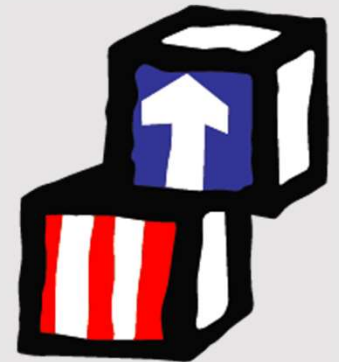




2022-2023

Annual Report

Together with children, families, staff, and community, work to facilitate learning and support growth which empowers all partners in shaping their future.



UW OSHKOSH

HEAD  START

Serving Winnebago, Outagamie, Calumet and Shawano Counties



Major renovation
completed at
Wilcox Head Start
August 2023

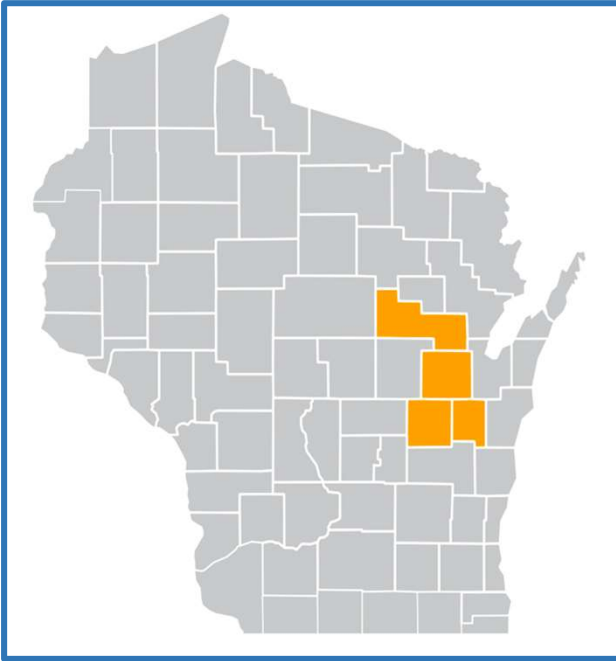
Highlights

- Major renovation completed at Wilcox Head Start in Oshkosh which will provide a safer and healthier environment and provide more classroom space for children and families. The renovated site has six classrooms, two outdoor play spaces and a parking lot with a safe loading zone.
- Fully implemented the Pyramid Model social emotional program as demonstrated by TPOT completion, utilization of BIRS, conducting screenings and Benchmarks of Quality indicating that the organization as a whole is implementing to fidelity
- Parent Education offered both virtually and in person which allowed opportunities for growth and connection.
- Mental Health Consultants are available to staff and families as needed across the program. Third year of the Oshkosh Area Community Foundation Early Childhood Mental Health grant which supports mental health clinician and specialist on site for observations, therapy, and staff supports.
- Staff wellness a priority; paid leave, community building activities,
- Child Care Counts stabilization funds supported \$400 payments monthly to full time staff and recruitment payment for new hires.
- Reflective practice available to all staff with approximately 20% utilization
- Program support staff are available to assist classroom staff with social, emotional, behavioral challenges as needed
- 15 staff members received intensive coaching utilizing the Practice Based Coaching model of shared goal setting, observation, and reflection/feedback
- Director team increased accessibility through monthly open meetings at sites, office locations at three centers, personal connections and communications.

Core Values

- **We value all of our partners and accept where they are on their life journey.** We recognize and utilize the life experience, abilities and skills of each other and work side-by-side with our partners to enrich their quality of life.
- **We value authentic relationships.** Our relationships are characterized by trust, respect confidentiality, honesty openness, direct communication and shared decision – making.
- **We value diversity and inclusiveness.** We depend on the difference among us to give strength to our program and our lives.
- **We value learning and growth.** We provide life-long learning opportunities and trust that all partners will continue to grow.

