



Early Head Start & Head Start Annual Report

2019-2020

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STARFISH FAMILY SERVICES

Our Mission

Strengthening families to create brighter futures for children.

Our Vision

A just society in which all children, families, and communities have equitable opportunities to grow, learn, and thrive.

Who We Are

Founded in 1963, Starfish Family Services is a nonprofit human service agency, recognized as a champion for children and families across metro Detroit who have limited access to essential resources such as education, healthcare, and economic opportunities. We provide high-quality programs and support services that focus on early childhood education and development, behavioral health wellness, and empowered parents. Through our holistic approach, Starfish partners with families so they have access to the right resources at the right time.



HOW DO WE CARRY OUT OUR MISSION?

Blueprint For Brighter Futures

The Starfish Blueprint for Brighter Futures is an integrated strategy that articulates and defines a holistic approach for children and families to thrive. It will steer our course so that we are aligned as One Starfish to ensure three primary outcomes: Healthy Families, Successful Students, and Empowered Families.

HEALTHY FAMILIES

Families are supported so their physical and mental health needs are holistically addressed.

SUCCESSFUL STUDENTS

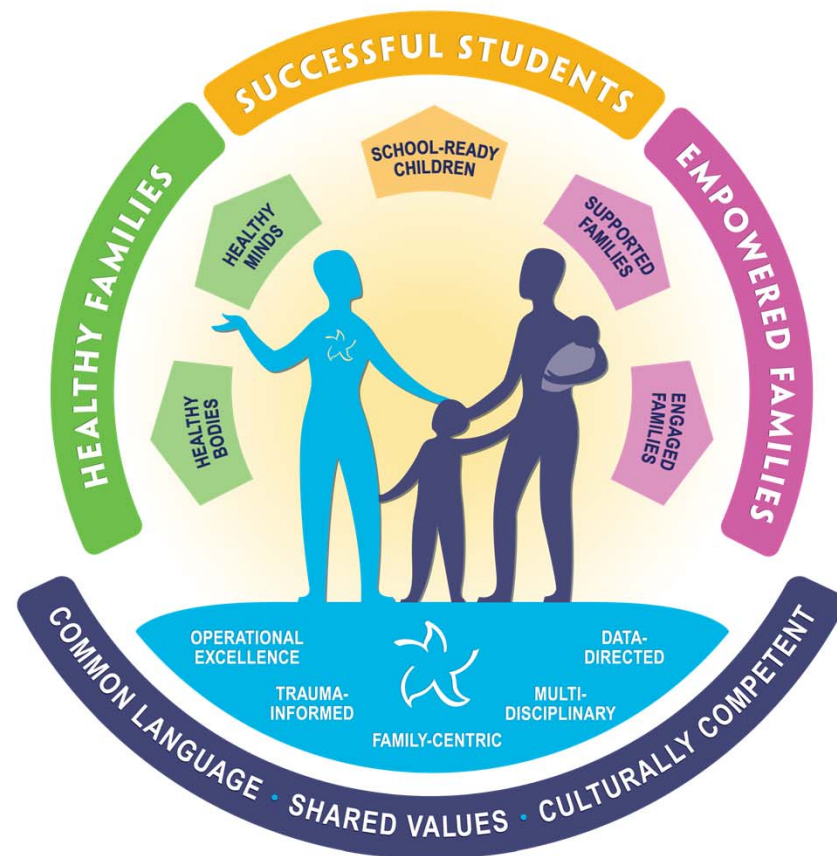
Academic and social success are achieved through high quality early childhood education and addressing behavioral health needs.

EMPOWERED FAMILIES

Families actively partner with us to identify and achieve goals; parents and children always have a voice at Starfish.

WHY DO WE NEED A BLUEPRINT?

With several centers across Wayne County in 2019-2020, our reach continues to grow. And as we grow, it's important for us to ensure that the way we collaborate is innovative, mindful, consistent, but creatively flexible, sustainable, and ultimately leads to even brighter futures for our children and families.



LETTER FROM THE VICE PRESIDENT OF EARLY CHILDHOOD EDUCATION

Dear Starfish Head Start and Early Head Start families,

Because of your continued support, Starfish has proudly served the city of Detroit for nearly 60 years and implemented early childhood education programming in 13 center locations throughout Western-Wayne and Detroit. We attribute our organizational success, to your belief and trust in our teachers and staff to provide high quality learning experiences for infants, toddlers, and preschoolers. To ensure that families are supported to meet their goals, Starfish has expanded its services and opened the Marygrove Early Education Center. We are excited to welcome families to our new home in the Fitzgerald neighborhood and are actively partnering with neighboring community agencies to ensure that each child develops to their fullest potential.



