

Parent/Child Incorporated (PCI) of San Antonio & Bexar County 2020-2021 Annual Report



Dr. Sharon Small

Chief Executive Officer/HS/EHS Director

MEd, MA, PhD

PARENT/CHILD INCORPORATED of San Antonio & Bexar County

“Growing San Antonio’s Tomorrow...Today”

Agenda

Presiding

Michael Latimer

Board President

Roll Call and introduction of PCI Board

Maribel Torres

Board Parliamentarian/Chaplain

Pledge of Allegiance and Invocation

Dr. Ernest Thomas

Board Member

**Welcome and Presentation of Annual Report to the
Public**

Dr. Sharon M. Small

Chief Executive Officer/HS/EHS Director

MEd, MA, PhD

Mission/Vision

The mission of Parent/Child Incorporated is to provide high-quality early childhood developmental and educational services in order to empower our children and their families to become responsible citizens who value education and community

Our vision is to provide the best quality child development program for all eligible children using the Head Start /Early Head Start Model which enables families, children, and staff to be empowered by creating a caring, safe and healthy environment that encourages learning and wellness.



Theme 2020-2021



CEO Message



Dr. Sharon M. Small
Chief Executive Officer/HS/EHS Director
MEd, MA, PhD



Dr. Sharon Small Success Motto

Our “Success Motto” has been welcomed by staff, children, and parents in the past and present. Affirmations become intrinsic in nature and a vital part to how we feel, respond and progress in life.

I'M A SUCCESS AND I KNOW WHY
MY MOTTO IS TO TRY, TRY, TRY
TO DO AND BE MY VERY BEST
THAT IS WHY, I'M A SUCCESS!"

Play Video:

<https://youtu.be/2DFcYkYmJbk>

Play Video:



CEO Message



Greetings!


Welcome to Head Start's and Parent/Child Incorporated's version of the State of the Union! It's called the **Annual Report to the Public...Pre and Post COVID-19!**

As CEO of Parent/Child Incorporated of San Antonio & Bexar County, it is my privilege to present the Fiscal Year 2020 Annual Report. In my 14th year with the agency, I continue to be inspired by the dedication of the Board of Directors and the exceptional leadership of the Executives and Cabinet Special Project Leaders as well as our hard-working ECCs, Center Staff, Supervisors, EHS-CCP, Maintenance and Nutrition Departments and of course the Headquarter staff.

We firmly believe in serving our children and families with **quality** and **integrity** and upholding the mission of PCI to empower our children, staff and families to achieve success, resulting in loyalty to the PCI brand.

Thank you for your continued dedication to advancing early childhood education and developing the futures of our young children.

CEO Message



Last year (2019) we shared how we had increased our growth in the number of children and staff, benefitting not only PCI but the economy and the early childhood workforce of San Antonio and created initiatives to strengthen our workforce and the future of PCI. 2020 began the same until March of 2020 when the impact of COVID-19 was felt. Later in this report, you will see the impact COVID-19 has had on the number of children we teach and feed.

Not only did 2020 impact our centers, staff and families, but it underscored the vast inequities that pervade our public systems. The disproportionate toll of COVID-19 and the unrelenting violence has only strengthened PCI's resilience, commitment and heart to continue the fight for equitable outcomes for children and families in the Head Start community which is the mission of Head Start.

With the new challenges presented by COVID-19, we problem solved and then prioritized to determine the needs of the agency which included organizing a COVID-19 reopening task force; communicated with staff and parents and solicited their input; created COVID-19 policies and procedures approved by the Board of Directors; surveyed to determine which children would be chosen for in class learning or face to face and which would be remote learners; training staff on technology and Zoom; and the list goes on.

CEO Message

We doubled down on our commitment to deliver excellence both face to face and remotely. We created a new position - Distance Learning Facilitator and delivered a remote educational program, including our work with parents and staff.

We purchase approximately 1,300 Chromebooks for both PCI families and Partnership families and created a mobile unit for health care for remote learners and a technology component as an answer to the digital divide.

What a year! But... we endured and learned much, such as... *a global pandemic could not slow PCI down!*

- We never permanently closed our doors!
- We added our resilience to becoming *more knowledgeable in the use of technology*.
- We explored ways and systems to make us *more COVID-19 aware* and acted on that awareness.
- We continued to demonstrate resilience, commitment and heart in helping our children and families get a *better understanding of virtual education*.

CEO Message



While we are looking ahead to a better and brighter 2021, we also want to take a look back for a moment and recap some **highlights** from the past year. Please join us as we take you on a tour of...

- Ongoing Monitoring and Continuous Improvement
- Continuous Learning and Quality Improvement
- Child Health Status and Care
- Child Outcomes
- Family Well-Being
- Family Partnerships and Family Outcomes
- Strengthening Parent and Parent-Child Supports
- Family Engagement in Education
- Child Development Services
- Communication/Technology and Social Media

CEO Message

You will see children's growth in school readiness outcomes based on the new enrollment and progress on parent goal setting helping parents to succeed and how Leadership PCI continues to propel each class to move to other positions within the agency enhancing their leadership capacity while Leadership PCI Class 3 is grasping a greater understanding of the workings of the agency. These classes are rendered remotely and face to face.

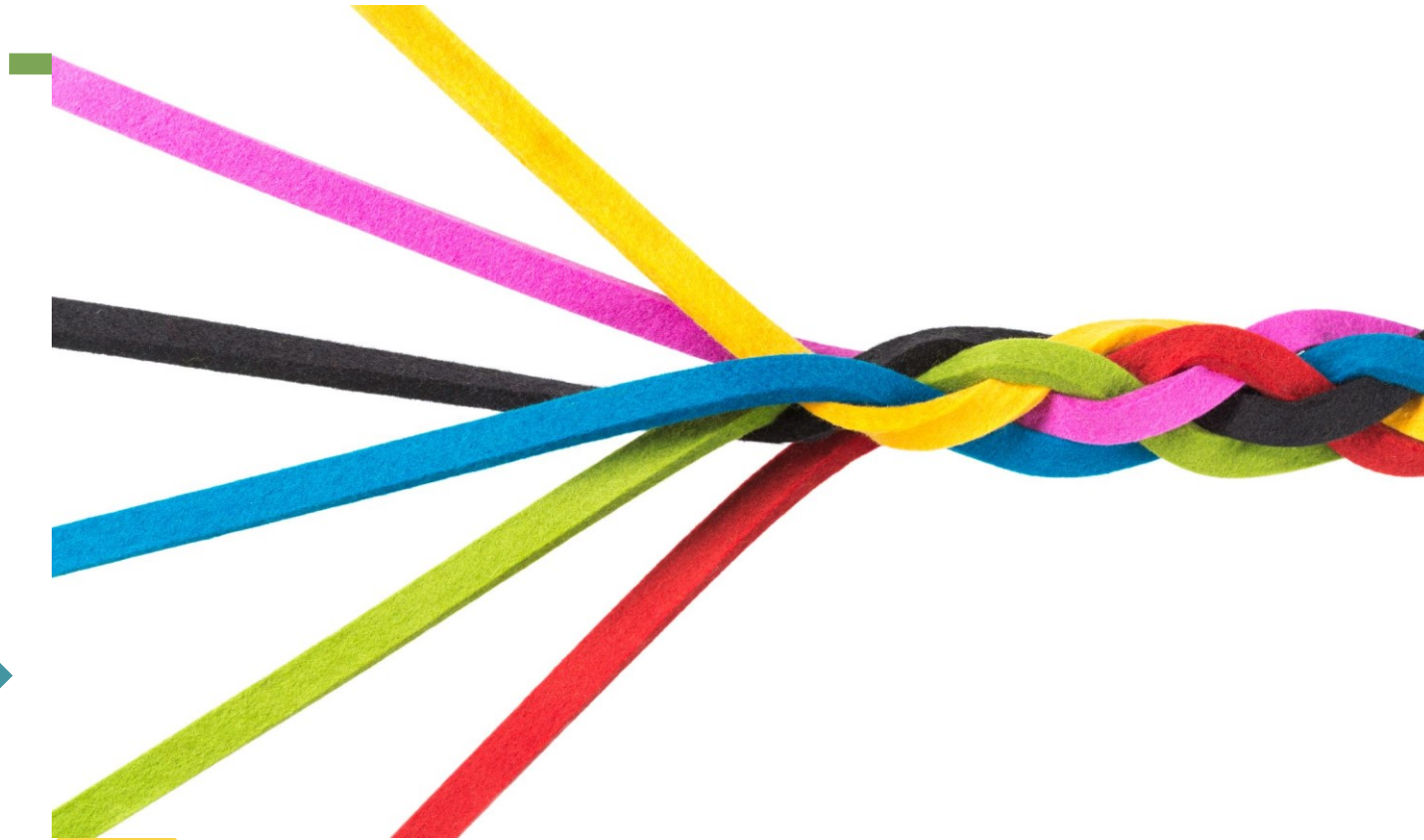
Today, even during this unprecedented time, we remain committed to the vision of Head Start. We are mindful of our responsibility to be trustworthy and skilled to provide our children and families with a strong, long-term education and comprehensive program, excellent customer service, and the educational tools they need to secure their future. With that being said...

The State of PCI is strong and better than ever because we are resilient, committed and have heart in all that we do!

Thank you and enjoy the tour!



Program Governance



Mrs. Debra Bedoy,
Executive Assistant to the CEO

Program Governance



PCI's Governance Group consists of the Board of Directors, the body that is legally and financially responsible for the agency; the Policy Council that is made up of parents and community members that are responsible for the direction of the Head Start and Early Head Start programs.



The Board and Policy Council have approved the submitting of a one-time funding opportunity to purchase security cameras for the classrooms, renovations to the Adelina Fritz Center, new furniture for the Head Start classrooms, replacing of mulch and purchase of soft time for some of the playgrounds and curriculum.



The agency is financially sound in all programs and is provided the financial statements and audits as conducted and completed.

Board of Directors



Michael Latimer

Board President



Maribel Torres

Parliamentarian/ Chaplain



Ernest Mendoza

Board Member/Community



Dr. Ernest E. Thomas

Early Childhood Education



Rafael Rodriguez

Secretary/Treasurer

Michael Latimer Board President



Over the past approximately 26 years that I have been associated with Parent Child Incorporated (PCI), it no longer amazes me of the dedicated, highly-driven people that the organization attracts.

It is not so much a job for those employed by the organization, but a life-time dedication to the principles of providing the best quality child development program, using the Head Start / Early Head Start Model which enables families, children, and staff to be empowered by creating a caring, safe and healthy environment that encourages learning and wellness. The principles of this mission are apparent in the daily functions of every person associated with PCI; from the Chief Executive Officer, Executive Staff, Family Service Workers, Educational Center Coordinators, Teachers, Teacher Aids, Kitchen Staff and Drivers.

One of the remarkable achievements of PCI is the continuous self-evaluation that the organization undertakes to accumulate comprehensive data and the analysis of that data as it relates to the mission and vision of PCI.

The accumulation of data and self-analysis is community inspired. PCI is intimately involved in the community and reaches out to the community with open arms.

PCI is not simply an educational institution; and certainly not a daycare center for children from six-weeks old to 5 years of age. PCI provides a high-quality learning program that has well-trained caring teachers who deliver a comprehensive and rigorous curriculum that is developmentally appropriate and that promotes all aspects of early learning necessary for school readiness, including social and emotional well-being and cognitive development. The overall goal is to help children succeed in life.

Policy Council

Policy Council Officers

Leslie Hernandez
President

Monica Selvera
Vice President

Cynthia Griffin
Secretary

Incoming Board Members:

Mercedez Reyes
Early Head Start Parent
Representative

Melissa Ochoa
Head Start Parent
Representative



Melissa Ochoa

Parent, Policy Council



Executive Team



Mrs. Debra Bedoy,
Executive Assistant to the CEO



Natalie McGarity Diaz
Fiscal Manager



Mary Doxie,
Head Start/Early Head Start
Coordinator



Helen Morales Lopez
Training Coordinator



Janie Pulliam,
CACFP Nutrition Service Manager



Diana Vogt
Human Resources Specialist



Joe Segura
Compliance Officer

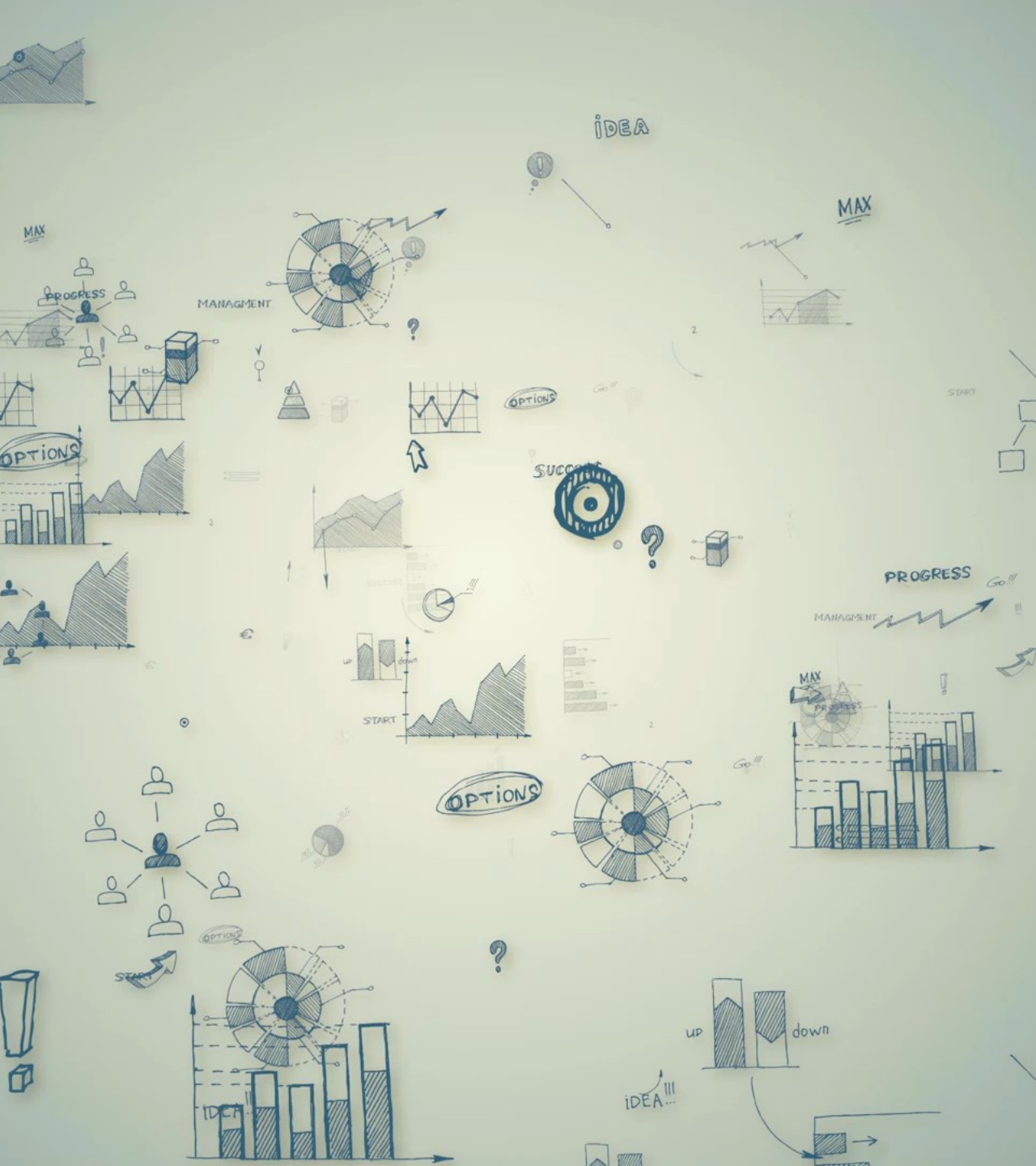


Last year

2020-2021 School Year

- Brady Environmental Resource Center improvements.





CEO OFFICE SPECIAL PROJECTS

Parent/Child Incorporated Community Assessment utilizes data based on a measure of relative opportunity across a metropolitan area.

Jesse Diaz: Assessment, Accountability, & Continuous Improvement Coordinator

Community Assessment

The data is based on indicators of Educational Opportunity, Health and Environmental Opportunity, and Social and Economic Opportunity and offers the first comprehensive, equity-focused information system to monitor progress towards improved wellbeing for children of all racial/ethnic groups through the creation and dissemination of unique indicators and analysis of:



OPPORTUNITY CATEGORIES

- Very High
- High
- Moderate
- Low
- Very Low

Community Assessment

- 1. The state of wellbeing, diversity, opportunity and equity of children in the service area (Bexar County), and,
- 2. the availability, capacity and research evidence supporting the effectiveness of public policies and programs to equitably serve children of all racial and ethnic groups and reduce disparities among them. The data highlights the fact that the areas in which Parent/Child, Incorporated is providing services are high need areas when it comes to poverty levels, health and environmental factors and poor early childhood educational opportunities.



OPPORTUNITY CATEGORIES



Community Assessment:

“Notable Moments”

Parent/Child, Incorporated continues to service these communities and plans to continue in those areas if not expand services in these communities.

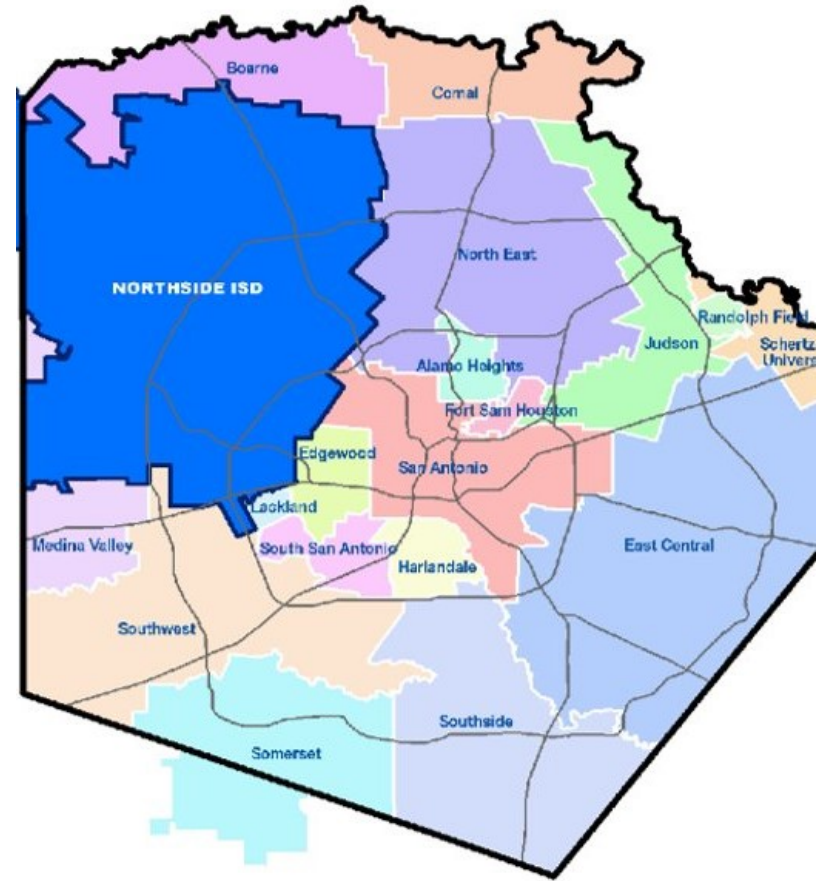


OPPORTUNITY CATEGORIES

Very High High Moderate Low Very Low

The Community

Assessment Bexar County
Service Area



Bexar County map with school district boundaries.

