



MASSACHUSETTS
HEAD START ASSOCIATION

2019 ANNUAL REPORT



All reported Head Start and Early Head Start data within from the 2018-2019 Head Start Program Information Report

Cover photos (left) MHSA members in Washington D.C. (top right) AHS EHS Family and (bottom right) Triumph, Inc. EHS Children

MESSAGE FROM THE EXECUTIVE DIRECTOR AND BOARD CHAIR

Dear Friends,

2019 was a year of great success and collaboration for Massachusetts Head Start programs. We are so pleased to share some highlights and member stories in the pages within.

The Head Start community never fails to amaze us with their innovative approaches to high-quality comprehensive services. This year we witnessed incredible STEAM activities, parents growing as leaders in their program and community, and reflective practice trainings to ensure that staff can best serve the most vulnerable in our communities. 2019 also brought community collaborations among programs, government partners, and local organizations to develop one-of-a-kind locally designed approaches to tailor Head Start and Early Head Start to the families and children we serve.

Here at MHSA we also spent 2019 building strong collaborations with our state and federal partners, community members, and statewide organizations to bring the Head Start voice to every corner of Massachusetts. We are thrilled to report that our partners and champions in the Massachusetts State House and Governor Baker increased the Head Start State Supplemental Grant by 25% this year to \$12 million for Head Start and Early Head Start programs! This historic increase allowed programs to invest in their workforce and will help address some of the ongoing challenges facing our field, including strengthening programs' abilities to bring effective trauma-informed care approaches to their work with children and families.

On behalf of the Board of Directors, we are proud to lead this dynamic Association. As we look to 2020, *MHSA will continue to find collaborative solutions to support and serve Massachusetts Head Start and Early Head Start programs to ensure the most vulnerable young children and families in the Commonwealth receive high-quality locally designed comprehensive services and supports.*

Please join us in reflecting on a fantastic 2019 while we get to work on 2020!



Michelle Haimowitz
Executive Director

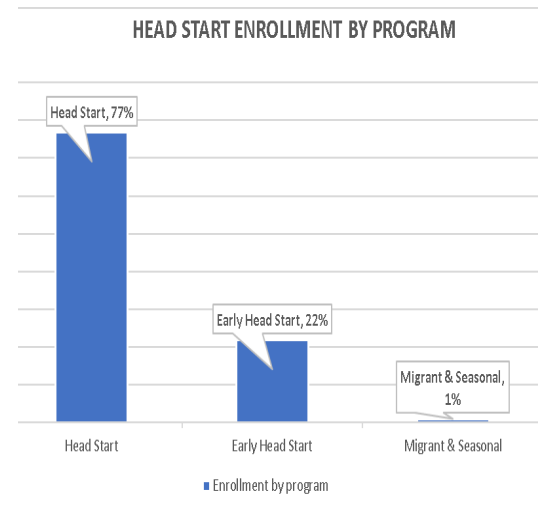


Anat Weisenfreund
Board Chair

2019 MHSA DATA HIGHLIGHTS

In the 2018-2019 program year, Massachusetts Head Start and Early Head Start programs served:

14,773 YOUNG CHILDREN AND PREGNANT WOMEN, **13,505** FAMILIES, AND EMPLOYED **1,678** TEACHERS



Head Start and Early Head Start programs received:

\$154 MILLION IN FEDERAL FUNDING, **AND \$12 MILLION** IN MASSACHUSETTS STATE FUNDING!

MISSION STATEMENT

The Mission of the **MASSACHUSETTS HEAD START ASSOCIATION** is to support its members to administer high quality, effective Early Head Start and Head Start programs that provide outstanding services to pregnant women, infants, toddlers, preschoolers and their families in the Commonwealth of Massachusetts.

