



SCFO

Sierra Cascade Family Opportunities
Early Childhood Development Programs



ANNUAL REPORT 2021-2022

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LETTER FROM THE EXECUTIVE DIRECTOR

The 2021 -2022 program year again brought us challenges! The COVID 19 pandemic continued to cause challenges in the lives of families, businesses, and communities. Sierra Cascade Family Opportunities (SCFO) rose to the challenge. COVID illness and exposures required classrooms and home-based services to be closed 34 times throughout the year. Head Start, Health Department and CDC COVID regulations required: staff immunizations; extensive cleaning & disinfecting of facilities; health screens & temperature checks; face masks for staff, children, and parents; and social distancing, which were all things that weighed heavy on staff and on children and families enrolled in SCFO programs.

Full enrollment was again a huge challenge for Head Start and Early Head Start programs across the State and nation during the 2021-2022 program year, due to the pandemic. SCFO was able to keep the Head Start and State Preschool programs enrolled at an average of 81% and the Early Head Start program enrolled at an average of 81%, throughout the year. Another area SCFO excelled in was providing face-to-face services during the 2021-2022 program year. Again, many programs across the State and nation provided either a limited number of face-to-face services or only virtual services in 2021-2022.

Another challenge for SCFO this year has been finding, hiring, and keeping staff and substitutes, especially entry level positions. Classrooms were closed 16 times this year due to insufficient staffing - either due to staff turnover, staff illness and/or lack of substitutes. SCFO is working hard to develop ways to retain, recruit and hire qualified staff. We have also worked on creating a culture of staff wellness within the agency as a tool for retention.

SCFO staff were finally able to be together in June 2022 to “celebrate” the completion of another successful year, after 29 months of COVID regulations preventing us from doing so. After 32 years of providing Head Start, Early Head Start and State Preschool services SCFO has weathered the storm of COVID with all of its stressors and challenges!

In 2021-2022 100% of families reported that they feel their child is safe in our program and 100% of families reported they feel their child is happy in our program. Keeping in mind this year of COVID challenges, including classroom closures, this says a lot about children, families and staff resiliency. Thank you to the families we have served this year, for your flexibility, your understanding and your support!

I'd like to express my gratitude to the SCFO staff from administration and managers to teaching staff, kitchen staff and family support staff who have shined through it all as the needs of children and families were at the forefront of every decision made and every service provided as we weathered the storm called COVID 19.

Many of the accomplishments and highlights of SCFO programs are outlined in this report for your information. Please take time to read through the report and discover the difference we make in the lives of children and families. We are looking forward to the 2022-2023 program year!

~ Brenda Poteete, Executive Director

LETTER FROM THE BOARD OF DIRECTORS

When the Head Start Act was reauthorized by Congress in 1994, Early Head Start became an additional program available to serve infants and toddlers under the age of 3, and pregnant women. Early Head Start is designed to provide early, continuous, intensive, and comprehensive child development and family support services to infants, toddlers, pregnant women and their families.

SCFO recognizes that bringing services sooner to young families is likely to enhance the benefits of a high-quality care and education investment. We recognize from our studies that there is a huge need for these services in our communities, services that will allow parents to work or go to school and become self-sufficient.

For that reason, the organization, building upon its success in bringing Early Head Start programs to our service area, will continue to seek funding approval for continued expansion of Early Head Start availability.

Economic security is one of the forces that exists in our society that can greatly stabilize children and their families. One challenge brought about by this force is how to form programs and policies that give families options for childcare that fit their needs and schedules; and how to structure subsidies in order to strengthen families.

Each year, Sierra Cascade Family Opportunities surveys our parents for feedback on how the program is doing. Happily, 68% of parents reported that the program allowed them to either accept a job, keep a job, accept a better job, or attend education or training. This kind of benefit derived from quality pre-school and childcare programs gets good traction from funders and positive reactions from the public.

