



Annual Report 2023-2024





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About SHORE UP!, Inc.

OUR MISSION: SHORE UP, Inc. is dedicated to strengthening communities, achieving goal-driven outcomes, and empowering individuals and families through a comprehensive system of services, resources, and strategic partnerships that charter a path to economic security and long-term independence.

OUR VISION: SHORE UP, Inc. envisions communities on Maryland's Eastern Shore where individuals and families have the opportunities and resources to live with dignity, achieve their fullest potential, and become economically self-sufficient.



Tyrone Chase, Ph.D.
Executive Director
SHORE UP!, Inc.



Corey J. Bowen, Ph.D.
Program Director
Head Start/Early Head Start

Our Board of Directors:

Craig Mathies, Sr., Chair—Public Sector representative

McKinley Tull, Vice Chair — Private Sector representative

Troy Brittingham, Jr., Treasurer — Public Sector representative

Lakeshia Pinder-Jackson, Secretary — Low Income representative

Sahmoen Briddell — Low income representative
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Shelley Johnson — Public Sector representative
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Jacquelyn Sheldon — Low Income representative
Shanie Shields — Public Sector representative
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Desiree Taylor — Low Income representative



Director's Message

Dear Friends and Supporters,

As I reflect on Fiscal Year 2024, it is clear that this year has been one of both challenges and steadfast determination. Across our Head Start & Early Head Start program, we have faced obstacles such as low enrollment numbers and teacher shortages—issues that are not unique to us but resonate across early childhood education nationwide. Yet, through it all, our commitment to the core tenets of both programs has remained unshaken.



At its heart, Head Start & Early Head Start are about empowering children and families to reach their full potential. This year, despite the hurdles, we have continued to provide children with high-quality early learning experiences, nutritious meals, health services, and the social-emotional support they need to thrive. Our dedicated staff have gone above and beyond to nurture a love of learning in each child while working closely with families to strengthen their ability to achieve long-term success.

We are proud of the progress we've made in overcoming enrollment challenges by increasing outreach efforts, building stronger community partnerships, and expanding access to resources for families. Likewise, we've addressed staffing shortages with innovative recruitment strategies and professional development opportunities to ensure our team remains highly skilled and deeply invested in our mission.

Every achievement this year—big or small—has been possible because of the resilience, passion, and dedication of our staff, families, and community supporters. To them, I offer my heartfelt thanks.

As we look to the year ahead, we are inspired by the possibilities to innovate, grow, and further our mission. Together, we will continue to provide children and families with a foundation for lifelong learning, health, and success. Thank you for being a part of our journey.

Corey J. Bowen, Ph. D.

Head Start/Early Head Start Director

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 to think of creative ways to support and promote the programs, determine how funds are spent, decide which activities children should perform in their classrooms, evaluate/promote community partnerships, and more. They help to advance the mission of the Head Start and Early Head Start programs — 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 become more confident, gain skills, and connect with other parents and staff.”

Policy Council Officers:

Ronnie Glover, President

Jacquelyn Sheldon, Vice President

Sahmoen Briddell, Secretary

Isis Cropper, Assistant Secretary

Diamond Ballard, Treasurer

School Readiness

SHORE UP's Early Head Start and Head Start programs serve children from birth to age five in seven counties on Maryland's Eastern Shore: Dorchester, Kent, Queen Anne's, Somerset, Talbot, Wicomico, and Worcester. In order to ensure that our students are prepared for kindergarten, the Office of Head Start has established five domains for evaluating kindergarten readiness:

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 and 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 hypotheses to gain a better understanding of information and activities in their surroundings.
5. **Perceptual, Motor and Physical Development** — Children will demonstrate control of large and small muscles and develop healthy and safe habits.

86%

Early Head Start School Readiness

School readiness data indicated that, on average, 75% of Early Head Start students were meeting age expectations in the five domains. Our program showed the most improvement in the area of social emotional development, with an increase of 27%, with 90% of children demonstrating readiness in this area.

Head Start School Readiness

School readiness data indicated that, on average, 60% of Head Start students were meeting age expectations in the five domains. The program showed a significant improvement in the area of cognition, with an increase of 18% from the previous year.

