

**Bolivar County Community Action Agency, Inc.**

**810 East Sunflower Road, Suite 120**

**Cleveland, MS 38732**

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**[www.bccaainc.org](http://www.bccaainc.org)**



*Helping People. Changing Lives.*



This Agency is an Equal Opportunity Employer.  
We do not discriminate, regardless of race,  
creed, color, sex, age, disability or national  
origin.

# **Bolivar County Community Action Agency, Inc.**



***2020-2021 ANNUAL REPORT***

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## Partnerships

**Bolivar County Cooperative Extension Service**

**Bolivar County Health Department**

**Bolivar County Schools Food Service**

**Cleveland Depot Library**

**Cleveland School District**

**Delta Health Center**

**Delta Mental Health Center**

**Delta State University Social Work Department**

**Early Intervention**

**Mississippi Department of Human Services**

**Mississippi State Department of Child Care Licensure**

**Mississippi Valley State University Social Work Department**

**North Bolivar Consolidated School District**

**West Bolivar Consolidated School District**

## Rapid Rehousing

Our Rapid Re-Housing Program (RRH) is

designed to help families with children who are literally homeless. Our goal is to help them secure permanent housing, become self-sufficient and increase their skills. Our agency is working to implement in serving homeless individuals.

Our RRH program adhere to the Housing First approach and serves seventy-one Mississippi counties. RRH partners with organizations and businesses to help our clients obtain available resources within their communities. We also assist clients with Case Management, Budgeting, Outreach, Transportation, Job Readiness, GED, and other Educational skills.

RRH served on hundred and four families in our 2020-2021 grant period. Throughout the counties that we've served, we also participate in street outreach. During that time, we are able to identify homeless clients and their needs. RRH also build relationships in the community by partnering with landlords that own properties.

Our RRH program participates in the Delta Coalition meeting once a month to network with other organizations and we also do outreach in the Delta together. We are also required by HUD to participate in the Point-In-Time once a year. Due to the pandemic, the Point-In-Time was held in February.

We have a new program that is called Emergency Solution Grand (ESG-CV) and the purpose of this program is to provide housing and Homeless Prevention services to all clients that qualify. This program is for one year and will end Sept 30, 2022



## From the Desk of the Executive Office

*When one teaches, two learn.  
-Robert A. Heinlein*

**Bolivar County Head Start/Early Head Start Program trusts that the soul of head start lies in the**

**comprehensive and quality services to the children and families of Bolivar County. We further believes this is accomplished through: partnering and networking with agencies, schools and organizations with existing amenities; empowering staff and families with education skills and training to become economically self-sufficient; individualizing learning programs developed from child observations; and providing play-based, resource based, child-initiated environments in accordance with the principles of Head Start Performance Standards. We acknowledge, recognize and respect diversity and parents as decision makers and primary educators of their children.**

**Our Annual Report highlights the mission, vision, overview and commitment Bolivar County Community Action Agency devotes to the children and families we serve daily. We strive hard to except with each generation of children we serve and will continue to advance.**

*Elnora Littleton, Executive Director*

## Letter from the Board of Directors Chairperson



As Chairperson of the Bolivar County Community Action Agency (BCCAA) and on behalf of the Board of Directors, it swells me with joy to share the BCCAA Annual Report. The Annual Report highlights the many programs and services the BCCAA provides and the impacts these programs have on Bolivar County. The BCCAA is committed to accomplishing its mission to continue the war on poverty and to empower low-income citizens to become economically self-sufficient. Moreover, the BCCAA is achieving this mission, as validated in this Annual Report. Having served in the Mississippi Delta since 1965, the BCCAA stands as a pillar of hope for the many clients we serve through a gamut of programs from early childhood up to the Head Start/Early Head Start programs to Aging in conjunction with the Meals on Wheels program. I have personally seen the impact this agency has had on the lives of families in our community. Head Start works, as do the many other programs and services provided by the BCCAA.

In summation, the BCCAA will remain diligent in their efforts to help people and change lives by providing superior services to the entire Bolivar County community. If you have any questions or concerns, please feel free to contact me.

Sincerely,

A handwritten signature in blue ink that reads "Nathan Towers".

Nathan Towers  
BCCAA Board Chair

## CSBG/LIHEAP



Client initially requested assistance with agency in February 2020. Client is a sixty-five-year-old female. Household income consists of Pension income of \$1,217.00 monthly.

Worker identified Income Management/Stable. Client is an elderly female that is needing help with monthly bills. Client reported that her income is not enough to pay her monthly household bills all the time. The worker referred her to an agency partner for employment. Client was enrolled in participant in training program as receptionist in January 2021. She works for twenty hours weekly at \$7.25 monthly. Client reports that she enjoys this opportunity to gain additional income monthly and now receives a \$900.00 additional income to pay her monthly expenses.

As of July 2021, she has received a total of \$3,196.99 from LIHEAP assistance with utility bills and purchase of an air conditioner. The agency will continue to provide financial assistance and make referrals, as needed.



