

2023

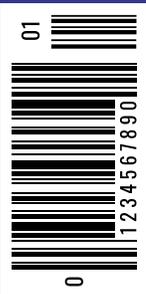
2024

ORANGE COUNTY HEADSTART

ANNUAL REPORT



PROVIDING HIGH-QUALITY
EARLY CHILDHOOD EDUCATION
AND COMPREHENSIVE
SERVICES SINCE 1965



ORANGE
COUNTY
GOVERNMENT
FLORIDA



“EARLY CHILDHOOD EDUCATION IS THE FOUNDATION UPON WHICH FUTURE SUCCESS IS BUILT, NURTURING YOUNG MINDS AND FOSTERING A LOVE FOR TEACHING”

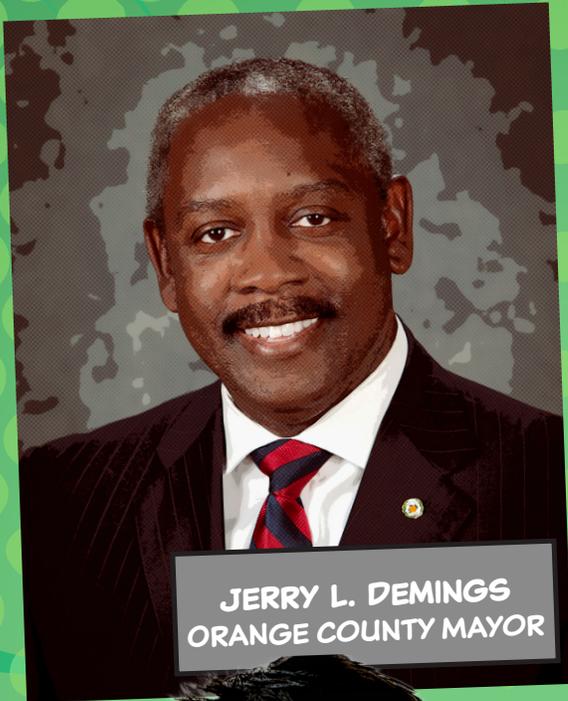
Orange County Head Start shares its annual reports with the public by publishing them each spring on the Orange County Government Early Childhood webpage. These reports highlight the organization’s various programs, activities and accomplishments. Additionally, the organization disseminates information through its Policy Council and Parent Committees, as well as during public meetings.

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OUR GOVERNING BOARD



JERRY L. DEMINGS
ORANGE COUNTY MAYOR



NICOLE WILSON
COMMISSIONER DISTRICT 1



CHRISTINE MOORE
COMMISSIONER DISTRICT 2



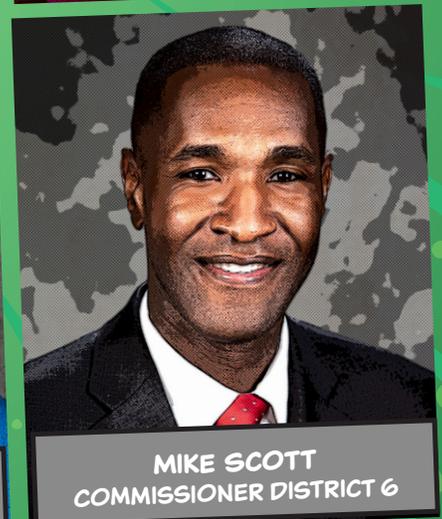
MAYRA URIBE
COMMISSIONER DISTRICT 3



MARIBEL GOMEZ CORDERO
COMMISSIONER DISTRICT 4



KELLY MARTINEZ SEMRAD
COMMISSIONER DISTRICT 5



MIKE SCOTT
COMMISSIONER DISTRICT 6



MAYOR'S LETTER

Greetings!

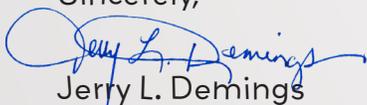
It is my pleasure to present the 2023-2024 Orange County Head Start Annual Report in collaboration with the Head Start Policy Council.

The Head Start program, founded by President Lyndon Johnson, is one of the longest-running federal initiatives in the United States. It provides high-quality early childhood education and development services to low-income families at no cost. Orange County Head Start proudly serves 1,536 children aged three to five years across 23 locations throughout the county, operating in 85 classrooms and on 9 campuses in partnership with Orange County Public Schools. The governance of Orange County's early childhood education program is a collaborative effort between the Orange County Board of County Commissioners and the Head Start Policy Council.