84%

From Head Start Parent to Educator – Tamara’s Journey

Tamara’s journey with SHORE UP began when she joined the agency’s CDA (Child Development Associate) program, an entry-level career path for individuals interested in early childhood education. As a CDA Trainee, Tamara worked alongside experienced teachers while studying course materials in preparation for the national CDA exam. SHORE UP covered the cost of her training and exam fees—removing financial barriers and helping her take the first step toward becoming qualified Head Start teaching staff.

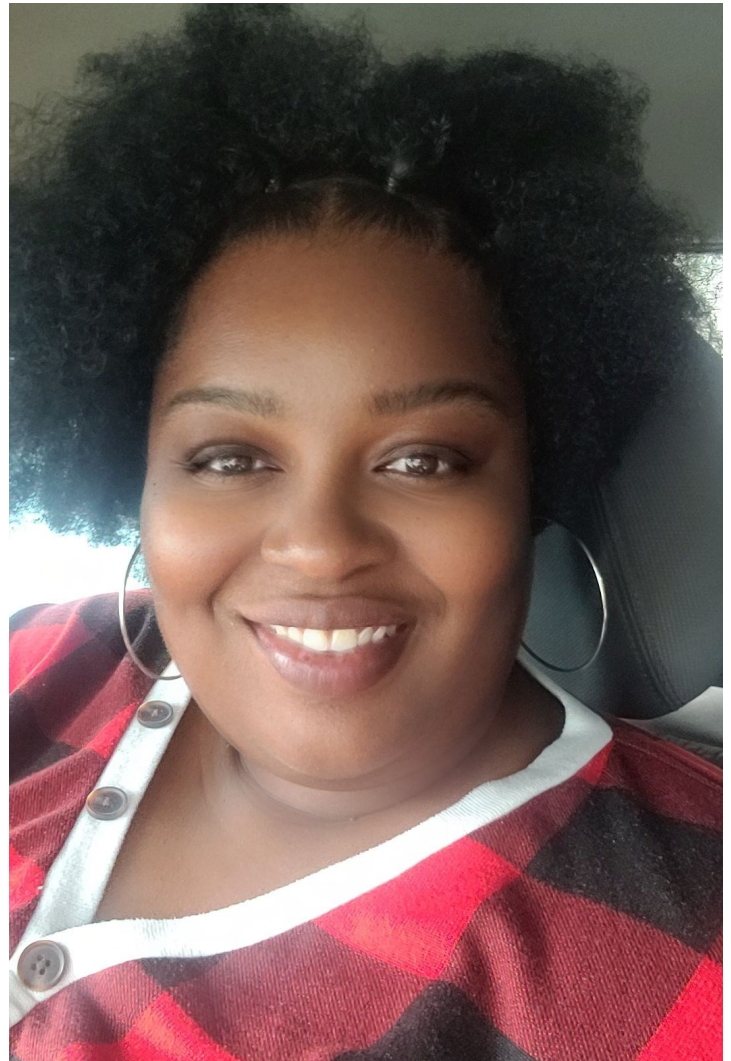
It was during her time in the classroom as a CDA Trainee that Tamara recognized just how important early education truly is. That realization prompted her to enroll her own daughter—who has autism—into SHORE UP’s Head Start program. With the support of her daughter’s teacher and an education specialist, her little one gained the tools and confidence she needed to prepare for kindergarten.

Tamara didn’t stop there. Earning her CDA credential sparked something in her, and she is now continuing her education to earn an associate’s degree in early childhood education. Her passion for teaching is so strong that she even launched a staff contest, encouraging SHORE UP’s Head Start teachers to share their “Why I Teach” stories through essays and videos.

In her own moving submission, Tamara wrote:

"Being a teacher is like farming. I must build trust with that child so we can have a solid relationship—just as farmers till the land to prepare the soil. I plant the seeds of learning in their minds using my skills and teaching tools, while farmers use machines to plant seeds in the ground. I nurture my children with love, kindness, and patience, helping them reach developmental milestones, just as farmers ensure their crops get water and sunlight to grow. When I see challenging behavior, I do what I can to reduce it, like a farmer removing weeds that steal nutrients. I plant the seed of education, and my hope is that when learning gets tough, they remember that learning can be fun and that good days follow the hard ones."

