



**Delivering the Promise of Childhood**

**Early Head Start  
Annual Report  
2024**

Annual report can be found at [www.alliesforeverychild.org](http://www.alliesforeverychild.org)

## Our Mission

We believe every child deserves the promise of childhood. Together, that becomes possible — we know our programs work, we have the teams ready, and with your funding we can reach more children today.

## Our Philosophy

Allies for Every Child (Allies) is committed to breaking the cycles of intergenerational poverty, abuse, and neglect by creating a level playing field— providing children an environment that catalyzes their creativity and innate intelligence and teaching parents/caregivers (parents) how to support their children's physical, cognitive, and social-emotional development, thus preparing them for a life of learning. Regardless of economics or family circumstances, we reinforce in children the tools they will need to succeed in life (curiosity, optimism, self-control, resilience, and perseverance). At Allies, we know that families' needs are deep, persistent, and specific to their unique sets of circumstances. Our work is only as good as our team's expert knowledge and willingness to go above and beyond, their persistence in the face of obstacles, and their commitment to the idea that all children have the right to be safe, nurtured, and given the foundation to lead fulfilling lives.

Allies is committed to offering a childcare program that promotes, supports, and enhances the development of each child. We provide a learning environment that places emphasis on children's individual, physical, social, emotional and cognitive development. We believe that children learn by actively engaging in play and that it is through play that children acquire the foundations for reading, writing, logical thinking and developing relationships. We encourage every family to be active in their child's early development and learning.

Allies hopes to collaborate with every family in order to offer every child an enriching, high-quality learning experience.

We believe that the first five years are critical in a child's physical, cognitive and social, and emotional development. It is within the context of meaningful, positive relationships that children learn and grow in these areas. At Allies, our teaching staff value and prioritize the importance of building these meaningful, positive relationships with children and families, in order to promote every child's ability to meet their greatest potential.

Allies understands the critical need to provide a healthy and safe environment, every day. Allies has a Health Services Coordinator, Disabilities and/or Mental Health support and early education support on our sites to support teachers, child development specialist and home based educators in meeting a high quality standard for safety.

Allies provides a foundation for inclusive, individualized care for all children. We believe that every child and their family play a significant role in the community of their learning environment.

We value the many abilities and individual learning paths upon which each child endeavors in order to build self-esteem, self-help skills, self-regulation, social- emotional competence and communication skills. Each child's unique experience adds to the value of the learning environment community. Allies is committed to providing parents many opportunities for involvement in their child's learning environment, as well as, in Allies events; our education staff collaborate with each parent to set appropriate learning goals for their child. These goals support educators to implement individualized care and developmental support day to day in the child's learning environment.

We strive to recognize and respect each individual's family values and cultural practices. We work in partnership with parents to promote their children's optimal development, which will foster further success in school. Allies actively collaborates with local community agencies and social services, to utilize resources that support the children of our program and their families. We are proud of our diverse network of families, staff, and community partners. Allies values the contributions of each individual family, local partner, and staff. We proudly embrace the diverse cultural backgrounds of our community and promote this through diverse staffing in our classrooms.

## **Objective: A High-Quality Education Program**

At Allies for Every Child, we invest in healthy childhoods so every child has a life filled with equitable opportunities.

Allies implements Creative Curriculum, a bilingual, research-based curriculum that stresses the process of learning and discovery while focusing on the individual needs of children and families. We are committed to providing an inclusive environment that supports active learning in which children can explore, construct and create, pretend, recreate and discover while interacting with other children, adults, and materials. In addition, we are proud to offer healthy, nutritious meals and physical development opportunities for children's growing bodies. Allies has adopted the philosophy that children learn best through play while in a safe, unique, nurturing environment of caregivers and peers.

Our curriculum encourages children to develop communication skills, cognitive development, social and emotional development, physical development, creative expression, and self-esteem. Our program implements Creative Curriculum, a model that supports children's initiative, promotes active learning experiences through responsive environments, and embraces individual identities. This model believes that play is the "work" of young children and it is through play that the foundations for academic or school learning are best

reached. The adults' role, which includes collaboration with parents/caregivers and educators, is to support and guide young children through their active learning adventures and experiences, and ensure the environment establishes a sense of safety through belonging and acceptance. Concepts and skills are introduced in concrete experiences, which are developmentally appropriate, culturally sensitive, and inclusive of all children's developmental needs.