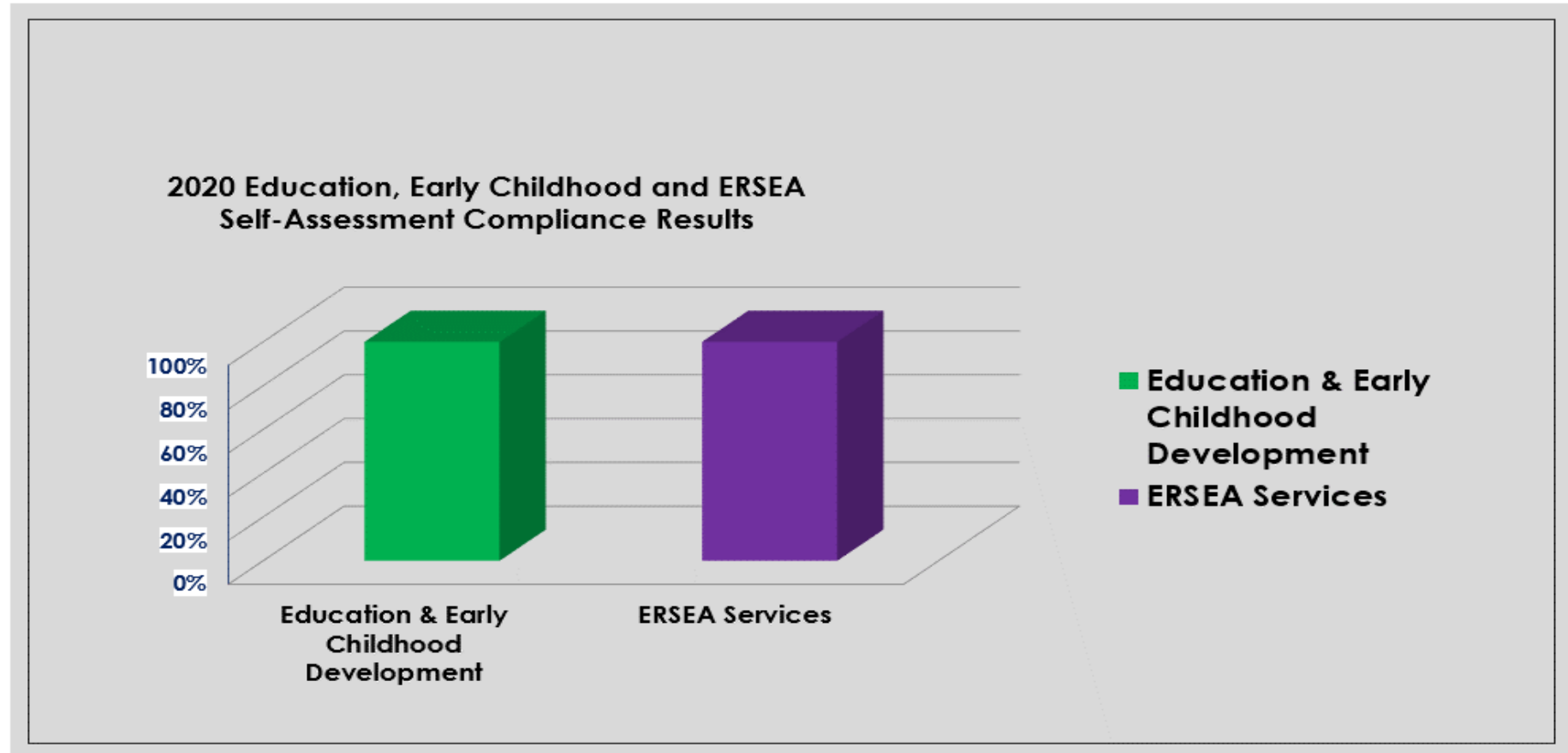
Self Assessment

“Continuous Improvement”

Overall, based on the analysis of the Self-Assessment data, Parent/Child Incorporated continues to be outstanding in delivering quality comprehensive services to the Head Start/Early Head Start/EHS-Child Care Partnership program; with the realization by management that there is always room for improvement. The Head Start/Early Head Start/EHS-Child Care Partnership Program is in full compliance with the Head Start Program Performance Standards, Head Start Act and other State/local regulations. Furthermore, the result of the Self-Assessment confirms that Parent/ Child Incorporated’s program planning and implementation system focus is on continuous improvement of program service delivery and quality. The following slides display our Self-Assessment findings per areas assessed.

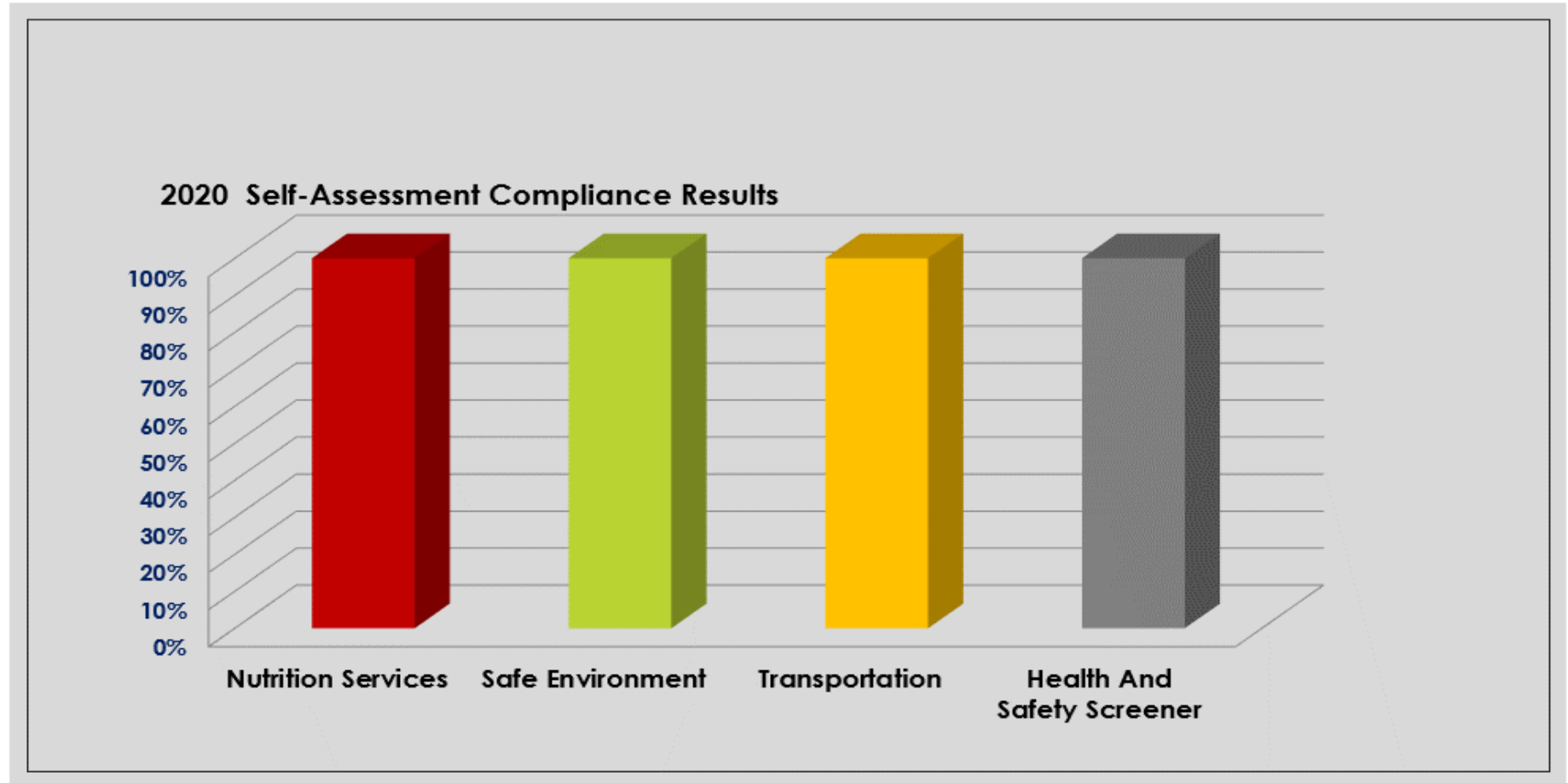
Self Assessment

“Continuous Improvement”



Self Assessment

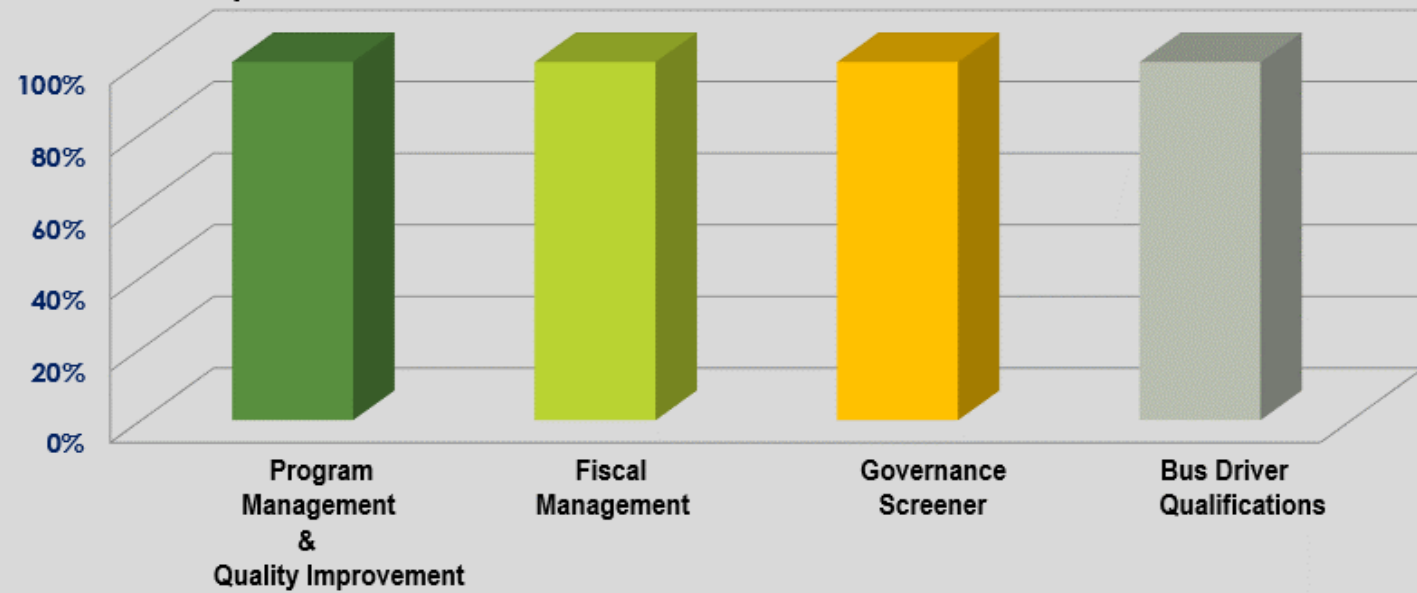
“Continuous Improvement”



Self Assessment

“Continuous Improvement”

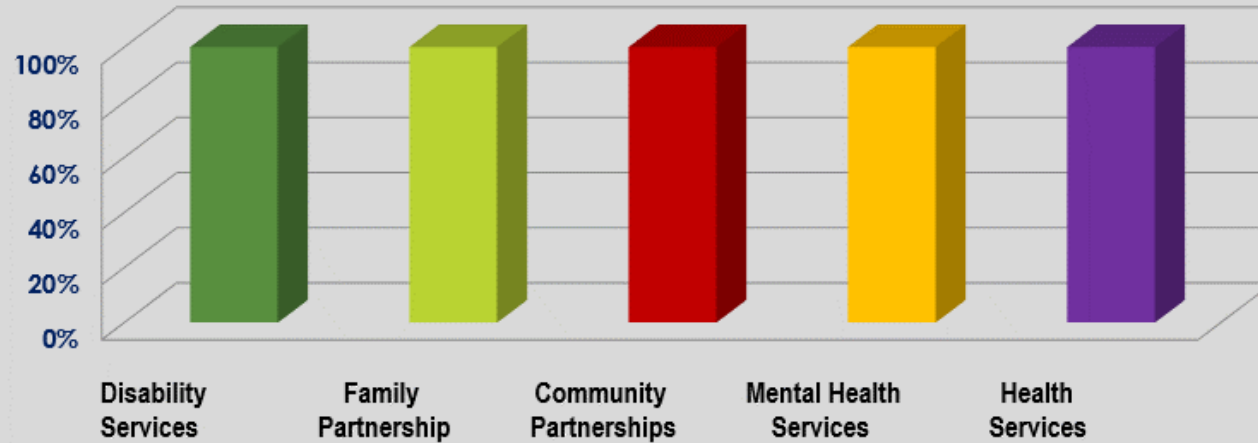
2020 PM&QI, Fiscal, Governance Screener and
Bus Driver Qualification Self-Assessment
Compliance Results



Self Assessment

“Continuous Improvement”

2020 Self-Assessment Compliance Results



HUMAN RESOURCES DEPARTMENT



Human Resources believes true motivation comes from achievement, personal development, job satisfaction, and recognition by providing employees with excellent benefits and on-going staff training.

Diana Vogt
Human Resource Specialist

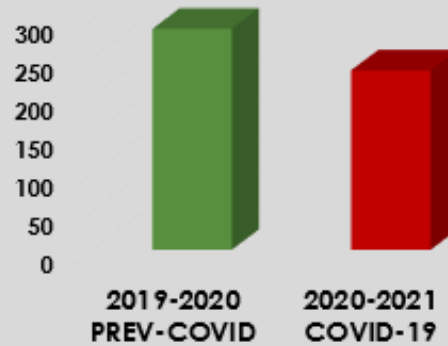


Human Resources

Head Start/Head Start Grantee II/Early Head Start/Early Head Start Grantee II/Early Head Start Expansion/Child Care Partnership



PCI EMPLOYEES



2020 EMPLOYEES (PRE-COVID)
287

2021 EMPLOYEES (COVID)
233

Human Resources

Head Start/Head Start Grantee II/Early Head Start/Early Head Start Grantee II/Early Head Start Expansion/Child Care Partnership

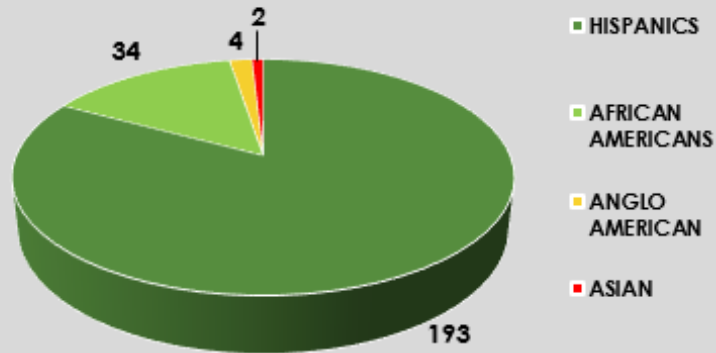
ETHNICITY

- 193 Hispanics
- 34 African American
- 2 Asian
- 4 Anglos

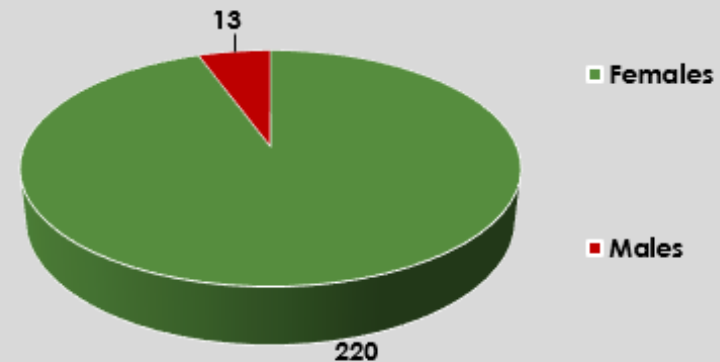
GENDER

- 220 Females
- 13 Males

STAFF ETHNICITY



STAFF GENDER



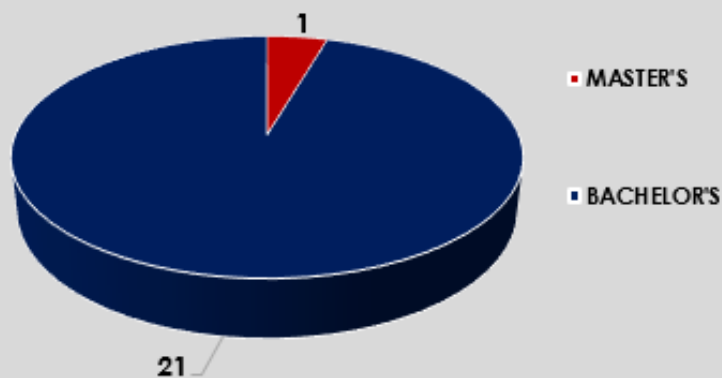
Human Resources

Head Start/Head Start Grantee II/Early Head Start/Early Head Start Grantee II/Early Head Start Expansion/Child Care Partnership

STAFF EDUCATION – HEAD START TEACHERS

- 21 Bachelor's Degrees
- 1 Master's Degree

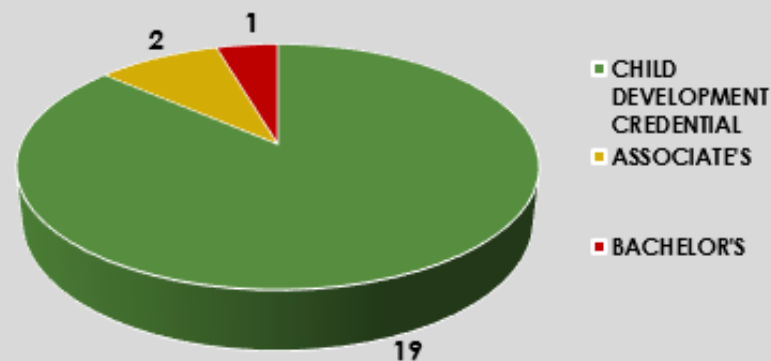
Head Start Teachers



STAFF EDUCATION – HEAD START TEACHER ASSISTANT

- 19 Child Development Credential (CDA)
- 2 Associate's Degrees
- 1 Bachelor's Degree

Head Start Teachers Assistants

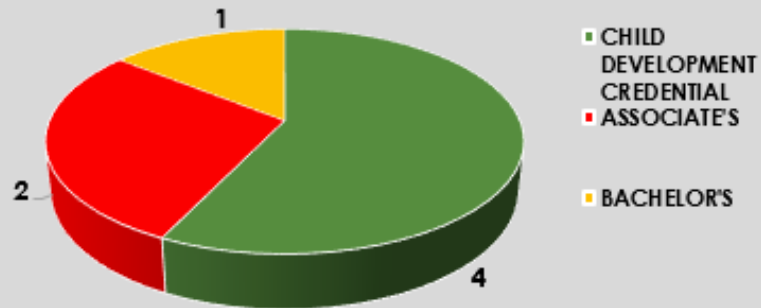


Human Resources

Head Start/Head Start Grantee II/Early Head Start/Early Head Start Grantee II/Early Head Start Expansion/Child Care Partnership

STAFF EDUCATION – EARLY HEAD START EXPANSION/CCPS

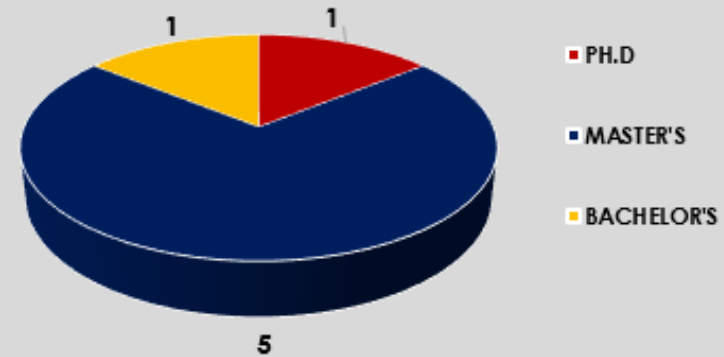
- 18 Child Development Credential (CDA)
 - 2 Associate's Degrees
 - 1 Bachelor's Degrees
- Early Head Start Teachers



STAFF EDUCATION – ADMINISTRATIVE STAFF

- 1 PH.D.
- 5 Master's Degrees
- 13 Bachelor's Degrees

Administrative Staff



OPERATIONS

FAMILY SERVICE/HEALTH



Operations cover the full range of functions from enrolling eligible children and providing health and family community services to children and their families by managing high-quality services at the Early Learning Centers.

Mary Doxie
Head Start/Early Head Start Coordinator

OPERATIONS

Operations

- Head Start/Early Head Start Early Learning Centers were equipped with new classroom furniture.
- Christmas at the centers was sponsored through community representatives and PCI staff who purchased gifts for all the children enrolled.

Health

Health Services provided a new program with the Mobile Health Clinic in which health staff conducted Hearing/Vision screenings, Growth Assessments, and Blood Pressures as required for our Virtual children. Continued partnership with Metropolitan Health on providing Dental exams at centers.

OPERATIONS

Family Community

Due to COVID-19 - Family Service Workers partnered with parents and family members to assist them in daily concerns through zoom, phone calls, and face to face communication at pick-up or drop-off times.

Family Service Workers partnered with families who were participating in distant learning to make sure they knew how to use the technology device, ensure families received learning packets, and provided any extra support needed.

Parents were able to link to the WIC Program and receive immediate service at their centers through our partnership with the WIC Program.



