



# **Orange County Head Start Annual Update**

**October 24, 2023**



# Presentation Overview

- **Purpose**
- **Program Goals**
- **Child Outcomes**
- **Update to 2022 Challenges**
- **Progress on Goals of 2022**
- **Highlights/Accomplishments**
- **Challenges - 2023**
- **Goals - 2023**



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# Purpose

- **Orange County Head Start, not less than once a program year, in collaboration with the Policy Council and staff, shall report to the Governing Board the program progress toward achieving program goals and adherence to Head Start Program Performance Standards and the Head Start Act. (Head Start Act Sec 642)**



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# Program Goals





# Program Goals

**Goal 1: Professional Development**

**Goal 2: Staff Retention**

**Goal 3: Physical Health and Mental Wellness**

**Goal 4: Technology**

**Goal 5: Families**



# Program Goals

**Goal 1: (Professional Development)** Orange County Head Start will be a learning organization in which staff engages in continuous improvement to reach their potential and improve children and family outcomes.

**Goal 2: (Staff Retention)** Orange County Head Start will create an environment that supports staff retention and reduces turnover.





# Program Goals

**Goal 3: (Physical Health and Mental Wellness) Orange County Head Start will enhance the physical health and mental wellness of staff, children, and families by developing a comprehensive wellness approach.**

**Goal 4: (Technology) Orange County Head Start will design and build a technology infrastructure that will provide students, families and staff with access to resources and education to increase children's achievement of the skills needed to thrive in a globally connected world.**



# Program Goals

**Goal 5: (Families) Orange County Head Start will identify and partner with community agencies to provide services and resources to increase family well being and to assist families to become self-reliant.**



