

EARLY HEAD START/ HEAD START ANNUAL REPORT

2016 -2017

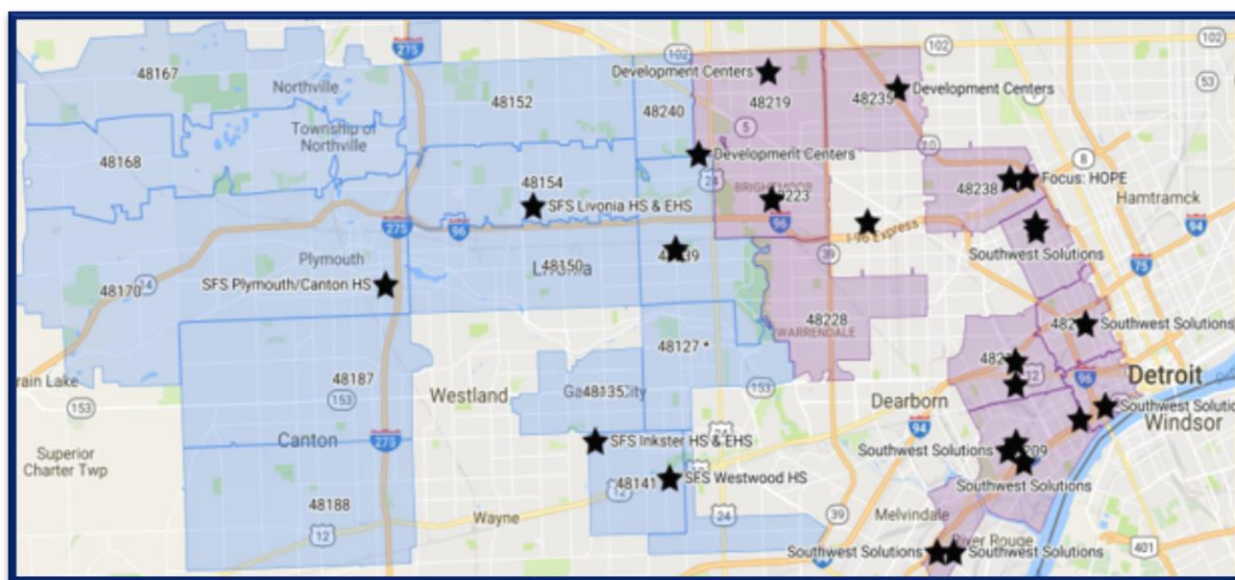


Strengthening families to create brighter futures for children

Founded in 1963, Starfish Family Services (SFS) is a private, nonprofit agency serving vulnerable children and families in metropolitan Detroit. Early childhood development is our passion. Every day, we strive to prepare young children for a successful start to school. As a leading provider of Early Head Start and Head Start programs, we embrace a comprehensive strategy that works to address challenges our children and their families may face at home.

Starfish Family Services serves as a Grantee funded to provide Early Head Start and Head Start (EHS/HS) services under two grants for 377 children and their families in Western Wayne County, Michigan. (shaded blue on the map below). SFS also serves as a Grantee in partnership with three Delegates; Development Centers, Focus: HOPE and Southwest Counseling Solutions, funded to provide EHS/HS services under two grants to a total of 1,124 children and their families.

Our Reach



A Letter from the Executive Director

Dear Head Start Supporters,

I am proud to present our 2016-2017 Annual Report highlighting all our accomplishments. We have worked very hard to provide quality Head Start and Early Head Start services to children in the City of Detroit and in several communities in Western Wayne County. We provide programming services for four federal grant awards that are reflected in this Annual Report where one of the grants began operation this year. This report reflects an enrollment of over 1,500 children living in economically depressed areas in the City of Detroit and surrounding communities of Dearborn Heights, Inkster, Livonia, Redford, Plymouth, Canton and Northville. As reflected in our Community Assessments, these families face daily challenges of safe neighborhoods, limited public transportation and lack of community services. For the two grants in the communities of Western Wayne County Starfish has provides services directly to children and for the two grants in Detroit we contract with other community agencies to provide program services to children and families.

The purpose of this Annual Report is to provide the public with an overview of the progress, challenges and accomplishments of our four Head Start/Early Head Start grants. This report provides you with important data that reflects the comprehensive services we offer families and helps us spread the word that Head Start does work and plays an important role in ensuring that children start school prepared to succeed.

All this work is championed by a committed Board of Directors and Policy Council along with a passionate CEO and Executive staff. Our staff is a dedicated group of talented folks who truly are committed to providing quality services to children and families. We also want to thank all the private donors and philanthropy groups who have supported our program with funds.

Sincerely,

Cynthia Bonk-Foley, Head Start/Early Head Start Executive Director

Starfish Family Services



About Starfish Family Services

EHS/HS Birth to Five (Western Wayne)

The following family success story illustrates how parent engagement services can impact the families we serve. In 2015, a Middle Eastern family who had recently immigrated to America began receiving services through our program. The mom had limited English and needed support from program staff to complete the paper work. The parent attended the 1st parent meeting and committed herself to become a member of our Policy Council. In 2016, she became our Chairperson and remains in that role today. This mom has attended many local and out of state conferences which has expanded her confidence, knowledge and understanding of child development and supported her efforts to acclimate into the US. Her confidence and advocacy skills have flourished as demonstrated by her continued involvement in all aspects of the program. She recently described her experience through the following statement: "I feel very good about myself and being a part of Starfish. The confidence and leadership skills I have gained in myself for being part of the decision making for new employees and being the Chairperson on Policy Council. I have learned so much for all of you! The one thing that really has made an impact is sitting on the interview process and seeing how it works. I know now what employers are looking for in a candidate and this will help me, as I interview for a job. Staff at Starfish really invest in the families as well as the children. Thank you everyone!"

Early Head Start (Western Wayne)

The following family success story illustrates how parent engagement services can impact the families we serve. A grandparent, who was raising her grandchildren, wrote the following letter for Starfish:

"Dear Starfish Staff,

I couldn't have gotten through these last few years without you. I have to work and you provided a safe environment where my (grand) children were well educated and taught life-long lessons that have given them a good foundation to be successful, as they move forward with their education. I knew that my children were being feed nutritional meals and always being treated with respect. I was able to go to work every day and not worry about my children. I don't know anyone or any other place I could have left my children all day and felt that way. There is no way I can properly thank you, for the help you have provided to me and my children. We will miss you all; who dedicated themselves to ensure every child lives up to their potential."

Birth to Five (Detroit)

Development Centers worked with a young mother who was unemployed and struggling to get by. With support from program staff, mom was able to create a road map for success. Her accomplishments over the last two years included obtaining her driver's license; participating in Southwest Solutions Credit Recovery program; and continuing her education. Today, mom is employed as a classroom aide and working towards a degree in Early Childhood. Her parenting skills and self-confidence have blossomed. Program staff describe her as a strong advocate for herself and children. Her gains illustrate how one parent overcame barriers, obtained stronger financial stability, improved her family's overall well-being, and supported her child's kindergarten readiness.

Detroit Early Head Start

The following is an example of a success family story that illustrate how one family's progress supported their child's school readiness: Focus: HOPE worked with a single mother of two. When her two-year-old son entered the program, mom was working a "dead-end" job and wanted a better life for her family. The classroom teachers and Disability/Mental Health Specialist quickly observed signs of a suspected disability and worked with the family to secure services. The program and family physician referred the family to the Neurology Pediatric Specialty Center where her son received a diagnosis of Autistic Disorder and Developmental Delay of Speech and Language. The child received a scope of individualized services including twice weekly occupational therapy and physical therapy. The child began to thrive in the classroom both socially and cognitively. The program also supported the single mom with her own goals and dreams for the future. Today, mom has a full-time job at the Post Office and continues to actively participate in EHS/HS services.

EHS/HS Birth to Five (Western Wayne)

PROGRAM SERVICE OPTIONS TABLE

Starfish Sites	EHS-Center Based	EHS-Home Based	HS-Part Day	HS-Part Day / ★ GSRP Blend	Full Day HS	Total
Crestwood	16	12	30	16	30	104
Inkster		5	30	31	60	126
Livonia	16	12	0	0	30	58
Plymouth/Canton		12	0	31	15	58
Westwood		0	0	16	30	46
Totals	32	41	60	94	165	392

EHS/HS Birth to Five (Western Wayne) grants are identified by zip codes and cities: We have 6 Sites:

- a. Crestwood Site St. John Bosco- serves 48125; 48127; 48239; and 48240
- b. Inkster- Hiveley Headquarters-serves 48141 and 48135
- c. Livonia- St. Rafka- 48150, 48152, 48154, 48167 and 48168
- d. Plymouth/Canton- Allen Learning Academy- 48170, 48187 and 48188
- e. Westwood- Starfish Michigan Avenue Building- 48141, 48125 and 48127

Our Birth to Five Grant award-funded enrollment is for 319 Center base-Pre-Schoolers (94 of these children are in a HS/GSRP Blend) 32 EHS Center base, and 41 Home base (5 of these are Pregnant Mothers). According to PIR 2016-2017 in a cumulative count, we served 393 Preschoolers and 66 Pregnant Mothers, and infant/toddlers. The total number of families served was 415.

Cities: Canton, Dearborn, Dearborn Heights, Garden City, Inkster, Northville (Wayne County), Plymouth, Westland, Wayne and Livonia.

Our Early Head Start Grant award-funded enrollment is for 24 Center base, and 34 Home base.

According to PIR 2016-2017 in a cumulative count, we served 106 Pregnant Mothers and infant/toddlers. The total number of families served was 352. The total number of families served was 73.

Eligibility Type and Income Level of Families

In keeping with the federal eligibility regulations (Performance Standards) the vast majority of the families that Starfish Family Services and its delegates serve are below the federal poverty line so that all families have access to high quality educational and social services regardless of their income.