FAMILY SERVICE

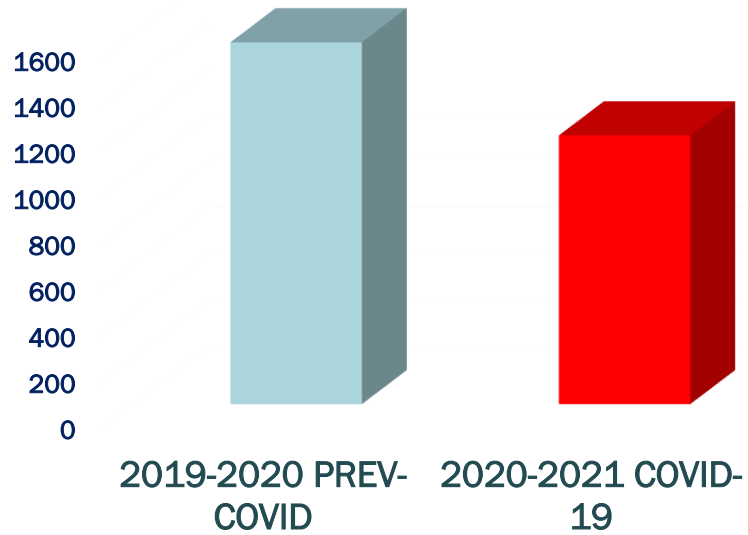
2019-2020 – PRE-COVID-19

- Head Start
- Total Children Served – 1570
- Average Daily Attendance –89%
- Meeting Eligibility Requirement –95%

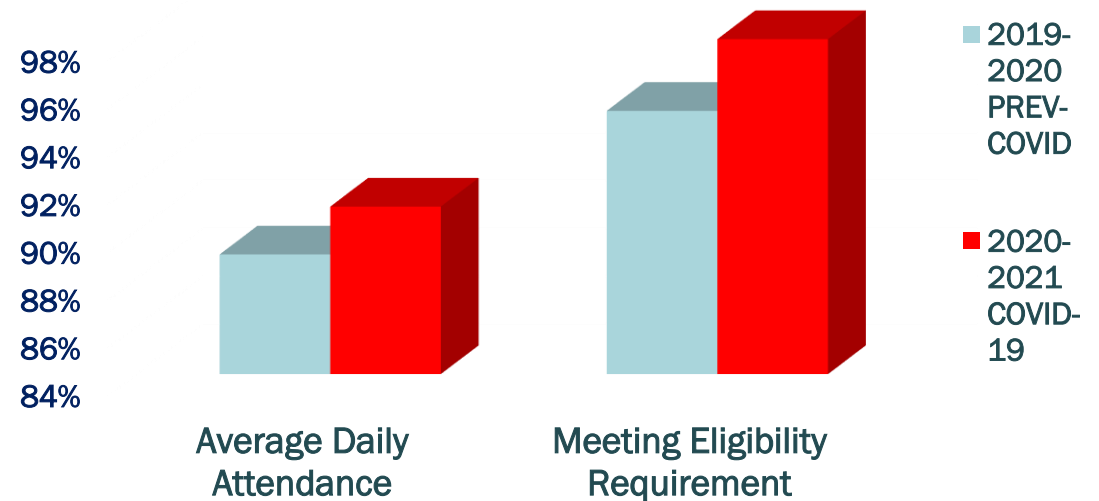
2020-2021 COVID-19

- Head Start
- Total Children Served – 1166
- Average Daily Attendance – 91%
- Meeting Eligibility Requirement – 98%

Head Start - Total Children Served



HEAD START



FAMILY SERVICE

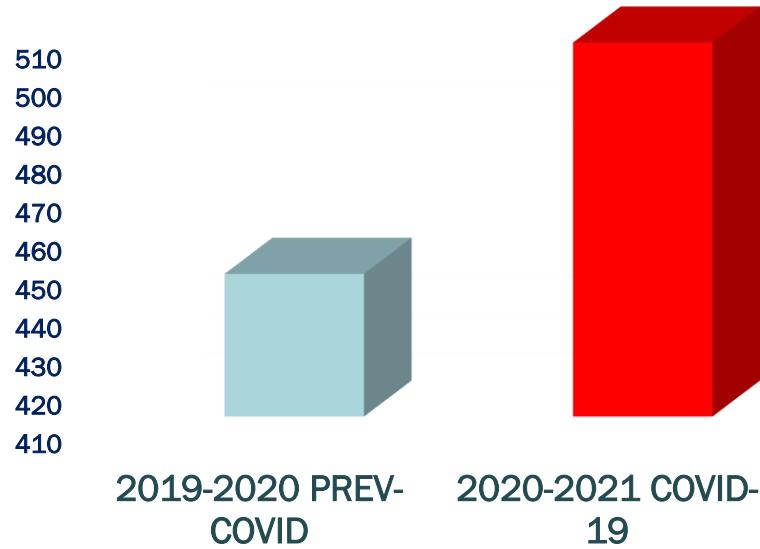
2019-2020 – PRE-COVID-19

- Early Head Start
- Total Children Served – 447
- Average Daily Attendance – 86%
- Meeting Eligibility Requirement – 98%

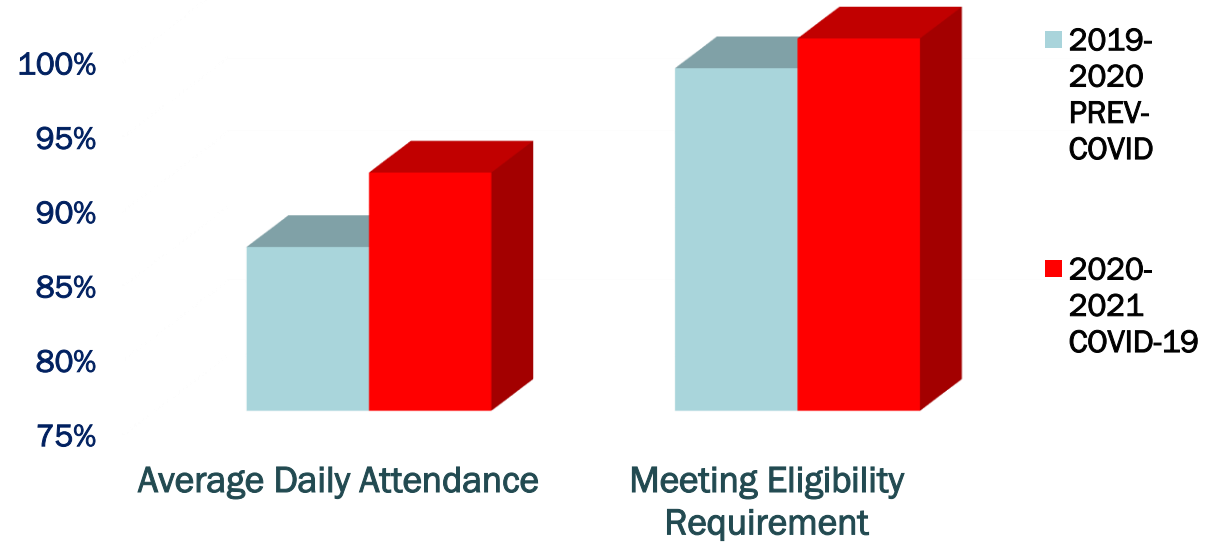
2020-2021 COVID-19

- Early Head Start
- Total Children Served – 507 82%
- Average Daily Attendance – 91%
- Meeting Eligibility Requirement – 500 100%

Early Head Start - Total Children Served



EARLY HEAD START



FAMILY SERVICE

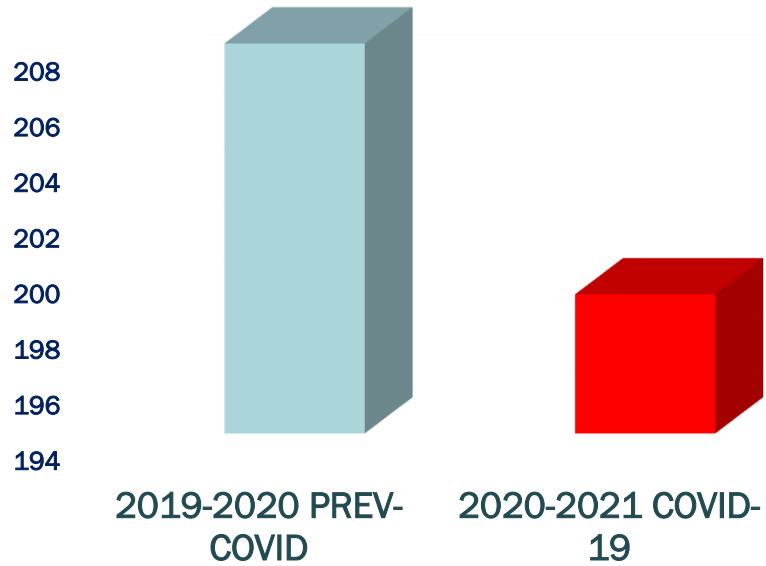
2019-2020 – PRE-COVID-19

- Expansion
- Total Children Served – 208
- Average Daily Attendance – 89%
- Meeting Eligibility Requirement – 99%

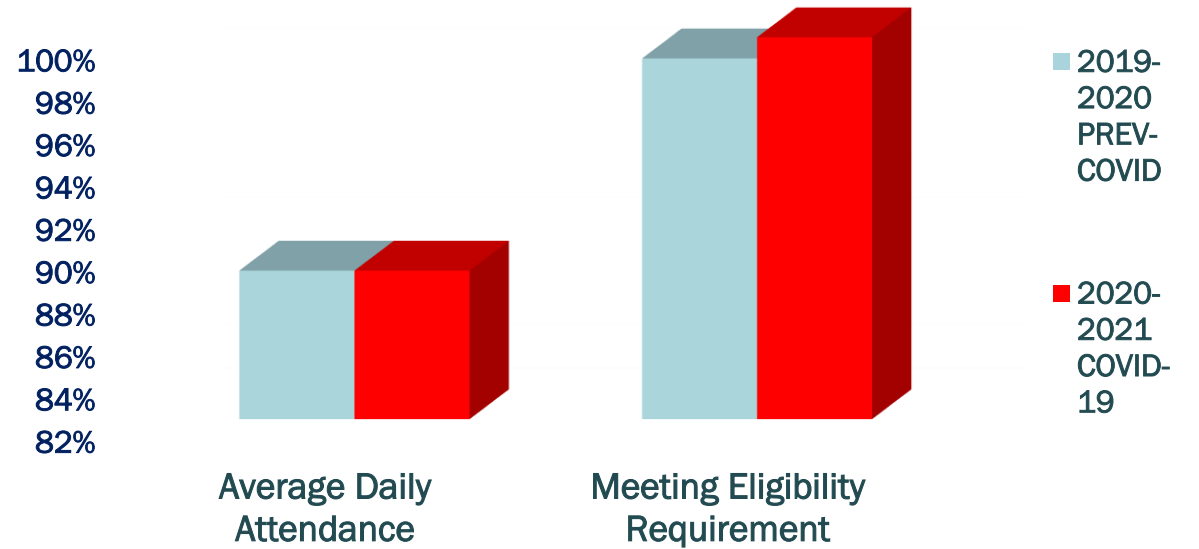
2020-2021 COVID-19

- Expansion
- Total Children Served – 199 100%
- Average Daily Attendance – 89%
- Meeting Eligibility Requirement – 184 100%

EHS Expansion - Total Children Served



EHS EXPANSION



Laura E. Hernandez RDH,BS

City San Antonio Metropolitan Health District, Oral Health Program



San Antonio Metropolitan Health District (SAMHD) and Parent Child Incorporated (PCI) have been in partnership for over 25 years. The Oral Health Fluoride Varnish program provides preventive services for PCI Head Start and Early Head Start children to include two limited oral evaluations and two fluoride varnish applications throughout the duration of the Head Start year. In conjunction with these vital services, SAMHD provides case management services for children identified with an urgent dental need. An urgent dental need ranges from tooth pain due to rampant tooth decay or an abscessed tooth. Poor oral health can have detrimental effects on a child's quality of life to include their performance in learning.

SAMHD Oral Health Program works in collaboration with Title V Maternal Child Health Block Grant and UT Pediatric Dentistry to ensure that any child needing access to dental care has the means to be restored back to oral health at no cost to the family. Lastly, to encourage best practices, every child enrolled in the Head Start/Early Head Start program receives a robust toothbrush kit that supports effective daily toothbrushing within their home setting. Oral Health is vital to one's overall health.

We value your partnership PCI and are grateful to be able to play a vital role in making a difference in the lives of children within Head Start/Early Head Start Program.

HEALTH

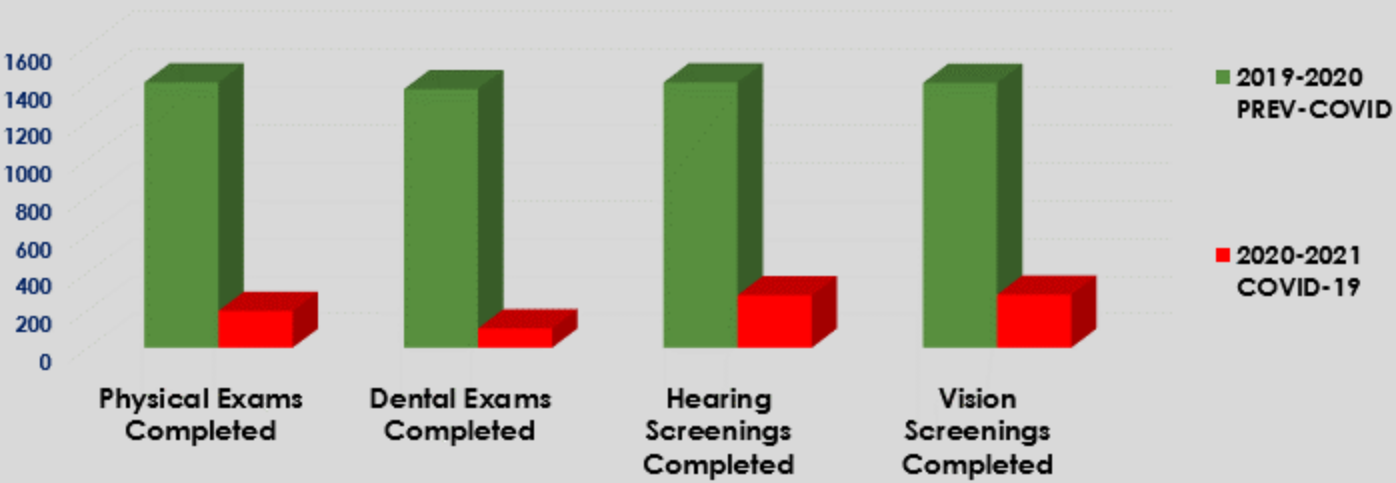
2019-2020 PRE-COVID

- **Head Start**
- Physical Exams Completed - 1405 -85%
- Dental Exams Completed -1369 - 83%
- Hearing Screenings Completed -1405 -85%
- Vision Screenings Completed - 1403 - 84%

2020-2021 COVID

- **Head Start**
- Physical Exams Completed - 195 17%
- Dental Exams Completed - 102 9%
- Hearing Screenings Completed - 278
- Vision Screenings Completed - 281

HEAD START



HEALTH

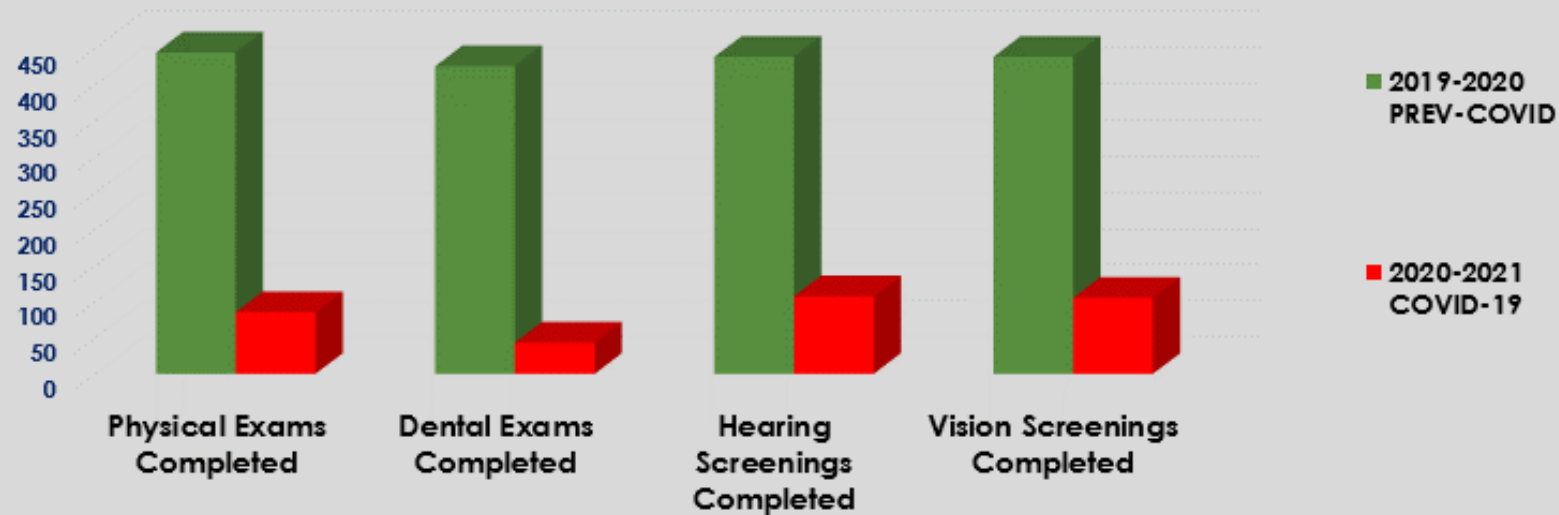
2019-2020 PRE-COVID

- **Early Head Start**
- Physical Exams Completed – 444 – 99%
- Dental Exams Completed -425 - 95%
- Hearing Screenings Completed -438 – 98%
- Vision Screenings Completed – 438 – 98%

2020-2021 COVID

- **Early Head Start**
- Physical Exams Completed – 85 – 2%
- Dental Exams Completed – 43 – 1%
- Hearing Screenings Completed – 107 – 5%
- Vision Screenings Completed – 105 – 5%

EARLY HEAD START



HEALTH

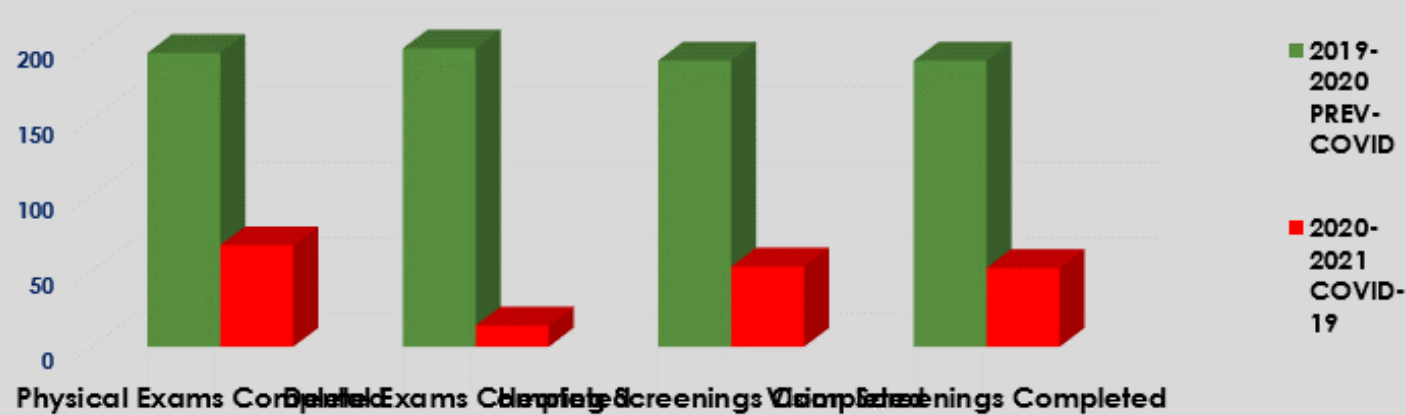
2019-2020 PRE-COVID

- **Expansion**
- Physical Exams Completed -194- 93%
- Dental Exams Completed -197 - 95%
- Hearing Screenings Completed -189 - 91%
- Vision Screenings Completed - 189 - 91%

2020-2021 COVID

- **Expansion**
- Physical Exams Completed - 67 4%
- Dental Exams Completed - 14 8%
- Hearing Screenings Completed - 53 3%
- Vision Screenings Completed - 52 3%

EHS EXPANSION





PARTNERSHIP

The Early Head Start-Child Care Partnership (EHS-CCP) initiative brings together the best of Early Head Start and child-care through layering of funding to provide comprehensive and continuous services to low-income infants, toddlers, and their families

EHS-CCP enhances developmental services and supports for low-income infants and toddlers, and their families, by providing strong relationship-based experiences and preparing them for the transition into Head Start and preschool.

