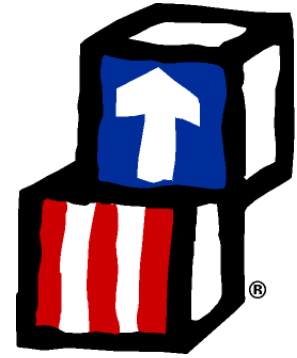


A copy of our Annual  
Report is available to the  
public on our website:  
[www.headstartworks.org](http://www.headstartworks.org)



# Ironton Lawrence County CAO Head Start Annual Report



## Our Vision

To be the role model community agency for positively impacting peoples' lives. To provide high quality services to young children and empower families to meet their individual needs.

*Ironton Lawrence CAO  
Board of Trustees:*

- **Joy Corn – Chairperson**
- **Emmerson Moore – Vice Chairperson**
- **Rev. James Cremeans**
- **Judith Balmer**
- **Wayne Bryan**
- **Karen Reed**
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- **Deanna Holliday**
- **Jodi-Rowe Collins**
- **Jodie Hunt**
- **Rachel Fraley**

## Our Mission

To measurably improve the well-being of our community by providing opportunities for those in need.



**A**ccountability **C**ompassion **T**eamwork **I**ntegrity **O**pportunity **N**eeds-Oriented

## Overview

Ironton Lawrence County CAO Head Start is recognized in the community as a leader in high-quality preschool education and child care.

We offer Kindergarten readiness services to children birth to five years of age including:

- Head Start (ages 3-5 years)
- Early Head Start (prenatal-3 years)
- Home Visiting (prenatal-5 years)
- Family Child Care (6 weeks-4 years)
- Early Childhood Education in Chesapeake, Dawson Bryant, South Point, and Symmes Valley School Districts (ages 3-5 years)
- Center-based Child Care (6 weeks-5 years)



### ILCCAO Head Start

#### Policy Council:

Chauncie Penney  
Summer Pauley  
Callie Tindall  
Samantha Huff  
Amy McSorley  
Christopher Call  
Breanna Sexton  
Shawna Myers  
Jewell Hackworth  
Joy Corn  
Emmerson Moore

## Family Engagement

ILCCAO Head Start believes that parents are a child's first and most important teacher. Parental involvement is encouraged in all aspects of its programs. Parents are involved in decision making for the program, designing their child's education plan, and setting family goals.

### Parent Involvement Activities

**Family Partnership Agreement (FPA) Process:** All enrolled families participate in the FPA process and complete written Agreements to identify families strengths, interests, needs, supports, goals and resources. Open House is held during the months of August and September. Families are encouraged to participate in site tours, meet classroom staff, and engage in health and developmental screenings.

Parent/Family Meetings and Engagement Activities are held in October, November, February, and May. Guest speakers provide information on topics families have expressed interest in through completion of family surveys. Examples of topics include home safety plans, kindergarten readiness, and budgeting. Families are also invited to engage in educational activities hosted by classroom teachers.

### Advisory Committees

**Health:** Health professionals and parents participate on the committee by providing feedback and advice on topics ranging from health policies, nutrition and menu planning.

**Curriculum:** Early childhood staff and parents make recommendations regarding education and early childhood development.

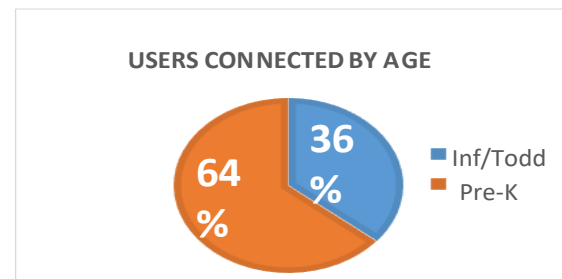
**Emergency Preparedness:** Early childhood staff, community partners, and parents participate in developing and monitoring emergency plans.

### Policy Council

Parents elected to Policy Council work in partnership with key management staff and the governing body to develop, review and approve or disapprove policies and procedures, budget, hiring, attend various trainings and serve as a link to the Head Start sites.

### Parent Powered

Parent Powered is our researched based parenting curriculum and is aligned to the Head Start Early Learning Outcomes Frameworks and the Parent, Family, and Community Engagement Framework. Families are engaged in watching videos and doing activities with the children.