Tamara’s story is a powerful testament to the transformative impact of early childhood education—for children, for families, and for future educators like herself.



Health & Nutrition

Good healthcare and nutrition is a goal for SHORE UP's program participants, and proper healthcare begins at an early age. In the agency's Head Start and Early Head Start programs, all children receive monthly health and education services, such as medical, dental, and mental health screenings and assistance.

Below are the numbers of children enrolled and receiving these services in FY24.

170

Head Start children



242

Early Head Start children
and expectant parents



42

Children enrolled at
the Dorchester Early
Learning Center
(DELC)



Bridging Generations to Enrich Young Lives

At SHORE UP!, our programs are not just about education and support—they're about building meaningful connections that make a lasting impact. One of our most cherished partnerships is between our Foster Grandparent Program and Head Start & Early Head Start, where older adults provide extra love, attention, and guidance to young children in our classrooms.

These dedicated volunteers, affectionately called Mom Mom and Pop Pop by the children, bring warmth, wisdom, and patience to our Head Start centers. They assist children who may need additional help with classroom activities, social-emotional development, or simply a comforting presence. Whether it's reading a favorite story, helping with an art project, or offering encouraging words, our Foster Grandparents play a vital role in shaping the confidence and growth of our youngest learners.

The impact of this intergenerational connection is profound. For the children, it means an extra source of love and support, helping them feel safe, valued, and engaged in their learning environment. For our Foster Grandparents, it provides a sense of purpose and fulfillment, knowing they are making a tangible difference in a child's life. Many of our volunteers express how much joy they receive from interacting with the children, forming bonds that go beyond the classroom. Teachers and staff also see the benefits, as the presence of these caring volunteers enhances the classroom atmosphere, fosters a nurturing and inclusive environment, and provides additional hands-on support.

Beyond the academic setting, the relationships formed in our Head Start classrooms often extend into the community. Many children remember their Foster Grandparents for years to come, and volunteers take pride in knowing they played a role in a child's early success. This program exemplifies SHORE UP!'s mission to serve and uplift people of all ages, strengthening the community through shared experiences and mutual care.



At SHORE UP!, we are proud to see how this partnership enriches both generations. By bringing together wisdom and youthful energy, our Foster Grandparents and Head Start children create bonds that inspire learning, laughter, and love—proving that sometimes, the best education comes from the heart.

Attendance

Consistent attendance is essential for children to benefit from their Head Start experience. Regular attendance has a direct impact on school readiness and future school success. It affects children's learning and helps instill good habits. This ensures that all children benefit from full participation in their Head Start program and develop important life habits that will serve them in school and beyond.

Below are SHORE UP's average daily attendance percentages for Head Start, Early Head Start, and the Dorchester Early Learning Center (DELC).

87%

Average daily attendance for
Head Start children

83%

Average daily attendance
for Early Head Start chil-
dren and expectant par-
ents

86%

Average daily attendance at
the Dorchester Early
Learning Center (DELC)

Family Engagement: Tanae's Success Story

In SHORE UP's Head Start program, we believe that parents are a child's first and most important teachers. That's why we place a strong emphasis on **family engagement and parental involvement**. From classroom volunteering to leadership roles like Policy Council, parents are encouraged to take an active part in their child's educational journey. This partnership not only strengthens the family unit but also helps children thrive both academically and socially. One shining example of the power of parental involvement is the story of Tanae—a longtime Head Start parent whose dedication and growth continue to inspire.

Tanae's journey with SHORE UP's Head Start program is a powerful testament to the lasting impact of early childhood education and family engagement. A dedicated mother and driven professional, Tanae first enrolled her children in the Early Head Start program in 2011. Since then, she has remained a passionate advocate, stating, *"I want all my children to experience Early Head Start/Head Start to gather the foundation before entering public school."*

After graduating from the University of Maryland Eastern Shore in 2014, Tanae began her career at SHORE UP, where she worked from August 2015 to June 2017. During her time with the agency, she strengthened her skills and deepened her commitment to helping others, ultimately continuing her career in the human services field.



