

NORTHERN TIER COMMUNITY ACTION CORPORATION



2014-2015

GEORGE HULTS, BOARD PRESIDENT

KENNETH P. STRAUB, EXECUTIVE DIRECTOR 2014-2015

DAVID GREENE, EXECUTIVE DIRECTOR - 2015

DEBRA SIDELINGER, HEAD START DIRECTOR

135 West 4th St. • P.O. Box 389 • Emporium, PA 15834
Phone: (814) 486-1161 • Fax: (814) 486-0825

History & Facts

History of Head Start

In 1964, the Federal Government created a panel of child development experts to design a program to help communities overcome the barriers of young children living in poverty. The findings of that panel report became the blueprint for Project Head Start.

Project Head Start, launched as an eight-week summer program by the Office of Economic Opportunity in 1965, was designed to help break the cycle of poverty by providing preschool children of low-income families with a comprehensive program to meet their emotional, social, health, nutritional, and psychological needs. Recruiting children age three to school entry age, Head Start was enthusiastically received by education, child development specialists, community leaders and parents across the nation.

In 1969, Head Start was transferred from the Office of Economic Opportunity to the Office of Child Development in the US Department of Health, Education and Welfare, and has now become a program within the Administration on Children, Youth and Families in the Department of Health and Human Services. A well established, though still an innovative program, Head Start has had a strong impact on communities and early childhood programs across the country.

Head Start programs are operated by over 1500 community-based organizations. Grantees include school districts, universities, community health centers, tribal governments, Alaska Native Corporation, city and county governments, Community Action Agencies, and other profit and nonprofit organizations.





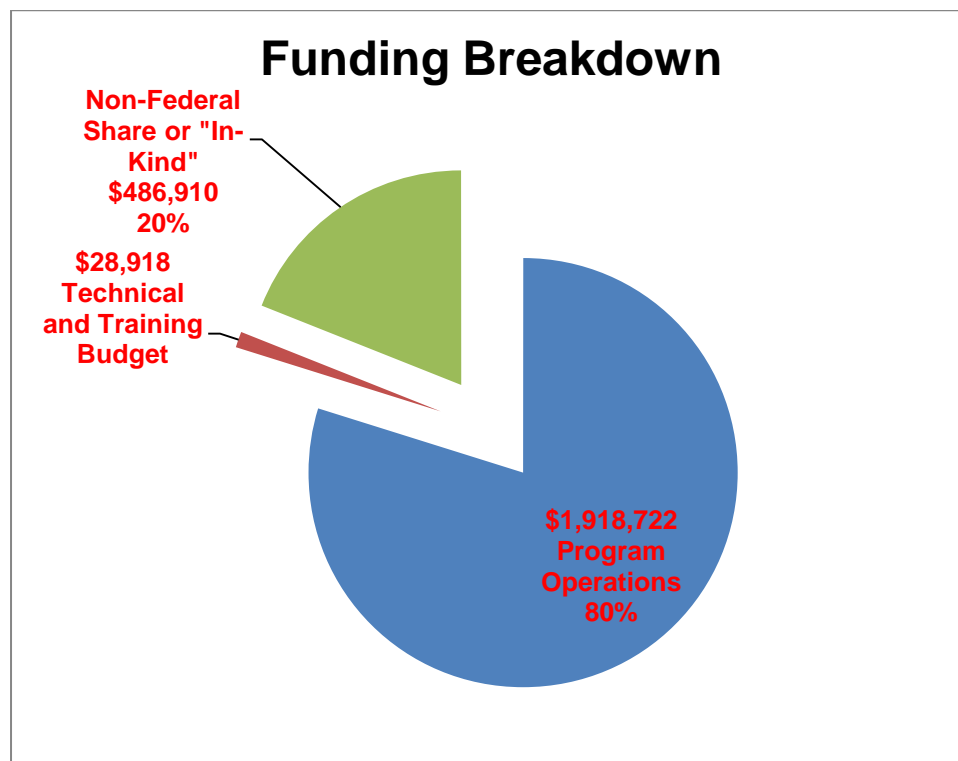
Northern Tier Community Action Head Start is a pre-kindergarten program that provides educational and social opportunities to enhance the healthy development of children. Our program provides support for the families in Cameron, Elk, Potter, and McKean counties. It is our goal to help the children prepare for kindergarten and to reach their full potential in school as well as later in life.

