

The Metropolitan Action Commission HEAD START and EARLY HEAD PROGRAM *2018-19 Annual Report*

Serving Children & Families of Davidson County Across 526 Square Miles



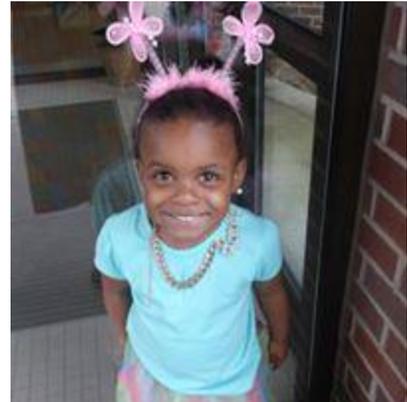
2018 Cohort of the MAC 4 Jobs Comp TIA A + Certification Program along with the agency's Executive Director Dr. Cynthia Croom, agency team members and the program trainers
(The CompTIA Program is one of the agency's 2Gen/Whole Family initiatives for Head Start and Early Head Start parents)

About our agency...

The Metropolitan Action Commission is the designated community action agency for Nashville and Davidson County charged with eliminating the barriers of poverty with the ultimate goal of moving families out of poverty. Using a two-generation, whole-family approach as well as an integrated service model to build a system of care for families with limited incomes, we serve an average of 20,000 families. The agency is also recognized nationally for its early adaptation of 2Gen/Whole family approach and its impact on families in moving them out of poverty.

Our Head Start and Early Head Start program is the largest provider of early childhood education for children birth to five in Davidson County. This program promotes school readiness for children from families with low incomes through education, health, social and other comprehensive services. Community Services provides high school equivalency/GED test preparation and college readiness classes and support. The agency also assists families with utility, mortgage and rent payments, prescription costs, utilities and rental deposits for residents, property tax assistance for senior citizens and youth programs through our Summer Food Service Program and our Summer Youth Technology Camp. Our Summer Cooling program provides air conditioning units at no cost to residents with medical conditions during months when the city historically experience extreme heat conditions. The MAC 4 Jobs Program provides workforce development initiatives to increase the earning potential of families within Head Start and Early Head Start programs.

Our agency employs an average of 310 staff at 8 locations throughout the county. We receive funding from The U.S. Department of Health and Human Services, U.S. Department of Agriculture, the State of Tennessee, the City of Nashville and Davidson County and Piedmont Natural Gas. The board is comprised of 16 members (Commissioners) from the communities served by the agency as well as appointed members by the city Mayor.



Head Start Guiding Principles

School readiness is comprised of many elements that are driven by various factors. In order to address these multiple components of school readiness, an ongoing plan for student success which includes the child, the caregiver, and the parent, as well as a connection to home and school environments must be implemented.

- It is essential to meet individual needs through an environment of trust and acceptance that supports and respects gender, culture, language, ethnicity, and structure.
- Parent engagement is a critical component in a child's development and learning experiences.
- Parents are a child's first and most important teachers.
- An alignment of curriculum, instruction and assessments are necessary to effectively support children.
- All children deserve a safe, healthy and high quality, age appropriate program that fosters an environment of learning which will prepare them for school.

Early Head Start Guiding Principles

It is important to understand the early experiences of zero to three/infants and toddlers provide the foundation for school success. The relationships that infants and toddlers build with warm, responsive and nurturing adults assists their developmental competencies, such as a willingness to learn, developing positive relationships, productively handling stressful situations, and problem solving.

- Social-emotional development raises cognitive development.
- Positive relationships empower learning.
- Relationships open the door to curriculum delivery.
- Children are supported when teachers provide support to parents.



Head Start and Early Head Start dads help build bird houses during the National Week of the Young Child Celebration at the Douglass center.

Our Vision

Breaking the cycle of poverty
in our community—
one child, one person,
one family at a time.

We will...

Pursue excellence always.
Deliver high quality only.
Show accountability consistently.
Change the culture incrementally.
Focus on performance urgently.

Our Core Values

We show compassion.
We deliver unmatched
customer service.
We give the highest quality.
We achieve through team work.
We embrace innovation.
We live integrity.