To this end, MHSA:

- ◇ **ACTIVELY ADVOCATES** for resources and policies that support this mission
- ◇ Forges and **MAINTAINS STRONG COLLABORATIONS** with the Office of Head Start (OHS) and the MA Department of Early Education and Care (EEC), other partners, advocates, governmental agencies, and community members
- ◇ **PROVIDES MEMBERS** up to date **INFORMATION, ANALYSIS, STRATEGIC DIRECTION,** and other resources as available
- ◇ Through regular meetings, provides members **MEANINGFUL OPPORTUNITIES** for information sharing, goal setting, and professional development



Martha's Vineyard Community Services

STRATEGIC PRIORITIES

- ◇ Sustain excellence in programs
- ◇ Analyze impact of policies and procedures
- ◇ Develop parent ambassadors
- ◇ Further develop association business model



Holyoke Chicopee Springfield (HCS) Head Start

BOARD OF DIRECTORS

<u>MHSA POSITION</u>	<u>NAME</u>	<u>AGENCY</u>
Chair	Anat Weisenfreund	Community Action Pioneer Valley Head Start
Vice Chair	Taché Figueroa	Self Help, Inc. Head Start Parent
Secretary	Nancy Sullivan	Self Help, Inc. Head Start
Treasurer	Jill Fox	PACE, Inc. Head Start
	Kristen Hayes	Friend of MHSA
	Nancy Mahoney	Montachusett Opportunity Council
	Delia Ramirez	Self Help, Inc. Head Start Parent
	Yvette Rodriquez	ABCD Head Start

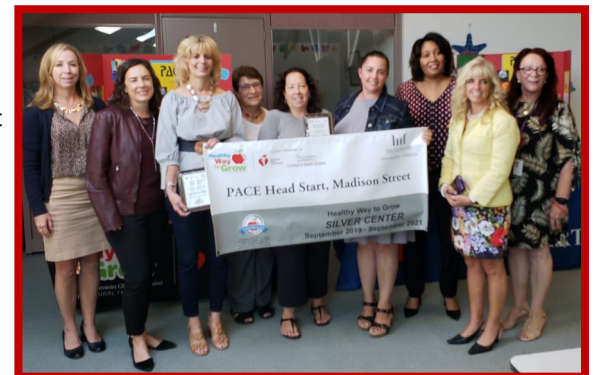


MEMBERS

- Action for Boston Community Development (ABCD) Head Start & Early Head Start*
- Associates for Human Services, Inc. (AHS) Early Head Start*
- Berkshire County Head Start Child Development Program*
- Child Development Institute Cape Cod (CDI)*
- Citizens for Citizens, Inc. (CFC) Head Start & Early Head Start*
- Communities United, Inc. Creative Start Children’s Centers*
- Community Action, Inc. Head Start/Early Head Start*
- Community Action Pioneer Valley Head Start and Early Learning Program*
- Community Action Programs Inter-City, Inc. (CAPIC) Head Start*
- Community Day Care Center of Lawrence Early Head Start*
- Community Teamwork, Inc. Early Learning Programs*
- Dimock Center Head Start & Early Head Start*
- Greater Lawrence Community Action Council, Inc. (GLCAC) Head Start*
- Holyoke Chicopee Springfield (HCS) Head Start*
- Lynn Economic Opportunity (LEO) Head Start & Early Head Start*
- Martha's Vineyard Community Services Head Start*
- Montachusett Opportunity Council, Inc. (MOC) Child Care & Head Start*
- Pathways for Children Head Start & Early Head Start*
- People Acting in Community Endeavors (PACE) Head Start*
- Quincy Community Action Programs, Inc. (QCAP) Head Start & Early Head Start*
- Riverside Community Care Early Head Start*
- Self-Help, Inc. Head Start*
- South Middlesex Opportunity Council, Inc. (SMOC) Head Start*
- South Shore Community Action Council Head Start & Early Head Start*
- South Shore Stars, Inc. Early Head Start*
- Triumph, Inc. Head Start & Early Head Start*
- Worcester Child Development Head Start*
- Worcester Community Action Council, Inc. Head Start & Early Head Start*



Child Development Institute (CDI) Cape Cod



People Acting in Community Endeavors (PACE) Head Start

WHAT IS HEAD START?