Our Communities



- Approximately 25,477 children 0-4 years old reside in our service area (2020 Kids Count Data Center)
- On average, 13% Children in Wisconsin experiencing Poverty (2022 Kids Count Data Center)
- Over 3000 children living in poverty in Shawano, Calumet, Outagamie, Winnebago counties
- 14% of eligible children served by UW Oshkosh Head Start

- Nearly one-quarter of children ages birth through five years show signs of some mental health concern. This youth mental health crisis is not felt equally: 60% of Native American children; 26% of Black children; 22% of Latina and Latino children; 15% of white children
- Developmental screenings from more than 1,000 Fox Valley children found more had delays in gross motor skills, fine motor skills and communication during the pandemic (First 5 Fox Valley data)
- The percentage of referrals to Child Protective Services (CPS) screened in for further assessment, out of the total number of referrals, saw an increase in all four of our counties. Referrals that are screened in for further assessment is if CPS determines that at least one allegation meets statutory requirements for child abuse and/or neglect.
- According to Child Care Resource and Referral, the number of parents who answered NO to being able to find regulated care on their survey is at an all-time high.
- Women, Infants, and Children (WIC) provides food, support, and healthy eating training for low-income pregnant women and young children. WIC has been seeing an upward trend in enrollment since 2020.
- Anecdotal information continues to show that parents who have a felony on their record or a bad rental history are finding it nearly impossible to find a place to rent. This is causing homelessness for the family with very few options other than living with friends and family.

Programming

UW Oshkosh Head start receives federal funds from the Department of Health and Human Services Administration for Children and Families Office of Head Start, the State of Wisconsin, and 4 local school districts with community 4k partnerships to provide services for 488 Head Start children in the Calumet, Outagamie, Shawano and Winnebago counties of Wisconsin.

The program serves children three to five years old and their families through center-based programming. Five half day programs are offered for 3.5 hours a day, four days a week for 128 days a year. Full day classrooms operate 6 hours a day, four days a week for 128 days a year. Extended day options operate 6.75 hours a day, 4-5 days a week for a total of 1020 hours a year.

Centers and Options

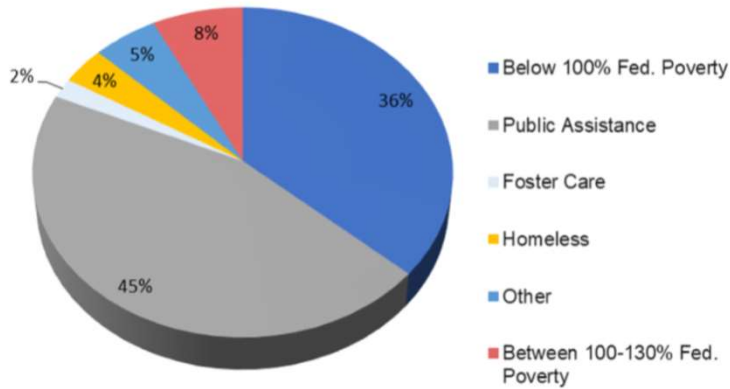
22/23 enrollments started at 93% in Sept 2022 and declined to 84% March 2023.

UW Oshkosh Head Start		
Center Location/Site	Program Options	Enrollment
Shawano County		
Shawano Head Start	1 Extended Day	17
Outagamie County		
Seymour Head Start	1 Full Day	17
Appleton: CELC	3 Extended Day	52
	3-Full Day	51
Appleton: East	2 Extended Day	39
	2 Full Day	38
Calumet		
Menasha	2 Extended Day	35
	1 Full Day	19
Winnebago County		
Neenah	2 Half Day	32
Oshkosh: Wilcox	3 Extended Day	53
Oshkosh: Peace	3 Extended Day	38
	3 Half Day	76
Total Students Served		467



