S-A-L COMMUNITY SERVICES

Early Head Start
Child Care Partnership

2023-2024 Annual Report



November 2024

About Us

Mission

SAL Community Services Early Head Start Child Care Partnership Program's purpose is to partner with families and communities to enhance physical, social and emotional well being and promote self-sufficiency through comprehensive services.

Vision

Building resilient families through positive relationships and supportive communities.

Program Values

- Relationships
- Community
- Purpose

Table of Contents

Summary 2
Our Community 3
Programming 4
Enrollment 5
Staff 6
Program Governance 7
Parent, Family, and Community Engagement 8
School Readiness Outcomes 10
Health & Disability Services 11
Mental Health & Staff Wellness 12
Revenue & Funding 13



Our Team

Summary of Program

The SAL Community Early Head Start Partnership Program (EHS CCP) was awarded to SAL Community Services in March 2021. SAL Community Services EHS CCP serves 168 Early Head Start eligible infants, toddlers, pregnant mothers, and their families in Henry, Mercer, and Rock Island Counties in Illinois.

Through this grant, children and pregnant mothers receive family strengthening and comprehensive early childhood services. These services are provided within a full working day and year (10+ hours/day and 236 days/year) through Center-Based (CB) and Family Child Care (FCC) options. Pregnant mothers, infants, and toddlers enrolled in the Pregnancy Services and Home-Based Early Head Start program options receive 46 home visits and 24 group socializations annually.

For the 2023-2024 Program Year, we directly operated three Skip-a-Long sites serving children aged 0-3, two Family Child Care homes serving children aged 0-4, our Home-Based option, providing EHS programming for pregnant mothers and children aged 0-3. Our directly operated Skip-a-Long sites are funded for 80 children, our Family Child Care homes and Partner Center sites are funded for 48 slots, and our Home Based option is funded for 40 slots.

We are committed to creating an inclusive environment for all staff and families. All enrolled children will receive high-quality care regardless of their program option preference.

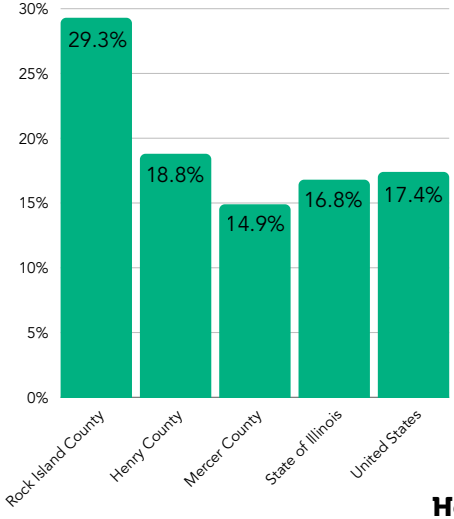
As we enter the 2024-2025 program year, we continue to be committed to cultivate a culture of safety, community, and support for our children, families, and staff.



Traci Owens
Early Head Start Child Care Partnership
Program Director

Our Community

Population of children Birth-5 Years Old Living in Homes that Earn 0-100% of the Federal Poverty Level



There is a great need for Early Head Start services in Rock Island, Henry, and Mercer County. In Rock Island County, **almost 30% of children under the age of five live in homes that earn 0-100% of the federal poverty level.**

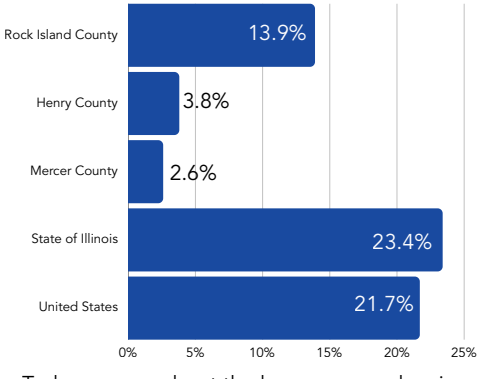
There were 2,193 reported births in all 3 counties combined in the last 12 months. This means that in 2022, at least 460 children born in Rock Island, Henry, and Mercer counties are eligible to participate in Early Head Start Services.