THE PREMISE OF HEAD START IS SIMPLE:

Every child, regardless of circumstances at birth, has the ability to reach their full potential.

Head Start was founded in 1965 as a tool to help break the cycle of poverty by providing low-income parents with access to early childhood education and comprehensive family services. Since then, Head Start has expanded to include Early Head Start, serving children birth-3. Head Start and Early Head Start programs serve approximately one million children a year in all 50 states, including over 14,000 children in Massachusetts.

Head Start comprehensive services include:

- ◇ Health, mental health, nutritional, and educational services for children
- ◇ Leadership, volunteer, and parent education opportunities
- ◇ Referrals and family advocacy

Head Start programs prepare children for Kindergarten success and provide vital supports for their families according to the unique communities' needs. While maintaining the original vision of communities investing in their youngest, most vulnerable children, Head Start has also developed over the decades to adapt, build on evidence-based practices, and continually improve to provide the highest quality programs for children and families.



Montachusett Opportunity Council Head Start

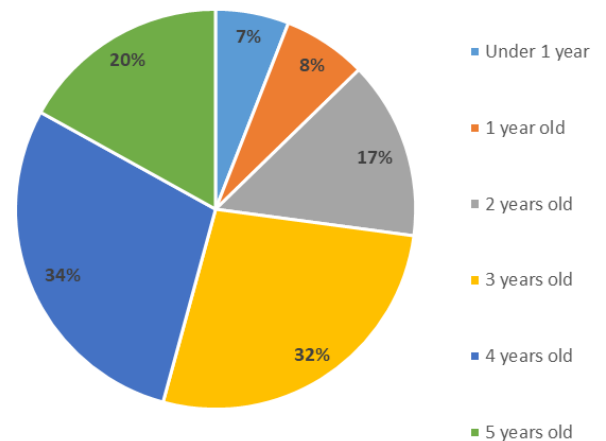
HEAD START CHILDREN

In the 2018-2019 program year, **MASSACHUSETTS HEAD START PROGRAMS SERVED 14,582 CHILDREN** and **191 PREGNANT WOMEN**. Head Start and Early Head Start children are served in a variety of settings including center-based, home-visiting, and family child care.

Head Start comprehensive services ensure programs care for the whole child. This year:

- **47%** (6,960) of Head Start children lived in a household where the primary language of the family at home is not English
- **99%** (14,501) of children had health insurance, **99%** (14,382) had a medical home, and **85%** (12,401) had a dental home
- **13%** (1,831) of children received mental health consultations due to behavioral or mental health concerns
- **10%** (1,131) of preschool children had Individual Education Plans (IEPs) & **34%** (1,116) of infants & toddlers had Individualized Family Service Plans (IFSPs), indicating children were eligible to receive special education or early intervention services