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# Child Outcomes





# Child Outcomes

## Social & Emotional





# Child Outcomes

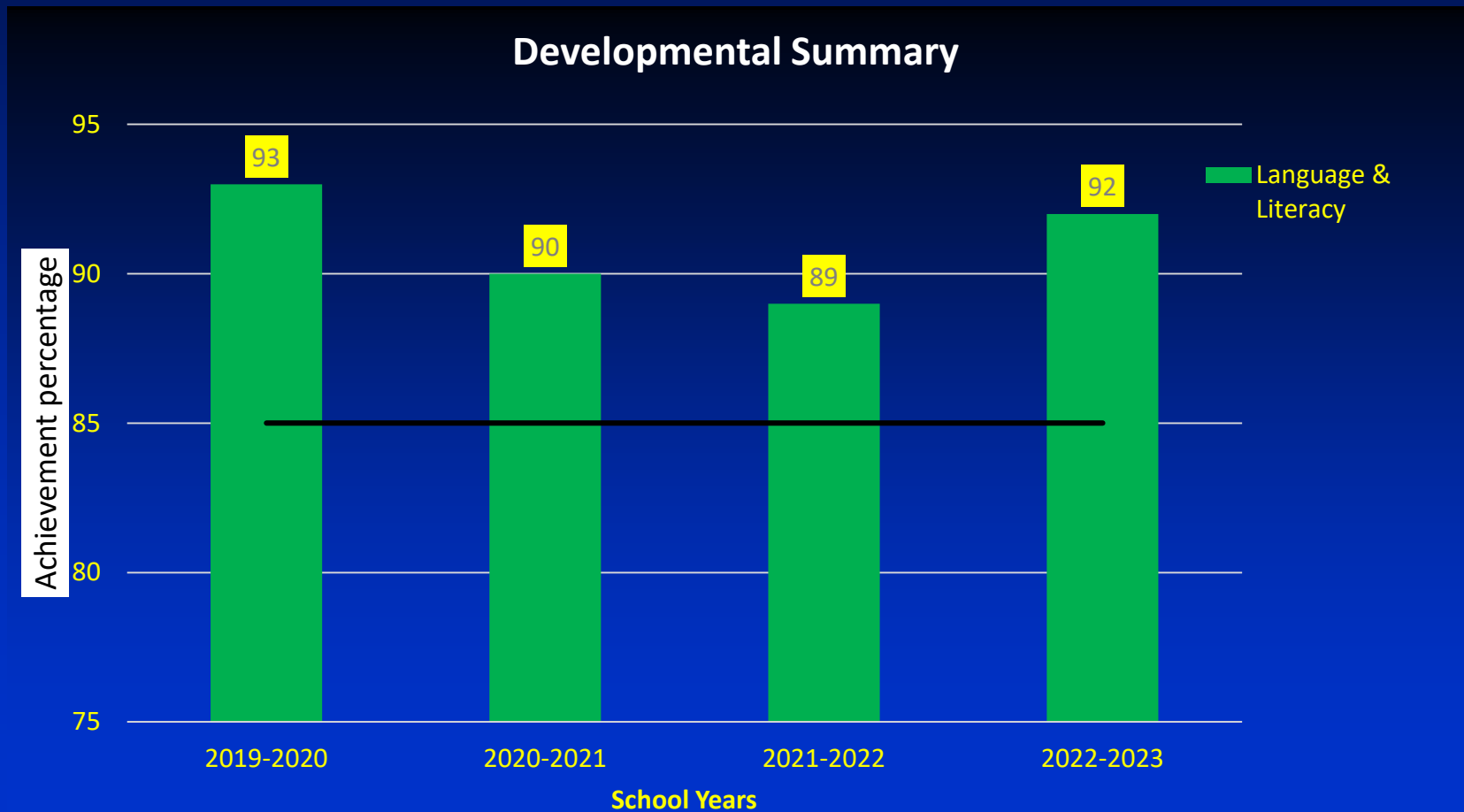
## Physical Health





# Child Outcomes

## Language & Literacy



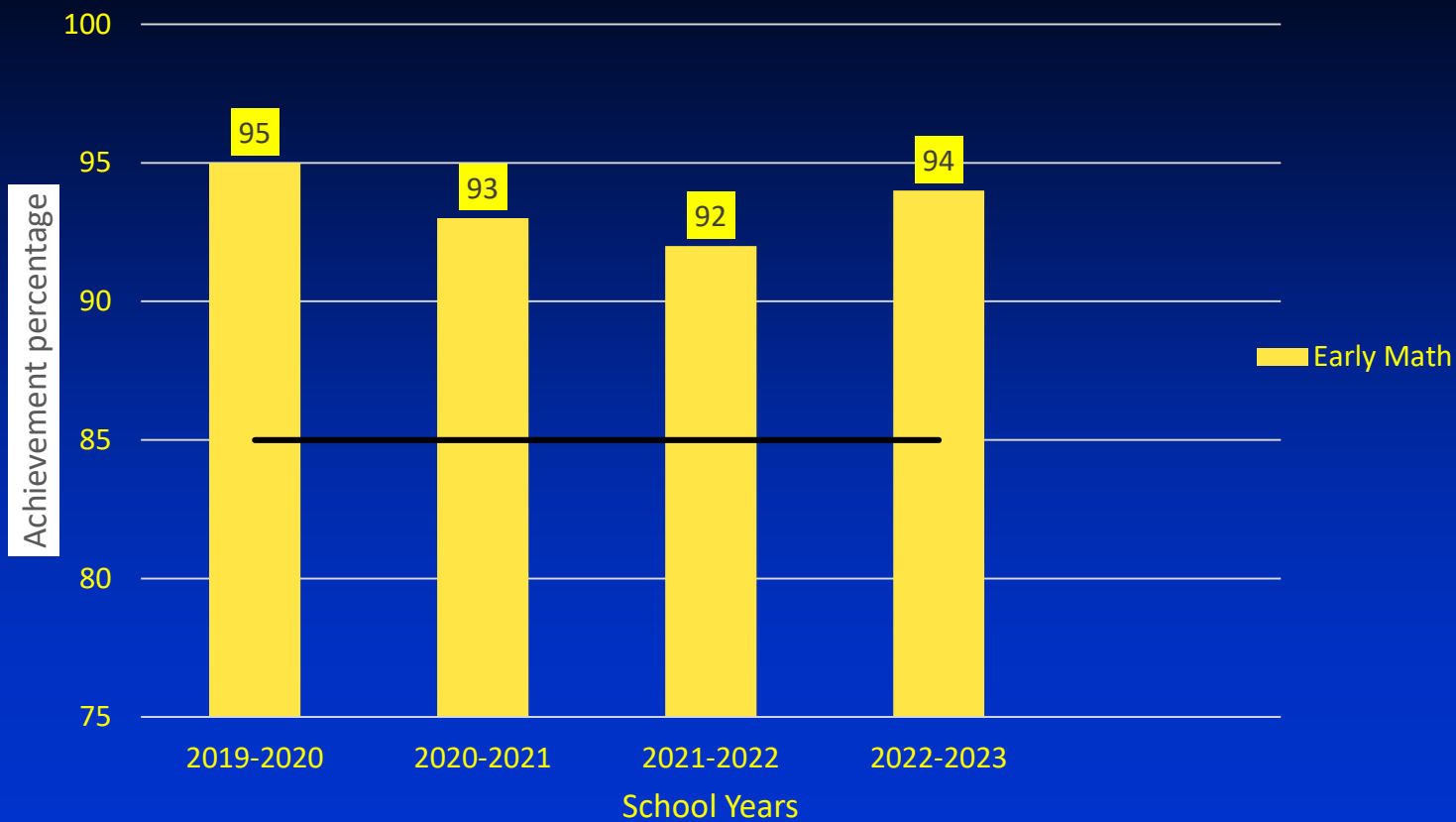




# Child Outcomes

## Early Math

### Developmental Summary



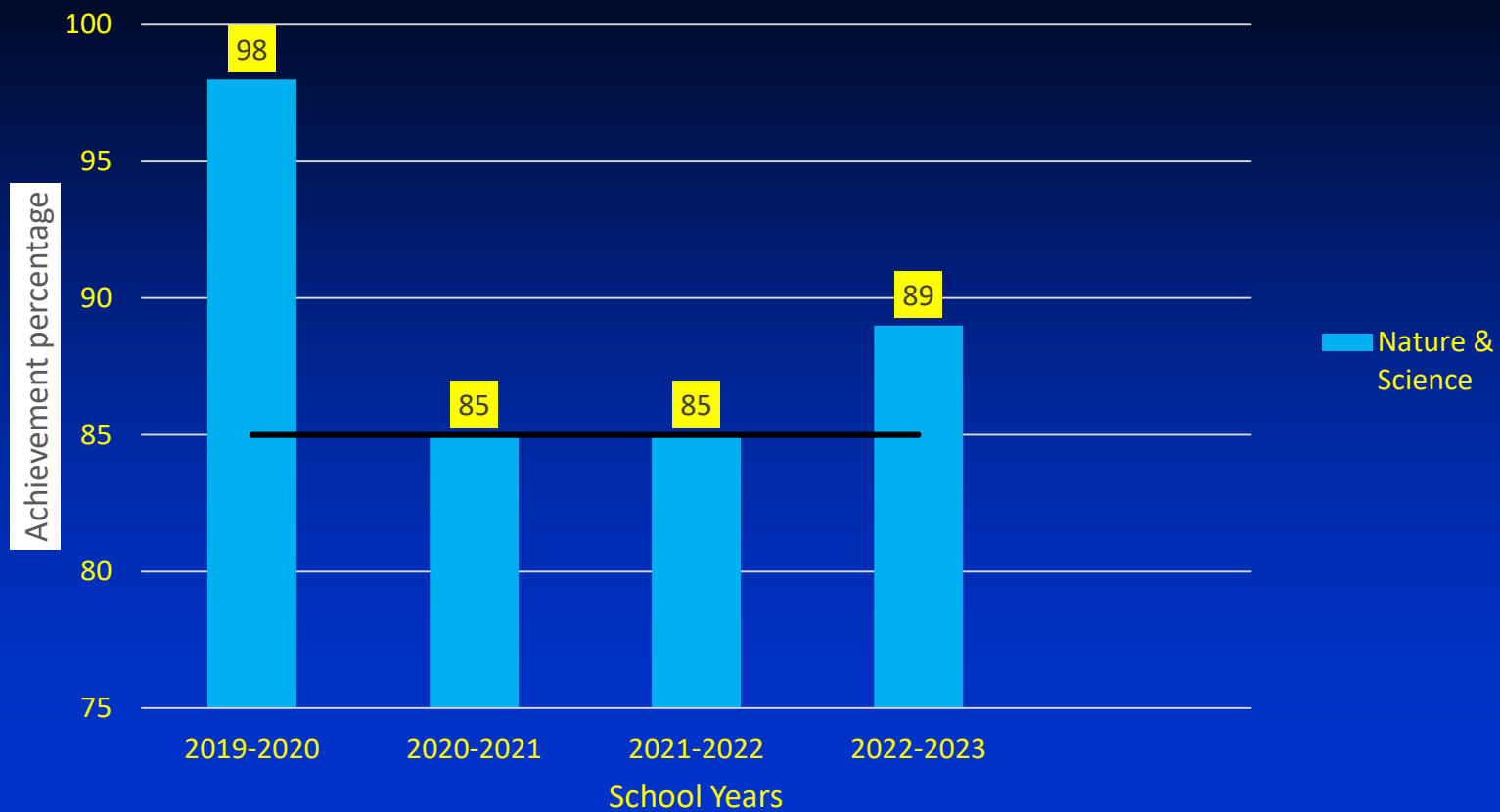




