTS



Our Governing Board .....	4
Mayor's Letter.....	5
Message from the Director .....	6
Mission Statement .....	8
Program Goals .....	9
Budget Information.....	10
Program Characteristics .....	11
Efforts to Prepare Children for Kindergarten .....	12
4 Year Old Outcome Analysis - Norm-Reference ..	13
Parent Involvement Activities .....	14

# Orange County Government

## OUR GOVERNING BOARD



**Jerry L. Demings**  
Orange County Mayor



**Nicole Wilson**  
Commissioner  
District 1



**Christine Moore**  
Commissioner  
District 2



**Mayra Uribe**  
Commissioner  
District 3



**Maribel Gomez Cordero**  
Commissioner  
District 4



**Emily Bonilla**  
Commissioner  
District 5



**Mike Scott**  
Commissioner  
District 6





# MAYOR'S LETTER

Greetings!

It is my pleasure to present the 2022-2023 Orange County Head Start Annual Report in collaboration with the Head Start Policy Council.

The Head Start program was founded by President Lyndon Johnson and is one of the oldest operating federal programs in the United States offering high quality early childhood education and development services to low-income families at no cost. Orange County Head Start proudly serves 1,536 children ages three to five years at 23 locations throughout the county in 83 classrooms including operating on 12 campuses in partnership with Orange County Public Schools. Orange County's early childhood education program is governed jointly by the Orange County Board of County Commissioners and the Head Start Policy Council.

The annual report highlights a year of achievements, community partnerships, educational collaboration, business engagement and philanthropic contributions. Parental engagement is a key component of the program's success and this year, we had nearly 900 Guest Readers in our classrooms, allowing parents and community members to actively participate in the educational journey of our children. I would like to acknowledge Darnellion Brown, who was honored as Father of the Year by the state and Region IV Head Start Association. He is a shining example of a parent's commitment to his child's education.

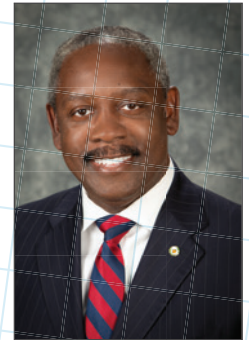
Thank you to the dedicated Head Start staff, volunteers, and community partners for supporting our youngest learners and their families. Your commitment has helped make Orange County Head Start the leading institution for early childhood education in Central Florida.

Sincerely,



Jerry L. Demings

Orange County Mayor



**Jerry L. Demings**  
Orange County Mayor



# MESSAGE FROM THE DIRECTOR

## Greetings!

As the Director of Orange County Head Start (OCHS), it is with great pride that I present our annual report for the 2022-2023 year. This report encapsulates our unwavering commitment to early childhood education and our community's future - the children.

This year, we have had the privilege of receiving funds to serve **1,536** children across **83 classrooms** situated in **23** locations throughout Orange County. Our partnership with Orange County Public Schools has been instrumental, allowing us to operate on 12 campuses and fostering a nurturing educational environment.

**Program Goals and Achievements** Our program is driven by five core goals:

1. Professional Development
2. Staff Retention
3. Physical Health and Mental Wellness
4. Technology
5. Families

In the pursuit of these goals, our 4-year-olds have excelled, surpassing the benchmark in the five essential early childhood development domains with an impressive average of 94%.

**Challenges and Overcoming Adversity** Despite facing the Great Resignation and staff shortages that prevented us from serving our fully funded enrollment, we have made significant strides. The aftermath of COVID-19 posed considerable challenges, yet we have successfully reduced teacher turnover rates from 23% to 12% and teacher assistant turnover from 21% to 13%.

**Organizational and Financial Initiatives** Through organizational restructuring and key financial strategies, such as increased compensation and incentives, we have stabilized our workforce. Our management team has also undertaken additional goals:

- Completing a wage comparability study
- Aggressive recruitment of staff and students
- Expanding Child Development Associate classes for parents

These initiatives have yielded a **9% salary increase**, the hiring of **111 full-time employees**, and a **95% program enrollment rate**.

**Community Partnerships** OCHS is deeply grateful for the robust network of community partnerships that have been pivotal in enriching our program and extending our reach. These alliances have not only supported our infrastructure but have also contributed to the holistic development of the children and families we serve.