ABOUT US

It is Sierra Cascade Family Opportunities' (SCFO) goal to create a strong foundation for young children that is rich with experience and opportunity based on a child's individual need. This foundation is built in an environment that establishes trust and security for both the child and their parents and focuses on the skills and strengths of each child within a group and/or home setting. In our centers we utilize the High Scope approach and the Second Step social and emotional development curriculum. We believe that children should be involved actively with hands on materials and carrying out projects of their own choosing. The adults working with the children see themselves as facilitators or partners. Our approach encompasses all aspects of child development and involves teachers and parents in supporting and extending children's emotional, intellectual, social, and physical skills and abilities. This means learning is a process in which children discover, explore and create through direct experience with people, objects, events, and ideas. Head Start and Early Head Start are fully inclusive programs. All children are able to take advantage of the Head Start and Early Head Start environment, including children with mild to severe disabilities. In our learning environments, different areas of the classroom are age specific and designated for different activities, for example water play, reading, sand play, art, writing, dramatic play, etc. Children are able to access all facilities independently and take some responsibility for use of these areas. Children are provided with tools and opportunities to make real, meaningful decisions.

VISION

Our agency vision is that all children and families will achieve success throughout school and life.

MISSION

The mission of Sierra Cascade Family Opportunities, Inc., (SCFO) is to operate quality early child development programs which provide comprehensive opportunities for children and families that encourage growth, support positive relationships and foster health and well-being.

PROGRAM GOALS

The 2022-2023 program year was the third year of Sierra Cascade Family Opportunities (SCFO) current grant cycle. Based on Community Assessment, Self-Assessment and ongoing monitoring data, SCFO established two Program Goals to focus on during the five-year grant cycle related to child attendance and SCFO staffing.



Program Goal 1

SCFO will employ, compensate and retain qualified staff who have a passionate commitment for supporting young children and families.

Program Goal 2

SCFO will establish a culture of regular attendance through strategies involving parents, staff and the community that will promote success throughout school and life.

SCFO PROGRAM INFORMATION



9 Child Development Centers

SCFO operates 8 Head Start/State Preschool classrooms, 1 Stand Alone Head Start Classroom, 2 Stand Alone State Preschool Classrooms and 3 Early Head Start classrooms.



2 Home Visiting Programs

SCFO operates one Early Head Start Home Visiting Program in Lassen County and one in Plumas County.



76 Staff Members

In the 2021-2022 program year, SCFO had a total of 76 staff members. 48% of the staff members are past or current parents in the program.



3 Counties

SCFO provides services in Lassen, Modoc and Plumas counties.



10,840 Square Miles

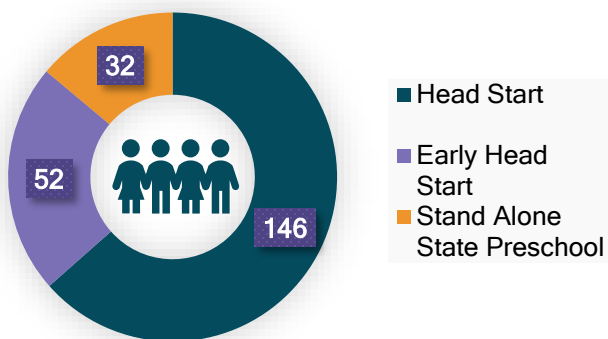
The SCFO service area covers a large geographical area in the rural northeastern California communities. The three counties span a 10,840 square mile area that borders the State of Nevada on the east and the State of Oregon to the north. The area is very rural with small pockets of population interspersed throughout the vast geography.

ENROLLMENT

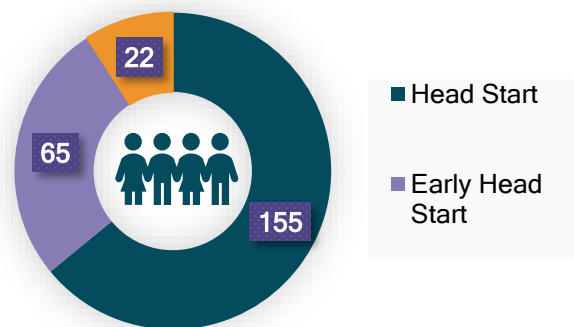
SCFO Enrollment

Sierra Cascade Family Opportunities enrolled a total of 242 children and pregnant women in the 2021-2022 program year between the Head Start, Early Head Start and State Preschool programs. Due to lack of staffing, one of the Portola Head Start classrooms was unable to open for the duration of the program year dropping our enrollment numbers. In addition, the Greenville State Preschool classroom was only able to open a home visiting model due to the major devastation of the Dixie Fire on the facility, the town and the population of Greenville. Despite extensive recruitment efforts, this program was never fully enrolled during the program year.

