

**Kids Central Inc. Self-Assessment Results
Regional Office Summary Report
Program Year 2020-2021**

Program Name: Kids Central, Inc. P.O. Box 661 Norton, VA 24273

Dates of Assessment: June 2020 –May 2021

Participants in the Self-Assessment Process:

Policy Council, Board of Directors, Parents, Staff and Community Partners.

Program Strengths Identified:

Strength	Description
1. Family Engagement	families collaborate as co-teacher
2. MAT certified staff	MAT teacher on staff
3. Foster Grandparents	volunteer daily
4. ECE Specialist	board member
5. In-Kind	exceeded required match
6. CLASS observations	CLASS reliable staff members
7. Interagency communication	Board/PC/staff get child data reports
8. Community Partnerships	more resources for families
9. Online Tracking	My Headstart updated system
10. Communication	website, social media, local news
11. Family Day participation	over 60% program wide
12. Pregnant women	increased enrollment
13. ECKLC;VA Head Start	utilized free resources for staff
14. LEA/Part C	agreements with all agencies
15. Resource for other Head Starts	information sharing
16. Child Observation Record	ongoing assessment
17. Data Collection	4x a year (3x during COVID)
18. Home Base curriculum	strong social emotional foundation

19. Kasey's Academy	extra transition (as allowable)
20. Senior Mgmt. Collaboration	meetings weekly
21. Increased staff credentials	increased qualified staff
22. Creative recruitment	recruit children, Food Truck Friday
23. Curriculum training	For all program options
24. Mental Health case mgr. for KCI	promote mental wellness
25. Full time substitutes	Quality support
26. Parent Trainings	creative ways; Podcast
27. Parent Surveys	increased participation
28. FA/CPR trainer	on staff to train employees/parents
29. Consolidation of centers	financial savings
30. Coaching implementation	Practice-base coaching trained staff
31. ASQ trainer	on staff
32. CSEFEL Infant & Toddler Trainer	On staff
33. Partnership with SWCC	Continuing education
34. Increased employees with CDL	Versatility in job position
35. ServSafe trainer	on staff
36. Performance evaluation	30/90/180 performance reviews
37. QIP funding	increase salaries
38. EHS enrollment	fully enrolled
39. Human Resource updates	policies/training completed
40. Staffings completed	quality/timeline check
41. Health Advisory Meeting	great community participation
42. CLASS review	Above average results
43. lower classroom ratios	higher quality teaching practices
44. Supplemental Funds	Allow program improvements
45. Electronic/Technology	upgrades with supplemental funding

Goals for program improvement:

Areas for improvement	Description
1. Facilities location	Renovations/upgrades needed
2. Increase father involvement	activities geared toward dads
3. Board of Directors	maintain required specialists
4. Computer technician	computer repair services/support
5. Training on COR	more reliable data
6. CLASS instructional scores	increase trainings/modeling

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| 7. Head Start community | increase understanding of program |
| 8. Parent Surveys | increase participation |
| 10. Dual applications with LEA | no cohesion of enrollment |
| 11. Upgrade playgrounds | aging equipment |
| 13. Community Partners | community collaborations |
| 14. Staff turnover | promote KCI benefits |
| 15. Serve severe disabilities | budget and training |
| 16. Higher attendance % | Kindergarten readiness skills |
| 17. Social-Emotional training | increase social emotional skills |
| 18. Classroom updates | increase aesthetics |
| 19. Employee safety training | prevent employee accidents |
| 20. Collaborate with other agencies | cost saving for training, etc. |
| 21. Increase staff technology skills | progression with technological advances |
| 22. Recruitment in Dickenson County | population drops effect eligible children |
| 23. PC/Board training | continuous training for new members |
| 24. Financial Policies & Procedures | need updated/detailed steps |
| 25. Community awareness | increase community awareness of KCI |
| 26. Update In-Kind Policy Manual | minimize loss of contributions |
| 27. Budget | unfunded mandates |
| 28. Water Hose Hook-Ups | Clean/maintain center exterior |
| 29. Maintenance issues | Lack of follow-up tracking system |
| 30. Disability Specific training | Staff to better understand |
| 33. Head Start enrollment
public pre-k increase/3 year olds | losing more preschoolers due to |
| 34. Update outdated policies | Review and update polices |

Plan of action for program improvement:

Our family engagement schedule will be developed to incorporate specific activities geared towards fathers as well as training opportunities to allow families to become engaged in their child's education. **Fatherhood events were developed and incorporated into family activities.** Family Engagement activities continue to be developed with fathers in mind, many of our activities are appropriate for both mothers and fathers but some specifically target participation. Data continues to be collected for male engagement and more activities are scheduled to focus on this area. Male involvement continues to be a focus and participation from males is increasing each program year. **Annual F.U.D.G.E night has been incorporated into the Kids Central calendar of events (Fathers, Uncles, Dads, Grandfathers & Everyone Else) and has been a growing success going from 25 participants in year 1 to 38 participants in year 2.** FUDGE nights are increasing male engagement to the point of building capacity when events are held. Participation in FUDGE night was increasing with each event until COVID reduced the ability to gather at the end of the 2020 program year. FUDGE night was cancelled but fathers were asked to participate in other areas such as children goals, developmental updates, home visit and parent conferences focusing on father input, and as a volunteer as needed and able around the classrooms, playgrounds, etc.

Kids Central, Inc. hosts a variety of professional development opportunities to assist with the continuing education of our staff. Pre-Service plans to build on competencies in the areas of math/science, CLASS, Child Observation Records, technology, family engagement, disabilities, nutrition, community resources and health & safety. **Pre-Service training for 15-16 included professional development topics of Child Development, Teaching Strategies, CLASS, COR, Family Goal Development, and ERSEA.** 16-17 professional development included topics of child development, developmental screenings, Kindergarten readiness, COR, science and math, bus safety, safety procedures in classrooms, attendance procedures, health, disabilities, and new HSPPS updates. **17-18 pre-service provided above and beyond the professional development hours required by Head Start.** 18-19 pre-service and continued professional development opportunities above the required hours of Head Start regulations, staff have also increased utilization of online training opportunities. Kids Central has substantially increased professional development in a variety of topics to ensure the highest level of quality services are received by the families we serve.

Kids Central, Inc. would also like to increase the Board of Director's membership to include a greater diversity of our surrounding communities. We will encourage all current board members to keep this recruitment effort in mind as they develop relationships within the community partners. **Discussion with Board of Directors to invite community members to apply to the board at Kids Central, Inc.** Kid Central, Inc. needs to recruit a fiscal specialist in order to meet federal requirements for Program Governance. A fiscal specialist has been added to the

Board of Directors. Continued recruitment for board members at Kids Central, Inc. Kids Central continues to invite community partners to participate on the Board of Directors.

Kids Central, Inc. would also like to meet our growing technological needs by looking into companies that can provide technical support to our staff and equipment at all Kids Central, Inc. locations. KCI has outsourced most computer repair but still lack an on-site technical support person. A local provider has been providing on-site support as needed at the Admin office. No progress at this time. Kids Central has paid local contractors on an as needed basis to provide tech support. Lack of companies offering technical support services in the Kids Central community has often left Kids Central trying to figure out computer issues without support. KCI was able to find one company to assist at the Norton Administrative office building as needed. Support in the field of technology is still a great need.

Kids Central would like to increase educational opportunities for parents to learn about the effects of obesity and benefits of healthy eating. KCI will participate in training sessions with Smart Beginnings/Centers for Disease Control to bring information back to families and the staff of Kids Central. 7 KCI staff members are attending the training sessions for the Obesity Prevention grant. Educational materials have been sent to staff and families at Kids Central as well as parent training opportunities. Healthy eating continues to be a large part of parent education. NAPSAC was completed to look at internal program procedures to ensure healthy eating habits are implemented as well as gross motor activities promoted. Implemented lunch and learn program for parenting curriculum that includes healthy eating. Nutrition information is given to families monthly in Nutrition Nuggets flyer. KCI continues to try to educate families and community member about health eating habits by partnering with the local health department and sharing information through the program year and at the annual BLAST.

In an effort to boost attendance rates, Family Day calculations have been reformatted to credit centers that have 100% attendance during this event. Centers can no longer have perfect attendance without all of their children being in attendance the time of Family Day. New attendance rates have been applies to Family Days in the 15-16 program year to motivate better attendance. New attendance is still being implemented and families are being educated on children's success rates and good attendance. Attendance is slowly making an overall increase across the program. Kids Central has concentrated on educating families about the importance of attendance and will continue to monitor attendance rates to meet the 85% requirement. Attendance awareness has increased overall throughout the program, attendance continues to be an important part of Kindergarten readiness and is monitored by KCI. Family Days have been virtual due to COVID but an added benefit is that every child receives the supplies and has an opportunity to complete the activity with their family.