The annual report highlights a year filled with achievements, community partnerships, educational collaborations, business engagement, and philanthropic contributions. Parental involvement is a vital element of the program's success. In 2024, we welcomed nearly 1,355 guest readers into our classrooms, allowing parents and community members to actively participate in our children's educational journeys. The results from the Federal monitoring CLASS Assessment exceeded the quality threshold, placing Orange County in the top 10% of Head Start programs nationwide. Additionally, Orange County Head Start received several awards and recognitions, including the 2024 Florida Head Start Association and Region IV Head Start Association Corporate Award for our collaborative partnership with the Orlando Science Center, as well as the Edward Zigler Award for our partnership with the Delta Xi Lambda Chapter of Alpha Phi Alpha Fraternity, Incorporated, and the I.S Hankins Johnson Foundation.

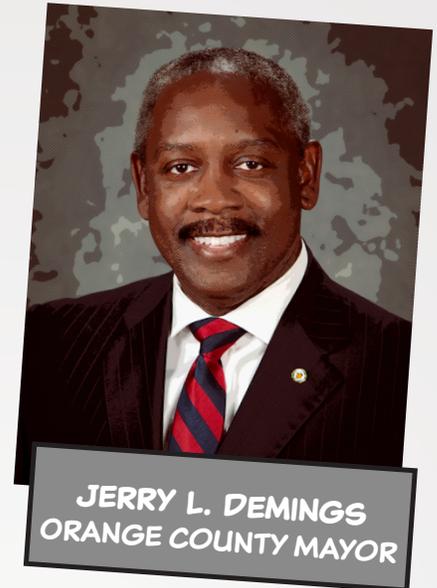
Thank you to the dedicated Head Start staff, volunteers, and community partners for supporting our youngest learners and their families. Your unwavering commitment and passion have been essential in establishing Orange County Head Start as the leading institution for early childhood education in Central Florida.

Sincerely,



Jerry L. Demings

Orange County Mayor



MESSAGE FROM THE DIRECTOR

Greetings!

As the Head Start Director for Orange County, it is my privilege to present the 2023-2024 Annual Report for the **Orange County Head Start Program**—a program dedicated to laying the foundation for the success of children and the broader community. Since my appointment in 2016, I have had the honor of leading this program through significant milestones, including growth in enrollment, strategic improvements in staff development, and increased family engagement. Our commitment to high-quality early childhood education has always been unwavering, with a focus on fostering the intellectual, emotional, and social development of children during the most critical period of brain development.

Throughout the years, the program has made tremendous strides in increasing access to services, improving operational efficiency, and strengthening community partnerships. In the 2023-2024 school year, the program served **1,536 children** across **85 classrooms**, spanning **23 preschools, 9 county facilities, and 13 leased spaces** within Orange County Public Schools. These efforts reflect a sustained commitment to the children and families of Orange County, ensuring that every child receives the educational foundation they deserve to succeed in school and in life.

The strength of the program is driven by the leadership of **Orange County's governing board**, consisting of **Mayor Jerry Demings** and the **County Commissioners**, whose steadfast support has been crucial in ensuring continued success. The county's leadership not only prioritizes early childhood education but also advocates for resources and policies that benefit families and staff. During the past year, the program benefited from a combined **\$5.6 million investment in salaries** across the **FY 23 and FY 24** fiscal years—a reflection of the County's commitment to workforce development. Employees received **3.5% to 9.0% COLA increases**, which exceeded the **2.35%** provided by the federal government. This investment, coupled with workforce retention strategies, places the program ahead of many other Head Start programs across the country, particularly as new federal workforce initiatives are rolled out.

Retention strategies have focused on mental wellness, creating a supportive and positive work environment, offering competitive pay, providing sign-on bonuses, and ensuring that staff have access to continuous professional development opportunities. These efforts contribute not only to the well-being of the team but also to the consistency and quality of the services provided to children and families.

A key accomplishment of the year has been the program's ability to consistently meet and exceed federal requirements. In compliance with the Head Start Program Performance Standards, the program successfully enrolled and maintained **97%** of funded enrollment throughout the **2023-2024 school year**—a testament to the program's

ability to overcome challenges and meet the needs of the community. Moreover, the program exceeded the federal requirement that **10% of funded enrollment be children with disabilities**, achieving this goal within just **three months of the school year**. This swift action reflects a strong commitment to inclusivity and ensuring that all children have access to the services and support they need.