Catherine Padilla
EHS-CCP Coordinator

EHS/Child Care Partnership: Family Services

2019-2020



■ ELIGIBLE INCOME ■ OVER INCOME ■ ■

2020-2021

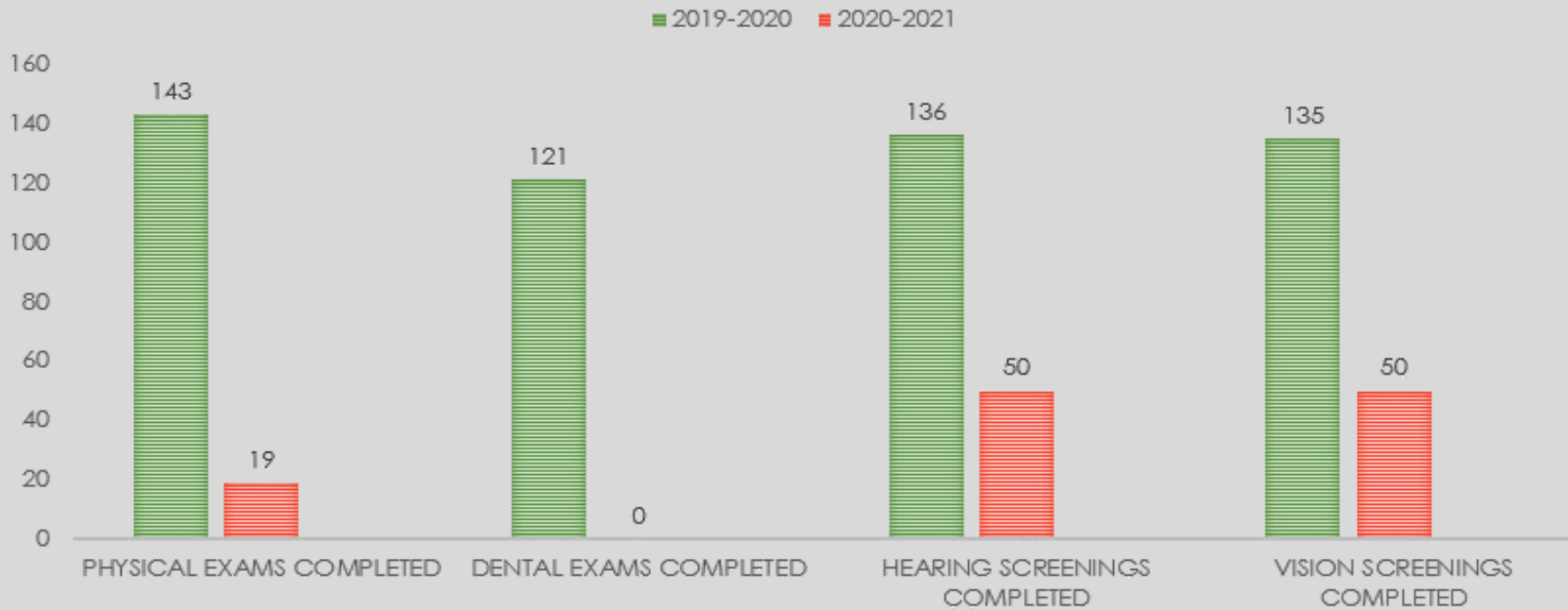


■ ELIGIBLE INCOME ■ OVER INCOME ■ ■

EHS/Child Care Partnership: Family Services



EHS/Child Care Partnership: Health Services



Cristina Reyna, Director

World of Knowledge Learning Center



PCI has been with us since the beginning stages of World of Knowledge and we, because of your assistance and support, have grown to be a strong learning center that provides quality care to our community. I believe that we are currently in a position to terminate the partnership because although we have been blessed so much by you and your team, along the way, have partnered with other local agencies. I believe juggling so many partnerships can be a challenge and I would rather leave space available for another "start up" center that can also be blessed by your amazing staff and resources. Thank you so much for everything you and your team have done for our center, we will always be appreciative!

Education



Quality Education/Training
Program for Parent/Child
Incorporated (PCI).

Helen Morales Lopez
Education Training Coordinator



Stephanie Yanez Teacher Assistant & PCI Parent

“



Education

AGENCY TRAINING:

HEAD START PERFORMANCE STANDARD: 1302.92 (a) (b)(1) (2) (3) (4) (5)

Grantee and delegate agencies must establish and implement a systematic approach to staff training and professional design to assist staff in acquiring or increasing the knowledge and skills needed to provide high – quality, comprehensive services within the scope of their job responsibilities, and attached to academic credit as appropriate.

Training Accomplishments

August 17, 2020-CEO Virtual Convocation- Via Zoom –All PCI Staff

Attendee Data: 233

August 18-21, 2021-Pre-Service Training -Virtual-ZOOM

Attendee Data: 233

Staff Development-November 3, 2020/February-Virtual-ZOOM

Attendee: 233

Specialized School District Staff Development Days-On-Site –Small Group at Facility

Kindred

Southwest

George Gervin

Attendee Data: 16

Education/ Parent Training



In Attendee Data: 15
Substitute Training: Via Zoom
Attendee: 10

Policy Council/Board Shared Governance-Child Abuse Training-Via Zoom
Attendee 15

Annual Parent Training
Attendee Data: 17 Parents

Attendee Staff: 6
School Essential Home Activities Head Start-Via Zoom
Attendee: 50

Early Head Start Curriculum Summer Program/Educational Packets
(delivered to parents in person)
Attendee: credible Years Training- (Parent Curriculum) –Via Zoom
80

Education/ Notable Moments

- Fenfield Children’s Field Trip “Dinosaurs Exhibits”- February 26-
- Presentation of Agency Training Catalog at Leadership PCI
- Virtual /Hybrid/Distance Learning Education Program
- Summer Education at Home Program.



Education: 2020-2021

Agency Training : COVID-19

Education/Training & Curriculum Accomplishments

- CEO Virtual Convocation- Via Zoom -All PCI Staff
- Pre-Service Training -August 2020-All Employees-Virtual-ZOOM
- Staff Development-November 3, 2020/February-Virtual-ZOOM

Specialized School District Staff Development Days-On-Site –Small Group at Facility

- Kindred
- Southwest
- George Gervin

Parent Training: COVID 19

Incredible Years Training- (Parent Curriculum) –Via ZOOM

- Substitute Training-Via Zoom
- Policy Council/Board Shared Governance-Child Abuse Training-Via Zoom
- Annual Parent Training-January 23, 2021-Via Zoom
- School Essential Home Activities Head Start-Via Zoom
- Early Head Start Curriculum Summer Program
- Kindergarten Expectations distribute to parents in May, 2020

Parent Curriculum Training

COVID-19 IMPACT:

- Checklist for childcare centers
- COVID-19 Our role as virtual learners
- At Home Education

Activities

- COVID-19 Guidance for conducting remote live CLASS
- Center/PCI site monitoring tools
- Observation during COVID-19

- COVID-19 Education Forms
- Guidance for creating health and safe center
- COVID-19 Protocol
- Environments during COVID-19 Pandemic
- COVID-19 Virtual Lesson Plans
- Setting up a classroom during COVID-19
- COVID-19 Daily Schedule
- Summer at home education packets
- COVID-19 Distance Learning
- Texas A&M AgriLife COVID-19 Learning



COVID-19 TRAINING:

Parent COVID Training:

- Zoom Etiquettes and Introduction to Distance Learning Training
- Guidance for creating healthy and safe environments during the COVID-19 Pandemic
- Microsoft Teams Training
- Early morning triage at the center

Specialized Classes:

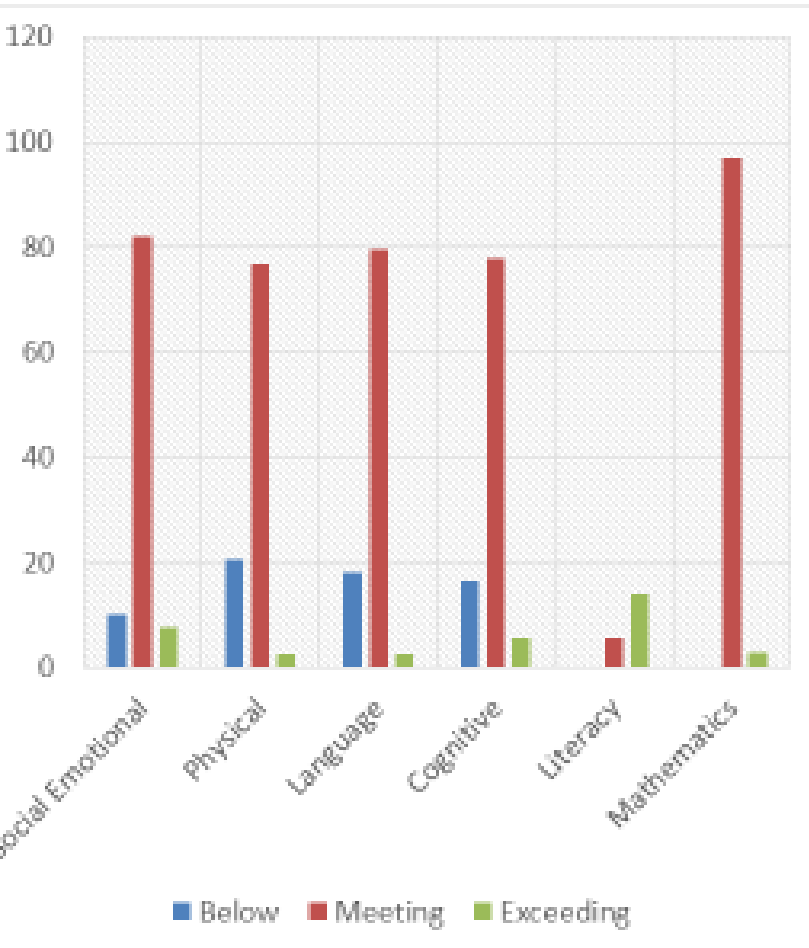
- CDA Classes
- CPR Classes
- CDA Renewals
- Specialized Training-School district (South San/Kindred/Southwest/George Gervin)
- New Staff Orientation-TDFPS
- Curriculum

