

PROGRAM PERFORMANCE REPORT

Grantee: Anoka County Community Action Program

Grant #: 05CH010250 (Basic) and 05HP0015 (EHS-CCP)

Period Covered: May 2016 through October 2016

1. Describe accomplishments and positive developments that had a significant impact on the Head Start program during the reporting period.

Major activities and accomplishments during this period:

Early Childhood Development and Education:

Education Coordinators continue to utilize the *Teaching Strategies GOLD* online assessment tool and the reports that are provided at every quarterly progress checkpoint to ensure positive child outcomes. Data from the quarterly progress checkpoints is aggregated and analyzed for areas that need strengthening. Areas needing strengthening are immediately addressed with enhanced training for teaching staff.

The focus of Education trainings was child outcomes based on the TS GOLD observations, *Conscious Discipline* and *CLASS* observations. The *Conscious Discipline: Building Resilient Classrooms* approaches social/emotional learning by addressing the adult's skill set and then empowering the adult to teach and model these skills with children; this was integrated into classroom management this year. Conscious Discipline utilizes everyday events rather than an external curriculum, and addresses the adult's emotional intelligence as well as the child's. Conscious Discipline empowers adults to consciously respond to daily conflict, transforming it into an opportunity to teach critical life skills to children.

Four Child Development Services Coordinators participated in *Practice-Based Coaching (PBC)* training. This training took place at our Family Development Center and was provided by the Minnesota T/TA Specialists. Staff from eight other Head Start agencies also attended this training. PBC is being used at all scheduled teacher meeting/trainings and to inform coaching to all teaching staff based on classroom observations.

This year we continued to partner with the Minnesota Reading Corps (MRC) program. The MRC program placed two Educator Corps Members in two of our outlying centers and one Community Corps Member at our main Family Development Center. There have been three applications submitted from current teaching staff to be Educator Corps Members, and we are still recruiting for Community Corps Members for the 2016-2017 school year. Next year our existing Community Corps Member will take on a new position for our Head Start program called the Community Coach. She will assist the two Internal Coaches with coaching, integrity checks, and a variety of other monthly tasks. We are looking forward to having her as an extra help with the MRC program implementation.

The Education Team hosted career fairs at the Family Development Center as a recruitment tool to fill open teaching positions. Other recruitment efforts to fill the vacant positions were employment ads in the Anoka County Shopper, Craig's List, and on local college web sites. The 2016-2017 school year started with all staff vacancies filled.

Two Child Development Services Coordinators and two Family Service Workers continue to attend the Minnesota Head Start Association Child and Family Outcomes Group in St. Cloud. The Minnesota T/TA lead the MHSA group through an overview of the new Head Start Early Learning Outcomes Framework (HSELOF) and Leadership in Practice-Based Coaching.

The center-based classrooms have continued to implement the various studies from Creative Curriculum. Our program implemented a new study called "Exercise" this year. This new study gives staff and students ideas for

healthy movements. Other studies planned for this year are Beginning of the Year, Clothing, and Reduce Reuse Recycle. Our programs' Full Day/Full Year Classrooms will complete the Ball Study and Tree Study the summer of 2017.

Our data consultants discussed our Spring TS GOLD Child Outcomes Report at the teacher pre-service meeting in August. The program showed the greatest progress of all children in all sub-groups over the last five years withal domains showing percentages over 95% of children meeting or exceeding commonly held expectations. The data consultants will be presenting the fall 2016 data at a scheduled teacher training in November.

The program continues to work closely with Tara Funseth, the program's T/TA specialist. Education staff completed the Technical Service Plan during Tara's June 28th site visit.

The Education Team conducted CLASS (Classroom Assessment Scoring System) observations this spring. Data from the observations was used to plan professional development needs of teaching staff for the 2016/2017 program year. The education team has implemented targeted training to individual teaching staff that need additional support as well as broader trainings at the regularly scheduled teacher meetings/trainings. Two Education Team members attended a CLASS coaching training in St. Cloud May 25th-26th.