Another key indicator of the program's success is the **CLASS** (Classroom Assessment Scoring System) scores, which ranked among the **highest 10% of the nation**. This achievement is a direct reflection of the **high level of student-teacher interactions** and the **productive classroom environments** fostered by dedicated and well-trained staff. The CLASS scores underscore the program's commitment to providing a nurturing, engaging, and supportive learning environment for every child.

This year, the program has seen a tremendous level of family engagement. Parents contributed **44,174 hours** of volunteer service—equating to an economic impact of over **\$1.17 million**. **Four hundred twenty-three parents** participated in **financial literacy training**, and **45 families** who were previously homeless successfully secured housing. These outcomes reflect the critical role that families play in supporting children's education, and the program is honored to be a partner in their journey.

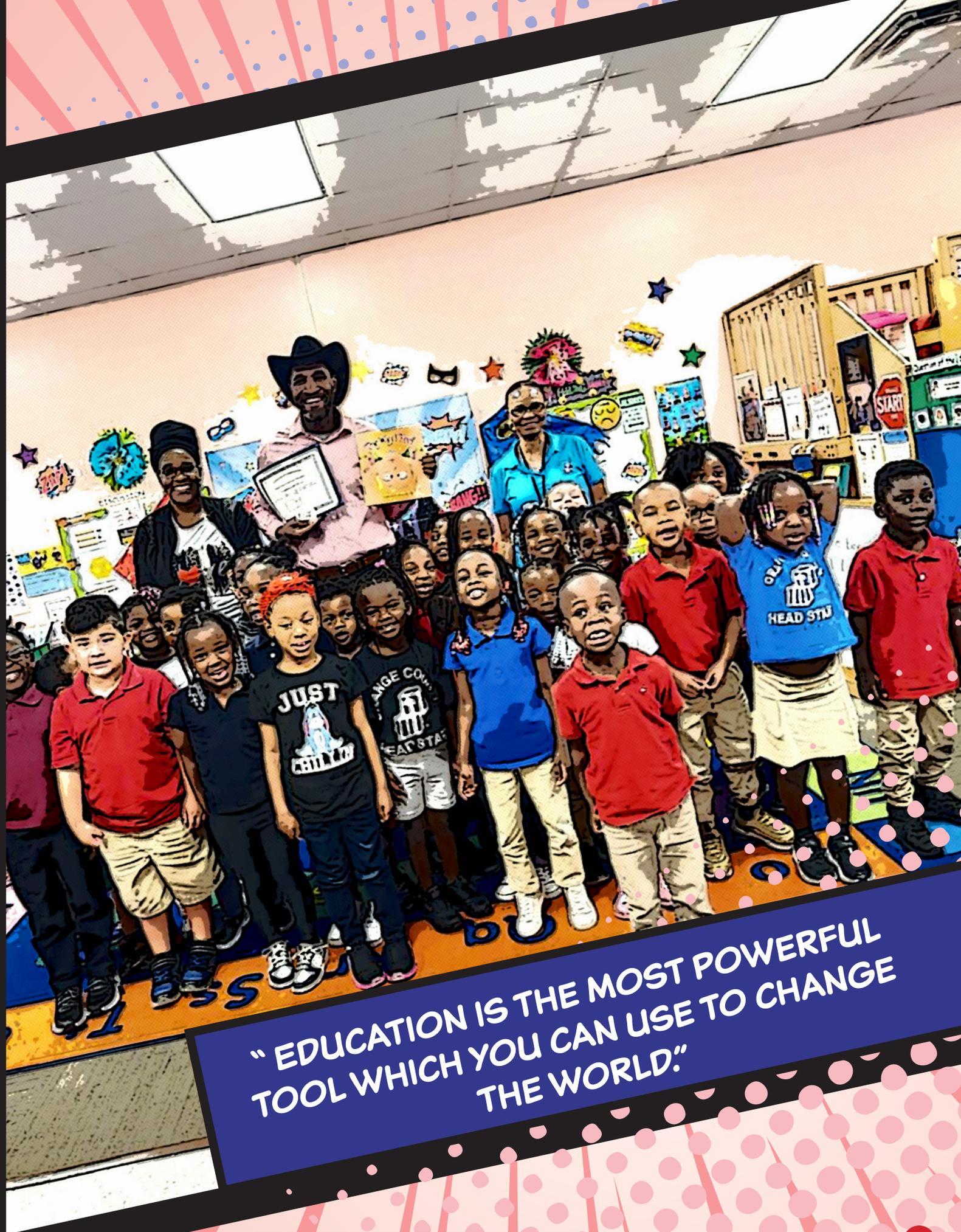
The success of the program has not gone unnoticed. It has been recognized with several prestigious awards, including the **Edward Zigler Award, Sargent Shriver Award, and Corporate Award from the Florida and Regional Head Start Associations**—honors that acknowledge unwavering commitment to excellence in early childhood education.

