

2022-2023 ANNUAL REPORT

Central Arkansas Development Council Early Head Start/Head Start/ABC



Central Arkansas Development Council
Building Futures One Person at a Time

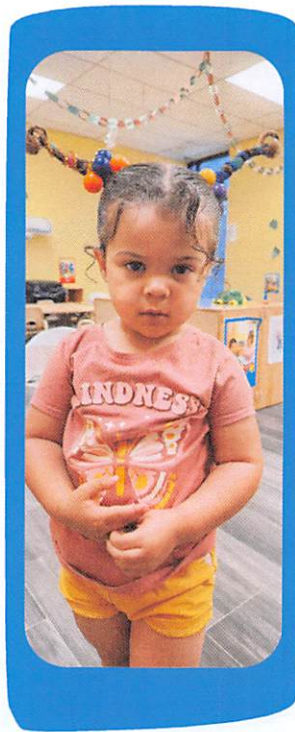
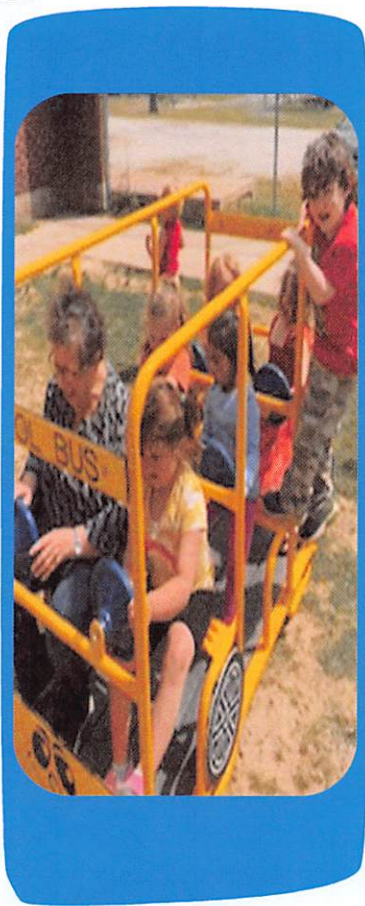


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Message From the Director

I am delighted to present to you the Program Year (PY) 2022-2023 Annual Report for Central Arkansas Development Council (CADC). This report encapsulates our collective efforts and achievements in serving and supporting children and families in central and southwest Arkansas.

The past year has been truly rewarding for us at CADC. We received state expansion grant funding to allow us to add Early Head Start classrooms at the Benton, Glenwood, Mount Ida, and Malvern centers. These classrooms opened in December 2022. We were also thrilled that on May 31, 2023, our program received approval from the Office of Head Start for a significant conversion of enrollment slots. This approval allowed us to transition from serving 486 Head Start children to 390 Head Start children and from 24 Early Head Start children to 72 Early Head Start children. This adjustment was informed by our Community Needs Assessment and other targeted community surveys, which highlighted the growing need for Early Head Start enrollment slots in our program. We are proud to have taken proactive steps to address this need and enhance our services for the benefit of our community.

At CADC, we remain steadfast in our commitment to providing the safest, most inclusive environment possible for the children, families, and employees we serve. We take great pride in assisting children and families in identifying areas for growth so that they can flourish and thrive. Despite the challenges posed by the ongoing pandemic, we have continued to learn more about ourselves and our capabilities. The resilience of the communities we serve and the genuine care and support demonstrated by our staff and volunteers have been truly inspiring.

Throughout the program year, staffing proved to be an issue at times. However, with the unwavering support of our central staff and substitute teachers, we were able to overcome these challenges and keep our classrooms open to provide on-site instruction for the children throughout the entire program year. Additionally, we implemented an increase in pay to retain our current qualified staff and attract new employees, ensuring the continuity and quality of our services.

The mental health and well-being of our staff, children, and families have been a top priority for us, particularly during these challenging times. With funds from the Office of Head Start and state funding, we were able to implement the Employee Development and Staff Wellness Initiative. Through a partnership with Curricula Concepts, INC., we continued the Be Well, Care Well Arkansas program across all thirteen of our facilities, as well as our central office in Malvern. This initiative provided individualized support to our employees, with coaches assigned to each facility site to help them achieve their personal and team goals.

I am grateful for the steadfast governance provided by our Policy Council and Board of Directors, who guided us with commitment and dedication throughout the program year. Their leadership was instrumental in ensuring that we remained responsive to the needs of individuals and families facing difficult circumstances, and I am pleased with the outcome and the lessons we have learned along the way.

This report serves as a testament to the many successes we have achieved over the past program year. It demonstrates that we are a quality program that produces positive outcomes for children, families, and the communities we serve across Pike, Clark, Montgomery, Saline, and Hot Spring counties.

As we look forward to the new program year, we remain committed to offering quality services to our children and families while constantly striving to meet our mission. I extend my deepest gratitude to each of you for your interest, support, and service. Together, we will continue to make a meaningful difference in the lives of those we serve.

