



Head Start

Annual Report 2020-2021



OUR MISSION

The Unity Council's mission is to promote social equity and improve quality of life by building vibrant communities where everyone can work, learn, and thrive.

OUR VISION

We envision a joyful, united, and engaged community where people have the power to shape their lives.

OUR VALUES

COMMUNITY

We create community with and for one another. We build on the strength that guides and nourishes our families, children, seniors, and partners to live and thrive.

EMPOWERMENT

We believe people and communities have the power, skills, knowledge, and leadership to gain control over factors and decisions that shape their lives.

EQUITY

We believe people have certain inalienable rights to live, work, and thrive in their neighborhood without regard to race, income, language, or background.

INTEGRITY

We are committed to living and working with honesty and transparency and believe this builds trust with and among partners and our community.

JOY

We believe in celebration, and that pleasure and happiness improves quality of life.

PASSION & SERVICE

We deliver community-focused services with heart, propelling positive and lasting systemic change in our neighborhoods.

ROOTED IN CULTURE

We welcome, embrace, and celebrate the beauty of our rich community diversity.

The Unity Council serves 333 Early Head Start children and 406 Head Start children throughout our Concord and Oakland programs.

The 2020-2021 school year was met with various challenges. However, there has been nothing more challenging than the impact the coronavirus pandemic had on our community. The shelter in place instituted in March 2020 forced us to change how we deliver services to children even now that we have returned to in-person serves as we still have to navigate new surges and potential future surges. While many families in our program and community lost their employment or access to food, The Unity Council quickly responded by offering grab and go meals for our enrolled families. We also provided much needed diapers and wipes and partnered with other community organizations to provide housing and rental financial assistance.

We continue our commitment to safety, for our families and their children, as well as our staff, as we continue to serve our community throughout this ongoing crisis.

Agency Audit Ending September 30, 2020

The auditor's report expresses an unmodified opinion; there were no significant deficiencies and no instances of noncompliance material in accordance with governance auditing standards, no significant deficiencies in the internal control, and no material weaknesses were reported, and there were no audit findings required to be reported on the financial statement audit and no audit findings or questioned costs on major federal award programs. The auditors stated that the agency qualifies as a low-risk auditee.

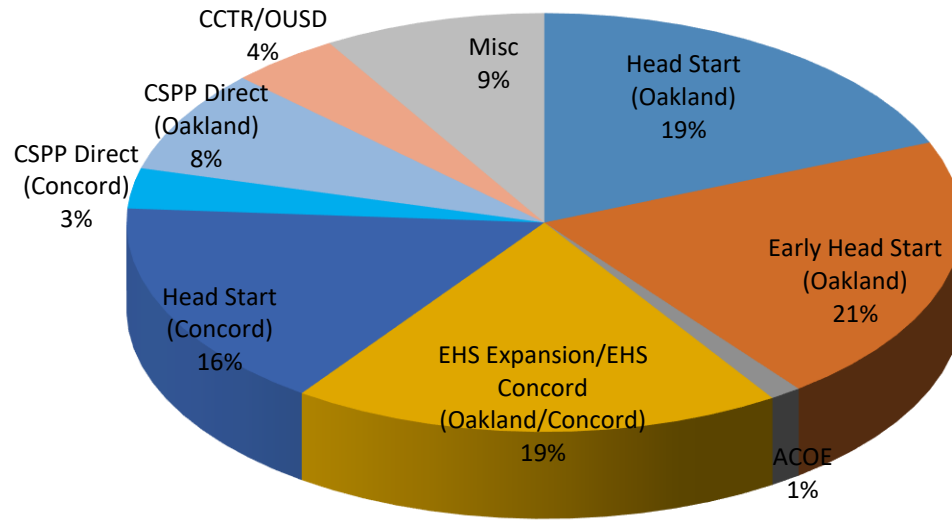


Agency Budget

Aside from the Children & Family Services department, which operates the Head Start & Early Head Start programs, The Unity Council also operates multiple other programs/departments, including programs for Seniors; youth programs; STEP: Success, Training, Education, Planning; a social enterprise program, and a real estate department.

The total agency budget for FY 2020-2021 is \$42,373,409.