A new Comptroller was hired for Kids Central. Laura Taylor-Baugh will fill in as needed until the new comptroller can be approved and begin full time.

Kids Central converted Head Start slots to EHS for the 16-17 program year in order to help meet the growing need of childcare for children 0-3. New centers have opened and families are being served in both infant and toddler classrooms in Norton and Appalachia locations. Kids Central will need to continue to look at EHS conversion in the future to supplement new regulations from Head Start for 4 year olds to attend state based preschool as well as being funded to provide additional supervision to the number of children displaying challenging behaviors. Recruitment in Dickenson County continues to be a struggle due to low population and high number of children being served by LEA. Decreasing classroom numbers and a potential partnership with Blue Mountain Therapies may assist with classroom behaviors. KCI partnered with Blue Mountain to provide services for children with intensive needs, primarily on the ASD.

In order to meet the new HSPPS Kids Central must look at implementing a new preschool home base curriculum for six home visitors and seventy-two children. The Senior Management team have met several times and discussed options for a new curriculum. The Assistant Director of Child and Family services continues to research options and report back to the team. A new curriculum was supported by parents, policy council and the Board of Directors to begin implementation August 2017. New Home Base curriculum is being successfully implemented in Kids Central's Head Start Home Base program. Home Base curriculum is being successfully implanted and is now considered a strength to the program. Complete

Kids Central will have to look at budget cuts in order to fund the mandates from the new HSPPS. Budget cuts have been discussed with Board of Directors and Policy Council for implementation in the 17-18 program year. Required mandates were put in place for the 17-18 program year. KCI continues to make quality improvement changes as needed. Funding remains a concern and will continue to be monitored by Kids Central staff, BOD and PC. KCI received supplemental funding to support COVID-19 efforts.

Kids Central would like to upgrade playgrounds to provide enrolled children a high quality outdoor space to learn and grow. Kids Central, with the assistance of the regional office was able to procure funding for a new playground at the Wise Head Start Center. Improvements have already begun. Wise Center playground was finished and is being utilized by preschoolers enrolled in that center location and others in the summer months. Kids Central continues to need upgrades in several locations for playground facilities. Playground improvements continue to need to be made across the program. Playgrounds were ordered but due to shipping and product manufacturing delays are still waiting for installment.

As part of a parent/staff survey the problem of driving too fast in Kids Central parking areas was mentioned as a concern by parents as well as staff members. The area of concern was the Esserville Center parking lot where traffic for pick-up to several centers occur. Senior Management discussed the issue and maintenance will place speed humps throughout the parking lot. Speed humps have not been placed in parking areas but barriers were placed in front of entrance to ensure safety of those walking in and out of the building not getting hit by parking cars. Speed bumps ordered for placement.

****2020-2021-** COVID restrictions, increased mitigation strategies for children and families safety has changed the overall structure of program implementation at Kids Central, Inc. Staff are supporting families through many ways such as phone, text, video messaging, google classroom, jump drive activities, weekly deliveries, Facetime and face to face when possible. Kids Central has endeavored to support staff by sharing resources such as CALM and social-emotional apps for phones, videos on You-Tube, examples of self-care and encouragement to follow through as well as program trivia that allows for light-hearted fun and entertainment while also keeping staff updated on various topics. Staff were provided with new HP Surface tablets/ Apple I-Pads to assist with increasing technological responsibilities. Family Engagement has planned and distributed supplies to each family ensuring every child has an opportunity to participate, family advocates have reached out to families to provide support as needed. Recruitment and enrollment have been a challenge, but several creative ideas have allowed Kids Central to continue to promote our services. The Annual Food Truck event as well as the *great Easter Egg Hunt* are just a couple of the ways Kids Central recruited in 20-21. Moving forward Kids Central needs to focus on staff wellness, safety procedures, and updating outdated policies within our agency Policy Manual. Bases on employee feedback the top three areas for improvement are Maintenance, Mechanic/Bus Supports and HR.