## CSBG/LIHEAP

### **ANNUAL SERVICE REPORT FISCAL Year 2020**

All Clients that receive services are enrolled in case management services. Staff identifies ROMA area that includes, yet is not limited to Employment, Education, Health and Safety, Nutrition, Emergency and Income Management.

All Clients receive Income Management and energy conservation services. By prioritizing these areas, the next four important categories are as follows: Employment, Education, Health and Safety, and Housing.

#### **I. Employment**

- 29 Clients gained full time employment.

#### **II. Education**

- 2 Clients received tuition assistance to assist with educational goals.
- 2 Clients completed vocational training, or college.

#### **III. Health and Safety**

- 94 Clients received air conditioners, water heater, and central unit repair or replacement.
- 1 Client received eyeglass assistance.

#### **IV. Housing**

- 66 Clients received housing assistance as a preventive measure to prevent foreclosure and rental assistance as a prevent measure to prevent eviction.

During the fiscal year 2021, our agency received a total of \$665,293 LIHEAP / \$73,921 ECIP and \$59,148 CSBG to administrate and provide direct services to the clients. A total of 813 Clients benefited from these services. Atmos Energy donated \$68,270.13 to assist 200 clients with Atmos gas bills.

## Letter from the Policy Council Chairperson



It is with great humility that I serve as your 2021-2022 Bolivar County Policy Council Chairman. As a parent, I know that this new school year will be challenging for our teachers, leaders, children, support safe, and parents. In addition, I know our teachers, support staff, bus drivers, custodians, social workers, and nutrition teams have made many

changes in the previous school year as they adapted to a new system of education during the pandemic. Many changes were implemented prior to the start of the school year to keep our children and staff safe as we returned to in person learning. Our leaders and teachers at each center adapted, adjusted, and quickly made changes so that children could return to school. It has been extremely difficult to make the changes; however, our teams stepped up and worked hard to make our program successful and to add the necessary safeguards.

It is my pleasure to provide the annual reports, as well as any information that the policy council has access to. As the Policy Council Chairman, I know I will enjoy the process and procedures of making decision for our children. This new role will allow me the opportunity to volunteer my time and talent to establish rapport with other parents, community leaders, and the Board of Directors to ensure that all decisions made are in the best interest of all children enrolled in the head start program in Bolivar County.

My goal as the Policy Council Chairman is to ensure that our program is one of the best programs in the state of Mississippi and that our children have the necessary tools and skills to learn at the next level of their education.

If there is anything that I can ever do to assist in any way with our program, please let me know, as I am always available and ready to work hard for our children.

Sincerely,

Kimberly Brown, Policy Council Chairman

## BCCAA's Human Resource Department

Regina Spivey, PhD, Human Resources Director/Trainer

Audrey Lambert, MBA, Human Resources Assistant



**(HR)...**

**is the department within a business that is responsible for all things worker-related.**

That includes recruiting, vetting, selecting, hiring, onboarding, training, promoting, paying, and firing employees and independent contractors.

### Fiscal Year 2020-2021

Total Budgeted Positions	247
Head Start	190
CAA	33
Central Office	24
New Hires	34

### New Positions

ESGCV Rapid Re-Housing	3
CSBG/LIHEAP (WAP)	2
Behavioral Specialist	1
Head Start Social Worker	2
Administration	1

### **What are the functional areas of Human Resources?**

- Recruiting, staffing, and talent management.
- Employee benefits.
- Employee compensation.
- Employee and labor relations.
- Human resources compliance.
- Organizational structure.
- Human resources information and payroll.
- Employee training and development.
- Safety and Workers' Compensation.

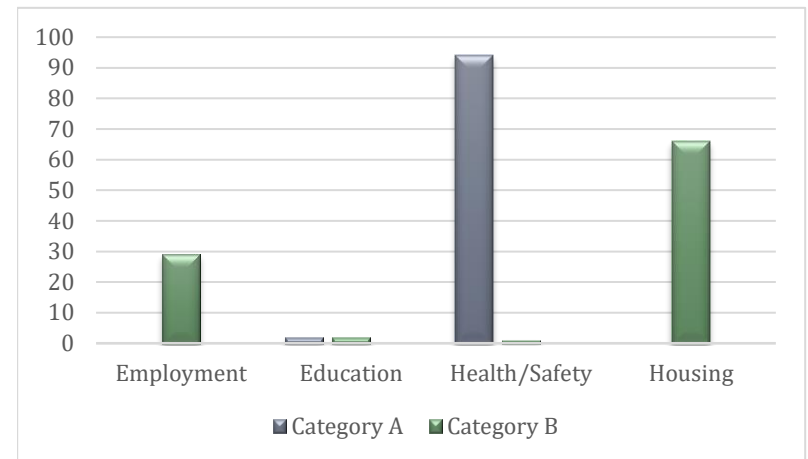


## CSBG/LIHEAP

**Low Income Home Energy Assistance Program (LIHEAP)**

**Emergency Crisis Intervention Program (ECIP)**

**Community Service Block Grant Program (CSBG)**



- The overall goal of the program is to provide monetary, non-monetary, case management and referral services to assist households in becoming self-sufficient.