TEACHING STRATEGIES

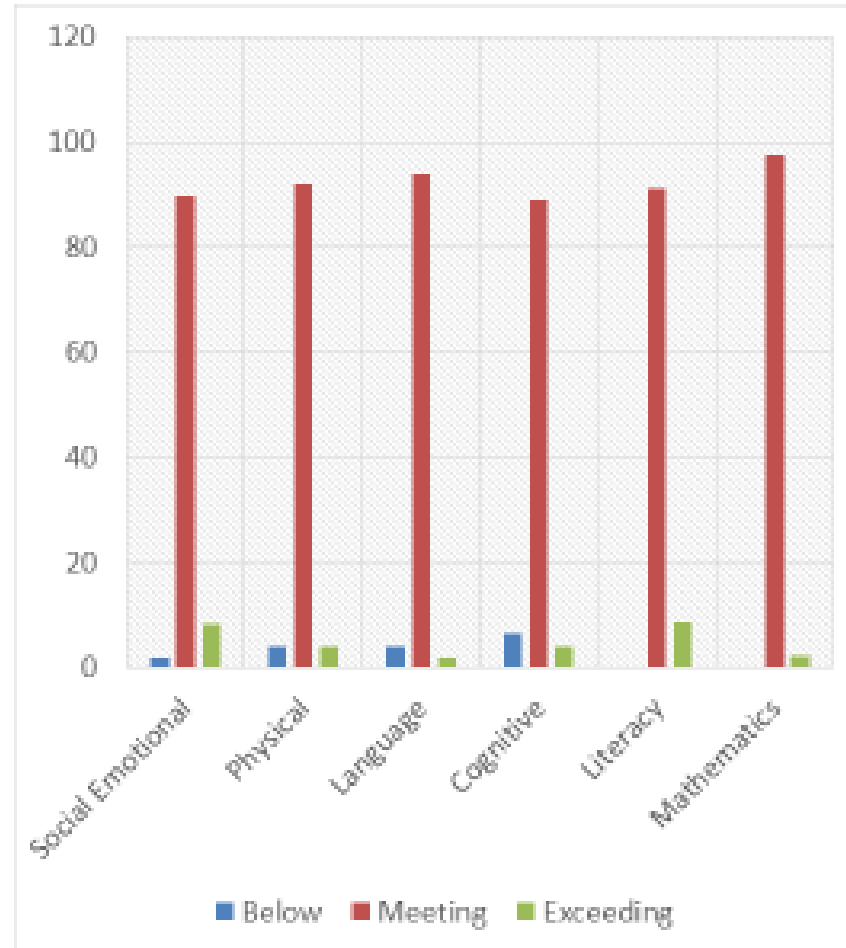


Teaching Strategies Gold
Birth to 1 year
Early Head Start
Fiscal Year 2019/2020

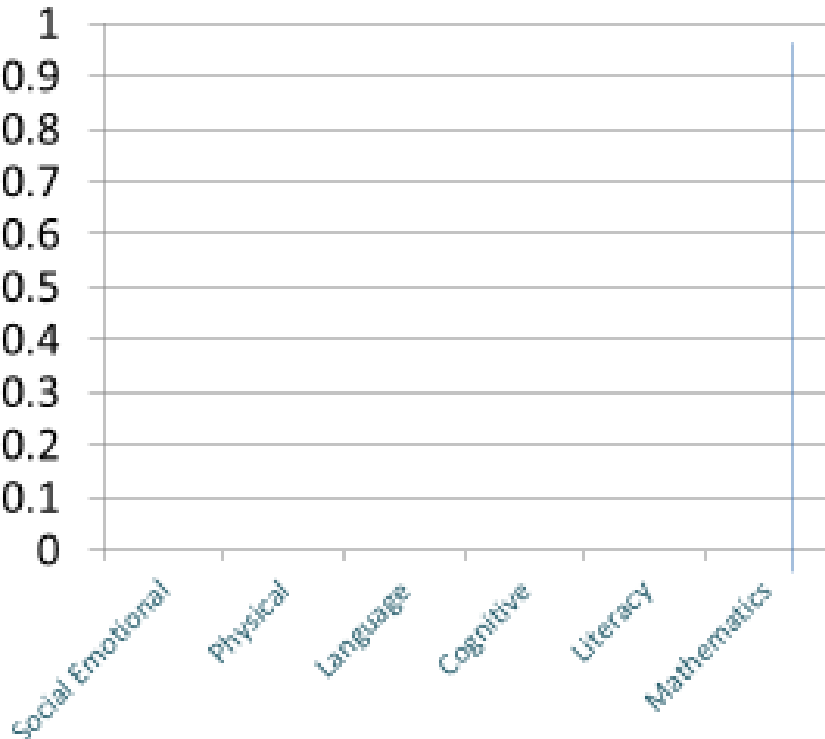
Fall Assessment



Winter Assessment



Teaching Strategies Gold
Birth to 1 year
Early Head Start
Fiscal Year 2019/2020

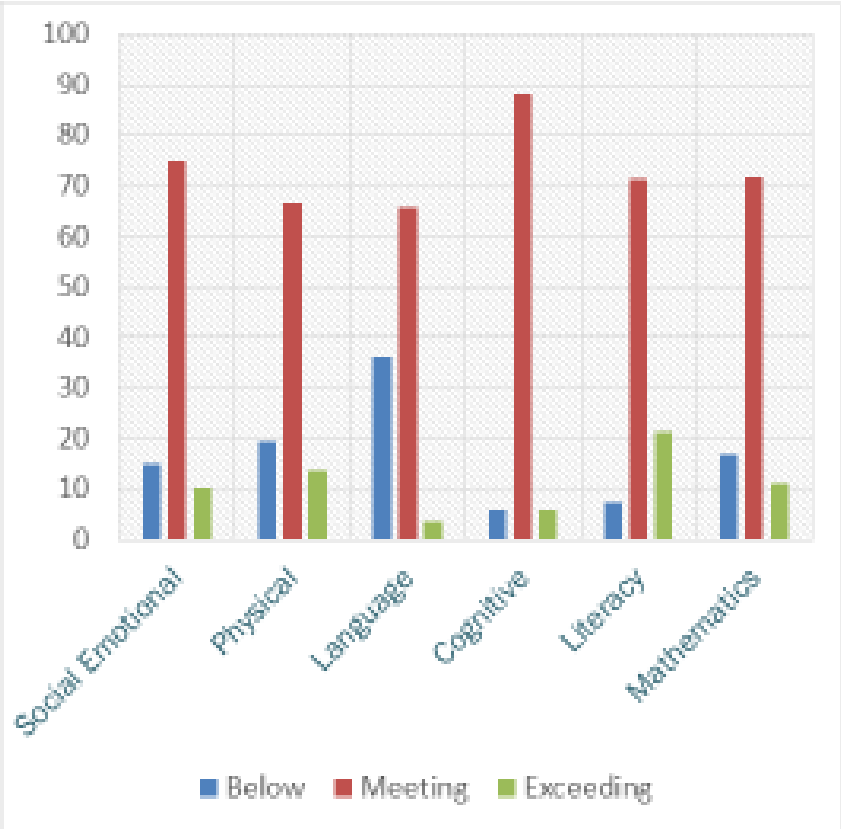


- Below
- Meeting
- Exceeding

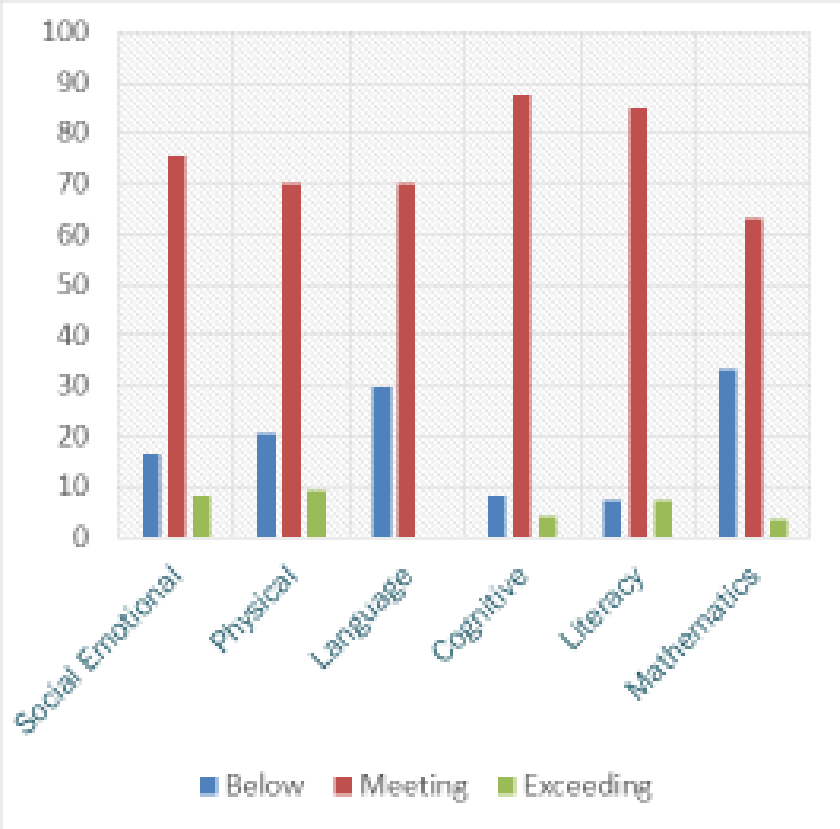


Teaching Strategies Gold
1-2-year-old
Early Head Start
Fiscal Year 2019/2020

Fall Assessment

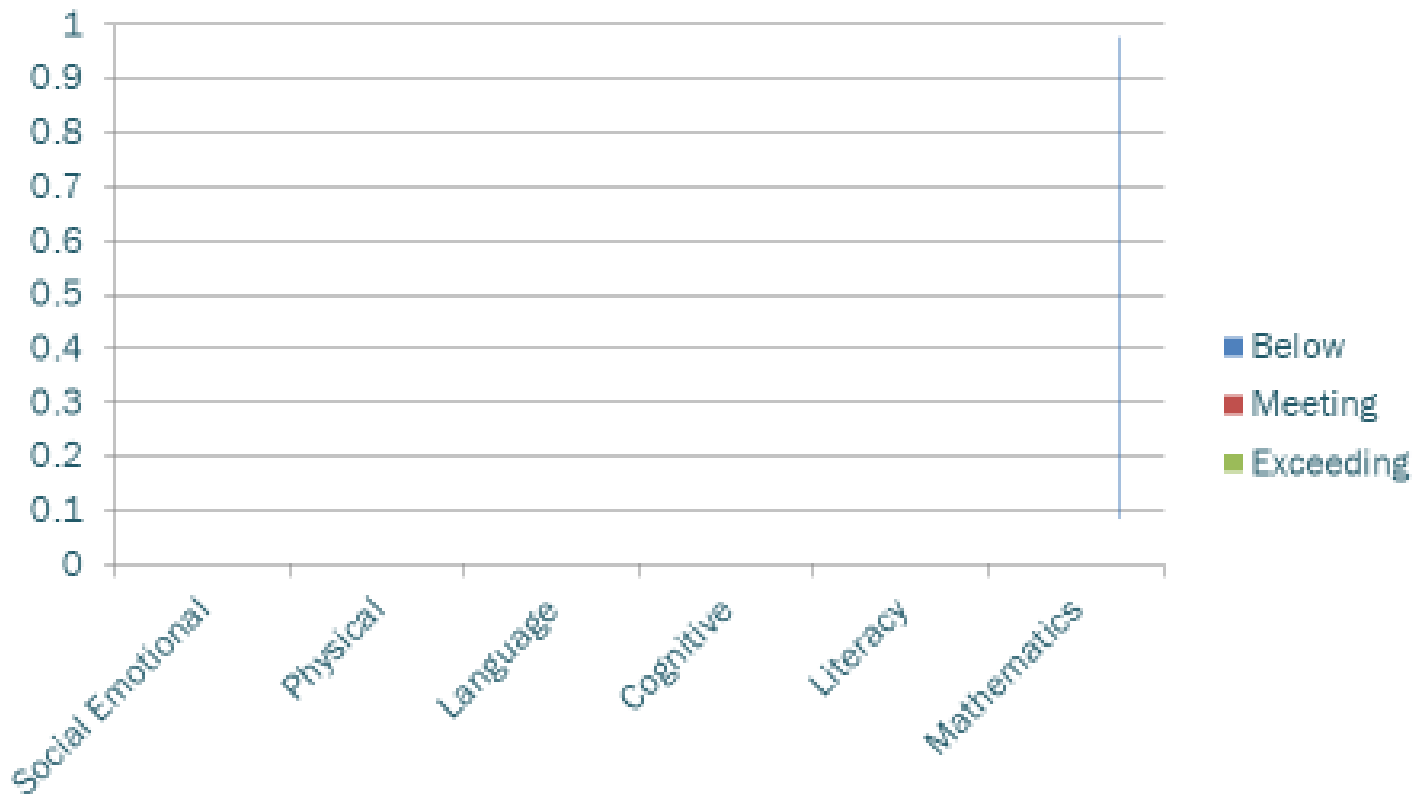


Winter Assessment



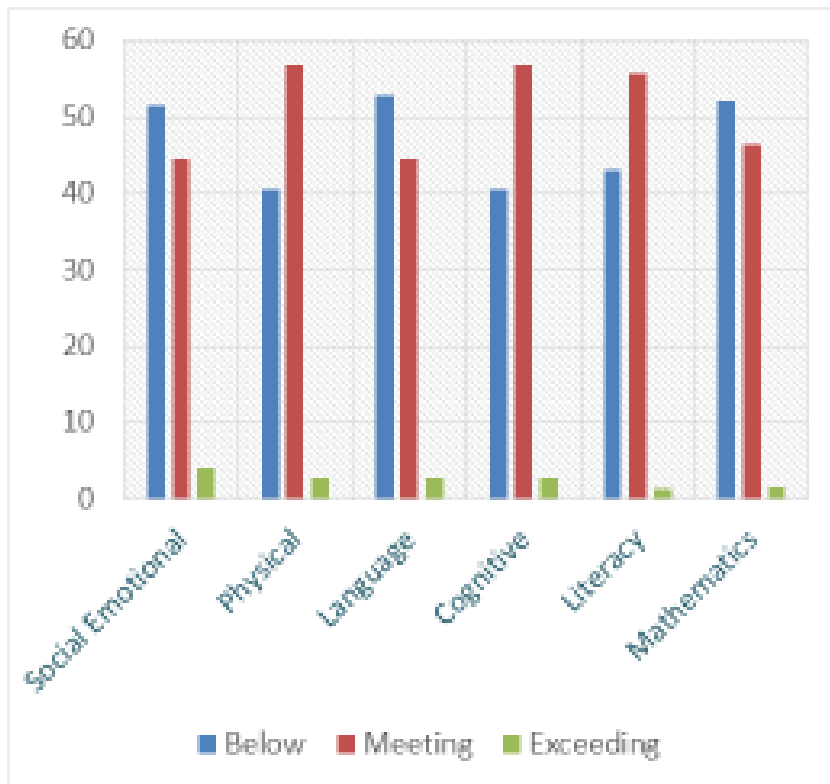
Teaching Strategies Gold
1-2-year-old
Early Head Start
Fiscal Year 2019/2020

Spring Assessment
Due to COVID-19/Agency Closure
No Data was Collected for Spring 2020