Early Head Start – Home Based:

The Early Head Start Child Development Services Coordinator continues to attend the quarterly Early Head Start Network Meetings (most recently on August 2, 2016). These meetings provide an opportunity for different programs to discuss how they are implementing their Early Head Start program option and to be able to exchange ideas. These meetings are supported by our T/TA Specialists. We discussed our philosophy in working with families with children ages 0-3 and strategies on how to get more families to attend center socialization events.

The Early Head Start staff participated in all the required pre-service trainings and also received training on doing hearing and vision screenings on August 31st.

We have now completed our three year partnership in participating in the MOD research study being conducted by the University of Kansas through the University of Minnesota. The Making Online Decisions (MOD) system helps identify children who are falling below their peers in language development and it recommends strategies that caregivers can use to improve language. The recommended strategies are specifically designed for each child's current language ability. Everyone that participated in the study gathered together one last time on October 14th in Minneapolis to get the information about the results of the studies. The study showed that the intervention group made a significant change in child language outcomes. Since the intervention is successful, all of the home visitors will now have access to the online system to use interventions with all families in the program that speak English or Spanish.

Our center socializations for this program year began on September 18th. We continue to collaborate and partner with Anoka-Hennepin School District #11 to provide an Early Childhood Family Education instructor to facilitate Parent Education Group Meetings during this time.

Early Head Start Child Care Partnerships:

The program hired an Early Head Start-Child Care Partnership Coordinator in May. The Coordinator oversees implementation of the grant and supports all child care partnerships through on-going monitoring, tracking, follow-up, and analysis of infant/toddler services and child outcomes to ensure a comprehensive and high quality program.

EHS-CCP mentors have been attending CLASS reliability trainings. One mentor is reliable in Infant and Pre-K CLASS and is in the process to becoming reliable in the Toddler CLASS. The other mentor is currently reliable

in both the Infant and Toddler CLASS. Both mentors will be using the tools to conduct onsite observations and use the information to inform professional development needs of partner staff.

The EHS-CCP grant was able to assist four of our child care partners in updating their outdoor play spaces. Equipment and materials were provided to create age appropriate and safe infant and toddler play areas. Other sites received upgrades in their indoor environments as well as smaller scale enhancements to their outdoor play.

New partnerships were added during this timeframe with ACBC Food Shelf and Lydia's Closet. Both of these new resources will assist families with basic needs. The EHS-CCP team is in the process of conducting health and safety inspections of possible new child care partners to ensure full enrollment.

EHS-CCP worked closely with the ERSEA team through participation in many recruitment events such as Anoka County MFIP, library events for both Anoka and Washington County, and WIC to reach out to families about Early Head Start services available to low income and qualified families. EHS-CCP also revised their flyers explaining the program.

EHS-CCP enters all aspects of the EHS-CCP program into the Child Plus data system. The EHS-CCP team ran regular reports to ensure PIR and other data are being collected.

The entire EHS-CCP department attended the Early Head Start Summit in St Cloud in May 2016. The EHS-CCP Coordinator, Family Service Workers and a Child Development Mentor participated in the *Practice Based Coaching* training that was held by the Minnesota Head Start Association in June. This training will enhance the mentor/coaching that is provided to our child care partners by providing techniques and best practices for adult learning.

The EHS-CCP team attended events at several of our partner sites. These events were also used as joint parent meetings where families received additional information. In October the EHS-CCP team hosted a parent meeting with a carnival theme that many families attended. A Delegate and an Alternate for Policy council were elected at this meeting.

Disabilities:

Teacher trainings in the area of disabilities were conducted in August and October. These trainings included: ASQ-SE, ESI-R, referrals, disabilities paperwork, SUIDS/AHT and ADA training. Disabilities participated in a teacher training with School District #11 Early Childhood Special Education team on Friday, October 7th, 2016. The district staff spoke about the referral process, the District Calendar, check-in meetings for teachers with students on IEPs, and provided time for questions and answers for the new staff.