Our goal at Starfish is to provide support in all areas of your child's development and better service your family's needs. Our dedication to early childhood education programming is rooted in our commitment to putting families first. We recognize that many of the barriers that families continue to face were challenges prior to the COVID-19 pandemic. Unemployment, lack of affordable housing, and inadequate public safety in neighborhoods, are a few examples of the leading challenges that contribute to family trauma and underperformance in educational systems. To help elevate these barriers, Starfish has transitioned to a trauma-informed agency that requires all employees to be trained in recognizing trauma and mitigating its effects in the classroom, with each other, and with families. We continue to work closely with our board of directors, policy councils, and community partners who are committed to helping families to navigate these opportunity gaps through domains of access, awareness, and equity.

We recognize the rich diversity of our families and will continue to offer unique opportunities to develop relationships, build social capital, and add family voice to Starfish curriculum and funding decisions. This report includes important data reflective of the progress, challenges, and accomplishments of implementing the Starfish Head Start/Early Head Start/GSRP grants, and highlights impacts in the areas of health, school readiness, and family empowerment.

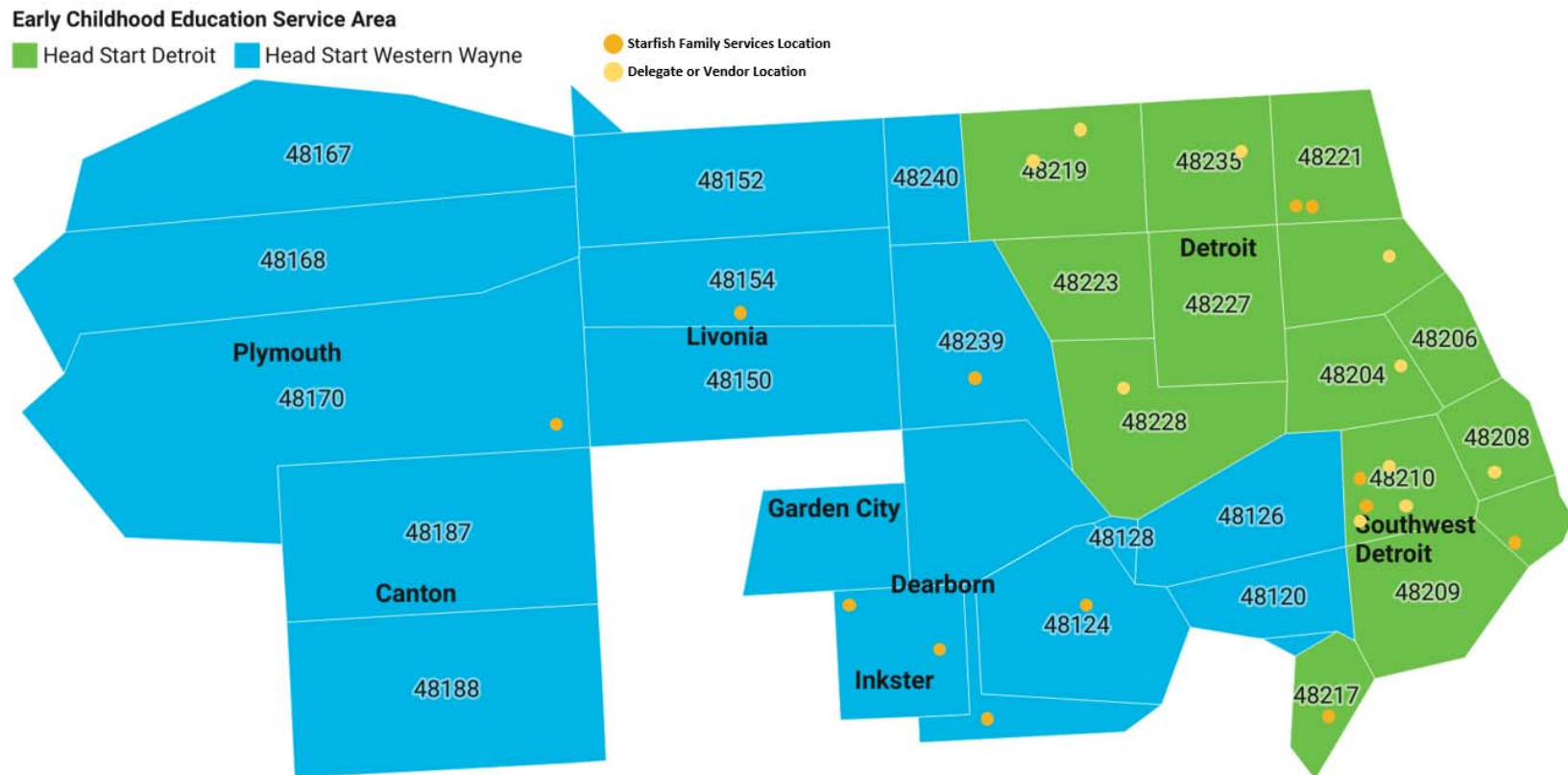
As the Vice President of Early Childhood Education Development at Starfish Family Services, serving in this role is a life honor and I am pleased to present the following Head Start Annual Report for the 2019-2020 School Year.

Regards,
Washea Jackson
VP Early Childhood Education & Strategy



WHO DO WE SERVE?

