

SHORE UP! INC.



Helping People. Changing Lives.



2021 | HEAD START/ EARLY HEAD START ANNUAL REPORT

JULY 1, 2020-JUNE 30, 2021

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SHORE UP!

ABOUT US

MISSION: SHORE UP! Inc. is dedicated to revitalizing communities and empowering individuals and families to maintain long-term independence and achieve economic security.

VISION: SHORE UP! Inc. envisions a community where individuals and families have the opportunities and resources to live with dignity and achieve their fullest potential.

****SHORE UP!'s Tripartite Board of Directors is as follows:***

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Message from the Director



Dr. Corey Bowen
Director, Early Head Start & Head Start

During FY21 and at the height of the pandemic, Head Start programs everywhere were challenged with maintaining enrollment while ensuring the safety of children. Staff worked diligently to continue activities during an unprecedented time, making sure that students achieved Kindergarten readiness. The journey has not been easy, but we have and are still overcoming these obstacles with success.

At the onset of the pandemic, our Head Start and Early Head Start centers initiated actions similar to the public school systems. Starting March 2020, centers closed, agency staff began teleworking, and parents and children were introduced to the world of virtual learning. The biggest hurdles, however, included how to get internet access and food to low-income families whose plight was worsened in a now volatile economy.

First, SHORE UP! purchased tablets equipped with built-in Wi-Fi. In cases where there was no accessible Wi-Fi, the agency offered Hotspots for families so their children could still receive instruction. In addition to virtual learning for families who could now access the Internet, assignments and classroom activities were sent via the school communication platform, ClassDojo. For families in extremely rural areas who still had no access to the Internet, learning packets were sent to the home.

In order to ensure students would still receive nutritious meals, bagged lunches were sent to their homes, comprised of breakfast, lunch and a snack.

Due to COVID-19, Foster Grandparents were also absent from the Head Start/Early Head Start facilities. Many Foster Grandparents are now back in the centers, and this Annual Report highlights the tremendous impact these seniors have on the social, emotional and cognitive development of our children.

Furthermore, in the midst of the pandemic, agency staff and a consultant, Heartland Grant Solutions, were able to successfully complete a Community Needs Assessment. The assessment, completed every three years, utilizes surveys and data to assess unmet needs and gather some insight into the underlying causes of poverty. This assessment indicated that there is a prevalence of children in poverty throughout the counties. There is also a larger number of infants and toddlers in poverty and fewer slots to serve them, resulting in SHORE UP!'s plan to reduce the number of Head Start children ages three to five who are served. In turn, we are increasing the number of Early Head Start children.

Read more on this information and all of the innovative ways that we have and continue to navigate Head Start programs throughout the pandemic. Regardless of the situation, SHORE UP! will endure in providing early learning opportunities, health care and family well-being.

The Policy Council

Policy Council Purpose

The Policy Council is comprised of parents and community members who help make decisions regarding the Head Start and Early Head Start programs. Policy Council members meet regularly and think of creative ways to support and promote the programs, determining how some funds are spent, activities children perform in the classrooms, community partnerships and more. They help to advance the mission of the Head Start and Early Head Start programs, which is to provide comprehensive, integrated, full-year services that promote school readiness for children from birth to five years of age.

According to the Early Childhood Learning & Knowledge Center website, "when Head Start began in 1965, its founders understood that parents are essential partners in educating young children. They felt parents should help decide how Head Start services can most benefit their family and other families in the community. Children, parents, and the program benefit when parents take on leadership roles. Children learn more and experience healthier development at school and at home. Parents can become more confident, gain skills, and connect with other parents and staff."

Policy Council Officers & Members

Officers

Cullina Cornish, President
Vivian Todman, Vice-President
Treasurer-Ronald Campbell
Secretary- Seat Vacant

Members

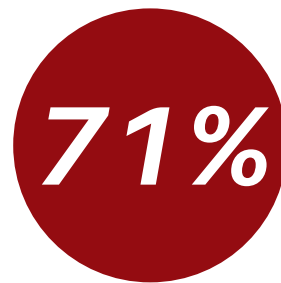
Cullina Cornish- Salisbury
Nicole Frantz- Worcester
Kenvoyna Hackett-Somerset



School Readiness

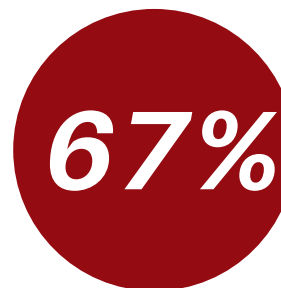
SHORE UP!'s Early Head Start and Head Start program serves children from birth to 5 in seven different counties, including Wicomico, Worcester, Dorchester, Kent, Talbot, Somerset and Queen Anne's. In order to ensure Kindergarten readiness, five central domains for School Readiness success have been established by the Office of Head Start. These domains are as follows:

- 1-**Social and Emotional Development**-(Children will display a sense of self-confidence in their abilities and a strong identity).
- 2-**Approaches to Learning**-(Children will display an eagerness to learn, creativity and independence in interactions with activities and materials).
- 3-**Language & Literacy**-(Children will engage with literature and language at a developmentally appropriate level).
- 4-**Cognition**-(Children will use observation and manipulation, ask questions, make predictions and develop hypothesis to gain a better understanding of information and activities in their surroundings).
- 5-**Perceptual, Motor and Physical Development**-(All children will demonstrate control of large and small muscles and develop healthy and safe habits).



