



ANNUAL REPORT 2022-2023

TABLE OF CONTENTS

LETTER FROM THE EXECUTIVE DIRECTOR _____	1
LETTER FROM THE BOARD PRESIDENT _____	2
ABOUT US _____	3
PROGRAM GOALS _____	4
SCFO PROGRAM INFORMATION _____	5
ENROLLMENT _____	6
CHILD OUTCOMES _____	7
HIGH QUALITY EDUCATION SERVICES _____	8
HEALTH OUTCOMES _____	9
FAMILY ENGAGEMENT OUTCOMES _____	10
FINANCIALS _____	11
PROGRAM MONITORING _____	12
SCFO LEADERSHIP _____	13
SCFO SITE LOCATIONS _____	14

LETTER FROM THE EXECUTIVE DIRECTOR

The 2022-2023 program year again brought challenges for Sierra Cascade Family Opportunities (SCFO)! Enrollment requirements by the Office of Head Start (OHS) increased steadily throughout the year, as programs began ramping up enrollment after COVID had severely impacted enrollment in most Head Start/Early Head Start programs across the nation. Likewise, SCFO worked hard to reach and maintain enrollment but, by May of 2023 SCFO was officially designated as under-enrolled. An Action Plan has been developed to help move us to full enrollment, as SCFO is required to be enrolled at a minimum of 97% by May of 2024.

The biggest challenge for SCFO this year, which was also the biggest cause for under enrollment, has again been finding, hiring, and keeping staff and substitutes, especially in entry level positions. Classrooms were closed 23 times this year due to insufficient staffing - either due to staff turnover, staff illness and lack of substitutes. Additionally, one classroom and one home-based program never operated due to having no staff, and one of our full-day classrooms could only operate part-day for a large portion of the school year.

SCFO is working hard to develop ways to recruit, hire and retain qualified staff, so we can keep our doors open. We have invested in creating a culture of staff wellness within the agency as a tool for retention. Due to one-time funding, staff received retention incentive stipends during the year in our attempts to retain qualified staff. SCFO has submitted a slot reduction request to OHS, in order to have a fund savings that we can invest in the SCFO salary scale in order to bring our staff closer to parity with other child development and TK programs in northeastern California.

Even with all the challenges, SCFO has been able to continue to provide quality child development and family support services to the children and families enrolled in our programs. Thank you to the families we have served this year, for your flexibility, your understanding, your support, and most of all for entrusting your children to us as we help you prepare them for success throughout school and life.

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.

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 2023-2024 program year!

Brenda Poteete
Executive Director

LETTER FROM THE BOARD OF DIRECTORS

Recently I was asked, on the spur of the moment, what was the best advice I could give when raising children. And on the spur of the moment, I answered that when starting off you should purchase a baby & childhood medical type book or manual so that you would know what the heck to do.

Later I came across an article on the website for The Administration for Children and Families (hhs.gov) which was a reprint from the American Academy of Pediatrics Building Mental Wellness Collaborative series Building “Piece” of Mind.

Since I’m writing this in July, I thought I would share this thoughtful article with you: July is Purposeful Parenting Month. It is an ideal time since children are out of school and spend a lot of time with family. This time of year allows parents to practice healthy habits with their children each day, creating opportunities for open and healthy discussion and, ultimately, a rewarding family experience.

All parents want their children to be healthy, happy, and productive adults. Though there are many styles of parenting, purposeful parenting involves setting long-term goals for your children and then parenting with intention to help them achieve those outcomes. It’s a strategy that can help parents and kids strengthen their relationship.

Consider the traits you want your children to have as adults. Perhaps, being hardworking? Intelligence? Empathy or compassion? You basically work backward with the desired result in mind.

There are six "P's" of purposeful parenting. By being **Protective, Personal, Progressive, Positive, Playful, and Purposeful**, parents and caregivers can help reduce toxic stress and help improve outcomes for children.

Being a purposeful parent doesn’t mean you have to be a perfect one. It just means that you’re trying to do your best to meet your children’s physical needs, set expectations, show love and acceptance, and demonstrate positive and playful behavior. Research has shown that parents who work hard to have positive relationships with their children are more likely to have children with a higher self-esteem and they are less likely to suffer from challenges associated with toxic stress.

<https://www.acf.hhs.gov/>

Mike Butler
President, Board of Directors

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 2023-2024 program year was the fourth 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.



