

ANNUAL REPORT

FY 2022 - 2023



GLEAMNS Human Resources Commission, Inc.

HEAD START / EARLY HEAD START PROGRAM

Post Office Box 1326
Greenwood, South Carolina 29648
<http://www.gleamnshrc.org>

This report is prepared to comply with the Head Start Reauthorization Act of 2007, Administrative Requirements and Standards Sec. 644 [42 U.S.C. 9839 (a)(2)].

November 7, 2023

Dear Parents, Friends, and Partners of Head Start

I am proud to present the Annual Report for GLEAMNS Head Start and Early Head Start Program. This report is prepared to comply with the Head Start Reauthorization Act of 2007.

The Head Start Reauthorization Act states each Head Start agency must make available, in a public report, information (but not individually identifiable information about children or parents) from the prior fiscal year including:

- Summary of Program's most recent community assessment.
- Total amount of public and private funds received and the amount from each source.
- An explanation of budgetary expenditures and proposed budget for the fiscal year.
- Total number of children and families served, the average monthly enrollment (as a percentage of funded enrollment), and the percentage of eligible children served.
- Results of the most recent review by the Secretary and the financial audit.
- Percentage of enrolled children who received medical and dental exams.
- Information about parent involvement activities.
- Agency's efforts to prepare children for kindergarten.

The hard work of dedicated staff and volunteers has made a positive impact on the families served as well as the community through partnerships and collaborations. Our accomplishments are a direct result of parents, staff, and community volunteers working together.

We look forward to yet another year of excellence as we continue to break the cycle of poverty for the children and families of GLEAMNS Head Start/Early Head Start Program. If you would like additional information, please contact me at (864) 223-8434, extension 8811.

Sincerely

Elaine F. Kennedy

Elaine F. Kennedy
Head Start/Early Head Start Director

PROGRAM OVERVIEW

GLEAMNS Head Start is a federally funded program designed to provide comprehensive child care services to low-income children and their families. Children who attend Head Start participate in a variety of educational activities. They receive medical and dental care, have healthy meals and snacks, and enjoy playing indoors and outdoors in a safe setting. GLEAMNS Human Resources Commission, Inc. has operated a highly successful Head Start Program since 1966.



The Head Start Act requires periodic federal reviews of all Head Start programs. The Program received a Focus Area Two review, which was conducted January 31, 2022, through February 4, 2022. This review was conducted through a hybrid method (both virtual and in-person). Based on the information gathered during the review, the Program was found to meet the requirements of all applicable Head Start Program Performance Standards, laws, regulations, and policy requirements. On February 9, 2023, a monitoring review was conducted from a self-reported incident. During that review, the Program was issued two areas of noncompliance and given 120 days for correction. Corrective action plans were developed and implemented to address the two areas of noncompliance. These plans have been submitted to the Office of Head Start for review and approval.

According to the last Community Needs Assessment, GLEAMNS continues to see a high number of children and families needing Head Start or Early Head Start services. The data from the Community Needs Assessment reflect 64,251 children, ages 0-4, live in poverty in South Carolina. Of the population living in poverty, 13,325 are in the GLEAMNS service area. Of the approximately 13,325 children in poverty, 7,995 are Early Head Start eligible infants and toddlers, and 5,330 are Head Start eligible preschool children.

HEAD START PHILOSOPHY

The GLEAMNS Head Start/Early Head Start Program is based upon the philosophy that all children, including the child with disabilities, need a comprehensive, interdisciplinary program to help them develop and to work toward solving their problems. We believe the child's entire family, as well as the community, should be involved.

