



# ARROWHEAD HEAD START ANNUAL REPORT 2023-2024

**This Annual Report is distributed to the public through the Arrowhead Economic Opportunity Agency (AEOA) website at [www.aeo.org](http://www.aeo.org)**

**The report can be found within the Head Start Services section of the website.**

**Head Start Staff, Policy Council and AEOA Board of Directors receive a copy of the annual report, and it is submitted with our annual federal grant application.**

# Annual Report

2023-2024



ARROWHEAD  
HEAD START



## **ARROWHEAD HEAD START PROGRAM MISSION**

AHS works with community partnerships to provide comprehensive support to young children and families on their journey toward social, economic, and educational growth.

## **ARROWHEAD HEAD START PROGRAM GOALS**



**GOAL 1:** Strengthen teaching practices, knowledge, and skills to support increased child outcomes.

**GOAL 2:** Strengthen Family Engagement and Positive Parenting Skills.

**GOAL 3:** Modify the programs service delivery to best meet the needs of our communities.

**GOAL #4:** Integrate diversity, equity, and inclusion awareness into all aspects of programming.

**GOAL #5:** Strengthen and Support All Staff



## **ARROWHEAD HEAD START SCHOOL READINESS GOALS**

1. With the help of familiar adults, children will demonstrate developmentally appropriate skills to manage their behavior with increasing independence.
2. Children will engage in positive relationships with others, appropriately expressing and responding to a broad range of emotions.
3. Children will increase communication and literacy skills through language-rich experiences.
4. Children will actively explore their environment to increase their mathematical thinking and problem-solving skills.
5. Children will develop healthy and safe behaviors.



# Arrowhead Head Start Funding

Grant/Funding Sources	Funding Period	Head Start	Early HS	Total
Head Start & Early Head Start Program Operations	April 1, 2024 – March 31, 2025 (FY 2024)	\$2,898,987	\$1,314,184	\$4,213,171
Head Start & Early Head Start T/TA	April 1, 2024 – March 31, 2025 (FY 2024)	\$29,229	\$24,999	\$54,228
FY 2024 COLA & Quality Improvement	April 1, 2024 – March 31, 2025 (FY 2024)	\$68,126	\$30,883	\$99,009
State Head Start/EHS Program Operations	July 1, 2023 – June 30, 2024 (SFY 2024)	\$458,079	\$329,101	\$787,180
Pathway II Scholarships	July 1, 2023 – June 30, 2024 (SFY 2023)	\$272,415		\$272,415
Great Start Compensation Support Grant	Monthly Application ( <i>varies by staff and hours of service</i> )	\$169,290		
<b>Total</b>		<b>\$3,726,836</b>	<b>\$1,699,167</b>	<b>\$5,426,033</b>

## Budget Expenditures

Program Expenditures	Federal Head Start	Federal Early HS	State HS/EHS	USDA-CACFP	CSBG-MCAG	Great Start Compensation Support Grant	MN Scholarships Pathway 1-II
<b>Administration</b>	\$347,817	\$131,063		\$0	\$0	\$0	\$0
<b>Personnel</b>	\$1,891,179	\$899,752	\$316,427	\$0	\$0	\$0	\$151,894
<b>Fringe</b>	\$719,572	\$325,504	\$210,951	\$0	\$0	\$0	\$101,263
<b>Travel</b>	\$0	\$0	\$6000	\$0	\$0	\$0	\$191,057
<b>Equipment:</b>	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Supplies</b>	\$85,454	\$40,438	\$62,570	\$144,963	\$0	\$169,290	\$0
<b>Contractual</b>	\$2,500	1,000	\$6000	\$0	\$19,285	\$0	\$0
<b>Construction</b>	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Other</b>	\$200,282	\$47,490	\$185,232	\$0	\$0	\$0	\$0
<b>T/TA</b>	\$29,229	\$24,999	\$0	\$0	\$0	\$0	4)
<b>Total</b>	<b>\$2,898,987</b>	<b>\$1,314,184</b>	<b>\$787,180</b>	<b>153,044</b>	<b>\$19,285</b>	<b>\$169,290</b>	<b>444,214</b>

# Audit

Walker, Giroux, Hahne, Ltd., conducted the annual financial audit for the year ending December 22, 2023. AEOA and Arrowhead Head Start was found to be in compliance with the requirements described in the U.S. Office of Management & Budget's Uniform Guidance. All audit documents are available for public inspection.