Warm regards,

Barbie Baxter
Central Arkansas Development Council
Early Head Start/Head Start/Arkansas Better Change Program Manager-Director

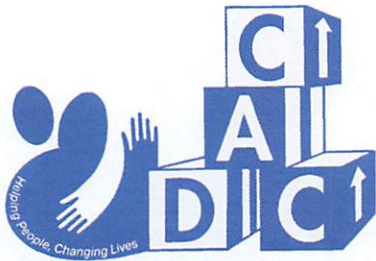




MISSION STATEMENT

CENTRAL ARKANSAS DEVELOPMENT COUNCIL MISSION STATEMENT

This mission of CADC is to alleviate the causes & conditions of poverty, to help vulnerable populations achieve their potential, and to build strong communities in Arkansas through community action.



Central Arkansas Development Council
Building Futures One Person at a Time

CADC EARLY HEAD START/HEAD START/ABC MISSION STATEMENT

This mission of CADC Early Head Start/Head Start/Arkansas Better Chance is to provide an environment for young children of income eligible families that is safe, warm, and educational, as well as, supportive to their families and staff.

CADC EHS/HS/ABC Policy Council Officers Management Team Members Policy Council Representatives

POLICY COUNCIL OFFICERS

Trelissa Morris-Chairperson

Cathline Campbell- Vice Chairperson

Hannah Dominey– Secretary

MANAGEMENT TEAM MEMBERS

Program Manager/Director

Barbie Baxter

Assistant Program Manager/Director

Michelle Furlow

Nutrition & Health Program Specialist

Jessica Clay

Early Childhood Education & Transition Coordinator

Carla Ratliff

Safety & PFCE Program Specialist

Barry Jones

Behavior Intervention Specialist

Caithy Gentry

Mental Health & Disabilities Program Specialist

Kelsey Crutchfield (June/October)

Alexandria Crutchfield (December/May)

ERSEA Data Coordinator

Heather Bopp

POLICY COUNCIL MEMBERS

Amity-Brittany Bankhead & Casey Homan

Arkadelphia-Tiesha Morales & Monica Stovall

Benton-Destini Barnett

Bismarck-Tori Hatton

Delight- Hannah Dominey & Monica Teel

Glenwood-Cathline Campbell & Richard Retford

Gurdon-Ashton Williams & Sydney Jester

Harmony Grove-Brittany MacPherson & Pam Smart

Magnet Cove- Derek Hopson & Lacey Howerton

Malvern EHS-Kimberly Hill & Deanna Phillips

Malvern HS-Janelle Tibbit & Chitara Blackwell

Mount Ida-Mary Ann Scurlock

Murfreesboro-Rachael Smillie & Courtney Wyman

Shannon Hills-Derricka Dunning & Mahaley Collins

Saline County Community Representative

Jacquelyn Ayers

Hot Spring County Community Representative

Amy Kennedy

Board Liaison

Dr. Pamela Davis



Central Arkansas Development Council

BOARD OF DIRECTORS

1. Annette Pate, Public Sector (Chair)
2. Darlene Jones, Low Income Rep. (Vice-Chair)
3. Lisa Smith, Private Rep.
(Secretary/Treasurer)
4. Deloris Allison, Low Income Rep.
5. Johnathon Boyce, Low Income Rep.
6. Robert Coates, Low Income Rep.
7. Sandra Faison, Low Income Rep.
8. Allie Green, Low Income Rep..
9. Annette Johnson, Low Income Rep.
10. Beverly Meeks, Low Income Rep.
11. Erika Buenrostro, Private Sector
12. Ed Dunlap, Private Rep.
13. Carlton Haas, Private Rep.
14. Alberta James, Private Rep.
15. Theresa Tyree, Private Rep.
16. Robby Tingle, Private Rep.
17. Ed Albares, Public Rep.
18. Ethan Dunbar, Public Rep.
19. Mayor Charles Gastineau, Public Sector
20. Marion Hoosier, Public Rep.
21. Tamiko Johnson, Public Sector
22. Wornest Lambert, Public Rep.
23. Johnnie Mitchell, Public Sector
24. Brenda Porter, Public Rep.
25. Jeraldine Sanders, Public Sector
26. Kimberly Clemons, Private Rep.
27. Pam Davis, Private Rep.
28. Jason Yarbrough, Private Sector
29. Kyshia Johnson, Private Sector
30. Ashley Sheets, Private Sector



**CADC
BOARD
OF
DIRECTORS**

Program Overview

CADC operates thirteen facilities in a five-county service area (Clark, Hot Spring, Montgomery, Pike, and Saline Counties) in central and southwest Arkansas. The Central Arkansas Development Council Early Head Start/Head Start/Arkansas Better Chance program provides exceptional early childhood education for children ages 0-5, with unrivaled flexibility, leading health and safety guidelines, and support systems for our children and families.

Our inquiry-based curriculum is facilitated by warm, experienced and early childhood education degree level teachers in bright, open spaces that let children make big connections to the growing world around them. We stimulate learning through experienced-based programs where the child is exposed to the essential building blocks of education from ABCs, learning to count, feeling different textures, human anatomy, and discovering the world around them. Now, more than ever, children need to attend the right preschool to develop the skills necessary to excel in primary/elementary school and beyond.