While these achievements are significant, the program also acknowledges ongoing challenges, particularly in terms of classroom and office space, and the growing needs of students with disabilities. However, there is confidence that, with continued support from community partners, including the Orange County government, these hurdles will be overcome, and the program will continue to provide the highest level of service to children and families.

Looking ahead, the program remains committed to its mission of ensuring that every child has access to high-quality early childhood education, laying the foundation for a successful future. The continued support of dedicated staff, families, and the governing board will remain a core strength as the program builds upon this success in the years to come.

Thank you for the continued partnership, and the program looks forward to the challenges and opportunities the next year will bring.

Sonya Hill
Head Start Director



**"EDUCATION IS THE MOST POWERFUL
TOOL WHICH YOU CAN USE TO CHANGE
THE WORLD."**

"READY MINDS, HEALTHY BODIES"

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.



VALUES

- HIGH QUALITY AND EXCELLENT
COMPREHENSIVE SERVICES
- SCHOOL READY CHILDREN AND
SELF-RELIANT FAMILIES
- EMPLOYEES PERSONAL AND
PROFESSIONAL
- DIVERSITY AND TEAMWORK
- FAMILY INVOLVEMENT AND
PARTICIPATION
- COLLABORATIVE
PARTNERSHIPS AND

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: OCTOBER 1, 2023 - SEPTEMBER 30, 2024

EXPLANATION OF BUDGETARY EXPENDITURES AND PROPOSED BUDGET FOR FY 2023-2024

The proposed budget for FY 2023-2024 was \$22,145,928. 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 2023-2024 were \$16,322,917. 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.



Total Amount Of Public And Private Funds Budgeted And The Amount From Each Source

\$16,325,053

OFFICE OF HEAD START

\$ 2,400,000

COUNTY GFIFT FUNDS

\$ 1,935,875

USDA

\$ 1,485,000

VPK

Expenditures by Unit

\$16,322,917 **\$657,318**

Services VPK

\$1,764,007 **\$416,998**

Administration Health and Dental

\$326,170 **\$2,466,148**

Disability Family, Parent and Community Engagement

\$156,870 Training

\$1,589,780 USDA

FINANCIAL AUDIT RESULTS

There were no findings for the FY 2023-2024 Fiscal Audit.