Metro Action Commission Head Start/Early Head Start Centers and Early Head Start Partner Locations

(Metro Action Locations)

Berry Head Start and Early Head Start Center

2233 Winford Avenue
Nashville, TN 37211
Center Manager: Letitia Byrd
(615) 862-8911

Frederick Douglass Head Start and Early Head Start Center

621 Howerton Street
Nashville, TN 37206
Center Manager: Corita Edwards
(615) 862-8878

Dudley Head Start Center

1203 3rd Ave S
Nashville, TN 37210
Center Manager: Stephanie Ross
(615) 862-8885

Richland Head Start and Early Head Start Center

5900 Charlotte Pike
Nashville, TN 37209
Center Manager: Deaderick Jones
(615) 862-8935

North Head Start Center

1624 5th Ave N
Nashville, TN 37208
Center Manager: Tashara Pillow-Thompson (615)
862-8722

Susan Gray Head Start Center

445 Cotton Lane
Nashville, TN 37211
Center Manager: Donald Parham
(615) 862-8888

Tom Joy Head Start and Early Head Start Center

1901 Lischey Ave
Nashville, TN 37207
Center Manager: Sharon Dooley
(615) 880-1690

(Partner Locations)

McNeilly Infant & Toddler Center

611 Stockell Street
Nashville, TN 37207
(615) 780-5427

Casa Azafrán Early Learning Center

2195 Nolensville Pike, Suite #3
Nashville TN 37211
(615) 291-4672

Metro Nashville Public Schools - Division of Special Education Extended School Year Program *(Summer Partnership located at Metro Action Susan Gray Head Start Center)*

2601 Bransford Avenue
Nashville, TN 37204
(615) 259-4636



Children of North Head Start Center during their Zoo Parade

Actual Budget Revenue 2018-19

(Head Start Grant 04CH010156)

Program	Federal Grant for Operations (Head Start PA25, Early Head Start PA 22)	Federal Grant for Training (Head Start PA26, Early Head Start PA 20)	Local Cash Match (Non-Federal Share)	In-Kind Match (Non-Federal Share)	Total Revenue/ In-Kind
Head Start	\$11,231,501	\$134,767.30	\$2,841,567.00	\$0	\$14,207,835.30
Early Head Start	\$1,453,666.00	\$33,387.00	\$371,764.00	\$0	\$1,858,817.00
					\$16,066,652.30

Actual Budget Expenditures 2018-19

(Head Start Grant 04CH010156)

Head Start

Personnel	\$8,672,557.91
Fringe Benefits	\$3,323,256.79
Travel	\$58,440.43
Equipment	
Land/Bldg Improvements	
Supplies	\$564,122.29
Contractual	\$369,270.92
Other	\$1,508,593.86
Indirect Costs	\$400,000
Total Expenditures	\$14,896,242.20

Early Head Start

Personnel	\$703,077.37
Fringe Benefits	\$285,896.69
Travel	\$18,473.34
Equipment	
Land/Bldg Improvements	
Supplies	\$68,906.14
Contractual	\$480,359.29
Other	\$28,413.13
Indirect Costs	\$60,000.00
Total Expenditures	\$1,645,125.96

Excess In-Kind (Non-Cash/Cash)	\$662,842.26
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Total Expenditures (Head Start and Early Head Start)	\$17,204,210.42
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Projected Budget 2019-2020

(Head Start Grant 04CH010156)

Program	Federal Grant for Operations (Head Start PA25, Early Head Start PA 22)	Federal Grant for Training (Head Start PA26, Early Head Start PA 20)	Local Cash Match (Non-Federal Share)	In-Kind Match (Non-Federal Share)	Total Revenue/ In-Kind
Head Start	\$12,305,203.00	\$134,767.00	\$3,488,188.00		\$15,928,158.00
Early Head Start	\$1,479,396.00	\$33,387.00			\$1,512,783.00
Total					\$17,440,941.00



Olympics Day at the North Head Start Center

The Metropolitan Government of Nashville and Davidson County participates in an independent audit which monitors internal controls, financial reporting in accordance with Government Auditing Standards by Crosslin Certified Public Accountants. There were no findings reported for these reporting years.

To access all CAFR and Single Audit Reports visit Metro Nashville Government Finance Webpage at www.nashville.gov/finance/financial-operations.aspx

Parent, Family, and Community Engagement

In November 2019, the Metropolitan Action Commission released the 2Gen/Whole Family Initiative Evaluation Report on its pilot two-generation and whole family initiative, which began in 2015. This third-party evaluation report includes feedback from all stakeholders on their experiences with the 2 Gen/Whole Family Initiative, including programmatic strengths, participant experiences, barriers and accelerators to participation, participant outcomes, lessons learned and recommendations for MAC to consider as it grows and expands its initiatives. The agency also completed a Research Review and Impact Summary on the correlational study of parental participation and child outcomes. Both studies are available on the agency's website (www.Nashville.gov/mac).



Dr. Fondren, Head Start/Early Head Start Director is with two Head Start parents who are currently participating in an internship placement with the local Sheriff's Department as a part of our 2Gen/Whole Family initiative.