Program Locations



Created with Datawrapper

Starfish Family Services, along with three delegates and one contractual partner, provided Head Start & Early Head Start services in the city of Detroit through two grants (Detroit Early Head Start 05CH010519 & Birth to Five (05CH8412). The Detroit service area is shaded **green**.

Through two grants (Early Head Start 05CH8419 & Birth to Five 05CH010391) Starfish Family Services provided direct services for children and families living in the Western Wayne County area. The Western Wayne service area is shaded **blue**.

Eligibility Type & Income Level

In keeping with federal eligibility regulations and Head Start Performance Standards, the vast majority of the families served by Starfish Family Services and its delegate and vendor agencies are below the federal poverty line, which ensures that families have access to high-quality educational and social services regardless of their income.

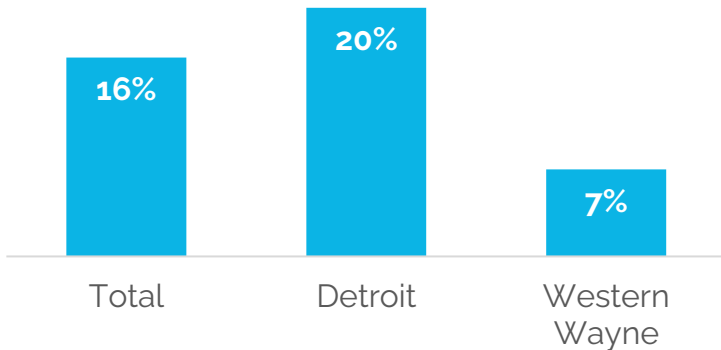
Eligibility Type 2019-2020				
	Detroit		Western Wayne	
	Early Head Start 05CH010519	Birth to Five 05CH8412	Early Head Start 05CH8419	Birth to Five 05CH010391
Below Income	227	670	36	333
Public Assistance	1	28	2	23
Allowable Over Income	16	78	1	9
Over Income	23	46	3	19
Homeless	8	17	4	10
Foster Children	2	6	0	9
Total	277	845	46	403

Community Demographics

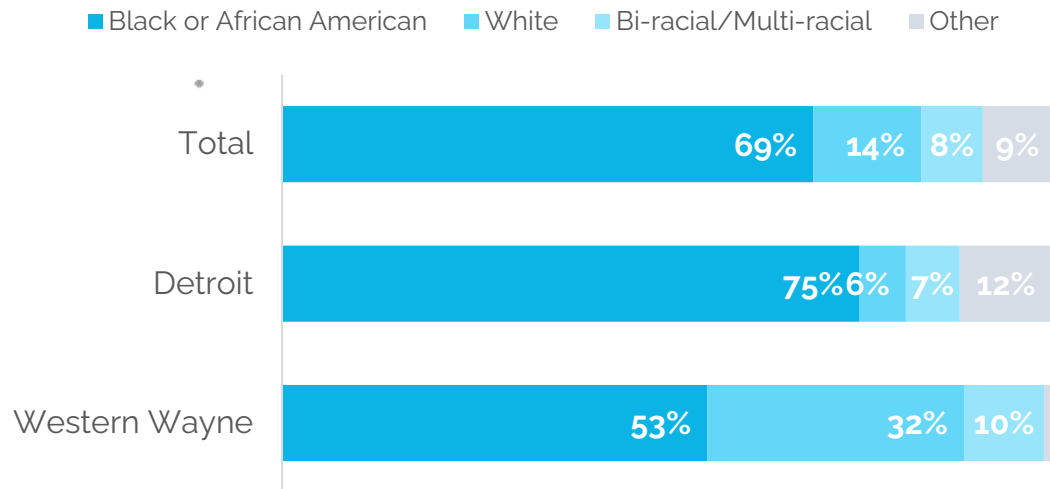
ETHNICITY & RACE

The communities we serve are diverse in ethnicity, race, language among other identifiers. In total, 16% of our children are of a Hispanic or Latino/a/x ethnic background, varying greatly when comparing between Detroit and Western Wayne grants. We find similar variation for the race of our children and families; overall we serve 69% Black or African American children compared to the 53% served by Western Wayne grants.

While in total **16% of children served are Hispanic or Latinx**, significantly less Hispanic families are served in Western Wayne.