## Aging Division



The Aging Division provides many programs to assist the elderly in Bolivar County.

### *Home Delivered Meals/Meals on Wheels*

Five frozen meals are delivered to eligible homebound elderly and disabled individuals one time per week. The agency has five transporters that delivered over 22,000 meals in 2019.

### *Personal Care Service Providers*

Trained caregivers assist with task such as hygiene essential shopping, light housekeeping, transporting clients to appointments, and light meal preparation. If the client is bedridden, the homemaker will assist with clothing and grooming the client. There are personal care service providers in the program serving four or more clients with over 2700 hours served in 2019.

### *Congregate Meals*

Provide an opportunity for individuals 60 years and older and their spouse to eat at least one hot nutritious meals a day. Seniors meet socially and engage in daily activities such as games and knitting, arts and craft, and much more. Congregate meal sites is only available in Cleveland at the Calvary Site. Cleveland site serves 20 clients per day. An average of 5,290 meals were served in 2020-2021. This site has a manager who is responsible for providing leadership and maintenance of nutrition site daily.

Programs	Clients Served	Meals/Units Served Per Year
Homemaker/TitleXX Personal Care Service Provider	10	6,882
HDM IIC/TitleXX Home Delivered	143	35,703
Medicaid Waiver	1	474
Congregate Meals	20	5,290
Medicaid Waiver Meals	474	102,988

## BCCAA Mission Statement

To continue the war against poverty; to serve families in the rural Mississippi Delta and to provide various services and opportunities to help low-income citizens (children & families) become economically self-sufficient.

## Governing Bodies



### **BCCAA, Inc. Board of Directors**

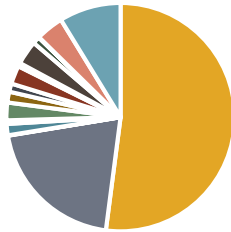
<b>Nathan Towers, Chairperson</b>	<b>Marshall Conico, Vice Chairperson</b>	<b>Chaka Smith, Secretary</b>
Rita Marshall	Tolerisa Butler	Delores Brown
Bertha Cummings	Sheriff Kelvin Williams	David Kelly
Dr. Hugh Smith	Ashley Melvins	

### **BCHP Policy Council**



<b>Kimberly Brown, Chairperson</b>	<b>Valerie Akon, Vice Chairperson</b>	<b>Tarrence Dorsey, Treasure</b>
Vaunlisha Cooks, Secretary	Pretishia Smith, Vice Secretary	Doraneshio Robinson
Crystal Johnson	Jamee Smith	Marrissa Gallion
Anna Rich	Shirley Holmes	Jacqueline Smith
Stephanie Harris	Shelia Brown	Dr. Hugh Smith

## 2020-2021 Head Start & Early Head Start Expenses



- Total Salaries
- Total Fringes
- Total Travel
- Total Contractual
- Total Equipment Rental
- Total Maint/Repairs
- Total Vehicle Expense
- Total Insurance
- Total Supplies/Materials
- Total Telephone

Total Salaries	\$4,420,440.00
Total Fringes	\$1,726,450.00
Total Travel	\$4,548.00
Total Contractual	\$135,633.00
Total Equipment Rental	\$42,731.00
Total Maint/Repairs	\$212,517.00
Total Vehicle Expense	\$129,615.00
Total Insurance	\$99,078.00
Total Supplies/Materials	\$220,852.00
Total Telephone	\$43,274.00
Total Space Cost	\$288,754.00
Total Client Assistance	\$86,216.00
Food & Meal Cost	\$2,753.00
Depreciation	\$3,374.00
Total Other	\$331,278.00
Indirect Costs	\$742,807.00
<b>TOTAL</b>	<b>\$8,490,320.00</b>

## THE DELTA WORKFORCE DEVELOPMENT (DWD)



MS. KaMya Reed entered our program in ready, eager and willing to thrive for excellence. KaMya displayed strong character, dedication, and very well mattered. While in class, KaMya encouraged several of her peers to keep going even

when they felt like giving up. She also encouraged several of her friends to enter the program. KaMya is a self-motivated and outgoing young lady who possesses great leadership skills. Upon entering the program, KaMya was indecisive about going to college or starting a career.

After spending countless hours of listening to her discuss her future plans: the staff encouraged her to put her best foot forward and the rest would follow. We placed her on career of her choice as well as prepared materials for her to study and practice at home to assist with her passing the Career Readiness (CRC) exam. KaMya obtained a Silver on the CRC and shortly began working at Baxter, in Cleveland, MS after completing the program.