Now, more than ever, children need to attend the right preschool to develop the skills necessary to excel in primary/elementary school and beyond.

Our program is funded to serve a total of 510 children. Our facilities are located in the following towns:

Amity, Arkadelphia, Alexander (Shannon Hills), Benton, Bismarck, Delight, Glenwood, Gurdon, Haskell (Harmony Grove), Magnet Cove, Malvern, Mt. Ida, and Murfreesboro



Program Highlights

100% of our families received at least one family service.

12% of all families received emergency/crisis intervention.

100% participation in parenting Curriculum.

100% involvement in discussing their child's screening and assessment results and their child's progress.

100% received education on preventative medical and oral health.

100% received education on health and developmental consequences of tobacco product use.

100% received education on nutrition.

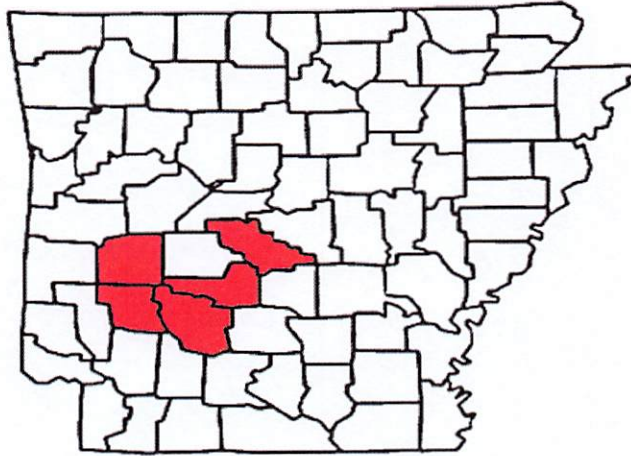
169 Father/father figures were involved in their child's Head Start child development experiences.

Staff provided support to families with the School to Heart to Home Curriculum via weekly classroom newsletters.

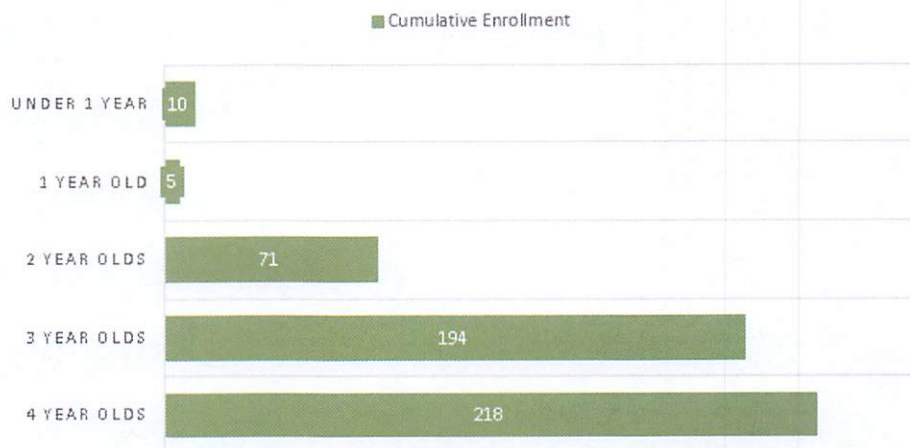
Brightwheel Child Care Management Software was purchased so parents could complete applications online and sign their children in/out digitally.



HEAD START



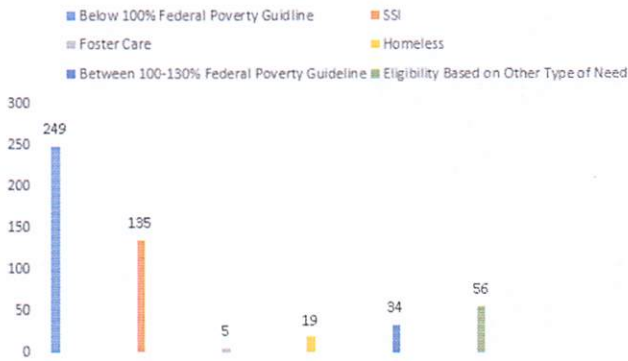
CUMULATIVE ENROLLMENT



13 Child Care Facilities in 5 Counties Funded Enrollment - 510

Amity, Arkadelphia, & Gurdon - Clark County
Delight, Glenwood, & Murfreesboro – Pike County
Bismarck, Magnet Cove, & Malvern – Hot Spring County
Mt. Ida – Montgomery County
Benton, Harmony Grove & Shannon Hills – Saline County