## Working With Community Partners

The ILCCAO Head Start program partnered with the Backpack Buddies program. Backpack Buddies provides food assistance to families experiencing food insecurity. The program ensures preschoolers and school-age children have access to food over the weekends. Backpack Buddies operates an emergency food pantry and provides food through a referral process. Additional food donations occur throughout the year to supplement the weekly drop offs. New clothing is also provided to children in the community. During the Thanksgiving holiday period Backpack Buddies provides the items needed for family-style meals. In addition, they provide food, clothing, and toys to families in need for Christmas.



## Community Collaboration

**Ironton-Lawrence County CAO Head Start collaborates with a diverse group of community agencies to meet the unique needs of the families and children that it serves. Examples include:**

### ILCCAO Disabilities Services

The ILCCAO Head Start program has partnered with the South Point and Dawson Bryant school districts to provide additional services and support to preschool children with disabilities and their families. As a result of this collaboration, 6 Early Childhood Classrooms operated by the local school districts have an additional staff member, a Head Start Classroom Aide working with the children in the classroom. In addition to the Aides, the families of the children in these 6 classrooms have the support of one designated Disabilities Family Advocate assigned to these classrooms. The Family Advocate provides assistance to families, linking them with agency and community resources to meet any identified family needs.

### Mental Health

The ILCCAO Head Start program has formed relationships with the CAO Behavioral Health, Shawnee Mental Health Center, and the Southern Ohio Behavioral Health Center in Lawrence County to provide mental health services to children and families enrolled in our program. Through a multi-provider collaboration, families have a choice in service providers to ensure a suitable therapeutic fit between family and mental health service provider.

### Community Collaboration

**Hanging Rock center is committed to student success by making quality child-care available to OUS students through a partnership with the ILCCAO Head Start program. We accept children 6 weeks through 5 years of age, provide drop in care for children of OUS students, while they are attending classes, and provide services to children with disabilities in a least restricted environment. Our classrooms serve as lab placements for student teachers attending OU for early childhood**

### Working with the Community

We recognize the importance of the schools and other organizations that provide leadership and guidance to the families we serve. A partial list of our community partners includes:

- Appalachian Family & Children First
- CAO/St. Mary's Medical Center Health Clinics
- Collins Career Center
- Ironton City and Lawrence County Health Departments
- Lawrence County Dept. of Job & Family Services
- Lawrence County Probate-Juvenile Court
- Lawrence County School Districts
- Ohio Means Jobs One Stop Resource Center
- Stepping Stones
- Women, Infants, and Children



## Kindergarten Readiness

ILCCAO Head Start collaborates and initiates early childhood education with the local education agencies in Lawrence County. ILCCAO Head Start introduces skills that children need to succeed in Kindergarten. Teachers develop and implement learning experiences from all developmental domains. These domains include language and literacy, cognition, approaches toward learning, physical well-being and motor development, as well as social and emotional development. ILCCAO utilizes the Creative Curriculum and focuses on the developmental level and interests of all children. We create positive and engaging environments where learning is fun.

### *Child Assessments-Outcomes*

ILCCAO Head Start conducts assessments on children in the program, using the Teaching Strategies Gold assessment. All parents are given the option to access their individual child's assessment for observing progress. The Teaching Strategies Gold assessment tool is aligned with the Early Learning Outcomes Framework; children are assessed using ongoing observations in all developmental domains. Assessment results are aggregated and analyzed by ILCCAO Head Start staff to design curriculum that addresses each child's individual needs and to look at the gains children make throughout the school year. Assessments are also used for ongoing program planning, implementation, staff training, and to ensure that children are equipped with the skills needed for a smooth transition to kindergarten.

### *Transition Activities*

ILCCAO Head Start partners with local school districts to help ease children and families transition to Kindergarten. During this program year the ILCCAO Head Start implemented transition plans both to the local school districts, as well as into the early childhood classroom setting.