CHILDREN SERVED BY AGE



HEAD START STAFF

⇒ **4,674 STAFF MEMBERS WORK IN MASSACHUSETTS HEAD START AND EARLY HEAD START PROGRAMS**

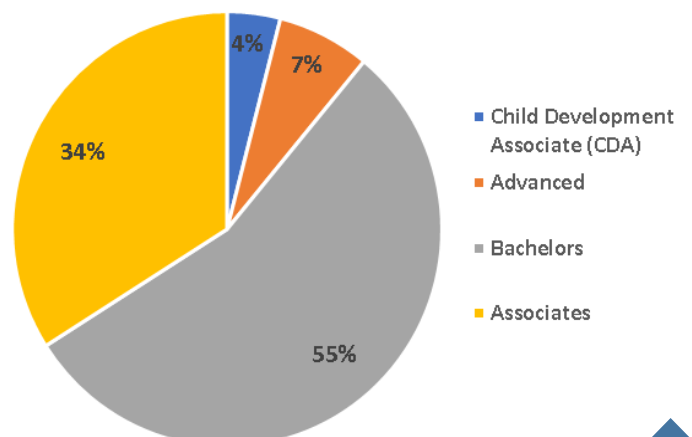
⇒ **1,135 (NEARLY 25%) OF THEM ARE CURRENT OR FORMER HEAD START PARENTS!**

Head Start educators are highly educated, skilled, and experienced educators, but their wages still lag behind their similarly educated public school peers. We know that the quality of our programs is directly tied to the educators working with children in our classrooms. Yet, educators face long hours, hard work, and low wages.

HEAD START CLASSROOM EDUCATOR AVERAGE SALARY: \$34,382

Total in MA	Head Start and Early Head Start Position
739	Preschool Teachers
571	Preschool Assistant Teachers
368	Infant/Toddler Teachers
436	Family and Community Partnerships Staff
180	Education and Child Development Managers
83	Home Visitors
67	Family Child Care Providers

PRESCHOOL TEACHER DEGREES



MASSACHUSETTS FAMILIES

IN THE 2018-2019 PROGRAM YEAR, MASSACHUSETTS HEAD START PROGRAMS SERVED 13,505 FAMILIES!

Family leadership and engagement is central to Head Start. Each Head Start Program is led by a Policy Council whose membership is comprised of a majority of parents of currently enrolled children along with community members who are key partners or experts in related fields. The Policy Council works closely with an Agency Board of Directors and provides leadership to the direction of the Program as a whole, establishing and monitoring program goals, approving grant applications, budgets, and more. Policy Council members bring an invaluable perspective to program staff, donate hundreds of volunteer hours to Head Start, and take leadership opportunities to develop their advocacy skills.

THIS YEAR, 10,192 CURRENT OR FORMER HEAD START PARENTS PROVIDED VOLUNTEER SERVICES AT HEAD START AND EARLY HEAD START PROGRAMS!

Head Start comprehensive services mean that both children and their families receive support from Head Start programs. This year, over 10,000 families received Head Start family services.

- **36%** of families received emergency/crisis intervention
- **12%** of families received housing assistance
- **42%** of families received parenting education
- **15%** of families received mental health services
- **6%** of families received job training



LEO Policy Council Graduate

PARTNERS AT WORK

HSSCO OPIOID WORK CONTINUES

The Massachusetts Head Start State Collaboration Office (HSSCO) has maintained a focus on addressing the well-being of children and families impacted by Opioid/Substance misuse this year. This year, HSSCO Director Carol Nolan worked with a number of state and federal partners to bring Head Start and Early Head Start to the conversation with medical providers, to plan and conduct a Region 1 Opioid Summit in April 2019, and worked on a series of videos with the Office of Head Start and the National Center on Early Childhood Health and Wellness that will serve as a resource for Head Start programs nationwide. The videos, which will launch in 2020, highlight Self Help, Inc. Head Start and MHSA Board member Delia Ramirez for their important work supporting families in their communities that have been impacted by Opioid/Substance misuse.

\$12 MILLION FOR HEAD START IN MASSACHUSETTS!

This year, the Massachusetts Head Start community came together to advocate for an increase in the Head Start State Supplemental Grant. This state funding provides additional resources for Head Start and Early Head Start programs to support the workforce through salary increases, professional development, and critical needs. The funding also assists programs in meeting the mandatory 20% match on their federal grant funds.



MHSА members with State Senator Sal DiDomenico

In July 2019, Governor Charlie Baker signed a budget that included \$12 million for Head Start State Supplemental Grants, a 25% increase over the previous year! These new funds have provided critical workforce supports for Head Start programs.