## Federal Monitoring Review

A Focus Area 2 Monitoring Review was conducted from April 25, 2022, to April 28, 2022. Two areas of non-compliance were identified including, Mental Health-Not having a contracted Mental Health Professional, and Determining, Verifying, and Documenting Eligibility, which involved not having a system for indicating if an enrollment application was taken in person. Both findings were corrected within the 120 day requirement and on March 28, 2023, the program was notified that the noncompliance correction had been satisfied and closed.

## Enrollment by Funding and Number Served

Funding Source	Funded Slots	Cumulative Enrollment
Federal-Head Start Pre-School	226	254
State-Head Start Pre-School	28	
<b>Total Head Start Pre-School</b>	<b>254</b>	<b>257</b>
Federal-Early Head Start	85	107
State-Early Head Start	15	
<b>Total Early Head Start 0-3</b>	<b>100</b>	<b>124</b>
<b>PROGRAM TOTAL</b>	<b>351</b>	<b>381</b>

## Attendance and Eligibility

<b>Average Number of Children Served Monthly 23-24</b>	<b>97% (340)</b>
<b>Average Classroom Attendance for September 2023 – May 2024</b>	<b>85.29%</b>
<b>Children Served-Eligibility</b>	
<b>a. Income at or below 100% of federal poverty line</b>	<b>96</b>
<b>b. public assistance*</b>	<b>185</b>
<b>1. TANF documentation</b>	<b>82</b>
<b>2. SSI documentation</b>	<b>27</b>
<b>3. SNAP documentation</b>	<b>64</b>
<b>c. foster care</b>	<b>23</b>
<b>d. Homeless</b>	<b>16</b>
<b>e. Eligibility based on other criteria</b>	<b>28</b>
<b>f. Incomes between 100% and 130% of the federal poverty line.</b>	<b>33</b>

## Service Area



School District	County	Current Services
Mt. Iron-Buhl	St. Louis	HS Center Base Classroom Preschool Home Base Early Head Start Home Base
Hibbing	St. Louis	HS Center Base 4 Classrooms Preschool Home Base Early Head Start Home Base
Rockridge Virginia-Eveleth-Gilbert	St. Louis	HS Center Base 4 Classrooms Preschool Home Base Early Head Start Home Base
Mesabi East Aurora, Hoyt Lakes, Biwabik	St. Louis	Preschool Home Base Early Head Start Home Base
Ely	St. Louis	HS Center Base Classroom Early Head Start Home Base
St. Louis County (schools) Babbitt	St. Louis	HS Center Base Classroom (blended with district) Early Head Start Home Base
Lake Superior Two Harbors	Lake	HS Center Base Classroom Early Head Start Home Base
Chisholm	St. Louis	HS Center Base Classrooms Preschool Home Base Early Head Start Home Base
Proctor	St. Louis	HS Center Base Classroom Early Head Start Home Base
Hermantown	St. Louis	HS Center Base Classroom Early Head Start Home Base
Duluth	St. Louis	Early Head Start Home Base

## MORE ABOUT THE CHILDREN WE SERVE



Enrolled Children	Children Served	Percentage of children by program type
Under 1 year	<b>41</b>	21% EHS
1 year old	<b>33</b>	38% EHS
2 years old	<b>50</b>	40% EHS
3 years old	<b>114</b>	44.9% HS
4 year olds	<b>135</b>	53.1% HS
Total number in foster care during the program year	17	9.4% HS/EHS
Total number experiencing homelessness during the program year	12	1.6% HS/EHS
Children attending for a second year	75	29.5% HS/EHS
Children attending for 3 or more years	41	16.1% HS/EHS
Children with a diagnosed disability IEP-IFSP	93	25% HS/EHS