## Services

### **We provide:**

- Family-Centered services that focus on family partnerships
- Nutritious meals
- A professionally trained and certified, nurturing staff
- A research-based curriculum approved by the Ohio Department of Education
- Health and Developmental Screenings
- Services to children with disabilities in a least-restrictive environment

### **Our sites are:**

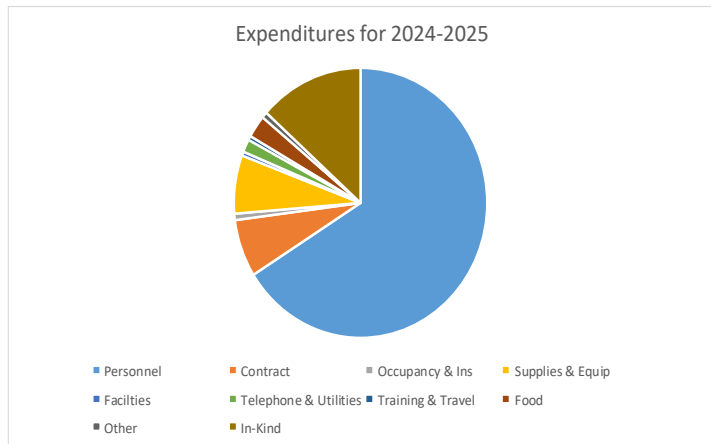
**Five Star-Rated** by the State of Ohio's Step Up To Quality Program. Step Up To Quality is Ohio's quality rating system for Ohio Dept. of Job and Family Services licensed child care programs. Step Up To Quality recognizes early care and education programs that exceed quality benchmarks over and above Ohio's licensing standards.

Ironton Lawrence County CAO Head Start serves as a lab site for Collins Career Center students and has served as the lead agency for the Southern Ohio Fatherhood Coalition.



# Fiscal Report

Public and Private Funds 2024-2025		
Federal HS/EHS	\$ 6,242,116	54%
Federal EHS-CCP	\$1,362,772	12%
USDA	\$363,752	3%
State	\$552,000	5%
Misc- Other	\$1,541,708	13%
In-Kind	\$1,601,475	13%
<b>TOTAL</b>	<b>\$11,664,023</b>	<b>100%</b>



Expenditures for 2024-2025		
Personnel Cost	\$ 7,704,136	66%
Contractual Services	\$ 805,022	6%
Occupancy & Insurance	\$ 89,791	1%
Supplies & Equipment	\$ 815,512	7%
Facilities	\$ 56,148	1%
Telephone & Utilities	\$ 179,294	2%
Training & Travel	\$ 58,319	1%
Food	\$ 314,598	2%
Others	\$ 83,993	1%
In-Kind	\$ 1,557,210	13%
<b>TOTAL</b>	<b>\$11,664,023</b>	<b>100%</b>

Proposed Budget for 2024-2025		
Personnel Cost	\$ 7,572,510	65%
Contractual Services	\$ 804,914	7%
Occupancy and Insurance	\$ 81,125	1%
Supplies and Equipment	\$ 862,125	7%
Facilities	\$ 58,567	1%
Telephone and Utilities	\$ 270,154	2%
Training and Travel	\$ 59,238	1%
Food	\$ 275,981	2%
In-Kind	\$ 1,557,210	13%
Others	\$ 122,199	1%
<b>TOTAL</b>	<b>\$ 11,664,023</b>	<b>100%</b>

### Audit & Review Results

A fiscal audit conducted for fiscal year 2022 showed no audit findings. ILCCAO Head Start is in compliance with all relevant terms, conditions, and regulations. In November 2022, ILCAO Head Start underwent the FA2 monitoring review for program year 2020-2021. ILCCAO Head Start was in full compliance with Head Start and Early Head Start regulations.



### Program Highlights

ILCCAO Head Start enhanced centers across the county with health and sanitation measures to combat the COVID-19 pandemic. Purchases included PPE for children and staff, sanitizing equipment, computer software to enable virtual meetings, as well as classroom supplies to combat transmission of the COVID-19 virus.

ILCCAO has eight sites that have all been five-star awarded by the Step Up to Quality program which is a rating system that recognizes early care and education programs that exceed quality benchmarks over and above Ohio's licensing standards.



## Professional Development

ILCCAO Head Start supports the education and training of staff through a comprehensive individualized Professional Development Plan, which serves to:

- Promote the quality of ILCCAO's programs
- Address Head Start's Mandate to have 50% of teachers with Bachelor's or higher degrees.