The number of children with identified special needs that have been enrolled in our program up to this point is 46. We have ten signed partnership contracts with the school districts in our service area. The collaborative contracts with the different school districts are helpful in the active recruitment of children with special needs that have been already identified. Head Start is viewed as an appropriate inclusive setting for placement by school districts.

The classroom teachers completed all required screening in the 45 day window that ended on October 21, 2016 for those students who started on our first day of classes which was September 7, 2016. Teaching staff will continue to monitor the data and ensure that children who started after September 7th are screened within 45 days the first day services were provided. Referrals for any child that does not pass any screening will continue to be made to the appropriate school district and follow up will be maintained. As of October 21, 2016, we have referred seven children. Follow up meetings continue to be held with the various school districts to review the progress of children with special needs. The Disabilities Coordinator and teachers will be attending as many IEP and evaluation meetings as possible within all of the districts.

The Disabilities Coordinator will be attending meetings with the North Metro Early Childhood Screening Network, and District ECFE and ECSE departments in the following months. The Disabilities Coordinator continues to be the contact person for the partnership with the Stillwater School District to place High School students ages 16-21 from their Transition Program as volunteers in the Head Start classrooms at the Washington County Sites. She is also the contact person for the partnership with the WISE (Washington County Internship and Skills Enhancement) Program, the Washington County Youth Workforce Program and helps to recruit and supervise Rasmussen College Work Study participants. These programs provide qualified volunteers for our program's sites in Washington County.

The Disabilities Coordinator is attending any trainings or webinars that pertain to the disabilities service area to ensure that our program stays in compliance with the revised Head Start Standards, Head Start Act and local rules and regulations.

School Readiness/CLASS:

Teaching staff received training on the program's School Readiness Goals and how children are assessed using the *Teaching Strategies GOLD* (TS GOLD) assessment system to ensure children are meeting commonly held expectations for their age. The spring data aggregation from our TS GOLD assessments showed large gains in school readiness for all categories and sub-categories of enrolled children. Child Outcomes data is aggregated four times per year at quarterly progress checkpoints and reviewed and used in planning professional development and training for the program year. The program's School Readiness Goals Birth to Five are aligned with the Head Start Early Learning Outcomes Framework and the Minnesota Early Childhood Indicators of Progress Birth to Five, and were created with feedback from parents as well as the school districts within our service area.

The program's CLASS Affiliate Trainer held a two day CLASS Observer training for Pre-K this summer to build capacity for CLASS observations and coaching. Six staff attended the training and are in the process of taking the reliability testing online. CLASS observations are scheduled for November.

Family and Community Engagement:

Family and Community Partnership Staff organized our annual Flag Day celebrations at Anoka and Washington County Locations in June. For this celebration we invited the Coon Rapids VFW and Women's Auxiliary, who led the flag raising ceremony at the Family Development Center in Coon Rapids. The children paraded around the main Family Development Center building with patriotic decorations they had created. All staff, volunteers, parents and children were invited to recite the Pledge of Allegiance during the flag ceremony. In Washington County, the local ROTC led the Flag Day ceremony. Staff, children, volunteers and parents were invited to sing patriotic songs and recite the Pledge of Allegiance during the flag raising ceremony.

During the month of June, Family and Community Partnerships updated and enhanced our forms and policies in the areas of attendance, family contact journal, phone logs and schedules. Information from our Child Plus data base system was incorporated to assist our service area with accurate and consistent data regarding services provided to our families.

In September, Family and Community Partnerships, along with the Health Services team, hosted a Health & Community Resource Fair for our incoming 2016-2017 Head Start families. Several service areas of Head Start were represented, as well as many outside agencies and resources. Agencies in attendance included the YMCA, Fraser Mental Health Services, Anoka County Child & Teen Check Up, Anoka County Mediation Services, Apple Tree Dental, SNAP, and many more.