As a parent, Tanae has been an active presence in the program—regularly participating in parent activities, serving on Policy Council, and even speaking at SHORE UP's All Staff Day events. Her involvement has not only enhanced her children's education but also inspired fellow parents and staff alike.

Tanae credits Head Start with helping her balance career and family: "The program has helped me with child care, which allows me to maintain my lifestyle and meet my basic needs." Because of this support, she's been able to work full-time and watch her children confidently transition into the public school system, fully prepared.

Today, Tanae is also a proud entrepreneur. She launched *Empowered Being*, a business dedicated to personal growth and wellness, further extending her mission to help others thrive.

Tanae's story exemplifies the heart of our Head Start mission—empowering families to grow, achieve, and succeed.



Recruitment

A nationwide teacher shortage and the expansion of Maryland's public schools' pre-K education to three- and four-year-olds have made recruitment a top priority. At SHORE UP, Head Start has dramatically increased its recruitment efforts for both staff and students.

Community events like National Night Out, college job fairs, back-to-school nights, and resource fairs help us spread the word about our programs and services while also recruiting qualified staff.

In FY 2024, SHORE UP staff attended 63 community events in seven counties. That averages out to be more than one recruiting event every week!

SHORE UP!
INC.



Helping people • Changing lives

Head Start Parent Builds a Better Future

Tony Jackson’s journey is one of resilience, determination, and transformation. A father of three, Tony has faced more challenges in his 22 years than many do in a lifetime. At just 18, his life took a difficult turn when he received an assault charge, a decision he now reflects on as a product of limited resources and unresolved struggles. While he completed his probation without violations, the stigma of his record continues to cast a shadow over his efforts to provide for his family.

But Tony refused to let his past define him. Determined to create a better life for his children, he joined SHORE UP’s 2Gen program for Head Start parents, where he learned new skills and regained confidence. Through the program’s support and his unrelenting dedication, Tony earned his Commercial Driver’s License (CDL), a credential that has opened doors to sustainable employment. Today, he is gainfully employed, using his CDL to support his family and break generational cycles of struggle.

“Not everybody has a father like me,” Tony shared. “I’m dedicated to my kids’ lives, but we need to help fathers who want to stand up. When we go to get a good job to take care of our kids, we’re turned away. Some people can’t handle that. We’ve got to help each other.”

Tony’s story highlights the critical role of programs like SHORE UP’s 2Gen approach, which provide resources and opportunities for individuals striving to overcome obstacles. His perseverance and success are a testament to the transformative power of community support.

As Tony builds his new life, he serves as an inspiration to other parents in the Head Start program, showing that with the right tools and a positive attitude, breaking barriers and building a brighter future is possible.