PRIMARY TYPE OF ELIGIBILITY

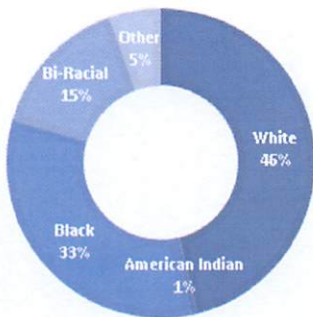


CADC EHS/HS/ABC Demographics

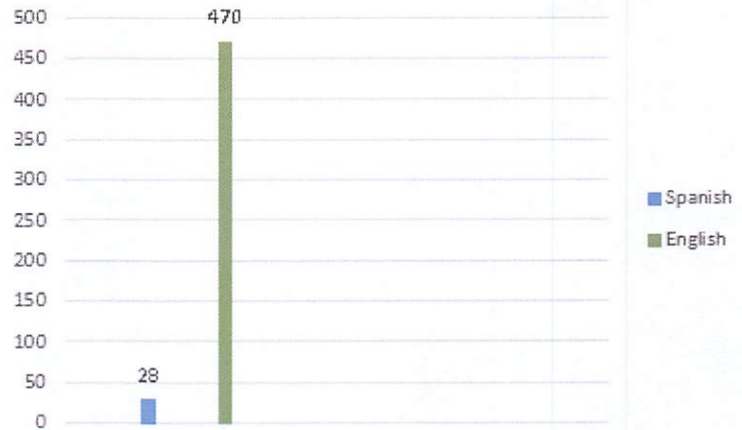


RACE

White American Indian Black Bi-Racial Other



Primary Language



ERSEA

Enrollment

We served 498 children for the 2022-23 school year. Although we did not reach full enrollment, the precautions that we took allowed us to send less children home due to COVID-19 exposure by keeping the classroom numbers small and separating children into smaller groups.

2022 Head Start/Early Head Start		
Total number of children served	462	36
Total number of families served	431	34
Average monthly enrollment	81%	80%
Percentage of categorical/income eligible children served	81%	100%

KINDERGARTEN READINESS

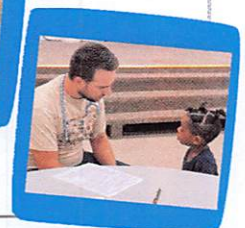
The transition to kindergarten is a major milestone in the lives of children and their families. When transitions are well planned, children have fewer adjustment problems and more continuous developmental success. This year, 198 children are projected to be entering kindergarten in the following school year.

Here are some of the ways we helped both children and families prepare for kindergarten:

- Provide opportunities for Head Start/ABC children and families to visit local public schools and kindergarten classes (depending upon each public school district)
- Public school representatives provide parent education/training preparing them to exercise their rights and making them aware of their responsibilities as their child enters the public school setting
- Distribute school supply list from the local kindergarten
- Local kindergarten teachers are invited to read stories to Head Start/ABC children
- Invite kindergarten parents (former Head Start/ABC parents) to speak at parent meetings about preparing children for kindergarten
- Classroom activities involving transitions are incorporated into the lesson plan (reading stories about kindergarten, playing school in dramatic play, talking about what to expect in kindergarten, etc.)

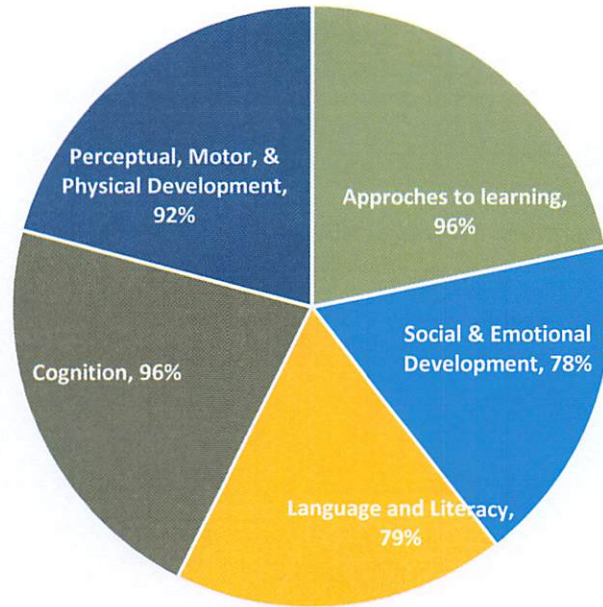
School Readiness

Our program has the Creative Curriculum as its core curriculum. CADC Early Head Start and Head Start/ABC use Teaching Strategies GOLD as our child assessment tool. Teaching Strategies GOLD is a seamless system for assessing children from birth through kindergarten. Extensive field tests have shown it to be both valid and reliable. Available online and in print, the system can be used with any developmentally appropriate early childhood curriculum. CADC Head Start/ABC also uses the Work Sampling System to assess our ABC dually enrolled children in order to meet the Arkansas Better Chance program requirements. Both the curriculum and the assessment tools are aligned with the Head Start Early Learning Outcomes Framework Birth to Five; the Arkansas Child Development & Early Learning Standards Birth through 60 Months; Head Start PFCE Framework; The Arkansas Guide for Promoting Family Engagement; as well as the Common Core Standards. The above mentioned curriculum was adopted as a curriculum framework for developing an educational environment following sound early childhood development principles supplemented with resources from the Arkansas Child Development and Early Learning Standards: Birth through 60 months, parents, Head Start Program Performance Standards, NAEYC guidelines, community resources, and various other resources available to teachers. The above mentioned curriculum also aligns with the Arkansas Child Development and Early Learning Standards: Birth through 60 months and The Head Start Child Development and Early Learning Framework: Ages Birth to Five.