Eligibility Type 2016 – 2017 Birth to Five Head Start	
Below Income	303
Public Assistance	41
Allowable Over Income (101% - 130% of Poverty)	0
Over Income	34
Homeless	0
Foster Children	15
Total	393

Eligibility Type 2016 – 2017 Early Head Start	
Below Income	85
Public Assistance	9
Allowable Over Income (101% - 130% of Poverty)	2
Over Income	10
Homeless	0
Foster Children	2
Total	108

Eligibility Type 2016 – 2017 Head Start Birth to Five – Delegate Breakdown							
	Development Centers		Focus: HOPE	Southwest Solutions		Grantee Wide Total	
	HS	EHS	HS	HS	EHS	HS	EHS
Below Income	217	70	154	434	107	805	177
Public Assistance	4	2	2	20	1	26	3
Allowable Over Income (101% -	0	0	0	0	0	0	0
Over Income	14	2	12	54	2	80	4
Homeless	1	0	1	31	10	33	10
Foster Children	3	1	2	3	1	8	2
Total	239	75	171	542	121	952	196

Eligibility Type 2016 – 2017 Early Head Start Detroit Early Head Start – Delegate Breakdown				
	Development Centers	Focus: HOPE	Southwest Solutions	Grantee Wide Total
Below Income	116	69	134	319
Public Assistance	3	2	5	10
Allowable Over Income (101% - 130% of Poverty)	0	0	0	0
Over Income	11	4	11	26
Homeless	1	2	18	21
Foster Children	4	1	1	6
Total	135	78	169	382

Ethnicity and Race

Early Head Start/Birth to Five Western Wayne Programs

Ethnicity and Race	Grant – BTF HS	Grant – BTF EHS	Grant – EHS
American Indian or Alaska Native	0%	0%	0%
Asian	2%	0%	0%
Black or African American	49%	42%	28%
Native Hawaiian or other Pacific Islander	0%	0%	0%
White	35%	42%	59%
Biracial/Multi-Racial	10%	10%	7%
Other	0%	1%	0%
Unspecified	0%	0%	0%

Detroit Early Head Start/Birth to Five Detroit Programs

Ethnicity and Race	Development Centers	Focus:HOPE	Southwest Solutions
American Indian or Alaska Native	0%	0%	2%
Asian	0%	0%	1%
Black or African American	97%	99%	22%
Native Hawaiian or other Pacific Islander	0%	0%	0%
White	5%	0%	1%
Biracial/Multi-Racial	4%	1%	53%
Other	0%	1%	0%
Unspecified	0%	0%	1%

Ethnicity and Race	Development Centers	Southwest Solutions
American Indian or Alaska Native	0%	1%
Asian	0%	0%
Black or African American	99%	57%
Native Hawaiian or other Pacific Islander	0%	0%
White	0%	6%
Biracial/Multi-Racial	1%	19%
Other	0%	18%
Unspecified	0%	0%

Ethnicity and Race	Development Centers	Focus: HOPE	Southwest Solutions
American Indian or Alaska Native	0%	0%	0%
Asian	0%	0%	1%
Black or African American	97%	99%	50%
Native Hawaiian or other Pacific Islander	0%	0%	0%
White	1%	0%	28%
Biracial/Multi-Racial	1%	1%	22%
Other	0%	0%	0%
Unspecified	1%	0%	0%

Background of Families

Early Head Start/Birth to Five Western Wayne

Starfish has long understood the critical role that parents play in the development of their children as evidenced by the agency's mission statement of *strengthening families to create brighter futures for children*. Our EHS/BT5 Western Wayne programs have designed programming to empower parents through education and supports. The program partners with parents using the Family Service Assessment (FSA) and Family Partnership Agreement (FPA) to create an individualized approach to supporting their needs and identified goals. Building strong relationships is not only the key to successful parent engagement, it is the foundation, which is grounded in respect, trust, and connection.

Starfish Family Services' EHS/BTF Western Wayne programs are committed to expanding our trauma-informed focus and support to the parents we serve. The program will utilize several strategies to help families become trauma aware. A general overview will be provided at each site's mandatory Parent Orientation which will include a parent interest survey to help inform and schedule training opportunities. Based on the surveys, the PBHT's will offer the Smart Connections series on a monthly basis. Smart Connections was designed to help "all adults support children as they integrate trauma and build resilience." The parent education component has four primary goals:

1. Increase Caregiver awareness of the impact of trauma and the importance of connection.
2. Provide practical trauma-informed strategies for Caregivers to utilize at home.
3. Empower Caregivers to support children through difficult times while building resilience.
4. Increase Caregiver Engagement within your agency.

Smart Connections is divided into 10 modules for caregivers/parents that are directly connected to the Trauma Smart training model. Parents and caregivers will learn the same strategies that the teacher are using within the classroom. This comprehensive parent engagement strategy ensures that parents in our communities have the tools and resources they need to raise healthy, successful children. The table below provides an overview of the modules and connection to the professional development series:

Parents/Caregivers Smart Connection Module	Professional Development Trauma Smart Model	Target Month
Managing the Ups & Downs	Caregiver Affect Management	October
Reading the Signs	Attunement	November
Creating Comfort	Routines, Rituals & Consistent Response	December
Encouraging Growth	Routines, Rituals & Consistent Response	January
Feelings Detective	Affect Identification	February
Expressing Feelings	Affect Expression & Childhood Grief	March
Blowing Worries Away	Affect Modulation	April
Building a Calm Down Spot	Affect Modulation	May
Encouraging Learning	Executive Functions	June
Identifying the Superhero in Your Child	Self-Development & Identity	June

Detroit Early Head Start/Birth to Five Detroit Programs

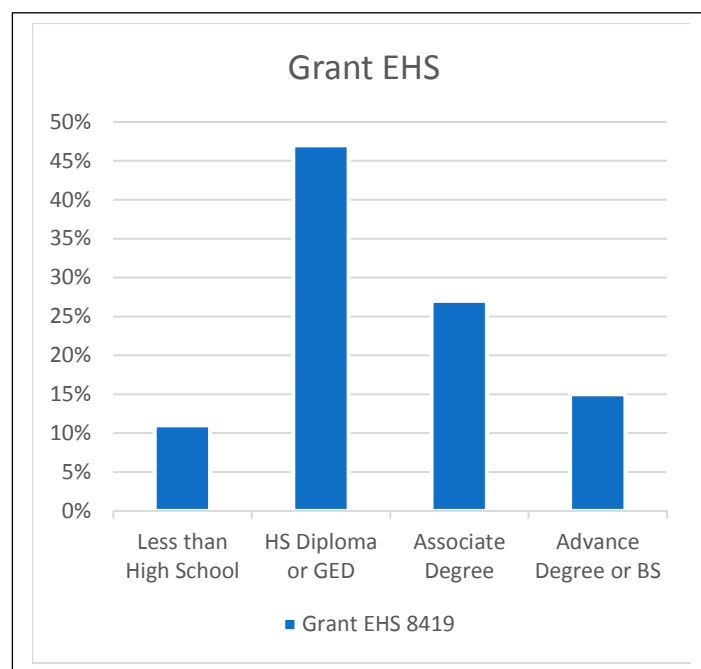
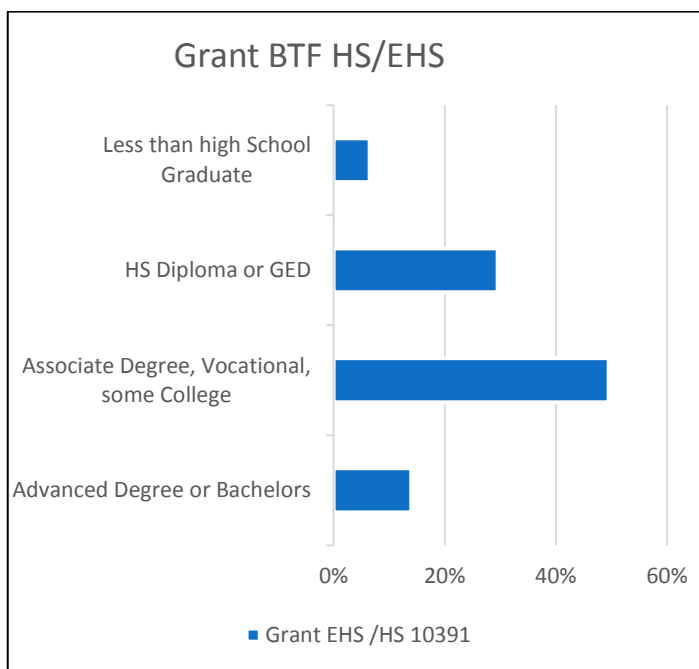
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The program launched ParentCorps, an innovative family engagement program with evidence based outcomes created by New York University's Center for Early Childhood Health and Development. ParentCorps builds on the strengths of culturally-diverse families and helps schools engage parents as partners in helping children develop the social, emotional and behavioral regulation skills that are the foundation for learning. The ParentCorps program includes three components:

- **Parent Corps Fundamentals:** Professional Development for teachers and other school-based personnel that includes sequenced group and individual learning opportunities.
- **The Parenting Program** for parents which offers a 14-week intervention designed to enhance the use of evidence-based practices.
- **Friends School** for pre-K students in the classroom that entails a 14-week curriculum on social, emotional, and behavioral regulation skills.

