

EARLY HEAD START/ HEAD START ANNUAL REPORT

2017 -2018

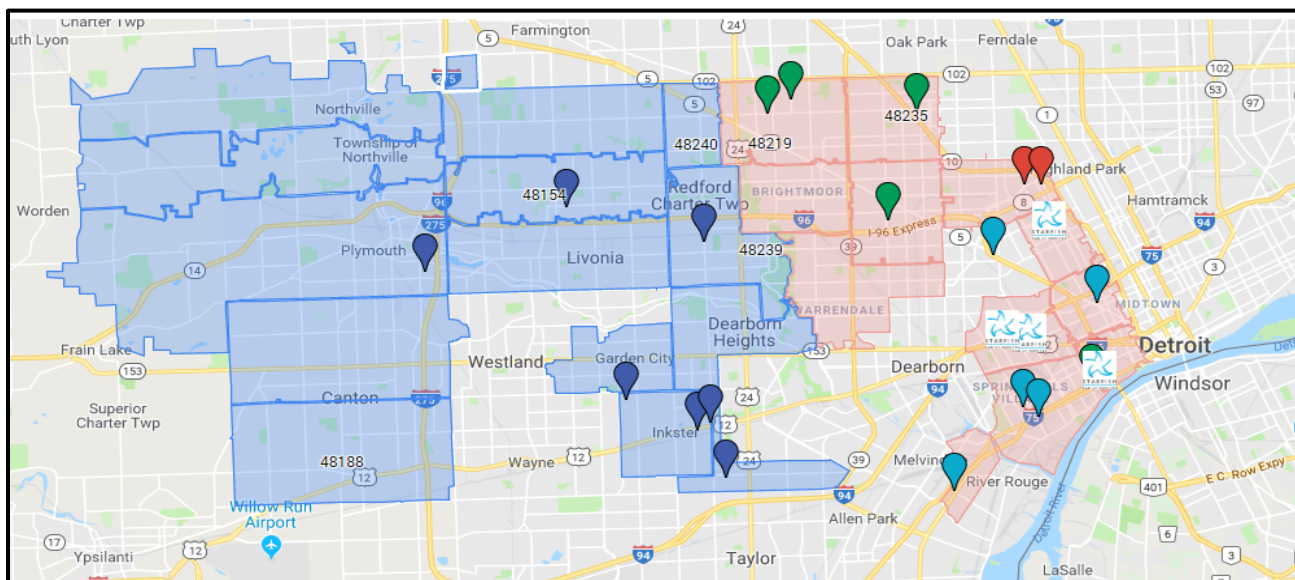


Strengthening families to create brighter futures for children

About Us

Founded in 1963, Starfish Family Services (SFS) is a private, nonprofit agency serving 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 four grants for 1,522 children and their families in Detroit & Western Wayne County, Michigan.

Our Reach



KEY: Starfish Family Services, along with three delegates and one partner, provided Head Start & Early Head Start services for 1,072 Detroit children & families through two grants (Detroit Early Head Start – 05CH8300/05CH010519 & Birth to Five (05CH8412) (shaded red). Through two grants (Early Head Start 05CH8419 & Birth to Five 05CH010391) Starfish Family Services provided direct services for 450 children and families living in the Western Wayne County area.

A Letter from Our Chief Executive Office

Dear Starfish stakeholders,

We are proud to present our 2017-18 Head Start Annual Report, highlighting all our accomplishments over the last school year. Our successes result from the commitment and hard work of our Starfish families, the professionalism and persistence of our staff, and the support of community stakeholders including volunteers, donors, the philanthropic community, school systems, and other service providers. And, of course, we are grateful for Office of Head Start funding and guidance that are the foundation of our early childhood programming here at Starfish.



Starfish is privileged to serve a diverse set of Wayne County communities that are striving, each in their own way, to close opportunity gaps for families. Many Starfish families face similar challenges in terms of low income, public safety issues in their neighborhoods, underperforming educational systems, trauma, and racial injustice.

Diversity across our service area takes shape in terms of race, religion, ethnicity, culture, and even in the structure of today's families. Over the years, our families have taught us that this diversity is a strength for children's learning and development, as well as for Starfish parents forming friendships and building social capital in our classrooms and hallways---sharing various perspectives and views of the world but each sharing a goal to build a brighter future for their children.

Through this report, you will learn about the positive outcomes we have helped children and their parents realize in the areas of health, school readiness, and empowered families.

I personally want to thank the Starfish Head Start leadership and staff, the foundation community including M & M Fisher Foundation, Community Foundation for Southeastern Michigan, and The Ralph C. Wilson Jr. Foundation, and our partners at Development Centers, Focus: HOPE, American Indian Health & Family Services, and The Order of the Fishermen Ministry for their extra effort and generous commitment to the children of Detroit during this challenging school year.

As we look back on the year, Starfish is thrilled to now play a direct service role at five Head Start centers in Detroit, connecting directly with families, community partners, the school district, and other stakeholders.

At the same time, our two grants serving Western Wayne County continued to thrive and innovate through the team's hard work and authentic connections to the families we serve. We continued to build a culture of trauma care within our Head Start centers, recognizing that too many of our children have been exposed to traumatic experiences before they arrive in our classrooms.

All of this Head Start work is championed by a committed Starfish Board of Directors, Policy Councils, a dedicated leadership team, and the best staff team in the country. Together, we believe in the potential of every child we serve, and we continue to invest in creating healthy families and healthy relationships that have the power to build brighter futures for our children.