Northern Tier Community Action Corporation Head Start's philosophy is focused on meeting the needs of the children and families we serve. These needs include good health, high-quality food, warmth, love and security, development of a good self concept, successful daily learning experiences, freedom of exploration and expression, and character building.

Our program is dedicated to providing the highest quality comprehensive services in child development and school readiness. We strive for collaborative relationship with other organizations that provide services to young children and families. Our combined efforts provide the opportunity for parents to choose a nurturing learning environment that best suits the needs of each child and his or her family.

MISSION STATEMENT

Northern Tier Community Action Head Start is committed to providing quality services that promote learning, growth, development of self-worth and dignity for the children and families that we serve.



Northern Tier Community Action Head Start Locations

HEAD START PROGRAM CENTERS	
Bradford I Center 20 Russell Blvd., Building C Bradford, PA 16701 Phone: 368-4809 Class Hours: 10:00-3:00	Bradford II Center YWCA 24 West Corydon St. Bradford, PA 16701 Phone: 368-8551 Class Hours: 9:00-2:00
Bradford III Center 20 Russell Blvd. Bradford, PA 16701 Phone: 363-9265 Class Hours: 9:00-2:00	Coudersport Center 165 Route 6 West P.O. Box 625 Coudersport, PA 16915 Phone: 274-7017 Class Hours: 9:00-2:00
Emporium Center Woodland Elem. School 603 Woodland Ave. P.O. Box 310 Emporium, PA 15834 Phone: 486-4000 Ext. 2054 Class Hours: 9:00-2:00	Johnsonburg Center 607 Center St. P.O. Box 233 Johnsonburg, PA 15845 Phone: 965-5627 Class Hours: 9:00-2:00
Kane I Center 226 Chestnut St. Kane, PA 16735 Phone: 837-9392 Class Hours: 9:00-2:00	Kane II Center 226 Chestnut St. Kane, PA 16735 Phone: 837-8068 Class Hours: 9:00-2:00
Otto Eldred Center 158-160 Main St. P.O.Box 631 Eldred, PA 16731 Phone: 225-2200 Class Hours: 9:00-2:00	Port Allegany I Center 504 N. Main St. Port Allegany, PA 16743 Phone: 642-2807 Class Hours: 9:00-2:00
Port Allegany II Center Port Allegany Elem. School 85 Clyde Lynch Dr. Port Allegany, PA 16743 Phone: 642-9557 Opt. 6 Class Hours: 9:00-2:00	Ridgway Center 225 South St. Udarbe Complex, Room 2 Ridgway, PA 15853 Phone: 772-4030 Class Hours: 9:00-2:00
St. Marys Center North Star Properties 513 E. Arch St. St. Marys, PA 15857 Phone: 781-7776 Class Hours: 9:00-2:00	Smethport Center 110 Hill St. Smethport, PA 16749 Phone: 887-5670 Class Hours: 9:00-2:00

HEAD START HOME BASE
Potter County Area Home Base 165 Rt. 6 West P.O. Box 625 Coudersport, PA 16915 Phone 274-7132
Elk County Area Home Base North Star Properties 513 Arch St. St. Marys, PA 15857 Phone: 781-6666
McKean County Home Base 158-160 Main St. P.O. Box 631 Eldred, PA 16731 Phone: 225-4018