Parent Engagement Activities				
	2017-2018		2018-19	
	HS	EHS	HS	EHS
Well-Being (Includes MAC4Jobs Participants)	973	66	1096	144
Parent-Child Relationships	239	10	132	6
Lifelong Educators	1191	4	4	0
Families as Learners	67	126	341	83
Engagement in Transitions	1798	138	224	8
Connecting to Peers & Community	202	11	591	330
Family Advocates & Leaders	7	0	1	0
Total Family Events by Program	4477	355	2389	571
AGENCY TOTAL FAMILY EVENTS	4832		2960	

A snapshot of the Early Head Start Program for the 2018-19 School Year

The Metropolitan Action Commission has Early Head Start Classrooms within four of our Head Start/Early Head Start centers (Berry, Douglass, Richland and Tom Joy).



Richland's Head Start and Early Head Start children receives holiday toys from the U.S. Marines Toys for Tots program each year to make the holiday season less of a financial burden for parents.

Funded Enrollment	120
Cumulative Enrollment	209
Total Staff	46
Total Number of Classrooms	15
Average Class Size	8
Mental Health Referrals	1
Up-to-date Oral Health Care	168
Children up-to-date on Immunizations	164
Children with IFSP	27
Prenatal Health Care	41
Single Parent Families	134
Two Parent Families	21
Both Parents Employed	4
Parents in Training or School	30
Volunteers	30
Homeless Families Served	4

The Metropolitan Action Commission Head Start and Early Head Start Program Information Report (PIR) provides comprehensive data on the services, staff, children, and families served by our Early Childhood Education Program.

All programs across the nation are also required to provide this data to the Office of Head Start.

A snapshot of the Head Start Program for the 2018-19 School Year

The Metropolitan Action Commission has seven Head Start locations throughout Nashville and Davidson County.

Funded Enrollment	1365
Cumulative Enrollment	1595
Total Budgeted Staff	323
Total Number of Classrooms	72
Transportation Services (Bus)	512
Mental Health Referrals	22
Completed professional dental examination	1,496
Unhealthy/Healthy BMI	544/1051
Children with IEP	175
Newly Enrolled Children Behavioral Screening	1,051
Single Parent Families	1,047
Two Parent Families	394
Both Parents Employed	80
Parents in Training or School	153
Volunteers	926
Homeless Families Served	26



Our children are taught the importance of preventative care. One of our Education and Training team members along with her puppet helpers visit children at the Dudley center to talk about how to properly brush their teeth.

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School Readiness: Preparing our families for the next step

The Metropolitan Action Commission uses the Frog Street Preschool & Pre-K (FSPK) Curriculum, which correlates to the Head Start Early Learning Outcomes Framework and the Tennessee Early Learning Development Standards which are aligned with our school readiness goals. FSPK is a high, quality, research-based curriculum organized into ten skills domains that support integration of the curriculum and builds connections between and among all disciplines. The curriculum includes innovations to produce measurable gains in student achievement.



The children at Susan Gray as well as all of the other Head Start centers experience Family Style meal seating which increases their socialization skills.

The authorship team of Frog Street brings a wealth of expertise in the field of early childhood classroom experience, social and emotional intelligence, brain development, literacy, second language learning, STEM practices and cultural sensitivity to the instruction and materials in the curriculum. Another innovation is the inclusion of Conscious Discipline strategies to support social and emotional intelligence and in turn cognitive performance. Frog Street is the sole curriculum integrating this proven program into the daily instruction. Differentiated learning strategies and materials for a full range of learners include grouping strategies and scaffolding. Metro Action gives careful attention to monitoring and measuring developmental milestones for infant, toddlers and preschoolers. To monitor child progress, aggregate and analyze data toward school readiness, MAC uses Teaching Strategies Gold (TS Gold), which is inclusive of children with disabilities, children who are English-Language Learners and children who demonstrate competencies beyond typical development Expectations. TS Gold is used three times per year and collect data in the domains, elements and indicators delineated in the Head Start Learning Framework.

About a month into the Head Start school year, each center begins their School Readiness Transition Planning. The Head Start administration coordinates on-site sessions and enrollment fairs at each Head Start location. Parents are able to enroll for kindergarten at these fairs. Charter School options are also available. After winter break, all centers begin transition “field trips” to area schools so that students are able to experience what their Kindergarten experience will include. Every Tuesday in the month of January MNPS hosts walk through opportunities for parents followed by additional enrollment opportunities for parents. The 2019 Research Review and Impact Summary is an in-depth report of the lasting effect of the agency’s Head Start and Early Head Start program (www.Nashville.gov/mac).

**For more information regarding the Head Start
and Early Head Start Programs contact:**

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Early Head Start
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615-862-8860. Ext 70140**

or

**Dr. Cynthia Croom, Executive Director of the
Metropolitan Action Commission
(cynthia.croom@nashville.gov)
615-862-8860, Ext 70104**

**Metropolitan Action Commission
800 2nd Avenue North
Nashville, TN 37201
Nashville.gov/mac**

“Breaking the cycle of poverty in our community one child, one person, one family at a time”