KaMya is currently enrolled at Delta State University in Cleveland, MS where she is majoring in Biology, Pre-Med. KaMya is looking forward to a great school year at Delta State University despite COVID and she is expecting to graduate Spring 2024. We are truly proud of her accomplishment and her drive to be more than a statistic.



## THE DELTA WORKFORCE DEVELOPMENT (DWDA)



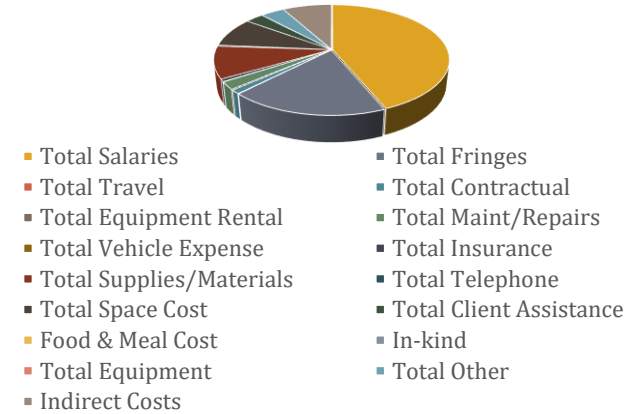
**SELECT (Students, Education, Leadership, Employment, Citizenship Training)**

**SELECT program provides services to overcome employment barriers and employment success:**

- to provide effective and comprehensive activities, which shall include a variety of options for improving education and skill competencies and provide effective connections to employers.
- to provide opportunities for employment training,
- to provide continued supportive services,
- to provide incentive for recognition and achievement, and
- to provide opportunities related to leadership development, decision making, citizenship, and community services.

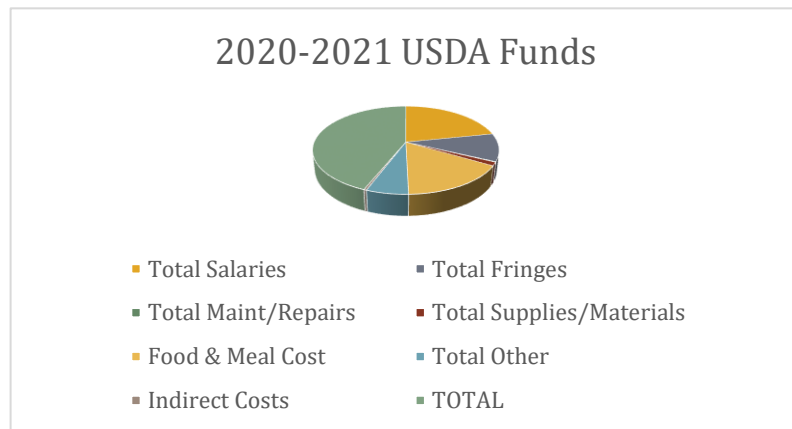
Number Served	40
Career Readiness Certificates	32
Number Employed	18
Number Attending College	15

2020-2021 Early Head Start Expansion Expansions



Total Salaries	\$491,419.00
Total Fringes	\$208,795.00
Total Travel	\$367.00
Total Contractual	\$12,051.00
Total Equipment Rental	\$3,106.00
Total Maint/Repairs	\$23,859.00
Total Vehicle Expense	\$1,663.00
Total Insurance	\$7,392.00
Total Supplies/Materials	\$105,893.00
Total Telephone	\$3,128.00
Total Space Cost	\$97,975.00
Total Client Assistance	\$32,921.00
Food & Meal Cost	\$1,120.00
In-kind	\$0.00
Total Equipment	\$0.00
Total Other	\$43,309.00
Indirect Costs	\$90,456.00
<b>TOTAL</b>	<b>\$1,123,454.00</b>

## USDA Funds /Total Expense



Total Salaries	\$234,325.00
Total Fringes	\$109,360.00
Total Maint/Repairs	\$2,330.00
Total Supplies/Materials	\$13,572.00
Food & Meal Cost	\$173,356.00
Total Other	(\$66,343.00)
Indirect Costs	\$4,239.00
<b>TOTAL</b>	<b>\$470,839.00</b>

## Behavioral Specialist



Adding another level of support for the students, parents, staff, and community members, the Behavioral Specialist provides strategies and support to promote resilience among all of the stakeholders. Emphasis is placed on enhancing the mental, emotional, behavioral, and educational well-being of everyone by building relationships and providing quality services. Students are supported with individualized behavior plans and meaningful, research-based learning

activities to maximize their learning and behavioral potential in school and at home. Parents are provided strategies to reduce their stress, strategies to help their children develop positive behaviors, and activities to do at home to foster effective parenting and increase their children's learning. Community members are provided strategies to reduce stress and they are provided names of valuable resources at the Bolivar County Community Action Agency and in the community/county that can assist them in different areas of their lives/different areas of need. Teachers are provided classroom support and trainings with research-based strategies to use for individual and groups of students with behavioral problems. All staff members are provided strategies to reduce stress and knowledge of available mental health professionals.