Education Level of Parents

EHS/Birth to Five Western Wayne Programs



Detroit Early Head Start/Birth to Five Detroit Programs

Birth to Five Head Start – Delegate Breakdown			
Parent Education Level	Development Centers	Focus:HOPE	Southwest Solutions
Advance degree or baccalaureate degree	5%	3%	4%
Associate degree, vocational school or some college	42%	33%	20%
High school graduate or GED	41%	48%	42%
Less than high school graduate	13%	16%	34%

Birth to Five Early Head Start – Delegate Breakdown		
Parent Education Level	Development Centers	Southwest Solutions
Advance degree or baccalaureate degree	5%	7%

Associate degree, vocational school or some college	42%	38%
High school graduate or GED	41%	43%
Less than high school graduate	13%	12%

Detroit Early Head Start – Delegate Breakdown			
Parent Education Level	Development Centers	Focus: HOPE	Southwest Solutions
Advance degree or baccalaureate degree	5%	5%	4%
Associate degree, vocational school or some college	48%	48%	12%
High school graduate or GED	30%	30%	33%
Less than high school graduate	17%	17%	51%

Family Structure

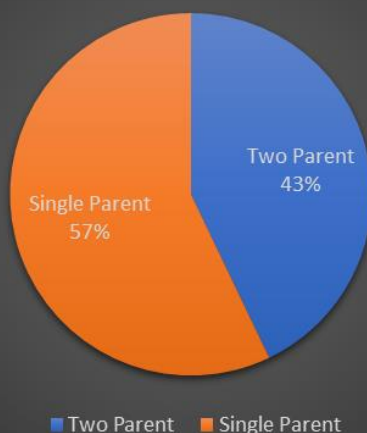
EHS/Birth to Five Western Wayne Programs

Birth to Five Western Wayne Head Start	
Total number of families: 352	
Two Parent	145
Single Parent	207

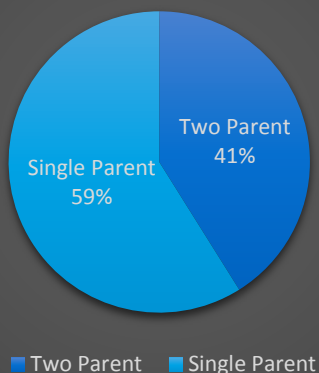
Birth to Five Western Wayne Early Head Start	
Total number of families: 63	
Two Parent	33
Single Parent	30

Early Head Start Western Wayne	
Total number of families: 73	
Two Parent	30
Single Parent	43

Birth to Five EHS/HS Families



EHS Families

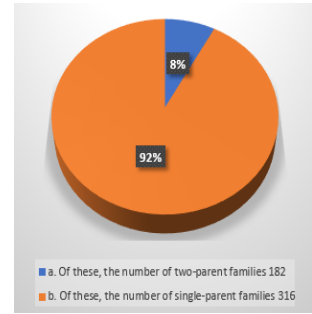
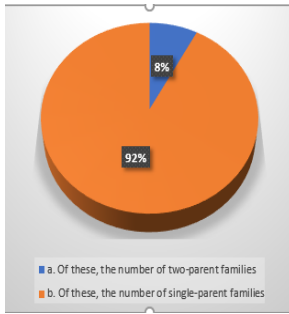
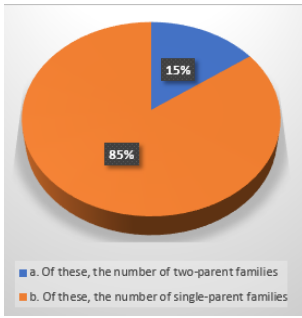


Detroit Early Head Start/Birth to Five Detroit Programs

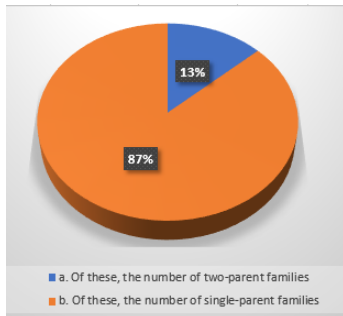
Development Centers Head Start	
Total number of families: 220	
a. Of these, the number of two-parent families	33
b. Of these, the number of single-parent families	187

Focus:HOPE Head Start	
Total number of families: 153	
a. Of these, the number of two-parent families	12
b. Of these, the number of single-parent families	141

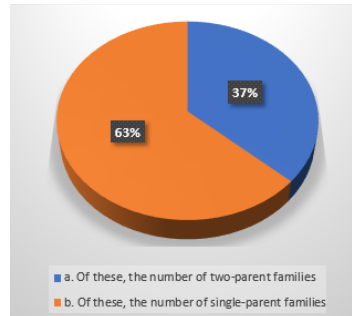
Southwest Solutions Head Start	
Total number of families: 498	
a. Of these, the number of two-parent families	182
b. Of these, the number of single-parent families	316



Development Centers Early Head Start	
Total number of families:	
	68
a. Of these, the number of two-parent families	9
b. Of these, the number of single-parent families	59



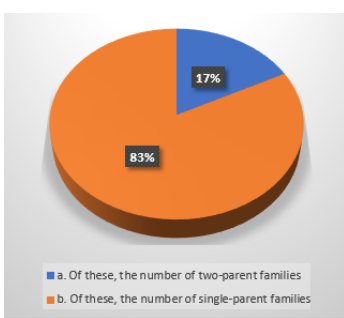
Southwest Solutions Early Head Start	
Total number of families:	
	101
a. Of these, the number of two-parent families	37
b. Of these, the number of single-parent families	64



Development Centers DEHS

Total number of families:
103

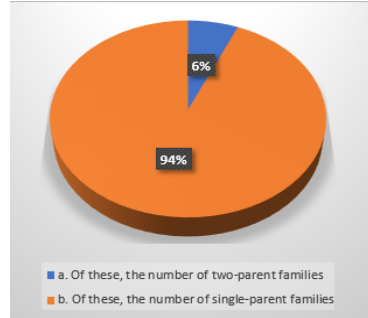
a. Of these, the number of two-parent families	18
b. Of these, the number of single-parent families	85



Focus:HOPE DEHS

Total number of families:
62

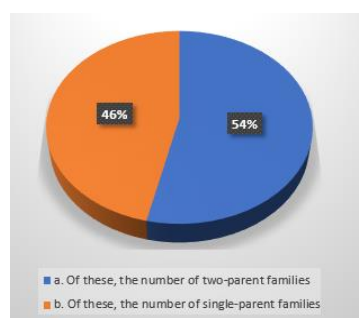
a. Of these, the number of two-parent	4
b. Of these, the number of single-parent families	58



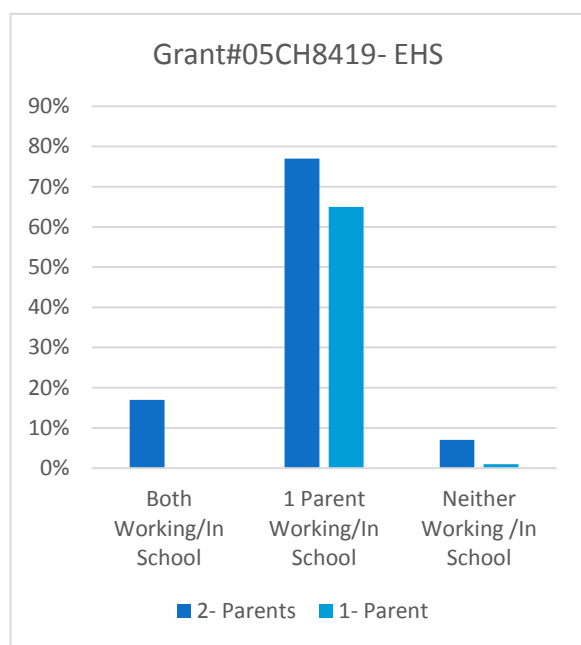
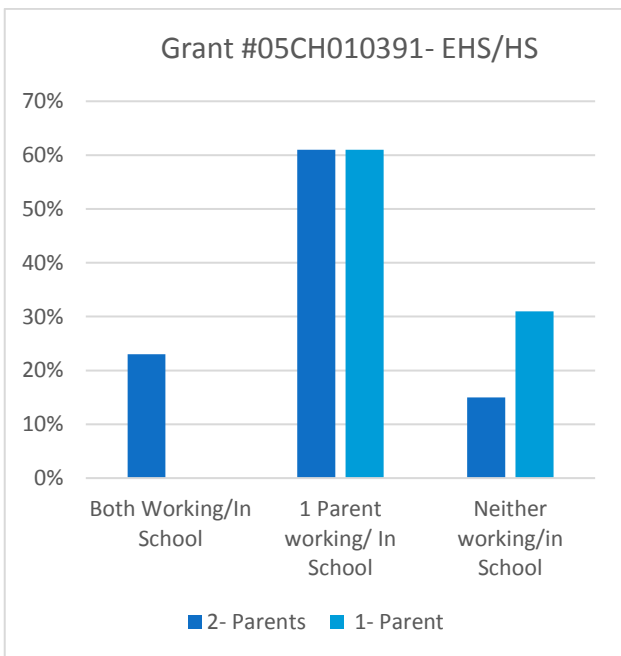
Southwest Solutions DEHS

Total number of families:
138

a. Of these, the number of two-parent families	74
b. Of these, the number of single-parent families	64



Employment of Parents



Detroit Early Head Start/Birth to Five Detroit Programs

Parent Employment	Development Centers	Focus:HOPE	Southwest Solutions
Both parents employed	67%	50%	33%
One parent employed	18%	33%	58%
Both parents are unemployed	15%	17%	9%

Parent Employment	Development Centers	Focus:HOPE	Southwest Solutions
Parent employed	78%	78%	64%
Parent is unemployed	22%	22%	36%

Parent Employment	Development Centers	Southwest Solutions
Both parents employed	78%	19%
One parent employed	11%	70%
Both parents are unemployed	11%	11%

Parent Employment	Development Centers	Southwest Solutions
Parent employed	86%	52%
Parent is unemployed	14%	48%

Parent Employment	Development Centers	Focus:HOPE	Southwest Solutions
Both parents employed	17%	100%	15%
One parent employed	72%	0%	72%
Black or African American	11%	0%	14%

Parent Employment	Development Centers	Focus:HOPE	Southwest Solutions
Parent employed	49%	59%	59%
Parent is unemployed	51%	41%	41%

Enrollment Information

Early Head Start/Birth to Five Western Wayne

Month	Reported Enrollment	Enrollment Percentage
Aug - 16	58	100%
Sep - 16	58	100%
Oct - 16	58	100%
Nov - 16	58	100%
Dec - 16	58	100%
Jan - 17	58	100%
Feb - 17	58	100%
Mar - 17	58	100%
Apr - 17	58	100%
May - 17	58	100%
Jun - 17	58	100%
July - 17	58	100%