Early Head Start School Readiness

School readiness data indicated that 71% of Early Head Start children were meeting age expectations in the five domains.



Head Start School Readiness

School readiness data indicated that 67% of Head Start children were meeting age expectations in the five domains.

*****Please keep in mind that due to the pandemic, these school readiness numbers are lower than in previous years.**

Foster Grandparents impact lives



Foster Grandparent Romaine Bridell embraces a student enrolled in the Berlin Center (Picture taken prior to the start of the pandemic)

Foster Grandparents assist with school readiness and provide a caring and nurturing environment for students.

Individuals ages 55 and older work as mentors in SHORE UP!'s Early Head Start and Head Start centers and in public schools. They are a part of the AmeriCorps Seniors Foster Grandparents Program and help children to develop the skills essential for future success. Foster Grandparents serve 20 hours per week and receive a tax-free stipend.

Romaine Briddell has served as a Foster Grandparent in SHORE UP!'s Berlin Center since 2010. After over 10 years of serving in this capacity, Briddell says she still loves working with children.

"They are just my heart," remarks Briddell. "I had one little child who would not get off the bus unless I was there. I think they all fell in love with me too."

Like Briddell, all Foster Grandparents work closely with children who have special needs, from shyness to physical disabilities. Mentors work with teachers in providing children with the academic tools needed for Kindergarten readiness.

"Sometimes I will read to them and sit down at the table with them to do puzzles, the alphabet, colors, shapes and sizes," smiles Briddell. The work also helps to keep Briddell active. At 81, she still engages in games with the children too.

"We will play Ring around the Roses," recalls Briddell. "I tell them, if Ms. Romaine falls down, you all will have to help me up, and that would make them laugh."

Health Information



Good healthcare and nutrition is a goal for SHORE UPI's customers, and proper healthcare begins at an early age. In the agency's Head Start and Early Head Start programs, children receive monthly health and education services, like medical, dental and mental assistance. Below are the numbers of children enrolled and receiving services in FY 2021.

160

Head Start

122

Early Head Start

36

***** Please keep in mind that due to the pandemic, some numbers may be lower than in previous years.**

Agency provides breakfast lunch & tablets for families



(l-r) Jewell Burgess and Angie Griffin are busy packing lunches for families at the Salisbury Center. Not pictured: Karen Evans

Sept. 22, 2020-SHORE UP! Inc. has officially started virtual learning, and staff members have been busy providing tablets and lunches for the families.

SHORE UP! is providing bagged lunches to the families of Early Head Start and Head Start students in all of the agency's service areas, including Wicomico, Worcester, Queen Anne's, Somerset, Talbot, Dorchester and Kent counties.

Head Cook Supervisor Jewell Burgess, along with Angie Griffin and Karen Evans, were busy packing food for families at the Salisbury Center.

"We bag items like sweet peas, corn, carrots, mixed fruit, cans of tuna fish, chicken salad and milk," said Burgess. "We pack for breakfast, lunch and provide a snack."

In addition to breakfast and lunch, the agency is also providing tablets to families for virtual learning.

"SHORE UP! Inc. works with low to moderate income families who often do not own a laptop and/or smart device and do not have Internet access," says Dr. Corey Bowen, Early Head Start and Head Start director. "That's why SHORE UP! is providing tablets to all of our families. These tablets are equipped with built-in Wi-Fi. In cases where there is no accessible Wi-Fi, we are offering Hotspots for families so their children are still able to receive instruction."

Lunches are being provided daily during the agency's virtual learning period, and tablets are being distributed to enrolled children.

Attendance

Below are SHORE UP!'s average daily attendance percentages for Early Head Start, Head Start, and DELC. Due to COVID-19, virtual learning began March 2020, and a phased approach to in-person learning started March 2021.



92%

Early Head Start & DELC Attendance

The average daily attendance for SHORE UP!'s Early Head Start program and the Dorchester Early Learning Center was at 92% for FY21.

89%

Head Start Attendance

The average daily attendance for SHORE UP!'s Head Start program stood at 89% during FY21.

***Please keep in mind that due to the pandemic, the agency purchased laptops and secured an agreement with COMCAST to ensure students could participate in remote learning. For all others, learning packets were sent to the home.

Parental Engagement

Although this Fiscal Year was upended by the pandemic, the agency was still able to acknowledge Active Parenting Certified Trainers and hosted Recruitment Days. Active Parenting provides parents and other care providers of enrolled children a model for parenting children ages three to five. The program includes interactive lessons for parents like the stages of child development during the first five years, skills for nonviolent discipline, communication, problem solving and more.

Congratulations to all of SHORE UP!'s certified Active Parenting Trainers!