**Educational Collaborations** Our enduring partnership with Orange County Public Schools (OCPS) has been the cornerstone of our success. By sharing resources and expertise, we have created a seamless educational pathway

for our students. The integration of OCHS classrooms within OCPS campuses has fostered a cohesive learning environment that prepares our children for the transition to public school education.

**Local Business Engagement** Local businesses have played a significant role in supporting OCHS. From providing resources for classroom activities to sponsoring events, their involvement has been a testament to the community's investment in early childhood education. This year, we established 15 new contracts with local businesses, further expanding our network of support.

**Philanthropic Contributions** The generosity of foundations such as the I.S. Hankins & Johnson Foundation, which provided over \$25,000 in-kind, has been instrumental in advancing our program goals.

**Parental Involvement** Parental engagement is a key component of our program's success. This year, we had 865 Guest Readers in our classrooms, allowing parents and community members to actively participate in the educational journey of our children. This initiative not only supports literacy development but also strengthens the bond between our program and the families we serve.

**Professional Partnerships** In collaboration with VyStar Credit Union, we instituted Financial Fitness Fridays, a program designed to empower our staff with financial knowledge and resources. This initiative has led to over \$300,000 in loan forgiveness, the opening of savings accounts, and a broader understanding of financial planning among our staff.

**Recognition and Awards** We are proud to acknowledge the achievements of individuals within our community, such as Darnellion Brown, who was honored as Father of the Year by the state and Region IV Head Start Association. Such accolades highlight the personal commitment and contributions of our families to the OCHS community.

**Future Collaborative Endeavors** Looking forward, we are excited to explore new partnerships and strengthen existing ones. Our goals for the upcoming year include partnering with OCPS High Schools that offer Early Childhood certification to create a workforce initiative, which will not only benefit our program but also contribute to the broader educational landscape of Orange County. Rebuilding playgrounds to make them safer, and locating additional space so the program can prioritize for the 3-year-olds.

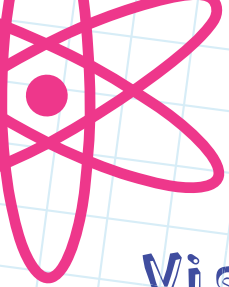
In collaboration with Mayor Jerry Demings, the Board of County Commissioners, and the OCHS Policy Council, we are committed to continuous improvement and excellence in service. Our operational and financial performance reflects our dedication to the children and families of Orange County.

Sonya Hill  
Head Start Director





"Each day is a fresh chance  
to expand one's idea."



## Vision Statement

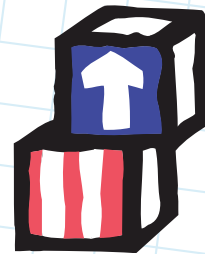
Orange County Head Start: School-Ready Children and Self-Reliant Families

## Mission Statement

Orange County Head Start provides high-quality comprehensive services to low-income children and their diverse families through collaborative partnerships.

## Philosophy

Orange County Head Start believes in providing high-quality, comprehensive services for children and families by providing developmentally appropriate, supportive learning environments for children. We embrace diversity and support families as they become self-reliant. We believe in providing opportunities for staff professional development and supporting employee wellness. We believe in collaborative partnerships and teamwork.



## "READY MINDS, HEALTHY BODIES"

### Values

- High-Quality Comprehensive Services
- School Ready Children and Self-Reliant Families
- Employee Personal and Professional Development and Well-Being
- Diversity and Teamwork
- Family Involvement and Participation
- Collaborative Partnerships and Community Support



# PROGRAM GOALS



## Goal 1:

Orange County Head Start will be a learning organization in which staff engages in continuous improvement to reach their potential and improve children and family outcomes (Professional Development)

## Goal 2:

Orange County Head Start will create an environment that supports staff retention and reduces turnover. (Staff Retention)

## Goal 3:

Orange County Head Start will enhance the physical health and mental wellness of staff, children and families by developing a comprehensive wellness approach. (Physical Health and Mental Wellness)

## Goal 4:

Orange County Head Start will design and build a technology infrastructure that will provide students, families and staff with access to resources and education to increase children's achievement of the skills needed to thrive in a globally connected world. (Technology)