VISION STATEMENT

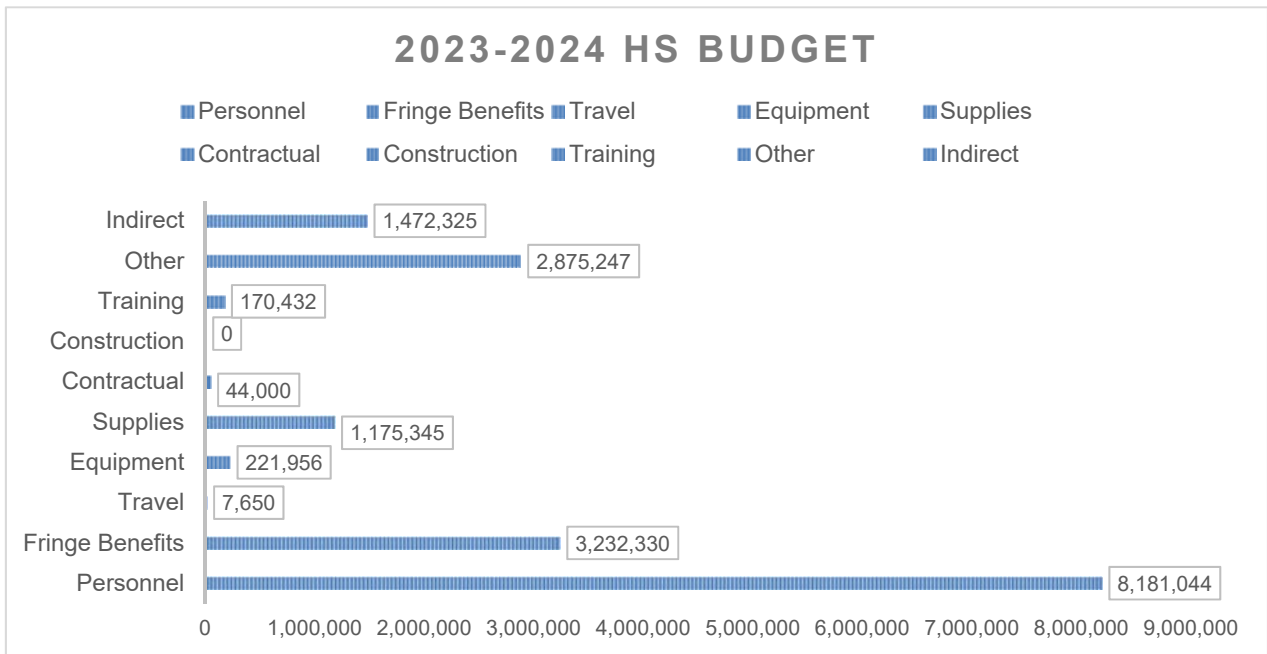


GLEAMNS Preschool and Early Head Start Program is committed to working in partnership with our parents, our staff, and our community to provide every child and family enrolled with quality, comprehensive services that reflect our sensitivity toward cultural diversity throughout the program. We will provide exciting and fun learning opportunities that will help children transition to their next educational setting. It is our desire every child and family will leave the program with positive experiences that reflect our dedication and commitment to all our children and their families so they will be prepared to face future challenges.

BUDGET INFORMATION

GLEAMNS has developed and maintained a reputation for fiscal excellence. An annual agency-wide audit and periodic monitoring visits are conducted by various funding sources. Fiscal audits and reviews consistently disclose no disallowances or questioned costs. The last audit was completed November 2, 2023, by Manley Garvin, LLC, for fiscal year April 1, 2022, through March 31, 2023. This audit did not disclose any deficiencies or material weaknesses in internal control over compliance applicable to major programs. Funds for Head Start are allocated in eight main categories.

Categories	Budget for 2022-2023 Fiscal Year	Budget for 2023-2024 Fiscal Year
Personnel	7,621,496	8,181,044
Fringe Benefits	3,368,701	3,232,330
Travel	6,000	7,650
Equipment	0	221,956
Supplies	1,090,901	1,175,345
Contractual	50,000	44,000
Construction	0	0
Training and Technical Assistance	170,432	170,432
Other	3,353,573	2,875,247
Direct Costs	15,490,671	15,908,679
Indirect Costs	1,434,221	1,472,325
Total Budget	16,924,892	17,381,004



ENROLLMENT- HEAD START

Services are provided to the entire family with a concentration on the child between the ages of 3-5 years old. During the 2022-2023 school year, the Head Start Program was funded to serve 1424 preschool children and their families in Greenwood, Laurens, Edgefield, Abbeville, McCormick, Newberry, Saluda, Lexington, and Richland, counties. The Program served 57% of its funded Head Start enrollment slots.