Enrollment

Primary Type of Eligibility 2022-23

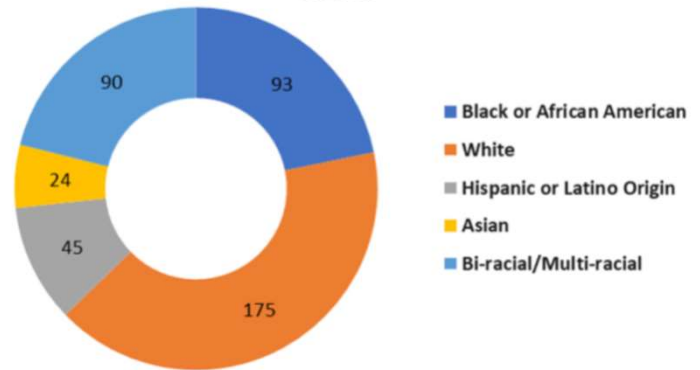


UW Oshkosh Head Start develops and implements an on-going recruitment process that is designed to actively inform all families with Head Start eligible children within the recruitment area.



Child Race and Ethnicity

2022-23



337

Newly Enrolled Students

118

Second Year Students

433

Average Monthly Enrollment of 89%

215

Students entering Kindergarten

Staff

125

Total Staff

27

Teachers

28

Teacher Assistants

17

Center Assistants

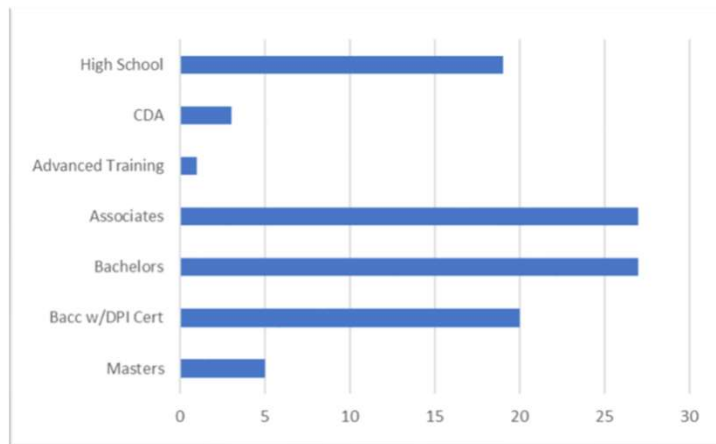
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Family Resource Specialist/Support

6

Food Service

Our classroom, program support, and family resource staff are highly qualified, compassionate, dedicated early childhood professionals.



Children and families are supported by 7 Bilingual Staff speaking Hmong, Spanish, or Arabic.



Head Start Team includes many layers of support to enhance quality and ongoing development of staff.

- Program Assistants provide coaching to education, family services and food service staff.
- Specialists assist classroom staff and provide hands on support to children's social and emotional development.
- Professional development provided to all staff members to meet the requirements of their position and to meet their goals.

Families

Parents/Guardians are the first and most important educator of their child.



48% Two-parent Families
52% Single-parent Families

8%
Families Headed by Grandparent, Foster parent, or other relative

Highest Education Level

6% Advanced or Baccalaureate degree
15% Associates, Vocational or some college
70% High School Graduate or GED
9% less than high school graduate

77%
of Families with at least one parent/guardian employed, in job training or in school



15

Parent/guardian active/veteran of US military



12

Different languages spoken in home



17

Of 29 Families experienced homelessness and acquired housing



283

Fathers/Father Figures engaged in Head Start

Family Services

In order to make a longstanding impact on a child, the program works with the entire family. Services to families ensure that all members of the of the family, not just the enrolled child, are able to learn, grow and develop as they desire. Families are encouraged to participate in activities directly with their children and to set and attain their goals.

89%

Of families (416) received at least one of the services listed

UW Oshkosh Head Start takes pride in their work with families to ensure that emergency crisis intervention needs are met.

Number of families that received services directly through the program or through program referrals during the 22/23 program year.	
Service Received	# of Families
Emergency/crisis intervention such as addressing immediate need for food, clothing, or shelter.	263
Housing assistance such as subsidies, utilities, repairs, etc.	50
Asset building services (e.g. financial ed., debt counseling)	7
Mental health services	53
Substance misuse prevention	5
Substance misuse treatment	5
English as a second language training	11
Assistance in enrolling into an education or job training opportunity	34
Research-based parenting curriculum	24
Involvement in discussing their child's screening and assessment results and their child's progress.	384
Supporting Transitions between programs.	329
Education on preventative medical and oral health	396
Education on health and developmental consequences of tobacco product use	3
Education on nutrition	153
Education on postpartum care	4
Education on relationship/marriage	6
Assistance to families of incarcerated individuals	10

Head Start offers many opportunities for families to be involved in the program, learn more about child development, and support children's learning and growth.