## ARROWHEAD HEAD START (3-5 YEARS)

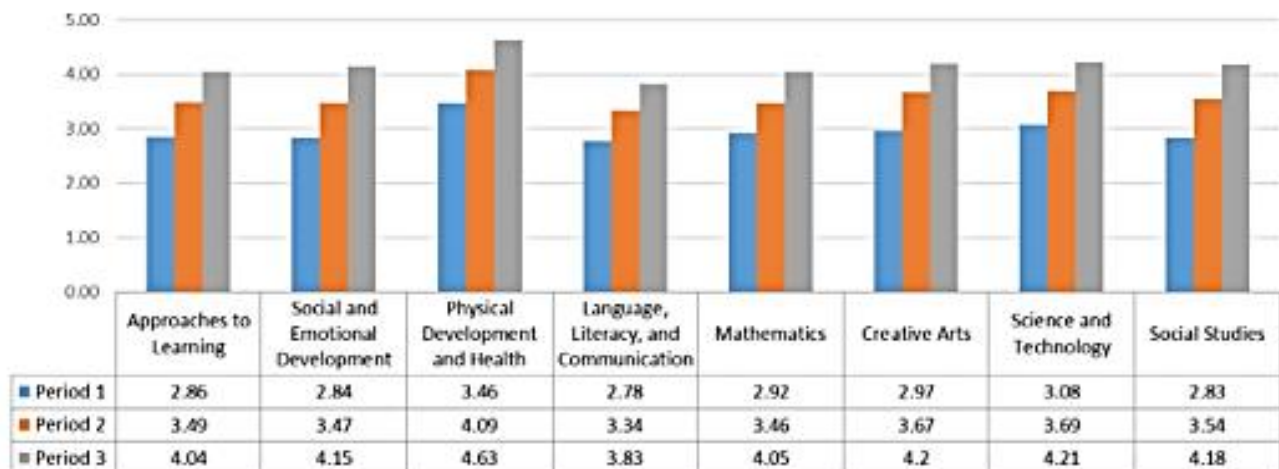
### CHILD OUTCOMES REPORT 2023-2024 PERIOD 3

All Head Start children are assessed throughout the year with the High Scope COR Advantage assessment tool. Children are determined to be school ready if they have an average score of 3.75 in each COR category and an overall average of 4.0 or higher, for children moving on to kindergarten, at the end of the program year.

For our three year old children that will be repeating, we look for a score of 3.0 at the end of the year to determine if they are on track.

Head Start children have made wonderful gains over the program year, as you can see in the charts below! Our teachers are doing amazing work in the classrooms and should be commended for their efforts toward preparing the children for kindergarten.

2023-2024 Gains for All Head Start Children 3-5



This program year children scored highest in Physical Health and Development and Science and Technology. They scored the lowest in Literacy, and Social Emotional Development. Although children made high gains during the program year, they came into the program with lower scores than past years.





