



LULAC Head Start Inc.

DEVELOPING CHILDREN, FAMILIES AND THE COMMUNITY FOR LIFE

Annual Report

2019-2020



working together while 6 feet apart.

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Program Vision

LULAC envisions setting the highest standard of quality and excellence in comprehensive early childhood programming in New England by increasing all children's school readiness for kindergarten, fostering family development and creating lifelong learners in our communities.

Program Goals

Our Program Will:

1

Strengthen children's transitions from infant/toddler care into Preschool, and from Pre-K into Kindergarten

2

Increase the social emotional school readiness skills for all children enrolled

3

Increase parent engagement so parents are empowered as advocates and leaders to build productive lives within their community

4

Create a culture of safety across the agency for an optimal learning environment

5

Enhance program data systems and staff and families' understanding of data to support the needs of children, families, and community



Program Values

✔ Commitment

We are dedicated to the success of our families, staff and community by providing high quality comprehensive services.

✔ Health

We promote the health, safety and wellness of our families, staff and the community.

✔ Respect

We value our relationships by showing respect to all individuals.

✔ Learning

We promote the development of lifelong learning for successful futures.

✔ Teamwork

We value working together in a diverse community to achieve our shared vision.



Executive Director Letter

Dear LULAC Community and Friends,

This was an extraordinary year of opportunity and trials as we navigated this unprecedented global pandemic together. There were many firsts for us this year, and we met our challenges with a robust sense of purpose – staying focused on the program’s commitment to the children and families. In the face of crisis, we reimagined childcare in a virtual setting and addressed the needs of families and staff by tapping into the myriad of resources that our strong partnerships and resilient team enabled us to utilize. We did our best to be of service, and I am prouder than ever to lead an agency with amazing and fearless employees who showed resilience and unwavering dedication to our essential children and families. Together, we created a safer learning and work environment where 97% of staff surveyed felt that LULAC responded well to the pandemic and safely reopened to onsite services.

Some of our major accomplishments this year include:

- ✓ Developing approved safety protocols to allow the centers to operate safely during a pandemic
- ✓ Maintaining all employees at a full-time status with full salary and benefits
- ✓ Providing free, virtual mental health support services to staff and families during the pandemic
- ✓ Partnering with the city and state to distribute COVID-safety supplies to childcare providers
- ✓ Training all staff in the Pyramid Model, a curriculum that fosters social and emotional intelligence
- ✓ Increasing the number of credentialed teachers in the program
- ✓ Supporting 5 staff in earning their Associate’s, Bachelor’s and Master’s degrees
- ✓ Converting all part-time positions to full-time to enhance classroom support
- ✓ Providing meals, diapers, wipes, formula and learning materials to families during the pandemic-related closure
- ✓ Creating a volunteer program for middle school students for job training skills
- ✓ Having a successful Federal monitoring event with the Office of Head Start, state financial audit and review by the New Haven Board of Education

More than ever, we recognize that the work that we do in achieving our mission, vision and goals makes a difference in the lives of the children we teach and the community in which we live. The meaningful work of early childhood education impacts children and their families for many years beyond preschool, and we value our role in partnering with families to support children’s development with high-quality teachers, a nurturing learning environment, a research-based curriculum. We greatly appreciate everyone who supported and partnered us in all our efforts to make sure that children and families received the support they needed, virtually and in person. LULAC continues to strive to do our best as a leader in the community and an important childcare provider for New Haven County.