Thank you to our legislative sponsors Representative Paul Schmid and Senator John Keenan, Ways and Means Committee Chairs Representative Aaron Michlewitz and Senator Michael Rodrigues, and House Speaker Robert DeLeo and Senate President Karen Spilka!

MHSA 2019 FALL CONFERENCE

Head Start and Early Head Start leaders, educators, parents, and advocates gathered on October 22 at:

A Vision for Early Education: Advocacy, Leadership, and Reflection

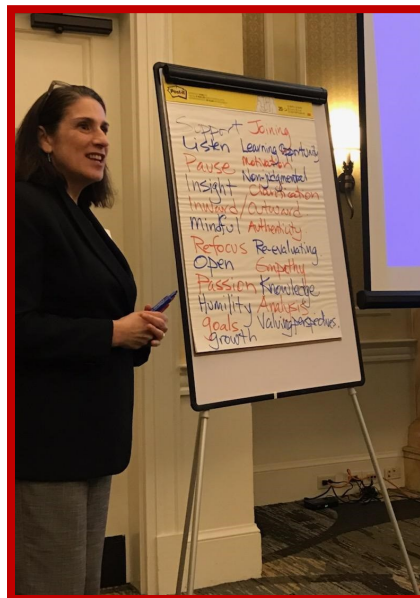
Over 120 participants came together to renew our vision and improve skills in serving children and families.

- **ADVOCACY:** Nancy Allen Scannell and Courtney Chelo from the Massachusetts Society for the Prevention of Cruelty to Children shared effective advocacy practices and taught participants how to develop a short and impactful advocacy statement.
- **LEADERSHIP:** MHSA Board Member and consultant Kristen Hayes led participants in a workshop on how to lead from any position within a Head Start program and how to manage and lead through change.
- **REFLECTION:** Dr. Jayne Singer of the Brazelton Touchpoints Center and Boston Children’s Hospital presented a workshop on reflective practice, using a developmental-relational approach to allow Head Start leaders, practitioners, and parents to be more intentional and reflective in their work.

*Thank you to the Massachusetts
Head Start State Collaboration Office
for their support of our successful
2019 conference!*



Advocacy Workshop



Dr. Jayne Singer

ANNUAL HIGHLIGHTS

PARENT ENGAGEMENT

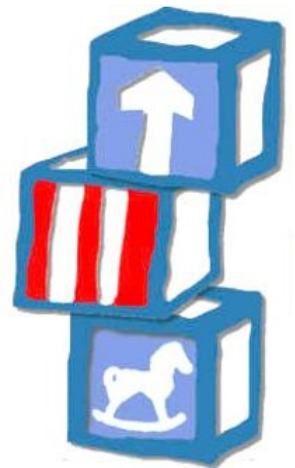
Parents and caregivers are key partners in the administration of Head Start programs and the Massachusetts Head Start Association. This year, MHSA parent Board members strengthened parent engagement at Association meetings by leading parent meetings on key topics requested by parents. MHSA parents facilitated meetings on leadership, financial literacy, disability services, and other topics of importance to parent attendees. Thank you to our parent Board members and parent Association members for your commitment to supporting the Head Start community in Massachusetts!



Triumph, Inc. parent with U.S. Congressman Joe Kennedy III

IMPACTS OF EARLY HEAD START HOME BASED SERVICES

Associates for Human Services (AHS) Early Head Start serves pregnant women and young children birth through age three in South-eastern Massachusetts through home-visiting and Early Head Start Child Care Partnerships. Samantha* and her child Patrick* receive home-based services from AHS. Samantha expressed to her home visitor that she had very little support since becoming pregnant and had difficulty trusting people. She became comfortable with her home visitor and shared, "My home visitor was here every week and because of her constant visits, I began to trust her. As a result, the EHS program also helped me understand my role as a parent. I learned that play is important for Patrick and for our relationship as well. My home visitor taught me about brain development and every week we talked about his development." Since starting with AHS, Samantha completed her GED, is working on her CNA, and is working at an assisted living facility. She added, "My home visitor never gave up on me and she believed in me when I didn't believe in myself." *names have been changed for privacy