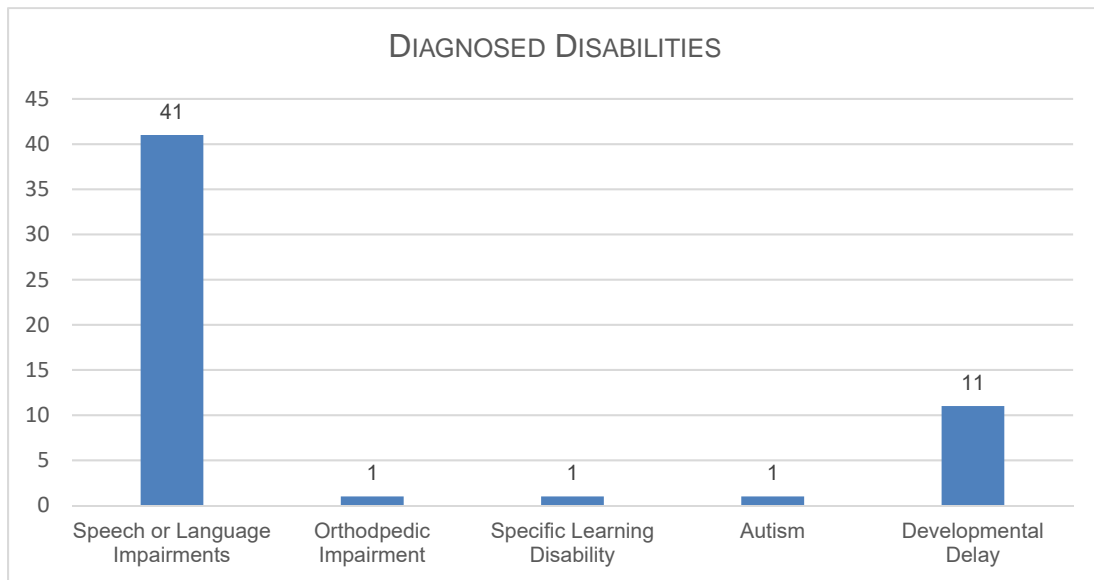
Children Served	818
Eligible Children Served (within income guidelines)	100%
Average Daily Attendance	80.03%
Children Enrolled for a Second Year	165
Children Enrolled for Three or More Years	16
Families Whose Primary Language is English	774
Families Whose Primary Language is Spanish	36
Total Families	780
Single Parent Families	640
Two-Parent Families	140
Homeless Families Served	38
Homeless Families Who Acquired Housing	6
Employment Status of Families	
One or More Parents Employed	486
Neither Parent Employed	268

MENTAL HEALTH

GLEAMNS Head Start/Early Head Start Program supports a program-wide culture that promotes positive mental health and social and emotional well-being. Mental health services were provided by licensed mental health professionals. Our mental health consultants help to ensure the timely and effective identification of and intervention in family and staff concerns about children’s mental health. Mental Health professionals provided training or support on social and emotional development, behavior management, strategies for assisting children to develop self-regulation skills, and stress management. Mental Health professionals also provided ongoing observations of individual children and the environment to assist in determining the need for intensive intervention or a formal evaluation by the local school district. Mental health consultants supported families through telehealth services and provided families with activities and strategies for children’s social-emotional development. Mental health services were made available to 818 children and their families.

DISABILITIES

Children with disabilities are included in the full range of services provided for all Head Start children and receive services related to special education. To ensure screenings and services are provided in a timely manner, we collaborate with 14 school districts throughout our ten-county service area. During the school year, 55 preschool children were diagnosed with having special needs. This number is significantly low due to the local education agencies delaying services because of ongoing COVID-19 challenges. See chart below for the number of children diagnosed with a specific disability.



TRANSITION SERVICES

Children in new situations need guidance about what to expect in the next setting. The more the new setting reflects children's background and previous experiences, the more successful children and families will be in making transitions and meeting new challenges.

All Head Start centers promote effective transition from our Program to the child's next educational placement. The Program has collaborative agreements with the Local Education Agency in our ten-county service area. The agreements outline steps to be followed to support children transitioning from Head Start to kindergarten. Approximately 211 children transitioned from Head Start to public school settings or other learning facilities.



EDUCATION SERVICES

During the year, teachers and teacher assistants used Creative Curriculum, a research-based early childhood curriculum, to engage children in educational activities. This curriculum promotes school readiness in the areas of: Language Development, Cognitive Development, Literacy Development, Mathematics Development, Social-Emotional Development, Physical Development, and Approaches to Learning. Creative Curriculum is based on scientifically valid research and has standardized training procedures and materials to support implementation. Additionally, Creative Curriculum is aligned with the Head Start Early Learning Outcomes Framework and South Carolina Early Learning Standards. The goals of the early learning standards are:

- To support the readiness of young children through a nurturing early care and education environment and developmentally appropriate practices through the development of voluntary guidelines as required by the Good Start, Grow Smart Initiative.
- To educate and provide guidance for families, educators, caregivers, administrators, and policy makers on developmental expectations for children during the preschool years.
- To inform the development of program standards across early learning environments.
- To strengthen partnership between current early childhood efforts funded by federal, State, local, and private funding to create nurturing early childhood environments.