Month	Reported Enrollment	Enrollment Percentage
Aug - 16	88	100%
Sep - 16	88	100%
Oct - 16	88	100%
Nov - 16	88	100%
Dec - 16	88	100%
Jan - 17	88	100%
Feb - 17	88	100%
Mar - 17	88	100%
Apr - 17	88	100%
May - 17	88	100%
Jun - 17	88	100%
July - 17	EHS Pending Licensing	

Month	Reported Enrollment	Enrollment Percentage
Aug - 16	126	100%
Sep - 16	126	100%
Oct - 16	126	100%
Nov - 16	126	100%
Dec - 16	126	100%
Jan - 17	126	100%
Feb - 17	126	100%
Mar - 17	126	100%
Apr - 17	126	100%
May - 17	126	100%
Jun - 17	126	100%
July - 17	NA	NA

Month	Reported Enrollment	Enrollment Percentage
Aug - 16	42	100%
Sep - 16	42	100%
Oct - 16	42	100%
Nov - 16	42	100%
Dec - 16	42	100%
Jan - 17	42	100%
Feb - 17	42	100%
Mar - 17	42	100%
Apr - 17	42	100%
May - 17	42	100%
Jun - 17	42	100%
July - 17	EHS Pending Licensing	

Month	Reported Enrollment	Enrollment Percentage
Aug - 16	58	100%
Sep - 16	58	100%
Oct - 16	58	100%
Nov - 16	58	100%
Dec - 16	58	100%
Jan - 17	58	100%
Feb - 17	58	100%
Mar - 17	58	100%
Apr - 17	58	100%
May - 17	58	100%
Jun - 17	58	100%
July - 17	NA	NA
Aug - 17	NA	NA

Month	Reported Enrollment	Enrollment Percentage
Aug - 16	46	100%
Sep - 16	46	100%
Oct - 16	46	100%
Nov - 16	46	100%
Dec - 16	46	100%
Jan - 17	46	100%
Feb - 17	46	100%
Mar - 17	46	100%
Apr - 17	46	100%
May - 17	46	100%
Jun - 17	46	100%
July - 17	NA	NA
Aug - 17	NA	NA

Detroit Early Head Start/Birth to Five Detroit Programs

Mont	Reported Enrollment	Enrollment Percentage
Aug - 16	48	92%
Sep - 16	171	84%
Oct - 16	188	92%
Nov - 16	195	83%
Dec - 16	196	84%
Jan - 17	188	98%
Feb - 17	193	101%
Mar - 17	192	100%
Apr - 17	192	100%
May - 17	192	100%
Jun - 17	192	100%
July - 17	48	100%
Aug - 17	48	100%

Month	Reported Enrollment	Enrollment Percentage
Aug - 16	20	100%
Sep - 16	136	100%
Oct - 16	136	100%
Nov - 16	137	83%
Dec - 16	137	83%
Jan - 17	135	94%
Feb - 17	152	106%
Mar - 17	144	100%
Apr - 17	144	100%
May - 17	144	100%
Jun - 17	50	104%
July - 17	16	100%
Aug - 17	15	94%

Month	Reported Enrollment	Enrollment Percentage
Aug - 16	42	53%
Sep - 16	336	67%
Oct - 16	365	73%
Nov - 16	381	76%
Dec - 16	381	76%
Jan - 17	376	87%
Feb - 17	391	91%
Mar - 17	425	99%
Apr - 17	428	99%
May - 17	421	98%
Jun - 17	78	97%
July - 17	79	99%
Aug - 17	40	50%

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Month	Reported Enrollment	Enrollment Percentage
Aug - 16	41	85%
Sep - 16	48	100%
Oct - 16	48	100%
Nov - 16	48	100%
Dec - 16	49	100%
Jan - 17	48	100%
Feb - 17	48	100%
Mar - 17	48	100%
Apr - 17	48	100%
May - 17	48	100%
Jun - 17	47	98%
July - 17	47	98%
Aug - 17	42	88%

Month	Reported Enrollment	Enrollment Percentage
Aug - 16	31	42%
Sep - 16	45	61%
Oct - 16	50	68%
Nov - 16	45	61%
Dec - 16	43	58%
Jan - 17	47	64%
Feb - 17	46	62%
Mar - 17	62	84%
Apr - 17	62	84%
May - 17	65	88%
Jun - 17	52	70%
July - 17	47	64%
Aug - 17	41	55%

Month	Reported Enrollment	Enrollment Percentage	Month	Reported Enrollment	Enrollment Percentage	Month	Reported Enrollment	Enrollment Percentage
Aug - 16	48	92%	Aug - 16	20	100%	Aug - 16	42	53%
Sep - 16	74	82%	Sep - 16	44	100%	Sep - 16	81	79%
Oct - 16	75	83%	Oct - 16	44	100%	Oct - 16	82	80%
Nov - 16	77	86%	Nov - 16	44	100%	Nov - 16	102	70%
Dec - 16	81	90%	Dec - 16	36	82%	Dec - 16	67	66%
Jan - 17	77	86%	Jan - 17	44	100%	Jan - 17	57	56%
Feb - 17	89	99%	Feb - 17	45	114%	Feb - 17	79	77%
Mar - 17	90	100%	Mar - 17	44	100%	Mar - 17	86	84%
Apr - 17	90	100%	Apr - 17	44	100%	Apr - 17	90	88%
May - 17	88	98%	May - 17	46	105%	May - 17	92	90%
Jun - 17	84	93%	Jun - 17	46	105%	Jun - 17	90	88%
July - 17	85	94%	July - 17	46	105%	July - 17	87	85%
Aug - 17	72	80%	Aug - 17	41	93%	Aug - 17	71	70%

Child Health and Well-Being

Early Head Start/Birth to Five Western Wayne

Significant progress was made towards increasing resources to families to support healthy growth and development; expanding community partnerships that promote family well-being; and utilizing a comprehensive child tracking system (ChildPlus) to increase monitoring in all component areas. During the 2016-2017 program year, 248 referrals and supplemental services were provided to 169 families. According to the program's Program Information Report (PIR) and Performance Indicator Report, 139 of these family services were for emergency support and intervention such as meeting immediate needs for food, clothing, or shelter. Regarding health outcomes, 95.4% of Head Start children were up-to-date on a schedule of age-appropriate preventive and primary health care, exceeding the national average of 87.1%. The Performance Indicator Report revealed that 99.7% of our Head Start children had established a medical home and 100% were up-to-date on all possible immunizations by the end of the enrollment year.

Concerning our Early Head Start infants and toddlers, 100% had acquired a medical home and 100% were up-to-date on immunizations appropriate for their age or had received the all immunizations possible by the end of the program period.

Medical Services (Head Start) Birth to Five	
	Grantee Wide Total
Number of Children with health insurance	390
Number enrolled in Medicaid and/or CHIP	353
Number enrolled in state-only funded insurance	1
Number with private health insurance	35
Other (Tri-Care or CHAMPUS)	1
Number of Children with NO health insurance	3

Dental Services (Head Start) Birth to Five	
Dental Care	Grantee Wide Total
Children with continuous, accessible dental care by a dentist	378

Medical Services (Early Head Start) Birth to Five	
	Grantee Wide Total
Number of Children with health insurance	66
Number enrolled in Medicaid and/or CHIP	62
Number enrolled in state-only funded insurance	0
Number with private health insurance	4
Other (Tri-Care or CHAMPUS)	0
Number of Children with NO health insurance	0

Dental Care (Early Head Start) Birth to Five	
	Grantee Wide Total
Children with continuous, accessible dental care by a dentist	66

Medical Services (Early Head Start)	
	Grantee Wide Total
Number of Children with health insurance	97
Number enrolled in Medicaid and/or CHIP	93
Number enrolled in state-only funded insurance	0
Number with private health insurance	4
Other (Tri-Care or CHAMPUS)	0
Number of Children with NO health insurance	2

Dental Care (Early Head Start)	
	Grantee Wide Total
Children with continuous, accessible dental care by a dentist	97

Detroit Early Head Start/Birth to Five Detroit Programs

Regarding health outcomes, the number of children who were up-to-date on a schedule of age-appropriate preventive and primary health care increased by 15% by the end of the school year. The Performance Indicator Report revealed that 97.2% of our Head Start children had established a medical home and 99.9% were up-to-date on all possible immunizations by the end of the enrollment year. Concerning our Early Head Start infants and toddlers, 94.1% had acquired a medical home and 91.9% were up-to-date on immunizations appropriate for their age or had received the all immunizations possible by the end of the program period.

Each delegates implemented summer screening days into their orientation/enrollment process and scheduled screening days throughout the program year to support timely completion of health screening requirements. New screening tools, such as Spot Vision and Pronto (non-evasive hemoglobin screener), are being utilized to increase the accuracy and accessibility of health screenings. Program staff at the Grantee and delegate level have been appropriately trained on screening techniques such as vision and hearing to support child health outcomes.