### ***Staff Qualification Program***

Teachers taking college coursework towards their Associate Degree, Bachelor's degrees, or CDA Credential can receive the following support from the ILCCAO program.

Work in collaboration with staff class schedules

Salary scale that is tied to educational achievement

ILCCAO Head Start pays for education/training costs.

### ***Child Development Associate Credential***

ILCCAO Head Start supports all teachers, family advocates, and managerial staff in obtaining CDA credential and helps pay for any cost involved in the collaboration with the TEACH Program.

### ***TEACH Program***

The TEACH Program provides scholarships to teachers and family child care providers to earn degrees and credentials in Early Childhood Education. Scholarship assistance is provided with the cost of tuition, books, and related educational expenses.

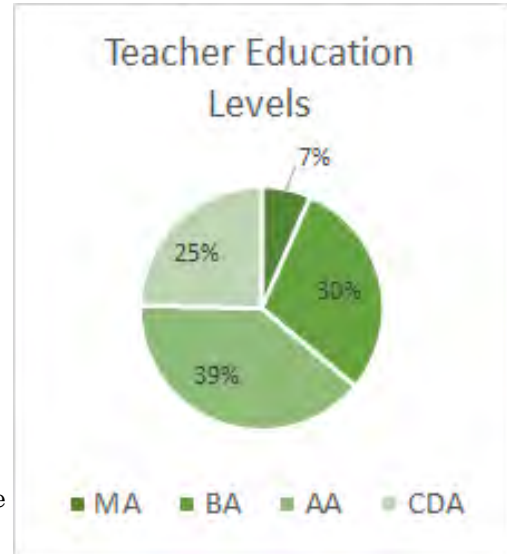
### ***Practiced-Based Coaching***

Practice-Based Coaching (PBC) is a type of professional development that focuses on effective teaching practices to improve child outcomes. PBC follows a cyclical process to support classroom staff.

Education staff participate in groups known as Teachers Learning and Collaborating (TLC) for the Program Year 2024/2025.

The facilitator works with each teacher/aide/child care worker to develop goals and provide assistance to achieve these goals through reflection and feedback.

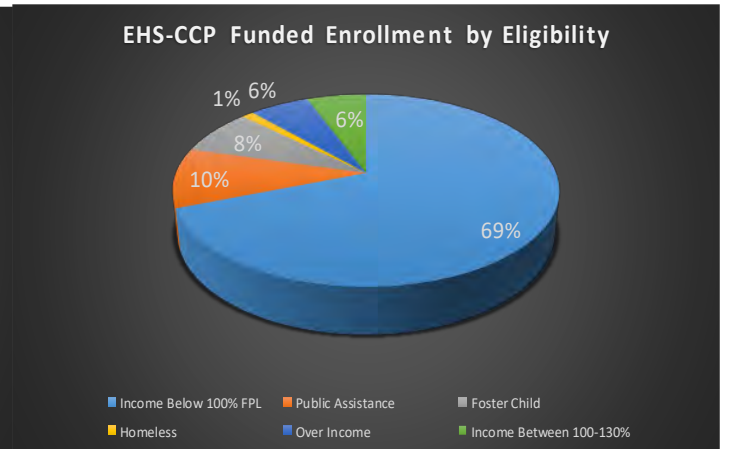
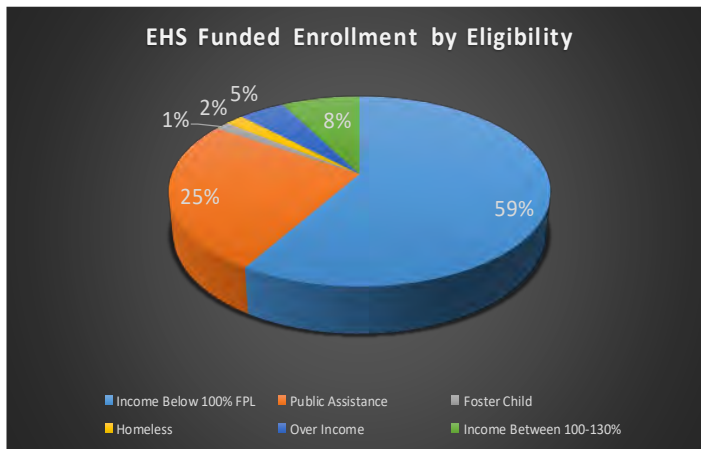
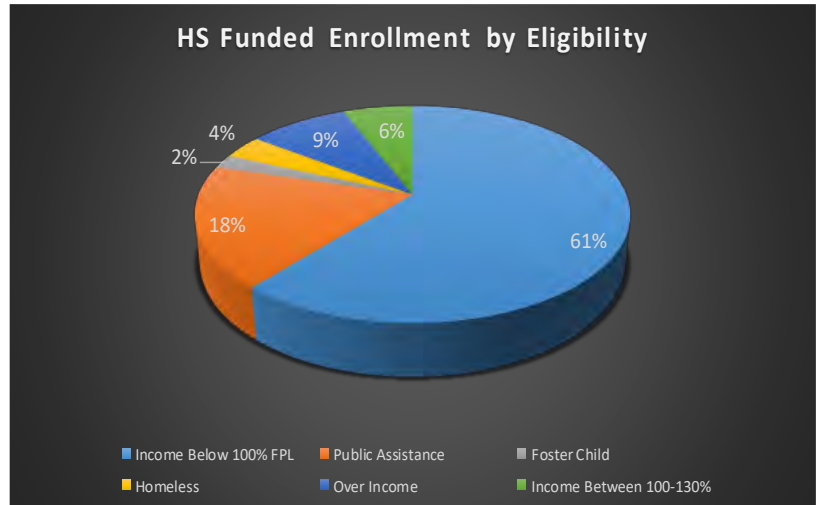
Child Outcomes were positively impacted by the implementation of PBC. Infants and toddlers, whose teacher participated, showed an increase of 1.78% more than their peers across all developmental domains. Preschool children showed an increase of 3.05% more than their peers across all developmental domains as well.