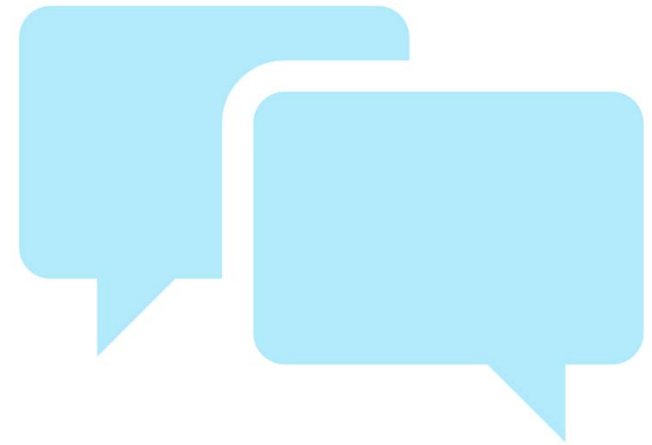
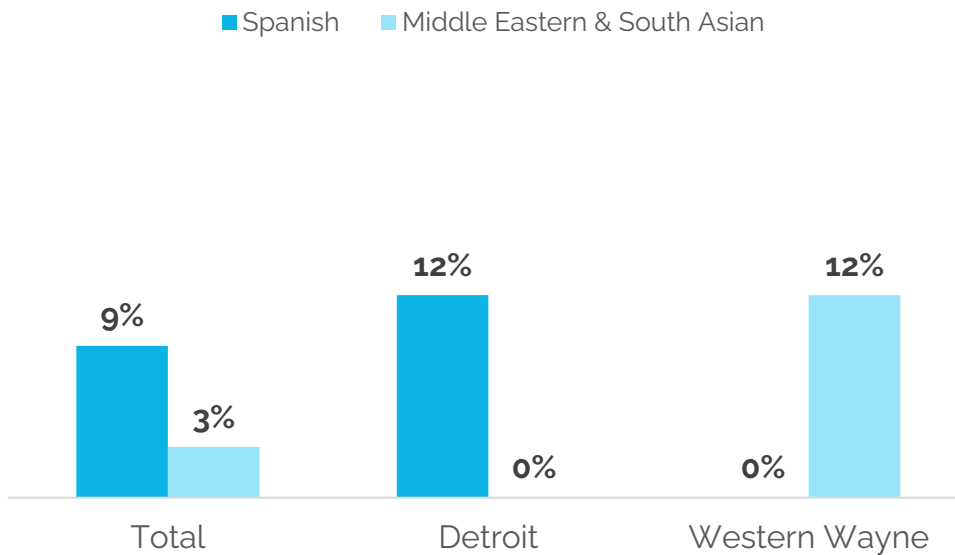
Across grants, 69% of children and families served are **Black or African American**.



LANGUAGE

Most of our children and families speak primarily English at home (82%), however, the remaining include those who speak Spanish as well as Middle Eastern or South Asian languages. Spanish-speakers tend to be concentrated in the Detroit service area and Middle Eastern and South Asian languages – primarily Arabic - in the Western Wayne Service Area.

In total, 12% of our families speak languages other than English, with Detroit serving **Spanish-speaking** families, and Western Wayne serving **Arabic-speaking** families.



Program Enrollment

EARLY HEAD START

	Actual Enrollment	Percent Enrolled
September 2019	422	79%
October 2019	459	86%
November 2019	485	91%
December 2019	481	90%
January 2020	483	90%
February 2020	491	92%
March 2020	492	92%
April 2020	491	92%
May 2020	489	91%
June 2020	494	92%
July 2020	498	93%
August 2020	433	81%

HEAD START

	Actual Enrollment	Percent Enrolled
September 2019	849	95%
October 2019	860	96%
November 2019	858	96%
December 2019	851	95%
January 2020	862	96%
February 2020	859	96%
March 2020	862	96%
April 2020	863	96%
May 2020	863	96%
June 2020	863	96%

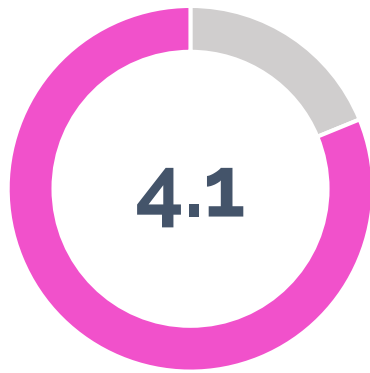


HOW DID WE SUPPORT
EMPOWERED FAMILIES?