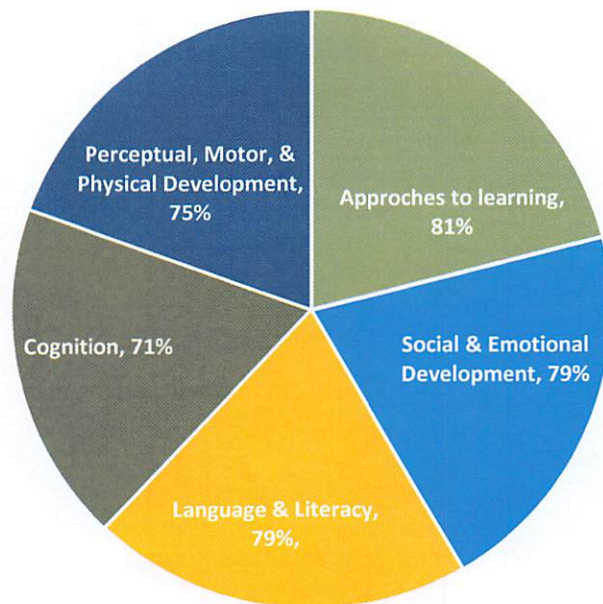


TS GOLD Child Assessment Outcome Data
EHS and HS/ABC children Meeting or Exceeding National Widely Held
Expectations per age group across HSELOF Domains.

CADC Early Head Start Children
Percentage Meeting Widely Held Expectations



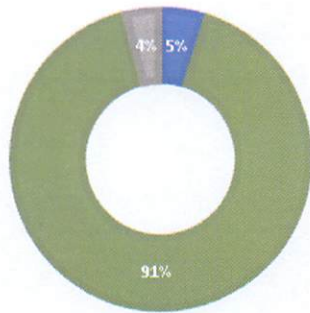
CADC Head Start/ABC Children
Percentage Meeting Widely Held Expectations



Health and Disability Services

EHS % HS HEALTH INSURANCE AT ENROLLMENT

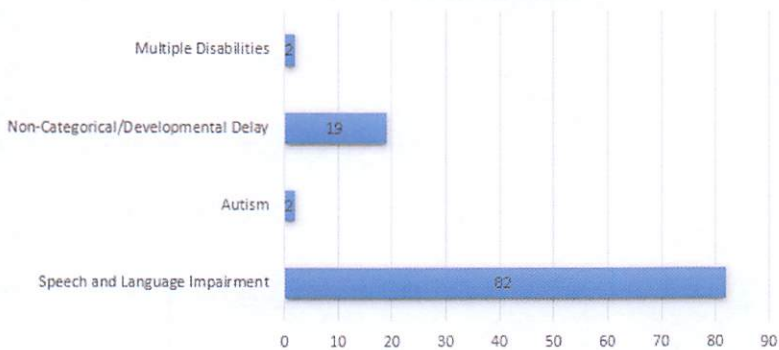
■ Enrolled with Private Insurance ■ Enrolled with Medicaid and/or CHIP ■ Enrolled with No Insurance



95% of all children were up-to-date on their immunization at the end of the enrollment year.

	HS	EHS
Percentage of children that received medical exams	92%	100%
Percentage of children that received dental exams	94%	100%

Head Start Primary Disabilities



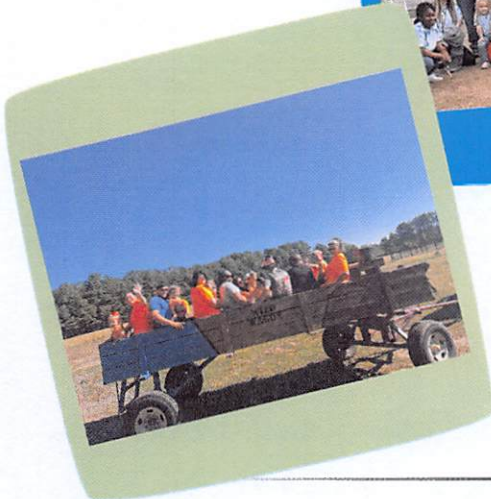
There was a total of 3 classroom teachers who received assistance from a mental health consultant through observation and consultation

There were 11 Early Head Start children who had an IFSP at any time during the program year.

Family Engagement

During the 2022-23 school year the management team had to continue to be creative in planning opportunities for parent participation.