Sincerely,

Ann Kalass
Chief Executive Officer

Delegate & Grant Transitions

Starfish Family Services is the lead agency and grantee for four federal grant awards in the city of Detroit and in a number of cities in the western area of Wayne County. In our Detroit grants we established a partnership, identified as Thrive by Five Detroit, which included delegate partners Development Centers, Focus: HOPE, and Southwest Solutions. Our two Detroit grants combined serve over 1,100 children, ages birth to five, expectant mothers, and their families.

On May 10, 2017, Starfish received official notice from the board of directors at Southwest Solutions, one of our delegate partners, that they would be relinquishing their contract on the Detroit Early Head Start grant (102 EHS slots) effective December 31, 2017.

In response, Starfish worked with our existing delegates to explore opportunities to transition slots and support continuity of services. Our plan included transferring Southwest Solutions' 32 center-based slots to Development Centers and Focus: HOPE, who have licensed capacity to provide programming with minimal disruption. Focus: HOPE would also accept 24 of Southwest Solutions' 70 home-based slots.

In addition, Starfish initiated a Request for Proposal (RFP) process on June 28, 2017, to identify a new delegate or contractual provider. Full applications from interested parties were due September 8, 2017, and our agency selected American Indian Health & Family Services (AIHFS) as a contractual partner. AIHFS, who has successfully operated a Healthy Start program for six years, would provide home-based services to 46 infants, toddlers, and expectant mothers within Southwest Solutions' identified catchment area.

In fall of 2017, Southwest Solutions, who was our largest delegate agency in our Detroit grants, made the difficult decision to exit the grant due to severe financial and logistic challenges. On September 26, 2017, Starfish Family Services management staff were verbally notified by the executive director at Southwest Solutions that they would be relinquishing their contract on the Detroit Birth to Five grant effective December 31, 2017. This unexpected, mid-school-year disruption impacted 13 sites, 29 classrooms, and over 500 children and families.

Starfish quickly established a parallel strategy to support the continuation of Birth to Five services for families within Southwest Solutions' service area. We began networking with local Detroit agencies to explore collaborations and secured a partnership with The Order of the Fishermen Ministry (TOFM) to serve 202 Head Start and Early Head Start children in several locations throughout Detroit. Existing delegate agency Development Centers agreed to accept an additional 48 Head Start slots at the Southwest Solution-Earhart site, which ensured a fluid transition of services for those families. Beginning in January 2018, Starfish became a direct services provider for 254 Head Start and Early Head Start children.

In addition, the Detroit Early Head Start grant (05CH8300) whose 5-year grant period was January 6, 2012 – December 31, 2017, ended during the program year of 2017 – 2018. The new Detroit Early Head Start grant 05CH010519 began January 1, 2018, and will run through December 31, 2022.

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							
Detroit Early Head Start 05CH8300/05CH010519		Detroit Birth to Five 05CH8412		Early Head Start Western Wayne 05CH8419		Birth to Five Western Wayne 05CH010391	
Below Income	294	Below Income	754	Below Income	67	Below Income	406
Public Assistance	5	Public Assistance	15	Public Assistance	11	Public Assistance	30
Allowable Over Income (101% - 130% of Poverty)	10	Allowable Over Income (101% - 130 % Poverty)	29	Allowable Over Income (101% - 130 % Poverty)	0	Allowable Over Income (101 % - 130 % Poverty)	0
Over Income	10	Over Income	44	Over Income	6	Over Income	43
Homeless	2	Homeless	22	Homeless	2	Homeless	1
Foster Children	5	Foster Children	4	Foster Children	2	Foster Children	16
Total		Total		Total	88	Total	496

Family Engagement

Starfish Family Services continues to foster an environment that supports family connections and active engagement. Our family engagement strategies build trusting and mutually respectful relationships by modelling transparency, respect, cultural diversity, and shared leadership.

The Detroit program implemented ParentCorps, a culturally-informed approach to engaging families and building parents' social capital, well-being, and ability to support their children's health and development. ParentCorps' Professional Development component aims to support a culture that values parents and utilizes evidence-based practices to strengthen parent engagement and children's social, emotional, and behavioral regulation skills.

The Detroit program piloted ParentCorps' *Parenting Program* during the 2017-2018 school year. The *Parenting Program* uses evidence-based practices to promote social, emotional, and behavioral regulation skills. The series was positively received by program participants. Preliminary parent feedback revealed the following:

- 100% of families reported that their cultural beliefs were respected.
- 96% of the participants reported that the strategies outlined in the *Parenting Program* seemed helpful to their family and 92% indicated that their overall experience was very good/excellent.
- 89% of parents reported that they felt more comfortable at their child's school since coming to ParentCorps' *Parenting Program*.
- 100% of parents feel connected to some of the other parents/caregivers who came to ParentCorps.
- 100% of families feel confident that they can speak up for their child and his/her needs at school.

Starfish Family Services' Western Wayne program has continued to incorporate the nationally recognized Trauma Smart™ model into our service delivery design. Trauma Smart™ places specific emphasis on ensuring that early childhood staff recognize the impact of adverse early childhood experiences and toxic

stress; identify behaviors as symptoms of stress and trauma; and intervene in ways to promote healthy child development and positive learning environments. Trauma Smart™ includes a parent education component, *Smart Connections*, which is designed to help parents understand the impact of trauma, learn practical trauma-informed strategies to support their child during difficult times, and increase their capacity to build resiliency. Eighty-eight Western Wayne parents participated in the *Smart Connections* training modules.