# Child Outcomes

## Nature & Science

### Developmental Summary





# Child Outcomes

## School Readiness





# Child Outcomes

I am a Super Reader!  
Are you?



Yes, we are Super  
Readers too!





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# Update to 2022 Challenges

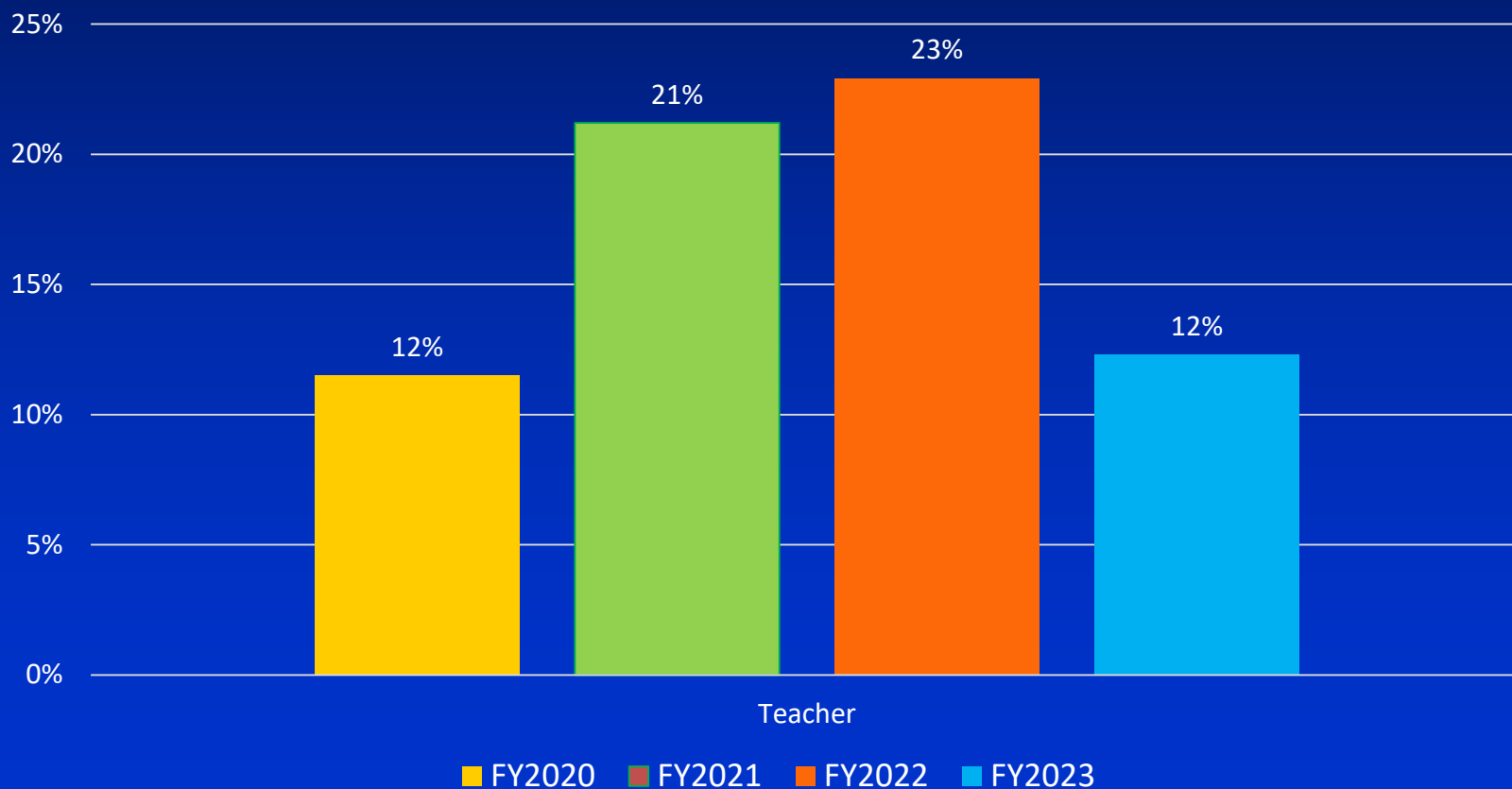
- Great Resignation – Vacancies
- Unable to serve the funded enrollment of 1,536 due to staff shortage
- Delayed responses from the Office of Head Start on the Regional & National level for approval