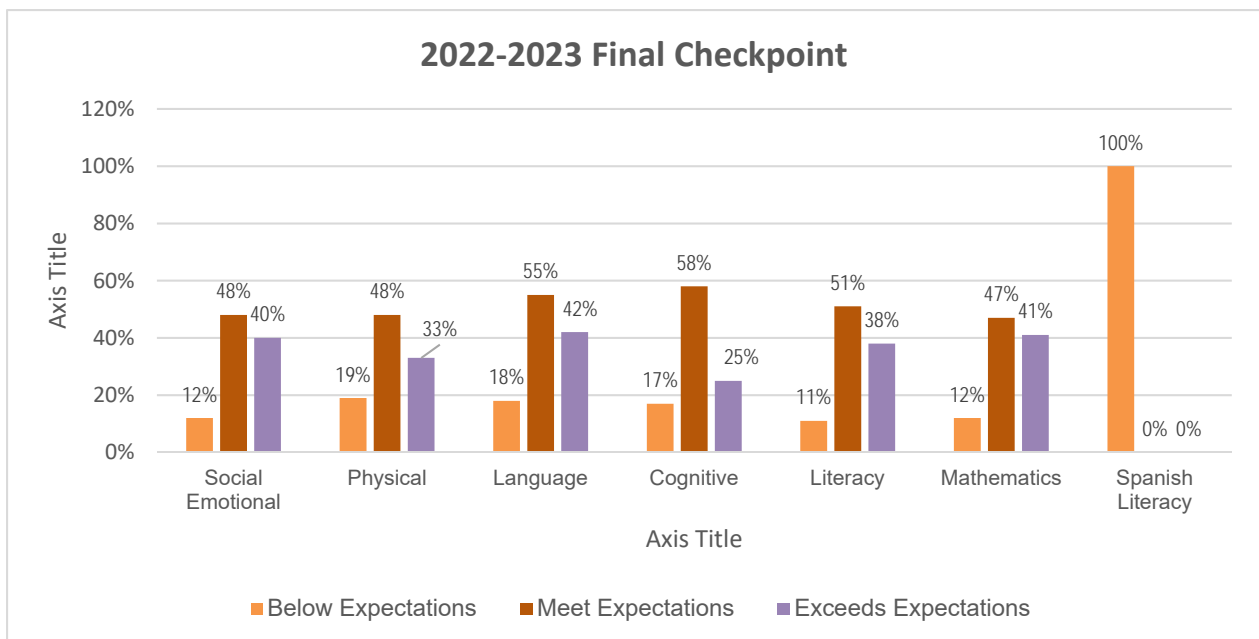


The Creative Curriculum is linked to comprehensive, ongoing assessment with developmental and learning goals. Our Program uses Teaching Strategies GOLD as the ongoing assessment. The assessment is organized into three observation periods for Head Start and four observation periods for Early Head Start. The results are analyzed and aggregated after each observation period. Teaching teams also review and analyze their assessment data to form their planning and instructional strategies relating to individual children or groups. The data also guide our decisions for continuous classroom and program improvement, professional training, and financial decisions.

EDUCATION SERVICES

At the end of each observation period, the teaching team completes a narrative report to share with parents during home visits or parent-teacher conferences. An individual child report is developed for each child, and this report allows teachers and administrators to see how each child is performing during the assessment checkpoint period or progressing over multiple checkpoint periods. The “Widely Held Expectations Report” compares information for each child, class, or group, placing children into three categories: below, meeting or exceeding widely held expectations. This report allows teachers and administrators to know where children are relative to most children of the same age or class.

Below are the outcomes results for children during the last reporting period of the 2022-2023 school year.



Improvement Plan: Teachers will continue to develop lesson plans that include activities and experiences to support learning and development in all developmental areas and include opportunities to maximize instructional time during routines, such as mealtime, transitions, etc. In addition, teachers will receive additional training and support in developmental areas, where needed.