Intentional teaching experiences are provided through a dual-language or immersive model, embracing a child's first language to the extent possible. Family engagement is a core aspect of the curriculum, and families are encouraged to partake in learning experiences, including sharing photos, stories, values, and practices.

While the specific schedules and lesson plans in each learning environment vary, all children are introduced to art, science, music, dramatic play, sensory exploration, books, and group projects. Formal assessments, regular observations, classroom management strategies, and planning are key to curriculum implementation.



# Our Program

Allies for Every Child Early Head Start program has a center-based, home-based and Family Child Care option. This program is a federally funded program that serves 74 families and children and expectant families.

Our Early Head Start programs offer services to families living in several zip codes. Our Early Head Start grant serves families residing in 90003, 90008, 90011, 90016, 90034, 90036, 90043, 90056, 90064, 90066, 90230, 90232, 90250, 90301, 90302, 90303, 90304, 90305

Our center-based option offers services for 9.5 hours each day, from 7:30am to 5:00pm, five (5) days a week. Our home-based program provides weekly 90 minute home visits and bimonthly socializations, resulting in 45 home visits and 23 socializations per year. Our Family Child Care provider options provide full-day, full-year services, offering flexible schedules between 6:00am and 6:00pm to support children and families.

Early Head Start is a comprehensive program. Our staff works with families to identify and enhance their strengths and provide guidance and support to meet their goals while preparing children to be kindergarten ready. This is achieved through a full array of services including: education, health, nutrition, mental health, early intervention services, transportation, family partnership, community partnerships, and other entities.

Allies Early Head Start program recognized the need for program option shifts in an effort to serve the community seeking child care for infants and toddlers. Allies requested a slot reduction and change in program structure which was granted in 2023. This included a transition of 39 children from the home-based program - 23 to FCC and 16 to center-based. In 2023, Allies has also requested to consolidate EHS and EHS-CCP grants and include a service-area expansion, allowing Allies to serve a total of 107 children and expectant families (40 in center-based, 55 in FCC, and 12 in Home-based) across all approved service area zip codes.



# Enrollment

| January | February | March | April | May | June | July | August | September | October | November | December |
|---------|----------|-------|-------|-----|------|------|--------|-----------|---------|----------|----------|
| 25      | 22       | 34    | 34    | 33  | 30   | 29   | 27     | 27        | 29      | 31       | 32       |

While EHS programs are allowed to have 10% of the families served be over-income status, only 4% of families served through Allies met these criteria. The families we served included children in foster care (4%), families and children experiencing homelessness (19%), families receiving public assistance (27%), expectant parents that needed mental health support, and children with special needs.

In 2022, Allies for Every Child recognized the need of the community for an adjustment to program options, allowing our center-based and Family Child Care spaces to serve more infants and toddlers under our EHS grant, seeing home-based enrollment declining and more families needing full-time child care services. A request for slot conversion was made as a result of recognizing low enrollment numbers in addition to a request for zip-code expansion that would allow Allies to expand Family Child Care services across all of Allies' service area zip codes. In 2023, Allies for Every Child was engaged in the Full Enrollment Initiative due to low enrollment numbers during the previous year. The key focuses of this Full Enrollment Initiative included:

- A program option change from Family Child Care slots and Home-Base slots to center-based slots, based on Allies' waitlist saturation, including 60% of infants and toddlers seeking services at the center-based location. Efforts associated with this focus included staff-recruitment and professional development for new center-based staff and non-EHS staff to be able to transition into EHS positions should they be interested.
- A slot reduction (in combination with the program change) that resulted in an increase of center-based enrollment by 16, a reduction in home-based slots by 18, and a reduction in FCC slots by 12 (total reduction of 14 slots). This reduction was due to the recognition of the additional cost associated with increasing center-based services (staffing/compensation, cost-per-child operations, classroom equipment/material costs).
- Seeking potential partners to reach more individuals was an effort to not only continue serving the most vulnerable population, but building connections to expand our waitlist and services across all three program options. Partnerships with organizations serving Transitional Age Youth (TAY), foster youth, and unhoused children and families, recognizing the need presented in the Community Assessment that showcased the potential lack of access to care that TAY, foster youth, and families experiencing homelessness in our service areas experience.