Funded Enrollment



Total Enrollment



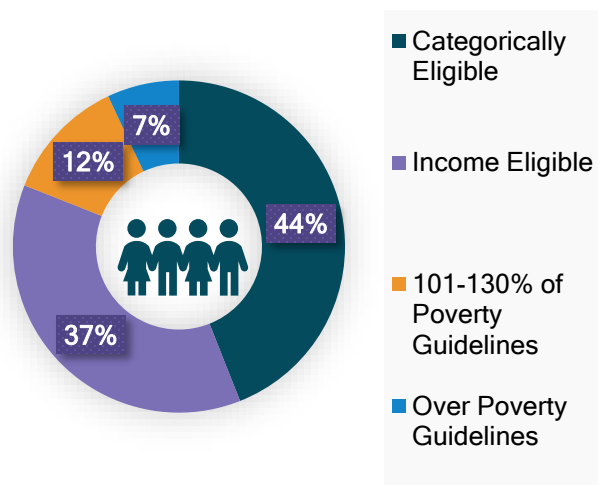
Average Monthly Enrollment

Head Start: 81%

Early Head Start: 81%

Stand Alone State Preschool: 43%

Eligible Children Served

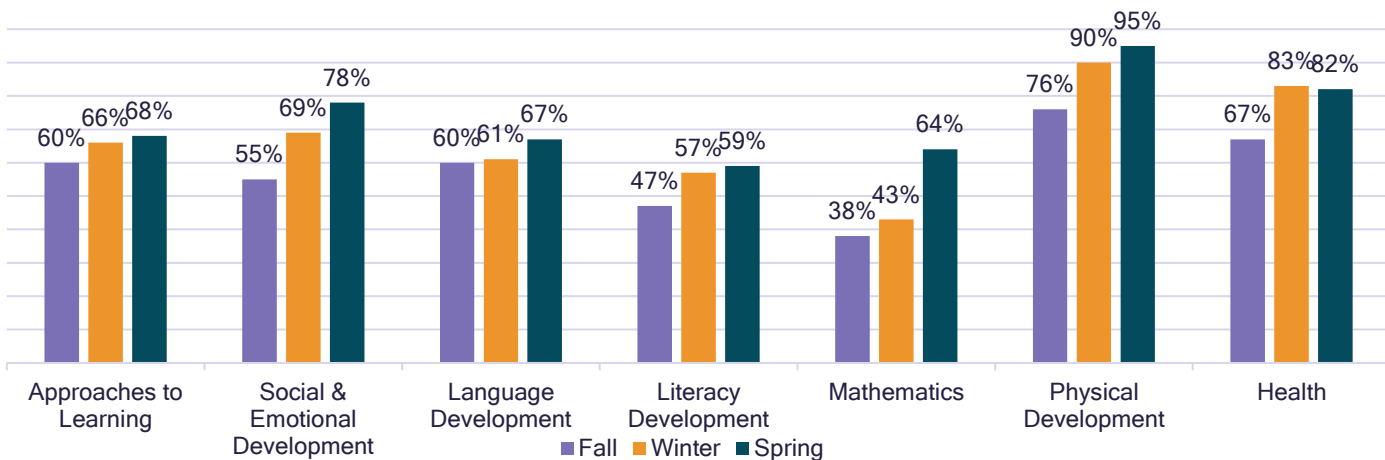


CHILD OUTCOMES

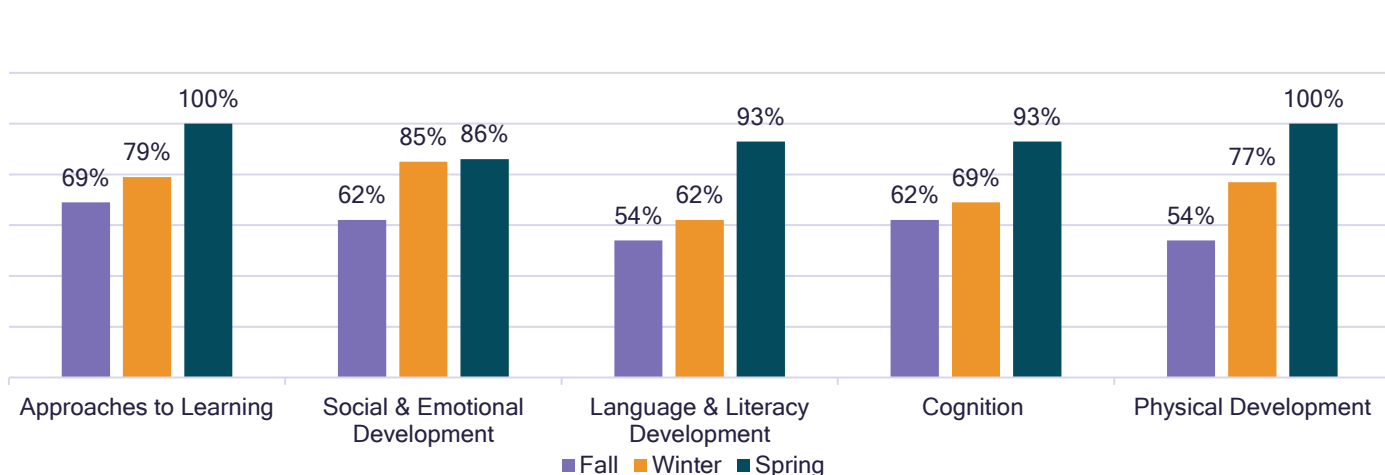
Child Progress due to Program Participation

Through tracking and monitoring school readiness data each year, SCFO is able to show the difference that our quality child development program can make in the development of young children. The graphs below represent the developmental gains that preschool and Early Head Start children enrolled in the SCFO program have made from the beginning of school in the fall through the spring of the same program year. The data contains comparisons from fall, winter and spring developmental assessments and shows the percentage of children that are at or above the California State Learning Expectations. The data was collected using the Desired Results Developmental Profile (DRDP).

Percentage of Head Start/State Preschool Children At or Above CA Early Learning Foundation Expectations 2021-2022



Percentage of Early Head Start Children At or Above CA Early Learning Foundation Expectations 2021-2022