Family and Community Partnerships worked with Head Start staff and community partners (Anoka County Child and Teen Check-Up, North Town Library, Workforce Center, Fraser, etc.) to implement our Fatherhood Partnership Project, including Father's Reading Every Day (FRED), throughout the school year. Head Start

fathers and father figures were invited with their Head Start child to evenings of dinner, reading books, activities and a time for fathers to learn about resources in the community and hear from community partners. Staff worked hard to ensure that fathers and their Head Start children participated in an event they would remember and to ensure that the events would strengthen the parent/child relationships and love for reading.

Families have demonstrated a strong movement towards self-sufficiency working with our Head Start staff and partner agencies. Families are contacted regarding the resources they received, if they utilized those resources and to evaluate their family goals and revise them if they wish.

Anoka/Washington County Head Start-Early Head Start partnered for the second full school year with the *Face It Foundation*. Once a month, Mark Meier, Executive Director of the *Face It Foundation* lead a support group for fathers and father figures who have children enrolled in the program. Families are invited to dinner at our main Family Development Center where they are provided with dinner. Following dinner, the children go into child care to ensure that the fathers have a chance to discuss topics with Mark in a private small group setting. We have seen great development in the father's relationships with Head Start staff, their children as well as with other fathers involved in the program. Fathers have commented that they feel more comfortable within our school setting, as well as volunteering in their child's classroom.

Anoka/Washington County Head Start-Early Head Start is continuing to partner with Fraser Mental Health Services to provide an onsite day treatment center at our main Family Development Center in Coon Rapids. Families are referred to Fraser through Head Start staff. Following the referral, Fraser conducts an assessment and determines which services are the best fit for the child and family. Fraser can provide a minimum of three hours per day, five days per week of the day treatment program to children that meet criteria for services. Children that participate in the day treatment center receive wrap around Head Start services. Every Anoka/Washington County Head Start-Early Head Start center and classroom receives a mental health assessment throughout the school year. Fraser also provides individual child observations upon referral and mental health services to families in both Anoka and Washington counties.

Family Service Workers scheduled time in each classroom and on home-based group socialization days to provide a violence prevention program called "Second Step". Family Service Workers led the lessons that cover 5 areas: (1) Skills for Learning: assisting children in gaining the skills to be better learners, including how to focus their attention, listen carefully, and ask for help; (2) Empathy: assisting children in identifying and understanding their own and others' feelings and how to show care for others; (3) Emotion Management: how to calm down when you have strong feelings, such as worry or anger; (4) Friendship Skills and Problem Solving: how to make and keep friends and to solve problems with others in a positive way; (5) Personal Safety: learn skills needed to keep themselves safe from unsafe situations. Self-esteem is built into the lessons and emphasized several times throughout the year.

Family Services continues to monitor policies and procedures for the safe release of children. Child care providers are required to show a Head Start ID when they are taking a Head Start child off the bus. Each child care center was given a Head Start ID and our policies and procedures were explained to staff and the director. All adults coming to pick-up a child must show a photo ID that matches the name on the child's current Emergency/Authorization to Release form.

Family and Community Partnerships continued to hold Circle of Parents meetings throughout the summer and have started the sixth year of offering this support group this fall. Parents were provided a survey during orientation where they could choose which topics they wanted to discuss during their parent meetings. In addition to planning and securing speakers for the topics that were chosen, Family Service Workers compiled resources for families that addressed the topics that were chosen.

Every Head Start family is invited to participate in the Family Partnership Agreement process. Family Service Workers went through each of the Family Partnership Agreements that were completed and sent home the requested resources to each family. Family Service workers contact/meet with each family to work on their

goals during parent/teacher conferences and to revise a family's goals. Family Service Workers monitor each child's attendance to ensure that the requirement of 85% child attendance for Head Start is being met. Family Service Workers contact families with repeated absences and to assist with solutions to the reason behind the absences. Information on the impact and importance of good attendance is also provided to families.

Communication with families continued throughout the summer through the Family and Community Partnerships monthly newsletter. This newsletter is provided in Spanish as well as other languages when requested and provides a link to Head Start services and local resources and events.