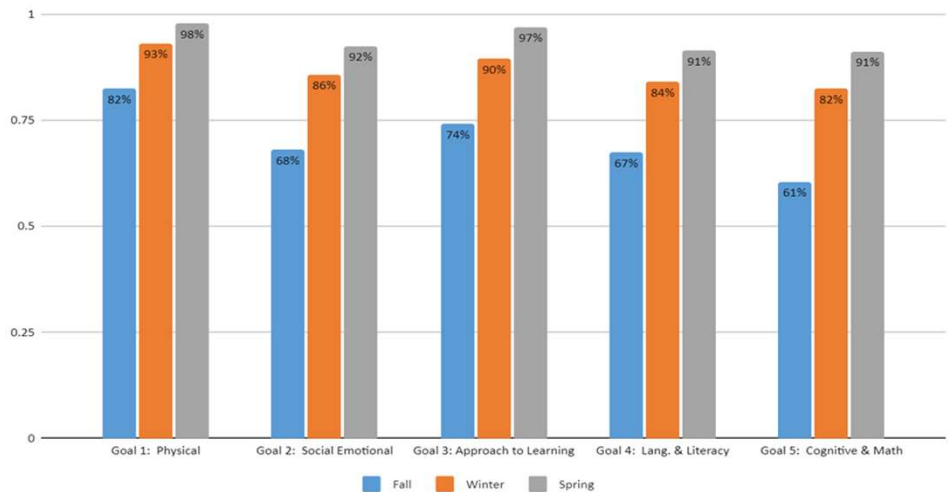
- Orientation to Head Start prior to class entry
- Shared Pyramid Model practices around social and emotional development
- At home activities supporting routines, positive language, behavior guidance
- Learning Activity Kits for home provided 3 times a year with specific learning goals for individual child
- Opportunities to participate in Parenting Curriculum
- Education on pedestrian safety practices and other safety awareness
- Health, dental, and nutrition information
- Father/Male Involvement Activities
- Transition to school events

School Readiness

Head Start prepares children to reach their full potential

An ongoing, evidence-based observational assessment is utilized to monitor student achievement. Teachers plan intentional, purposeful learning activities to support student development. With the support of staff, parents assist their child toward individualized goals at home. Through this partnership, students make significant gains toward the school readiness goals.

School Readiness Goal Achievement



100%

Percent of families participated in home visits and/or parent-teacher conferences

96%

Percent of newly enrolled students received Developmental, Sensory, and Behavioral screenings

Over 90% of students demonstrated school readiness in each of the 5 goal areas



Individualized Education Services

467

Total Children Served

80

Dual Language Learners

11

Children Receiving Mental Health Consultations

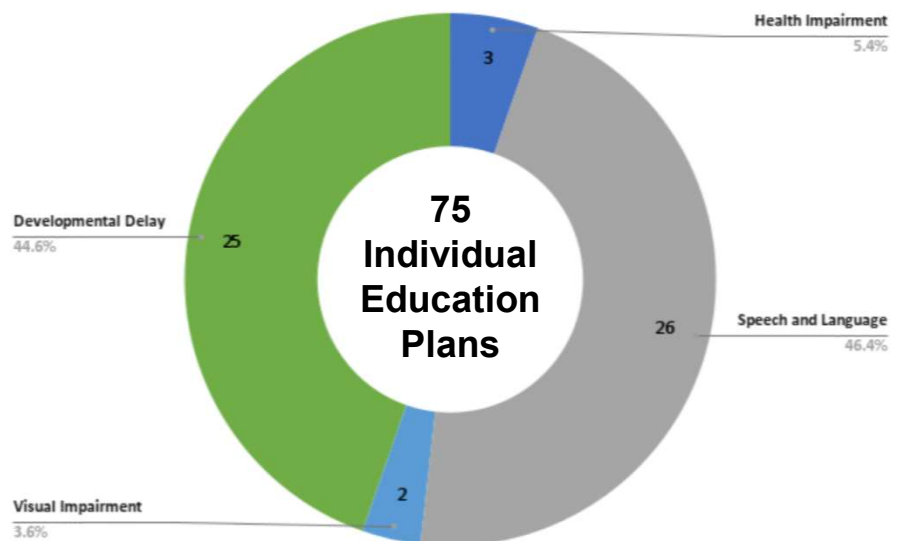
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Behavioral Support Plans