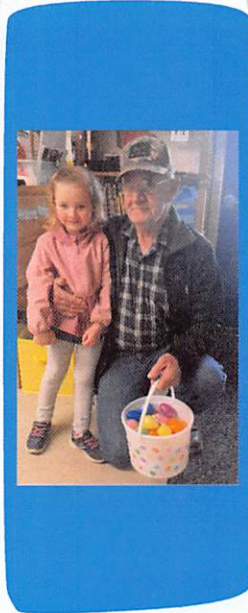
- As a part of our Parents as Partners initiative, parents spent over 1,112 hours helping they're child with take short daily activities at home.
- There was a total of 32,631 books read in the classroom, checked out of the Lending Library, and books read from the child's home library



**Parent, Family, and
Community Engagement-
Male
Involvement/Fatherhood
Initiative**

**Male Involvement/
Fatherhood
Initiative Activities:**

- Super Bowl Breakfast
- March "DAD"ness
- Calling all Fathers
- Cooking with Dad
- Career Day with Dad
- Pumpkin Carving
- St. Daddy's Day
- Kite Day



Be Well Care Well of Arkansas: Taking Care of the Caregivers

The objective of BWCW is to build resiliency in early childhood education providers to reduce and buffer the effects of stress and hardship and, in so doing, bolster their ability to sensitively meet the developing social-emotional needs of the young children in their care. BWCW aims to support the well-being of early childhood education providers across eight dimensions of wellness commonly recognized in the public health field: Emotional, Environmental, Financial, Intellectual, Occupational, Physical, Social, and Spiritual. The 12-month program encourages the development of social support networks, improvement of physical and emotional health, development of stress management and reduction techniques, improvement in caregivers' sense of self-efficacy and executive function, and access to financial resources and services.



CADC EHS/HS/ABC STAFF WELLNESS Initiative

CADC BWCW Summer Facebook Group

Our employees loved their monthly coaches visiting the centers for support and to take part in the all the activities that were planned for the staff. Even when the staff were laid off in the summer the employees were invited to take part in the CADC Be Well Care Well Facebook Group so they could participate in Facebook Live events throughout the summer and continue their coach connections and center activities through social media. It was AMAZING!



2022-2023 Financial Report

Annual Independent Financial Audit Results
According to an independent audit report by Yoakum, Lovell & Co., PLC Certified
Public Accountants
For the Years Ended May 31, 2023 and 2022
Central Arkansas Development Council had no findings or deficiencies noted for
fiscal year ending May 31, 2023

CADC EHS/HS/ABC (OHS) Early Head Start/Head Start Revenue		
Federal Grant		\$4,257,175.00
USDA		\$402,000.00
In-Kind		\$1,034,216.00
Total Revenue		\$5,693,391.00
CADC EHS/HS/ABC (OHS) Early Head Start/Head Start Expenditures		
	Budgeted	Actual
Salaries	\$2,716,927.00	\$2,641,228.00
Benefits	\$872,610.00	\$793,931.00
Travel	\$22,500.00	\$34,892.00
Occupancy	\$22,293.00	\$65,686.00
Supplies	\$238,840.00	\$45,866.00
Food Reimbursed	\$402,000.00	\$447,063.00
T&TA	\$52,994.00	\$51,014.00
Other	\$324,418.00	\$596,367.00
Equipment	\$0.00	\$4,079.00
In-Kind Expenses	\$1,034,216.00	\$1,255,354.00
Total Expenditures	\$5,686,798.00	\$5,935,480.00

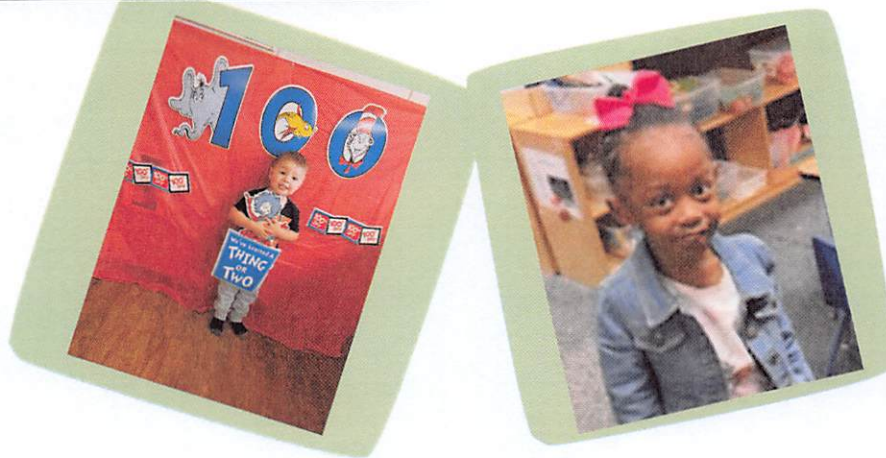
CADC EHS/HS/ABC (ADE) Arkansas Better Chance Revenue		
Federal Grant		\$532,350.00
Total Revenue		\$532,350.00
CADC EHS/HS/ABC (ADE) Arkansas Better Chance Expenditures		
	Budgeted	Actual
Salaries	\$327,246.00	\$314,210.00
Benefits	\$111,602.00	\$106,819.00
Travel	\$1,500.00	\$1,265.60
Supplies	\$12,337.00	\$12,413.00
T&TA	\$0.00	\$106.28
Other	\$44,065.00	\$46,003.00
Equipment	\$6,149.00	\$6,285.95
Building Maintenance	\$29,451.00	\$25,937.88
Total Expenditures	\$532,350.00	\$513,040.71