## Goal 5:

Orange County Head Start will identify and partner with community agencies to provide services and resources to increase family wellbeing and to assist families to become self-reliant (Wellbeing of Families)



# BUDGET INFORMATION

Federal Grant Period: Oct. 1, 2022 Sept. 30, 2023



## TOTAL AMOUNT OF PUBLIC AND PRIVATE FUNDS BUDGETED AND THE AMOUNT FROM EACH SOURCE

**\$15,953,825**

Office of Head Start

**\$ 2,300,000**

County GFIFT Funds

**\$ 1,455,155**

USDA

**\$ 1,414,800**

VPK

## EXPLANATION OF BUDGETARY EXPENDITURES AND PROPOSED BUDGET FOR FY 2022-2023

The proposed budget for FY 2022-2023 was \$21,223,780. Funds received were used to provide full-year, full-day comprehensive early childhood development services for 1,536 children and support to their families. Total expenditures of federal and non-federal funds for FY 2022-2023 were **\$19,676,381**. All federal funds were used to cover salaries, cost of living increases, operation of services and training. The non-federal match (in-kind) was used to assist with salaries and operational expenses.

**\$11,737,043**

Services

**\$1,546,103**

Administration

**\$377,316**

Disability

**\$156,870**

Training

**\$1,455,155**

USDA

**\$624,625**

VPK

**\$255,911**

Health and Dental

**\$2,072,021**

Family, Parent and Community  
Engagement

**\$679,285**

Facilities

**\$694,296**

\*American Recovery Act (One  
Time Funds)


**\$77,756**

\*Disaster Assistance  
(One Time)

**FINANCIAL AUDIT RESULTS** There were no findings for the FY 2022-2023 Fiscal Audit.

**FEDERAL REVIEW RESULTS** No Federal Reviews took place for FY 2022-2023



A young girl with short dark hair is smiling and looking towards the right. She is wearing a colorful, patterned shirt. In the background, two other children are visible, one in a light green shirt and another in a red shirt, both looking in the same direction. The setting appears to be a classroom or a similar indoor space.

"In learning you will teach and in teaching you will learn." – Phil Collins





**Pumpkin Exploration**

How big is the pumpkin?

Small medium large

How many seeds are in the pumpkin?

Our guess:

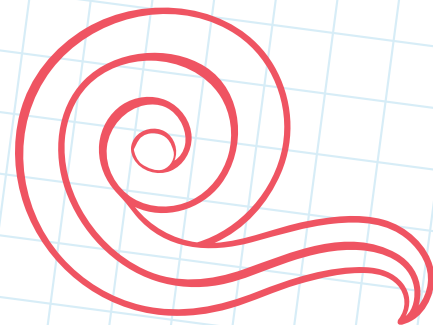
We found:

Make a prediction

"A good education can change anyone. A good teacher can change everything." - Unknown



# PROGRAM CHARACTERISTICS



## PROGRAM CHARACTERISTICS

The Orange County Head Start Division promotes school readiness by enhancing the social and cognitive development of children through the provision of educational, health, nutritional, social and other relevant services.