ANNUAL HIGHLIGHTS

TRAINING AND PROFESSIONAL DEVELOPMENT

Relationships between Head Start programs and families are at the core of our work. In order to support our programs in building and sustaining these relationships, MHSA partnered with the Massachusetts Head Start State Collaboration Office to sponsor a Brazelton Touchpoints Center Individual Level Training in June 2019. 23 Head Start and Early Head Start program staff spent three days learning strategies and frameworks for building meaningful relationships with families and caregivers through communicating about child development. The reflective training allowed participants to step back from their day-to-day work and think deeply about their work with young children and their families. After three days of training, participants engaged in six months of guided reflected practice with the Brazelton Touchpoints Center to put learning into practice.



ABCD Staff Workshop

STATEWIDE COLLABORATION

MHSA's success is due to our strong member organizations, family collaborations, and partnerships with government and nonprofit partners. MHSA regularly partners and collaborates on topics important to Head Start programs and families. This year, we have been busier than ever working on collaborative projects! MHSA is actively engaged on coalitions that are working on ensuring a complete count on the 2020 Census, raising TAFDC grants for families with children, expanding access to affordable child care in Massachusetts, creating a state plan for very young children in the state, and more! Thank you to all of our partner organizations and state agencies for bringing Head Start voices to the table.



Lynn Economic Opportunity (LEO) Head Start

WORCESTER COMMUNITY ACTION COUNCIL

Worcester Community Action Council (WCAC) knows that successful classrooms are dependent on successful partnerships. This year, WCAC recognized MAPFRE Insurance as the agency's Community Action Hero for its strong commitment to the Head Start program. Fundación MAPFRE supported WCAC with a \$63,000 grant to support its nutrition program, which provides each of WCAC's 203 children healthy breakfasts, lunches, and snacks to support healthy growth and development. MAPFRE employees also launched a Book Buddies program and donated over 200 coats to WCAC's annual coat drive.



WCAC Book Buddies Program with MAPFRE

OPENING EDUCARE



Holyoke Chicopee Springfield (HCS) Head Start, Inc. has embarked on an exciting local and national collaborative with the Irene E. and George A. Davis Foundation, Springfield College, and the Educare Early Learning Network, among others, to bring an Educare School to Springfield! Massachusetts’ new Educare center is slated to open January 2020. Currently there are 24 Educare schools spread throughout the country.

The Head Start Performance Standards serve as the foundation and Educare layers in quality enhancements with financial support from community partners. The model is based on research from early childhood development, education, social work, and other associated fields and is comprised of four core features: data utilization, embedded professional development, high-quality teaching practices, and intensive family engagement.



HCS
Ribbon
Cutting

In addition to the program elements, Educare is housed in a state-of-the art building that lends to the space and place dedicated to educating children from birth to age 5. The building demonstrates a strong community commitment to the importance of investing in early childhood. An average of 50% of the school space is used to provide services for infants and toddlers to emphasize the importance of starting education early in a child’s life. Educare Springfield will have a total of twelve classrooms: five Head Start and seven Early Head Start, providing services to 141 children in total.

ART AT MOC HEAD START



Montachusett Opportunity Council (MOC) Head Start’s Garner Center located on the campus of Mount Wachusett Community College exposes children to the wide world of a college campus. The site is a lab school for college students in the early childhood education program and many Head Start parents are also enrolled in classes at the college. This year, the site partnered with the Mount Wachusett art department to create watercolor pieces with parents and teachers. The children then turned their art into custom post-cards for their families!