66 Staff Members

In the 2022-2023 program year, SCFO had a total of 66 staff members. 40% 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

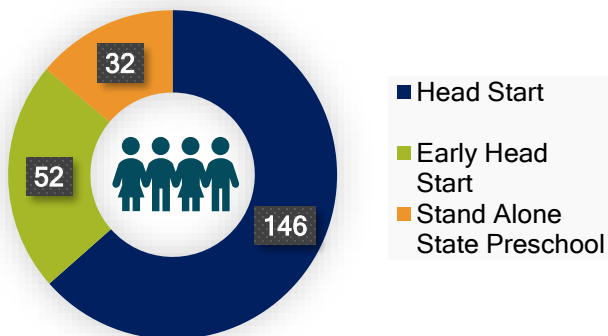
The SCFO service area covers a large geographical area in the rural northeastern California communities. The three counties span a 10,840 square mile area that borders the State of Nevada on the east and the State of Oregon to the north. The area is very rural with small pockets of population interspersed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

ENROLLMENT

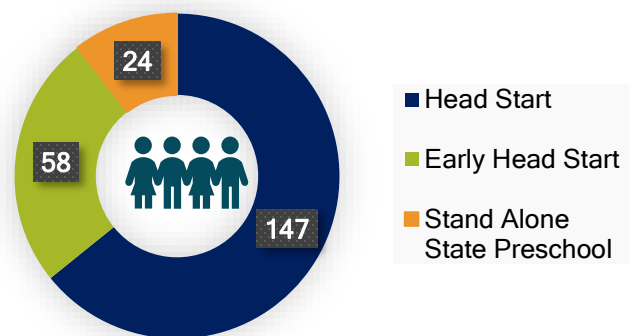
SCFO Enrollment

Sierra Cascade Family Opportunities enrolled a total of 215 children and pregnant women in the 2022-2023 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 and the Plumas Home Based Program were unable to provide services for the duration of the program year dropping our enrollment numbers. The Greenville State Preschool was able to re-open for classroom services this year after the major devastation of the Dixie Fire on the facility, the town and the population of Greenville. However, despite extensive recruitment efforts, this program was not able to reach over 50% enrollment due to decreased population in the area.