Starfish Family Service staff engage parents with establishing and achieving goals that parents have chosen for themselves and their family. The Family Partnership Agreement is a fluid document that follows the progress of the family as they accomplish identified goals, establish new goals, and address concerns and needs of the family. The Family Service Assessment (FSA) provides critical information that is imperative for goal setting and identifies needs in 15 categories, including housing, nutrition, health and medical care. **The following table provides a summary of family services per grant during the 2017-2018 program year:**

Family Services Type	Western Wayne Early Head Start 8419	Western Wayne Birth to Five 010391	Detroit Birth to Five 8412	Detroit Early Head Start 010519	Total
Emergency	13	133	546	198	890
Housing	10	38	163	67	278
Mental Health Service	1	12	64	29	106
ESL	1	11	84	13	109
Adult Ed/GED	5	17	220	47	289
Job Training	4	20	242	77	343
Substance Abuse Prevention	0	0	20	1	21
Substance Abuse Treatment	0	0	21	0	21
Child Abuse & Neglect	0	0	36	3	39
Domestic Violence	0	0	31	7	38
Child Support Assistance	0	2	78	33	113
Health Ed	8	23	270	171	472
Assistance Incarcerated Individuals	0	1	16	7	24
Parenting Education	5	73	472	219	769
Marriage Education	0	1	10	7	18
Asset Building Services	0	8	124	33	165
Total Family Services	47	339	2397	912	3695
Total Number of Families	72	449	808	248	1577
# of Families Receiving At Least One Service	38	210	747	247	1242
% of Families Receiving At Least One Service	52.78%	46.77%	92.45%	99.60%	78.76%

During the 2017-2018 program year, 78.76% of our families received at least one family service, significantly exceeding the national (67.4%) average. The program provided 3,695 total family services, which represents a 28% increase compared to the prior year. According to our Program Information Report (PIR), 890 families received services for emergency support and intervention such as meeting immediate needs for food, clothing, or shelter, 769

families were provided parenting education, and 472 received services associated with health-related matters. 343 families were connected to job training and 289 received adult education, such as GED programs or college selection. Across our Head Start and Early Head Start platform, 49 families experienced homelessness during the enrollment period. Of these families, 51% were able to acquire housing by the end of the program year, exceeding the national average of 36.6%.

Child Health and Well-Being

Starfish Family Services coordinates health, mental health, nutrition, and oral health services to meet the needs of pregnant women and children birth to five. Family Service Workers (FSW) collect important family health information, which serves as a starting point in meeting the individual health and wellness needs of each family. To support service delivery, FSWs and Health Specialists partner with parents to ensure families understand HS and EHS requirements and the importance of achieving an up-to-date health status for their children including ongoing care and timely follow-up. The Family Partnership Agreement (FPA) provides a framework for program staff and parents to jointly determine individual family needs and interests, establish goals, and plan for services. Family Service Workers provide resources, referrals, and support to ensure that families have access to medical, dental/oral, mental, social/emotional, and nutritional services.

Our Head Start and Early Head Start programs have continued to expand the delivery of health services by establishing strong partnerships with health providers to support medical, dental, and mental health services. Examples of new collaborations include:

- UCLA's Health Care Institute designed to increase health literacy for parents and caregivers.
- University of Michigan School of Dentistry's Silver Diamine Fluoride project, which provides nonintrusive oral health intervention for children with severe dental decay.
- Henry Ford/Beaumont Hospital's food demonstrations that teach families how to make healthy meals.
- Kohl's CARES & Safe Sleep program provides instruction about safe sleep to reduce the risk of SIDS and other sleep-related causes of infant death.

The following table highlights the health and wellness indicators per grant for Starfish Family Services' Head Start children:

Health/Wellness	Western Wayne Birth to Five HS 010391	Detroit Birth to Five HS 8412	Total	Percentage
Medical Home	384	752	1136	99.82%
Dental Home	380	748	1128	99.12%
Health Insurance	384	751	1135	99.74%
Up-to-date Immunizations	384	749	1133	99.56%
Physicals	370	680	1050	92.27%
Chronic Condition	45	112	157	13.80%
Treatment for Chronic Conditions	42	110	152	96.82%

Dental Exam	351	644	995	87.43%
Dental Follow-up Identified	67	26	93	
Dental Follow-up Treatment Received	44	25	69	74.19%
Cumulative Enrollment	384	754	1138	

Note: Health data is based on children who were enrolled a minimum of 45 days.

According to our 2017/2018 Performance Indicator Report (PIR), 99.74% of our Head Start children had obtained health insurance; 99.82% had identified a medical home; and 99.12% of our children had an established dental home by the end of the school year. 99.56% of our Head Start children were up-to-date on all scheduled or possible immunizations by the end of the school year. The percentage of preschool children with completed dental examinations increased from 74.9% (during the 2016-2017 school year) to 87.4%, significantly exceeding our goal of 5%.

The following table provides a summary of the health outcomes for Starfish Family Services' Early Head Start children:

Health/Wellness	Western Wayne Early Head Start 8419	Western Wayne Birth to Five EHS 010391	Detroit Birth to Five EHS 8412	Detroit Early Head Start 010519	Total	Percentage
Medical Home	87	100	110	276	573	99.65%
Dental Home	87	100	108	273	568	98.78%
Health Insurance	86	100	112	276	574	99.83%
Up-to-date Immunizations	87	100	105	250	542	94.26%
Well-baby Checkups	56	61	87	172	376	65.39%
Chronic Condition	2	7	8	22	39	
Treatment for Chronic Conditions	2	4	8	21	35	89.74%
Cumulative Enrollment	87	100	112	276	575	

Note: Health data is based on children who were enrolled a minimum of 45 days.