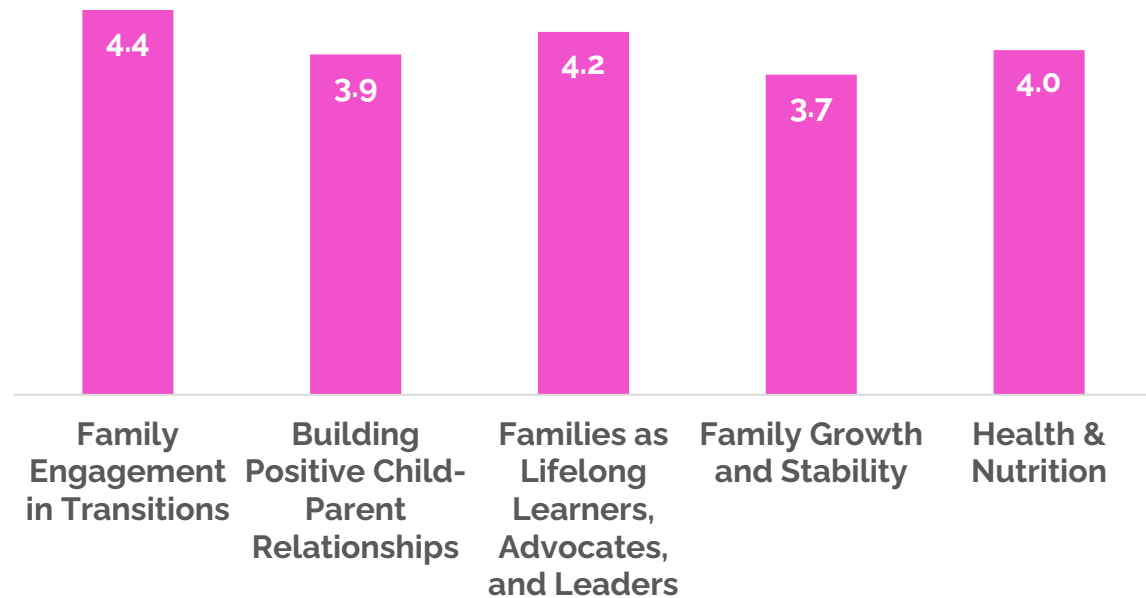
Family Engagement

Starfish Family Services and its delegate and vendor agencies foster an environment that supports family connections and active engagement. Family Service Workers and Family Service Guides developed supportive relationships with parents, provided families with critical resources in their communities, and assisted families and caregivers with establishing and achieving goals for themselves and their families.

In the 2019-2020 program year, Starfish and its partner agencies implemented its first year of Parent Gauge, serving as the Family Service Assessment (FSA). Parent Gauge is a family engagement assessment tool provided through National Head Start Association (NHSA) designed specifically for Head Start and Early Head Start programs and in alignment with the Office of Head Start's Parent Family Community Engagement (PFCE) Framework. Family Service Workers, Family Service Guides and Home Visitors interview families to identify each family's strengths, needs and perception of our program. Nearly 1200 interviews took place throughout the 2019-2020 program year.



On an agreement scale of 1 to 5, families **highly agreed** that programming met their family's needs.



PCFE-aligned Parent Gauge Domains

Family Engagement

During the 2019-2020 program year, **78% of our families received at least one family service**, a large decrease from the previous year. The program provided **3,818 total family services**, which represents a 29% decrease compared to the prior year.

According to our Program Information Report (PIR):

- 816 families received services for **emergency support** and intervention such as meeting immediate needs for food, clothing, or shelter
- **916 families** were provided **parenting education**
- **650** received services associated with **health-related matters**

Across our Head Start and Early Head Start platform, 49 families experienced homelessness during the enrollment period. Of these families, **45% were able to acquire housing by the end of the program year**, exceeding the national average of 32%. Collectively, we served 38 children who were in foster care.

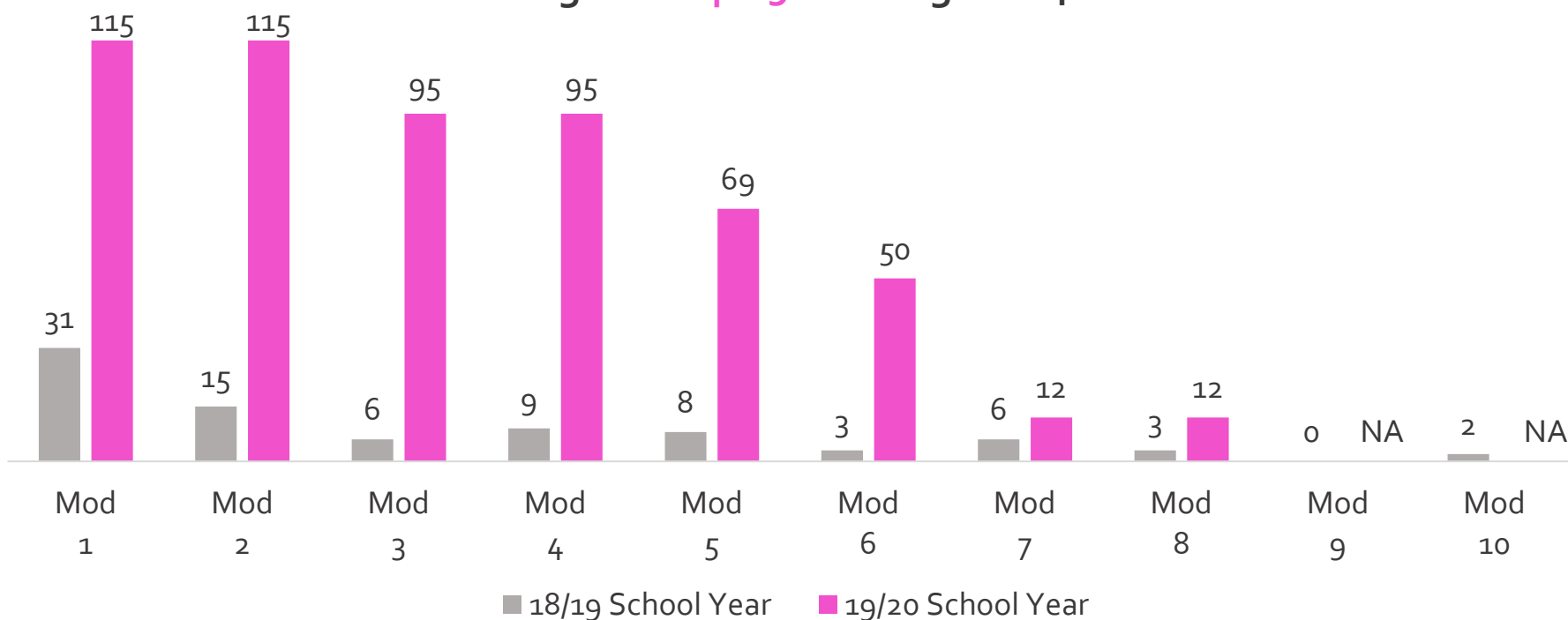
Family Services Provided				
	Detroit		Western Wayne	
	Early Head Start 05CH010519	Birth to Five 05CH8412	Early Head Start 05CH8419	Birth to Five 05CH010391
Emergency	176	552	10	78
Housing	43	99	6	23
Mental Health Services	42	80	2	17
ESL	15	92	0	5
Adult Education	63	214	3	28
Job Training	85	179	3	14
Substance Abuse Prevention	2	97	0	1
Substance Abuse Treatment	3	40	0	0
Child Abuse & Neglect	0	36	0	0
Domestic Violence	6	69	0	1
Child Support Assistance	16	58	0	3
Health Education	110	489	10	41
Assistance to families of incarcerated individuals	3	38	0	1
Parent Education	169	630	10	107
Marriage Education	2	46	0	1
Asset Building	50	164	1	8
Total Number of Families	218	784	41	369