# Health (Health, Mental Health & Nutrition)

Allies for Every Child's Early Head Start program places great emphasis on the health and well-being of children and families. Every child enrolled receives a broad array of health services, including screenings and referrals, immunizations up-keep, nutrition assessments and follow-ups. Our staff ensures all children enrolled in our program have access to ongoing acute and routine medical and dental care.

To ensure availability of ongoing quality, Allies continued offering a variety of services throughout PY 23-24, focusing on primarily in-person consultation and increased mental health services while being open to telehealth methods if and when this was in the best interest of the family. Allies continued investing in Mental Health staff to increase the agency's capacity to provide Mental Health services and consultation to support staff, children, and families at Allies.

Allies continued to strive to meet the needs of families providing a dental day where 48 children received dental screening at our Early Care and Education center. We also were able to continue to support families who were experiencing food and other financial insecurities by providing ongoing produce and diaper deliveries to families, including home-based, center-based, and family child care based. Our center-based program continued to offer nutritious breakfasts, lunches, and snacks to all enrolled children; home-based families received one to-go meal at socializations; and providers offered nutritious meals during operating hours to all those enrolled in our Family Child Care program option.

During PY 2023-2024 6% of all enrolled children were up to date on scheduled, primary healthcare and 92 % were up-to-date on all dental screenings and exams based on EPSDT suggested schedules at the beginning of the program year. Allies for Every Child help support 13% of our children who had chronic medical conditions.

SOURCE: 2023 EHS PIR



# Early Intervention Services

Early Head Start programs provide developmental and social-emotional screenings for children within the first 45 days of enrollment. During 2023-2024 program year, screening were being conducted fully in person, allowing Allies staff to continue supporting caregivers with goal setting and early identification while building relationships to further support caregivers with their child's development. 12% of children in EHS program had a developmental delay, all of whom received services under an Individualized Family Service Plan (IFSP) or Individualized Education Program (IEP). Screening requirements were met for 50% of newly enrolled children. The majority of those who did not receive timely screenings were due to vision/hearing requirements that were met beyond the 45-day requirement.

Completed screenings allow Allies to identify behavioral and developmental concerns. Of those receiving services under the IDEA, 50% of children came into the program with an active IFSP. The remaining 50% of children with IFSPs began receiving services during the program year.

SOURCE: 2023 EHS PIR

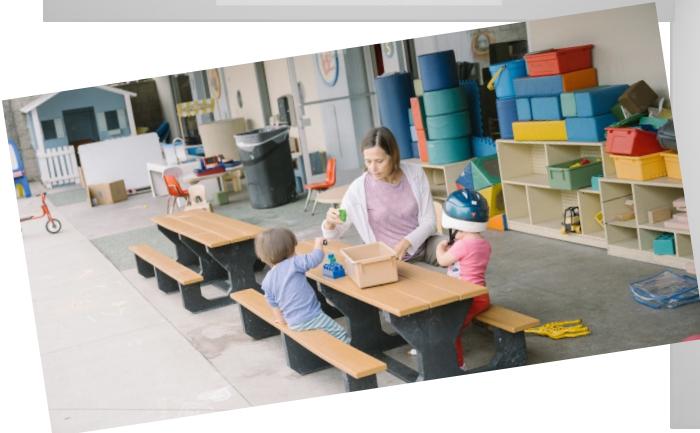
## Children Recieving Services

13

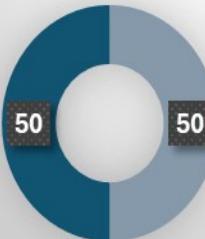
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EARLY HEAD  
START

- Total
- Number of Referrals
- Still Pending by End of PY



## IDEA Eligibility



- Prior to Enrollment
- During Program Year

# Prenatal Services

**"Allies was such a huge part of our lives. [Our home educator] was there for the good, the bad, and the everything. She will always be a part of our family."**

**-Allies Family**



Pregnancy is a time of anticipation and preparation and may bring anxiety that makes expectant families especially eager for information and reassurance that the Early Head Start (EHS) staff can provide.