# Update to 2022 Challenges

## Staff Turnover

### Teacher Turnover Rate

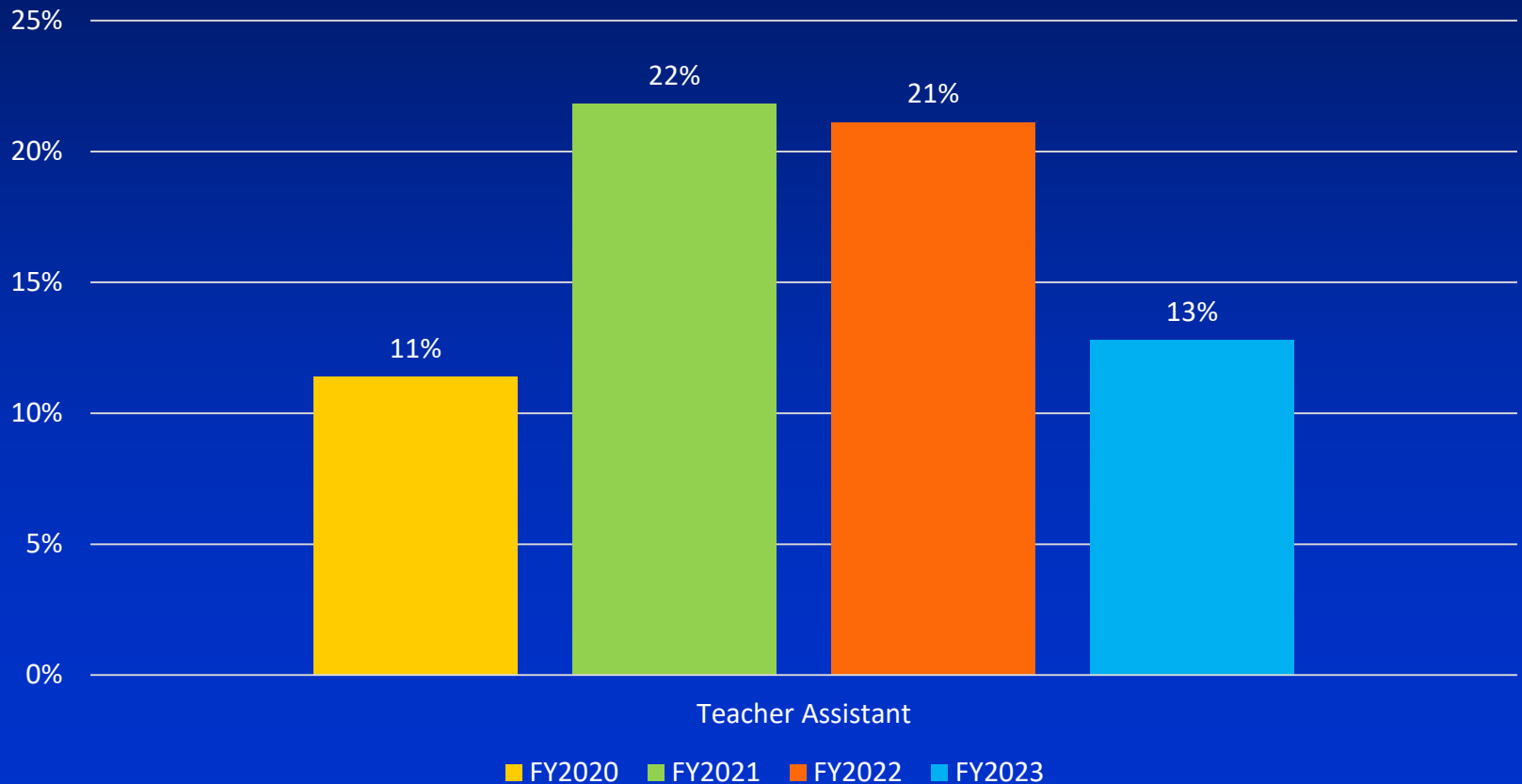




# Update to 2022 Challenges

## Staff Turnover

Teacher Assistant Turnover Rate

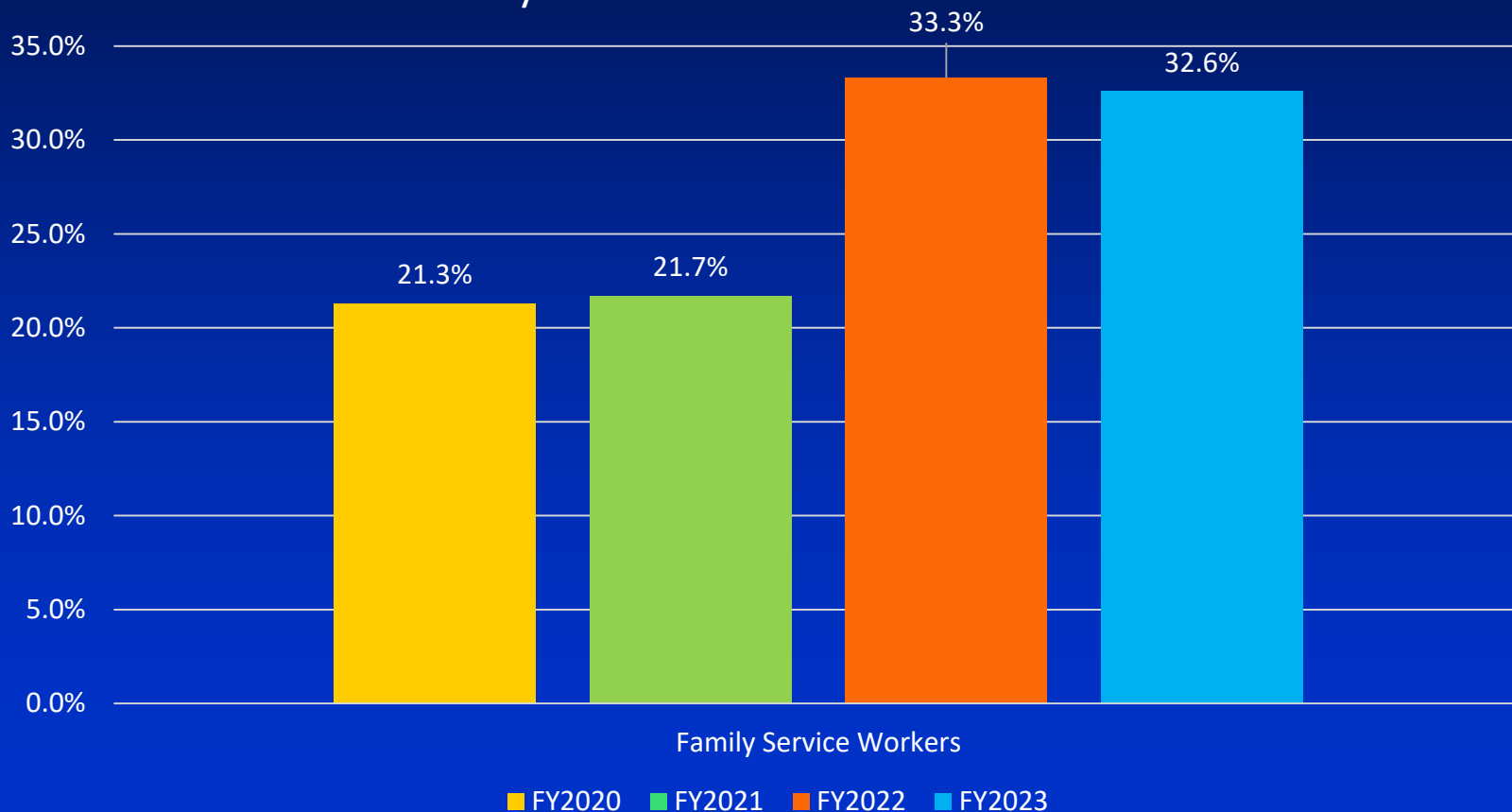




# Update to 2022 Challenges

## Staff Turnover

Family Service Workers Turnover Rate



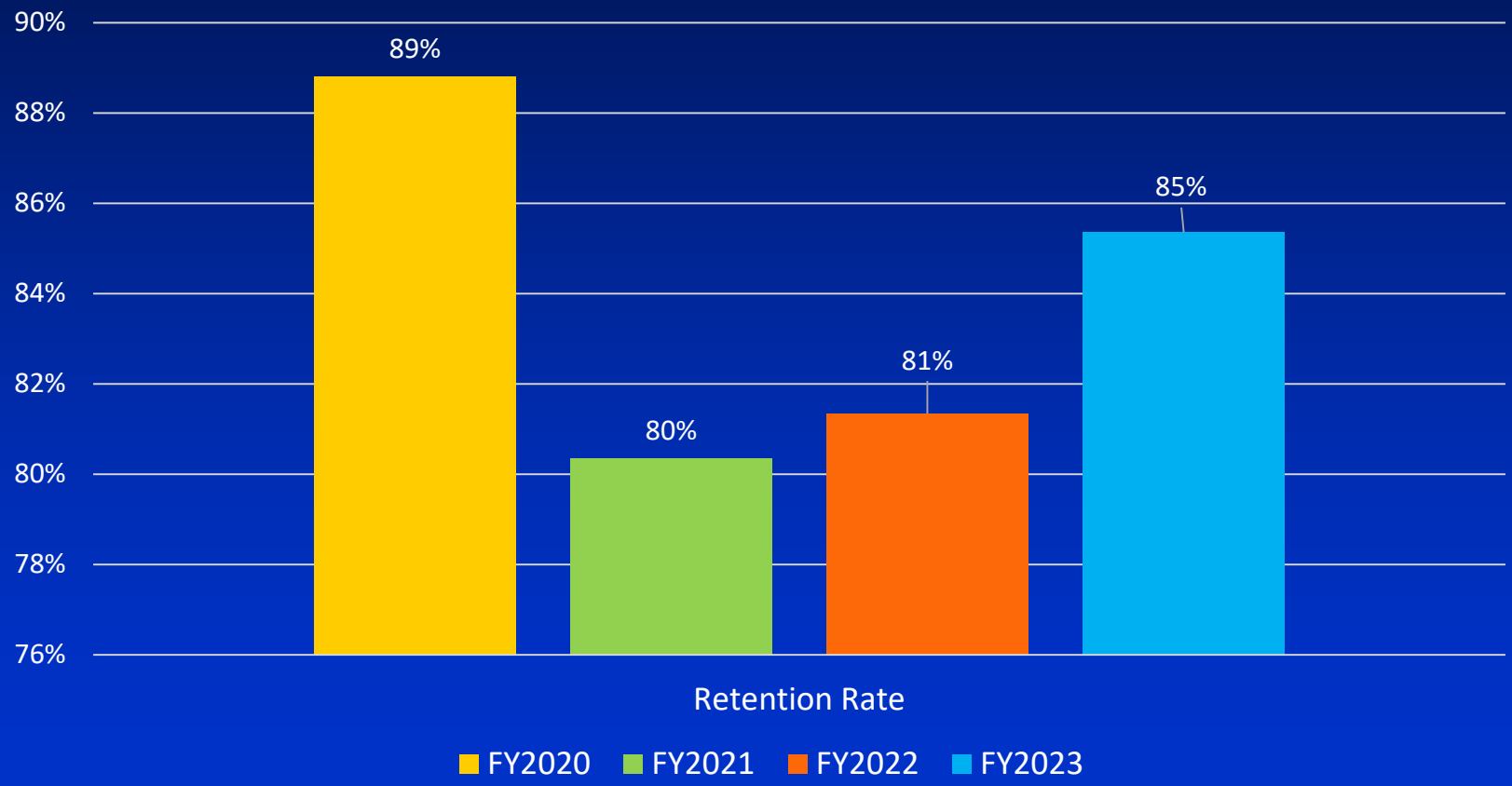




# Update to 2022 Challenges

## Staff Retention

Retention Rate for all Staff





# Update to 2022 Challenges

## Key Strategies to Stabilize the Head Start Workforce by Office of Head Start



Permanently Increase Compensation – OHS strongly encourages programs to use findings from their wage comparability study to help support their decisions.