Head Start - Budget Categories

<i>Budget Category</i>	<i>Program Operations</i>	<i>Training & Technical Assistance</i>	<i>Non-Federal Share</i>
Personnel	\$966,184	\$0	\$0
Fringe Benefits	\$475,306	\$0	\$0
Travel	\$375	\$0	\$0
Equipment	\$0	\$0	\$0
Supplies	\$34,004	\$0	\$7,483
Contractual	\$96,456	\$28,918	\$5,586
Construction	\$0	\$0	\$0
Other	\$346,397	\$0	\$473,841
Total Direct Charges	\$1,918,722	\$28,918	\$486,910

OTHER FUNDING SOURCES

FEDERAL FUNDING

- | | |
|---|-----------|
| 1. Federal Child Development and Child Care Funds | \$0 |
| 2. USDA Funds for Nutrition Services | \$148,543 |
| 3. Other Federal Funding | \$0 |

STATE FUNDING

- | | |
|---|----------|
| 4. State Preschool Programs (Head Start State Supplemental) | \$67,674 |
| 5. Other State Funding | \$0 |

LOCAL FUNDING

- | | |
|-----------------------------------|-----|
| 6. School District Funding | \$0 |
| 7. Other Local Government Funding | \$0 |

Total: \$216,217



BUDGET CATEGORY	BUDGET
SUB TOTAL SALARIES	\$930,544.00
SUB TOTAL FRINGE	\$496,871.00
Travel (Out of Area)	\$1,125.00
Classroom	\$24,910.00
Office	\$12,552.00
Health	\$5,746.00
Special Needs	\$763.00
Home Based Supplies	\$1,575.00
Mental Health Consultant	\$2,097.00
Parent/Staff MH Training	\$400.00
Transportation	\$52,000.00
Registered Dietician	\$630.00
Health Consultant	\$4,000.00
Computer Consultant/Maintenance	\$7,725.00
Snow Removal	\$5,495.00
ChildPlus/Results Audit	\$8,550.00
Lawn Maintenance	\$1,200.00
Memberships/Teaching Strategies	\$7,325.00
Office/Utilities Warehouse	\$24,150.00
Center Utilities	\$162,871.00
Insurance	\$11,879.00
Food	\$29,547.00
Medical & Dental Screening	\$300.00
Local Travel	\$33,576.00
Vehicle Lease/Maintenance	\$5,400.00
Parent Services	\$6,270.00
Payroll Processing	\$3,480.00
Audit	\$14,000.00
Telephone/Internet	\$35,880.00
Advertising	\$3,275.00
Postage	\$4,020.00
Copies / Printing	\$4,400.00
Equipment Maintenance	\$8,966.00
Building Maintenance	\$5,700.00
Legal Services	\$1,500.00
TOTAL BUDGET	\$1,918,722.00
TOTAL TECHNICAL & TRAINING BUDGET	\$28,918.00

What is School Readiness?

The Office of Head Start (OHS) defines school readiness as children being ready for school, families ready to support their children's learning, and schools ready for the children who enter their doors.

Children's school readiness is measured by the skills set out in the five domains of the **Head Start Child Development and Early Learning Framework**:

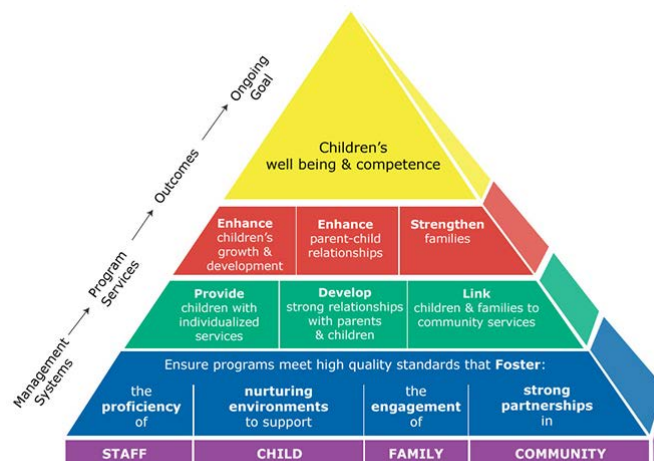
- Language and Literacy
- Cognition and General Knowledge
- Approaches to Learning
- Physical Development and Health
- Social and Emotional Development

Families are engaged in their children's learning and development and poised to support the lifelong success of their child. Head Start recognizes that parents are their children's primary teachers and advocates. As Head Start programs, parents, and schools work together to promote school readiness and engage families as their children make the transition to kindergarten, schools become ready for children.