\* For the 2021 – 2022 program year, the agency received a \$10,000 grant from the Saucony Run for Good Foundation to support the overall health and well-being of the Head Start students.

\* The BCCAA Connection is a newsletter that is distributed to all parents and staff monthly, and it is posted on the agency's website for all community members to access. It provides mental health support to all of our stakeholder

\* The Better Mental Health Series is a video presentation series that includes information on various mental health topics inclusive of definitions, symptoms, and strategies for each topic.

The Behavioral Specialist communicates regularly with all stakeholders directly and/or indirectly, and seeks and writes grants to support the mental, emotional, behavioral, and educational well-being of all stakeholders.

## Nutrition

### Child Care Food Program

### Head Start/Early Head Start/ EHS Expansion

### Happy Healthy



### Yearly Meals Served For 2020-2021

Bolivar County Head Start / Early Head Start / Expansion Nutrition Services assist families with meeting each child's nutritional needs by establishing healthy eating habits that nurture the body and promote lifelong well-being. The nutritional services are provided to meet 1/2 to 2/3 of the USDA recommended daily dietary allowance in a healthy and sanitary manner each day. This includes a nutritious breakfast, lunch and snack. A variety of food is served, which broadens each child's food experience along with teaching Nutrition Activities.

MONTH	BREKFAST	LUNCH	SNACK
September	8,714	8,733	8,660
October	7,938	7,956	7,782
November	7,407	7,406	7,304
December	5,693	5,678	5,147
January	6,788	7,758	7,758
February	5,694	6,004	6,004
March	7,584	8,045	8,045
April	8,693	9,613	9,613
May	0	0	0
June	2,470	2,474	2,443
July	2,061	2,033	1,973
August	5,220	5,219	5,124
TOTAL	68,262	70,469	69,403

### HEAD START PROJECTED BUDGET 2021-2022

<i>Budget Category</i>	<i>Program Operations</i>	<i>Training Technical Assistance</i>	<i>COLA FUNDS</i>
Personnel	\$3,516,202	\$0	\$54,315
Fringe Benefits	\$1,633,605	\$0	\$13,185
Travel	\$500	\$60,300	\$0
Equipment	\$0	\$0	\$0
Supplies	\$93,500	\$0	\$0
Contractual	\$67,129	\$6,364	\$0
Construction	\$0	\$0	\$0
Other	\$494,646	\$13,500	\$2,812
<b>Total Direct Charges</b>	<b>\$5,805,582</b>	<b>\$80,164</b>	<b>\$70,312</b>
Indirect Charges	\$569,054	\$0	\$7,459
<b>Total</b>	<b>\$6,374,636</b>	<b>\$80,164</b>	<b>\$77,771</b>

### EARLY HEAD START PROJECTED BUDGET 2021-2022

<i>Budget Category</i>	<i>Program Operations</i>	<i>Training Technical Assistance</i>	<i>COLA FUNDS</i>
Personnel	\$563,156	\$0	\$9,093
Fringe Benefits	\$258,023	\$0	\$1,987
Travel	\$0	\$13,650	\$0
Equipment	\$0	\$0	\$0
Supplies	\$19,355	\$0	\$0
Contractual	\$14,250	\$6,000	\$0
Construction	\$0	\$0	\$0
Other	\$63,016	\$2,576	\$0
<b>Total Direct Charges</b>	<b>\$917,800</b>	<b>\$22,226</b>	<b>\$11,080</b>
Indirect Charges	\$90,740	\$0	\$1,224
<b>Total</b>	<b>\$1,008,540</b>	<b>\$22,226</b>	<b>\$12,304</b>

# EARLY HEAD START EXPANSION PROJECTED BUDGET 2021-2022

<i>Budget Category</i>	<i>Program Operations</i>	<i>Training Technical Assistance</i>	<i>COLA FUNDS</i>
Personnel	\$999,726	\$0	\$16,501
Fringe Benefits	\$450,209	\$0	\$3,415
Travel	\$0	\$14,450	\$0
Equipment	\$0	\$0	\$0
Supplies	\$40,850	\$0	\$0
Contractual	\$25,255	\$6,478	\$0
Construction	\$0	\$0	\$0
Other	\$136,569	\$2,500	\$0
<b>Total Direct Charges</b>	<b>\$1,652,609</b>	<b>\$23,428</b>	<b>\$19,916</b>
Indirect Charges	\$160,218	\$0	\$2,201
<b>Total</b>	<b>\$1,812,827</b>	<b>\$23,428</b>	<b>\$22,117</b>

## 2017-2018 Proposed Funding Level

	Head Start	Early Head Start	Early Head Start Expansion
U.S. Department of Health & Human Services	\$6,542,790.00	\$998,328	\$927,261.00
MS State Department of Education (USDA)	\$502,085.00	\$75,313 .00	\$49,252.00
Non-Federal Share	\$225,174.00	\$8,056.00	\$28,678
<b>Total Federal Source and Match</b>	<b>\$7,270,049</b>	<b>\$1,081,697</b>	<b>\$1,005,191</b>