2022-2023 Financial Report Continued

CADC EHS/HS/ABC (OHS) American Recovery Act \$610,215 Revenue		
Federal Grant	\$610,215.00	
Total Revenue	\$610,215.00	
CADC EHS/HS/ABC (OHS) American Recovery Act \$610,215 Expenditures		
	Budgeted	Actual
Supplies	\$12,893.00	\$6,321.88
Equipment	\$44,065.00	\$46,003.00
Other	\$81,191.00	\$35,352.98
Staff Wellness/T&TA	\$73,282.00	\$10,435.99
Total Expenditures	\$211,431.00	\$98,113.85

(OHS) CADCEHS/HS/ABC American Recovery Act \$153,494 Revenue		
Federal Grant	\$153,494.00	
Total Revenue	\$153,494.00	
(OHS) CADCEHS/HS/ABC American Recovery Act \$153,494 Expenditures		
	Budgeted	Actual
Travel	\$0.00	\$853.00
Building Maintenance	\$102,494.00	\$221.00
Total Expenditures	\$102,494.00	\$1,074.00



2022-2023 Financial Report

Continued

CADC EHS/HS/ABC 2021 CARES Revenue		
Federal Grant		\$183,600.00
Total Revenue		\$183,600.00
CADC EHS/HS/ABC 2021 CARES Expenditures		
	Budgeted	Actual
Outdoor Equipment		\$7,500.00
Cares	\$183,600.00	\$2,880.00
Trainings		\$44,273.00
Building Maintenance		\$3,953.00
Equipment Maintenance		\$220.00
Total Expenditures	\$183,600.00	\$58,827.00



CADC EHS/HS/ABC Better Beginnings Grants 2021 Revenue		
Federal Grant		\$15,500.00
Total Revenue		\$15,500.00
CADC EHS/HS/ABC Better Beginnings Grants 2021 Expenditures		
	Budgeted	Actual
Supplies	\$15,500.00	\$3,000.00
Total Expenditures	\$15,500.00	\$3,000.00



2022-2023 Financial Report

Continued

CADC EHS/HS/ABC ADH DCCECE ARPA Child Care Grant Quality Improvement Revenue		
Federal Grant		\$880,000.00
Total Revenue		\$880,000.00
CADC EHS/HS/ABC ADH DCCECE ARPA Child Care Grant Quality Improvement Expenditures		
	Budgeted	Actual
Salaries	\$307,094.00	\$126,857.00
Benefits	\$102,368.00	\$32,531.00
Staff Wellness Incentive	\$0.00	\$124,207
T&TA	\$277,728.00	\$69,838.00
Total Expenditures	\$277,728.00	\$353,432.00



CADC EHS/HS/ABC ADH DCCECE ARPA Child Care Grant Operational Expansion Revenue		
Federal Grant		\$230,000.00
Total Revenue		\$230,000.00
CADC EHS/HS/ABC ADH DCCECE ARPA Child Care Grant Operational Expenditures		
	Budgeted	Actual
Supplies	\$63,000.00	\$60,857.00
Benefits	\$27,000.00	\$21,038.00
Supplies	\$35,600.00	\$39,866.00
Equipment	\$80,000.00	\$100,121.00
Food	\$0.00	\$785.00
Building Maintenance/Repairs	\$19,000.00	\$6,166.00
Total Expenditures	\$115,600	\$228,833.00

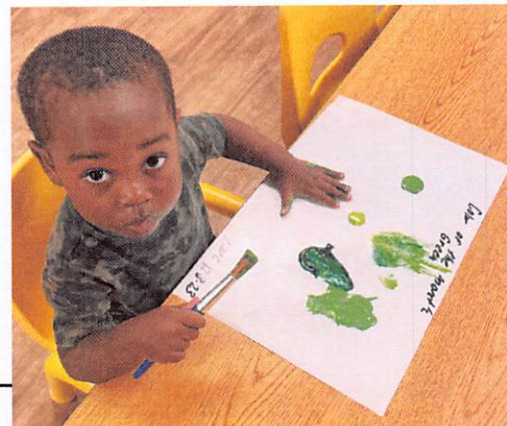
2022-2023 Financial Report

Continued

CADC EHS/HS/ABC ADH DCCECE ARPA Child Care Grant Operations		
Revenue		
Federal Grant		\$272,500.00
Total Revenue		\$272,500.00
CADC EHS/HS/ABC ADH DCCECE ARPA Child Care Grant Operations		
Expenditures		
	Budgeted	Actual
Supplies	\$20,600.00	\$9,293.00
T&TA	\$53,079.00	\$15,338.00
Food	0	\$597.00
Equipment	\$16,000.00	\$1,672.00
Total Expenditures	\$89,679.00	\$26,899.00