Trauma Informed Approach

Starfish implements a robust trauma-informed program. A common indicator of exposure to childhood trauma is known as the Adverse Childhood Experiences (ACEs). **Nearly 40% of children had been exposed to at least 1 ACE and nearly 8% of children had been exposed to 4 or more ACEs.** During the 2019-2020 school year, Preschool Behavioral Health Therapists provided intensive, trauma-informed support across Starfish's early childhood programming. The PBHTs were available to meet with parents, providing information, consultation, and referrals. Through this process, PBHTs provided families with mental health consultation for 52 children. In addition, Starfish provided trauma-awareness education to families participating in our Western Wayne grants.

The parent education component of Trauma Smart™, called Smart Connections, 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. **During the 19/20 school year, caregiver attendance at Smart Connection was 69% higher than the previous school year.** Attendance was improved by incorporating the Smart Connections modules into already scheduled parent meetings. As shown below, attendance was higher for each of the first eight modules (modules nine and ten were cancelled due to COVID-19).

Total Caregiver Attendance at Smart Connections meetings was up 69% during Year 4





HOW DID WE SUPPORT HEALTHY FAMILIES?

Health Indicators


Our Early Childhood Education program understands that the health outcomes of our children and families directly impact a child's overall outcomes. Starfish and partner agencies consistently coordinate health, nutrition, and oral health services to meet the needs of pregnant women and children birth to five. Family Service Workers (FSW) and Family Service Guides (FSG) collect and maintain important family health information to individualize resources and support to meet each family's needs.

FSWs/FSGs and Health Specialists partner with caregivers to ensure families understand the importance of achieving an up-to-date health status for their children including continuous care and timely follow-up.

Throughout all of programming, nearly all of our Early Head Start and Head Start children and families had a Medical and Dental Home at end of year (99%). However, keeping up-to-date on Physical Exams continue to be a barrier, likely due to the COVID-19 pandemic mid-year.


At the end of the 2019-2020 program year, the following number of participants were up-to-date on these health indicators:

Head Start



	Western Wayne	Detroit
	Birth to Five	Birth to Five
Medical Home	285	624
Dental Home	284	609
Health Insurance	307	629
Immunizations	297	619
Physicals	249	486
Dental Exam	138	279
Treatment for Chronic Conditions	12	23

Early Head Start



	Western Wayne		Detroit	
	EHS	Birth to Five	EHS	Birth to Five
Medical Home	37	43	239	173
Dental Home	37	42	237	171
Health Insurance	42	55	239	173
Immunizations	31	43	167	136
Treatment for Chronic Conditions	0	0	2	3

COVID-19 Resources

Despite a pause in in-person services in March 2020 due to the COVID-19 pandemic, program staff and leadership shifted to ensure that children and families continued to receive high-quality educational, family, and health supports.

These supports included the following:

- Food and Essentials Distribution
- Health and Disability resources
- Virtual educational resources

During the summer of 2020, Thrive by Five partners continued to connect with their children and families, providing resources and support as well as opportunities for in-person learning.



Food & Essentials Distribution During 19/20 Program Year

1,900

Families Received
Diapers & Supplies

9,000

Families
Received
Food



160

Average number of
families **requesting
supplies** weekly

570

Average number
of families
receiving food
weekly



HOW DID WE SUPPORT SUCCESSFUL STUDENTS?