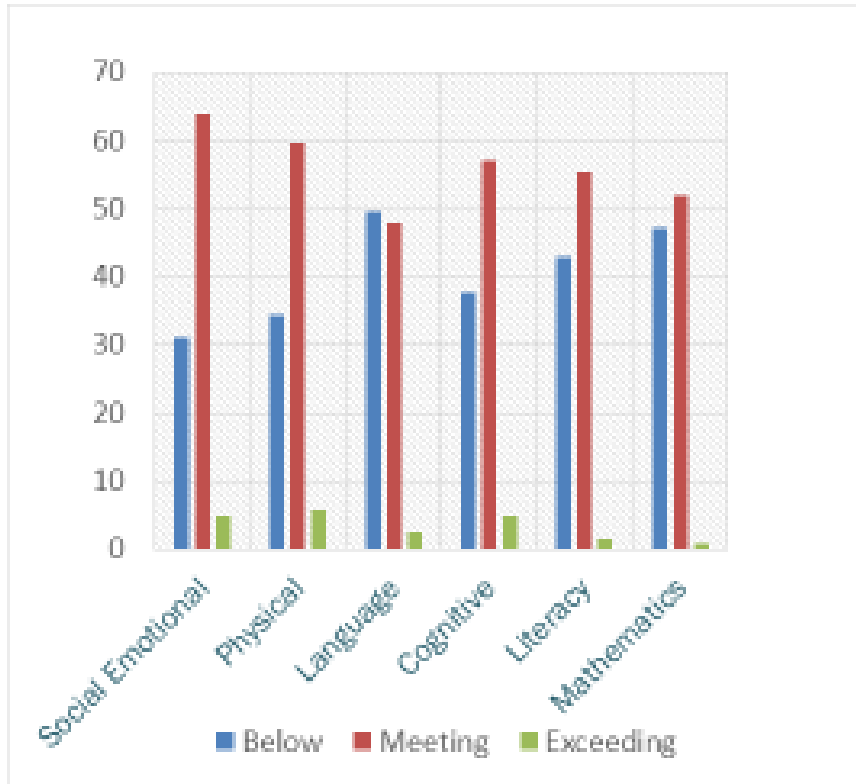


Teaching Strategies Gold
2-3-year-old
Early Head Start
Fiscal Year 2019/2020

Fall Assessment



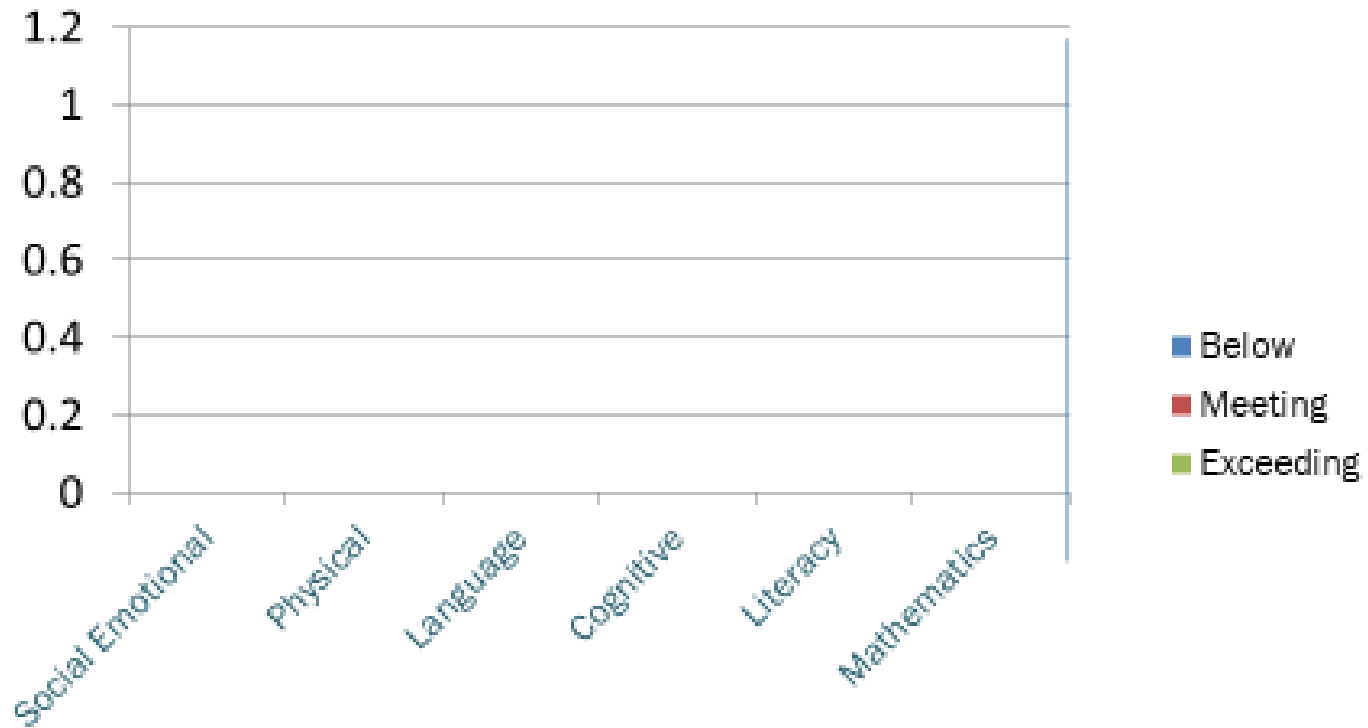
Winter Assessment



Teaching Strategies Gold
2-3-year-old
Early Head Start
Fiscal Year 2019/2020

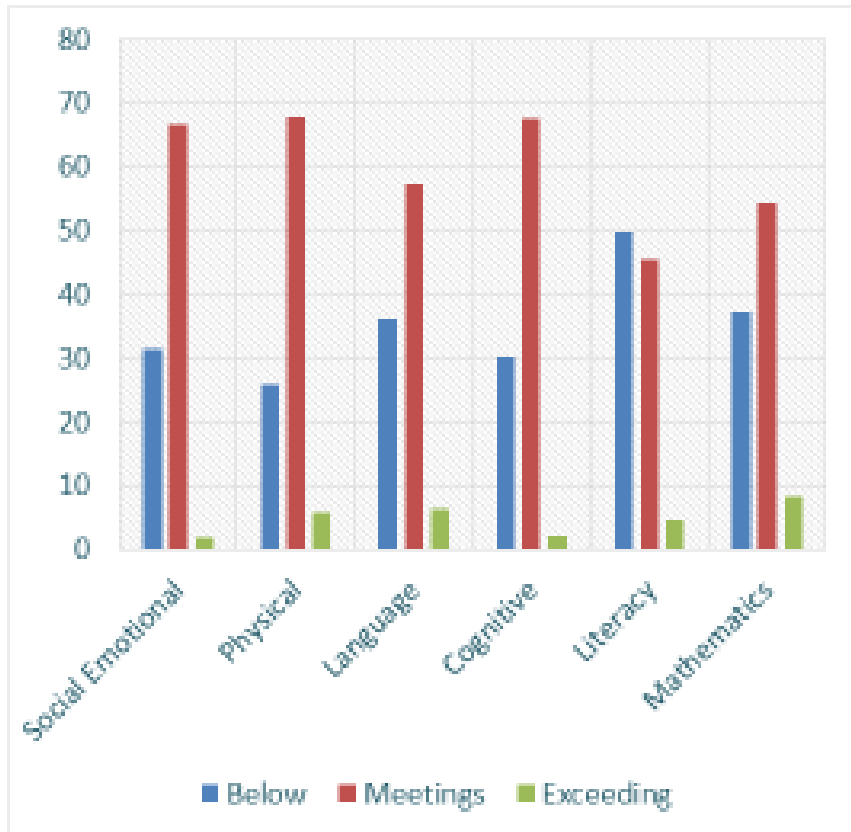
Spring Assessment

Due to COVID-19/Agency Closure
No Data was Collected for Spring 2020

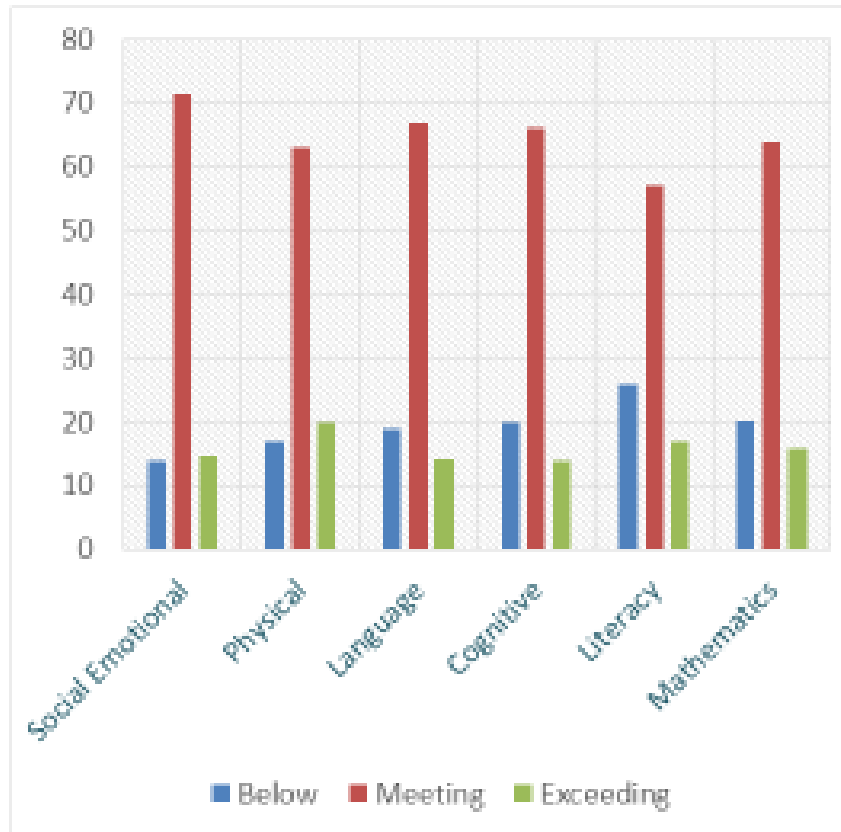


Teaching Strategies Gold
3-year-old
Head Start
Fiscal Year 2019/2020

Fall Assessment

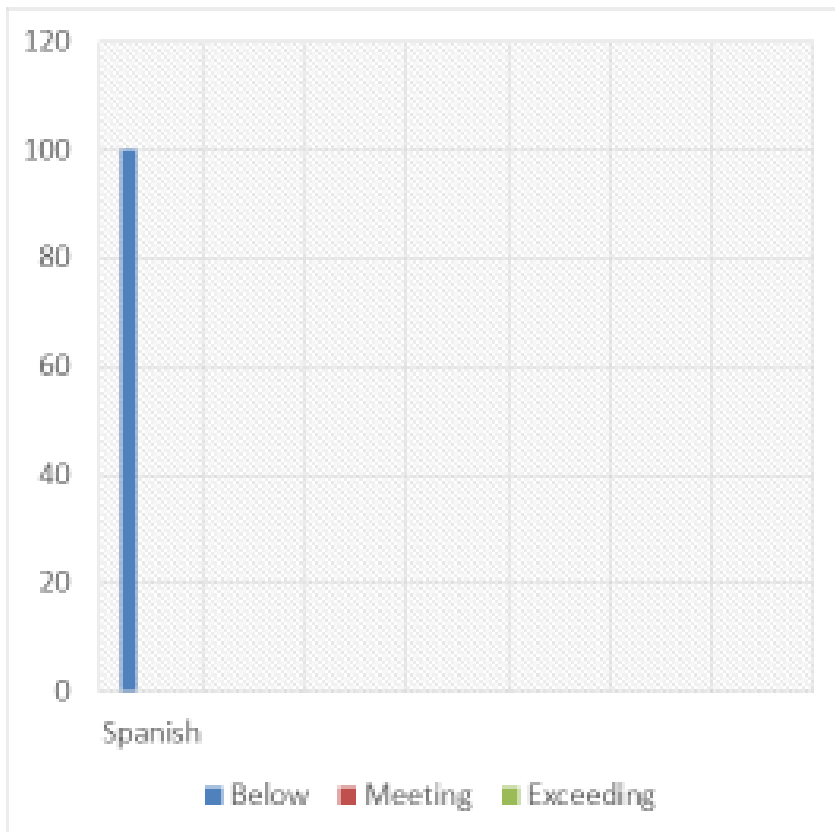


Winter Assessment

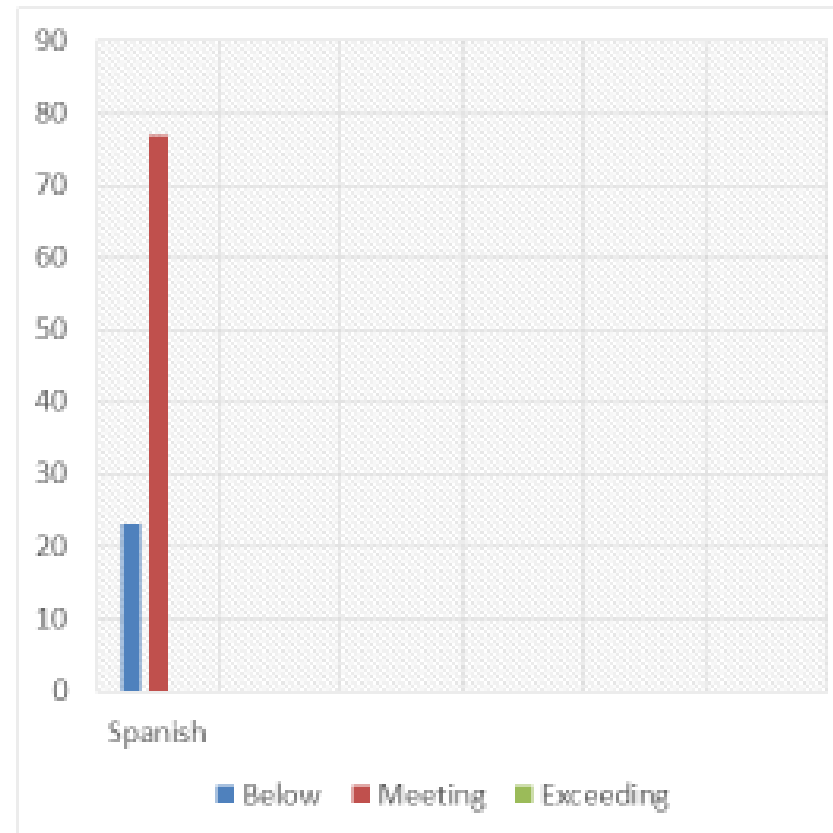


Teaching Strategies Gold
3-year-old
Head Start
Fiscal Year 2019/2020

Fall Assessment

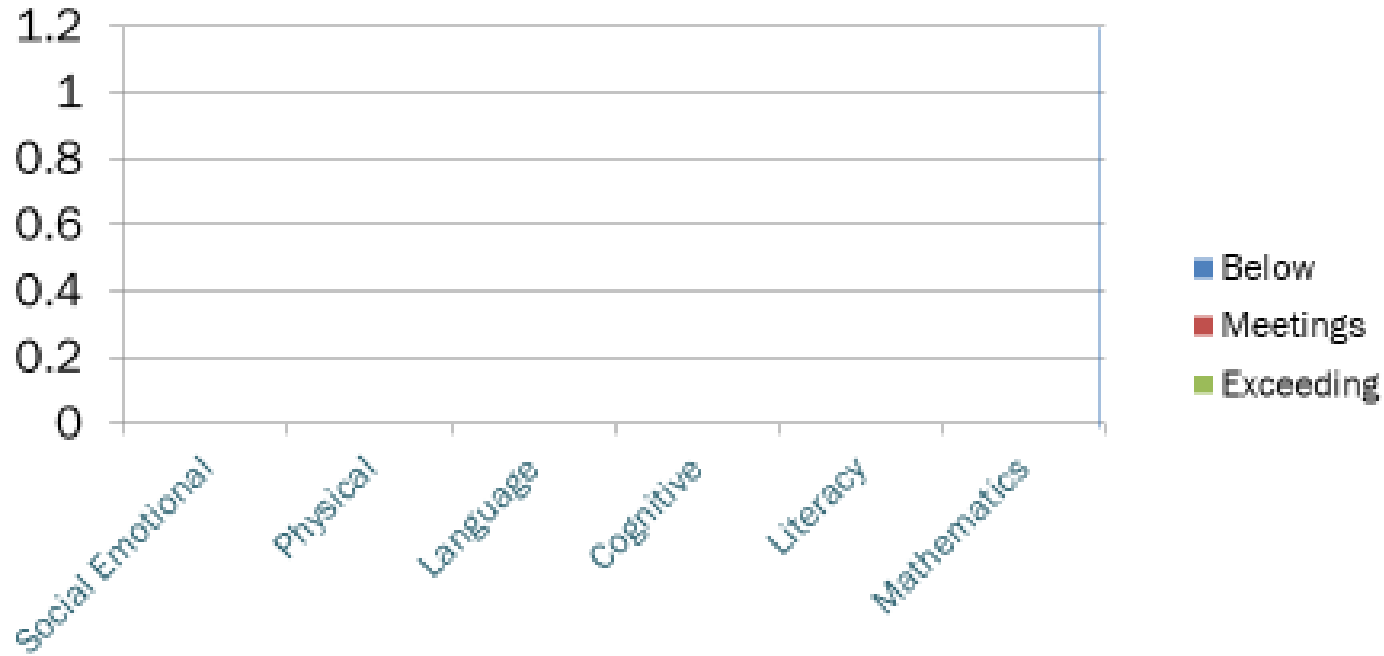


Winter Assessment



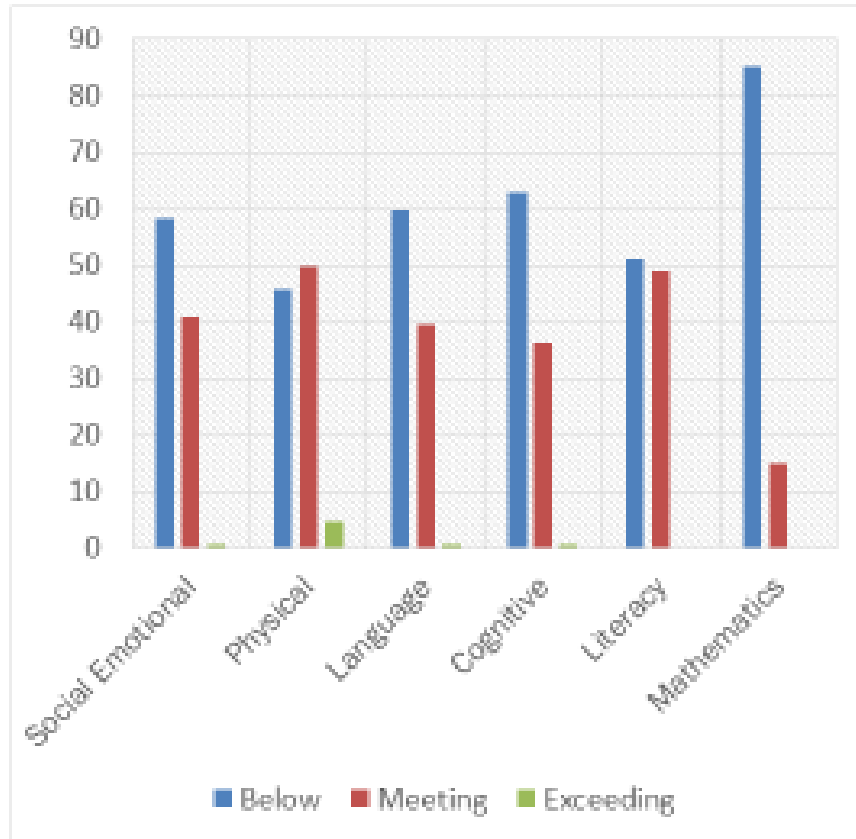
**Teaching Strategies Gold
3-year-old
Head Start
Fiscal Year 2019/2020**

**Spring Assessment
Due to COVID-19/Agency Closure
No Data was Collected for Spring 2020**

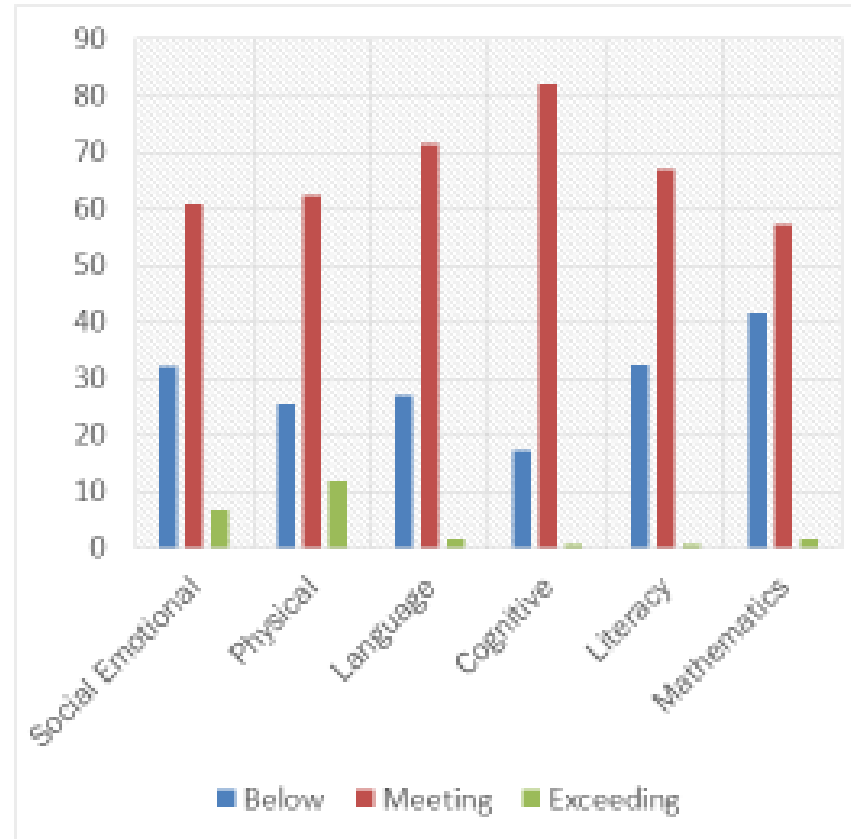


Teaching Strategies Gold
4-year-old
Head Start
Fiscal Year 2019/2020

Fall Assessment



Winter Assessment



Lakisha N. Valentine Academic Coach Escondido Elementary School



Parent/Child Incorporated (PCI) has been an integral part of bridging Head Start programs into public and charter schools. The Transition/Educational Advisory Committee is comprised of knowledgeable members from Parent/Child Incorporated, administrators from various school districts, local parent liaisons and social workers. During our quarterly meetings, we discuss how PCI can support PK and Kinder teachers as students transition into these grades. We also discuss opportunities for teachers and assistance to collaborate. The committee shares strategies that are used on their respective campuses. Being in partnership with Parent/Child Incorporated for the last two years has been a great experience. I have enjoyed working with and learning from a wonderful group of professionals who are passionate about children and family success.



STEAM

l e a r n i n g e x p e r i e n c e

SCIENCE • TECHNOLOGY • ENGINEERING • ARTS • MATH

PCI offers STEAM activities and has a yearly STEAM Fair that involves children and parents working together increasing their knowledge in the STEAM Disciplines.

Lisa Walker,
M.Ed., CLASS Pre-K Certified Trainer
S.T.E.A.M., C.L.A.S.S., Curriculum and Training Coordinator

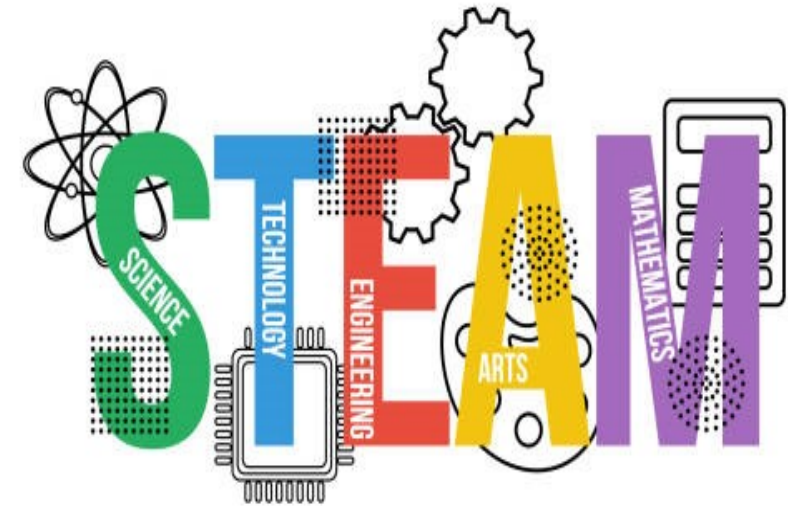
FOCUS AREAS:

- Teachers follow a monthly transition guideline to help children and families become familiar with their new school environment by inviting kindergarten teachers to come into our head start classrooms (This year via zoom).
- We provide our teachers with books to read to our children.
- Various school readiness activities to prepare our children and families for a smooth transition.
- We have quarterly meetings with school districts and work together to ensure that we gain the information we need to empower our parents to have a smooth transition to kindergarten.
- We provide activity calendars during our winter and summer breaks for continued learning opportunities that promote parent child collaboration.
- We conduct CLASS observation in the fall and spring that measures teacher child interactions and increase child outcomes.
- Assessments are conducted three times a year to provide an individualize education plan for each child, providing small group and one-on-one instruction to assist each child in meeting the requirements needed to be ready for kindergarten.



FOCUS AREAS:

- Parent Training
- Cardboard Challenge/Via Zoom and pictures shared on Facebook
- CLASS Observations- March and November
- Science Challenge, Via Zoom
- STEAM Fair/Canceled because of COVID-19 in March of 2020
- Certified CLASS Observer and Trainer
- Coaching and Mentoring with Education staff (Practice Base Coaching)
- Transition Winter Calendar
- Summer Break Calendar
- Self-Assessment Team
- Teacher of The Year Committee
- Transition Guideline Calendar for Teachers
- Education Transition Advisory Board Chair
- More Garden Grant Recipient and Successful Harmony Children's Learning Garden
- Fenfield Environmental Learning Center
- Bilingual Teacher



INSPIRE:



Teachers are encouraged to inspire parents to do STEAM activities with their children at home during the scheduled time of the event.

We are proud of our Harmony Children's Learning Garden and the STEAM focus that provides our children with a great learning opportunity for teaching STEAM. (The Education Department maintained the garden due to COVID19 this past year) We look forward to getting back to normal and our children reaping the benefits of increased self-esteem, nutrition concepts and educational benefits that come with the garden. STEAM is also incorporated into our daily routines documented on our lesson plans.

Results from our Federal CLASS Review, conducted in February of 2020

Minimum Threshold for PCI Review	5.6750		5.3175		2.3889	
	DOMAIN	Score	DOMAIN	Score	DOMAIN	Score
	Emotional Support	5.9167	Classroom Organization	5.6984	Instructional Support	3.1190
Quality beginning October 27, 2020	6.0		6.0		3.0	
DIMENSIONS						
	Positive Climate	5.81	Behavior Management	5.76	Concept Development	2.74
	Negative Climate*	1.02	Productivity	5.98	Quality of Feedback	3.12
	Teacher Sensitivity	5.79	Instructional Learning Formats	5.36	Language Modeling	3.50
	Regard for Student Perspectives	5.10				

*Note: To calculate the Emotional Support domain, subtract the Negative Climate score from 8, add the Positive Climate, Teacher Sensitivity, and Regard for Student Perspective scores, then divide by 4.

Compliance

Monitoring, Reviews and Audits



To supervise and oversee the Compliance monitoring: Disabilities, Mental Health, Facilities, and Transportation Departments to ensure each area meets full compliance with Federal, State, and Local regulations. The health and safety of children, parents, and staff are critical to our agency's mission and vision statement

Joe Segura
Compliance Officer



Compliance

Parent/Child Incorporated continues to remain in 100% in compliance with all Head Start Program Performance Standards, and all other Federal, State and Local regulations. In the most recent internal compliance monitoring of the PCI COVID-19 Policies and Procedures all areas have met 100% compliance.



Dale Carter

**Sr. Facility Solutions Mgr.
City Wide Facility Solutions**



Joe Segura and Dr. Small at Parent Child Inc. are dedicated to the health and safety of the students, staff and facilities. At City Wide Facility Solutions, we have partnered with them for staff training on disinfecting and sanitizing protocols to keep their facilities safe from Covid.

Disability Services

February 2019-January 2020

Pre-COVID-19

HEAD START

CHILDREN ENROLLED IN DISABILITIES- 129

CHILDREN REFERRED TO LEA- 135

MULTIDISCIPLINARY CLASSROOM STAFFING- 165

EARLY HEAD START

CHILDREN ENROLLED IN DISABILITIES- 43

CHILDREN REFERRED TO ECI PROGRAMS- 58

MULTIDISCIPLINARY CLASSROOM STAFFINGS- 110

EHS-CHILD CARE PARTNERSHIP

CHILDREN ENROLLED IN DISABILITIES- 56C

CHILDREN REFERRED TO ECI PROGRAM- 80

MULTIDISCIPLINARY CLASSROOM STAFFINGS- 20

February 2020-January 2021

COVID-19

HEAD START

CHILDREN ENROLLED IN DISABILITIES- 51

CHILDREN REFERRED TO LEA- 112

MULTIDISCIPLINARY CLASSROOM STAFFING- 153

EARLY HEAD START

CHILDREN ENROLLED IN DISABILITIES- 22

CHILDREN REFERRED TO ECI PROGRAMS- 55

MULTIDISCIPLINARY CLASSROOM STAFFINGS- 108

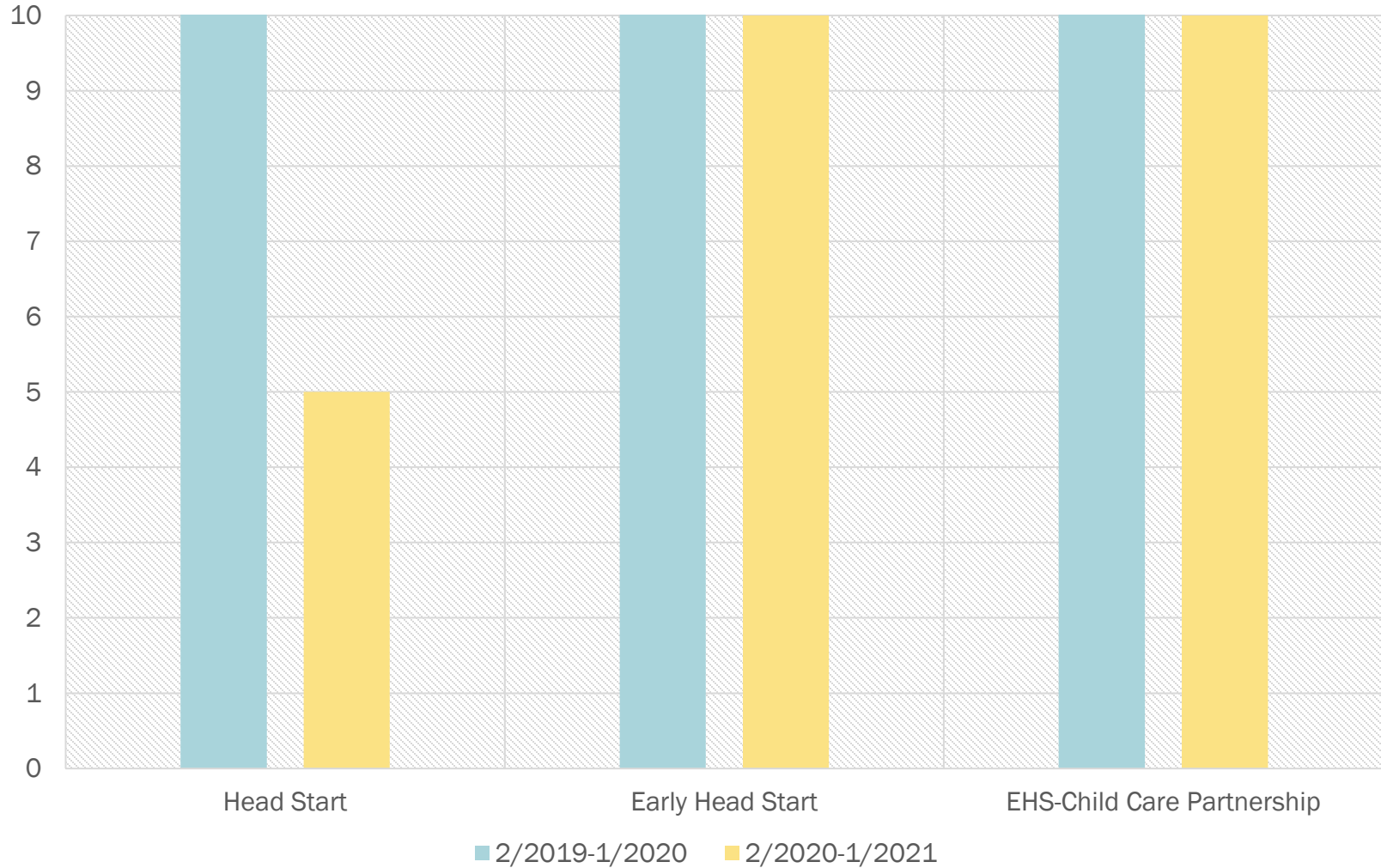
EHS-CHILD CARE PARTNERSHIP

CHILDREN ENROLLED IN DISABILITIES- 25

CHILDREN REFERRED TO ECI PROGRAM- 34

MULTIDISCIPLINARY CLASSROOM STAFFINGS- 20

Disabilities 10%



TYPES OF DISABILITIES SERVED

- Autism
- Deaf/Blind Impairment
- Noncategorical/Developmental Delay
- Speech or Language
- Visual Impairment to include Blindness
- Orthopedic Impairment

Monitoring, Reviews and Audit

- Ongoing monitoring encompasses the review and evaluation of services and systems, documentation of results, tracking of issues needing correction, and validation that correction has been achieved.
- Parent/Child Incorporated continues to remain a 100% in compliance with all Head Start Program Performance Standards, and regulations.

Center Compliance	Agency-Wide Financial Audit
CACFP Monitoring	On-Going Monitoring Procedure
TDPRS Minimum Standards	Head Start Monitoring Protocols
Head Start Program Performance Standards	

Monitoring, Reviews and Audit

Parent/Child Incorporated (PCI) is committed to the continuous improvement of its program through regular and ongoing monitoring of all aspects of its operations. It is the policy of PCI to maintain an effective and efficient system on ongoing monitoring that assures both compliance with Federal performance standards and requirements and the delivery of quality services for children and families.

Findings based on the following Reviews, Audits, Monitoring and Assessment

- Agency-Wide Financial Audit
 - CACFP Monitoring
- PCI COVID-19 Monitoring Procedures
 - On-Going Monitoring Procedures
 - TDPRS Minimum Standards
- Head Start Program Performance Standards
- Head Start Monitoring Focus Area One Federal Review
 - Agency wide Health and Safety Screener Monitoring
 - Governance Screener Monitoring
 - Bus Evacuation Safety Monitoring



Monitoring, Reviews and Audit

- Due to the COVID-19 Pandemic, PCI purchased and implemented the On-Line Ages & Stages (ASQ) Developmental Screenings for the children enrolled in the Distance Learning option.
- Compliance Department developed the COVID-19 monitoring Policies and Procedures to use within the agency.
- Agency purchased Electrostatic Backpack Sanitizing machines and staff were trained to use at all PCI Centers and Facilities.

- Developed department's COVID-19 policies and procedures to meet Federal, State, Local and agency's guidelines.
- Teachers in conjunction with child's parents continue to implement IEP/IFSP's for distance learning children.
- Multidisciplinary Team Staffing were conducted with staff and parents via the Zoom platform.
- Classroom Observations were conducted with children and staff via the Zoom platform.
- Policies and Procedures were developed for agency vehicles to follow COVID-19 sanitation guidelines.
- PCI Male Initiative Meetings are conducted via the Zoom platform.