Funded Enrollment



Total Enrollment



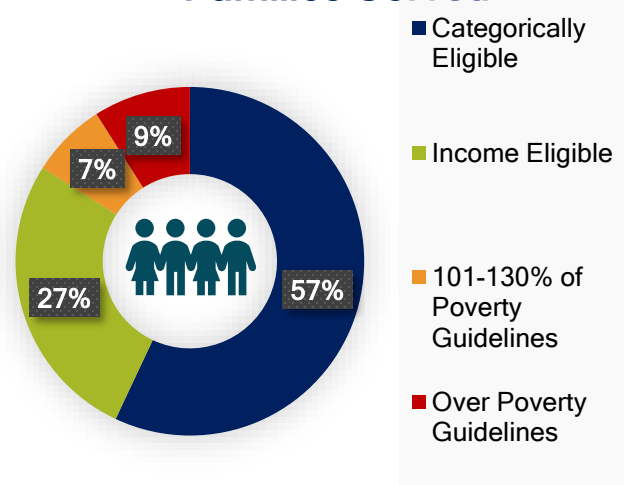
Average Monthly Enrollment

Head Start: 80%

Early Head Start: 65 %

Stand Alone State Preschool: 68%

Eligible HS & EHS Families Served

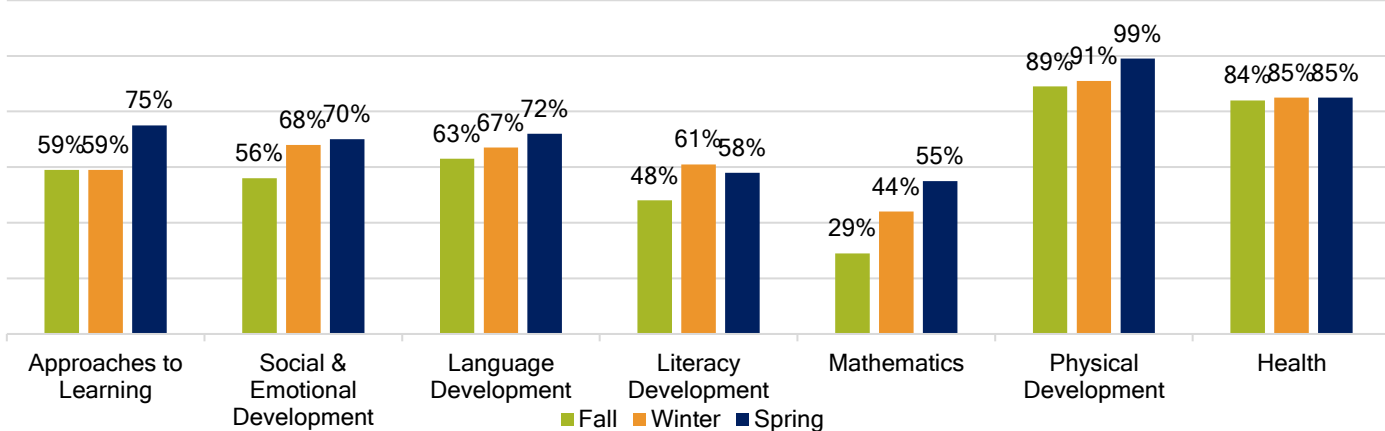


CHILD OUTCOMES

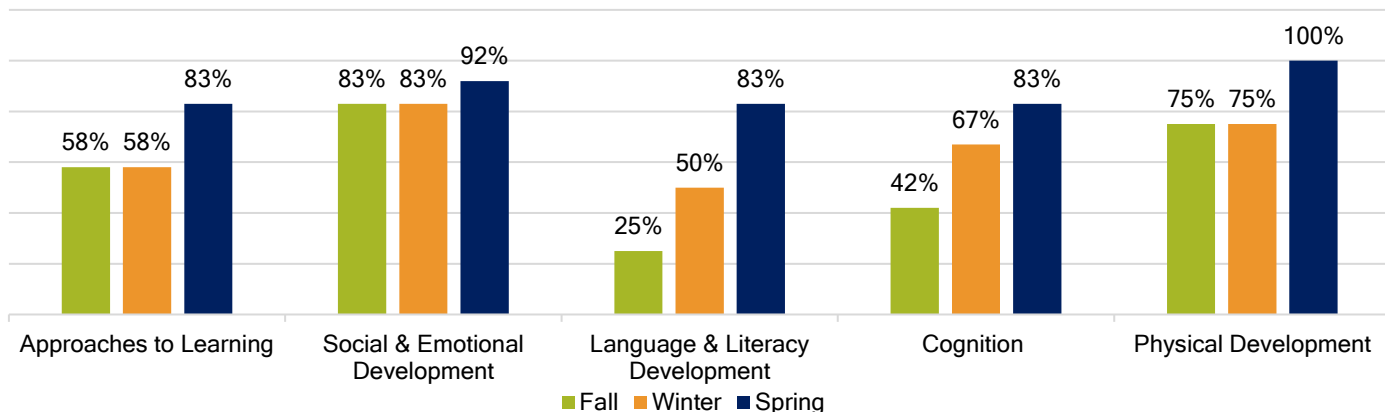
Child Progress due to Program Participation

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 2022-2023



Percentage of Early Head Start Children At or Above CA Early Learning Foundation Expectations 2022-2023