FEDERAL REVIEW RESULTS

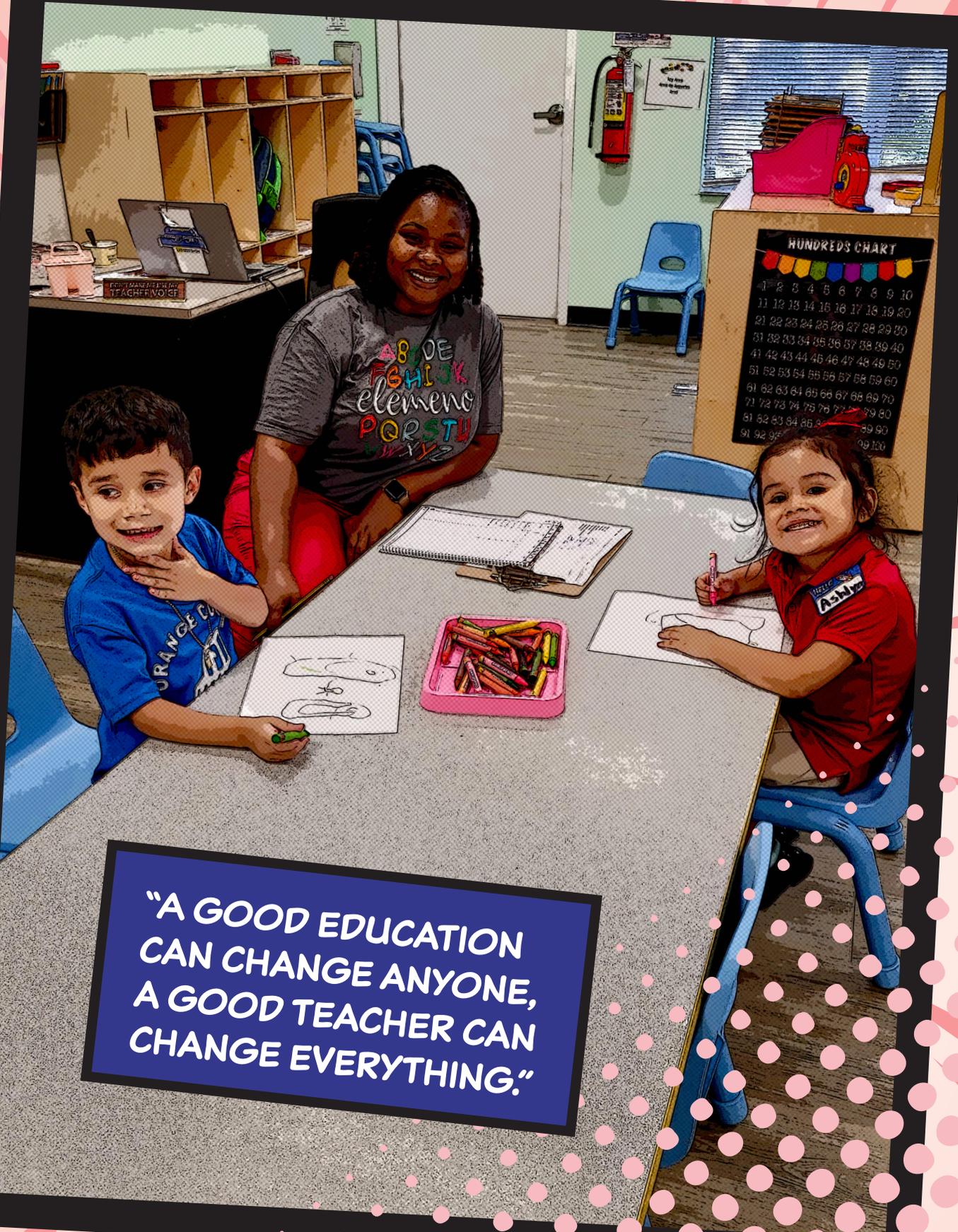
CITATION	DESCRIPTION OF NON-COMPLIANCE
Regulation 75.302	The grant recipient did not submit reports documenting compliance with Federal Statutes, regulations, and the terms and conditions of the Federal award in a timely manner.

CITATION

1302.42- The grant recipient did not obtain oral health determination from a health care professional for all children.

DESCRIPTION OF NON-COMPLIANCE

2023-2024 program year data showed the grant recipient did not obtain an initial oral health determination for 406 of 1452 children (28%) within the required 90-day frame



**"A GOOD EDUCATION
CAN CHANGE ANYONE,
A GOOD TEACHER CAN
CHANGE EVERYTHING."**



"A CHILD'S LIFE IS LIKE A PIECE OF PAPER ON WHICH EVERY PERSON LEAVES A MARK."

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	Full Working Day Enrollment
	5	Days Per Week
	23	Head Start Centers
	85	Classrooms

CHILDREN AND FAMILY SERVICES FUND

1,708
Total Number of Children Served

8
2 Year Old

855
3 Year Old

845
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

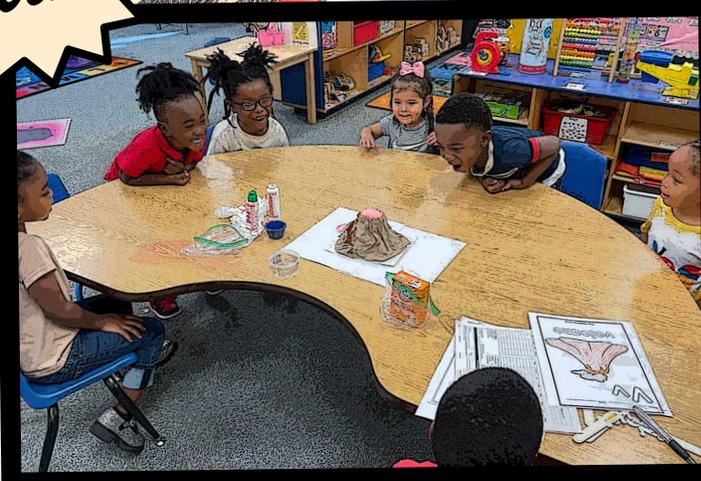
2
Dental treatments

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.