Gerardo Cervantes

Summit Properties, LLC



PCI is at the forefront of childhood safety by providing childcare facilities with soft rubberized playground surfaces to enable children to freely enjoy their playtime with minimal risk of injury.

NUTRITION



Parent/Child Incorporated currently provides nutritional services to children from birth to 12-years of age enrolled in Day Care Homes throughout San Antonio and counties surrounding Bexar County

Monica Middleton - Ellison, M.S.

Center Nutrition Coordinator

CACPF Centers Fiscal Annual Report for Fiscal Year February 1, 2020 - January 31, 2021

Early Head Start Meals

Breakfast 17,301
Lunch 17,373
PM Snack 17,066

** In Person & Virtual Meals*

PCI Head Start & Early Head Start Grab & Meals

Breakfast 14,690
Lunch 14,690
PM Snack 14,690

**Virtual Meals Only from Grand Total*

Head Start Meals

Breakfast 33,850
Lunch 36,238
PM Snack 36,748

** In Person & Virtual Meals*

FSA Head Start Meals

Breakfast 12,657
AM Snack 2,142
Lunch 12,661
PM Snack 29,222



EHS Expansion Meals

Breakfast 3,945
Lunch 3,931
PM Snack 3,877

Unaffiliated Independent Child Care Centers

Breakfast 31,432
Lunch 33,456
PM Snack 33,580



CACPF Centers Fiscal Annual Report for Fiscal Year February 1, 2020 thru January 31, 2021

Early Head Start Meals

Breakfast	17,301
Lunch	17,373
PM Snack	17,066



** In Person & Virtual Meals **

Head Start Meals

Breakfast	33,850
Lunch	36,238
PM Snack	36,748



** In Person & Virtual Meals*

EHS Expansion Meals

Breakfast	3,945
Lunch	3,931
PM Snack	3,877



PCI Head Start & Early Head Start Grab & Go Meals

Breakfast	14,690
Lunch	14,690
PM Snack	14,690

** Virtual Meals Only from Grand Total **

FSA Head Start Meals

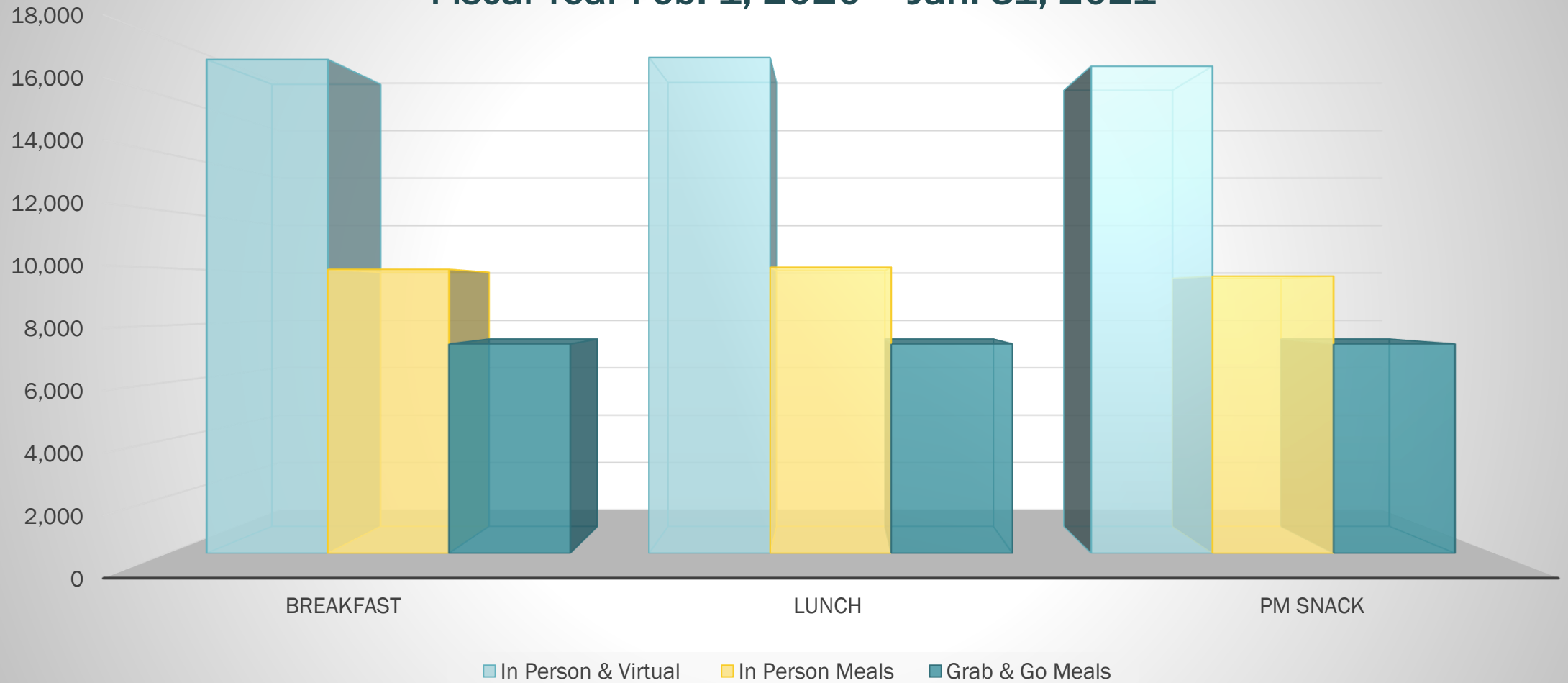
Breakfast	12,657
AM Snack	2,142
Lunch	12,661
PM Snack	29,222

Unaffiliated Independent Child Care Centers

Breakfast	31,432
Lunch	33,456
PM Snack	33,580

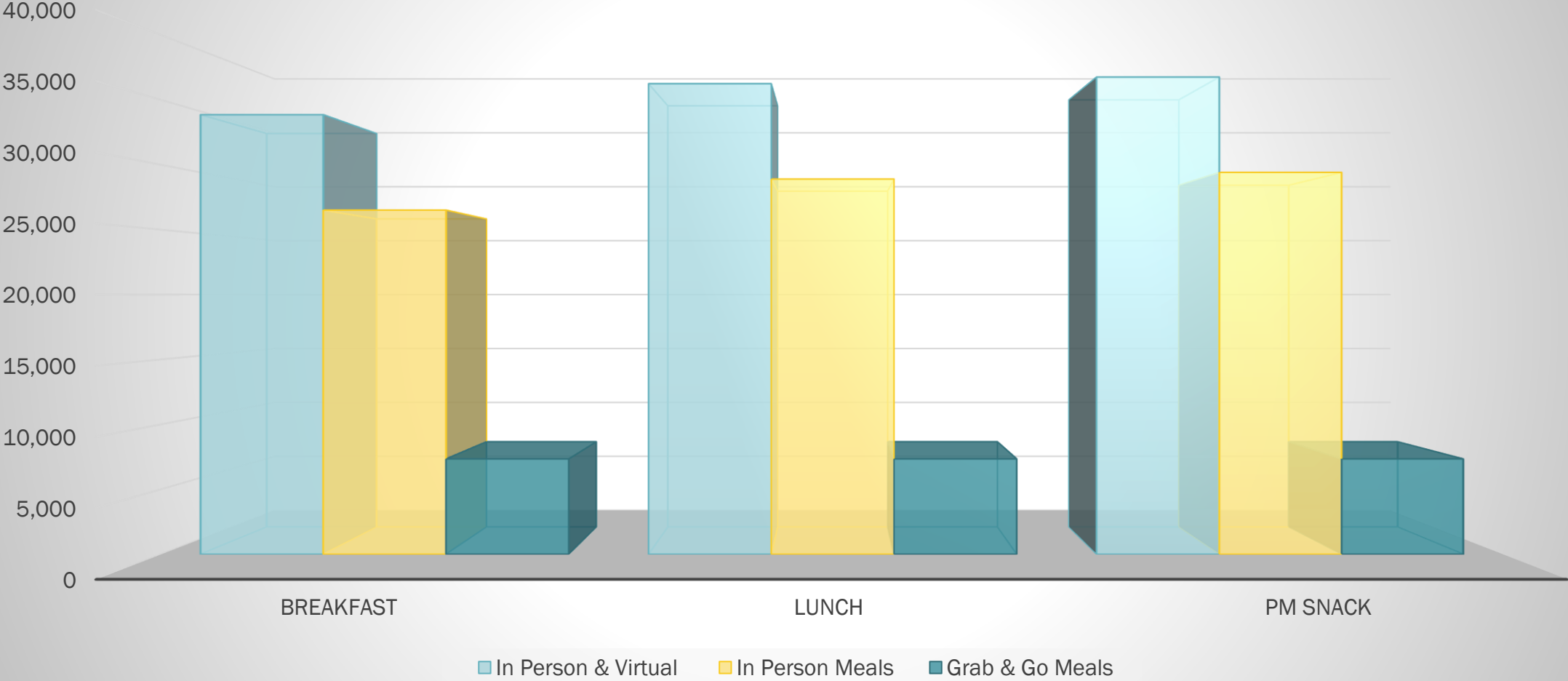
Early Head Start Meals

Fiscal Year Feb. 1, 2020 – Jan. 31, 2021

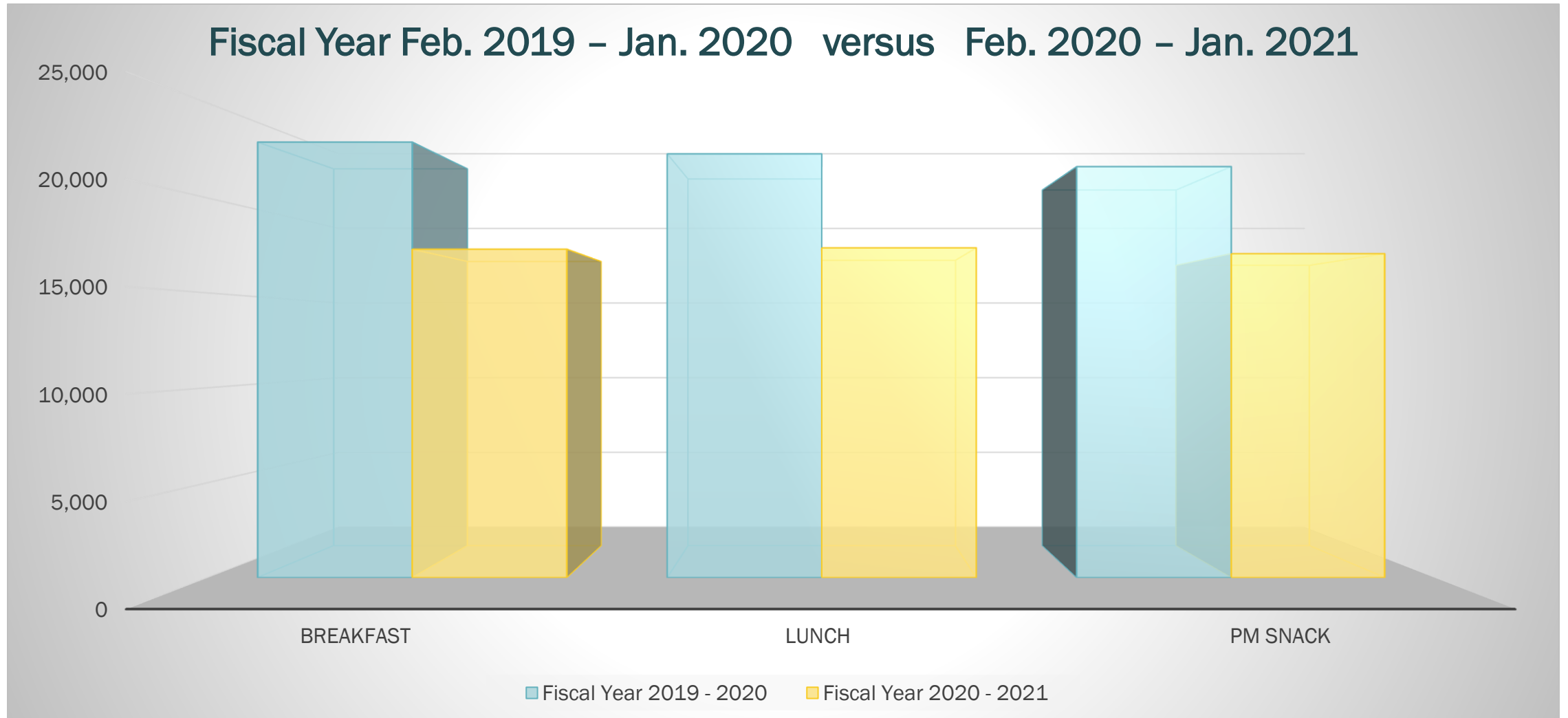


Head Start Meals

Fiscal Year Feb. 1, 2020 – Jan. 31, 2021

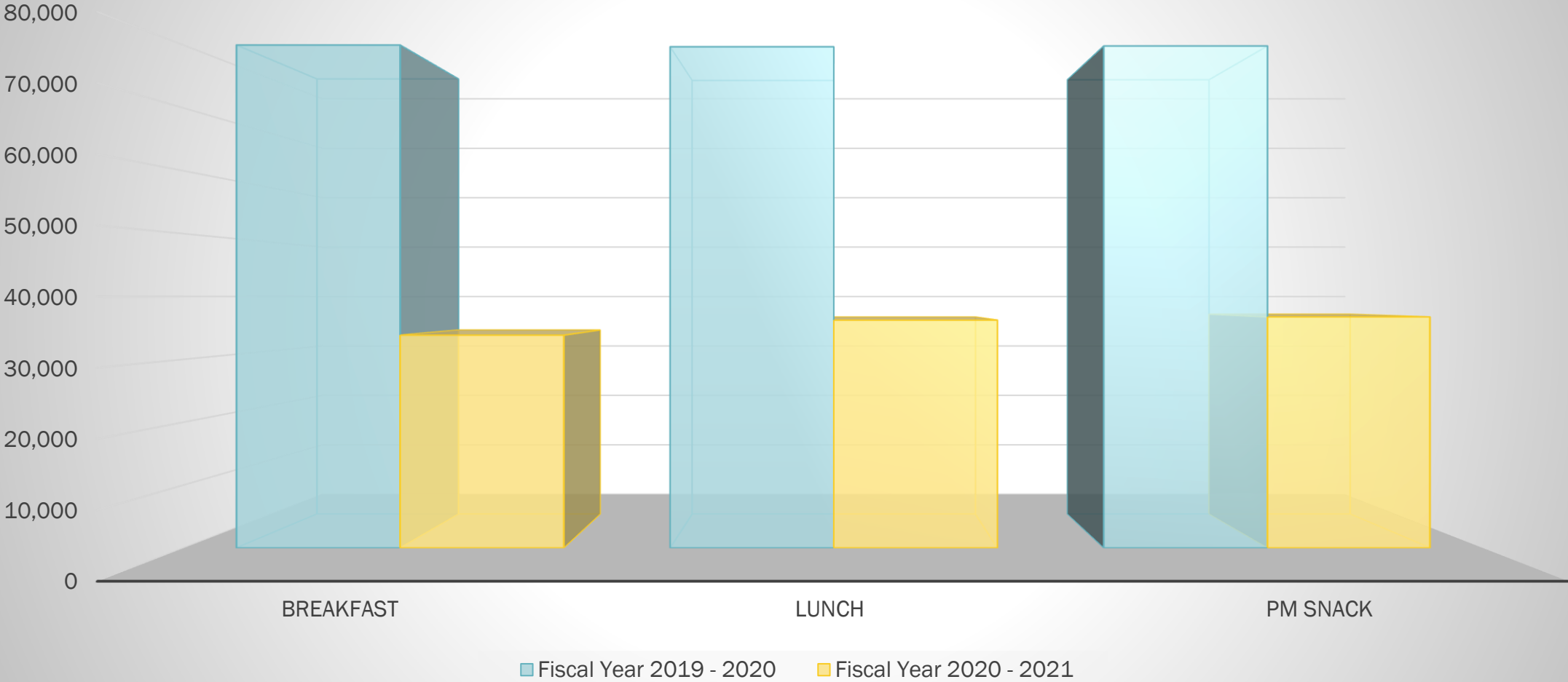


Early Head Start Meals

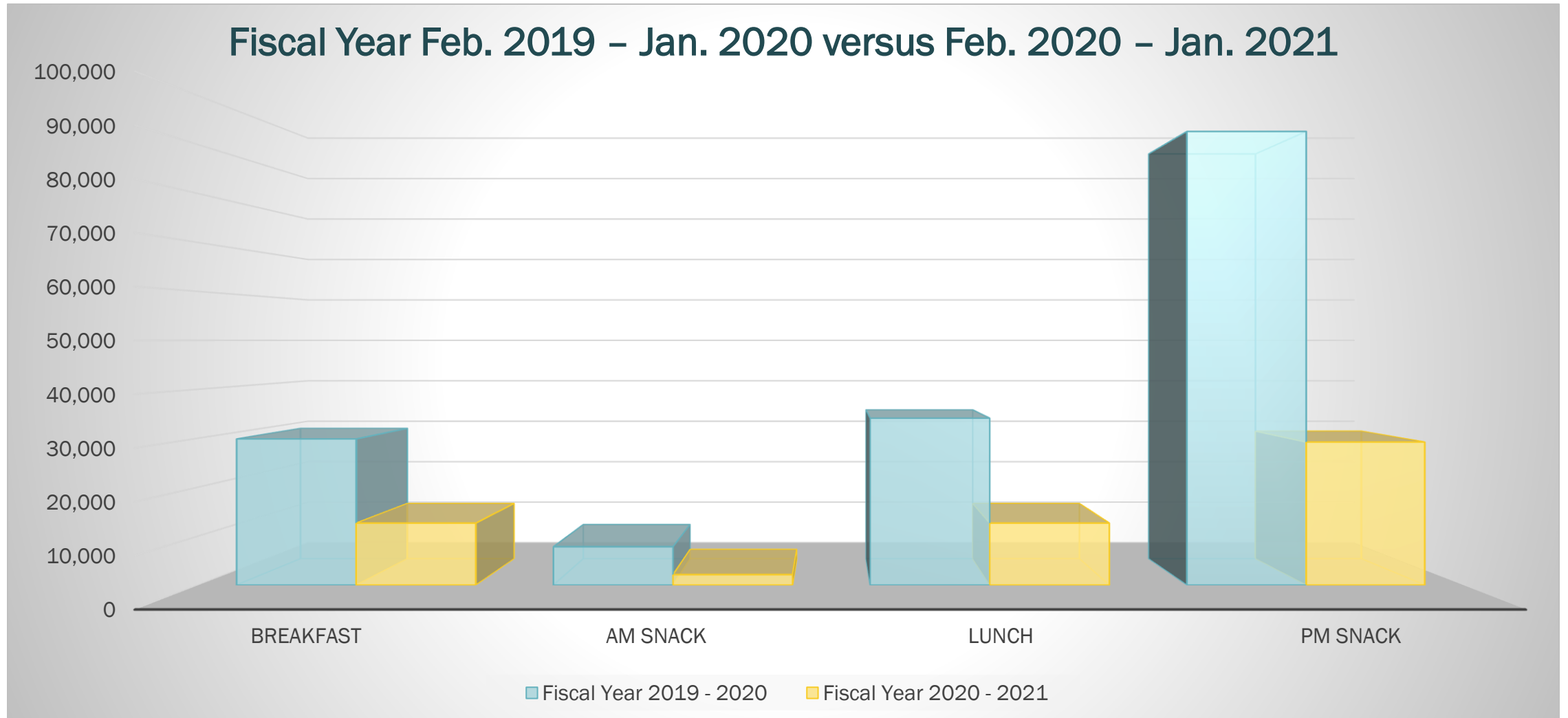


Head Start Meals

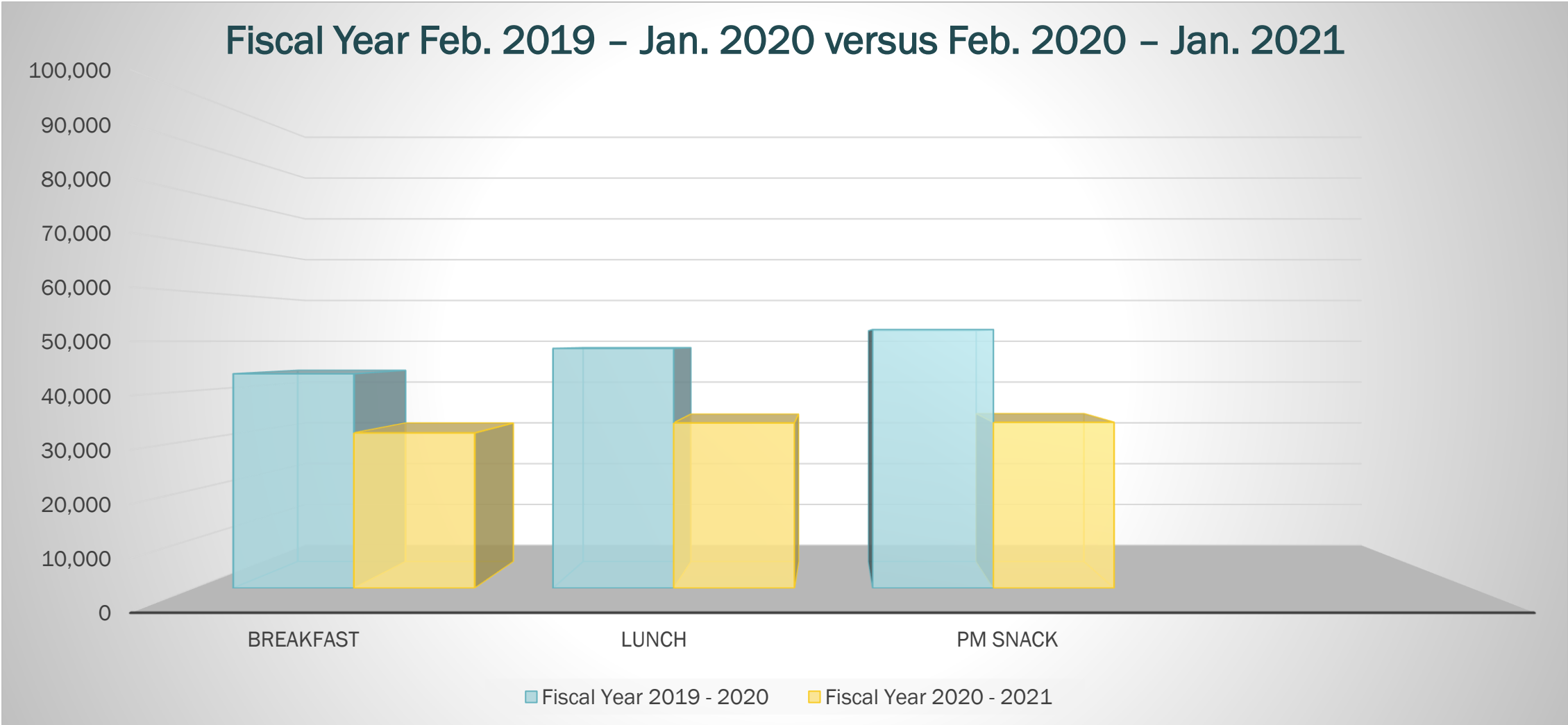
Fiscal Year Feb. 2019 – Jan. 2020 versus Feb. 2020 – Jan. 2021



Family Service Head Start Meals



Unaffiliated Child Care Center Meals



Notable moments in Nutrition Services ...