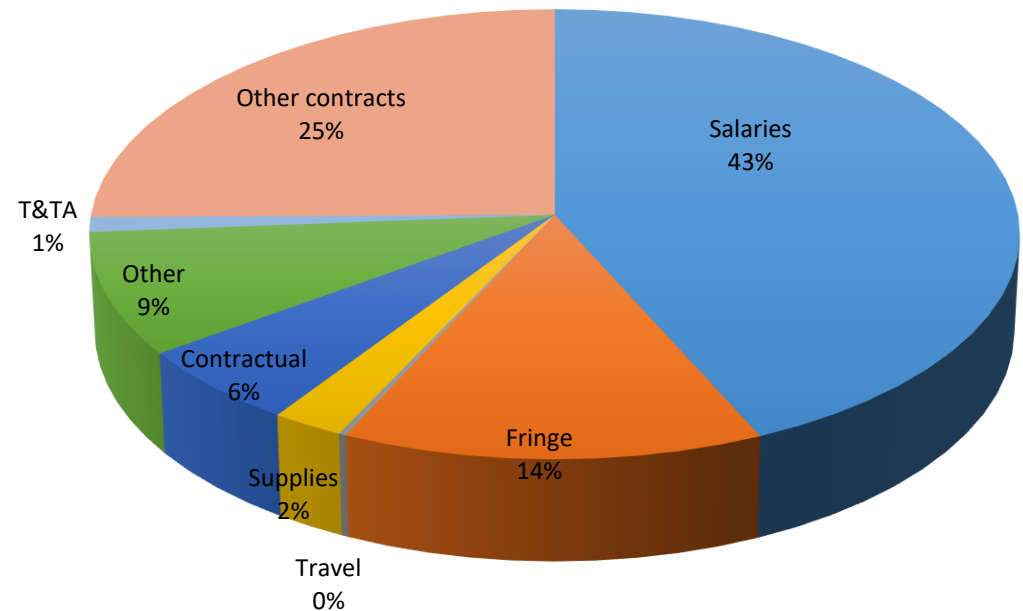
Revenue



Main Sources of Revenue	
Head Start (Oakland)	\$2,202,946
Early Head Start (Oakland)	\$2,446,827
ACOE	\$144,000
Early Head Start Expansion/EHS Concord (Oakland/Concord)	\$2,236,370
Head Start (Concord)	\$1,906,445
CSPP Direct (Concord)	\$365,381
CSPP Direct (Oakland)	\$933,607
CCTR/OUUSD	\$500,000
Misc	\$1,011,995
Total	\$11,747,571

Budget

Budget	
Salaries	\$5,087,182
Fringe	\$1,587,182
Travel	\$28,000
Supplies	\$271,612
Contractual	\$658,292
Other	\$1,034,886
T & TA	\$125,434
Other Contracts	\$2,954,983
Total Expenditures	\$11,747,571



Enrollment

The Unity Council's Head Start and Early Head Start program enrollment is disaggregated by program and location in the following tables:

2020-2021 Total Funded Enrollment	
Head Start (Concord-x747)	186
Early Head Start (Concordx747)	90
Early Head Start (Expansionx747)	95
Head Start (Oakland-x026)	220
Early Head Start (Oakland-x026)	148
Total Funded Enrollment	739

2020-2021 Cumulative (Actual) Enrollment	
Head Start (Concord-x747)	149
EHS EXP & EHS Concord (x747)	165
Head Start (Oakland-x026)	230
Early Head Start (Oakland-x026)	93
Total Actual Enrollment	637

2020-2021 Total Funded Enrollment	739
Average Monthly Enrollment	53%

Eligible Children Served	%
Oakland	5%
Concord	50%



Family Engagement

The Unity Council offers a variety of opportunities for parents and families to be engaged in their child's learning and educational process. At the beginning of each program year, the staff conducts a survey with parents in order to gauge their individual needs and interests. The results of the survey guide the staff in workshop design so that the workshops will be of use and interest to parents. The survey results also provide insight into how we can best support the families in all aspects of our programs.

However, due to the 2020 pandemic, many of our planned family engagement activities were put on hold. Nevertheless, staff were able to provide on-line parent engagement activities, including mental health workshops, Policy Council, and Parent Committees.