## EHS Expansion Medical Exams %

<b>Early Head Expansion</b>	<b># of Enrolled</b>	<b>Refusals</b>	<b>Pending</b>	<b>%</b>
Medical Exams	48	0	0	100%
Dental Exam	48	0	0	100%
Vision Screening	48	0	0	100%
Hearing Screening	48	0	0	100%
Hematocrits	48	0	0	100%
Urinalysis	0	0	0	0%
Growth Assessment	48	0	0	100%
Immunization	48	0	0	100%
# of Enrollees	48	0	0	100%





## HS/EHS Medical Exams %

Head Start	# of Enrolled	Refusals	Pending	%
Medical Exams	487	10	0	99.6%
Dental Exam	473	5	0	97.9%
Vision Screening	499	0	0	100%
Hearing Screening	499	0	0	100%
Hematocrits	499	0	0	100%
Urinalysis	0	0	0	0%
Growth Assessment	499	0	0	100%
Immunization	499	0	0	100%
# of Enrollees	510	0	0	100%



Early Head Start	# of Enrolled	Refusals	Pending	%
Medical Exams	104	0	0	100%
Dental Exam	104	0	2	98%
Vision Screening	104	0	0	100%
Hearing Screening	104	0	0	100%
Hematocrits	0	0	0	100%
Urinalysis	104	0	0	0%
Growth Assessment	104	0	0	100%
Immunization	104	0	0	100%
# of Enrollees	104	0	0	100%

## Financial Audit

### Independent Audits

In addition to regular reviews and audits of our own work, the Bolivar County Community Action Agency also annually has an independent audit firm review our procedures for compliance and to give us suggestions on how we can improve our activities. In accordance with Government Auditing Standards, an audit report was issued on February 9, 2022 for the fiscal year ending August 31, 2021. Areas of review includes Bolivar County Community Action Agency's internal control over financial reporting and tests of its compliance with certain provisions of laws, regulations, contracts and grant agreement and other matters and the results of these tests. An unqualified opinion was given as it relates to BCCAA's financial statements and as it relates to major program operations.

### Audit Findings

The 2020-2021 agency audit indicated no deficiencies as it relates to the agency's financial reporting.



## Number of Children & Families Served

<b>Head Start</b>	<b>Enrollment</b>	<b>Terminations</b>	<b>Total</b>	<b>Income Eligible</b>	<b>Homeless</b>	<b>Income Btw 100-130% Poverty Line</b>
Children	510	16	527	436	3	75
Families	0	0	576	83%	0	14%
<b><u>EHS</u></b>						
Children	104	11	115	107	1	1
Families	0	0	121	93%	1	8%
<b><u>EHS Exp.</u></b>						
Children	48	3	51	49	0	2
Families	0	0	66	96%	0	4%

## Served Average Monthly Enrollment & %

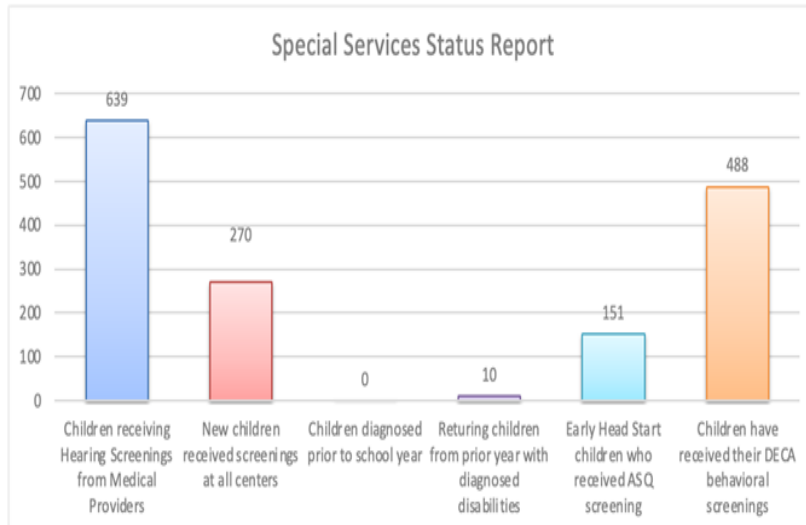
	<b>HS</b>	<b>EHS</b>	<b>EHS Expansion</b>
Sept	470/92%	104/100%	48/100%
Oct	482/95%	104/100%	48/100%
Nov	510/100%	104/100%	48/100%
Dec	510/100%	104/100%	48/100%
Jan	510/100%	104/100%	48/100%
Feb	510/100%	104/100%	48/100%
Mar	510/100%	104/100%	48/100%
Apr	510/100%	104/100%	48/100%
May	510/100%	104/100%	48/100%
June	510/100%	104/100%	48/100%