## 2024-2025 SCHOOL READINESS OUTCOMES

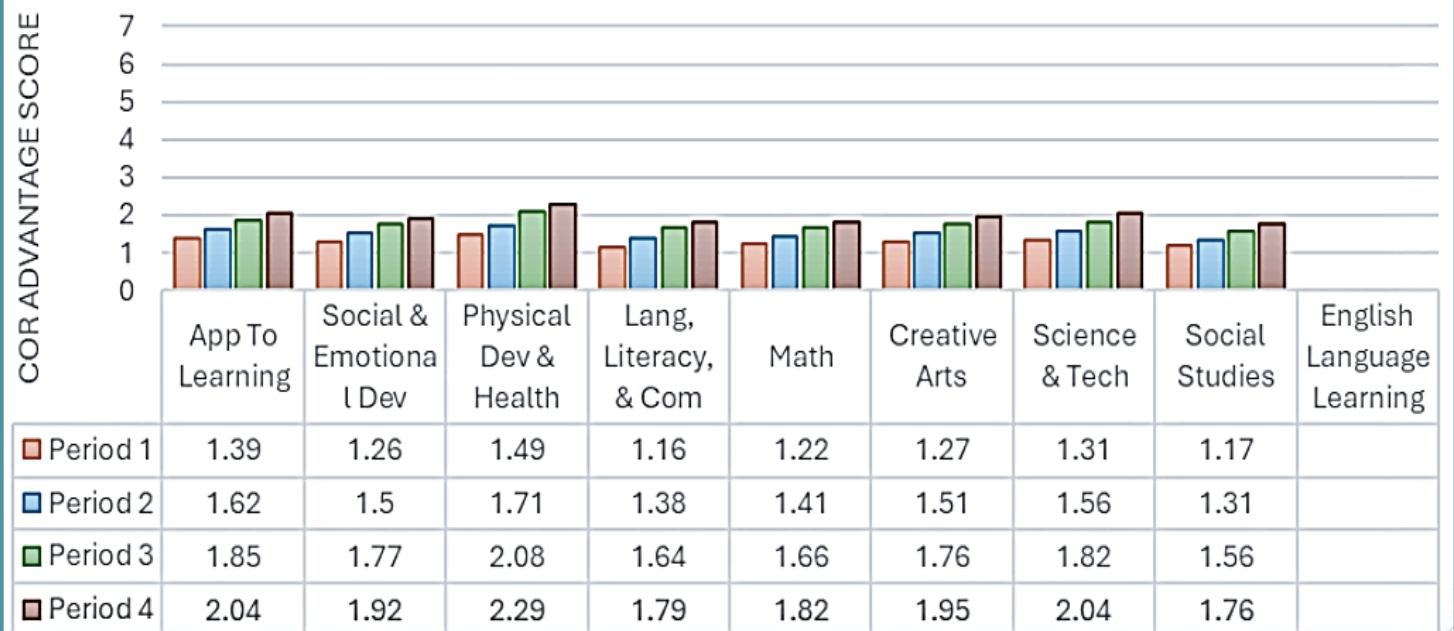
School readiness achievement rose from the prior year with a 9% increase for 3-year-olds and an 18% increase for 4-year-olds. School readiness results below are further differentiated between children with and without Individual Education Plans (IEPs)

Sub-Group	Total # Children	School Ready at Year-End
<b>3-Year-olds</b>		
With IEP	25	3 (12%)
Without	67	24 (35%)
<b>Total 3-Year-olds:</b>	<b>92</b>	<b>27 (29%)</b>
<b>4-Year-olds</b>		
With IEP	25	13 (52%)
Without	93	73 (78%)
<b>Total 4-Year-olds:</b>	<b>118</b>	<b>86 (73%)</b>



Taking a closer look at each key concept item indicates strength areas as Physical Development & Health: Fine-Motor Skills (2.43) and Science & Technology: Tools & Technology (2.31). Areas of opportunity are Language, Literacy, & Communication: Phonological Awareness (1.55); and Social Studies: Knowledge of Self & Others (1.63). Gains in these two areas were a successful 0.63 and 0.59.

### EARLY HEAD START: OVERALL AVERAGE SCORES



# Children's Services



## Disability Services



A total of 93 children served had special education plans in place or in progress this program year, representing 25% of the enrolled children.

## MENTAL HEALTH SERVICES

A total of 47 mental health referrals were made for 28 children. One-third of children 9 received services from the Arrowhead Head Start Mental Health Consultant.

Of all 47 referrals made, 81% ended in children receiving mental health supportive services, 15% were pending outside provider outcome reporting, and 4% were unknown due to the child(ren) dropping from the program.



## CAFP-Nutrition Services

Head Start Children received healthy and nutritious snacks and meals each day.

2023-2024

We provided:

Total Breakfast-21,082

Total Lunch-21,384

Total Snack-7,931



# Health Services



This program year, 66 children were identified as having a chronic health condition. Vision (29%) and Autism (30%) were the two highest chronic health conditions that children were receiving ongoing services for. 14% percent of the enrolled children have more than one chronic health condition.

172 (79%) Head Start Children had dental exams.

200 children received preventive dental care during the program year



96% of enrolled children have an ongoing source of continuous, accessible health care provided by a health care professional that maintains the child's ongoing health record and is not primarily a source of emergency or urgent care.