Child Health and Safety:

Health Services held CPR/AED training for all required staff working during the summer on June 24, 2016 at the Family Development Center. All staff received Blood Borne Pathogens training, Fire Extinguisher and emergency preparedness training on August 18, 2016 with bus drivers receiving the trainings on August 22, 2016. Additional CPR/AED and First Aid training was held for required staff on August 29, 2016 during staff callback.

Interns from Rasmussen College continued to observe and assist in our classrooms through July 2016. Interns from Rasmussen College and MN School of Business/Globe University resumed this partnership in September of 2016. Students observe and assist in the classrooms as well as conduct screenings and blood pressures.

Health Services completed the Child & Adult Care Food Program (CACFP) renewal application online this summer. The CACFP Management Plan and updates are now completed on the Minnesota Department of Education's SharePoint website. All catering contracts for all centers/sites were signed and in place for the new program year

Over the summer the Health Services Coordinator visited all of our EHS-CCP locations and our Head Start outlying locations conducting health and safety checks for both the classrooms and playgrounds. Any noted needs or issues received a work order and the repair was completed or the need addressed.

Health continues to enter data into our Child Plus data base. New capabilities are being learned all the time. Staff will be receiving additional training in November 2016.

Our dental partner for Anoka County, Apple Tree Dental, held two clinics at the Family Development Center. The first clinic was held on May 5, 2016 and 45 children were seen. On October 13, 2016 they returned and saw 47 children. Health Services provides dental services through partnerships in both Anoka and Washington Counties for children who do not already have a dental home.

We have a wonderful community partnership with United Way Caring Connection. In July we received a donation of 48 fleece blankets. These were given to two classrooms for the children to use during nap time. On October 6, 2016 we received 800 healthy snack packs. We will use these during parent-teacher conferences and parent meetings.

On September 1, 2016 Health Services along with the Family & Community Partnerships team held the Health & Community Resource Fair at our main Family Development Center in conjunction with the annual open house. Families were able to take advantage of information and resources from community partners at the same time as they toured the Family Development Center and their classrooms.

Health Services conducted a program-wide tornado drill on September 22, 2016 and a program-wide fire drill on September 29, 2016. The children and staff worked together to get to their safe areas in a timely manner.

Sight and Hearing Association, a community partner, conducted sight and hearing screenings during September and October 2016 at all of our centers/sites. Height and weight screenings were conducted on all children within

the 45 day requirement. Any absent children or newly enrolled children will be screened by the Health Services team within the required 45 days.

ERSEA:

ERSEA met full enrollment for the 1st day of school, September 7, 2016 that included all basic Head Start/Early Head Start program areas including enrolling expectant mothers through the home-based program option.

The ERSEA team specifically targeted our service area communities to add to our waitlist and get the word out about all of the programs being offered at Anoka/Washington County Head Start-Early Head Start. The team added additional advertising on Metro City buses, digital bulletin boards, grocery store receipts and local newspapers for the areas we serve, as well as continuing to mail and distribute monthly flyers, door tags, tear-offs and applications. Recruitment attended events such as MFIP and WIC, libraries in Anoka and Washington Counties, evening events within the communities, parades, family festivals and special community events. ERSEA staff and Head Start staff continue to place posters, flyers and other materials at locations near schools and community partners, also where families go with their children. Ongoing partnerships with Fraser Mental Health Services, Alexandra House, Family Promise, Fare for All and school districts have agreed to distribute recruitment materials. Staff for the Early Head Start-Child Care Partnership program assist with recruitment and enrollment efforts. All staff were trained in the recruitment, selection and enrollment Final Rule for the application process for families.

All new applications that come in were entered into the Child Plus data system on the same day they are received and placed into a file folder. Applications with complete information and income information either received a call or were placed on the wait list. Families continued to receive a call when openings became available. We continue to interview parents in-person for applications and to follow up with parents to get 12 months' income and any other forms.