## Disability/Mental Health

<b>DISABILITY/MENTAL HEALTH SERVICE NEEDS</b>	<b># 0 RECEIVING SERVICES</b>
<b>Developmentally Delayed</b>	10
<b>Speech/Language Services</b>	35
<b>Autism</b>	5
<b>Emotional Disturbance</b>	15
<b>Hearing/Vision Concerns</b>	2
<b>Health Impairment</b>	1



## Disability/Mental Health

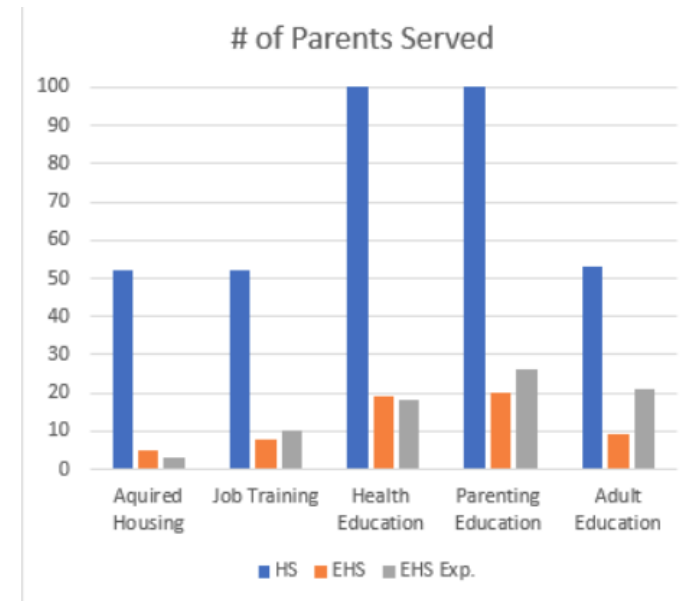


## Parent Workshops & Activities

Stress Management  
Money Management  
Male Involvement  
Communicating w/Children

Healthy Marriage  
Child Development

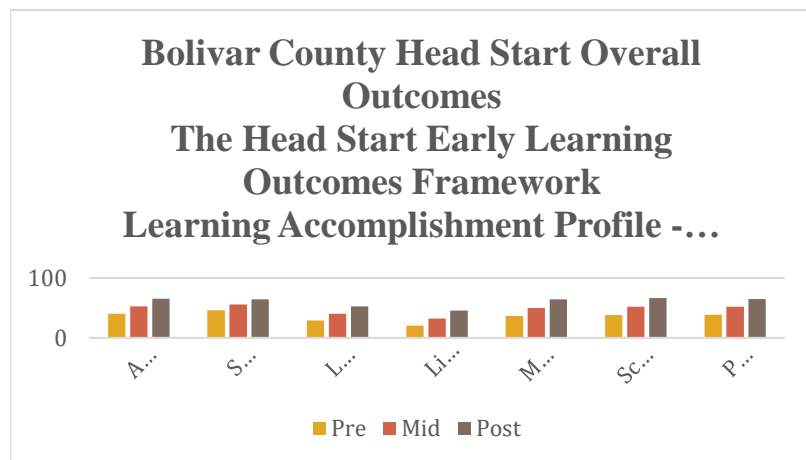
Literacy  
Parenting Skills  
Healthy Marriage  
Safe Home Environment



## School Readiness & Child Outcomes

Bolivar County Head Start/Early Head Start defines school readiness as children acquiring the skills, knowledge, and attitudes necessary for success in school, in the later years and throughout life. *The Head Start Approach to School Readiness* means that children are ready for school, families are ready to support their children's learning and schools are ready for children. Our school readiness plan articulates the Bolivar County Head Start/Early Head Start Program's expectations for improving all aspects of healthy childhood development, all of which are essential to children getting ready for school. The newly revised Head Start Early Learning Outcomes Framework ages birth to five is designed to represent the continuum of learning for infants, toddlers, and preschoolers. The five essential domains of the framework have five central domains that are used to establish our school readiness goals for our children. Those domains are: 1.) Approaches to Learning 2.) Social and Emotional Development 3.) Language and Literacy 4.) Cognition 5.) Perceptual, Motor and Physical Development.

A collaboration of Head Start/Early Head Start administrative staff & teachers, local school districts partners, parents, board members, policy council members, and T/TA specialist gathered together to align the curriculum, assessment, Mississippi Early Learning Guidelines and the Common Core to ensure that both the school districts and Head Start target the same skills and goals for our children to ensure they are school ready.