Offer Bonuses, Short-term Pay Increases, or Other Financial Incentives



Compensate Staff During Closures and Transitions



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# Progress on Goals of 2022

- Complete a wage comparability study to ensure salaries are competitive with Orange County Public Schools and other workforce competitors
- Continue aggressive recruitment of staff and students
- Offer more Child Development Associate classes for Head Start parents
- Locate additional space and decrease classroom enrollment by class



# Progress on Goals of 2022

## Office of Head Start Economic Investments

- July 22- \$322,509
- August 22- \$485,902
- September 22- \$251,306
- September 23- \$58,207
- September 23- \$469,917

## Orange County Salary Economic Investments

- 2021- 3.5%
- 2022- 4.0%
- 2023- 4.0%
- 2023-5.0%



# Progress on Goals of 2022

## Hiring Strategies

- Orange County Head Start hosted two hiring events
- Total of 69 people interviewed
- Total of 53 contingent offers
- Total of 31 obtained permanent employment



# Progress on Goals of 2022

## Hiring Strategies

- Orange County Head Start made 94 contingent employment offers between 10/22- present
  - Of the 94 contingent offers 64 became permanent employees
- Orange County Head Start has 45 vacant positions
  - Of the 45 vacant positions, 31 are currently going through the hiring process





# Head Start Update

## Taft Head Start Hispanic Heritage Month Celebration



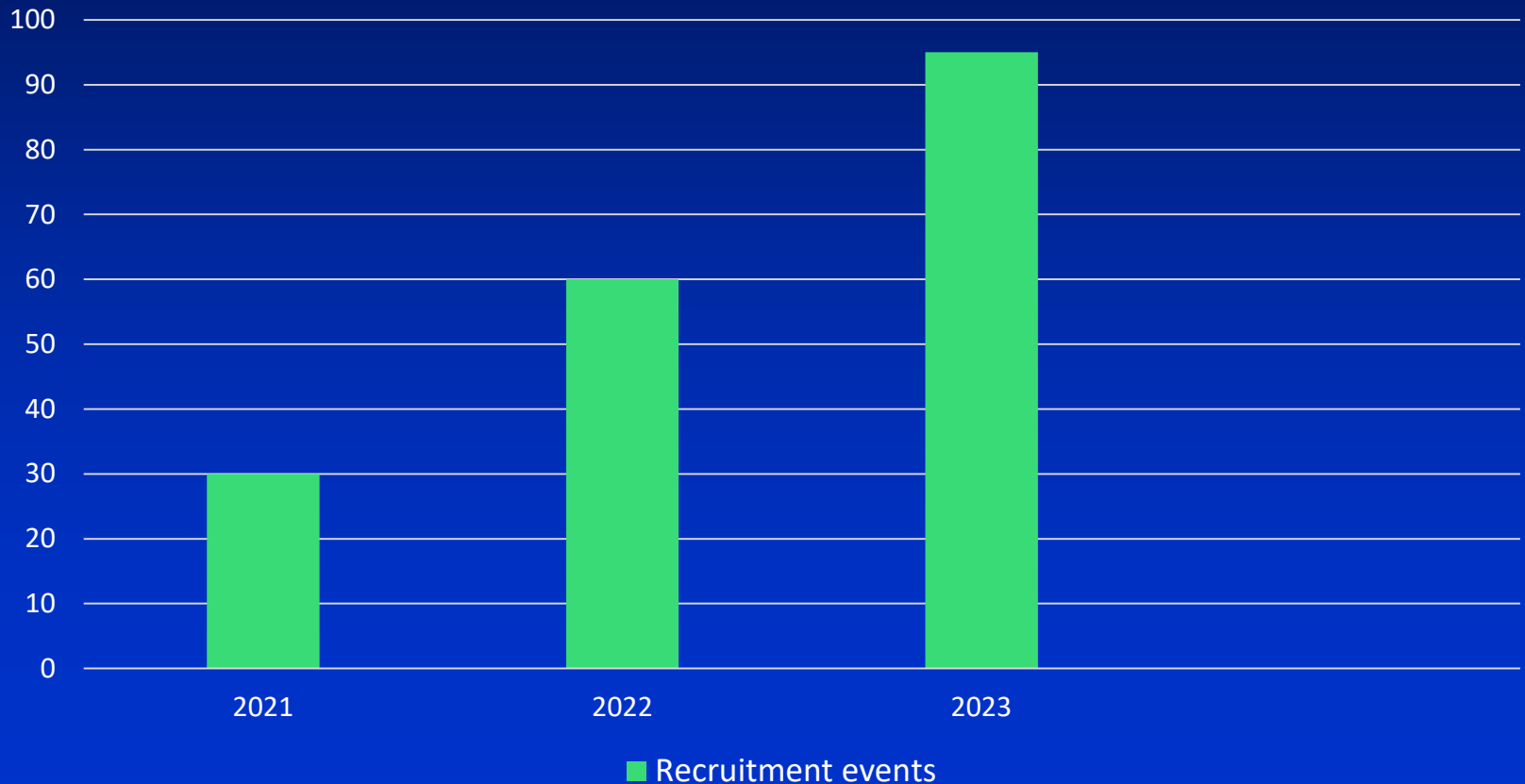




# Progress on Goals of 2022

## Family Outreach & Recruitment Events

Recruitment of Children & Families





# Progress on Goals of 2022

## Family Outreach & Recruitment

- Orange County Head Start hosted two Community Health & Resource Fairs
- Events held in Eastern & Western portions of Orange County
- Approximately 200 families attended both events combined
- 126 Eligibility Applications completed on site

**Orange County Head Start Community Health and Resource Fair**  
 "Strengthening Child and Family Resources"

**FREE EVENT**

**Saturday, April 22, 2023**  
 10 a.m. – 2 p.m.  
**East Orange Community Center**  
 12050 East Colonial Drive, Orlando, FL 32826

**Saturday, April 29, 2023**  
 10 a.m. – 2 p.m.  
**Barnett Park**  
 4801 West colonial Drive, Orlando, FL 32808

**FAMILY FRIENDLY ACTIVITIES**

- Many Vendors
- Trackless Train
- Petting Zoo
- Activities
- Food
- DJ playing music
- Free Activities for Family and Children
- Other available Community Resources
- Immunizations/Physicals Available

**ORANGE COUNTY GOVERNMENT FLORIDA**

Eligibility Applications will be completed for families with proper documentation. For further information about documents contact 407-836-6590.