Regarding Early Head Start health indicators, 99.83% of our infants and toddlers had health insurance; 99.65% had established a medical home; and 98.78% had a dental home. The Performance Indicator Report (PIR) indicated that 94.26% of our EHS children were up-to-date on all possible immunizations by the end of the enrollment year. In addition, 89.74% of infants and toddlers identified with a chronic medical condition received necessary medical treatment.



School Readiness and Child Outcomes

Detroit Early Head Start (05CH8300/05CH010519)

The Early Head Start/Birth to Five child outcomes data was collected using HighScope Child Observation Record Advantage (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, 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 2017) through Time 3 (March-May 2018).

The percentage that children improved from baseline to end of year spanned from 33% to 134%. The group with the largest improvement were Infants in COR Item CC (Experimenting, Predicting, and Drawing Conclusions). Other groups with 100% or more improvement included Infants in COR Item E (Building Relationships with Adults) and Infants in COR Item I (Gross-Motor Skills).

Head Start Domain	Program Goal	Age Specific Goal	Age Category	N	Time 1	Time 3	Gain	% Improved	% of children who achieved goal
		Infant/Toddler:		27	0.81	1.26	0.45	56%	81%

Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Approaches to Learning</u>	<i>Children will develop critical thinking/ executive function skills.</i>	Children will demonstrate interest, curiosity, and eagerness in exploring the world around them.	Infant (0-18 months)	27	0.93	1.48	0.55	59%	81%
			Toddler (18-36 months)	38	2.19	2.92	0.73	33%	100%
				38	1.97	2.89	0.92	47%	100%
Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Social and Emotional Development</u>	<i>Children will learn to identify and regulate their feelings and will develop a growing appreciation for others.</i>	Infant/Toddler: Children will develop and engage in positive relationships and interactions with adults and peers.	Infant (0-18 months)	27	0.63	1.33	0.70	111%	78%
				27	0.96	1.74	0.78	81%	85%
			Toddler (18-36 months)	38	2.13	2.89	0.76	36%	97%
				38	2.26	3.13	0.87	38%	97%
Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Language and Communication</u>	<i>Children will signal their need, learn from the words and symbols that surround them; and connect with others to exchange ideas, feelings, and friendship.</i>	Infant/Toddler: Children will understand and begin to use oral language for conversation and communication.	Infant (0-18 months)	27	0.67	1.26	0.59	88%	81%
				27	0.78	1.52	0.74	95%	93%
			Toddler (18-36 months)	38	1.97	2.95	0.98	50%	97%
				38	2.00	2.92	0.92	46%	95%
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Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Cognition</u>	<i>Children will engage in the scientific process to understand the what, how, and why of the natural and physical world.</i>	Infant/Toddler: Children will use all of their senses to investigate their environment to discover what objects and people do, how things work, and how they can make things happen.	Infant (0-18 months)	26	0.56	1.31	0.75	134%	92%
				26	0.80	1.08	0.28	35%	77%
			Toddler (18-36 months)	38	1.84	2.95	1.11	60%	95%
				38	1.89	2.79	0.90	48%	97%
				27	0.78	1.56	0.78	100%	78%

Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Perceptual, Motor, and Physical Development</u>	<i>Children will practice their emerging motor skills, learn what their bodies are capable of, and master personal care skills.</i>	Infant/Toddler: Children will develop control of large muscles for movement, navigation, and balance, and small muscles for manipulation and exploration.	Infant (0-18 months)	27	1.12	1.74	0.62	55%	93%
				27	0.96	1.85	0.89	93%	100%
			Toddler (18-36 months)	38	2.37	3.32	0.95	40%	100%
				38	2.08	2.97	0.89	43%	100%

Detroit Birth to Five (05CH8412)

The Early Head Start/Birth to Five child outcomes data was collected using HighScope Child Observation Record Advantage (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, 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 2017) through Time 3 (March-May 2018).

The percentage that children improved from baseline to end of year spanned from 20% to 148%. The group with the largest improvement were Infants in COR Item L (Speaking). Other groups with more than 100% improvement included Infants in COR Item E (Building Relationships with Adults); Infants in COR Item T (Geometry: Shapes and Spatial Awareness); and Infants in COR Item I (Gross Motor Skills).

Head Start Domain	Program Goal	Age Specific Goal	Age Category	N	Time 1	Time 3	Gain	% Improved	% of children who achieved goal
Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Approaches to Learning</u>	<i>Children will develop critical thinking/ executive function skills.</i>	Infant/Toddler: Children will demonstrate interest, curiosity, and eagerness in exploring the world around them.	Infant (0-18 months)	17	0.76	1.47	0.71	93%	88%
				17	1.06	1.82	0.76	72%	100%
			Toddler (18-36 months)	42	2.14	2.93	0.79	37%	100%
				42	2.19	3.12	0.93	42%	100%

		Preschool: Children will be able to make plans and follow through on their intentions and reflect on their experiences.	Preschool	275 279	3.28 3.41	4.64 4.57	1.36 1.146	41% 34%	87% 85%
Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Social and Emotional Development</u>	<i>Children will learn to identify and regulate their feelings and will develop a growing appreciation for others.</i>	Infant/Toddler: Children will develop and engage in positive relationships and interactions with adults and peers.	Infant (0-18 months)	18	0.76	1.78	1.02	134%	94%
				18	1.06	1.94	0.88	83%	100%
			Toddler (18-36 months)	42	2.26	3.05	0.79	35%	95%
				42	2.60	3.43	0.83	32%	98%
		Preschool: Children will be able to show an increasing ability to manage their own emotions and behaviors and form positive relationships with adults and peers.	Preschool	277	3.07	4.51	1.44	47%	55%
				276	3.51	4.68	1.17	33%	87%
Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Language and Communication</u>	<i>Children will signal their need, learn from the words and symbols that surround them; and connect with others to exchange ideas, feelings, and friendship.</i>	Infant/Toddler: Children will understand and begin to use oral language for conversation and communication.	Infant (0-18 months)	18	0.56	1.39	0.83	148%	78%
				18	0.89	1.53	0.64	72%	94%
			Toddler (18-36 months)	42	2.29	3.24	0.95	41%	100%
				42	2.07	2.74	0.67	32%	95%
		Preschool: Children will express themselves in increasingly long, detailed, and sophisticated ways.	Preschool	279	3.30	4.36	1.06	32%	81%
				272	3.04	3.91	0.87	29%	69%
		Preschool: Children will be able to identify letters of the alphabet and produce correct sounds	Preschool	277	3.11	4.14	1.03	33%	66%
				273	2.68	4.02	1.34	50%	45%