We have updated our application to match the Child Plus data system application to ensure that we are collecting information needed for our PIR and other Federal Guidelines. We are currently working on providing an online application on our agency website that would be available in other languages. Currently there is an English application available on the website that is directly sent to the ERSEA Coordinator once completed. Since May 9th we have processed over 350 applications.

Transportation:

During the summer we installed new five-point restraint systems in the buses to comply with new child restraint regulations. All child passengers must wear the restraint system. Families received information regarding the new restraint systems and education staff were trained on the safe use of the system. The bus monitors continue to assist children with putting them on.

We developed all the new Pedestrian and Safety information flyers to be sent home for our families. Families will begin receiving the information in October.

During the summer we completed the Annual State Bus Inspections and the fire extinguisher inspections. All buses passed the inspection. Buses receive a sticker that is displayed in the windshield showing that they passed inspection. All fire extinguishers passed inspection and receive a tag indicating that they passed inspection.

In August we developed all the new routes in the safest possible way to ensure full compliance with dropping off and picking up on the right side of the road and within the one hour route limit.

All the families received Bus Safety training and all the children and parents that attended the open house in September received hands on Bus Safety training. All the practice bus evacuations were completed during this training during open house. All actual bus evacuations were completed prior to September 29th.

Fiscal:

The program submitted the Federal Five Year Continuation Grant Application for the Early Head Start-Child Care Partnership grant in May and the Continuation Grant Application for Federal Basic funding in July. The program applied for and received 1.8% funding increases for both federally funded grants for FY2016. Anoka/Washington County Head Start-Early Head Start has applied for funding to increase the duration of services for children beginning in the 2017-2018 program year. After receiving a Funding Guidance Letter, the supplementary application was amended to cover 52 children for an additional \$517,716 annually and \$110,079 in start-up. Program Design and Management staff also submitted a request for a One Time Improvement Grant for playground replacement and transportation safety.

Governing Board and Policy Council approved Program Design and Management to submit an Early Head Start-Child Care Partnership (EHS-CCP) expansion grant. This grant would provide \$1,300,000 in program operations funding for 72 additional children; the request also included 2.5% in T/TA and \$164,994 in start-up.

The State Basic Head Start grant was submitted in May for \$1,152,691 to fund 129 Head Start and 8 Early Head Start Children. In September, the Minnesota Department of Education alerted grantees about the availability of additional funds, and the program is awaiting its allocation.

Program Design staff completed and submitted the annual Program Information Reports (PIR) for 2015-2016 in August. All service areas within our program contributed data from the 2015-2016 program year. This report gave the Office of Head Start a detailed profile of the services provided to families. A copy of the Basic Head Start and Early Head Start PIR were included in the September Policy Council agenda for approval. A PIR was also submitted for the Early Head Start-Child Care Partnership.

In September staff completed the Final Evaluation and Budget Report for our Fatherhood Partnership Project and the United Way Annual Report. The program applied for but did not receive funding through the Medica Foundation to fund dental care services.

Program Governance:

The Anoka/Washington County Head Start-Early Head Start Policy Council continues to experience high participation from community partners and fathers of Head Start children. The Anoka/Washington County Head Start-Early Head Start Policy Council continues to experience high participation from community partners and fathers of Head Start children. The EHS-CCP program is represented on the Policy Council by one parent delegate and one parent alternate. Policy Council members were trained on the new Head Start Program Performance Standards at the October 2016 meeting. Governing Board will be trained on the revised Head Start Performance Standards at their meeting the beginning of November.

Management Systems:

Full implementation of the Child Plus data system continues. Staff received training on use of the classroom iPads for attendance. The program is waiting for approval from the USDA to use the Child Plus tracking for meal counts. To date, all staff has received on-site training for each service area as well as one-on-one training to ensure systems, policies and procedures are maintained during the process. Additional training was scheduled for fall start-up for all staff to support complete implementation.