Medical Services By Delegate (Head Start) Birth to Five				
	Development Centers	Focus: HOPE	Southwest Solutions	Grantee Wide Total
Number of Children with health insurance	238	171	528	937
Number enrolled in Medicaid and/or CHIP	216	154	498	868
Number enrolled in state-only funded insurance	0	0	0	0
Number with private health insurance	22	16	28	66
Other (Tri-Care or CHAMPUS)	0	0	0	0
Number of Children with NO health insurance	1	0	13	14

Dental Services by Delegate (Head Start) Birth to Five				
	Development Centers	Focus: HOPE	Southwest Solutions	Grantee Wide Total
Children with continuous, accessible dental care by a dentist	239	171	503	913

Medical Services By Delegate (Early Head Start) Birth to Five			
	Development Centers	Southwest Solutions	Grantee Wide Total
Number of Children with health insurance	75	104	179
Number enrolled in Medicaid and/or CHIP	61	101	162
Number enrolled in state-only funded insurance	0	0	0
Number with private health insurance	14	3	17
Other (Tri-Care or CHAMPUS)	0	0	0
Number of Children with NO health insurance	1	7	8

**Dental Services by Delegate (Early Head Start)
Birth to Five**

Children with continuous, accessible dental care by a dentist	75	83	158
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**Medical Services By Delegate (Early Head Start)
Detroit Early Head Start**













	Development Centers	Focus: HOPE	Southwest Solutions	Grantee Wide Total
Number of Children with health insurance	130	65	145	340
Number enrolled in Medicaid and/or CHIP	122	61	142	325
Number enrolled in state-only funded insurance	0	0	0	0
Number with private health insurance	6	4	3	13
Other (Tri-Care or CHAMPUS)	0	0	0	0
Number of Children with NO health insurance	0	0	13	13

**Dental Services by Delegate (Early Head Start)
Detroit Early Head Start**













	Development Centers	Focus: HOPE	Southwest Solutions	Grantee Wide Total
Children with continuous, accessible dental care by a dentist	130	65	109	304

Children's Health

Early Head Start/Birth to Five Western Wayne

Early Head Start Starfish Family Services Early Head Start		Early Head Start Birth to Five		Head Start Birth to Five	
 Health Insurance	97 Total Percent of Children with Health Insurance	 Health Insurance	66 Total Percent of Children with Health Insurance	 Health Insurance	390 Total Percent of Children with Health Insurance
 Medical Home	97 Number of Children with Continuous Access to Healthcare by a Doctor	 Medical Home	66 Number of Children with Continuous Access to Healthcare by a Doctor	 Medical Home	392 Number of Children with Continuous Access to Healthcare by a Doctor
 Dental Care	97 Number of Children with Continuous Access to Dental Care by a Dentist	 Dental Care	59 Number of Children with Continuous Access to Dental Care by a Dentist	 Dental Care	378 Number of Children with Continuous Access to Dental Care by a Dentist
 Immunizations	97 Number of Children that Received all Immunizations	 Immunizations	66 Number of Children that Received all Immunizations	 Immunizations	393 Number of Children that Received all Immunizations

Detroit Early Head Start/Birth to Five Detroit Programs

Early Head Start Detroit Early Head Start		Early Head Start Birth to Five		Head Start Birth to Five	
 Health Insurance	96% Total Percent of Children with Health Insurance	 Health Insurance	96% Total Percent of Children with Health Insurance	 Health Insurance	99% Total Percent of Children with Health Insurance
 Medical Home	338 Number of Children with Continuous Access to Healthcare by a Doctor	 Medical Home	175 Number of Children with Continuous Access to Healthcare by a Doctor	 Medical Home	924 Number of Children with Continuous Access to Healthcare by a Doctor
 Dental Care	304 Number of Children with Continuous Access to Dental Care by a Dentist	 Dental Care	158 Number of Children with Continuous Access to Dental Care by a Dentist	 Dental Care	913 Number of Children with Continuous Access to Dental Care by a Dentist
 Immunizations	339 Number of Children that Received all Immunizations	 Immunizations	171 Number of Children that Received all Immunizations	 Immunizations	950 Number of Children that Received all Immunizations

Comprehensive Services

Early Head Start/Birth to Five Western Wayne

The Early Head Start/Birth to Five programs launched a comprehensive strategy to become a “trauma informed” organization by incorporating the nationally recognized, evidence-based Trauma Smart model into our program design. The goal of Trauma Smart is to “decrease the stress of chronic trauma, foster age-appropriate social and cognitive development, and create an integrated, trauma-informed culture for young children, parents, and staff.” Trauma Smart recognizes that children’s behavioral health problems are often rooted in early childhood traumatic experiences. This innovative practice model was designed to address the “high incidence of complex trauma that

negatively impacts children's lives" by establishing a trauma informed culture that teaches resiliency and practical lifelong coping skills. A core group of 138 agency wide Starfish staff including our CEO took part in the Trauma Smart professional development sessions last year. The program simultaneously provided classroom consultation and Trauma Smart coaching from the agency's Preschool Behavioral Health Therapists (PBHT), who attended and completed the Trauma Smart Academy during the summer of 2016. PBHT's are located at each site and provide advice and assistance to teaching staff in meeting the social and emotional development needs of children. The PBHT's hold monthly reflective supervisions with staff to support and guide teachers and their supervisors with whatever challenges they are experiencing. PBHT's also complete classroom observations and identify children needing further assessment.

Each site implemented summer screening days into their orientation/enrollment process to support timely completion of health screening requirements. Program staff have been trained Grantee-wide on screening techniques such as vision and hearing to support child health outcomes. Our collaboration with Western Wayne Family Health Center, our local Federally Qualified Health Care facility, provided health screening opportunities for children throughout the summer and even assisted with summer screening events to complete dentals and physicals for children in need. Weekly monitoring was maintained throughout the program year to ensure health screenings are up-to-date. Family Service Workers and the Health/Nutrition Manager also offered assistance to families in obtaining required physicals and well-baby exams

Early Head Start/Birth to Five Western Wayne



Grantee – wide 4 Head Start and Early Head Start homeless families received services during the program year:

Birth to Five Head Start– 1 family

Birth to Five Early Head Start – 0 families

Early Head Start – 3 families

Grantee-wide 71 children with certified disabilities were enrolled in the Early Head Start and Head Start programs.

Birth to Five Head Start – 36 children

Birth to Five Early Head Start – 8 children

Early Head Start – 27 children





Grantee-wide 32 Early Head Start and Head Start children received Mental Health services.

Birth to Five Head Start – 20 children

Birth to Five Early Head Start – 0 children

Early Head Start – 12 children

Detroit Early Head Start/Birth to Five Detroit Programs

Families in the community now have access to programming that is continuous from pregnancy through age five. The ability to serve the family and the child through the infant, toddler and preschool years facilitates a trusting relationship between the service provider and family, leading to a greater array of service provision, including referrals to community resources.

During this past year, our Birth to Five program continued to focus on increasing the scope and intensity of services provided to the young children and families we serve. Significant progress was made towards increasing resources to families to support healthy growth and development; expanding community partnerships that promote family well-being; and utilizing a comprehensive child tracking system (ChildPlus) to increase monitoring in all component areas. During the 2016-2017 program year, 1,901 referrals and supplemental services were provided to 586 families, a dramatic increase from last year's 944 count. According to the program's Program Information Report (PIR), 288 of these family services were for emergency support and intervention such as meeting immediate needs for food, clothing, or shelter. Sixty-seven (67) families experienced homelessness during the enrollment period which reflects a 29% increase from last year. Of these families, 49.3% were able to acquire housing by the end of the program year, exceeding the national average of 36.6%.

Thrive by Five Detroit programs are committed to integrating data-driven, program quality measures into our monitoring design. The program uses the ChildPlus database tracking system to ensure accurate and timely data collection. Ongoing training continues to be provided to all staff regarding how to utilize the ChildPlus system in areas that are relevant to their roles and responsibilities and how to support internal monitoring systems that utilize data to measure program compliance. To support our child health outcomes, 100% of enrolled children are entered into the ChildPlus database to track health screenings. The program revised monitoring procedures and provide additional support to families to ensure that all children receive critical screenings in the areas of health, nutrition, mental health and disabilities.



Birth to Five Detroit Grantee – wide 33 *Head Start and Early Head Start homeless families received services during the program year*

Grantee-wide 80 children with certified disabilities were enrolled in the Early Head Start and Head Start programs.



Grantee-wide 24 Early Head Start and Head Start children received Mental Health services.



Detroit Early Head Start Grantee – wide 21 Early Head Start homeless families received services during the program year.

Grantee-wide 51 children with certified disabilities were enrolled in the Early Head Start program.



Grantee-wide 11 Early Head Start children received Mental Health services.

Parent Engagement and Family Services Outcomes

Parent Involvement

Early Head Start/Birth to Five Western Wayne

The Early Head Start/Birth to Five Western Wayne programs continue to partner with parents using the Family Service Assessment (FSA) and Family Partnership Agreement (FPA) to create an individualized approach to supporting their needs and identified goals. The FSA tool was revised to improve the program's ability to track process within the family engagement outcomes domains identified through the Head Start Parent, Family and Community Engagement Framework. The program focuses on building relationships with family members including pregnant moms, mothers, fathers, grandparents, and other adult caregivers. To support parents/children relationships to promote healthy children and to promote school readiness. The program has established strong

networks for parents to access a wide array of services. Staff provide quality referral assistance in a variety of areas, including basic needs, economic development, health, nutrition services and work force development. The program maintains a comprehensive resource directory which is updated annually by a committee of staff. Our program will continue to explore emerging best practices in family engagement, including a New York University-developed curriculum, ParentCorps (which is currently being implemented in the agency's Detroit programs - #05CH8300 & #05CH8412). The ParentCorps model includes staff support and training modules that nurture the skills necessary to effectively engage families and the community

Parent Involvement

Detroit Early Head Start/Birth to Five Detroit Programs

The Detroit Early Head Start/Birth to Five Detroit programs continue to partner with parents using the Family Service Assessment (FSA) and Family Partnership Agreement (FPA) to create an individualized approach to supporting their needs and identified goals. The FSA tool was revised to improve the program's ability to track process within the family engagement outcomes domains identified through the Head Start Parent, Family and Community Engagement Framework. The program focuses on building relationships with family members including pregnant moms, mothers, fathers, grandparents, and other adult caregivers. To support parents/children relationships to promote healthy children and to promote school readiness. The program has established strong networks for parents to access a wide array of services. Staff provide quality referral assistance in a variety of areas, including basic needs, economic development, health, nutrition services and work force development. The program maintains a comprehensive resource directory which is updated annually by a committee of staff. Our program will continue to explore emerging best practices in family engagement, including a New York University-developed curriculum, ParentCorps. The ParentCorps model includes staff support and training modules that nurture the skills necessary to effectively engage families and the community

Male Involvement

Early Head Start/Birth to Five Western Wayne

The program hired a new Fatherhood Outreach Worker (FOW) to increase male involvement within the program. The FOW provides Fathers with a variety of engagement events such as "Father Buddy Days" and use of our ChildPlus tracking system to monitor activities and father's participation. In addition, the FOW will organize and develop a group of fathers to participate in workshops using "Fraternity of Fathers" fatherhood curriculum.