## Transition

The Bolivar County Head Start/Early Head Start Program feels that the work put forth with families while in this program, to enhance their Head Start to public school experience will follow them throughout the rest of their lives as parents of preschool age children through their teenage years in a positive way. However, we plan for a smooth transition from EHS to Head Start, Head Start to Kindergarten for the parent and child. As a HS/EHS parent(s), we strongly encouraged them to take on the roles of advocate and decision makers. We emphasize to parents the importance of demonstrating these same attributes when their child leaves HS/EHS to help make the adjustment a smooth transition. We inform parent that it is extremely important that their child have continued their support and assistance as much as they did while attending, HS/EHS. Our goal is to help parents continue to be advocates by providing educational information, and trainings and to help their child to maintain the skills they have gained and need to master. There were 217 children that transition to kindergarten. The Kindergarten Readiness Assessment was implemented to 217 transitioning children and each child's six school readiness skills were measured. (Vocabulary, Identifying Letters, Visual Discrimination, Phonemic Awareness, Comprehension and Interpretation and Mathematical Knowledge). We were able to assess all enrolled children as a result, 39% of our preschool children transitioning met or exceeded the requirement for being kindergarten ready according to the first assessment. Bolivar County Head Start/Early Head Start Program will continue to strive to serve as an advocate for children, and families, provide high quality comprehensive early childhood development services for all eligible children.

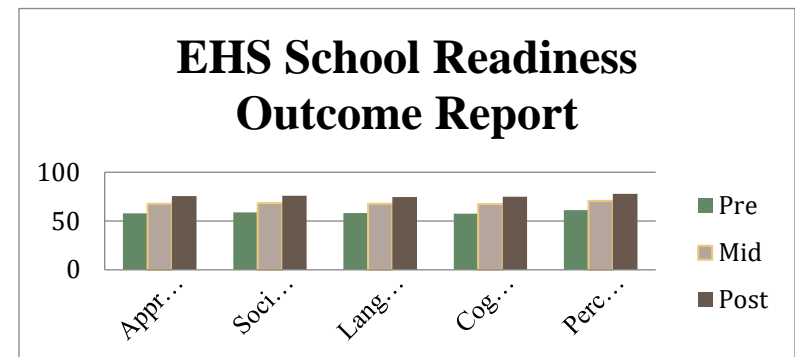


### The progress on achieving Head Start educational goals for 2022-2023:

- The Renaissance STAR Assessment was implemented to enrolled four-year-old transition/graduates.
- All Head Start and Early Head Start enrolled children received a pre assessment within 45 days of enrollment and some received a pre, mid, and post assessment. Head Start utilizes the Learning Accomplishment Profile-Diagnostic 3 Assessment. Early Head Start utilizes the Early Learning Accomplishment Profile Assessment.
- Provided CLASS refresher training to all Head Start teaching staff. 99% of the Head Start Teachers are CLASS reliable. We are planning a CLASS training for the other teacher and some of the teacher assistants.
- Maintain National Accreditation Education of Young Children (NAEYC) for our Head Start centers.
- Provided assistances for 96% of our caregivers to receive their Child Development Associate (CDA) certification in year 4. By year 5 we will provide training for 100% of our caregivers to receive certification in Child Development Associate (CDA) for infants and toddlers.



With the conjunction of our school readiness goals and assessments, it has been proven at an average that over 75% our preschool children met or exceeded the school requirements.



*Head Start's Five Essential Domains of Child Development and Early Learning from the E-LAP Assessment*



The table summarizes the progress during year one for the preschool children enrolled in achieving School Readiness Goals based on the seven (7) Domains. The data represents the average number of milestones achieved expressed as a percentage of the total number of milestones correlated to each domain. Gains and/or losses are based on the difference between the average percentage scores at each checkpoint. The assessments administered three times per year are presented in the two data sets. Based on the data in the post data sets, progress was made in each data set when comparing the pre-assessment data to the post-assessment data. Bolivar County Head Start/Early Head Start Program has been influenced by its school readiness goals for next year by gaining knowledge from the assessments which can be useful to teachers and administrators. This helps to improve teaching and evaluating the program's effectiveness using data from assessments which must be aggregated and presented to parents. This provides an indication of what their children have achieved over a short term and long-term period. Informing parents of results is an important aspect of assessment for two reasons; first, parents need solid information about their child's learning progress in order to determine whether or not their child's needs are being met; secondly, communicating assessment information to parents also provides opportunity to help build support for our program. By engaging community and community partners in our assessment process, school readiness is being implemented to help us improve and maintain our goals.



## CLASS

The Classroom Assessment Scoring System (CLASS) is an observation instrument that assesses the quality of teacher-child interactions in center-based preschool classrooms. CLASS is the monitoring tool that is used in Head Start. CLASS includes three domains or categories of teacher-child interactions that support children's learning and development: Emotional Support, Classroom Organization, and Instructional Support. Within each domain are dimensions that capture more specific details about teachers' interactions with children. The CLASS dimensions are based on developmental theory and research suggesting that interactions between children and adults are the primary way of supporting children's development and learning, and that effective, engaging interactions and environments form the foundation for all learning in early childhood classrooms. CLASS observations were implemented twice in 2021-2022 program year by certified CLASS observers.