Transition Activities

Smooth transitions from pre-kindergarten to kindergarten are a result of connections between schools and families, and between pre-kindergarten and kindergarten teachers and classrooms. Purposeful coordination between the pre-kindergarten and elementary settings can maintain and potentially maximize gains that children achieved in pre-kindergarten. We promote a positive transition by:

- Planning visits to the school
- Eating in the school cafeteria
- Formalized transition meetings for parents and teachers
- District sponsored special events
- Library and playground visits
- Participating in Open House Events



WHAT IMPACT DOES HEAD START HAVE?

Does Head Start enhance children's development and school readiness?

Yes, Head Start graduates made substantial gains in word knowledge, letter recognition, math skills and writing skills relative to national norms.

100% of parent respondents surveyed responded that they were pleased with their child's development and the progress their child made throughout the program year.

Does Head Start strengthen families as the primary nurturers of their children?

Head Start parents reported reading to their children at least three to five times a week. Frequency of parental reading, especially daily reading, was linked to higher child vocabulary development.

Across all households, family activities with Head Start children increased over the course of the year.

Head Start parents cited Head Start as an important source of support in rearing their children. In addition, Head Start parents reported a greater sense of control over their own lives at the end of Head Start than at the beginning.

Does Head Start provide children with high quality educational, health and nutritional services?

Head Start teachers have very good teaching qualifications. Fifty percent of our Head Start teachers had a bachelor's or graduate degree, and teachers averaged nearly 12 years of teaching experience.

How is classroom quality related to child outcomes?

Children in classrooms rated higher in learning environment materials spent more time in simple interactive play or pretend play, and they spent less time in non-interactive play. Observed play behavior is a key indicator of social development.

**Head Start
Gets Results!**

HEAD START SERVICE FACTS

- ✚ Our funded enrollment is 276 total students.
- ✚ Our monthly enrollment was at 100% or 276 students per month.
- ✚ Our service area includes all of Cameron, Elk, Potter and McKean Counties.
- ✚ The program's geographic area covers 3,300 square miles.
- ✚ We partner with school districts for special services such as food/nutrition, special needs' support, play areas, and other educational programs.
- ✚ We offer five hour/day center-based programs and home-based programs.
- ✚ 100% of our Head Start teachers meet the degree/credential requirements as set forth in the Performance Standards.
- ✚ Program participants receive 660 hours of direct instructional time in the classroom.
- ✚ 23% of our male parent/guardians participated in "Male Involvement Activities".
- ✚ Children served by our program in the following categories by % are as follows:
 - Income below 100% of federal poverty line - 46.5%
 - Income between 100 and 130% - 12.5%
 - Receipt of Public Assistance (TANF/SSI) - 29%
 - Foster Children - 1.6%
 - Homeless (McKinney/Vento definition) - 3.9%
 - Children enrolled with IEP's – 76 or 27%
 - Over income - 6.5%

AUDIT

Northern Tier Community Action Corporation's most recent financial audit revealed no deficiency or material weaknesses. Information about the agency's audit is publically available and may be viewed at <http://www.nctac.org>.

TRIENNIAL REVIEW / MONITORING RESULTS

On 6/18/2014, the Administration of Children and Families conducted a desk/solo monitoring review. Based on this review, Northern Tier Community Action Corporation's Head Start is in complete compliance. No corrective action is required at this time.



Parental Involvement

As your child's first and most influential teacher, parents have an important role in Head Start. Parents are always welcome in the classroom by helping with or leading activities or projects, attending learning trips, planning classroom activities with the teaching staff, and introducing or sharing their culture with the class. There are a number of ways that parents can help teaching staff by sharing opinions, ideas and thoughts, working on projects at home, communicating with the staff, helping other parents feel welcome, and reinforcing learning at home.