Family Service Workers will expose parents to additional agency programs and services that match their identified needs through our Starfish University. Starfish University intentionally aligns and repackages more than 90 existing parent-focused programs and services at Starfish in a course catalog format, similar to what you'd find for community college continuing education opportunities. Courses are developed and taught by resident experts at Starfish and within the community, and will be

grouped in particular “tracks” of interest to families. All programming will be developed with adult learning principles in mind, and will be interactive and experiential, rather than passive lecture format. In addition, the agency has a robust family engagement program, known as EPIC (Empowering Parents Invested in Children). EPIC is based on national best practices - including Head Start’s Parent, Family and Community Engagement framework – and brings our parent engagement work to the next level. This strategic work, employs parents as Parent Leaders and advocates. EPIC staff and Parent Leaders attend and participate at EHS/HS Summer Screenings, Parent Orientations, and Parent Meetings. Their engagement encourages parents to advocate, educate, and hone their skills as their child’s first teacher.

Detroit Early Head Start/Birth to Five Detroit Programs

The Detroit Early Head Start/Birth to Five Detroit program continues to facilitate parent engagement and male involvement by involving dads and other positive male role models in their child’s development. Development Centers’ Fatherhood University consists of eight workshops that align with Head Start’s Early Learning Framework and include sessions such as: “Dad’s Speaking my Lingo” (Literacy); “Daddy’s Long Legs” (Creative arts expression); “Men-Gineering” (Logic and Reasoning); and “Do-Wah Daddy” (Physical Health & Development). Focus: HOPE’s “Men in Motion” program is designed to help program fathers and father figures strengthen and develop a positive parental relationship with their child by providing a wide range of activities, seminars, training, dialogues, parenting skills, financial literacy, job assistance, and conflict resolution. The delegate also partnered with Lima Pereira to provide “Friends of Fathers,” a 10 week fatherhood course that addresses unique issues facing today’s fathers.

Volunteers, Partnerships and Community Outreach

Early Head Start/Birth to Five Western Wayne

During the 2016 – 2017 Program Year, in total for both grants we had **597** Parents and Community Partners volunteer.

A comprehensive recruitment plan was developed by staff outlining activities, events and methods to ensure recruitment was an ongoing process. Parents and the community are a key part of a successful recruitment plan. A unified recruitment and selection process ensures that those with the greatest needs receive services, and that **at least 10% of enrollees are children with disabilities**. The Policy Council and the Governing Board, with input from parents created and approved selection criteria and recruitment plans to ensure that pregnant women and low-income parents with children from birth to prekindergarten with the highest identified needs will receive EHS-HS services consistent with federal regulations. Criteria includes educational status of parent, health concerns, history of at-risk pregnancies, marital status of parent, foster care placement, history of drug abuse, depression, special needs, domestic violence, homelessness, current work/school status. The 2017-2018 Selection Criteria also prioritizes continuity of services, whereby currently enrolled EHS and HS children are more likely to receive continuity of services.

Volunteers, Partnerships and Community Outreach

Detroit Early Head Start/Birth to Five Detroit Programs

During the 2016 – 2017 Program Year, in total for both grants we had **4, 812** Parents and Community Partners volunteer.

A comprehensive recruitment plan was developed by staff outlining activities, events and methods to ensure recruitment was an ongoing process. Parents and the community are a key part of a successful recruitment plan. A unified recruitment and selection process ensures that those with the greatest needs receive services, and that **at least 10% of enrollees are children with disabilities**. The Policy Council and the Governing Board, with input from parents created and approved selection criteria and recruitment plans to ensure that pregnant women and low-income parents with children from birth to prekindergarten with the highest identified needs will receive EHS-HS services consistent with federal regulations. Criteria includes educational status of parent, health concerns, history of at-risk pregnancies, marital status of parent, foster care placement, history of drug abuse, depression, special needs, domestic violence, homelessness, current work/school status. The 2017-2018 Selection Criteria also prioritizes continuity of services, whereby currently enrolled EHS and HS children are more likely to receive continuity of services.

Services Received

Early Head Start/Birth to Five Western Wayne

During the 2016 – 2017 Program Year, 498 (73 ~Grant 05CH8419 + 425~ Grant 05cho10391) families were served through our Birth To Five EHS/HS . 32 Early Head Start families (Grant #8419) and 156 Birth to Five HS/ EHS families (Grant# 10391) received at least one service offered by the program.

Breakdown of services received:

Types of Services	Birth to Five EHS	Birth to Five HS	EHS
a) Emergency- food, clothing, or shelter	20	130	9
b) Housing Assistance (utilities; repairs)	9	39	4
c) Mental Health Services	5	5	3
d) English as a Second Language	2	1	1
e) GED or Adult Education	1	8	2
f) Job Training	6	15	3
g) Substance Abuse	0	0	0
h) Domestic Violence	1	0	0
i) Child Support Assistance	0	9	1
j) Health Education	16	13	0
k) Parenting Education	15	0	2
l) Financial Education	0	1	0

Detroit Early Head Start/Birth to Five Detroit Programs

Types of Services	DEHS Grant	BTF HS Grant	BTF EHS Grant
a) Emergency- food, clothing,or shelter	148	336	41
b) Housing Assistance (utilities; repatirs)	66	140	13
c) Mental Health Services	32	71	0
d) English as a Second Language	26	59	9
e) GED or Adult Education	36	145	8
f) Job Training	65	220	8
g) Substance Abuse	2	46	0
h) Domestic Violence	7	66	2
i) Child Support Assistance	15	133	26
j) Health Education	92	219	36
k) Parenting Education	137	275	1
l) Finacial Education	8	27	0



School Readiness and Child Outcomes

Early Head Start/Birth to Five Western Wayne

In the EHS/BTF Western Wayne programs child outcomes data was collected using the HighScope Child Observation Record Advantage program (COR Advantage). The HighScope COR Advantage tool provides an assessment associated with the research based HighScope curriculum and aligns with the 5 Developmental Domains of *"The Head Start Early Learning Outcomes Framework: Ages Birth to Five"* (HSELOF, 2015). Teaching staff collected data through anecdotal observations of children and scored on a 0 – 7 scale according to the COR framework. Child outcomes data was reviewed for all groups of children including children with special needs and Dual Language Learners. Outcomes for School Readiness Goals were based on children who were enrolled 100% of the time for the data collection period of Time 1 (September-November, 2016) through Time 3 (March-May, 2017).

Early Head Start- Infant /Toddlers

Domain	Program Goal	COR Item	Time 1	Time 3	Gain	Improve. %
Approaches to Learning	Children will develop critical thinking/ executive functioning skills.	Problem Solving with Materials				
		Reflection				
Social & Emotional Development	Children will learn to identify and regulate their feelings and will develop a growing appreciation for others.	Building Relationships with Adults				
		Building Relationships with Other Children				
Language and Communication	Children will signal their need, learn from the words and symbols that surround them; connect with others to exchange ideas, feelings, and friendships.	Speaking				
		Listening and Comprehension				
Cognition	Children will engage in the scientific process to understand the what, how, and why of the natural and physical world.	Experimenting, Predicting and Drawing Conclusions				
		Geometry, Shapes and Spatial Awareness				
Perceptual, Motor, and Physical Development	Children will practice their emerging motor skills, learn what their bodies are capable of, and master personal care skills	Gross-Motor Skills				
		Fine-Motor Skills				

Head Start – Preschoolers

Head Start Domain	Program Goal	COR Item	Time 1	Time 3	Gain	Improve. %
Approaches to Learning	Children will develop critical thinking/ executive functioning skills.	Problem Solving with Materials				
		Reflection				
Social & Emotional Development	Children will learn to identify and regulate their feelings and will develop a growing appreciation for others.	Emotions				
		Community				
Language and Communication	Children will signal their need, learn from the words and symbols that surround them; connect with others to exchange ideas, feelings, and friendships.	Speaking				
		Writing				
		Alphabetic Knowledge				
		Phonological Awareness				
		Listening to and Understanding English				
		Speaking English				
Cognition	Children will engage in the scientific process to understand the what, how, and why of the natural and physical world.	Number and Counting				
		Measurement				
		Observing and Classifying				
		Experimenting, predicting and drawing conclusions				
Perceptual, Motor, and Physical Development	Children will practice their emerging motor skills, learn what their bodies are capable of, and master personal care skills	Gross-Motor Skills				
		Fine-Motor Skills				

Detroit Early Head Start/Birth to Five Detroit Programs

School Readiness

Early Head Start/Birth to Five Western Wayne

Starfish Family Services' Early Head Start/Birth to Five Western Wayne programs established five school readiness goals – one for each domain of early learning as identified by the Office of Head Start. The goals aligned with the HighScope curriculum, Michigan Standards of Early Learning and the Head Start Early Learning Outcomes Framework. Composite COR scores for the infants and toddlers enrolled in our Early Head Start home-based option revealed gains within each of our School Readiness Goals. The highest scoring COR items were Gross-Motor Skills (3.00) and Fine-Motor Skills (2.94) under Perceptual, Motor, and Physical Development; Building Relationships with Adults (2.47) within Social & Emotional Development; and Reflection (2.47) under Approaches to Learning. Based on COR data, our young children exhibited the greatest percentage of improvement within our Social & Emotional Development goal regarding Building Relationships with Other Children (136%) and

Building Relationships with Adults (153%); and within the Language & Communication goal as it relates to Speaking (151%). The smallest gains were noted in the Language and Communication goal regarding Listening and Comprehension (63%) and the Perceptual/Motor/Physical Development domain regarding Gross Motor Skills (88%).