80% of Head Start enrolled children were up to date on their well child exams. 55% of early Head Start children were up to date.

218 (100%) Head Start, and 84 (91%) Early Head Start Children had medical exams.

Of 241 total children (98%) had health insurance at the end of the program year.



100% of children who have been determined by a health care professional to be up to date on all immunizations appropriate for their age

6% of children who have been determined by a health care professional to have received all immunizations possible at this time, but who have not received all immunizations appropriate for their age

4 % Number of children who meet their state's guidelines for an exemption from immunizations



Of the 173 parents responding to a year-end survey, 87% agreed somewhat or strongly that the health training and information received their knowledge of health issues.

314 children received at least one age-appropriate health and safety education training. The program's Health Educator presented age-appropriate health and safety training for classroom and home base sites.

## Head Start Family Information

<b>Total number of HS families served</b>	<b>236</b>
<b>Of these the number of two-parent families</b>	<b>122 (52%)</b>
<b>Of these the number of single-parent families</b>	<b>114 (48%)</b>
<b>The total number of families, the highest level of education obtained</b>	
An advanced degree or baccalaureate degree	26 (11%)
An associate degree, vocational school, or some college	102 (43%)
A high school graduate or GED	89 (38%)
Less than high school graduate	19 (8%)
<b>Total number of EHS families served</b>	<b>96</b>
<b>Of these the number of two-parent families</b>	<b>53 (55%)</b>
<b>Of these the number of single-parent families</b>	<b>43 (45%)</b>
<b>The total number of EHS families, the highest level of education obtained</b>	
An advanced degree or baccalaureate degree	11 (11%)
An associate degree, vocational school, or some college	48 (50%)
A high school graduate or GED	26 (27%)
Less than high school graduate	11 (11%)
<b>Family Services Provided</b>	<b># Participated</b>
Emergency/crisis intervention ( immediate needs for food, clothing, shelter)	104
Housing assistance (e.g., subsidies, utilities, repairs)	18
Asset building services (e.g., financial education, debt counseling)	2
Mental health services	55
Substance misuse prevention	4
Substance misuse treatment	4
English as a Second Language (ESL) training	1
Assistance in enrolling into an education or job training program	19
Research-based parenting curriculum	149
Involvement in discussing their child's screening and assessment results and their child's progress	211
Supporting transitions between programs (i.e., EHS to HS, HS to kindergarten)	186
Education on preventive medical and oral health	178
Education on health- developmental consequences of tobacco product use	12
Education on nutrition	179
Education on postpartum care (e.g., breastfeeding support)	3
Education on relationship/marriage	9
Assistance to families of incarcerated individuals	2

## Arrowhead Head Start Family Outcomes: 2023-2024

Family Engagement Outcome Areas	Family Engagement Outcome Items	Initial Score 2023-24	Mid-Year Score 2023-24	Final Score 2023-2024
Positive Parent-Child Relationships	Daily Routines	4.1	4.3	4.4
	Discipline Strategies	3.8	3.9	4.1
Family as Life Long Educators	Reading to Child	4.2	4.3	4.4
	Regular Attendance	4.7	4.6	4.7
Families as Learners	Education, Work, or Life Skills	4.2	4.3	4.3
Family Engagement In Transitions	Sharing Interests or Concerns	4.6	4.7	4.7
Family Connections to Peers & Community	Feeling Connected	3.8	4.0	4.1
Families as Advocates & Leaders	Speaking up for Child's Needs	4.6	4.7	4.8
Family Well-Being	Income	3.4	3.4	3.6
	Housing	4.1	4.2	4.3
	Food	3.3	3.3	3.4
	Transportation	4.1	4.2	4.4
	Health Insurance	3.1	3.1	3.2