In addition, Northern Tier Community Action offers parents the opportunity to participate in the following activities:

- ✚ Family Literacy Functions
 - ✚ Parent Meetings
- ✚ Parent/ Teacher Conferences
 - ✚ Home Visits
- ✚ Home Base Socializations
 - ✚ Policy Council
- ✚ Board of Directors
 - ✚ Volunteer opportunities
- ✚ Family Partnership Agreement
 - ✚ Input into curriculum
 - ✚ Input into program planning
- ✚ Training or resource and referral information



FAMILY ENGAGEMENT

The Head Start program depends on many people working together, sharing their talents, knowledge and energy, so that the children can receive the greatest benefits. The more that the child's family invests in the program, the better our program will be.

Family Service Workers meet with the families in their homes and assist them in setting child development and family need goals. They follow up with families by providing information and referrals as needed to help those involved reach the goals they have set.

Teachers meet with the child's family four times each year. Two conferences and two home visits are scheduled annually. Parents are provided with a copy of the child's progress at least twice a year. Parents/Guardians are encouraged to volunteer time in the classrooms as often as possible. Parents/guardians are welcome to come to the classroom at any time.

PCC – Parent Center Committee Meetings are held monthly. At these meetings, family and staff discuss center and community concerns and suggestions. Presenters discuss topics of interest chosen by the participants, and a craft or activity is scheduled.

Policy Council is the advisory board of the Head Start program. Parents, guardians and community volunteers meet monthly to plan for the future of Head Start. The meetings are held on the second Thursday of each month at the Northern Tier Community Action Corporation's Conference room.



 Be **Safe**

 Be **Responsible**

 Be **Respectful**

*Positive Behavioral
Interventions & Supports
PBIS*

“What is PBIS?”

Improving student academic and behavior outcomes is about ensuring all students have access to the most effective and accurately implemented instructional and behavioral practices and interventions possible. PBIS provides an operational framework for achieving these outcomes. More importantly, PBIS is NOT a curriculum, intervention, or practice, but IS a decision making framework that guides selection, integration, and implementation of the best evidence-based academic and behavioral practices for improving important academic and behavior outcomes for all students.

Practice-based Coaching

Coaching is a professional development strategy that aims to ensure quality teaching and learning practices are implemented with accuracy and result in positive outcomes for children and families. The focus of Practice-based Coaching is using effective everyday teaching practices that are important for children's school readiness.

Coaching
Resources



Our program integrates PBIS and Practice-Based Coaching

Northern Tier Community Action Head Start
Outcome Results for the 11 Domains and the 37 Domain Elements for Children
2014-2015 Cumulative Management Report

Eleven Learning Domains for Children	All 281 Children Who Attended Head Start Ages 3-5	
	% Above/At	Outcome Grades
Language Development	99%	Excellent
Literacy	85%	Very Satisfactory
Mathematics	88%	Very Satisfactory
Science	99%	Excellent
Creative Arts	99%	Excellent
Social and Emotional Development	98%	Excellent
Approaches to Learning	99%	Excellent
Physical Health and Development	100%	Excellent
Social Studies	98%	Excellent
Logic and Reasoning	98%	Excellent
English Language Development	--	--
Overall Outcome Results Audit Grades for 2014-2015	96%	Excellent
2013-2014 Overall Outcome Results Audit	96%	Excellent
2012-2013 Overall Outcome Results Audit	92%	Excellent

Outcome Results Audit Grades

Excellent: 90%+ of the child skills were at/above the age-appropriate skill level

Very Satisfactory: 80%-89% of the child skills were at/above the age-appropriate skill level