**Parents must bring the following documents**  
*(school age 3-5 Years of age by September 1)*

- Proof of birth
- Parent Photo ID
- Proof of Residency
- Current Immunization Record (680)
- Child's current medical card/health insurance
- Income if applicable "last check stub for the month prior to appointment"
- Additional income such as SSI, Child Support, TANF, Social Security, Financial Aid, SNAP

Homeless and Foster care Families are encouraged to apply

For more information please contact:

**Amanda Clayton**, Administration Specialist | 407-836-8933 | **Natalie Colon**, ERSEA Coordinator | 407-836-7602 | **Colette Thomas**, Program Manager | 407-836-6546



# Progress on Goals of 2022

## Family Outreach & Recruitment

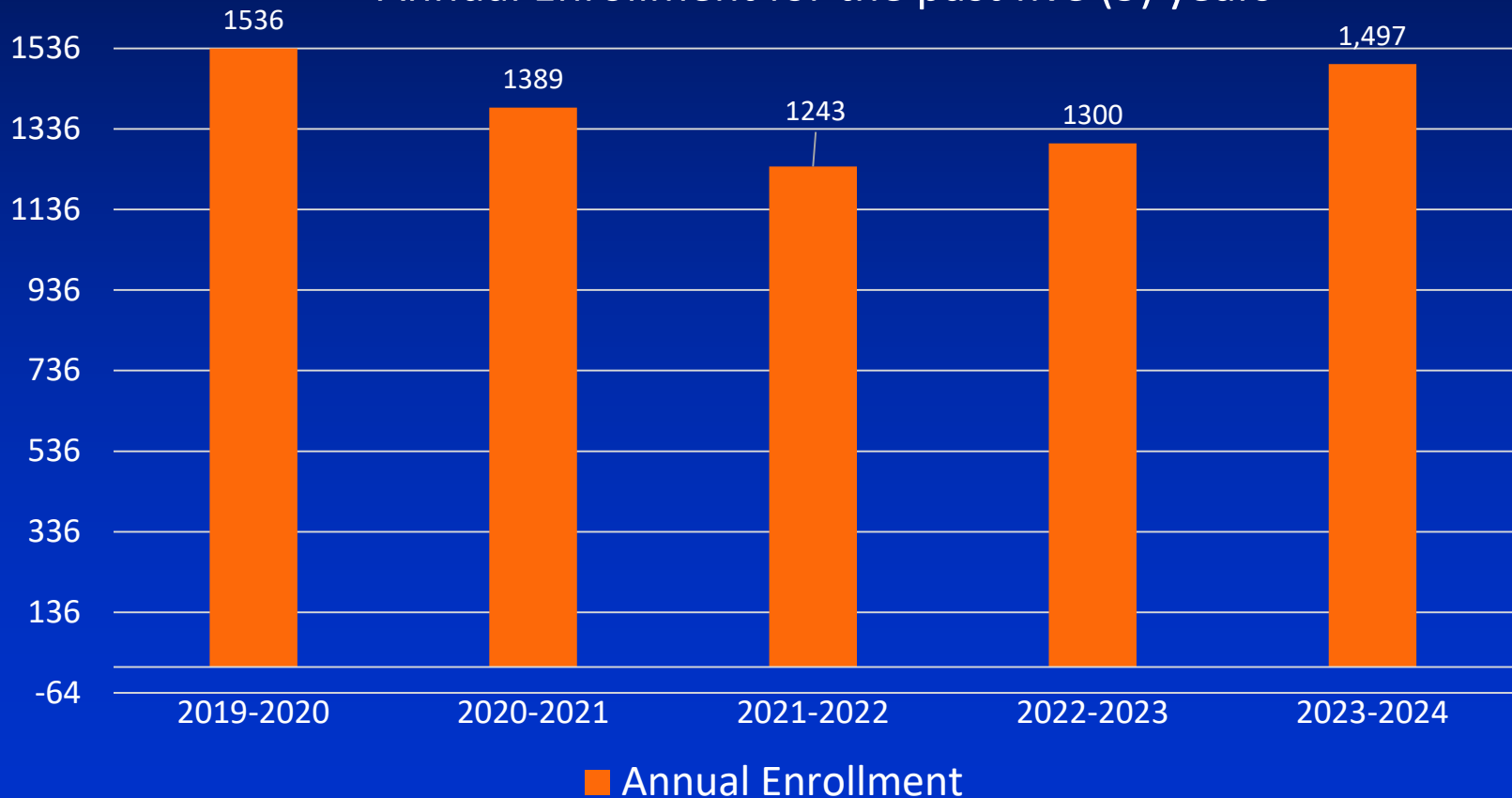




# Progress on Goals of 2022

## Enrollment

Annual Enrollment for the past five (5) years

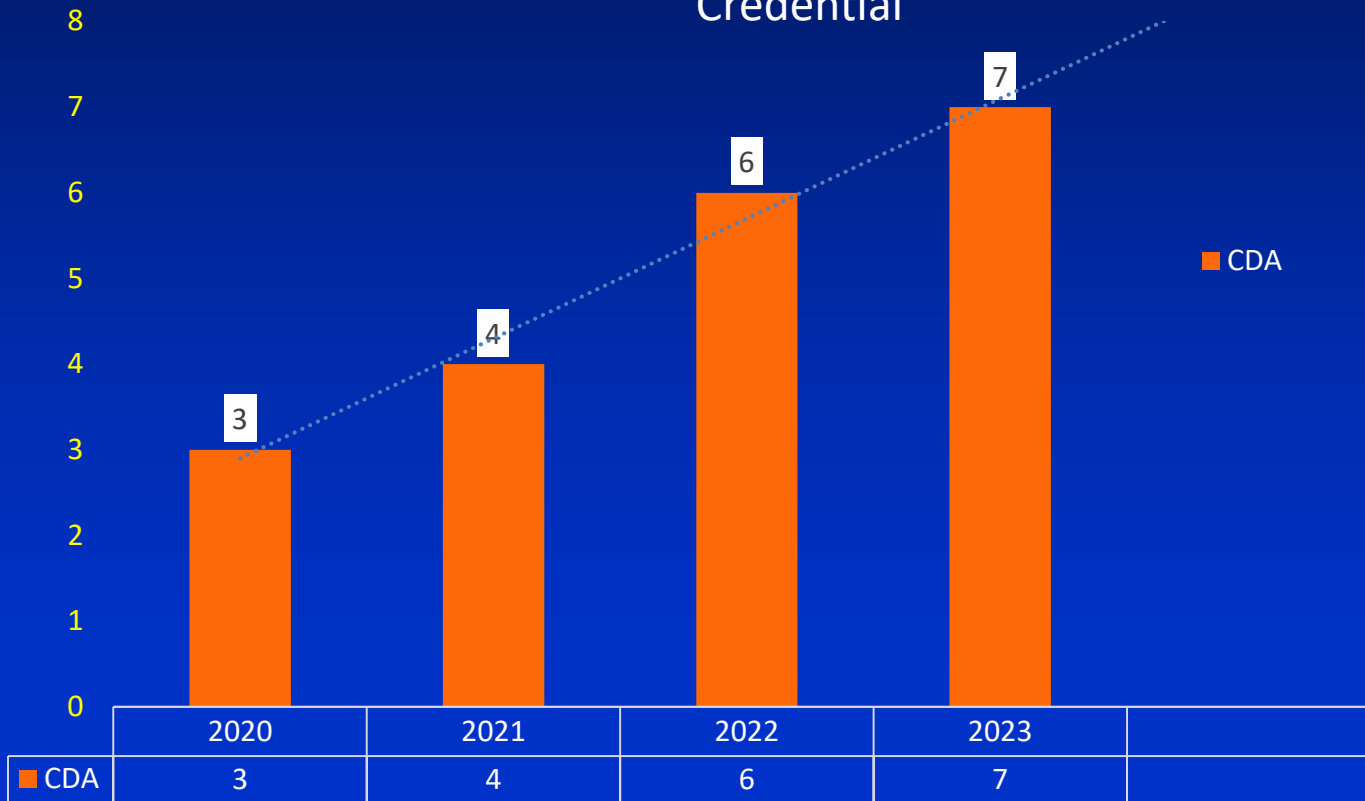




# Progress on Goals of 2022

## Workforce Initiative

Number of Parents Received Child Development Associate Credential





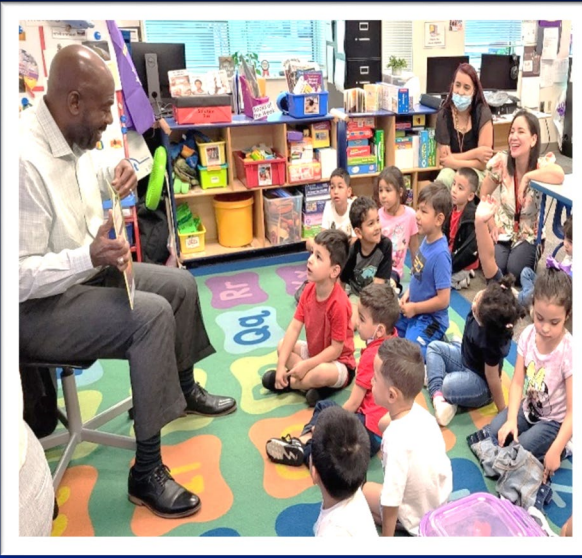
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# Program Highlights



**Guest  
Readers  
Month  
2023**





# Program Highlights

- Staff completed the 2-year Trauma Smart training
- Survey results from the Trauma Smart program indicated that staff have seen improvements in their work environment, how they are treated by their peers and have more opportunities to engage in self-care activities
- Opened two new Head Start sites, Lovell & Riverside Elementary