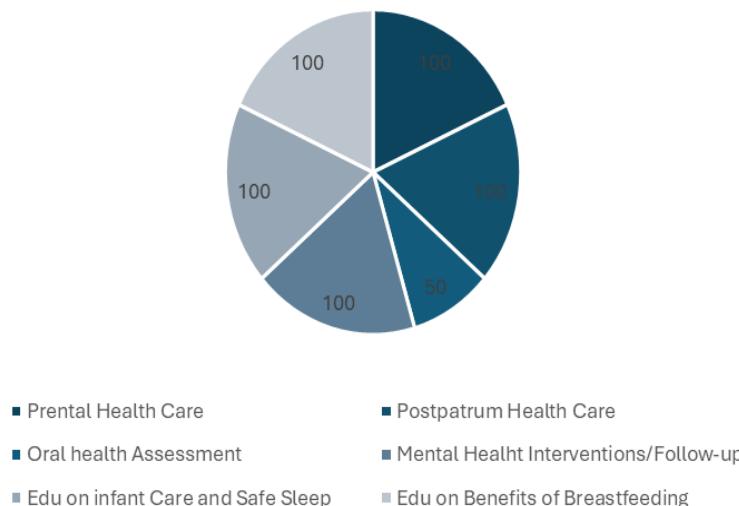
The literature tells us that early initiation of EHS Expectant Family Services provides the opportunity to influence the quality of the early childhood environment with a positive impact on infant brain development.

Our expectant families receive a prenatal approach that includes high quality individualized services that are comprehensive and intensive when needed or desired to benefit expectant families and their newborns. Home educators providing services to expectant families are supported by Allies' Health Services Coordinator, who is a Public Health Nurse.

Allies staff are passionate about serving our EHS expectant families. The many benefits that come from serving expectant families include:

- EHS Prenatal visits allow Allies to link parents and infants to early preventive medical care and other social supports.
- Parents learn how to care for their newborn, even if they have been pregnant before.
- Services help promote parent-child bonding and attachment.
- Services facilitate the formation of a long-term, trusting relationship between home educators and families.

Expectant Families received



SOURCE: 2023 EHS PIR

# School Readiness

## Preparing Children for Kindergarten

Allies for Every Child Early Head Start program builds a foundation for kindergarten readiness. The Creative Curriculum is used in the center-based classrooms, Family Child Care homes and home-based option to prepare children for kindergarten. Child Development Specialists use the Creative Curriculum for Family Child Care to build bilingual lesson plans for use in provider homes. Our staff observe children in their natural environment and implement activities that help children meet their milestones. Our goal is for children to learn through play, be creative, and think critically.

We have developed school readiness goals concentrated in the following domains: Approaches to Learning; Social and Emotional Development; Language and Literacy; Cognition; and Perceptual, Motor and Physical Development. Our School Readiness goals support our overall programmatic goals that aim to incorporate Family Engagement opportunities related to approaches to learning, language and literacy development, perceptual, motor and physical development and cognition, specifically focused on support of inquiry through observation and investigation and knowledge of the real world

Our programmatic goals include measurable outcomes that allow us to review trends and determine program strengths and areas for improvement. Through these outcomes, a professional development plan is created to support our staff by providing training, resources, and developmentally appropriate strategies.

## Assessment outcomes

In all of our program options, we use the Desired Results Developmental Profile (DRDP) (2015) assessment tool. The data from the DRDP (2015) is aggregated three times per program year. The overall analyses of the 2023 program year indicate that children showed growth agency wide, and the majority of children (average 90%) were meeting age level expectations by Spring 2024. This supports that, in addition to the natural attainments of typical developmental milestones, the extensive exposure to high quality care and developmentally appropriate education contributes to the overall development of our children.