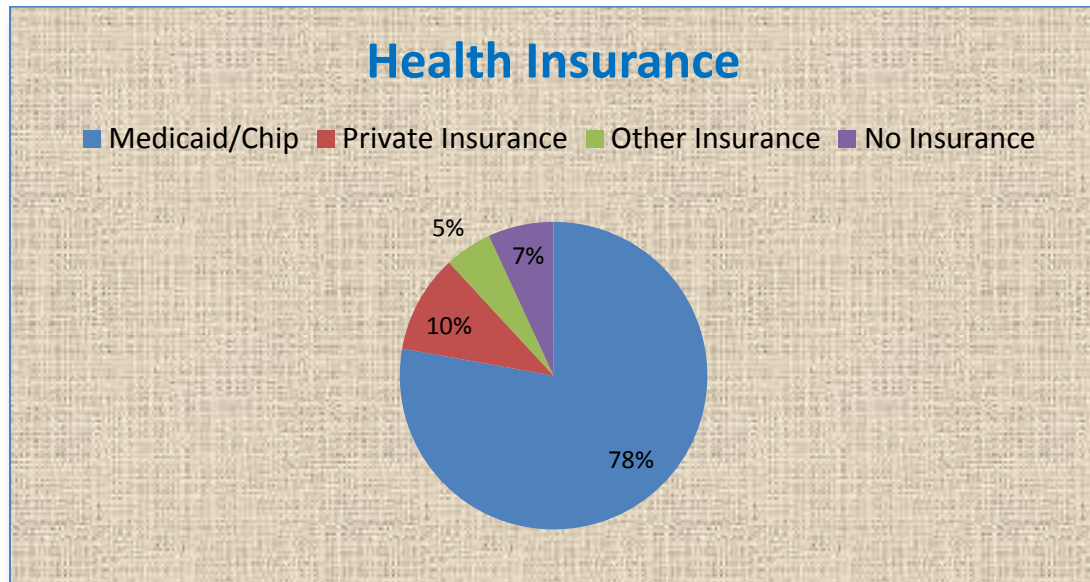
Satisfactory: 50%-79% of the child skills were at/above the age-appropriate skill level

Minimally Acceptable: 20%-49% of the child skills were at/above the age-appropriate skill level

Inadequate: Fewer than 20% of the child skills were at/above the age-appropriate skill level