2021-2022 certified trainers:

Nicole Gross

Sheila Hitch

Whitney Vass-Needam

TyKisha Camper

Lanise Sampson

Lauren Fountain

Lisa Truitt

Completed certification program year 2019-2020

Wenona Jones

Jessica Thigpen

Karen Ross

Karen Ward

Darlene Brown

As a part of Parental Engagement, students, staff and parents also worked on various Science, Technology, Engineering, Arts and Mathematics (STEAM) activities.

SHORE UP! hosts Recruitment

Days



SHORE UP! Inc.'s Head Start and Early Head Start Centers hosted Recruitment Days. During Recruitment Day, interested families registered for the agency's Head Start and Early Head Start programs. Vendors were also in attendance.

Recruitment Day attendees met with the vendors and dropped off any pending paperwork for Head Start or Early Head Start. Social distancing was practiced, and participants wore face masks.

Recruitment Days took place at the following locations:

Hurlock Center, 6210 Shiloh Church/Hurlock Rd. in Hurlock, Md.

St. Clair Center, 824 Fairmount Ave. in Cambridge, Md.

Dorchester Early Learning Center, 824 Fairmount Ave. in Cambridge, Md.

Salisbury Center, 520 Snow Hill Rd. in Salisbury, Md.

Interested applications could also call 410-749-1142 for more information. Online applications were and are always accepted at: <https://shoreup.org/head-start-early-head-start-recruitment/>

Grant award to help participants earn while they learn



Devon Neal started working with SHORE UP! as a bus aide

The “earn while you learn” slogan is now appropriate for SHORE UP! Inc. The Community Action Agency recently received a \$35,000 refunding grant from the PNC Foundation to help continue its Child Development Associate (CDA) Credentialing program. The CDA program is a professional development opportunity for individuals interested in the field of Early Childhood Education, and will help participants to develop their knowledge, skills and abilities as they earn their credentials.

According to Michelle Kogon, Educational and Development supervisor for SHORE UP!’s Early Head Start and Head Start programs, a high school diploma or GED is required for admission into the CDA program.

“We always want participants to have an interest in working with children. If they have previous childcare experience, we love that. However, they can obtain the necessary training from us,” says Kogon.

The four-to-six-month process to attain the CDA credential begins with an interview by SHORE UP! staff. Once approved for admission, employees enter the Early Head Start classroom as a CDA trainee or Head Start as a teacher’s aide. Employees work full-time and earn benefits. They must complete 120 hours of online coursework in collaboration with area colleges. Participants must also work in the physical classroom for a total of 480 hours, or 12 to 14 weeks. Home daycare and other daycare settings are considered classrooms, and volunteer hours will also suffice.

The CDA process requires an observation, a portfolio of activities, and participants must pass an exam administered by the Council for Professional Recognition. The Council makes the final determination regarding who receives the CDA credential, which must be renewed every three years.

“We take care of all the costs-books, application fees, coursework. There is no cost to the candidate,” says Kogon. However, the agency expects trainees who receive their CDA credentials to work as an Early Head Start teacher or Head Start teacher’s aide at SHORE UP! for three years. Incentives for successful completion include a pay increase and one-time bonus.

“The CDA helped me to become a better teacher. It taught me how to keep the children safe, and I learned how to make sure each child is getting the best nutrition,” says Devon Neal, current Early Head Start teacher and 2014 CDA recipient. “The program really gave me insight on what it would be like to be an Early Head Start teacher.”

Thanks to the PNC Foundation and Grow Up Great for their grant that supports Early Childhood Education.

Financial Information

Revenue

8,789,796-Head Start

89,528-Head Start Training

2,158,855-Early Head Start

46,369-Early Head Start Training

455,922-Early Head Start/Dorchester

200,000-Dorchester Family Support

301,648-State Supplemental

Total=\$12,042,118

Financial Information

Expenses



	HS	HS Training	EHS	EHS Training	EHS Dorchester	Dorchester Family Support	State Supplemental	Total
Personnel	4,319,621		1,048,663		242,447	119,715	148,713	5,879,159
Fringe Benefits	1,456,656		314,914		81,749	33,068	50,324	1,936,711
Communication	245,817		13,076		6,498	2,056		267,477
Travel		7,804		568	8			8,380
Equipment	3,240		3,468		2,038	1,347		10,093
Supplies	540,333		13,424		17,549	2,072	13,578	586,956
Rent & Utilities	321,881		72,301		9,357	3,382		406,921
Contractual	42,071		182		11,582	8,455		62,290
Vehicle Operation	275,557		30,717		15,145	8,372	62,873	392,664
Facilities/Construction	474,283		8,837		24,260	3,167		510,547
Other	136,493	81,724	602,408	45,801	6,292	5,366		878,084
Direct Cost	7,815,952	89,528	2,107,990	46,369	416,925	187,000	275,488	10,939,252
Indirect Cost	973,844		50,865		39,000	13,000	26,160	1,102,869
Inkind	1,483,717				146,920			1,630,637
Total	10,273,513	89,528	2,158,855.00	46,369	602,845	200,000	301,648	13,672,758

**Ready to enroll your child in Head Start or
Early Head Start? Need more info. ?**

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agency@shoreup.org**