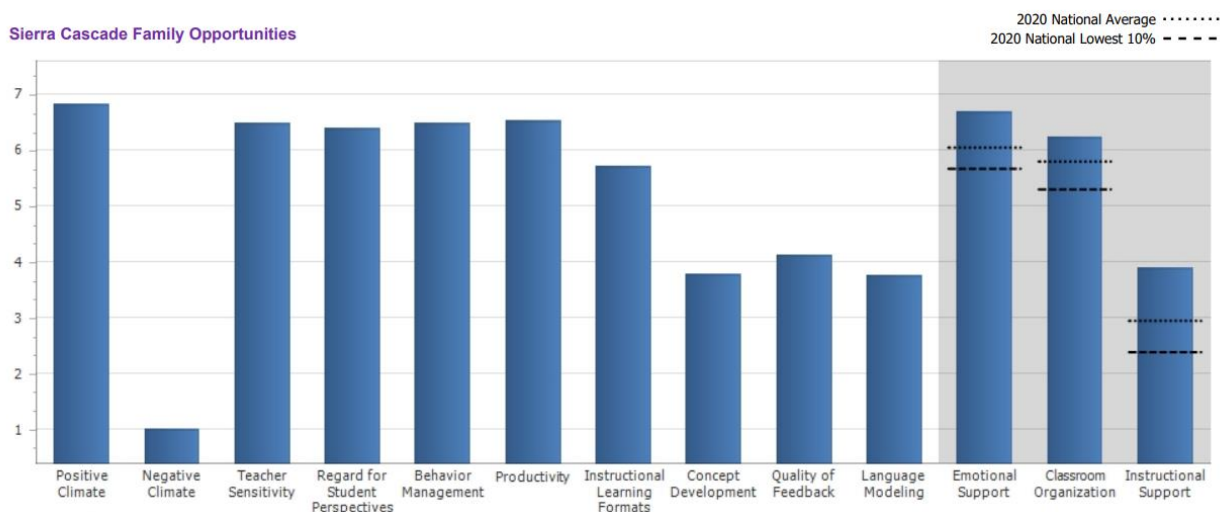
HIGH QUALITY EDUCATION SERVICES

Curriculum and Individualized Planning

The High Scope, Partners for a Healthy Baby and Second Step curriculums provide children and parents with rich opportunities that support developmental milestones and positive outcomes through consistent daily routines, key developmental indicators and supportive relationships. Individual child goals are created to support the unique learning style and development of each child enrolled in an SCFO program. Parents and educators work together in creating activities that are based on each child's individual level of development, interest, and cultural competencies.

SCFO CLASS Scores

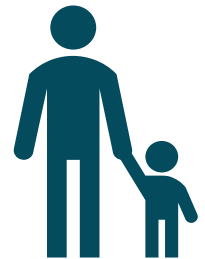
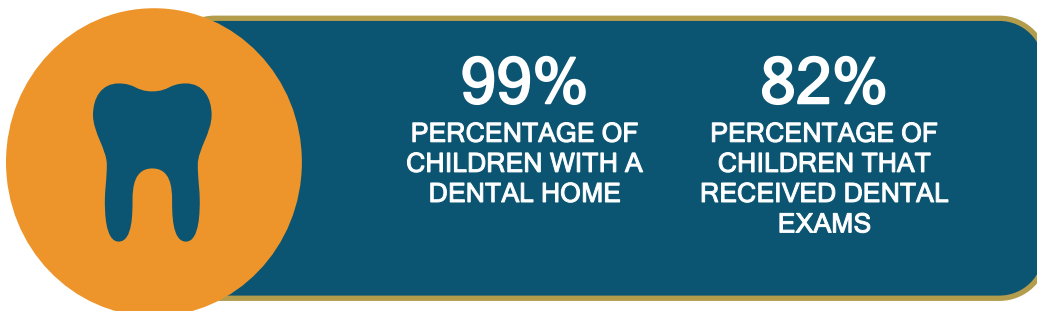
The Classroom Assessment Scoring System (CLASS) is an observational tool that assesses quality interactions in center based preschool classrooms. Each year SCFO conducts CLASS observations on each of its preschool classrooms, to ensure that the environments meet the performance standard requirements as well as to ensure that the children enrolled in an SCFO classroom are exposed to quality experiences and opportunities. In the 2021-2022 program year, SCFO performed two rounds of CLASS observation per classroom. In the graph below you will observe that all areas are above the 2020 National average threshold.



HEALTH OUTCOMES

SCFO Health Services

SCFO has a high emphasis on health since children must be healthy and well-nourished to learn and develop. All enrolled children receive physical and dental exams along with health screenings that include hearing, vision, and nutrition. Staff work with families to ensure follow up services are received for any needs that are identified. SCFO provides a variety of nutrition services to families including nutrition screenings and referrals, nutrition education, breastfeeding support, and a high-quality food program. For infants and toddlers, health screenings and evaluations are done frequently to ensure ideal development for each child. Pregnant mothers are given support, guidance, and resources for a healthy pregnancy and to be well informed about their coming baby. SCFO encourages breastfeeding and has Certified Lactation Educator Counselors on staff to support families in any area of breastfeeding.



FAMILY ENGAGEMENT OUTCOMES

Parent Involvement

SCFO offers many opportunities for parent involvement. In 2021-2022 program year, SCFO parents contributed volunteer hours by being involved in program leadership, extending curriculum at home and much more.