**1,536**

Funded Enrollment

**780**

Enrollment spaces available as full working day/full calendar year

**5**

Days Per Week

**23**

Head Start Centers

Program Option: Center-based setting

**83**

Classrooms

### CHILDREN AND FAMILY SERVICES FUND

**1,486**

Total Number of Children Served

**6**

2 Year Old

**697**

3 Year Old

**783**

4 Year Old

### ENROLLMENT BY TYPE OF ELIGIBILITY FUND

**652**

Income below 100%

**616**

Public Assistance

**9**

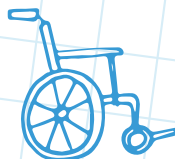
Foster Child

**172**

Homeless

**37**

Over Income



**14%**

of children (189) had a Diagnosed Disability

### FAMILIES BY TYPE

**520**

Two-Parent Family

**866**

Single-Parent Family

## HEALTH SERVICES



**1,241**

Medical exams



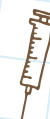
**559**

Dental exams



**2**

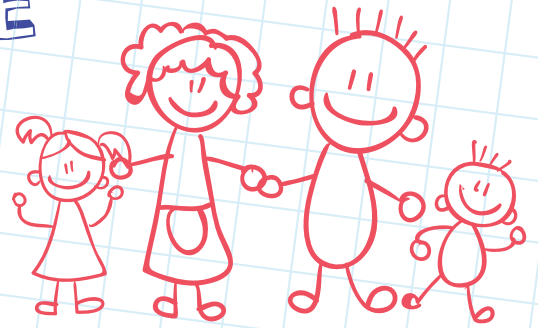
Dental treatments



**1,442**

up to date on Immunizations

# EFFORTS TO PREPARE CHILDREN FOR KINDERGARTEN



Orange County Head Start utilizes the High-Scope Curriculum which promotes research-based teaching practices to support children's development and learning in all Head Start Early Learning Outcomes Framework (ELOF) domains. The program uses the Galileo Pre-K assessment tool, G3 Assessment Scales, to evaluate children's developmental progress. Teachers complete baseline assessments for each child and regular, ongoing observation and documentation of progress using the structured assessments provided.

At the end of the 2022-2023 school year, 682 children transitioned to kindergarten. The child assessment data that follows reflects their developmental level for each essential domain area and school readiness goal. The developmental level (DL) scores indicates the children position in the Galileo developmental progression a validated system in comparison with the nation. As the graph demonstrates progress was made in relation to their starting point and all children were above the predicted developmental learning levels by the end of the school year. The outcomes prove that Orange County Head Start children are extremely well prepared academically, socially and emotionally for the next stage of their education.

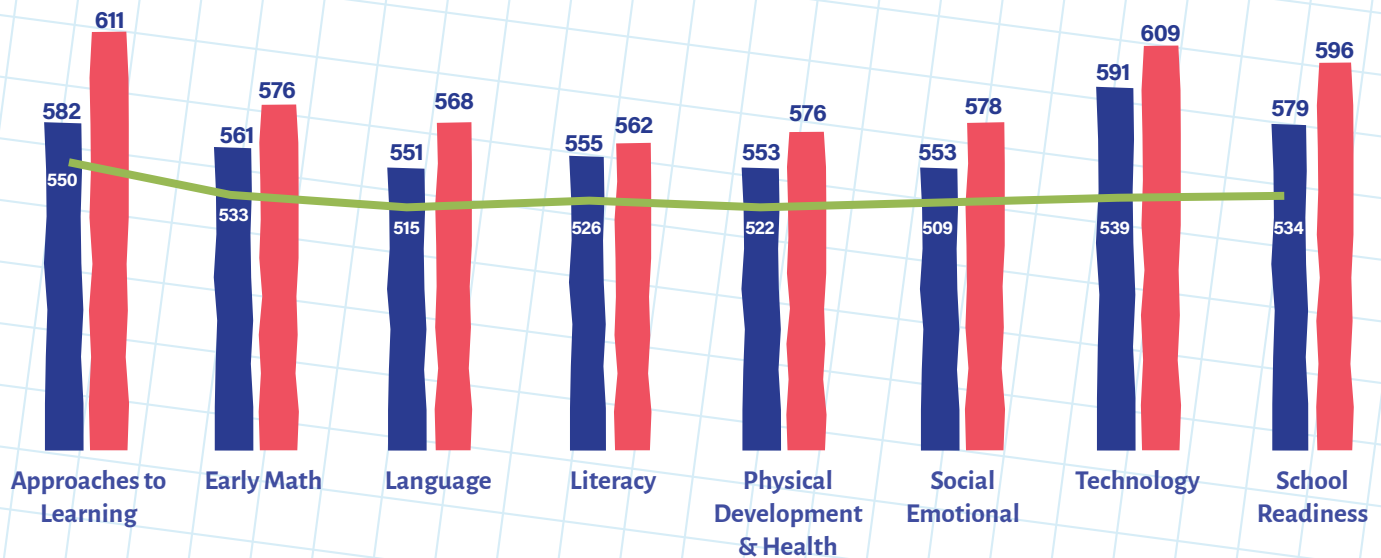




# 4 YEAR OLD OUTCOME ANALYSIS - NORM-REFERENCE

Four Years Old (4 yrs) Aug 2022- May 2023

■ Nation 4 years old children ■ OCHS 4 years old children ■ May Benchmarks



# PARENT INVOLVEMENT ACTIVITIES



**For Me, For You, For Later** is a 4-week financial literacy program designed by PNC Bank and Sesame Street for 3 to 5-year old's, as well as their families. Our parents benefit from the program by becoming more aware of their finances and learning how to talk to their children about how to manage money and make good choices. This is the third year the program has been offered to families and there have been significant gains in the number of families that participated. During the 2022-2023 school year, we had **76** participants.