# Program Highlights

- In partnership with VyStar Credit Union Instituted Financial Fitness Fridays for staff
- I.S. Hankins/F.A. Johnson & Alpha Phi Alpha Fraternity, Inc. placed lending libraries at 7 sites which resulted in over \$25,000 in In-Kind donations
- Darnellion Brown, awarded Florida Head Start Association Father of the Year



# Program Highlights

- Collected over 10,000 diapers for Orange County residents in partnership with the Early Learning Coalition of Orange County
- Guest Readers Month Event hosted 865 guest readers in Head Start classrooms
- Established 15 new contracts with organizations that will provide direct services to Head Start families



# Program Highlights

End of year staff  
celebration  
“Dress in a  
Movie Theme”





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# Challenges 2023

- Office space & Center Space
- Increase in food pricing with Orange County Public Schools
- Increase of enrolled children with challenging behaviors
- Vacancies



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# Goals 2023

- Work to identify center/classroom space
- Continue decreasing the number of students per classroom so priority is provided to three-year-olds
- Complete the playground rebuilds





# Goals 2023

- Explore the possibility of applying for the Disaster grant with the Office of Head Start for damages caused by Hurricane Ian
- Increase number of staff to specifically support children with varying exceptionalities
- Partner with OCPS High Schools that offer the Early Childhood Certification to create a workforce pipeline for the future.



# Head Start

THANK YOU