Our Service Area



The "Where we serve" map shows the entire SAL Community Services service area. EHS service delivery areas of Rock Island, Henry, and Mercer counties are shown.

Households who Speak Languages Other than English



To learn more about the languages spoken in our Early Head Start Program, see page 9.

Source: All data sources from United States Census Data, 2020-2022

Programming

2023-2024 Slot Breakdown

Center Name	Total # of Classrooms	PY 23-24 Contracted Slots	Total # of Participants
Milan Skip-A-Long Campus	3	24	38
Moline Skip-A-Long	4	32	48
Rock Island Skip-A-Long	4	24	40
Aldridge Early Learning Center	2	15	24
Bull Frogs & Butterflies Partner 7/1/2023- 12/22/2023	1	5	5
P&J Tendercare Partner 7/1/2023- 5/31/2024	3	24	34
Little Blessings Home Daycare	1	4	6
Home Based Option and Pregnant Individuals	N/A	40	69
Totals	18	168	247*

*Note that the total number of participants refers to individuals who participated in the program. The total number of participants in each option may include the same child twice, if they changed locations or EHS program options during the program year.

- **Total Number of Children and Families Served:** 247
- **Average Monthly Enrollment:** 90.3%
- **Percentage of Eligible Children Served from Rock Island, Henry, and Mercer Counties:** 10.39%

Service Locations

Skip-a-Long Moline Campus
4800 60th Street #8104
Moline, IL, 61265.

Skip-a-Long Milan Campus
1800 1st Street West
Milan, IL 61264

Skip-a-Long Rock Island Campus
1609 4th Street
Rock Island, IL, 61201

Little Blessings Family Child Care
1895 24th Avenue Court
Moline, IL 61265

P&J Tender Care Inc.
1510 47th Avenue
Moline, IL 61265

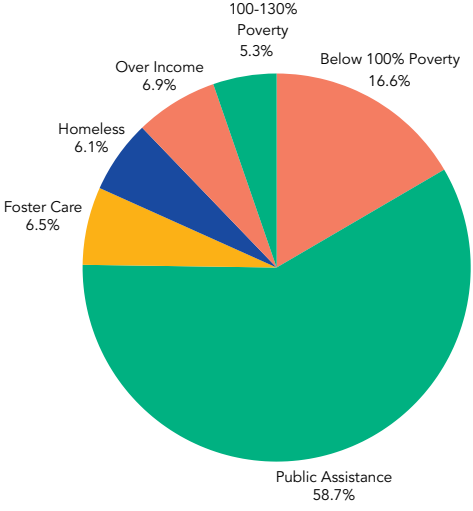
Aldridge Early Learning Center
489 27th Street
East Moline, IL 61244

Bullfrogs and Butterflies Family Child Care
2006 13th Street
Silvis, IL 61282

SAL Community Services Business Administration Office
3800 Avenue of the Cities, Suite 108
Moline, IL 61265

Enrollment

Primary Type of Eligibility



A total of 247 children were enrolled in the EHS Program at some point during the 2023-2024 Program Year.

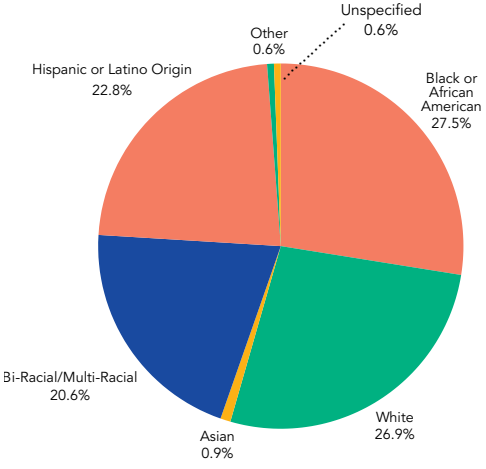
The majority of children who attend EHS were eligible from SNAP (Supplemental Nutrition Assistance Program) or other Public Assistance Programs such as TANF (Temporary Assistance for Needy Families).