**24/7 Dad** is a unique program designed to equip fathers with the self-awareness, compassion and a sense of responsibility that every good parent need. It focuses on building the man first; father second, better skills in caring for children and building relationships with the mother of their children. OCHS philosophy behind the 24/7 Dads program is to support the growth and development of fathers and children as caring and compassionate people who treat themselves, others, and the environment with respect and dignity. During the 2022-2023 school year **15** dad's participated.

**Abriendo Puertas/Opening Doors** it is the Nation's first evidence-based comprehensive training program developed by and for Latino parents with children ages 0-5. The program supports parents as leaders of their families and as the child's first teacher. It is also 12 wk. / 1.5 hours, with a pre-post surveys and a graduation at the conclusion. During the 2022- 2023 school year, we had **42** participants.

**Jobs Partnership** this program is a boot camp for life and work, with trained volunteer coaches and practical teaching that transforms the head and heart. This program connects the participants to the right people, resources and employers, with the goal of a fulltime, family-sustaining careers. During the 2022-2023 school year, we had **2** participants.



"The future belongs to those who believe in the beauty of their dreams." – Eleanor Roosevelt.







"A book is a gift you can open again and again." – Garrison Keillor.



# COMMUNITY PARTNERS

Discount School Supply

Kaplan Early Learning Company

Lakeshore Learning Materials

Ana G. Mendez University

Florida State University

University of Central Florida - Project Jump Start

Orange County Public Schools

Dr. Phillips Center for Performing Arts (Project WOW)

Gift of Swimming

University of Central Florida

Orange County Public Schools

Foster Grandparents

Volunteers for Community Impact (Otter Program)

VyStar Credit Union

Second Harvest Food

Orange County Public Schools

Orange Blossom Family Health/Pediatrics

Kinder Consulting & Parents Too

Nemours Foundation

Pamela Rowe Speech (physical therapy)

Pamela Rowe Speech (speech & occupational therapy)

Preschool Diagnostic & Intervention Services (PDIS)

Shepherd's Hope

Therapy Essentials

True Health

Children's Home Network (Children's Home, Inc.)