Art Collaboration-MOC Head Start

WORCESTER ART COLLABORATION



Worcester Child Development Head Start (WCDHS) has begun implementing the Reggio Emilia approach into the fabric of their program. This approach views children as strong, capable, and curious and sees children through a lens that they have powerful potential to learn from all that surrounds them. Children have “one hundred languages” through which they show us what they know and what they are interested in - they move, draw, paint, build, sculpt, act, sing, play music, and more. Children learn from spaces that are beautiful and orderly, where everything has a purpose from which they can learn. Teachers listen to and observe children closely in order to build on children’s ideas and interests. Teachers document children’s learning which can serve as a valuable teaching, research, and assessment tool. Documentation makes children’s learning visible, it respects children’s work as valuable, and encourages both parent and community participation.

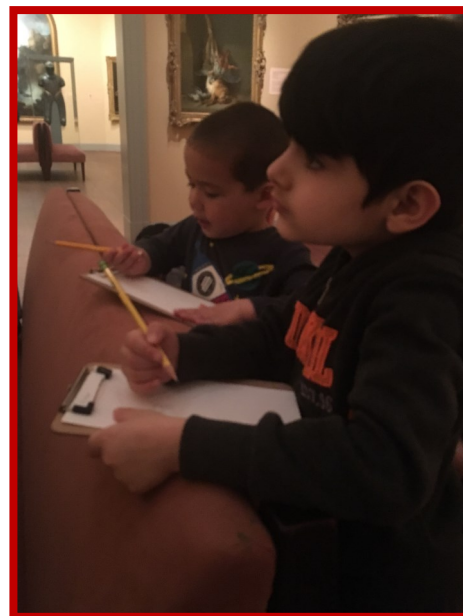


Photos of Worcester Child Development Head Start (WCDHS) in partnership with Worcester Art Museum

WCDHS entered into a partnership with the Worcester Art Museum in August 2018. This partnership has provided the Head Start children and families the opportunity to explore art through visits to the museum and hands-on activities that foster children’s interests and learning. The Head Start children came to view the Art Museum as a special place that was personal to them.