- ⇒ Family Engagement Outcome Areas are outlined within Head Start's Parent, Family, & Community Engagement Framework and meet HSPS 1302.52(b).
- ⇒ Family Engagement Outcome Items are a combination of priority data points identified by our program and the MNHSA Child & Family Outcomes Group.
- ⇒ Scoring Periods:  
 \*Initial Scoring period- Enrollment through Dec. 1st or 60 days after enrollment for late enrollees. \*Mid Scoring Period- Dec. 4th through Feb. 23rd or 60 days after the initial for late enrollees. \*Final Scoring Period- Feb. 26th through May 3rd or 60 days after the Mid.
- ⇒ Scores are program wide. Scores include families enrolled in EHS and HS, Classroom and Home Base services for at least two scoring periods.
- ⇒ Data is used to individualize services for each family, identify family strengths and needs, track individual and program family progress, and assist in program planning.
- ⇒ The lowest scores were indicating a need within Family Well-Being: specifically Health Insurance and Food needs.
- ⇒ Staff offered individualized services and referrals within identified areas of need for families such as MNSure Navigator services, Rubi's Pantry, Food Shelf, and WIC.
- ⇒ The program offered Education on healthy eating and community food resources.
- ⇒ Throughout the year, all areas showed growth, except the area of regular attendance.
- ⇒ Staff are educated parents on when children should stay home due to illness, importance of regular attendance, and creating individualized attendance plans when needed.

# Family Engagement

Head Start and Early Head Start families volunteered 9,443 hours this past year from 9/1/23 to 8/31/24!

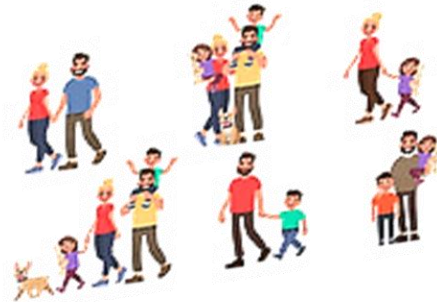
149 families Attended Family Fun Events and Conscious Discipline Parent training this year!

80% of families surveyed agree that Head Start has helped prepare their child for kindergarten.

90% of parents surveyed stated that participating in Head Start has helped strengthen their parenting skills and the relationship with their child.

100% of Early Head Start and Head Start Parents surveyed stated that they felt welcome and respected by the staff.

94% of parents surveyed reported that participating in Head Start has helped them strengthen their parenting skills and the relationship they have with their child.



95% of parents surveyed felt supported by their child's teaching staff, Home Visitor, and their Family Support Specialist

Of the 314 families that completed the full program year, 97% participated in two home visits, and 95% participated in two parent conferences. This represents an increase over the prior year.



# Governance



## Arrowhead Economic Opportunity Agency Board

AEOA is governed by a 23-member Board of Directors, representing an equal cross-section of low-income individuals, public officials, and private sector parties who live and work in the Agency's service area.

### 2023-2024 AEOA Board Members

Jeff Kletcher- Chair*	Laura Perry- 2nd Vice Chair*	Kevin Adee- 1st Vice Chair*
Paul Mcdonald	Dana Waldron- Treasurer	Tina Koecher
Ricky Roche	Michael Jugovich	Michelle Miller
Gary Peterson	Deb White	Gayle Goff
Keith Nelson	Ben Denucci	Rommit "Jerry" Jha
Casey Venema	Robert Heitala	Cathy Zelinski
Derrick "Rick" Goutermont	Cherie Averill Manner-	Les Northrup
Michael Kerney	Secretary	
	Victoria Thronson	



### Arrowhead Head Start Policy Council

Parents are encouraged to be involved through parent committee meetings and Policy Council. The Policy Council is made up of Head Start and Early Head Start parents and community members who lead and make decisions about the program. The Policy Council met every other month throughout the 2023-2024 program year.

### Policy Council Representatives 2023-2024

Cody Barth	Chairperson/Ely
Alicia Varani	East Range & Quad 1
Ashley Minkkinen	EHS Lake & Hermantown
Brandi Reamer	EHS West Range
Rob Hietala	AEOA Board Representative
Stacey Roepke	Hibbing I, II
Victoria Thorsen	Quad II-PSHB/PC Rep to the AEOA Board
Jessica Poitra	EHS Hibbing & Chisholm/PC Rep to the AEOA B.O.D.
Brandi Casto	EHS East Range & Quad 2
Zach Anderson	Two Harbors