HEALTH INSURANCE / HEALTH STATISTICS

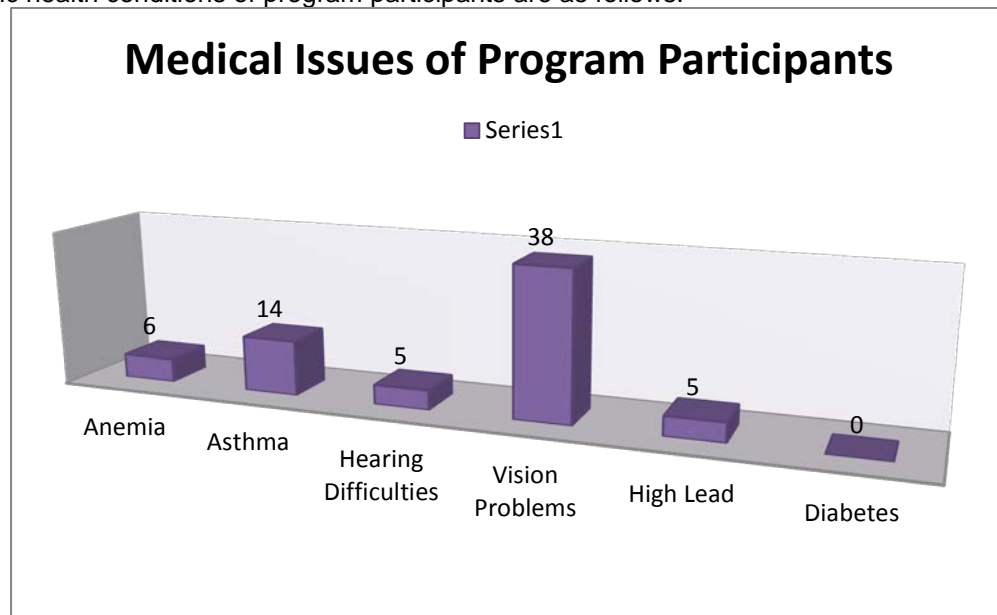


MEDICAL / MEDICAL HOME

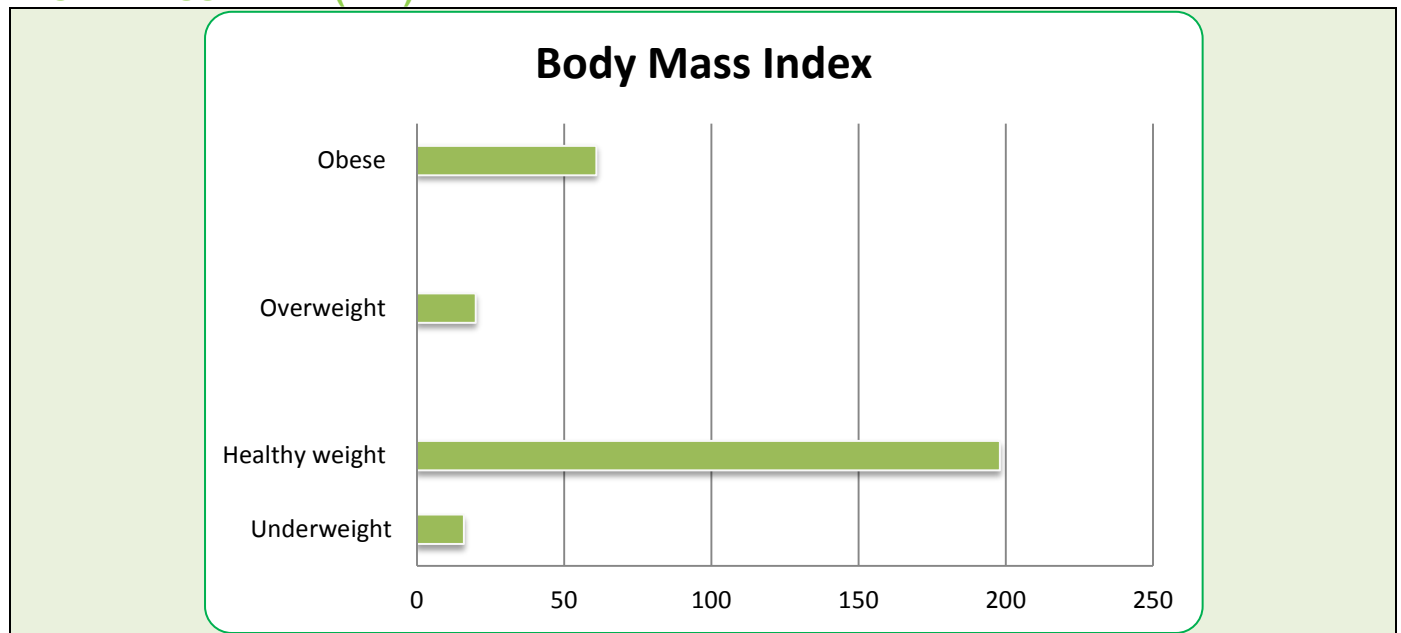
- Ninety-four percent, (94%), of children have an ongoing source of continuous, accessible health care.

MEDICAL SERVICES

- Two hundred seventy-six participants, or 100% of the children, are up-to-date on a schedule of age appropriate preventive and primary health care, according to the relevant state's EPSDT schedule for well-child care.
- Chronic health conditions of program participants are as follows:



BODY MASS INDEX (BMI)



DENTAL / DENTAL HOME

- ✚ Eighty percent, (80%), or 222 children in our program have continual access to dental care.
- ✚ Continuous dental care increased by 11% from the beginning of enrollment to the end of enrollment.