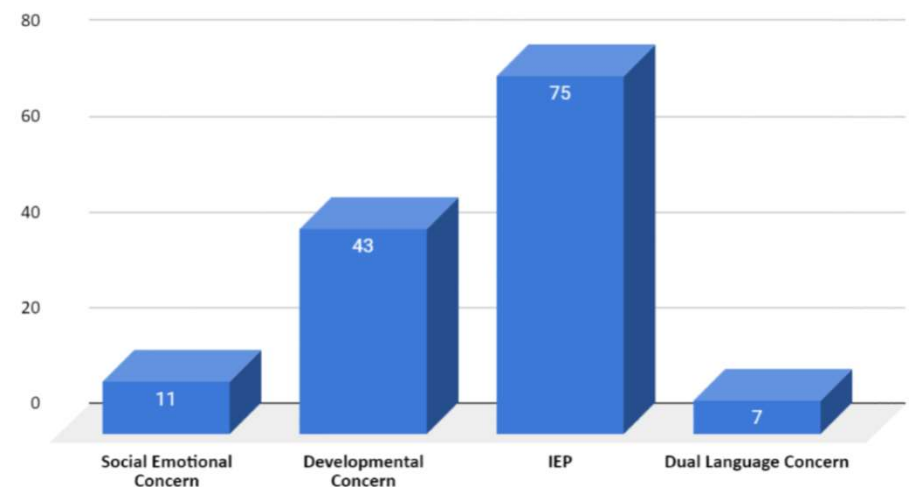
93

Referred for Evaluation

Focused on providing each individual student the support they need to realize their full potential.



Individual Intentional Teaching Plans



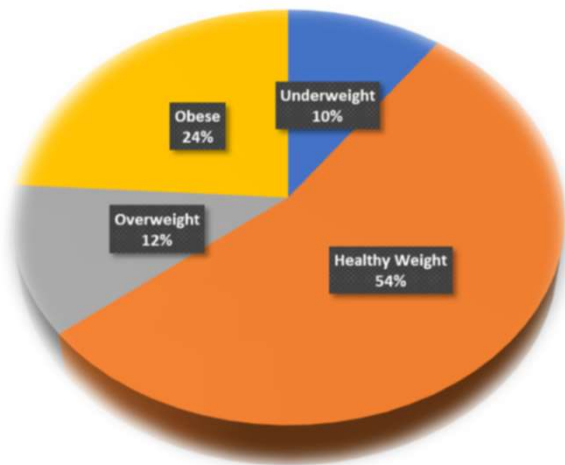
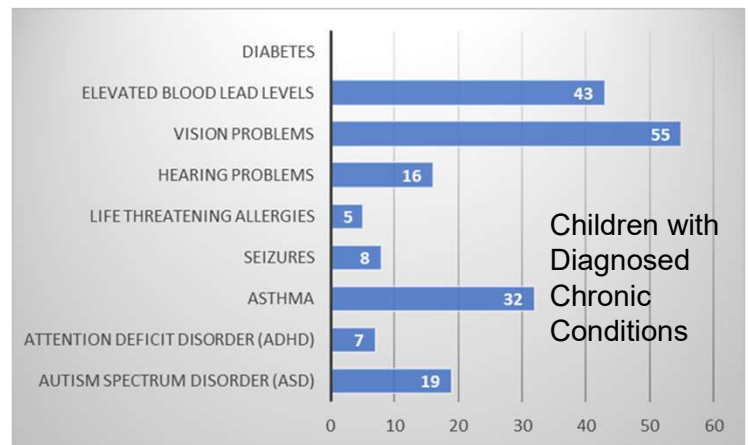
Health Outcomes

Healthy Children are Ready to Learn

Head Start is committed to comprehensive wellness of children, families, and staff by embracing a vision of overall health. Our goal is early identification of health needs or concerns and then assuring a link between families and an ongoing source of continuous and accessible care.