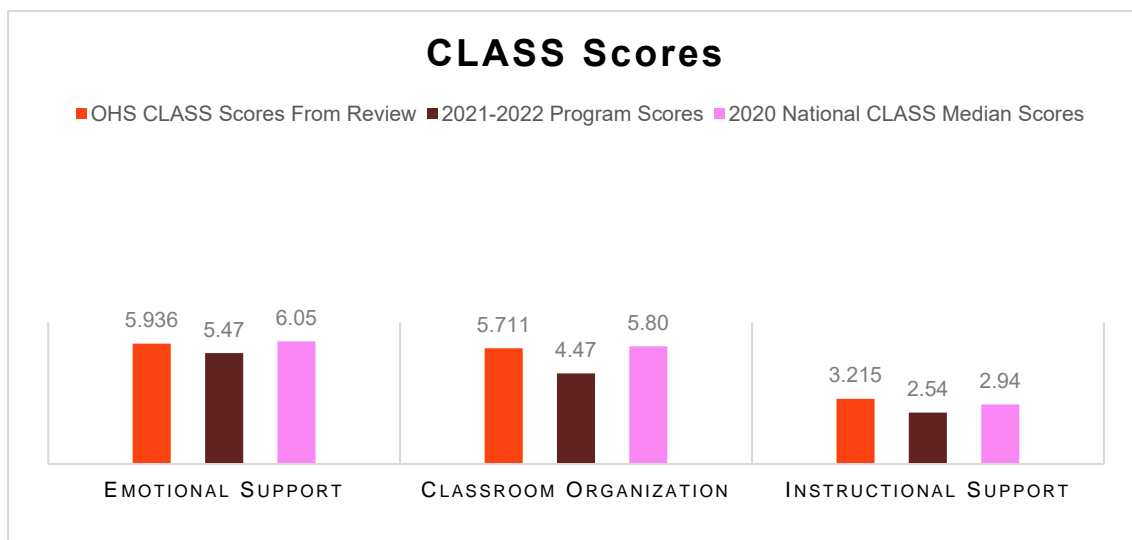
School Readiness Goals

Head Start defines school readiness as children possessing the skills, knowledge, and attitudes necessary for success in school and for later learning and life. One of the goals of GLEAMNS Head Start includes preparing children for kindergarten and engaging parents in the process of nurturing and educating their children. The outcomes of our children are evaluated based on the following school readiness goals:

Framework Domain	School Readiness Goals
<p>Physical Health and Development</p> <p>Children will demonstrate control of large muscles for movement, navigation, and balance.</p> <p>Children will develop the ability to manipulate a variety of objects requiring small muscle coordination.</p> <p>Children will be able to demonstrate positive health and safety practices.</p>	<p>Social and Emotional Development</p> <p>Children will demonstrate a positive sense of self and identify their own feelings.</p> <p>Children will demonstrate respect for self and others.</p> <p>Children will follow classroom routines and rules.</p>
<p>Approaches to Learning</p> <p>Children will show an interest in a variety of topics and activities and an eagerness to learn.</p> <p>Children will demonstrate persistence when working with materials, activities, and information.</p> <p>Children will join in on an increasing variety of tasks and activities.</p> <p>Children will demonstrate flexibility, imagination, and inventiveness.</p>	<p>Language</p> <p>Children will recognize an increasingly complex and varied vocabulary.</p> <p>Children will comprehend “who, what, where, when, and why” questions.</p> <p>English language learners will advance in listening to and understanding English.</p>
<p>Cognitive and General Knowledge</p> <p>Children will use observation and manipulation, ask questions, make predictions, and develop hypotheses to gain a better understanding of information and activities in their surroundings.</p> <p>Children will use math on a regular basis to count, compare, relate, and identify patterns and solve problems.</p> <p>Children will assemble information, investigate materials, and observe processes and relationships.</p>	<p>Literacy</p> <p>Children will demonstrate knowledge and appreciation of books and reading.</p> <p>Children will demonstrate an awareness of the different sounds in language.</p> <p>Children will demonstrate awareness of print in various environments.</p>

CLASS (CLASSROOM ASSESSMENT SCORING SYSTEM)

In April 2022, independent consultants conducted classroom observations using the CLASS assessment tool. The CLASS is a system for observing and assessing the quality of interactions between teachers and students in the classroom. It also measures instructional and social interactions proven to contribute to student's academic achievement and social competencies. The Program's last CLASS review by the Office of Head Start (OHS) was conducted February 1-5, 2016. The chart below shows the OHS scores from the on-site review in 2016, the 2021-2022 Program scores, and the 2020 national median CLASS scores. Teachers and teacher assistants will receive on-going training that will lead to improved CLASS scores and enhanced skills for supporting children's learning.



The Office of Head Start suspended CLASS reviews in 2020 due to the COVID-19 pandemic. CLASS reviews are scheduled to resume during fiscal year 2024.

Significant CLASS Changes: Grantees with a CLASS score below one or more of the competitive thresholds will be designated for competition. Specifically, the competitive threshold for Classroom Organization is raised from 3 to 5, and Emotional Support is raised from 4 to 5. In addition, the competitive threshold for Instructional Support is raised from 2 to an interim threshold of 2.3 through July 31, 2025. For reviews conducted on or after August 1, 2025, the competitive threshold for this domain raises to 2.5.

HEALTH SERVICES

GLEAMNS' commitment to wellness embraces a comprehensive vision of health for children, families, and staff. Our goal is to ensure, through collaboration among families, staff, and health professionals, all child health and developmental concerns are identified, and children and families are linked to an ongoing source of continuous, accessible care to meet their basic health needs. Caseworkers continued to follow up on the health care needs of children in their contact with parents during morning drop off, afternoon pick up, or weekly phone calls.