		associated with letters.							
		Preschool: Children who are English Language Learners will show progress in listening to, understanding, and speaking English.	Preschool	9 7	4.78 4.71	5.83 5.67	1.05 0.96	22% 20%	83% 83%
Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Cognition</u>	<i>Children will engage in the scientific process to understand the what, how, and why of the natural and physical world.</i>	Infant/Toddler: Children will use all of their senses to investigate their environment to discover what objects and people do, how things work, and how they can make things happen.	Infant (0-18 months)	17	0.88	1.35	0.47	53%	100%
				17	0.83	1.71	0.88	106%	94%
			Toddler (18-36 months)	42	1.81	2.85	1.04	57%	81%
				42	1.95	2.86	0.91	47%	98%
		Preschool: Children will be able to show beginning math skills including spatial relationships, creating patterns, and using math concepts through every day routines.	Preschool	278	2.99	4.54	1.55	52%	76%
				276	3.25	4.29	1.04	32%	78%
		Preschool: Children will engage in exploring their environment through observation, manipulation, making predictions, classifying, comparing, and communicating their findings to others.	Preschool	278	3.25	4.44	1.19	37%	85%
				272	3.26	4.51	1.25	38%	89%
Head Start Early Learning	<i>Children will practice</i>	Infant/Toddler: Children will	Infant (0-18 months)	18	1.06	2.28	1.22	115%	100%
				18	1.22	1.82	0.60	49%	94%

Outcomes Framework: Ages Birth to Five - <u>Perceptual, Motor, and Physical Development</u>	<i>their emerging motor skills, learn what their bodies are capable of, and master personal care skills.</i>	develop control of large muscles for movement, navigation, and balance, and small muscles for manipulation and exploration.		18	1.17	1.76	0.59	50%	94%
			Toddler (18-36 months)	42	2.79	3.76	0.97	35%	100%
				42	2.45	3.26	0.81	33%	98%
		Preschool: Children will be able to show control of large and small muscles for movement, coordination, and balance.	Preschool	278	3.59	4.94	1.35	38%	92%
				280	3.51	4.92	1.41	40%	91%

Early Head Start – Western-Wayne (05CH8419)

The Early Head Start/Birth to Five child outcomes data was collected using HighScope Child Observation Record Advantage (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, 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 2017) through Time 3 (March-May 2018).

The percentage that children improved from baseline to end of year spanned from -5% to 133%. The group with the largest improvement were Infants in COR Item L (Speaking). Other groups with 100% or more improvement included Infants in COR Item I (Gross-Motor Skills). The two groups who did not improve from baseline to end of year can be attributed to the small sample size and how one child may significantly skew the data.

Head Start Domain	Program Goal	Age Specific Goal	Age Category	N	Time 1	Time 3	Gain	% Improved	% of children who achieved goal
Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Approaches to Learning</u>	<i>Children will develop critical thinking/ executive function skills.</i>	Infant/Toddler: Children will demonstrate interest, curiosity, and eagerness in exploring the world around them.	Infant (0-18 months)	9	1.00	1.44	0.44	44%	100%
				9	1.11	1.67	0.56	50%	100%
			Toddler (18-36 months)	8	1.63	2.25	0.62	38%	75%
				8	1.88	2.38	0.50	27%	88%

Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Social and Emotional Development</u>	<i>Children will learn to identify and regulate their feelings and will develop a growing appreciation for others.</i>	Infant/Toddler: Children will develop and engage in positive relationships and interactions with adults and peers.	Infant (0-18 months)	9	1.00	1.44	0.44	44%	100%
				9	1.00	1.56	0.56	56%	78%
			Toddler (18-36 months)	8	1.88	2.38	0.50	27%	88%
				8	2.13	2.75	0.62	29%	88%
Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Language and Communication</u>	<i>Children will signal their need, learn from the words and symbols that surround them, and connect with others to exchange ideas, feelings, and friendship.</i>	Infant/Toddler: Children will understand and begin to use oral language for conversation and communication .	Infant (0-18 months)	9	0.67	1.56	0.89	133%	89%
				9	0.89	1.67	0.78	88%	100%
			Toddler (18-36 months)	8	1.75	2.25	0.50	29%	75%
				8	1.63	2.25	0.62	38%	88%
				3	5.00	4.67	-0.33	-6%	100%
Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Cognition</u>	<i>Children will engage in the scientific process to understand the what, how, and why of the natural and physical world.</i>	Infant/Toddler: Children will use all of their senses to investigate their environment to discover what objects and people do, how things work, and how they can make things happen.	Infant (0-18 months)	9	1.00	1.44	0.44	44%	89%
				9	1.00	1.67	0.67	67%	100%
			Toddler (18-36 months)	8	1.88	2.00	0.12	6%	75%
				8	1.88	2.25	0.37	20%	75%
Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Perceptual, Motor, and Physical Development</u>	<i>Children will practice their emerging motor skills, learn what their bodies are capable of, and master personal care skills.</i>	Infant/Toddler: Children will develop control of large muscles for movement, navigation, and balance, and small muscles for manipulation and exploration.	Infant (0-18 months)	9	0.89	1.78	0.89	100%	100%
				9	1.33	2.00	0.67	50%	100%
				9	1.22	1.89	0.67	55%	100%
			Toddler (18-36 months)	8	2.50	2.38	-0.12	-5%	75%
				8	2.00	2.63	0.63	32%	88%

Birth to Five – Western Wayne (05CH010391)

The Early Head Start/Birth to Five child outcomes data was collected using HighScope Child Observation Record Advantage (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).