- Amid COVID -19, PCI Nutrition has applied for and was approved to utilize several TDA (Texas Dept. of Agriculture) Waivers allowing the following:
 - Grab and Go Meals for children receiving Virtual Services
 - Multiple meals/multiple days for Grab and Go can be picked up by parents/guardians at child's center.
 - Child does not have to be present for parent/guardian to pick up child's meals.
 - Conduct Center Monitor Visits via Zoom.

- PCI continues to provide meals to 39 (Pre-COVID 60) sites which include:
 - PCI Head Start, Early Head Start & Partnership Sites
 - Family Service
 - De Paul Wesley Children's Centers (Daughters of Charity)
 - Childcare Centers Kids Campus and St. Philips



- Nutrition Services began operating a new kitchen located at the Early Learning Academy. All meals are served from The Academy Central Kitchen and Crestway Central Kitchens.

Nutrition/Day Care Homes



Janie Pulliam,
CACFP Nutrition Services Manager

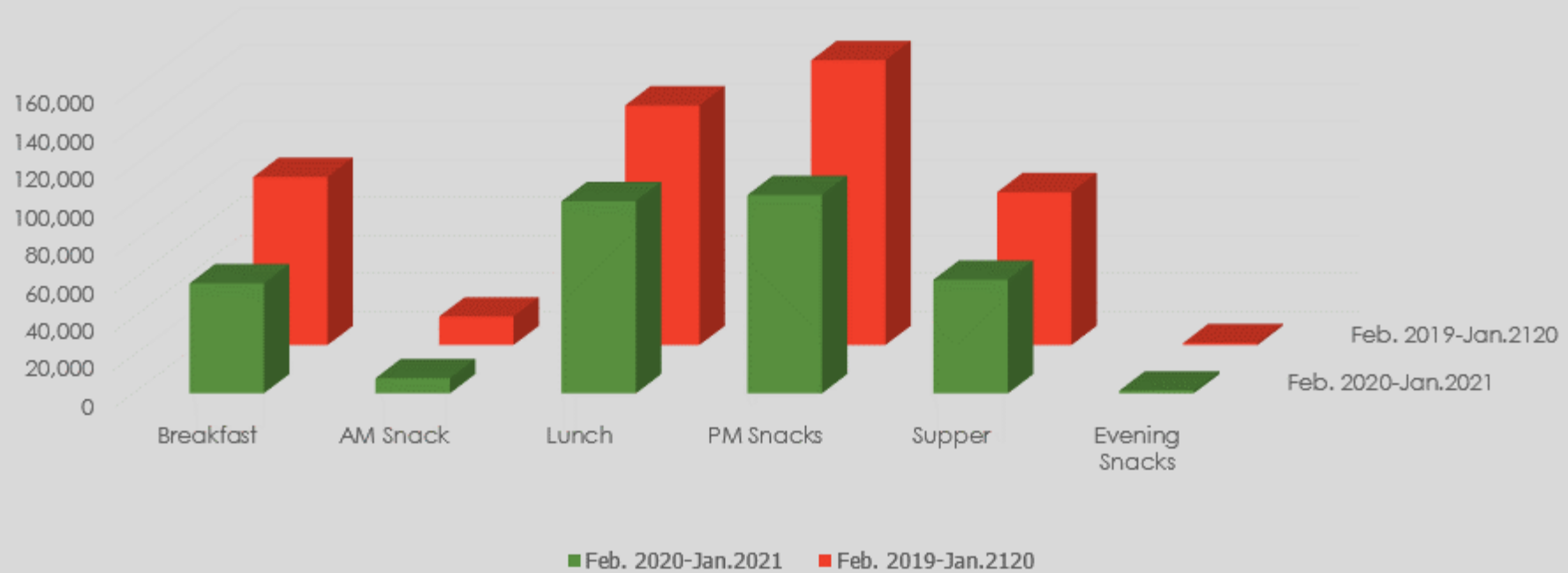


Nutrition/Day Care Homes

Parent/Child Incorporated currently provides nutritional services to children from birth to 12 years of age enrolled in Day Care Homes throughout San Antonio and counties surrounding Bexar County.

Month	Breakfast	AM Snack	Lunch	PM Snack	Supper	Evening Snack
February 2020	6,908	943	9,149	11,219	6,279	203
March 2020	5,383	847	9,784	10,085	5,949	135
April 2020	3,417	445	7,520	7,210	4,042	80
May 2020	3,694	513	7,941	7,686	4,391	56
June 2020	4,531	417	9,292	9,146	5,339	45
July 2020	4,478	548	9,294	8,928	5,178	40
August 2020	5,022	666	9,610	9,314	5,099	36
September 2020	5,337	857	9,017	9,233	4,957	123
October 2020	5,052	793	7,910	8,527	4,604	175
November 2020	4,352	662	7,026	7,580	4,360	185
December 2020	4,488	694	7,519	8,076	4,626	180
January 2021(projected)	5,268	612	7,186	7,529	5,027	170
TOTALS	57,930	7,997	101,248	104,533	59,851	1,428

Day Care Home Meals



DCH Notable Moments:

- During COVID -19, PCI Nutrition has applied for and was approved to utilize several TDA (Texas Dept. of Agriculture) Waivers allowing the following:
- Day Care Home Providers can provide meals to school age children who are engaging in remote learning during the day.
- Monitor visits are being conducted weekly via Zoom, Duo or FaceTime.
- Annual Training was conducted to Providers via Zoom at a 100% rate.
- Policies and Procedures were developed specifically for Covid-19 to meet Federal, State, Local and agency's guidelines.
- Agency acquired five (5) cargo vans to utilized for Nutrition Services.

CACFP Centers Fiscal Annual Report for Fiscal Year February 1, 2020 thru January 31, 2021

Early Head Start Meals

Breakfast 17,301
Lunch 17,373
PM Snack 17,066

** In Person & Virtual Meals*

Head Start Meals

Breakfast 33,850
Lunch 36,238
PM Snack 36,748

** In Person & Virtual Meals*

EHS Expansion Meals

Breakfast 3,945
Lunch 3,931
PM Snack 3,877

PCI Head Start & Early Head Start Grab & Go Meals

Breakfast 14,690
Lunch 14,690
PM Snack 14,690

**Virtual Meals Only from Grand Total*

FSA Head Start Meals

Breakfast 12,657
AM Snack 2,142
Lunch 12,661
PM Snack 29,222

Unaffiliated Independent Child Care Centers

Breakfast 31,432
Lunch 33,456
PM Snack 33,580



FISCAL



Fiscal oversees the financial management and fiscal integrity for Parent/Child Incorporated to include accounts payable, budgeting, cash management, general ledger accounting, safeguarding assets, accounts receivable, tax reporting, procurement, and financial reporting

Natalie McGarity Diaz
Fiscal Manager

Dee Hernandez, CEO CUBIE



We here at CUBIE just want to let you know how fortunate we are to have a relationship with Parent Child. Being a printing vendor we see the numerous ways that Parent Child strives to teach the children and educate the staff. We are proud to be associated with an amazing company such as Parent Child.

Fiscal Annual Financial Unaudited Report

Fiscal Year: February 1, 2020 thru January 31, 2021/Revenues

Head Start Grant	
Total Federal	3,946,413
Total Non-Federal **	<u>0</u>
Total Head Start Grant	<u>3,946,413</u>

Early Head Start Grant	
Total Federal **	1,902,199
Total Non-Federal:	<u>0</u>
Total Early Head Start Grant	<u>1,902,199</u>

Child and Adult Care Food Program	
CACFP - Centers	781,165
CACFP – Day Care Homes	<u>668,364</u>
Total Child and Adult Care Food Program	<u>1,449,529</u>



Fiscal Annual Report for Fiscal Year February 1, 2020 thru January 31, 2021

• EHS-CC Partnership/EHS Expansion Grant	
Total Federal	2,283,178
Total Non-Federal **	<u>0</u>
Total EHS-CCP Grant	<u>2,283,178</u>
Head Start Grantee II/Early Head Start Grantee II Grant	
Total Federal	4,221,515
Total Non-Federal **	<u>0</u>
Total Head Start Grantee II/ Early Head Grantee II Grant	<u>4,221,515</u>
Miranos! Program Grant	<u>38,748</u>
<u>GRAND TOTAL:</u>	<u>\$13,841,582</u>

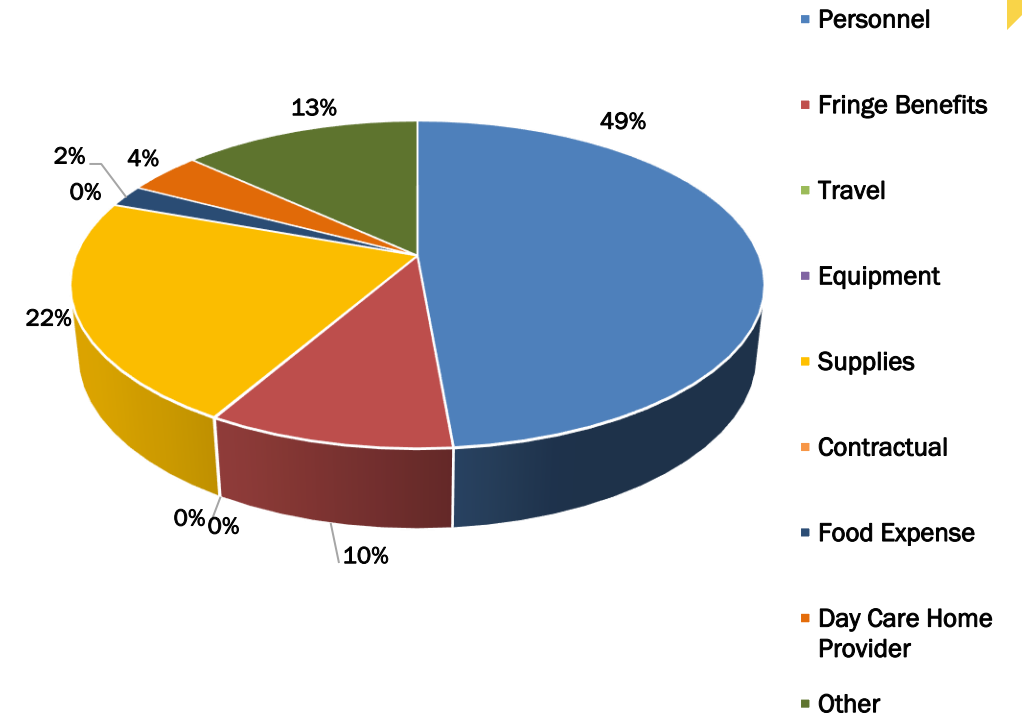
Non-Federal Share Waived Due To COVID-19



Fiscal Agency-Wide Financial Breakdown

Fiscal Year February 1, 2020 thru January 31, 2021 Expenditures

Personnel	\$	6,728,489
Fringe Benefits	\$	1,350,754
Travel	\$	5,023
Equipment	\$	0
Supplies	\$	3,054,385
Contractual	\$	4,386
Food Expense	\$	297,756
Day Care Home Provider	\$	571,420
Other	\$	1,827,621
TOTAL EXPENDITURES	\$	13,839,834



Robert Cordero Computer Express



It has been a real privilege for Computer Express to have PCI as a valued client for all these years. PCI is a company that cares passionately about performing their services for their clients and it is felt as taking care of the children is felt in all aspects of the company, always working for them and going the extra mile whenever needed.

Looking forward to another 10+ more years!

Fiscal Agency-Wide Financial Breakdown Proposed Budget February 1, 2021 thru January 31, 2022 Expenditures

Personnel	\$	8,664,981
Fringe Benefits	\$	1,673,021
Travel	\$	49,343
Equipment	\$	0
Supplies	\$	609,126
Contractual	\$	9,000
Food Expense	\$	593,292
Day Care Home Provider	\$	626,703
Other	\$	2,499,262
TOTAL PROPOSED EXPENDITURES	\$	14,724,728



M.J. (Bubba) Hacker, Jr. Village Insurance Agency, Inc



I can't believe I've had so many wonderful years working with Parent/Child, Inc. I believe that Parent/Child, Inc is the epitome of one of the finest business's in San Antonio. The corporation runs razor sharp, and I've yet to see a weakness in any way. I'm sure that's why I've been able to have so many years of working together with them. Their people are the finest and most knowledgeable I have ever dealt with. I can only say, that many other business's would be wise to study Parent/Child as a business model. I wish them continued success for many years to come.



CEO OFFICE SPECIAL PROJECTS

The role of Parent/Child Incorporated (PCI) Communication/Technology Department promotes the brand and promote PCI services.

Connie Murphy,
Program Communication Coordinator

Communications

Priorities/Functions:

Managing Parent/Child Incorporated's Website

Social Media

Website/Website development

Create and manage content on all media platforms including parent engagement.

- **Agency Fundraising**
- **Campaign promotions**

Overseeing media relations, including posting CEO Messages.

Create marketing materials, including brochures, and newsletters.

Finding opportunities for future partnership.

Handling crisis communications when an event threatens public safety.

Creating and implementing an annual communications plan, often in conjunction with other departments.

Overseeing internal company communications, including internal announcements, and training.

Communications

Goals:

The Communication Department goal is to increase conversation about our brand through social media, PCI website with the chief objective to promote Parent/Child Incorporated's mission through creative concepts.

The Communications Department works diligently to keep the community informed by posting relevant information such as events, threats, consumer, health and safety news, what's happening at PCI including NHSA news.



Communications

Staying connected on social media is now more important than ever for parents and guardians. Today, Parent/Child Incorporated's website and social media such as Twitter, Facebook, and Instagram, have become primary sources for information for PCI's clients and staff to turn to for support, news happening now and reopening guidelines.

Fact:

Facebook and Instagram have seen an [increase in usage](#) due to COVID-19. Parent/Child Incorporated followers are spending more time online than they ever have before, so it does present PCI with a unique opportunity to deepen our relationship with our audience and increase brand affinity.



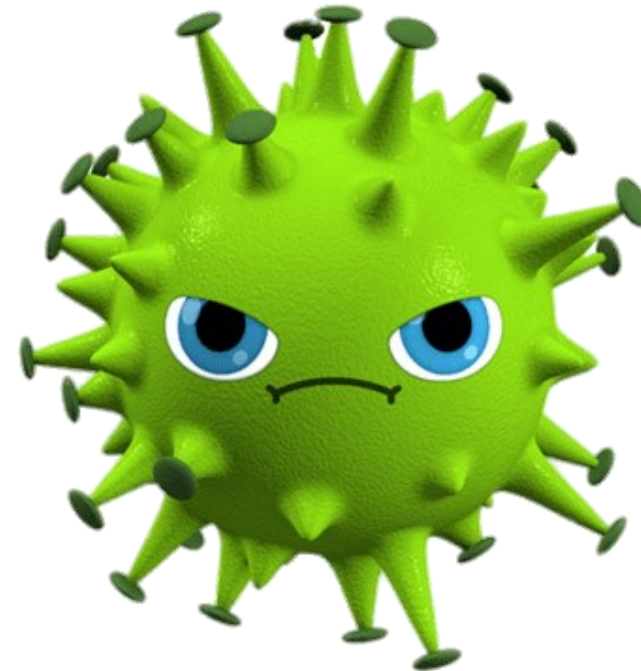
5 Principles for Parent/Child Incorporated's Social Media Marketing

1. Acknowledge
2. Post regularly
3. Post community resources
4. Announce any closures
5. Safety guidelines

Communications

Due to COVID-19, the Communications Department continue PCI program by instituting the following:

- New computer classes on Microsoft Word for the ECCs/Health
- Social Media campaigns to promote at home distant learning.
- Resource page for parents
- News coverage promoting safe practices and closures
- Parent Engagement activities to do with children
- Digital Newsletters/E- Parent Letters



Communications Marketing Brand/ Website Device Users

BRAND:

- Build and strengthen the Parent/Child Incorporated Brand
- Build content designed to shape and boost our brand to aid in communicating the mission.
- Reach out to potential influencers

Mobile
70.2%
206.7%

Desktop
29.0%
90.0%

Tablet
0.8%



Communications Facebook Fans

facebook®

Women

83% Your Fans

Men

16% Your Fans



1,532 people likes
1,568 people follow

Technology

Workstations:160

Total Managed Windows Assets: 821 Installed

Approved Patch Compliance Calculation:842

Service Request # of Tickets: 265 Total Hours: 433.75



New Initiatives

- Security Cameras installation at facilities, and Early Learning Centers
- New Computers
- Transfer from Logix to Spectrum Installation
- New Allworx Digital Phone/MPLS system
- Training

Communications

New Initiatives/ Notable Moments

- PCI APP Launch
- Renovation of PCI Website
- STREAM Dream Team





"You'll never get bored when you try something new. There's really no limit to what you can do."
- Dr. Suess

Summary:

Our agency is better than ever

We promote a 100% agency-wide Trauma Informed Environment to support Children, Families and Staff impacted by adverse experiences

We're getting our work done

We have enhanced Professional Development Experiences by creating a more technology savvy group

We're delivering for our customers

We promote a Safe Environment for Children, Staff and Families as seen in our compliance reports

Our customers keep coming back

We continue to Hire, Develop & Retain Quality Staff

We're Innovators

We have opened the Brady Environmental Resource Center for Teachers, Room Parents and Staff; Technology van to close the digital divide; mobile health clinic for our distance learning families

We're leaders

We created Leadership PCI as a form of succession planning, which enables qualified PCI staff to undergo “on-the-job” training and classes to become better qualified to take over the reins as future PCI leaders. As PCI continues to grow, it is imperative that we have staff qualified for various positions.

We're Looking Towards the Future

We are...Growing San Antonio's Tomorrow...Today!



Thank you!

“Special presentation”

Thanks to your commitment and strong work ethic, we know 2021-2022 will be even better than last year. We look forward to working together.



“Growing San Antonio’s Tomorrow...Today”