CADC EHS/HS/ABC ARP Bonus/Maintenance Grant		
Revenue		
Federal Grant		\$100,500.00
Total Revenue		\$100,500.00
CADC EHS/HS/ABC ARP Bonus/Maintenance Grant		
Expenditures		
	Budgeted	Actual
Equipment	\$71,500.00	\$12,755.00
Educational Supplies	\$29,000.00	\$7,189.00
Total Expenditures	\$100,500.00	\$19,944.00

CADC EHS/HS/ABC ADH DCCECE ARPA Child Care Sustainability Grant		
Revenue		
Federal Grant		\$770,000.00
Total Revenue		\$770,000.00
CADC EHS/HS/ABC ADH DCCECE ARPA Child Care Sustainability Grant		
Expenditures		
	Budgeted	Actual
Equipment	\$112,000.00	\$59,759.00
Supplies	\$219,400.00	\$44,573.00
Communication	\$34,000.00	\$9,904.00
Training	\$238,500.00	\$6,645.00
Rent & Utilities	\$78,850.00	\$48,159.00
Food Service Supplies	\$26,000.00	\$15,017.00
Building Maintenance	\$61,250.00	\$43,092.00
Total Expenditures	\$770,000.00	\$227,148.00



Program Locations at a Glance

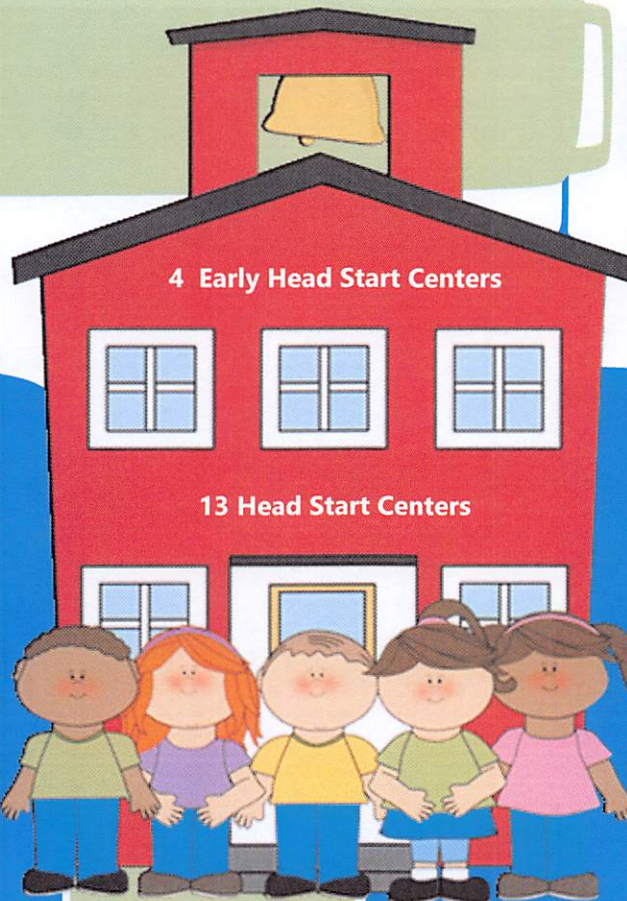
Amity Head Start
 213 North Clark Street
 Amity, AR 71921
 870-342-5358
 Contact: Lora Ingram

Arkadelphia Head Start
 301 North 23rd Street
 Arkadelphia, AR 71923
 870-246-8931
 Contact: Shana Gentry

Benton EHS/Head Start
 321 Edison Avenue
 Benton, AR 72015
 501-326-6280
 Contact: Tina Jordan

Bismarck Head Start
 3640 Finch Road
 Bismarck, AR 71923
 (501) 865-1882
 Contact: Patricia Mishoe

Delight Head Start
 621 East Cherry Street
 Delight, AR 71940
 (870) 397-2270
 Contact: Cecilia Henderson



Glenwood EHS/Head Start
 747 Lakeshore Drive
 Glenwood, AR 71943
 870-356-4780
 Contact: Michele Sims

Harmony Grove Head Start
 115 School Drive
 Benton, AR 72015
 501-776-1697
 Contact: Tamara Zambrano

Gurdon Head Start
 410 East Main Street
 Gurdon, AR 71743
 870-353-6616
 Markita Brewer

Magnet Cove Head Start
 21977 Hwy 51
 Malvern, AR 71921
 501-229-1268
 Contact: Jessica Mcilwain

Malvern EHS/Head Start
 1735 East Sullenberger
 Malvern, AR 72104
 501-337-1502

Contact: Annetta
 Summerville, HS
 Deborah Harp, EHS

Mt. Ida EHS/Head Start
 156 Senior Drive
 Mt. Ida, AR 71957
 870-867-3722

Contact: Sara Cureton

Murfreesboro Head Start
 120 E. Court Ste. B
 Murfreesboro, AR 71958
 870-285-3851

Contact: Delicia McGough

Shannon Hills Head Start
 11925 County Line Road
 Alexander, AR 72002
 501-455-4932

Contact: Rachel Pomol