Voluntary Prekindergarten Education

Homeless Services Network of Central Florida

Orange County Fire Rescue

\* Orange County Library System

Winter Park Library

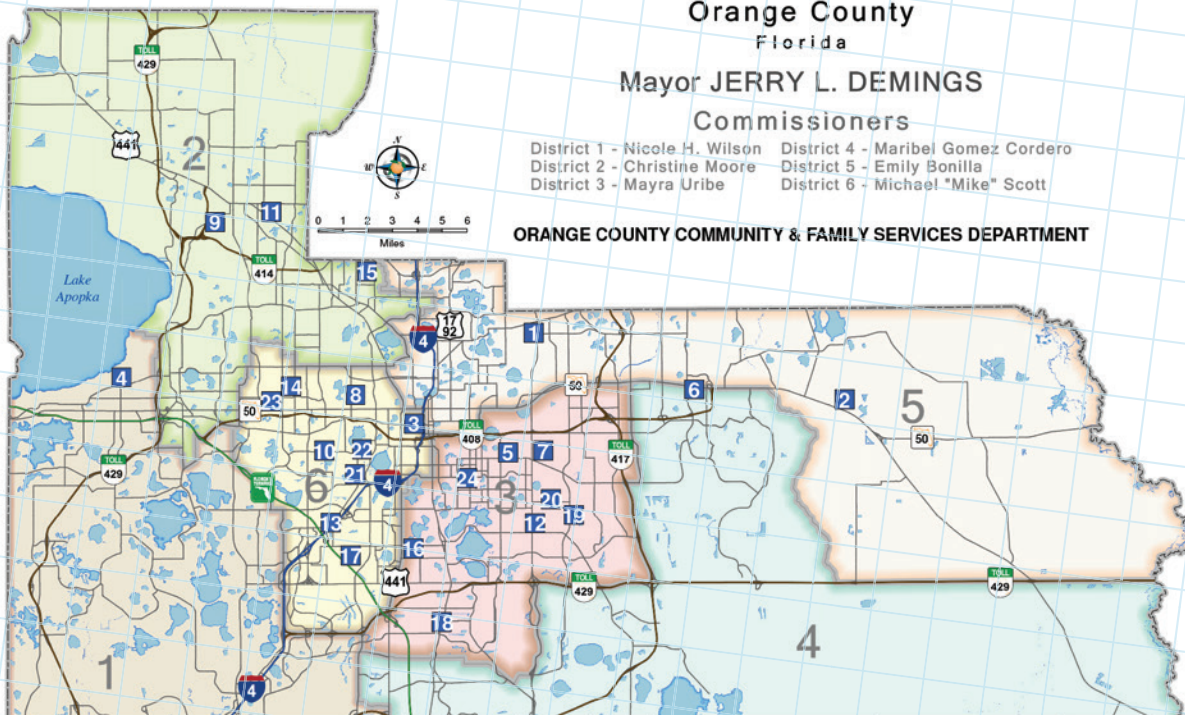
University of Central Florida College of Nursing

Grace Medical Home

City of Orlando

Early Learning Coalition

*\*New Partners*



## Orange County

Florida

Mayor JERRY L. DEMINGS

### Commissioners

District 1 - Nicole H. Wilson  
 District 2 - Christine Moore  
 District 3 - Mayra Uribe  
 District 4 - Maribel Gomez Cordero  
 District 5 - Emily Bonilla  
 District 6 - Michael "Mike" Scott

### ORANGE COUNTY COMMUNITY & FAMILY SERVICES DEPARTMENT

NUM	NAME	ADDRESS	CITY	ZIP CODE	NUM	NAME	ADDRESS	CITY	ZIP CODE
1	Aloma Elementary	2549 Scarlet Rd.	Winter Park	32792	13	Millenia Elementary	5301 Cypress Creek Blvd.	Orlando	32811
2	Bithlo Community Center	13501 Washington Ave.	Orlando	32820	14	Pine Hills Comm Center	6408 Jennings Rd.	Orlando	32818
3	Callahan Community Center	101 N. Parramore St.	Orlando	32801	15	Fiverside Elementary	3125 Pembroke Dr.	Orlando	32810
4	Dillard Street Elementary	311 N. Dillard St.	Winter Garden	34787	16	South Orlando YMCA	810 W. Oak Ridge Rd.	Orlando	32809
5	Dover Shores Elementary	1200 Gaston Foster Rd.	Orlando	32812	17	Southwood Community Center	6225 Brookgreen Av.	Orlando	32809
6	East Orange Center	12050 East Colonial Dr.	Orlando	32826	18	Taft Community Center	9504 S Orange Av.	Orlando	32824
7	Engelwood Elementary	5985 La Costa Dr.	Orlando	32807	19	Three Points Elementary	4001 South Goldenrod Rd.	Orlando	32822
8	Hal P Marston Center	3933 W D Judge Dr.	Orlando	32808	20	Ventura Elementary	4400 Woodgate Blvd.	Orlando	32822
9	John H Bridges Center	445 W 13Th St.	Apopka	32703	21	Washington Shores ELC-Annex	2500 Bruton Blvd.	Orlando	32811
10	Lila Mitchell Head Start	5151 Raleigh St.	Orlando	32811	22	Washington Shores Elem.	944 W Lake Mann Dr.	Orlando	32805
11	Lovell Elementary	815 Roger Williams Rd.	Apopka	32703	23	West Oaks Elementary	905 Dorsher Rd.	Orlando	32818
12	McCoy Bementary	5225 South Semoran Blvd.	Orlando	32822	24	HS Administration Office	2100 E Michigan St.	Orlando	32806



## Orange County Head Start

2100 E. Michigan St.

Orlando, FL 32806

Phone: 407-836-6590



HEAD  
START