The program was able, through funding, to install new playgrounds for infants and toddlers and preschoolers at our main Family Development Center this summer. The previous playground had reached its limit on safety matting and equipment. Both playgrounds meet all safety requirements and incorporate elements such as shade, vestibular stimulation, music, large muscle activity and tactile experiences.

All lease agreements were in place for the program year with one increase in rent for our Stillwater site. Discussions have already started regarding a more economical space for the next program year.

The 2016/2017 program year began with the program being fully staffed and fully enrolled. Strategies for recruiting children, families and staff will continue to ensure we are fully enrolled and staffed at all times.

Due to the granting of our program request to change a line item of the current grant in order to purchase a bus, we have been able to purchase an additional bus that will provide transportation services to 34 children twice a day. The program plans to keep this line item in place as a fleet replacement system to ensure our fleet is safe and running efficiently and to assist parents with transportation needs.

Rasmussen College and ACCAP continue the partnership created last year where students on the work/study program support agency and individual program outcomes through onsite work experience. Students from all academic areas have applied to work in various agency programs such as Head Start to support administrative outcomes, classrooms and health services.

The program is now fully on-boarded to the new Minnesota NetStudy 2.0 background study system with three staff designated as Sensitive Information Personnel (SIP). As required by the State of Minnesota Department of Human Services, licensing division, all new hires are now receiving background studies through the new NETStudy 2.0 system that include fingerprinting, photo ID and registration in the FBI data base. Staff that are assigned as SIPs also search the MN Child Abuse and Neglect Registry and the MN Sex Offender Registry for each study subject. The program is in the process of purchasing a 3M Cogent Livescan system to ensure that all staff and new hires receive a full background study, as required in the revised Head Start Performance Standards.

Program Design has been attending webinars about and reading the new Head Start Program Performance Standards. Staff provided training to Policy Council on the new standards in October and will be conducting another training for both Governing Board and Policy Council next month.

I/TA:

Between May 2016 and October 2016 staff received training on bus monitoring, Child Abuse & Neglect, Child Care Plan, Rule 3, Sudden Unexpected Infant Death Syndrome/Abusive Head Trauma, Emergency Preparedness, Fire Extinguisher, Blood Borne Pathogens, Performance Standards, Child Plus data system, First Aid, CPR,/AED, ADA, Diversity/Dual Language Learners, CLASS, Fraser Mental Health services overview, curriculum implementation, TS GOLD assessment and outcomes, Handwriting Without Tears, School Readiness Goals, Conscious Discipline and Practice Based Coaching.

- 2. List significant goals and objectives established for the reporting period which were not met: (state the reason(s) for the delay and/or problem in meeting goal or objective, plans to achieve or modify the goal or objective; and any assistance requested from the Regional Office) :**
 - Anoka and Washington County communities have experienced significant changes in the past five years, including the gradual improvement of the nation's economic health and an increase in employment opportunities. Unfortunately this growth in the labor market has been limited to low-wage jobs that may still leave a family in poverty, with only technical or professional positions available that require advanced schooling. Nearly one-third of families enrolled in the program had at least one parent with some college education, and less than ten percent reported not graduating from high school. This shift in the population considered to be the "working poor" requires an equivalent shift in program approach, with an increased need for developmentally appropriate preschool with extended hours of care.
- 3. List funded and actual enrollment on last day of the reporting period by program option (or the last day of classes if the program is not in session). If the Head Start program is under enrolled, describe any problems, delays, or any adverse condition which prevented the agency from achieving and maintaining full enrollment, as well as plans to address this issue.**

Program Option	Funded Enrollment	Actual Enrollment
Part Day/Part Year	398	398
Full Day/Full Year	200	200
Early Head Start	68	68
Head Start Home Base	25	25
Early Head Start/Child Care Partnership	99	82

4. Describe challenges that had a significant impact on the Head Start program during the reporting period.

- Competition for qualified staff with the new early childhood program in the local school district.
- Competition for qualified bus drivers is strong statewide.
- Universal preschool remains on our radar.