Health Services	Beginning Of Enrollment	End Of Enrollment
Total number of children with health insurance	800	800
Enrolled in Medicaid/EPSDT or CHIP	778	776
Enrolled in State-only funded insurance program, private insurance, or other health insurance	22	24
Without health insurance	18	18
Children with a medical home	816	813
Children with up-to-date immunization	430	444
Children determined by health care professional to have received all immunization possible but have not received all immunization appropriate for age	358	344
Children with a dental home	779	796

MEDICAL AND DENTAL SERVICES

Children Current on a Schedule of Age-Appropriate Preventive Health Care (85%)	693
Children Diagnosed as Needing Medical Treatment	63
Children Who Received or are Receiving Treatment	15
Children Who Received Preventive Dental Care	581
Children Who Received Dental Exam (74%)	609
Children Needing Dental Treatment	26
Children Receiving Dental Treatment	18



VOLUNTEERS

GLEAMNS encourages the involvement of volunteers in all Program operations. A single volunteer with a strong vision can cause more change in a community than any government agency or organization. Volunteers can make the difference between success and failure. Whether individuals volunteer out of passion or are recruited for their expertise, volunteers are contributing players who should be offered opportunities for training and growth and never should be taken for granted. Due to ongoing challenges with COVID-19 and restrictions on visitors, the number of volunteers was considerably lower as compared to previous years.

Volunteers	Head Start	Early Head Start
Persons Providing Volunteer Service	52	2
Current or Former Parents	47	0

PARENT INVOLVEMENT ACTIVITIES

GLEAMNS provides families with a supportive and nurturing environment. Parent involvement is encouraged in virtually every area of the Program. Parent involvement activities vary from center to center; however, they are similar in nature. From the very first meeting with families, parents are offered the opportunity to be involved in the Program. Parents attend center-level parent meetings and serve on Program advisory boards, such as Policy Council, Education Committee, and Health Advisory Committee. Parents are always encouraged to share their ideas about Program improvement, work on projects at home, network with other parents, and volunteer in whatever area of interest.



Our Latino families are very important to our Program, and we accommodate these families by providing interpreters and having culturally sensitive activities.

Highlights of the parent activities are listed below:

- Story Time for Families
- Craft Night
- National Parent Involvement Day
- Window Door Decorating Contest
- Science Night
- Spirit Week
- Read Across America Day (Dr. Seuss)
- Black History Art Show
- Year-End Transition Program
- Father's Day Program
- Mother's Day Program

The following in-person or virtual parent training sessions were offered:

- Stress Management
- Budgeting and Credit Repair
- Raising a Child in a Single Parent Home
- Family Literacy
- Affordable Housing
- Culture Diversity
- Managing Challenging Behaviors
- Importance of Child's Regular Attendance

EARLY HEAD START

Early Head Start is a federally funded community-based program for low-income families with infants and toddlers and pregnant women. Our mission is simple:

- *To promote healthy prenatal outcomes for pregnant women.

- *To enhance the development of very young children.

- *To promote healthy family functioning.

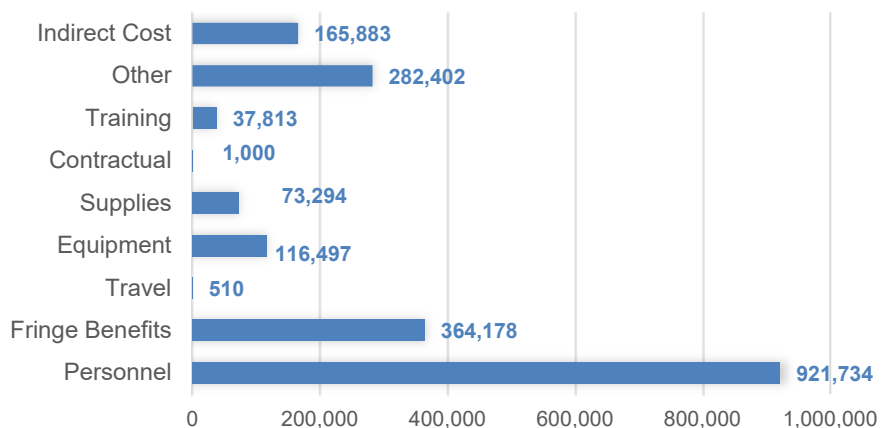
Early Head Start evolved out of Head Start's long history of providing services to infants and toddlers through Parent Child Centers (PCCs), Comprehensive Child Development Centers (CCDCs) and Migrant Head Start Programs.

BUDGET INFORMATION

Funds for the Early Head Start budget have been allocated in eight main categories to support services to 104 infants, toddlers, and pregnant women.