Family Goal Setting

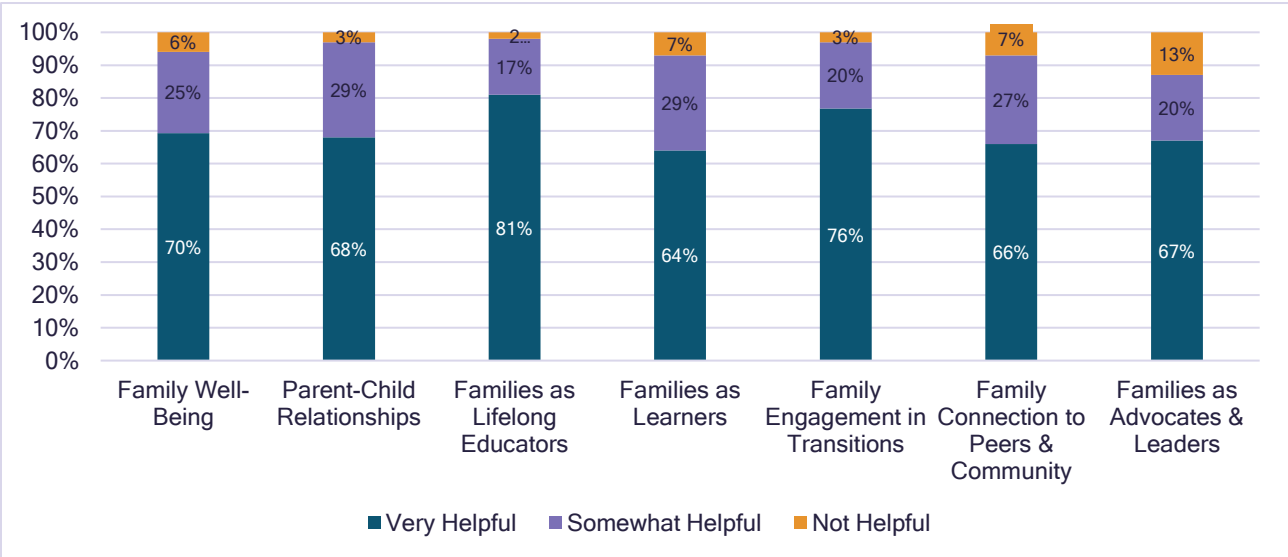
SCFO's Family Partnership Process includes supporting families to set and achieve goals that promote positive family outcomes. Staff work with families to utilize their strengths and skills to accomplish their goals.

<p>SCFO families contributed 31,687 volunteer hours</p>		<p>81% of families completed their Family Goals</p>
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Family Engagement Outcomes

All of SCFO's family partnership services promote positive family engagement outcomes. Results of the 2021-2022 Family Outcomes Survey, completed by parents enrolled in SCFO programs, demonstrated that the program was helpful to parents in all outcome areas. Overall helpfulness increased when compared to the previous two years and has been attributed to the relaxed COVID-19 restrictions for service delivery. The ability for parents to resume being present in classrooms, home visits and events helped increase parent's satisfaction with engagement.

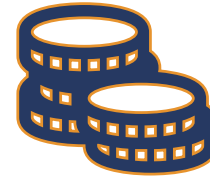
Program Helpfulness by Outcome Area, 2021-2022



FINANCIALS

SCFO Public Funds Received FY 2021-2022	
Head Start	\$2,233,343
Early Head Start	\$1,035,749
Head Start CRRSA	\$59,592
Head Start ARA	\$236,907
State Preschool	\$919,551
Child Care Food Program	\$93,132
In-Kind	\$817,274
Other Grants	\$27,250
Donations and Revenue	\$2,654
Total	\$5,425,452

The SCFO Fiscal Department provides monthly financial reporting to the Policy Council and Board of Directors. In planning and performing the most recent audit in June 2021 of Sierra Cascade Family Opportunities, the CPS firm of Singleton-Auman did not identify any deficiencies, weaknesses or non-compliances and determined the financial statements were free of material misstatement.