Child Outcomes

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. Typically, observations take place during three periods throughout the program year. However, due to the COVID-19 global pandemic during the 2019-2020 program year, Time 3 observations were not captured.

Regardless, child outcomes data was reviewed for Time 1 (September-November 2019) & Time 2 (December-February 2020) for all groups, including children with special needs and Dual Language Learners.

An extensive analysis of our available COR data identified the developmental domains in which our children saw the **largest** and **smallest** gains at Time 2:



Head Start

Approaches to Learning

Social and Emotional Development

Language and Literacy

Cognition

Perceptual, Motor & Physical Development



Early Head Start

Approaches to Learning

Social and Emotional Development

Language and Literacy

Cognition

Perceptual, Motor & Physical Development

Virtual Learning

With in-person learning coming to a halt in March 2020, program staff and leadership shifted to ensure that children and families continued to receive early education programming. This included planning and implementation of virtual and/or hybrid learning.

Core Components of 19/20 virtual learning:

- COR Storyboards & Reading Videos
 - Online learning materials with daily activities.
- Home Visits
 - Families continued to receive services through virtual home visits and porch deliveries of goods.
- Virtual Classroom Support
 - As teachers continued to support children's learning virtually, coaches and educational specialists continued to support teachers.



Delivery and Virtual Learning Engagement

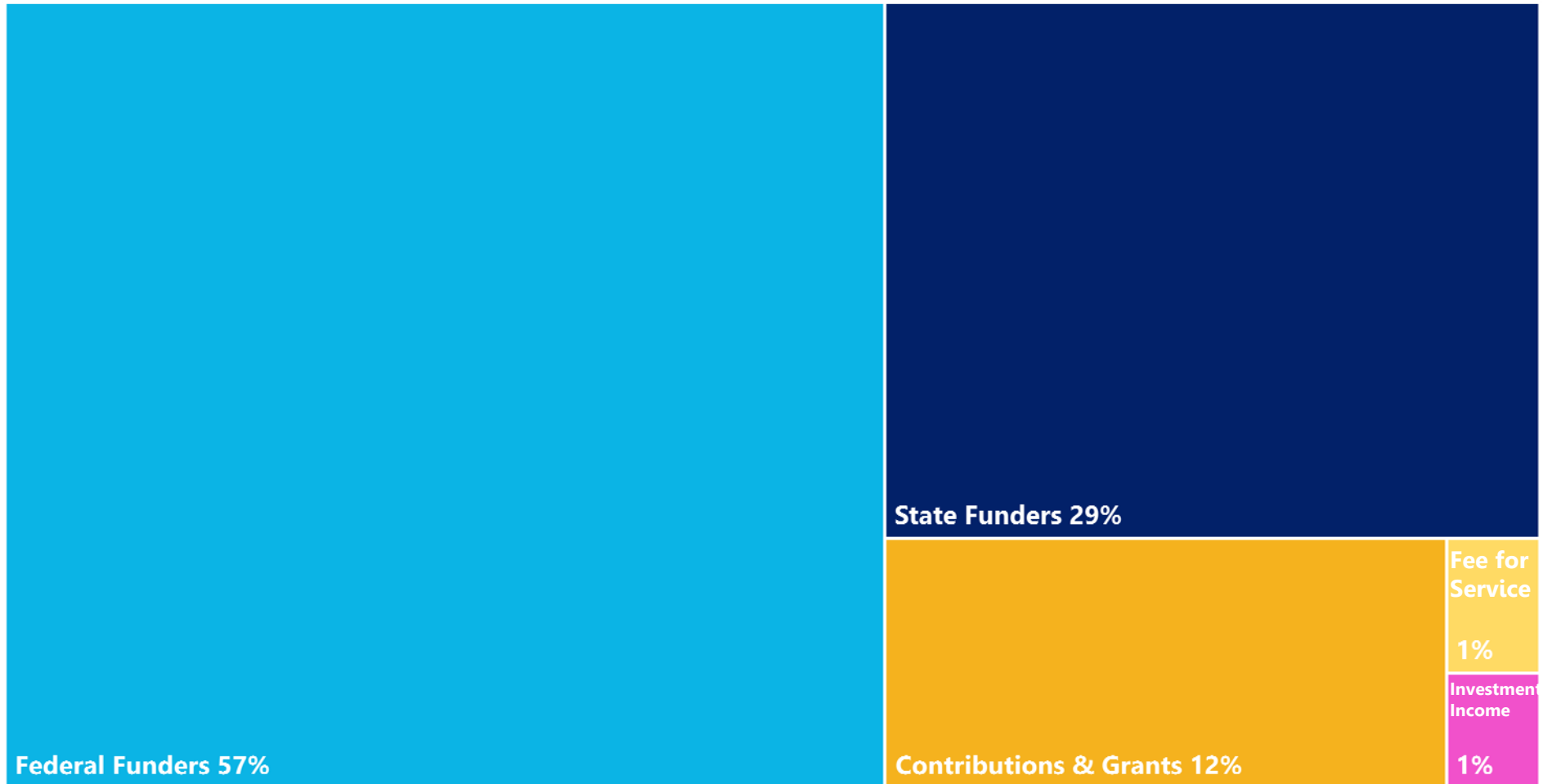
COR Storyboards	1,010 COR storyboards sent to families and families engaged with online Storyboards at least twice per week
Reading Videos	35 Videos uploaded with 1,500 total views by caregivers
Home Visits	334 Virtual visits and 67 porch deliveries of essential goods.
Virtual Classroom Support	700 virtual coaching hours provided during 867 coaching sessions