With gratitude,

Mikyle Byrd-Vaughn

Dr. Mikyle Byrd-Vaughn, MS, MBA, EdM



Program Leadership



Lenor Cortes
Fiscal/ERSEA Specialist



Kelly Davis
Program Manager



Adeli Dearce
Education/Disabilities
Coordinator



Anite Gelin
Education/
Disabilities Coordinator



Angelina Gerena
Compliance Coordinator



Debra Hughes
Data and Quality
Assurance Manager



Katie Liljedahl
Education/
Disabilities Coordinator



Janic Maysonet
Family Services
Coordinator



Paul Perrelli
Individual Support
Specialist



Holly Pierre
Health Promotion
Specialist



Kristen Provo
HR Director



Edita Tamulionyte
Social Services
Manager



Jessica Vega
Education/
Disabilities Coordinator



Shaunda Williams
Executive Assistant



Noel Grant
President

“ The Board and I are very proud to lead an organization that thinks very highly of service to our families and community. 2020 was a year of uncertainty due to the pandemic. Leadership and staff collaborated to ensure that our families, the community and staff safety were protected. They observed the guidance of CDC, Local and State Health Department, and used their expertise to create innovative methods to provide safety for all. ”

Board Members



Donna Henry
Vice President



Wilson Luna
Secretary



Orlando Jackson
Treasurer



Nicole Brown
Board Member



Elsa Jones
Board Member



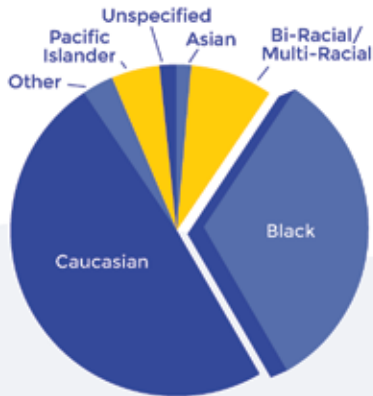
Dilice Robertson
Board Member



Bethany Watkins
Board Member

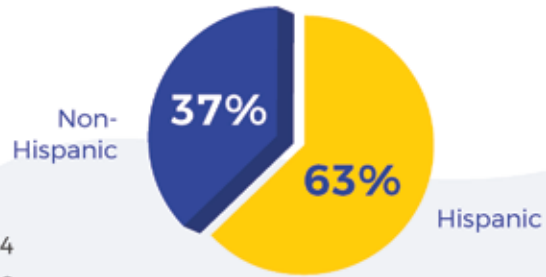
Demographics

Race



Asian	7
Bi-Racial/Multi-Racial	34
Black	136
Caucasian	206
Pacific Islander	19
Unspecified	7
Other	13

Ethnicity

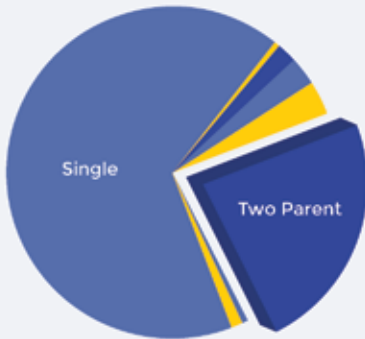


253
preschool



189
early head start

Family Status



Teen	6
Single	327
Disabled	3
Foster	10
Homeless	13
Guardian	17
Two Parent	115
Dual Custody	2



Team Demographics

Special Needs



Individual Education Plan (IEP) for children 3-5 Years	32
Individual Family Service Plan (IFSP) for children under 3 years	39
Suspected	9

In partnership with families and the New Haven School District professionals, LULAC provides early intervention support services for children who are suspected of or are diagnosed with developmental disabilities delays and learning differences onsite.

Race



Hispanic	63
Black	27
White	22
Asian	3

120 Team Members



Employees surveyed feel that LULAC welcomes and celebrates diversity in its families and staff



Employees surveyed feel valued and respected at work and included as part of the LULAC community



Employees surveyed feel that the management team supports and fosters trust, collaboration and inclusion with all employees



Employees surveyed feel they have grown professionally while working with LULAC

Children and Family Outcomes



Our 2020 graduates were brave & resilient.