Detroit Early Head Start/Birth to Five Detroit Programs

In the Detroit EHS/BTF programs child outcomes data was collected using the HighScope Child Observation Record Advantage program (COR Advantage). The HighScope COR Advantage tool provides an assessment associated with the research based HighScope curriculum and aligns with the 5 Developmental Domains of *"The Head Start Early Learning Outcomes Framework: Ages Birth to Five"* (HSELOF, 2015). Teaching staff collect data through anecdotal observations of children and score on a 0 – 7 scale according to the COR framework. Child outcomes data was reviewed for all groups of children including children with special needs and Dual Language Learners. Outcomes for School Readiness Goals were based on children who were enrolled 100% of the time for the data collection period of Time 1 (September-November, 2016) through Time 3 (March-May, 2017).

Detroit Early Head Start - Infants & Toddlers

Head Start Domain	Program Goal	COR Item	Time 1	Time 3	Gain	Improve. %
Approaches to Learning	Children will develop critical thinking/ executive functioning skills.	Problem Solving with Materials				
		Reflection				
Social & Emotional Development	Children will learn to identify and regulate their feelings and will develop a growing appreciation for others.	Building Relationships with Adults				
		Building Relationships with Other Children				
Language and Communication	Children will signal their need, learn from the words and symbols that surround them; connect with others to exchange ideas, feelings, and friendships.	Speaking				
		Listening and Comprehension				
Cognition	Children will engage in the scientific process to understand the what, how, and why of the natural and physical world.	Experimenting, Predicting and Drawing Conclusions				
		Geometry, Shapes and Spatial Awareness				
Perceptual, Motor, and Physical Development	Children will practice their emerging motor skills, learn what their bodies are capable of, and master personal care skills	Gross-Motor Skills				
		Fine-Motor Skills				

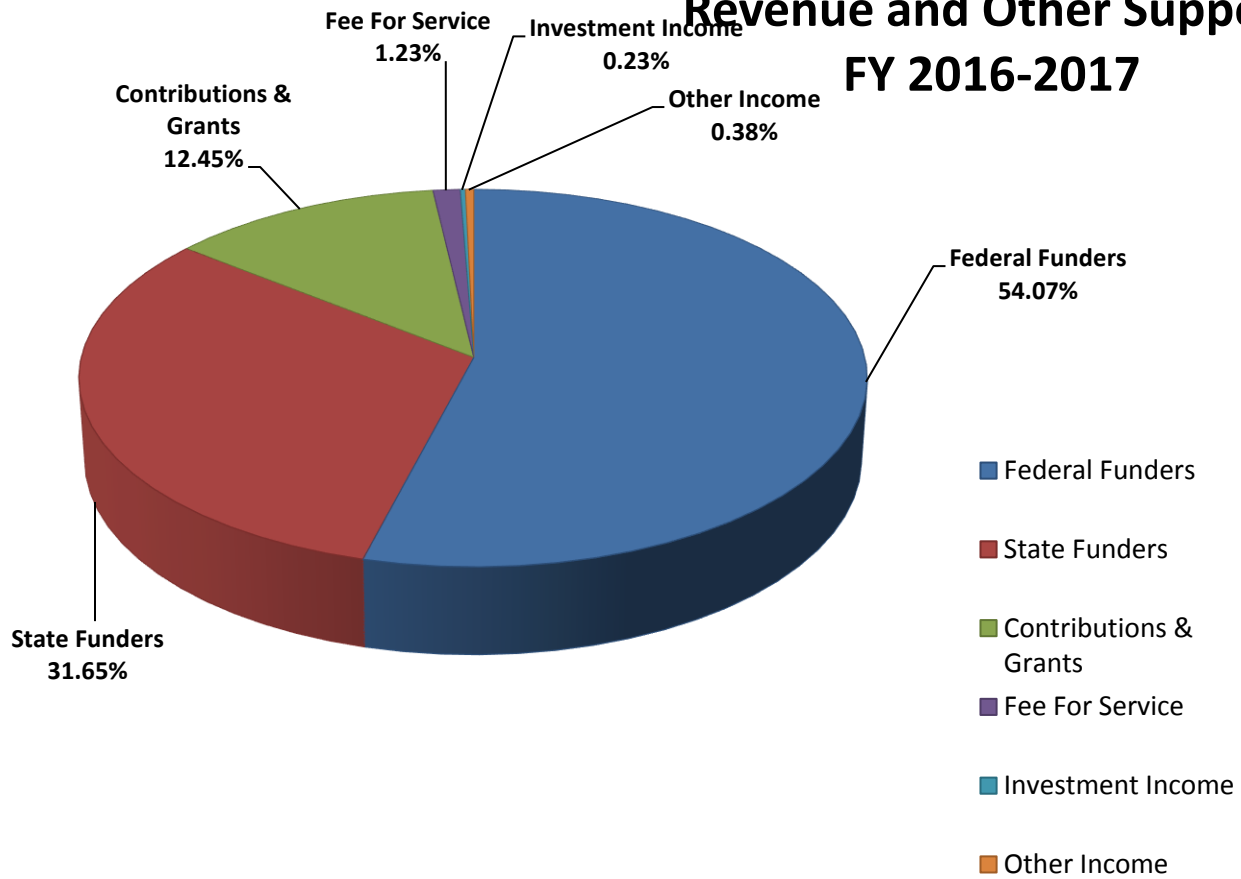
Early Head Start - Infants & Toddlers

Head Start Domain	Program Goal	COR Item	Time 1	Time 3	Gain	Improve. %
Approaches to Learning	Children will develop critical thinking/ executive functioning skills.	Problem Solving with Materials	1.42	2.11	0.68	48%
		Reflection	1.55	2.27	0.73	47%
Social & Emotional Development	Children will learn to identify and regulate their feelings and will develop a growing appreciation for others.	Building Relationships with Adults	1.50	2.26	0.76	51%
		Building Relationships with Other Children	1.76	2.44	0.67	38%
Language and Communication	Children will signal their need, learn from the words and symbols that surround them; connect with others to exchange ideas, feelings, and friendships.	Speaking	1.42	2.13	0.72	51%
		Listening and Comprehension	1.42	2.09	0.67	47%
Cognition	Children will engage in the scientific process to understand the what, how, and why of the natural and physical world.	Experimenting, predicting and drawing conclusions	1.23	2.02	.079	64%
		Geometry, Shapes and Spatial Awareness	1.36	1.98	0.62	46%
Perceptual, Motor, and Physical Development	Children will practice their emerging motor skills, learn what their bodies are capable of, and master personal care skills	Gross-Motor Skills	1.85	2.76	0.91	49%
		Fine-Motor Skills	1.60	2.46	0.86	54%