MENTAL HEALTH SERVICES

Number of children for whom the MH professional consulted with program staff about the child's behavior/mental health	40
Of these, the number for whom the MH professional provided three or more consultations	15
Number of children for whom the MH professional consulted with the parent(s) / guardians about their child's behavior/mental health	38
Number of children for whom the MH professional provided an individual mental health assessment	14
Number of children for whom the MH professional facilitated a referral for mental health services	26

MENTAL HEALTH REFERRALS

- ✚ Number of children who were referred by the program for mental health services outside of Head Start since last year's PIR was reported to be 29
- ✚ Of these, the number who received mental health services since last year's PIR was reported as 20

DISABILITIES SERVICES

- ✚ Children enrolled in the program that have an Individualized Education Program (IEP) indicating they have been determined eligible by the LEA to receive special education and related services = 76
- ✚ Prior to enrollment into the program for this enrollment year = 51
- ✚ During this enrollment year = 25

Board of Directors

OFFICERS

Board President ~ Private Sector
Mr. George E. Hults

Board Vice President ~ Private Sector
Mr. Anthony Moscato

Board Treasurer ~ Private Sector
Mr. Robert P. Caskey, CPA

Board Secretary ~ Client Sector
Ms. Dana Mackey



MEMBERS

Mr. John Robinson
Private Sector Representative

Mr. Joseph DeMott
Public Sector Representative

Mr. R. Gale Monroe
Public Sector Representative

Ms. Paulette Snatchko
Client Sector Representative

Mr. Dave Greene
Private Sector Representative

Mr. Bob Strait, Jr.
Client Sector Representative

Ms. Bonnie Skellen
Public Sector Representative

Mr. Terry Simkins
Public Sector Representative

Mr. Phil Jones
Public Sector Representative

Ms. Janice Eberly
Public Sector Representative

Donald (Pat) Walker
Client Sector Representative

Rev. Joseph Short
Private Sector Representative

Mr. Thomas R. Tyler
Client Sector Representative

Mr. Richard Balizet
Client Sector Representative

Northern Tier Community Action Corporation's Head Start Policy Council

Center/Home Base	Representative	Alternate	Community Representative
<i>Bradford I</i>			<i>Dana Mackey – Board Liaison</i> <i>Gayle Tarbox</i> <i>Alternate CR</i>
<i>Bradford II</i>	<i>Chandra Wedge</i>	<i>Jasmine Tankersley</i>	
<i>Bradford III</i>	<i>Danielle Gallagher</i>	<i>Andrew Kloss</i>	
<i>Coudersport</i>	<i>Margaret Heiser</i>	<i>Michael Osborne</i>	<i>Leola Davis</i>
<i>Emporium</i>	<i>Heather Imboden-Horning</i>		
<i>Johnsonburg</i>	<i>Robert Nortum</i>		
<i>Kane I</i>	<i>Theresa Tunall</i>		
<i>Kane II</i>	<i>April Yoder</i>		
<i>Otto Eldred</i>			<i>Mary Lou Bennett</i>
<i>Port Allegany I</i>	<i>Bruce Skinner</i>		
<i>Port Allegany II</i>	<i>Alyssa Evens</i>		
<i>Ridgway</i>	<i>Danielle Stover</i>		
<i>Smethport</i>	<i>Ashley McKeirnan</i>	<i>Linda DuBeck</i>	<i>Marsha McKeirnan</i>
<i>St. Marys</i>	<i>Elena Rivera</i>		

<i>Potter County Home Base</i>			
<i>Elk County Home Base</i>	<i>Loretta Wolff</i>		
<i>McKean County Home Base</i>			<i>Danielle Logue</i>



Discovery

Socialization



From a Head Start Parent: "Never have I felt so welcome and encouraged to better myself."

Creativity



From A Head Start Parent: "Head Start has improved our lives and introduced my child to the school setting without overwhelming her."



**By age 5,
90% of a
child's brain
has
developed!**



Exploration

40 Years of research shows that what children learn before kindergarten affects



From a Head Start Parent: "Head Start and the teachers are a great support to me"



**Happy 50th
Birthday
Head Start!**