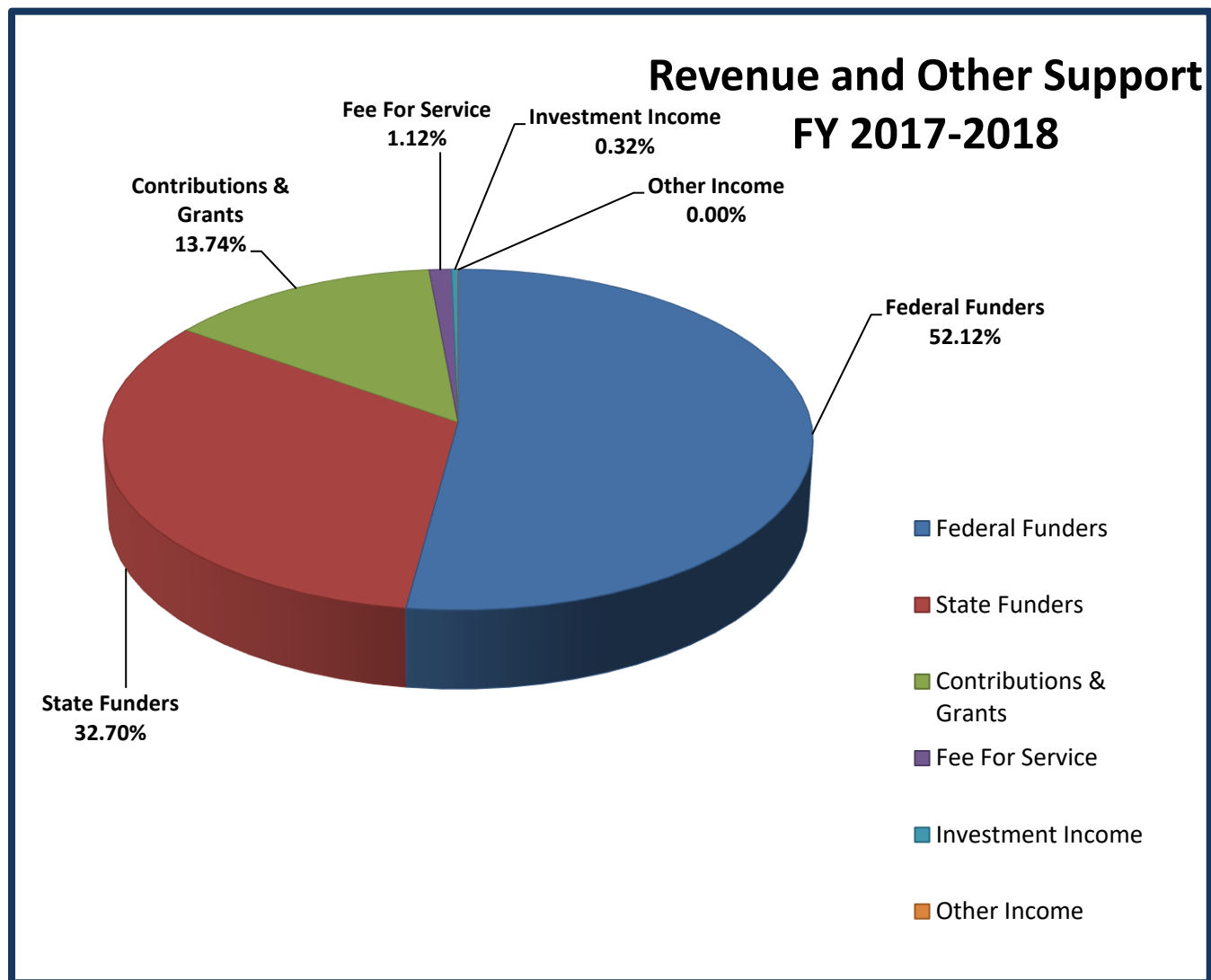
Teaching staff collected data through anecdotal observations of children and scored on a 0 – 7 scale according to the COR framework. Child outcomes data was reviewed for all groups, including children with special needs and Dual Language Learners. Outcomes for School Readiness Goals were based on children who were enrolled 100% of the time for the data collection period of Time 1 (September-November 2017) through Time 3 (March-May 2018).

The percentage that children improved from baseline to end of year spanned from 14% to 157%. The group with the largest improvement were Infants in COR Item I (Gross-Motor Skills). Other groups with 100% or more improvement included Infants in COR Item F (Building Relationships with Other Children), Infants in COR Item L (Speaking), Infants in COR Item K (Personal Care and Healthy Behavior), and Infants in COR Item M (Listening and Comprehension).