16.6% were below Federal Poverty Line (FPL), 5.3% were between 100-130% of the FPL. 6.1% were homeless, and 6.5% were in foster care. Only 6.9% of enrolled children were over income.

Child Race and Ethnicity

A total of 247 children were enrolled in the EHS Program at some point during the 2023-2024 Program Year.

Of the children enrolled, 27.5%, identified as Black or African American, 26.9% White, 22.8% came from Hispanic or Latino Origin, and 20.6% identified as Bi-Racial or Multi-Racial. 0.9% identified as Asian, 0.6% identified as other, and 0.6% as Unspecified.



Staff

Teacher Education and Credentials

All Early Head Start Primary Teachers are required to achieve their Child Development Associate (CDA). All EHS Teachers who currently have no credentials are working to achieve a CDA within 18 months of hire.

Number of Teachers with Bachelor's Degree	8
Number of Teachers with Associate's Degree	5
Number of Teachers with CDA	15
Number of Teachers working toward CDA	5
Total number of Teachers	**33**

The EHS Program, Teachers, and Staff are committed to participating in professional opportunities to improve the services provided to children and families. During the 2023-2024 Program Year, some examples of trainings provided to Early Head Start teachers are:

- Standards of conduct, policies, and procedures
- Supporting children with disabilities
- Supporting child transitions
- Conscious Discipline



Program Governance

The Governance of SAL Community Services Early Childcare Program is shared by the SAL Community Services Board of Directors and the Policy Council. The shared responsibility for policy oversight is essential for program design, implementation, and maintaining quality services for Early Head Start children and families.

The Policy Council's regularly scheduled meetings are on the fourth Thursday of each month at 5:30pm. All parents are welcome to attend, but only elected representatives are given the opportunity to vote on presented issues.

2023-2024 Policy Council Members and Community Representatives

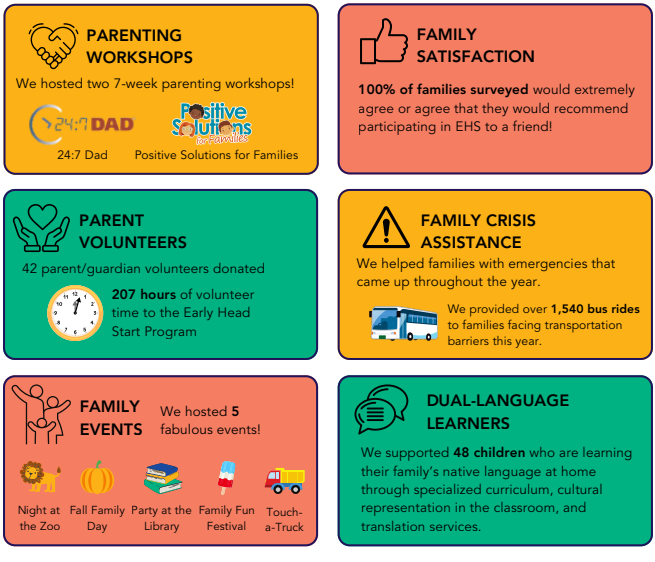
Sha'Miracle Jones, President Aldridge Early Learning Center/Community Representative
Nicole Carroll, Vice President Moline Skip-a-Long Representative
Lamaya Haygood, Parliamentarian Home Based Option Representative
Adam Fleming Moline Skip-a-Long Representative
Melissa Doty Home Based Option Representative
Andrea Coyne Milan Skip-a-Long Representative
Bridget Westbrook Aldridge Early Learning Center Representative
Marcia Seabolt Community Representative

Board of Directors

Bill Stoermer Chair
D'Juana Ballard Director
Dave Howell Director
Thomas Mason IV Director
Mike Oberhaus Treasurer
Alfred Ramirez Director
Jennifer Rouse Director
Dianna Saelens Director
Karla Steele Director
Leah White Secretary
Jadiem Wilson Director
Haley Wikoff Vice Chair
Lucie Van Hecke Director
Kirby Vyncke-Hughes Director

Parent, Family, and Community Engagement

At SAL Community Services Early Head Start Child Care Partnership, we recognize that strong partnerships with parents, families, and the community are essential for nurturing healthy children and promoting lifelong learning. Throughout the year, we organized various events and supports to foster meaningful connections and empower families:



- **Family Engagement Events:** We hosted a variety of Family Engagement Events throughout the program year, including a Night at the Zoo, Fall Family Day, Party at the Library, Family Fun Festival, and a Touch-a-Truck event to close out the program year. Families had the opportunity to engage with their children through age-appropriate activities, learn about local community resources, and meet other parents.