Categories	Budget for 2022-2023 Fiscal Year	Budget for 2023-2024 Fiscal Year
Personnel	964,173	921,734
Fringe Benefits	433,808	364,178
Travel	1,000	510
Equipment	0	116,497
Supplies	49,428	73,294
Contractual	1,000	1,000
Training and Technical Assistance	37,813	37,813
Other	280,458	282,402
Direct Costs	1,729,867	1,797,428
Indirect Costs	182,437	165,883
Total Budget	1,912,304	1,963,311

2023-2024 EHS BUDGET



ENROLLMENT- EARLY HEAD START

GLEAMNS Early Head Start provides services to low-income infants, toddlers, and pregnant mothers. Our funded enrollment for the Early Head Start Program was 104 during the 2022-2023 school year. Information is provided regarding Early Head Start services in Greenwood, Edgefield, and Saluda counties. The Program served 58% of its funded enrollment for Early Head Start.

Children Served	60
Eligible Children Served (within income guidelines)	100%
Average Daily Attendance	77.19%
Children Enrolled for a Second Year	16
Children Enrolled for Three or More Years	8
Families Whose Primary Language is English	60
Families Whose Primary Language is Spanish	0
Total Families	54
Single Parent Families	49
Two-Parent Families	5
Homeless Families Served	1
Homeless Families Who Acquired Housing	0
Employment Status Families	
One or More Parents Employed	37
Neither Parent Employed	16

DISABILITIES SERVICES

The Early Head Start Program has a collaborative agreement with BabyNet, which is South Carolina's interagency early intervention system for infants and toddlers under three years of age with developmental delays or who have conditions associated with developmental delays. Twelve children were determined eligible by BabyNet to receive early intervention services under the Individuals with Disabilities Education Act. Nine children were determined eligible to receive early intervention services prior to enrollment.



MENTAL HEALTH SERVICES

Mental health services are provided to children, parents, and staff through contracts with Beckman Mental Health Center, Lexington Mental Health Center, and private consultants. Our mental health consultants provide training to promote mental wellness, such as stress management, team building, and social-emotional development. No children received direct services from a mental health professional; however, approximately 60 enrolled families had access to mental health services.

HEALTH SERVICES

Health Services	Beginning Of Enrollment	End Of Enrollment
Total number of children with health insurance	60	60
Enrolled in Medicaid/EPSDT or CHIPS	60	60
Enrolled in State-only funded insurance program, private insurance, or other health insurance	0	0
Without health insurance	0	0
Children with a medical home	60	60
Children with up-to-date immunization	6	6
Children determined by health care professional to have received all immunization possible but have not received all immunization appropriate for age	50	50
Children with a dental home	49	57

MEDICAL SERVICES

Children Current on a Schedule of Age-Appropriate Preventive Health Care (77%)	46
Children Diagnosed as Needing Medical Treatment	10
Children Who Received or are Receiving Treatment	1
Children Who Received Preventive Dental Care	0



EARLY HEAD START-CHILD CARE PARTNERSHIP

Early Head Start-Child Care Partnerships were created by the FY 2014 Federal budget bill. This initiative brings together the best of Early Head Start and child care through layering of funding to provide comprehensive and continuous services to low income infants and toddlers, and their families, by providing strong relationship-based experiences and preparing them for the transition into Head Start and preschool.

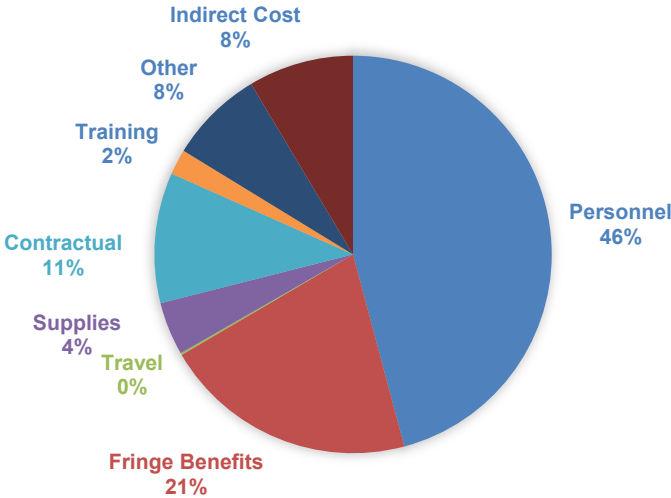
Early Head Start provides comprehensive family centered services within high-quality early learning environments that adhere to the research-based Head Start Program Performance Standards.

BUDGET INFORMATION

Funds for the Early Head Start-Child Care Partnership budget have been allocated in eight main categories to support services to 72 infants and toddlers.