Student School Readiness

Area	Infants & Toddlers	Preschoolers
	% of children who meet/exceed developmental expectations	
Social/Emotional	91%	89%
Physical	91%	89%
Language	78%	88%
Cognitive	80%	84%
Literacy	93%	73%
Mathematics	90%	74%

Family Survey Responses

97%

Families feel their child is learning and growing while enrolled at LULAC

85%

Families felt safe enough to re-enroll children at LULAC once centers reopened during the pandemic

99%

Families felt supported by LULAC during the pandemic

Family Accomplishments



77% of families are working or in job-training programs



Children's Average Daily Attendance is 84%



100% of children had medical homes



100% of children had dental homes



Denise DuClos
School Readiness
Council Liaison

“Lulac Head Start has been an early childhood community leader during this Covid pandemic, developing innovative communications with families, policies/procedures to keep everyone safe and serving the broader EC community as a distribution site for PPE.”



Family Engagement



During the COVID-19 pandemic, LULAC's staff was my extended family. They cared for the whole family's emotion, mental and physical well-being. They provided my child with education support via Zoom and YouTube. My daughter never lost the love of learning because of Lulac staff did not give up on the Love of Teaching."

-Dagmar Santaella, LULAC Parent



THE SANTAELLA FAMILY



I've been a parent at LULAC Head Start for 4 years and I will say that I'm very pleased with the program, especially during this COVID pandemic. The family advocate was always calling, checking in on my family to see if we needed anything. They always had resources for my family. My child was still able to connect with the teachers and classmates virtually. They also gave families diapers, wipes, baby food, art supplies during the pandemic. I'm so pleased that my child was able to return to her same class with the same teachers and classmates. She's learned so much. She has the best teacher ever. Room 1 MRC Rocks!

-Toccarra Harris, LULAC Parent



THE HARRIS FAMILY

Family makes the world go round.

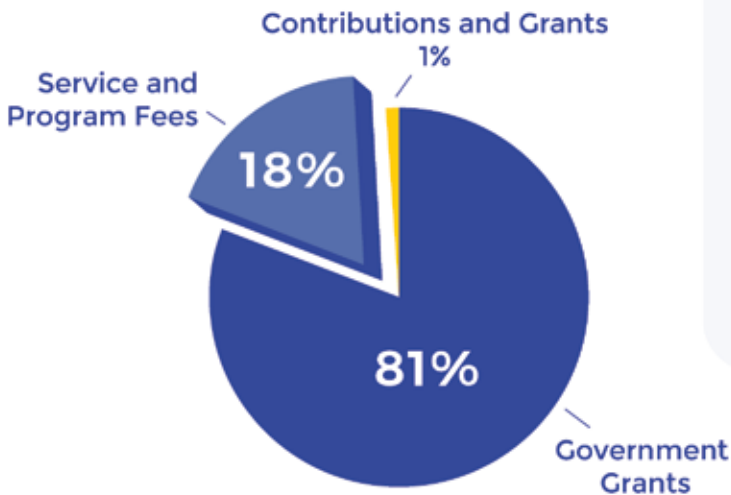


Program Funding

Support & Revenue	Total (\$)	Revenue by Type (%)
Government Grants	\$5,704,468.00	81%
Service and Program Fees	\$1,260,383.00	18%
Investment Return	(\$11,786.00)	0%
Contributions and Grants	\$47,378.00	1%
Total Revenue	\$7,000,443.00	100%



Revenue by Type



Elijah Aviles
Custodian

“LULAC is a great place to work. I am grateful that they have kept me employed during these hard times. I am very appreciative that LULAC has enabled me to get training in OSHA and building maintenance and become certified.”





All children deserve
a fair and just world
where they are
equally given the tools
needed to succeed.



Early Childhood Educators have the opportunity
to change the world one child at a time.

We meet this important responsibility with care and compassion
for all children and families.

As an organization that values diversity, we are committed to the
fight against racism, prejudice and discrimination. The deep-rooted
systems of racial inequity and social injustice must be addressed -

Change must happen.

#blacklivesmatter

"If you are neutral in situations of injustice, you have chosen the side of the oppressor."

-Desmond Tutu