- **Home-Based Socializations:** We planned 22 socializations where all our families came together, shared a meal, and got to know each other. Our socializations focus on three parts- Parent to parent interaction, parent and child interaction, and peer to peer interaction.

- **Parent Committees:** We actively engaged parents through our Parent Committees. These committees provide a platform for parents to share insights, learn about program policies, and contribute their valuable input.

Our commitment to parent engagement goes beyond events; it's woven into the fabric of our program. We believe that family and community engagement is important step in supporting each child's unique path toward health, wellness, learning, and growth.

About our Families

Family Makeup

- 75.6% One Parent
- 17.4% Two Parent
- 1.6% Grandparents
- 5.4% Foster Parents

School & Employment

- 173 families had parents or guardians who were employed, attending school or vocational training program

Languages Spoken

- English
- French
- Arabic
- Ewe
- Karen
- Spanish
- Uzbek
- Kirundi
- Swahili

Military

- 1 Active Military
- 1 Veteran

Housing

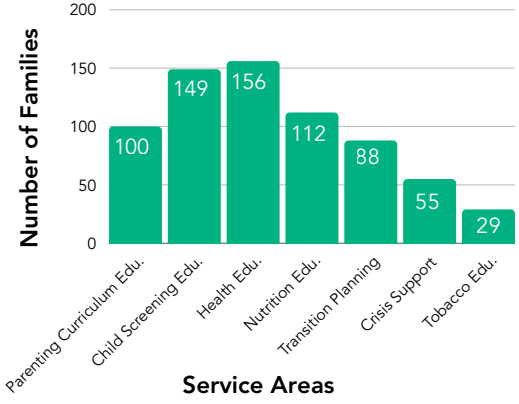
- Provided housing crisis support to 18 families

Father Engagement

- 50 Fathers were involved in child development
- 8 fathers attended parent workshops

Parent Needs and Services

Top Services Provided to Families



The top services the SAL EHS CCP program provided to families were education in health, child screenings, parenting curriculum, and nutrition.

Among the services provided, Family Advocates and Family Educators completed transition planning for 88 children, provided crisis support for 55 families, and provided tobacco education to 29 families.

School Readiness

School readiness for infants and toddlers means helping their growing brains build a strong foundation for learning. The goal of SAL Early Head Start Child Care Partnership is for children to have the social and emotional skills they need when they move on to their next school. Healthy social-emotional development—like learning to handle feelings and get along with others—helps children succeed in school and life.

Curricula

Conscious Discipline is a program used in all SAL Community Services Early Head Start program options including centers, family child care homes, and home based. The curriculum teaches adults how to help children name and begin to regulate their emotions. Teachers, Family Child Care providers, and Family Educators receive training each year to use this program well and to help children grow socially and emotionally.

In the center-based and family child care programs, teachers use **Creative Curriculum** to support children's growth in all areas. They plan activities every week based on each child's interests, strengths, and needs. Children learn by playing and spending time with caring adults and other children.

The home based option uses the **Parents as Teachers (PAT)** curriculum. Family Educators help parents and guardians learn about early childhood development and positive parenting skills.

Child Assessment Tools

Teachers, Family Child Care providers, and Family Educators observe children and take notes to learn and monitor progress. Four times a year, the information is reviewed using the **Desired Results Developmental Profile (DRDP)**. These assessments help teachers and parents understand each child's strengths and plan activities that help each child grow.