This year, sponsored workshops for parents included: health and nutrition, COVID-19 vaccine information by UCSF and Community Care Resource Network, rent moratorium and tenant rights provided by City of Concord and The Family Justice Center, Parenting and Emergency Resources during Covid-19 provided by Child Parent Institute and City of Concord. In addition, we continued to offer the Circle of Security trainings for parents at our Concord and our Oakland locations. The home-based program has also trained visitors and supervisors on the Circle of Security curriculum in order to include the program in the home visit.

The Unity Council also strongly encourages parent leadership, not only at school but also in the community. The Family Engagement staff supported parents taking leadership roles in their child's center as well as agency-wide through the Policy Council. Parents were also heavily engaged in the education of their children by establishing and pursuing school readiness goals for children and their families.

Furthermore, the program has experienced growth in participation of the male involvement programs. Staff have planned and implemented several father/father figure play dates encouraging the male figures to engage in the child's education experience. Several staff have also received training from the Parent Innovation Institute, a project with the goal of giving parents in the Fruitvale community tools to prepare them for Kindergarten.

Medical and Dental Care for Children

The Unity Council partners with various providers to ensure children have medical and dental homes. In Concord and in Oakland, La Clínica De La Raza, Native American Health Center, and the Willow Pass Health Center are the primary providers for our families. La Clínica Dental and the Native American Health Center provide families with a dental home.

Service	Program	Number of Children	Percentage
Medical Home	Head Start (Concord-x747)	148	99.3%
	Early Head Start Exp. & Concord (x747)	158	96.3%
	Head Start (Oakland-x026)	228	99.1%
	Early Head Start (Oakland-x026)	91	97.8%
Dental Home	Head Start (Concord-x747)	138	92.6%
	Early Head Start Exp. & Concord (x747)	68	41.5%
	Head Start (Oakland-x026)	218	94.8%
	Early Head Start (Oakland-x026)	63	67.7%

Preparing Children for Kindergarten

The Unity Council's Head Start staff work to ensure that all children are ready for school. With this in mind, and with the help of parents and teachers, we developed school readiness goals that are tailored to each program. Each school readiness goal was created using information from parents, from teachers and from data collected through assessment and observation tools.

The Unity Council supports children's school readiness by promoting:

- *Language and Literacy Development*
- *Cognition and General Knowledge*
- *Physical Growth and Health*
- *Social and Emotional Development*
- *Approaches to Learning*

Children School Readiness Goals state how we expect children to progress across the five domains of development. After creating Children School Readiness



Goals, we create a plan detailing how we will support children in the classroom, how to involve parents and how to support teacher's professional development.

The Unity Council acknowledges that parents are the child's first teacher and their primary teacher. Furthermore, research shows that the development of a positive parent-child relationship during the first three years of life significantly improves children's long-term development. For these reasons, we created School Readiness Goals for Parents and an associated monitoring plan for our work with families. In addition, all of our School Readiness Goals and curriculum alignment ideas are shared with, supported by, informed by parents. Every effort is made to include parents in the curriculum planning process for home visits, classroom activities and socialization events. Teachers who are also home visitors place a great deal of emphasis on strengthening the parent-child relationship and include parents in both the social services and education components of the program.

Teachers also meet individually with parents four times a year to discuss their child's development and to design specific goals and strategies that will support the child's ongoing development at home and in school. Teachers create a classroom/socialization environment that incorporates aspects of their home environment (e.g. family pictures, books in their home language, dress up clothes from different cultures, special items from home) in order to strengthen the home-school connection. Teachers regularly share observations with parents and ask for parents if they have concerns or observations of their children they would like to share. Teachers support the parent-child relationship by talking with the children about their family, supporting the children and parents during drop-off and pick-up time, and meeting with parents when specific concerns arise.

School Readiness Goals are shared with the Policy Council, and staff request that and encourage council members offer input, suggestions, and questions. Workshops on School Readiness are provided as a forum for parents to think more deeply about School Readiness and offer more input.

CLASS Results

The CLASS scores below are an aggregation of scores from all Concord Head Start classrooms.

CLASS Domains	Lowest 10%	National Median	Concord Fall 2020	Concord Spring 2021
Emotional Support	No data available due to the Covid-19 Pandemic.		5.86	6.24
Classroom Organization			5.64	6.08
Instructional Support			2.28	3.37

Federal Review--Results

The Office of Head Start conducted a Focused Area 1 (FA1) review during the month of January 2021. There were no findings or areas of concerns in the final report.

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