BUDGET & FINANCIALS

Revenue

Revenue and Other Support FY 2019-2020

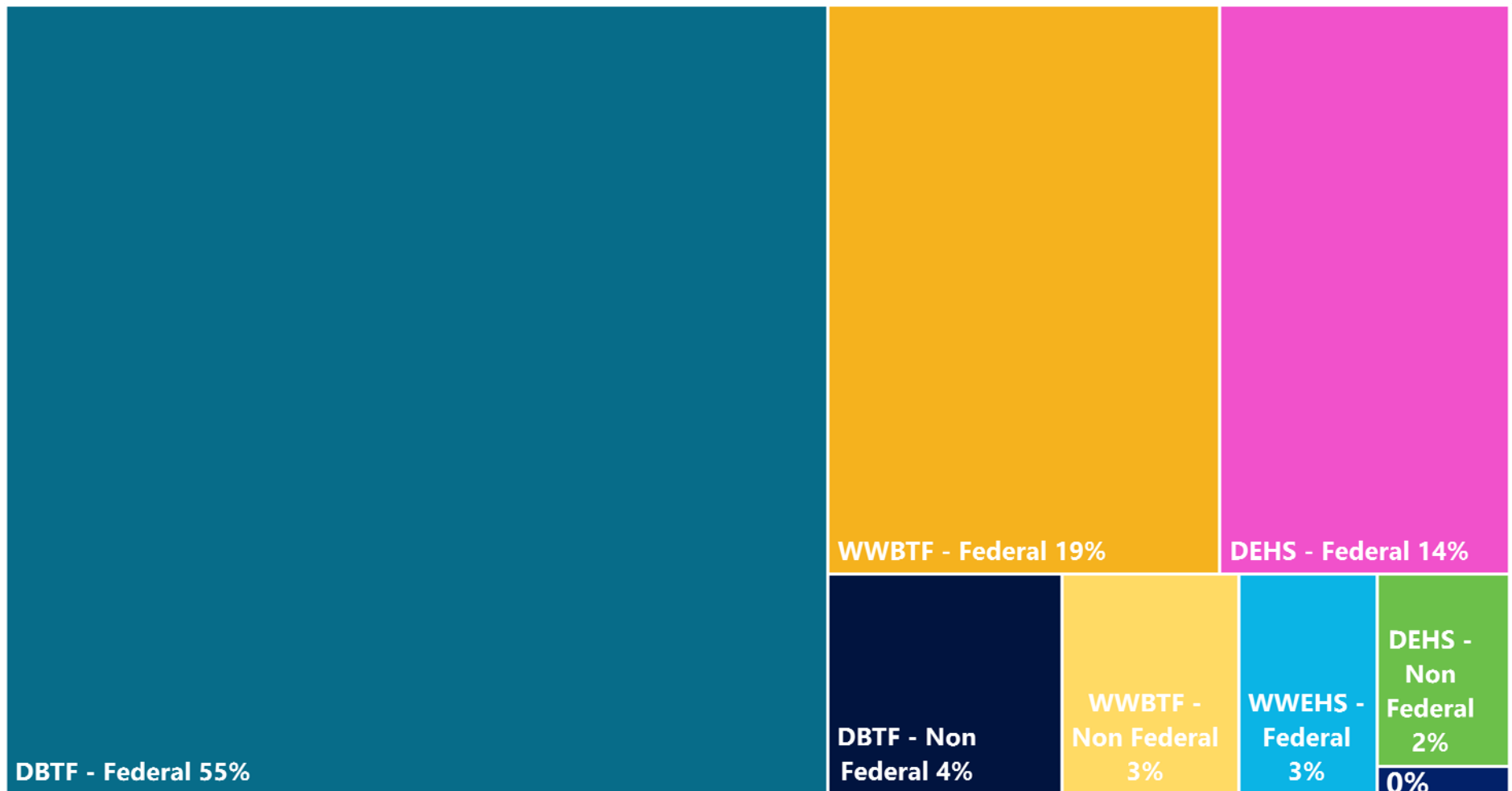
■ Federal Funders ■ State Funders ■ Contributions & Grants ■ Fee for Services ■ Investment Income



Grant Awards

Total Grant Awards by Source 2018-2019

- **WWEHS - Federal**
- **WWEHS - Non Federal**
- **WWBTF - Federal**
- **WWBTF - Non Federal**
- **DEHS - Federal**
- **DEHS - Non Federal**
- **DBTF - Federal**
- **DBTF - Non Federal**



Auditor's Report