"After transitioning to Conscious Discipline… I know they (my children) will continue to thrive because of the skills I am modeling for them and that, to me, is a great mother! If we all practiced Conscious Discipline in life, we would be much closer to world peace."

-SAL Community Services Early Head Start Parent

Health & Disabilities

Health Services

Healthcare	Children who Received a Medical Exam during the 23-24 Program Year 193
Dental	Children who Received a Dental Exam during the 23-24 Program Year 85
Immunizations	Children Up-to-date on Immunizations 75%
Hearing & Vision Screenings	Screenings Completed Vision- 42% Hearing- 46%
Pregnant People	Number who Received Prenatal Care During Pregnancy 100%
	Number with Health Insurance 100%

Disabilities



36 children had an IFSP



10 children received their IFSP during EHS care in 23-24



25 children had a developmental concern identified

SAL EHS CCP identifies young children with unique developmental needs and ensures children receive appropriate and timely services. The Office of Head Start requires 10% of the total funded Early Head Start enrollment must be children with special needs.

During the 2023-2024 Program Year, 25 children received a report of a developmental concern from a parent, guardian, or teacher. 36 of the children who attended the program had an IFSP. 10 of these children received an IFSP during their EHS enrollment.

Mental Health & Staff Wellness

Mental Health Services

Early Head Start is dedicated to supporting the mental health and well-being of our children, families, and staff. Some of the mental health supports we provided to families and staff included:

- **Family Supports**
  - Family Advocates and Family Educators check in with families regularly regarding their mental health.
    - Referrals are made to community providers and resources that are appropriate to that concern to provide an extra level of support.
  - Postpartum people receive a PHQ-9 depression screener to monitor for postpartum depression.

- **Child Supports**
  - Teachers receive ongoing monthly training to identify and support children in the classroom with mental health concerns.
  - A Mental Health Consultant performs regular classroom observations to identify concerns and support teacher learning.

- **Staff Supports**
  - All SAL Community Services staff can take advance of the free Employee Assistance Program (EAP), which can support staff in mental health, finances, legal concerns, and other services.
  - Staff are provided and encouraged to attend and participate in staff wellness opportunities held throughout the year.

Staff Wellness

EHS is committed to supporting staff mental health and well-being. During the 2023-2024 Program Year, SAL EHS CCP hosted the following activities and events to support staff well-being:

- Monthly newsletters
- Staff wellness nights
- Teacher Reflective Learning Groups
- Celebrated teacher appreciation week
- Upgraded Skip-a-Long centers' break rooms





Photos from Staff Wellness Night on February 26th, 2024, where staff enjoyed painting, board games, yoga, chair massages, snacks, and a hot chocolate bar!

Revenue and Funding

2023 Fiscal Year Public and Private Funding

Early Head Start Child Care Partnership Grant Funding	Non-Federal Match Funding*
$4,218,281.00	$24,480.84

*Non-Federal match funding includes volunteer hours, in-kind discounts from vendors, and private donations.

Total Program Funding: $4,242,761.84

Budgetary Expenditures

SAL Community Services EHS CCP budgetary expenditures are for the services provided to 168 children ages 0-4. Funding is spent in accordance with the regulations, standards, and guidelines of the SAL Community Services Early Head Start Child Care Partnership Grant from the federal government.

The proposed budget for Fiscal Year 2024 (3/1/24-2/28/25) for the Early Head Start Child Care Partnership program is $4,387,486.00, which includes the original award amount of $4,218,281.00 and an estimated $70,647.00 in non-federal matching funds. Additionally, the program received an increase of $96,932 in federal grant funds from the 2024 Cost of Living Adjustment (COLA), requiring an additional $1,626 in non-federal matching funds.

Independent Auditor's Report

SAL Community Services completes an annual independent audit of the organization's finances, including those of the Early Head Start Child Care Partnership grant. The following statement is an excerpt from the most recently completed 2022-2023 financial audit.

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of SAL Family and Community Services, which comprise the statements of financial position as of June 30, 2023 and 2022, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of SAL Family and Community Services as of June 30, 2023 and 2022, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

SAL Community Services submitted the latest 990 report to the federal government.