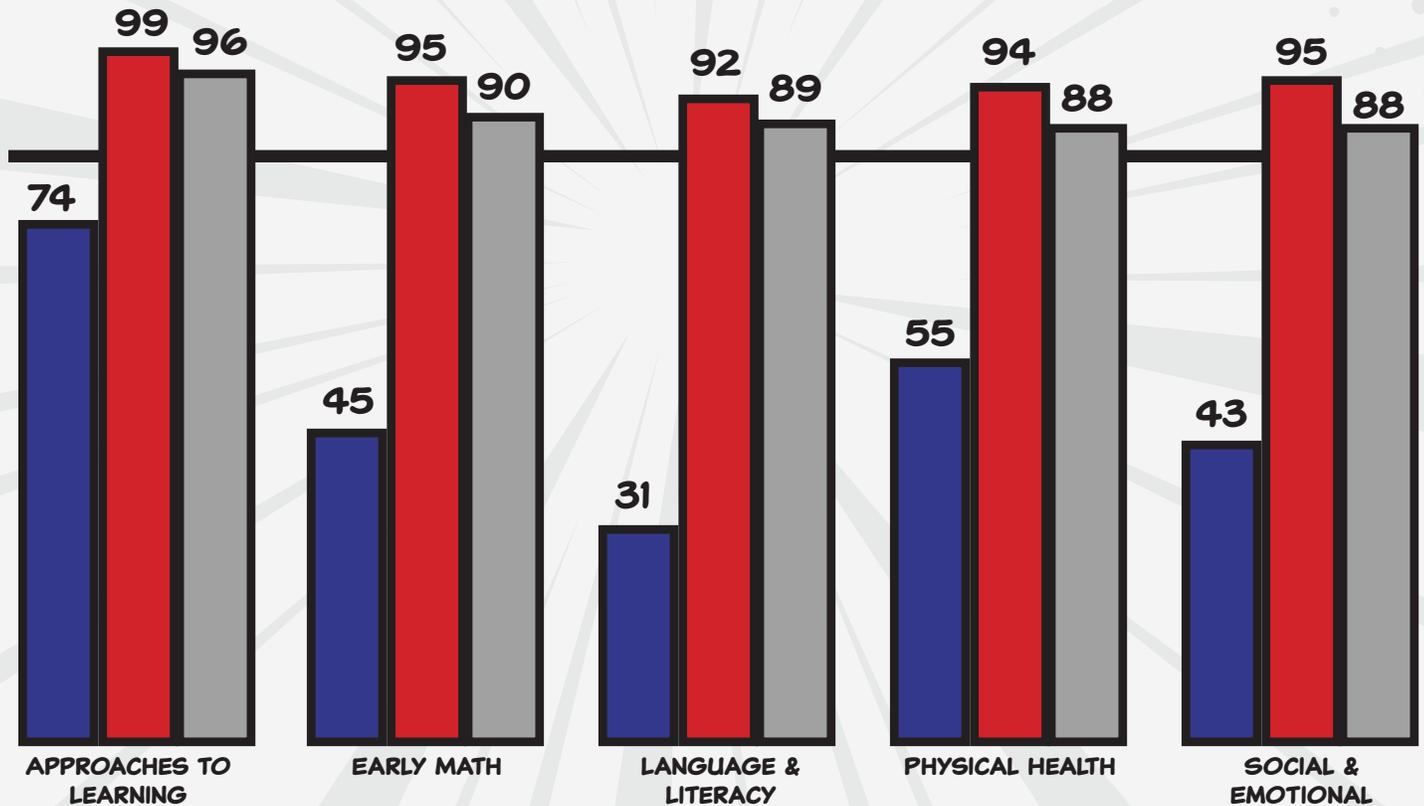
At the end of the 2023-2024 school year, 728 children transitioned to kindergarten. The chart, on the next page represents the school readiness data collected on all children going to kindergarten this program year in the five essential domains. It reflects the percentage of all 728 children who exceeded the developmental benchmark expectation of 85% achievement for their age in each school readiness goals and compared to all children in the nation using the Galileo Assessment tool. 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 2023- MAY 2024

■ OCHS Baseline ■ OCHS Year to Date ■ Nation Year to Date



PARENT INVOLVEMENT ACTIVITIES

Parenting Curriculums for 2023-2024 included the following:

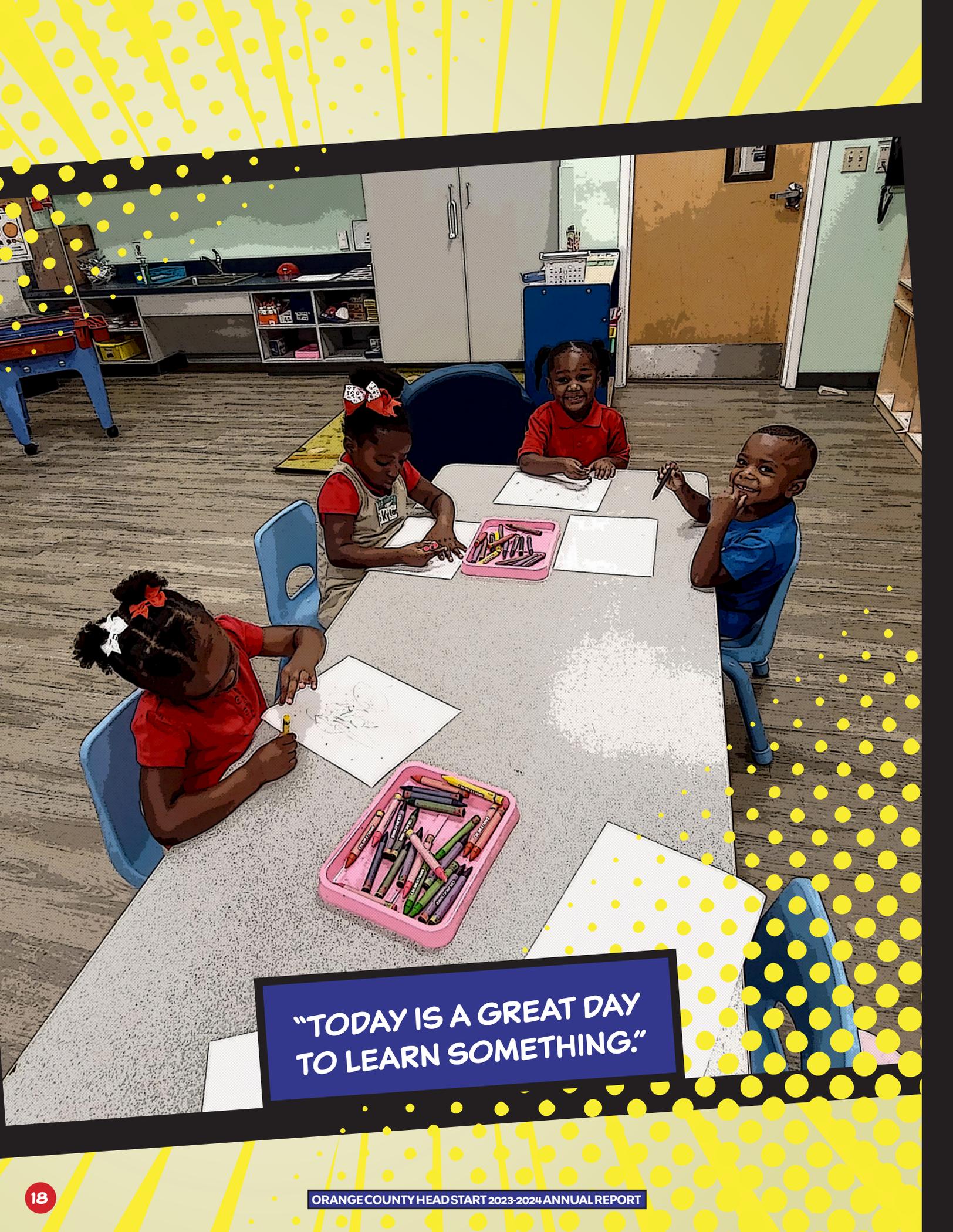
For Me, For You, For Later is a 4-week financial literacy program designed by PNC Bank and Sesame Street for 3 to 5-year olds, as well as their families. Our parents benefit from the program by becoming more aware of their finances and learning how to talk to their children about how to manage money 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 2023-2024 school year, we had **178** 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 2023-2024 school year **13** dads 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 pre-post surveys and a graduation at the conclusion. During the 2023- 2024 school year, we had **63** participants.

Incredible Years comprehensive, developmental based curricula for parents, teachers, and children is designed to promote emotional and social competence and to prevent, reduce and treat aggression and emotional problems in young children 0 to 12 years old. The goal, is to promote children's social and emotional development and school readiness. The curricula run for 15 weeks, one day a week and 1.5 hours sessions are confidential. Graduation after completion. During the 2023-2024 school year, we had **7** participants.