95%

of enrolled children had an established dentist at end of program year; Increased from 60% at enrollment



94%

of enrolled children are up to date with preventive and primary health care at end of program year; increased from 75% at enrollment



85% of enrolled children had up-to-date recommended immunizations;



99% Of children enrolled at UWO Head Start had medical insurance



92% of enrolled children had a dental exam in the past year;



99% of enrolled children with an ongoing source of continuous, accessible health care



100% of vision and hearing screenings completed

Revenue and Expenditures

Fiscal information provided in the tables document FY22 expenses and FY23 budget. Head Start has been fully funded for FY23 from federal, state, USDA and 4k collaborations with 4 local school districts. The program was determined to be in full compliance October 2021 upon completion of FA1 monitoring of the federal performance standards. Link to the Fiscal Year 2021-22 audit issued in December, 2022, Full text Report: [Wis Audit 21 22](#)

PUBLIC & PRIVATE FUNDS RECEIVED in FY 2022-2023		
Federal	Head Start Continuation Grant (includes \$167,361 COLAQI and \$368,899 Carry Over)	\$6,762,771
Federal	Head Start Training and Technical Assistance (includes \$13,152 Carry Over)	\$77,063
State	Department of Public Instruction	\$142,325
Private	Oshkosh Community Foundation	\$65,000
USDA	Child and Adult Care Food Program	\$277,274
School District	4k collaboration stipends	\$581,300
Total		\$7,956,139

BUDGETARY EXPENDITURES & PROPOSED BUDGET FOR THE FISCAL YEAR		
	Expenses 22/23	Budget 23/24
Personnel	\$5,909,222	\$6,318,790
Training	\$24,514	\$23,161
Travel	\$64,179	\$53,310
Telecomm/Internet	\$46,666	\$30,237
Rent/Leases/Utilities	\$252,840	\$350,494
Maintenance Repair	\$14,216	\$57,250
General Service	\$217,483	\$286,030
Supplies (including USDA food)	\$447,523	\$424,562
Misc Expense	\$32,456	\$18,011
Construction	\$350,000	
TOTAL DIRECT	\$7,359,099	\$7,613,889
Indirect	\$435,994	\$433,386
TOTAL EXPENSES	\$7,795,093	\$8,016,852

COVID RELIEF FUNDS			
	AWARD AMOUNT	FUNDS EXPENDED	FUNDS REMAINING
ARPA	\$583,892	\$395,767	\$188,125
CARES	\$428,858	\$428,858	\$0
CRRSSA	\$146,873	\$146,873	\$0
Total	\$1,159,623	\$515,491	\$188,125



COVID Relief funds were received to support preventative, preparedness and response activities to the coronavirus. UW Oshkosh Head Start utilized the funds remaining in 22/23 to support major renovations to improve the health and safety of the Wilcox Head Start center in Oshkosh. The cost of the project was shared by both UW Oshkosh Head Start and the Boys and Girls Club of Oshkosh.

The Child Care Counts program was created to stabilize and sustain the early care and education industry, ensuring that providers could remain in operation so that all Wisconsinites could continue working and moving our economy forward. Child Care Counts provides funding to regulated child care providers that are open and caring for children.

Child Care Counts Stabilization Funding

Jan 2021-July 2023

Salaries	\$	822,355
Fringe Benefits	\$	386,902
Leases	\$	213,801
Maintenance & Repair	\$	6,168
Supplies	\$	62,552
	\$	1,491,778

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