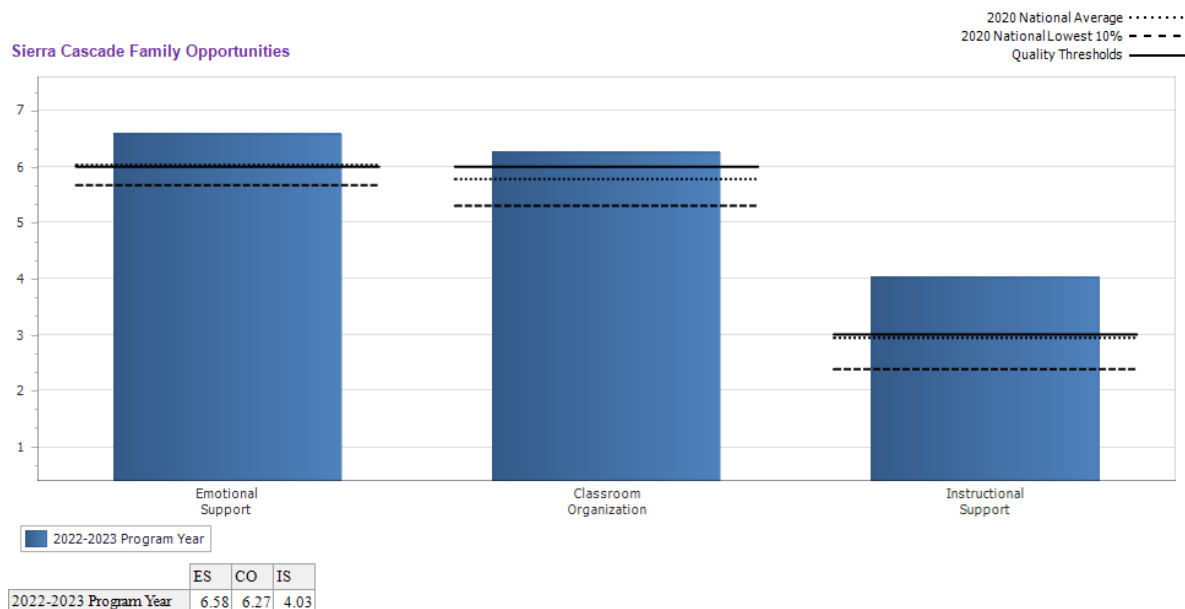
HIGH QUALITY EDUCATION SERVICES

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

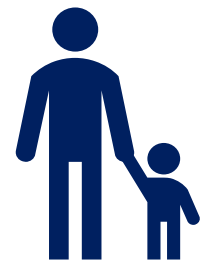
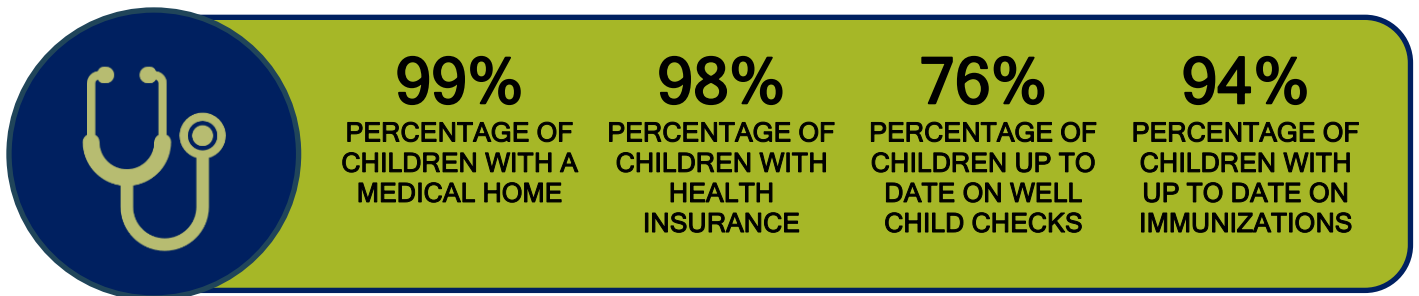
The Classroom Assessment Scoring System (CLASS) is an observational tool that assesses quality interactions in center based preschool classrooms. Each year SCFO conducts CLASS observations on each of its preschool classrooms, to ensure that the environments meet the performance standard requirements as well as to ensure that the children enrolled in an SCFO classroom are exposed to quality experiences and opportunities. In the 2022-2023 program year, SCFO performed two rounds of CLASS observation per classroom. In the graph below you will observe that all areas are above the National Average and Quality Thresholds.



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 2022-2023 program year, SCFO parents contributed volunteer hours by being involved in program leadership, extending curriculum at home and much more.