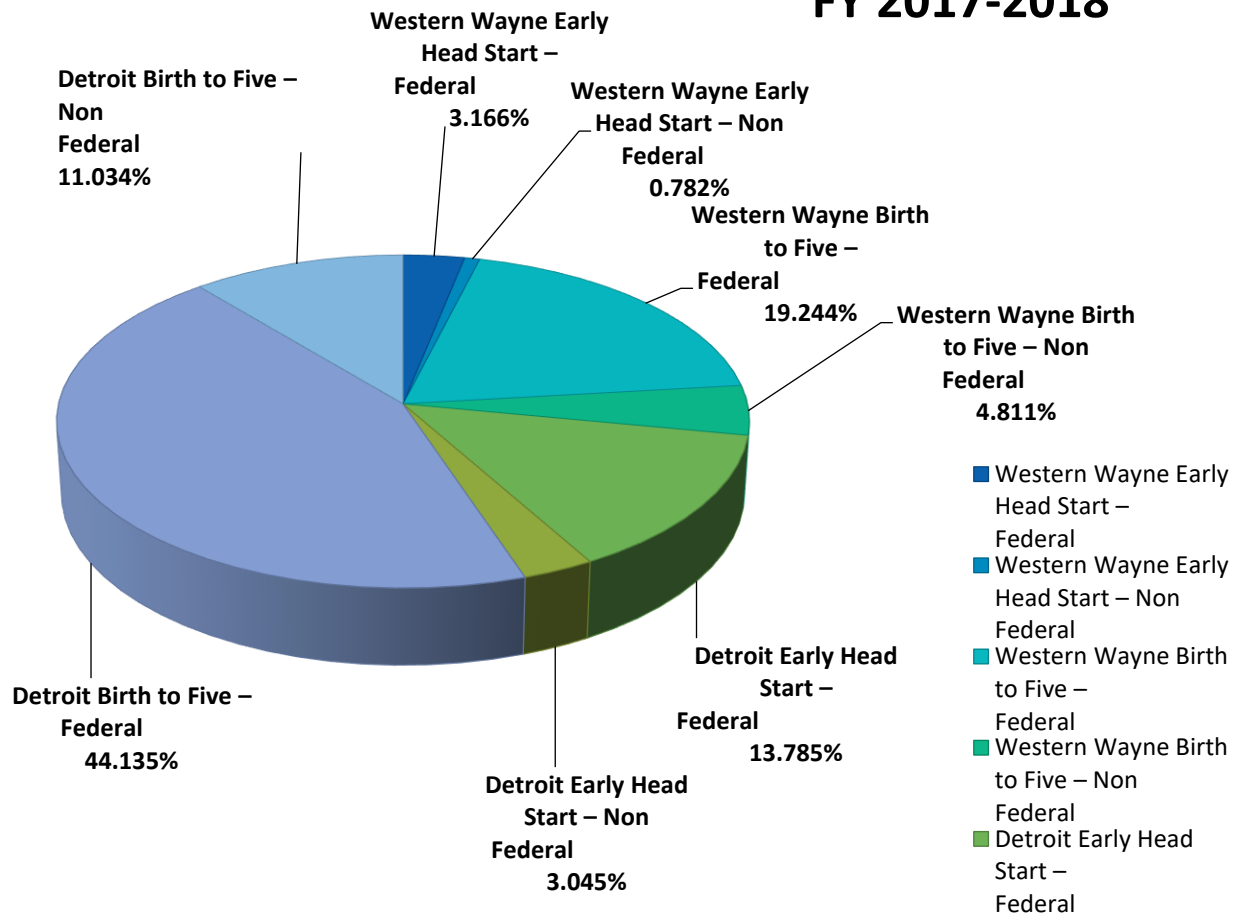
Head Start Domain	Program Goal	Age Specific Goal	Age Category	N	Time 1	Time 3	Gain	% Improved	% of children who achieved goal
Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Approaches to Learning</u>	<i>Children will develop critical thinking/ executive function skills.</i>	Infant/Toddler: Children will demonstrate interest, curiosity, and eagerness in exploring the world around them.	Infant (0-18 months)	19	0.95	1.68	0.73	77%	100%
				19	1.16	1.72	0.56	48%	100%
			Toddler (18-36 months)	34	2.47	3.44	0.97	39%	100%
				34	2.61	3.09	0.48	18%	100%
		Preschool: Children will be able to make plans and follow through on their intentions and reflect on their experiences.	Preschool	161	2.93	4.56	1.63	56%	89%
				161	3.04	4.32	1.28	42%	81%
Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Social and Emotional Development</u>	<i>Children will learn to identify and regulate their feelings and will develop a growing appreciation for others.</i>	Infant/Toddler: Children will develop and engage in positive relationships and interactions with adults and peers.	Infant (0-18 months)	19	0.89	1.63	0.74	83%	100%
				19	1.00	2.00	1.00	100%	100%
			Toddler (18-36 months)	33	2.52	3.12	0.60	24%	100%
				34	2.68	3.65	0.97	36%	100%
		Preschool: Children will be	Preschool	161	2.63	4.36	1.73	66%	49%
				161	3.09	4.72	1.63	53%	96%