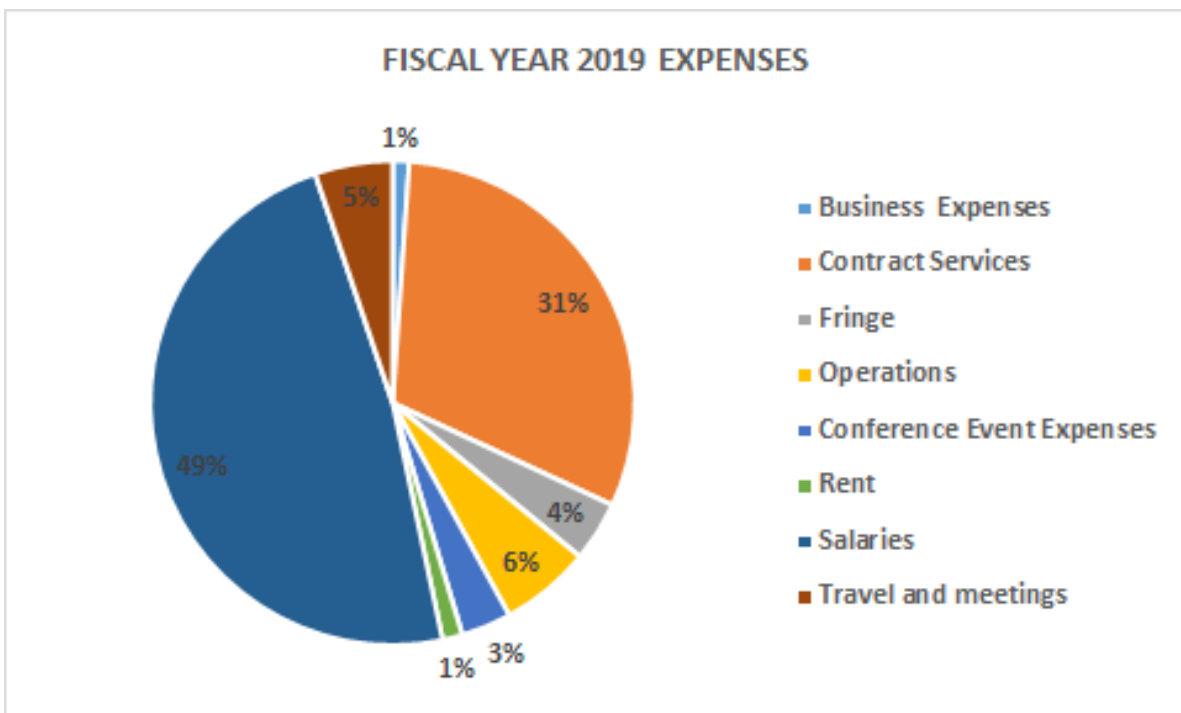
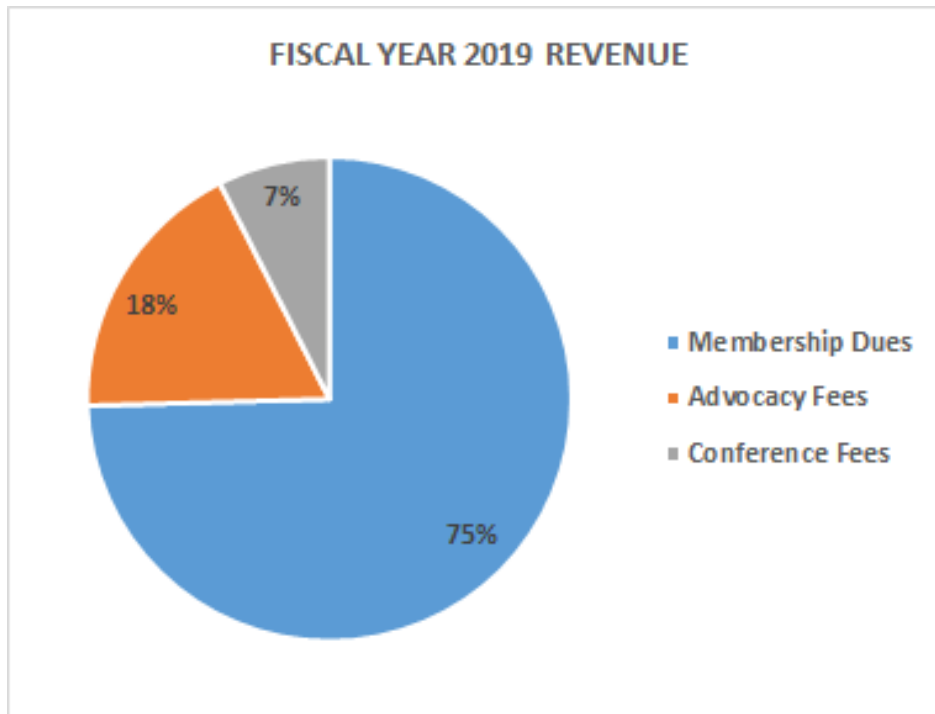
On May 23, 2019, The WCDHS Program opened a two-week art exhibit, *World of Provocation: Making Learning Visible*, at the Worcester Art Museum. The exhibit was a visual representation of children’s learning, showcasing children’s curiosity, creativity, and learning through high quality, engaging learning environments. Over 500 guests including state and local officials, community partners, Head Start staff, families, and children were in attendance for the opening night event. The night was filled with excitement as children showed their artwork to their families and teachers shared the children’s learning through inspiring documentation.

The partnership between WCDHS and the Worcester Art Museum only continues to grow! The dates for the second annual art exhibit are May 19 through May 29, 2020.



WCDHS students at Worcester Art Museum

MHSA FINANCIALS



Total 2019 revenue = \$146,215. All financial figures are unaudited.



MASSACHUSETTS HEAD START ASSOCIATION

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