Family Goal Setting

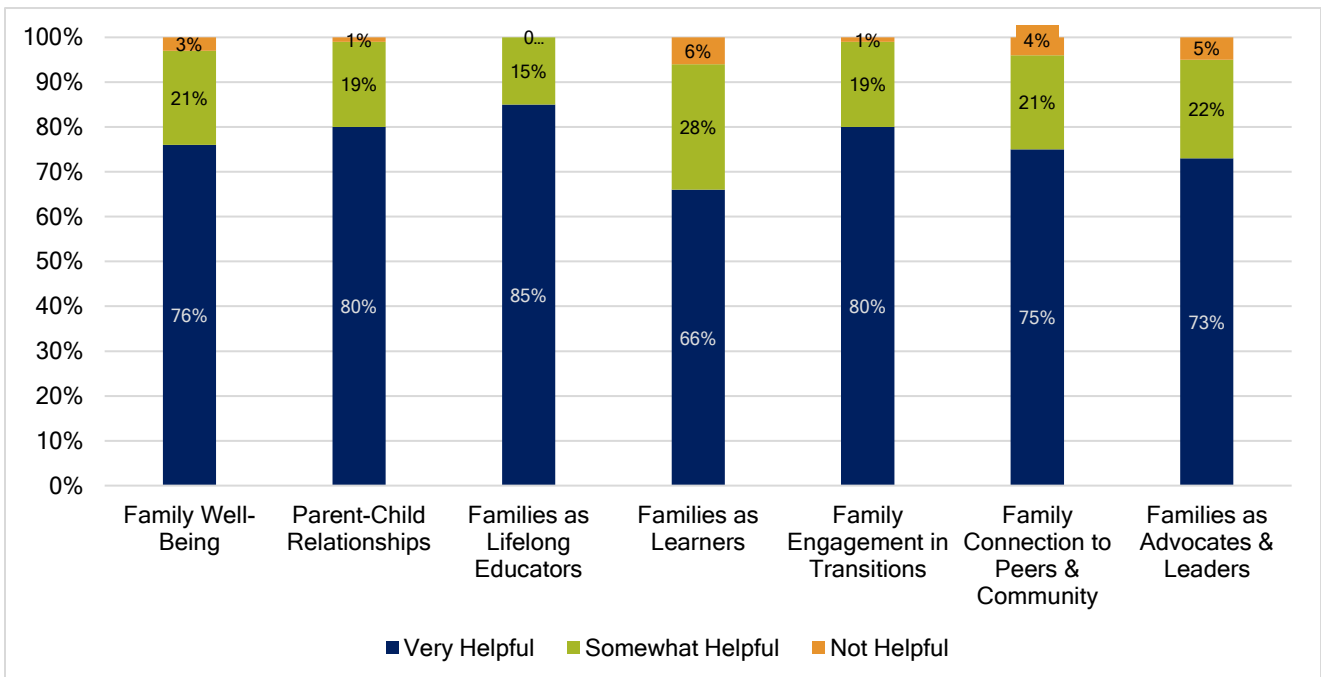
SCFO's Family Partnership Process includes supporting families to set and achieve goals that promote positive family outcomes. Staff work with families to utilize their strengths and skills to accomplish their goals.

<p style="text-align: center;">SCFO families contributed 25,195 volunteer hours</p>		<p style="text-align: center;">93% 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 2022-2023 Family Outcomes Survey, completed by parents enrolled in SCFO programs, demonstrated that the program was helpful to parents in all outcome areas. Overall, 96% of families responded that the program was "Very Helpful" for their child and 85% of families responded that the program was "Very Helpful" for their families.

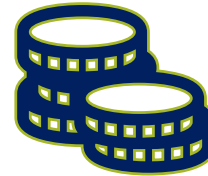
Program Helpfulness by Outcome Area, 2022-2023



FINANCIALS

SCFO Public Funds Received FY 2022-2023	
Head Start	\$2,486,808
Early Head Start	\$1,115,056
State Preschool	\$1,285,498
Child Care Food Program	\$118,369
In-Kind	\$879,167
Other Grants	\$29,500
Total	\$5,914,397

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 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 2022-2023		
	Proposed Expenditures	Final Expenditures
Personnel	\$3,389,092	\$3,148,197
Fringe Benefits	\$640,599	\$741,928
Classroom Supplies	\$9,800	\$50,470
Facilities/ Construction	\$8,250	\$35,306
Other Operating	\$310,902	\$1,059,329
In-Kind	\$879,167	\$879,167
Total	\$5,237,810	\$5,914,397

PROGRAM MONITORING

Sierra Cascade Family Opportunities had a Child and Adult Food Care Program (CACFP) Review and a California State Preschool Program (CSPP) Contract Monitoring Review during the 2022-2023 Program Year. The Child and Adult Food Care Program Review was completed in February 2023. The California State Preschool Program Contract Monitoring review was completed in May 2023. All areas reviewed for both the CACFP and the CSPP Reviews were found to be in compliance.

SCFO LEADERSHIP

Board of Directors

Mike Butler
President, Advocacy

Jennifer McQuarrie
Attorney

Doug Prouty
Judge

Richard Belstock
Financial Management

Tina Venable
Public Health Nurse

Laura Greer
Child Development

Policy Council

Ayannah Shannon
Chairperson,
Lassen HB/Susanville Center

Jamie Roberson
Vice Chairperson,
Lassen Home Based

Angel Price
Board Representative,
Susanville Center

Lori Hall Gonzales
Lassen Center

Genoveva Hernandez-Romero
Portola Center

Jerilyn Cleeves
Chester Center

Jessica Banks
Quincy Center

Shayla Catalfamo
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

Sierra Cascade Family Opportunities
Early Childhood Development Programs