Categories	Budget for 2022-2023 Fiscal Year	Budget for 2023-2024 Fiscal Year
Personnel	526,386	546,971
Fringe Benefits	236,658	247,231
Travel	2,000	2,000
Equipment	17,816	0
Supplies	42,046	51,600
Contractual	136,752	126,601
Training and Technical Assistance	24,746	24,746
Other	97,227	91,540
Direct Costs	1,058,885	1,090,689
Indirect Costs	98,433	102,452
Total Budget	1,157,318	1,193,141

2023-2024 EHSCCP BUDGET



ENROLLMENT- EARLY HEAD START/CHILD CARE PARTNERSHIP

The Early Head Start-Care Care Partnership Program was funded to serve 72 children during the 2022-2023 school year. The Program served 31% of its funded enrollment under this project.

Children Served	22
Eligible Children Served (within income guidelines)	100%
Average Daily Attendance	82.10%
Children Enrolled for a Second Year	4
Children Enrolled for Three or More Years	2
Families Whose Primary Language is English	22
Families Whose Primary Language is Spanish	0
Total Families	21
Single Parent Families	16
Two-Parent Families	5
Homeless Families Served	1
Homeless Families Who Acquired Housing	0
Employment Status of Families	
One or More Parents Employed	15
Neither Parent Employed	5

DISABILITIES SERVICES

The Early Head Start Program has a collaborative agreement with BabyNet, which is South Carolina's interagency early intervention system for infants and toddlers under three years of age with developmental delays or who have conditions associated with developmental delays. One child was determined eligible by BabyNet to receive early intervention services under the Individuals with Disabilities Education Act.



MENTAL HEALTH SERVICES

Mental health services are provided to children, parents, and staff through contracts with Beckman Mental Health Center, Lexington Mental Health Center, and private consultants. Our mental health consultants provide training to promote mental wellness, such as stress management, team building, and behavior management. No children received direct services from a mental health professional; however, approximately 21 enrolled families had access to mental health services.

HEALTH SERVICES

Health Services	Beginning Of Enrollment	End Of Enrollment
Total number of children with health insurance	22	22
Enrolled in Medicaid/EPSDT or CHIPS	22	22
Enrolled in State-only funded insurance program, private insurance, or other health insurance	0	0
Without health insurance	0	0
Children with a medical home	22	22
Children with up-to-date immunization	14	14
Children determined by health care professional to have received all immunization possible but have not received all immunization appropriate for age	5	5
Children with a dental home	21	21

MEDICAL SERVICES

Children Current on a Schedule of Age-Appropriate Preventive Health Care (45%)	10
Children Diagnosed as Needing Medical Treatment	0
Children Who Received or are Receiving Treatment	0
Children Who Received Preventive Dental Care	0



HEAD START AND EARLY HEAD START CENTERS

Center	Address	Phone Number	Funded Enrollment
Abbeville	706 Carolina Circle Abbeville, South Carolina 29620	(864) 459-5275	80 24 (EHSCCP)
Batesburg-Leesville	118 David Drive Batesburg, South Carolina 29006	(803) 532-4039	40
Edgefield	141 S.E. Diggs Road Trenton, South Carolina 29847	(803) 275-4060	73 32 (EHS)
Greenwood	1401 By Pass 25 SE Greenwood, South Carolina 29646	(864) 223-9748	235 36 (EHS)
Lexington	134 Gibson Court Lexington, South Carolina 29072	(803) 951-3215	56
McCormick	615 Clayton Street McCormick, South Carolina 29835	(864) 852-6010	40
New Site	TBD	TBD	80
North Hodges	212 North Hodges School Road Hodges, South Carolina 29653	(864) 374-7404	100
Pineview	1916 Pineview Drive Columbia, South Carolina 29209	(803) 695-1311	160
Platt Springs	1309 Platt Springs Road W. Columbia, South Carolina 29169	(803) 794-9707	120
Rikard	215 Rikard School Road Prosperity, South Carolina 29127	(803) 364-0406	100
Saint Andrews	1400 Saint Andrews Road Columbia, South Carolina 29210	(803) 750-0053	160
Saluda	117 S. Bouknight Ferry Road Saluda, South Carolina 29138	(864) 445-9009	100 36 (EHS)
Sanders	125 GLEAMNS Street, Suite A Laurens, South Carolina 29360	(864) 984-4814	80

Early Head Start-Child Care Partnership services are being provided to 32 children through an approved temporary home-based option.

GLEAMNS Head Start: Over Fifty Years of Providing Quality Services!

Board Chair: Betty Boles
 Chief Executive Officer: Shunna Jeter
 Policy Council Chair: Mary H. Wideman
 Head Start Director: Elaine F. Kennedy