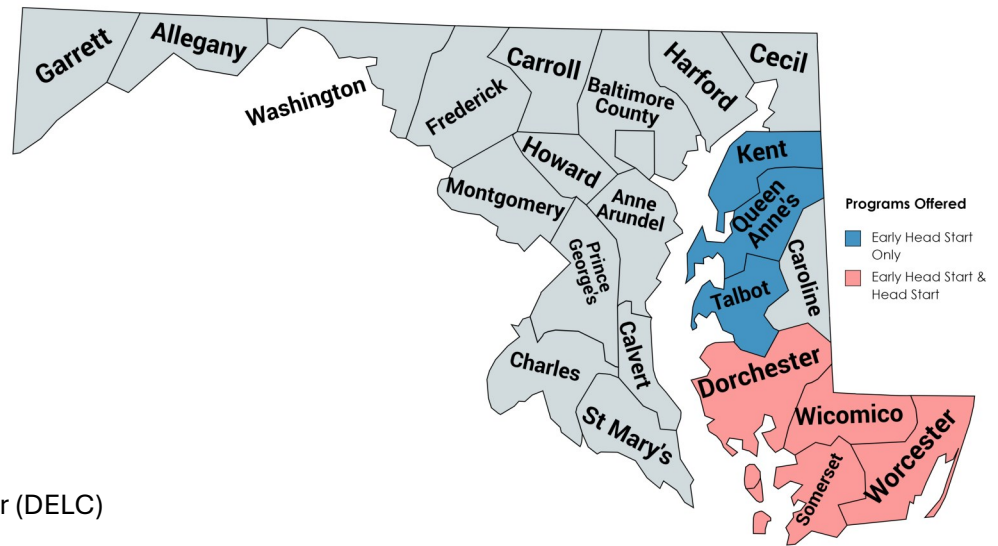
Program Revenue & Expenditures

FISCAL, MONITORING, AND AUDITING INFORMATION --- JULY 1, 2023 - JUNE 30, 2024

	HEADSTART	HS TRAINING	EARLY HS	EHS TRAINING	DIAPER DISTRIBUTION AND RESEARCH	EHS DORCHESTER	DORCHESTER FAMILY SUPPORT	STATE SUPPLEMENTAL	TOTAL
Personnel	\$1,666,925.00		\$4,398,722.00		\$6,693.00	\$211,969.00	\$62,665.00	\$128,805.00	\$6,475,779.00
Fringe Benefits	\$476,650.00		\$1,275,362.00		\$1,352.00	\$66,277.00	\$19,768.00	\$46,668.00	\$1,886,077.00
Communication	\$66,743.00		\$72,454.00			\$2,933.00			\$142,130.00
Travel	\$11,056.00	\$1,930.00	\$9,140.00	\$17,302.00		\$1,122.00	\$4,367.00		\$44,917.00
Equipment	\$24,380.00		\$43,725.00			\$4,089.00			\$72,194.00
Supplies	\$59,241.00	\$405.00	\$301,631.00	\$5,554.00		\$7,789.00			\$374,620.00
Rent & Utilities	\$138,696.00		\$351,574.00			\$28,603.00			\$518,873.00
Contractual	\$143,506.00		\$188,766.00			\$54,218.00			\$386,490.00
Vehicle Operation	\$219,750.00		\$328,965.00						\$548,715.00
Facilities/Construction	\$108,533.00		\$575,842.00			\$48,270.00			\$732,645.00
Other	\$220,562.00	\$89,625.00	\$542,895.00	\$65,913.00		\$4,920.00			\$923,915.00
Direct Cost	\$3,136,042.00	\$91,960.00	\$8,089,076.00	\$88,769.00	\$8,045.00	\$430,190.00	\$86,800.00	\$175,473.00	\$12,106,355.00
Indirect Cost			\$ 517,577.00			\$44,916.00	\$5,604.00	\$12,602.00	\$580,699.00
Inkind	\$271,426.00		\$2,394,263.00			\$85,707.00			\$2,751,396.00
Total	\$3,407,468.00	\$91,960.00	\$11,000,916.00	\$88,769.00	\$8,045.00	\$560,813.00	\$92,404.00	\$188,075.00	\$15,438,450.00

SHORE UP's Head Start /Early Head Start programs are audited annually. Our FY24 audit has not been completed at the time of publication. However, in our FY23 audit, there were no deficiencies or material weaknesses, no instances of noncompliance, and the Agency was classified as a low-risk auditee.

Our Locations



DORCHESTER COUNTY

St. Clair Center
824 Fairmount Avenue
Cambridge, MD 21613

Dorchester Early Learning Center (DELIC)
824 Fairmount Ave
Cambridge, MD 21613

KENT COUNTY

Chestertown Center
115 S Lynchburg Ave Ste B
Chestertown, MD 21620

QUEEN ANNE'S COUNTY

Grasonville Center
5441 Main Street
Grasonville, MD 21638

SOMERSET COUNTY

Crisfield Center
210 N Somerset Ave
Crisfield, MD 21817

Princess Anne Center
12549 Independence Ct
Princess Anne, MD 21853

TALBOT COUNTY

Easton Center
305 Glenwood Ave
Easton, MD 21601

WICOMICO COUNTY

Eden Center
30842 Eden-Allen Rd
Eden, MD 21822

Salisbury Center
520 Snow Hill Rd
Salisbury, MD 21804

WORCESTER COUNTY

Berlin Center
130 Flower St
Berlin, MD 21811

Stockton Center
5480 Stockton Rd
Stockton, MD 21864

**For enrollment or to get
more information, please
get in touch with us!**



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