		able to show an increasing ability to manage their own emotions and behaviors and form positive relationships with adults and peers.							
Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Language and Communication</u>	<i>Children will signal their need, learn from the words and symbols that surround them, and connect with others to exchange ideas, feelings, and friendship.</i>	Infant/Toddler: Children will understand and begin to use oral language for conversation and communication.	Infant (0-18 months)	19	0.68	1.39	0.71	104%	100%
				19	0.74	1.68	0.94	127%	100%
			Toddler (18-36 months)	34	2.35	3.12	0.77	33%	100%
				34	2.15	2.94	0.79	37%	100%
		Preschool: Children will express themselves in increasingly long, detailed, and sophisticated ways.	Preschool	161	3.09	4.48	1.39	45%	88%
				161	2.79	4.03	1.24	44%	74%
		Preschool: Children will be able to identify letters of the alphabet and produce correct sounds associated with letters.	Preschool	161	2.88	3.91	1.03	36%	59%
				161	2.22	3.75	1.53	69%	29%
		Preschool: Children who are English Language Learners will show progress in listening to, understanding, and speaking English.	Preschool	40	5.36	6.73	1.37	26%	100%
				40	5.46	6.65	1.19	22%	100%
Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Cognition</u>	<i>Children will engage in the scientific process to understand the what, how, and why of the</i>	Infant/Toddler: Children will use all of their senses to investigate their environment to discover what objects and	Infant (0-18 months)	19	1.26	1.44	0.18	14%	100%
				19	0.89	1.63	0.74	83%	100%
			Toddler (18-36 months)	34	2.22	2.94	0.72	32%	100%
				34	2.29	2.82	0.53	23%	100%

	<i>natural and physical world.</i>	people do, how things work, and how they can make things happen.							
		Preschool: Children will be able to show beginning math skills including spatial relationships, creating patterns, and using math concepts through every day routines.	Preschool	161	2.69	4.19	1.50	56%	67%
				160	3.02	4.45	1.43	47%	90%
		Preschool: Children will engage in exploring their environment through observation, manipulation, making predictions, classifying, comparing, and communicating their findings to others.	Preschool	160	3.17	4.38	1.21	38%	89%
				160	2.87	4.24	1.37	48%	82%
Head Start Early Learning Outcomes Framework: Ages Birth to Five - <u>Perceptual, Motor, and Physical Development</u>	<i>Children will practice their emerging motor skills, learn what their bodies are capable of, and master personal care skills.</i>	Infant/Toddler: Children will develop control of large muscles for movement, navigation, and balance, and small muscles for manipulation and exploration.	Infant (0-18 months)	19	0.84	2.16	1.32	157%	95%
				19	1.11	2.16	1.05	95%	100%
				19	0.84	1.74	0.90	107%	100%
			Toddler (18-36 months)	34	3.21	3.74	0.53	17%	100%
				34	3.26	3.76	0.50	15%	100%
		Preschool: Children will be able to show control of large and small muscles for movement, coordination, and balance.	Preschool	161	3.26	4.73	1.47	45%	96%
				161	3.53	5.03	1.50	42%	96%



Total Grant Awards by Source FY 2017-2018



Most Recent Review by the Secretary

Beginning November 28, 2016, the Detroit Birth to Five (05CH8412) program was assessed by valid and reliable observers on the CLASS. On January 31, 2018, Starfish Family Services received a "Notice of Competitive Status" letter from the Office of Head Start (OHS) indicating that Starfish Family Services, Inc. met one or more of the criteria listed in the Head Start Performance Standard Regulation 45 CFR Part 1304 which required an open competition. It was stated that this grant award ended May 31, 2019.

The letter read:

Basis of Competitive Determination

Starfish Family Services, Inc. in Dearborn, MI, was determined to be ineligible for automatic renewal and designated for competition based on the following condition(s):

45CFR Part 1304.11©(2) – The agency has been determined to have an average score across all classrooms observed that is in the lowest 10 percent on one of the three CLASS: Pre-K domains from the most recent CLASS: Pre-K observation among those currently being reviewed and the average score across all classrooms observed for that CLASS: Pre-K domain is not equal to or above the standard of excellence that demonstrates that the classroom interactions are above an exceptional level of quality.

STARFISH FAMILY SERVICES, INC.
(A Nonprofit Organization)

COMMENTS AND RECOMMENDATIONS
MEMORANDUM

SEPTEMBER 30, 2018

February 12, 2019

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, 2018. 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.

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CURRENT YEAR COMMENTS AND RECOMMENDATIONS

ASU 2016-02: Leases

Recently, the Financial Accounting Standards Board issued a new Accounting Standard Update, ASU 2016-02: Leases, that will soon impact the Company's reporting requirements. The new standard will require companies that lease assets - referred to as "lessees" - to recognize on the balance sheet the assets and liabilities for the rights and obligations created by those leases. The ASU also will require disclosures to aid financial statement users to better understand the amount, timing, and uncertainty of cash flows arising from leases, both quantitatively and qualitatively.

These changes are effective for fiscal years beginning after December 15, 2019. Therefore, it is applicable for the fiscal year ending September 30, 2021. However, early planning will be necessary.

Recommendation

We recommend management continue to familiarize itself with the new standards in order to be prepared for implementation.

II. Birth to Five Under-Enrollment

The Organization's grant agreement with the Department of Health and Human Services is based upon a specified number of children being enrolled in the Detroit Birth to Five program. The program was under-enrolled as of September 30, 2018.

Recommendation

We recommend that the Organization continue their efforts to recruit children for the Detroit Birth to Five program in order to fulfill the enrollment requirements.

RECURRING COMMENTS AND RECOMMENDATIONS

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

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.

Current Year Status

The Organization provides contact information on their website for anyone who would like more detailed information regarding their budget or annual audits. The website is available to the public. This comment has been resolved.

II. New General Ledger Account Creation

We noted that Starfish Family Services, Inc. (SFS) pays all transactions for Property Link for NonProfits, 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

While SFS still pays all transactions for PL other than the PL mortgage, the due to/due from account is trued up monthly and cash is transferred between SFS and PL for the full amount of the outstanding balance in the subsequent month. Additionally, SFS closed their sweep account. This comment has been resolved.



STARFISH

FAMILY SERVICES

Strengthening families to create brighter futures for children