SCFO Budget & Expenditures FY 2021-2022		
	Proposed Expenditures	Final Expenditures
Personnel	\$2,786,982	\$2,817,472
Fringe Benefits	\$637,113	\$628,792
Classroom Supplies	\$37,000	\$25,545
Facilities/ Construction	\$54,096	\$92,527
Other Operating	\$1,090,177	\$999,811
In-Kind	\$817,274	\$817,274
Total	\$5,422,642	\$5,381,421

PROGRAM MONITORING

Sierra Cascade Family Opportunities did not have any federal or state program monitoring in the 2021-2022 Program Year.

SCFO is scheduled for both a FA2 Federal Review and a California State Preschool Review in the 2022-2023 Program Year.

SCFO LEADERSHIP

Board of Directors

Stephanie Riddle
Board President, Early
Childhood Education

Mike Butler
Vice President, Advocacy

Jennifer McQuarrie
Attorney

Doug Prouty
Judge

Richard Belstock
Financial Management

Tina Venable
Public Health Nurse

Policy Council

Emily Haman
Chairperson,
Community Representative

Autumn Knight
Vice Chairperson,
Lassen Home Based

Reina DeLeon
Board Representative,
Susanville Center

Brittany Camarena
Leavitt Lake Center

Genoveva Hernandez-Romero
Plumas Home Based

Kitara Fuller
Union Center

Phoebe Freeman
Community Representative

Management Team

Brenda Poteete
Executive Director

Cindy Hogg
Financial Administrative
Officer

Bethany Edholm
Data & QI Director

Katie Windle
ERSEA Manager

Jennifer McCulley
Education Services Manager

Maria Altamirano
Education Services Manager

Andrea Huggins
Health Services Manager

Jessica Stading
Family Engagement Manager

Gina Wood
Site Manager

SCFO SITE LOCATIONS

ADMINISTRATIVE OFFICES		
CENTRAL OFFICE 424 N. Mill Creek Rd Quincy, CA 95971 P: 530-283-1242 F: 530-283-1024	FISCAL OFFICE 65 N. Union St Susanville, CA 96130 P: 530-257-1206 F: 530-257-8227	JANESVILLE OFFICE P.O. Box 279/709-435 Pine St Janesville, CA 96114 P: 530-253-1040 F: 530-253-1043
HOME BASED PROGRAMS		
PLUMAS HOME BASED 424 N. Mill Creek Rd Quincy, CA 95971 P: 530-283-1242 F: 530-283-1024	LASSEN HOME BASED P.O. Box 603/195 Russell Ave Susanville, CA 96130 P: 530-257-23-43 F: 530-251-5901	
CENTER BASED PROGRAMS		
ALTURAS CENTER 802 N. East, Ste. C Alturas, CA 96101 P: 530-233-4134 F: 530-233-7707	LASSEN CENTER 478-200 Highway 139 Susanville, CA P: 530-251-4050 F: 530-251-4052	LEAVITT LAKE CENTER 710-400 Willow Susanville, CA 96130 P: 530-257-7530 F: 530-257-9035
PORTOLA CENTER P.O. Box 1701 895 West Street Building #25 Portola, CA 96122 P: 530-832-1029 F: 530-832-4030	QUINCY CENTER 175 N. Mill Creek Rd Quincy, CA 95971 P: 530-283-0592 F: 530-283-3053	SUSANVILLE CENTER P.O. Box 603/195 Russell Ave Susanville, CA 96130 P: 530-257-2343 F: 530-251-5901
UNION CENTER 65 N Union St Susanville, CA 96130 P: 530-257-8220 F: 530-257-8227	CHESTER CENTER 158 Aspen St. Room 4 Chester, CA 96020 P: 530-258-3194 Ext: 1251 F: 530-258-3195	GREENVILLE CENTER 225 Grand St. Room 1 Greenville, CA 95947 P: 530-284-7195 Ext: 2711 F: 530-284-6720
Website: www.headstart4u.org Facebook: Sierra Cascade Family Opportunities Phone: 1-800-404-1242		



SCFO

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Early Childhood Development Programs