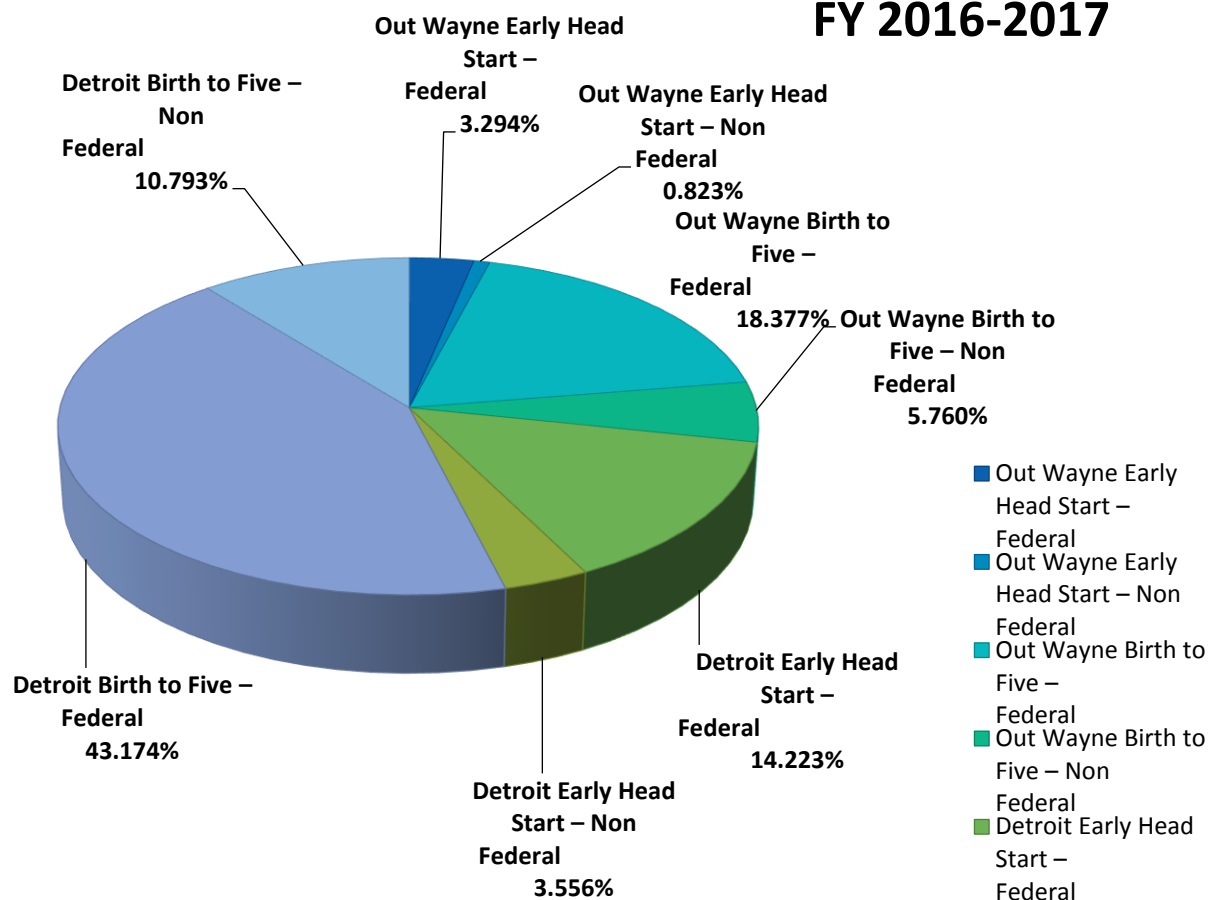
Head Start—Preschoolers

Head Start Domain	Program Goal	COR Item	Time 1	Time 3	Gain	Improve. %
Approaches to Learning	Children will develop critical thinking/ executive functioning skills.	Problem Solving with Materials	3.04	4.48	1.44	47%
		Reflection	3.17	4.34	1.17	37%
Social & Emotional Development	Children will learn to identify and regulate their feelings and will develop a growing appreciation for others.	Emotions	2.96	4.38	1.42	48%
		Community	3.25	4.59	1.34	41%
Language and Communication	Children will signal their need, learn from the words and symbols that surround them; connect with others to exchange ideas, feelings, and friendships.	Speaking	3.22	4.39	1.17	36%
		Writing	2.85	3.88	1.03	36%
		Alphabetic Knowledge	2.93	4.03	1.09	37%
		Phonological Awareness	2.42	3.92	1.50	62%
		Listening to and Understanding English	4.40	5.67	1.27	29%
		Speaking English	4.02	5.68	1.67	42%
Cognition	Children will engage in the scientific process to understand the what, how, and why of the natural and physical world.	Number and Counting	2.87	4.32	1.44	50%
		Measurement	2.91	4.26	1.35	46%
		Observing and Classifying	3.24	4.46	1.22	38%
		Experimenting, predicting and drawing conclusions	3.08	4.36	1.27	41%
Perceptual, Motor, and Physical Development	Children will practice their emerging motor skills, learn what their bodies are capable of, and master personal care skills	Gross-Motor Skills	3.41	4.77	1.35	40%
		Fine-Motor Skills	3.34	4.90	1.56	47%

Revenue and Other Support FY 2016-2017



Total Grant Awards by Source FY 2016-2017



Auditor's Report

STARFISH FAMILY SERVICES, INC.
(A Nonprofit Organization)

COMMENTS AND RECOMMENDATIONS
MEMORANDUM

SEPTEMBER 30, 2017

January 8, 2018

Starfish Family Services, Inc.
(A Nonprofit Organization)
30000 Hiveley St.
Inkster, Michigan 48141

Members of the Board:

We have recently completed our audit of the financial statements of Starfish Family Services, Inc. (a Nonprofit Organization) for the year ended September 30, 2017. Our audit was made primarily for the purpose of expressing our opinion on the financial statements and, accordingly, did not encompass a detailed review of systems, procedures and internal controls. However, during our audit, we observed certain accounting areas where we believe improvements can be affected, and we offer the enclosed comments and recommendations memorandum for your review.

The accompanying memorandum is not based upon a complete survey of all phases of operating and executive controls. We appreciate that the ultimate objective of management is to achieve maximum control at a minimum cost. We believe that consideration of the recommendations enumerated in this memorandum are compatible with that objective.

After you have reviewed our recommendations, we will be pleased to discuss the contents with you and to assist in the implementation of any items set forth herein.



DOEREN MAYHEW

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CURRENT YEAR COMMENTS AND RECOMMENDATION

I. Providing Financial Information to the Public

Pursuant to the Uniform Guidance compliance requirements related to public disclosures of information, entities are required to make available to the public a report published at least once in each fiscal year that discloses for the most recently concluded fiscal year: (a) the total amount of public and private funds received and the amount from each source; (b) an explanation of budgetary expenditures and proposed budget for the fiscal year; and (c) the financial audit.

During our testing, we were unable to find any indication that the Organization's proposed budget for the fiscal year was made available to the public.

Recommendation

The Organization should implement a policy in which management reviews the status of all information that is required to be made available to the public in order to determine if all of the required information was properly posted to a public resource.

RECURRING COMMENTS AND RECOMMENDATIONS

I. Check Request Approval

We reviewed the Organization's cash disbursement policies noting the following process and employee positions responsible for approving invoices for payment: The program staff, accounts payable staff or general accountant will prepare the check request, including all supporting documentation. The Program Manager or Director approves and, if over \$1,000 submits to VP or CAO for approval. If expense is administrative in nature, the Director/CAO/VP/CEO approves depending on dollar limits. All check requests over \$5,000 require the CEO and CFO approval. All check requests are approved by the Controller or Accountant.

During our review of cash disbursements controls, we noted several check requests over \$5,000 that were approved by the CFO but did not have approval by the CEO.

Recommendation

Due to the fact that the check requests include multiple layers of approval as well as the fact that the Board reviews the Head Start program's credit card and personnel transactions, we recommend that the Organization's cash disbursement policy be modified to be more flexible in regard to the executive-level management personnel that are authorized to approve transactions that exceed the \$5,000 threshold.

Current Year Status

No change.

II. New General Ledger Account Creation

We noted that Starfish Family Services, Inc. (SFS) pays all transactions for Property Link for Non-Profits, Inc. (PL), other than the PL mortgage. These transactions are accounted by SFS through a due to/due from account on the general ledger; however, from a cash perspective, these funds are comingled in the SFS concentration bank account. Additionally, the sweep account is shown with the SFS concentration account in the general ledger.

Recommendation

We recommend SFS create a new general ledger account as well as a separate bank account that is solely related to PL transactions to remove any perceptions that the two entities are related. Additionally, we recommend that SFS maintain a separate general ledger account for its sweep account.

Current Year Status

No change.

RECURRING COMMENTS AND RECOMMENDATIONS (Continued)

III. In-Kind Donation

During our audit, we noted that the Organization does not record the in-kind donation of playground and parking lot space received from Property Link for Non-Profits, Inc. for financial reporting purposes.

Recommendation

Although the net asset effect of this transaction is \$-0-, we recommend the Organization record the in-kind donation for consistency of its single audit and financial reporting.

Current Year Status

No change.

PRIOR YEAR COMMENTS AND RECOMMENDATIONS

I. Accounts Receivable Confirmations

During the accounts receivable confirmation process, a confirmation was prepared, sent out, and returned to us with an incorrect amount listed. The receivable balance was adjusted by management after the confirmations were complete as part of the year end closing process.

Recommendation

Although the receivable difference discussed above was not deemed material to the overall account balance, management should insure that the systematic process to close out accounts has occurred before confirmations are prepared.

Current Year Status

The receivable balance was not adjusted subsequent to the completion of accounts receivable confirmations.

Starfish Family Services Birth to Five Head Start/Early Head Start Western Wayne

Grantee	
Center	Address
<i>Crestwood</i>	12100 Beech Daly Redford, MI, 48239
<i>Inkster</i>	30000 Hiveley Inkster MI 48141
<i>Livonia</i>	32765 Lyndon Street Livonia, MI 48154
<i>Plymouth/Canton</i>	11100 N. Haggerty Rd. Plymouth, MI 48170
<i>Westwood</i>	26429 Michigan Ave Inkster, MI 48141
<i>EHS</i>	30000 Hiveley Rd. Inkster, MI 48141

Head Start/EHS Detroit Policy Council Chair

Jessica Linden

Development Centers Head Start/Early Head Start

Delegate	
Center	Address
McKenney	20833 Pembroke Detroit, MI 48219
Hartford	13735 Seven Mile Detroit MI 48219
Northrop	19176 Northrop Detroit MI 48219
Gompers	14450 Burt Detroit MI 48219
Dunamis Ministries	13220 Greenfield Detroit MI 48219

Focus: HOPE Head Start/Early Head Start

Delegate	
Center	Address
Focus: HOPE Center for Children	1550 Oakman Blvd. Detroit, MI 48238
New Paradigm Glazer	2001 LaBelle Detroit MI 48234

Southwest Solutions Head Start/Early Head Start

Delegate	
Center	Address
Avancemos	3811 Cicotte Detroit MI 48206
Voyageur	4821 Military Detroit MI 48210
Durfee	2470 Collingwood Detroit MI 48210
Amelia Earhart	1000 Scotten Detroit MI
Crockett	4851 14 th Street Detroit MI 48208
Mark Twain	12800 Visger Detroit MI 48217
New Paradigm	2450 Beatrice Detroit MI
Central High	2425 Tuxedo Detroit MI 48210
Phoenix Multicultural Academy	7735 Lane Detroit MI
Salavation Army	3737 Humboldt Detroit MI
All Saints	8300 Longworth Detroit MI 48209
St. Annes	1000 St. Ann St. Detroit MI 48216

Early Head Start/Head Start Detroit Policy Council Chair

Anita Villagomez

Starfish Family Services' Board of Directors

Officers:

Janet C. Lawson	Chairman
W. Howard Morris	Vice Chairman
Marcia Nunn	Secretary
Carla Burney Jones	Treasurer
Ronald A. Sollish	Immediate Past Chairman
Ann Kalass	Ex-Officio

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Sabrina Smith-Campbell	Voting Director
AJ Wagner	Voting Director
Eric Widner	Voting Director
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Starfish Family Services' Executive Officers

Ann Kalass, Chief Executive Officer

David Williams, Chief Administrative Officer

Steve Holda, Chief Financial Officer

Heather Rindels, Chief Development Officer

STARFISH FAMILY SERVICES

Mission: Strengthening families to create brighter futures for children.

Vision: Starfish Family Services is a recognized champion for children and families. Our effective service model and demonstrated leadership positively impact systems changes both locally and nationally.

Starfish Family Services Head Start & Early Head Start Services

Grantee Administrative Offices

EHS & Birth to Five Western Wayne

30000 Hiveley, Inkster, MI 48141

Phone: 734 -728 -3400

&

Detroit Early Head Start & Birth to Five Detroit

835 Mason St., Suite A135, Dearborn, MI 48124

Phone: 734-713-9200

www.starfishonline.org



Strengthening families to create brighter futures for children