### Child and Family Services

ILCCAO Head Start believes that parents are a child’s first and most important teacher. ILCAO Head Start staff works with families to provide learning environments that help children build a foundation for lifelong learning.

ILCCAO Head Start staff works with each family to conduct a developmental screening and assessment, to identify any areas of concern and to design an individualized learning plan for the child. Family conferences and home visits are held regularly so that staff and families can share information about the child’s development.



More than 90% of children enrolled in ILCCAO programs are either families receiving public assistance or living at or below poverty level. In 2023, federal poverty level for a family of three was an annual salary of \$25,820.

**Program Enrollment**  
 Total number of children: 505  
 Total number of families: 415  
 Average monthly enrollment: 410

Percentage of Enrolled Children Who Received:		
	Medical Exams	Dental Exams
Head Start	100%	80%
Early Head Start	72%	Not required
Of the children who were screened and diagnosed needing medical treatment, 100% received treatment		



## Locations

Administrative Offices  
1722 County Road 60,  
South Point, OH  
740-377-4710

Administrative Offices  
1518 South 3rd St  
Ironton, OH  
740-533-9077

Chesapeake Early Childhood Education  
3748 State Rt. 7,  
Chesapeake, OH  
740-867-4700

Dawson-Bryant Head Start  
#1 Hornet Lane, Coal Grove, OH  
740-532-8258

Deering Early Childhood  
Education  
4503 St. Rt. 243, Ironton, OH  
740-532-6898 ext. 5500

Getaway Head Start  
& Childcare  
11627 St. Rt. 243,  
Chesapeake, OH  
740-867-3893

Ironton Campus  
305 North 7th Street,  
Ironton, OH  
740-532-2905

Hanging Rock  
Child Development Center  
300 Main St., Hanging Rock, OH  
740-532-0178

Proctorville Head Start  
& Childcare  
384 Township Rd. 1053,  
Proctorville, OH  
740-886-0504

Sybene Head Start & Childcare  
8978 Co. Rd. 1, South Point, OH  
740-894-4100

Symmes Valley Head Start & Early  
Childhood Education  
St. Rt. 141, Willow Wood, OH  
740-643-2690



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[www.headstartworks.org](http://www.headstartworks.org)

“Where learning is fun”