**"TODAY IS A GREAT DAY
TO LEARN SOMETHING."**

COMMUNITY PARTNERS

Central FL Family Health Center
Children's Home Network
City of Orlando
Discount School Supply
Earlychildhood LLC dba Discount School Supply
Florida State University
Gift of Swimming
Health Care Center for the Homeless, Inc. dba Orange Blossom
Family Health/Pediatrics
Kaplan Early Learning Company
Kinder Konsulting & Parents Too, Inc.
Lakeshore Learning
Orange County Public Schools
Pamela Rowe, M.A., CCC-SLP, LLC
Second Harvest Food Bank of Central Florida
Shepherd's Hope, Inc.
Sistema Universitario Ana G. Mendez, Inc.
State of Florida Statewide Voluntary Prekindergarten Provider
Contract
The Dr. Phillips Center for the Performing Arts, Inc.
The University of Central Florida Board of Trustees (Project
Jump Start)
Therapy Essentials
True Health
Volunteers for Community Impact
Vystar Credit Union

**Orange County
Florida**



Mayor JERRY L. DEMINGS

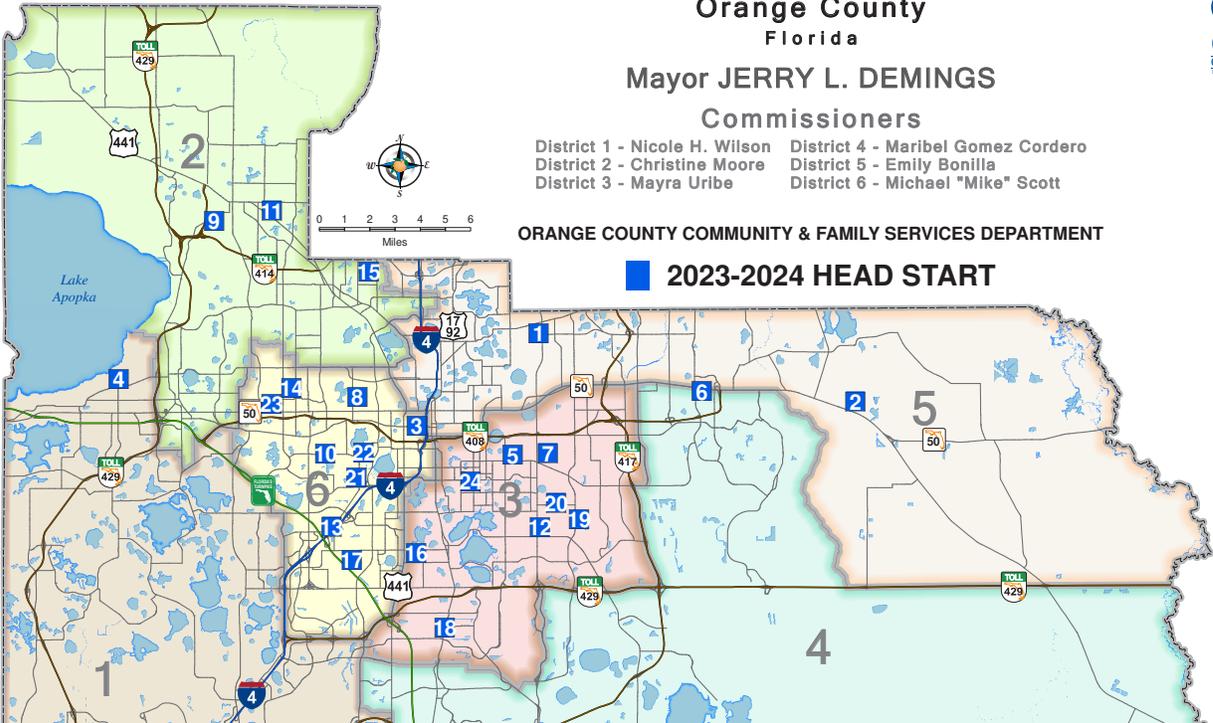
Commissioners

- 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

2023-2024 HEAD START



NUM	NAME	ADDRESS	CITY	ZIP CODE	NUM	NAME	ADDRESS	CITY	ZIP CODE
1	Aloma Elementary	2949 Scarlet Rd.	Winter Park	32792	13	Millenia Elementary	5301 Cypress Creek Blvd.	Orlando	32811
2	Bithlo Community Center	18501 Washington Ave.	Orlando	32820	14	Fine Hills Comm Center	6408 Jennings Rd.	Orlando	32818
3	Callahan Community Center	101 N. Parramore St.	Orlando	32801	15	Riverside 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 Elementary	5225 South Semoran Blvd.	Orlando	32822	24	HSA 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**