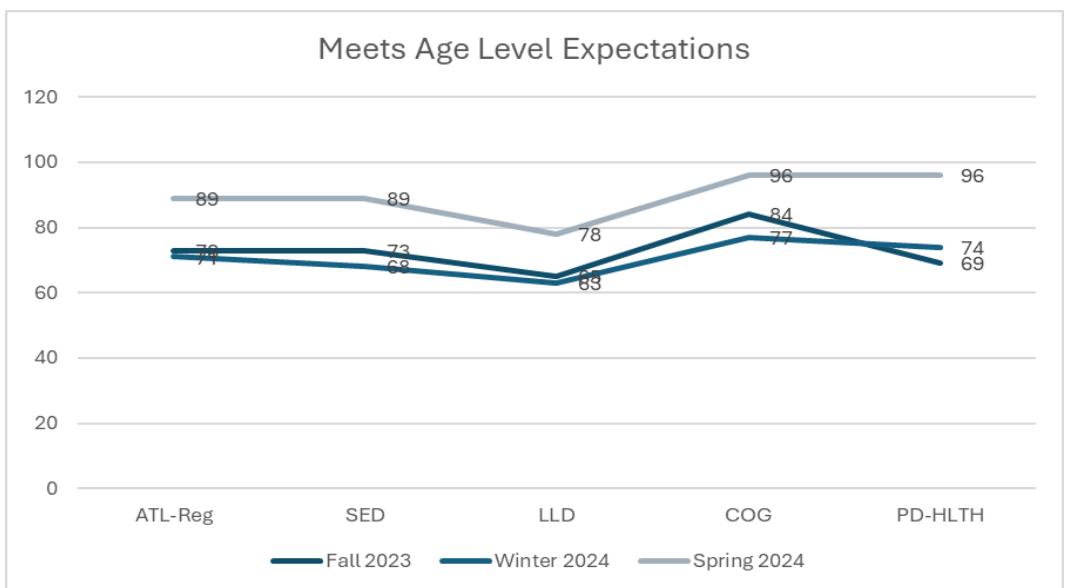
Our plans to continue promoting growth across all developmental domains includes ongoing trainings, practice-based coaching, and providing educator support in developmentally appropriate practices. We encourage caregiver engagement in activities by focusing on all domains when building child school readiness goals during Home Visits and Parent Conferences, as well as through other Allies sponsored parent engagement events.

Specific plans to address recognized needs amongst staff, children, and families will include:

- Training on the DRDP (2015) assessment tool to ensure appropriate ratings are applied for Infant/Toddler and Preschool assessment ages in an ongoing effort to increase reliability and validity of assessments;
- Continued professional development that supports trauma-responsive practices, including supporting Self-Comforting and Self-Control of Feelings and Behavior for infants and toddlers, continued integration of Conscious Discipline practices, and training on Attachment, Regulation, and Competency (ARC);
- Training on Early Language Support (Infant), Quality of Feedback (Toddler), and Language Modeling (Toddler)



# 2023 Child Outcomes



Data reflects percentage of children reaching age level expectations in Fall, Winter, and Spring rating periods in each of the 5 domains of the DRDP (2015).

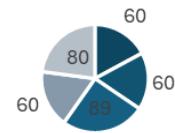
## Data Analysis:

Early Education programs across Allies agency set School Readiness Goals of 75% of children reaching age level expectations on the Desired Results Developmental Profile (DRDP) by Spring quarter in Approaches to Learning/Self-Regulation (ATL-REG), Social Emotional Development (SED), Language and Literacy Development (LLD), Cognition (COG), and Physical Development and Health (PD-HLTH). Across the agency, all of these Spring quarter goals were met and surpassed.

With the capabilities of ChildPlus, we are not only able to analyze data based on age, but can filter participants by groups including, for example, at-risk groups such as those in foster care or children experiencing homelessness, attendance, and years of participation. In the 2023 program year we look closely at foster and unhoused data to help us better determine curriculum, training and classroom/provider support needed.

**“Going through homelessness, there was a lot that I personally needed to heal from,” she said. “Allies helped make me open to the perspective that it affected my child, too. I saw how that life had affected her, and wanted to give her a voice to express herself. We created a really strong bond from such a young age, and Allies gave a direction to go in.” - Allies Family**

### Foster/Unhoused Meeting Expectation by Spring 2024



■ Alt-Reg ■ SED ■ LLD ■ COG ■ PD-HLTH

# Family Engagement

Allies for Every Child's Early Head Start program supports caregivers as children's primary teachers, implementing intentional strategies to actively engage caregivers in their children's learning and development and supporting caregiver-child relationships, including specific strategies for male engagement. Allies staff work to create a welcoming environment that incorporates the unique cultural, ethnic, and linguistic backgrounds of families in the program and community, relying on families and communities to help strengthen the program and encouraging caregivers to participate and contribute in various ways.

Because Allies understands the importance of addressing all of the concerns that threaten at-risk children, Early Head Start connects children and their families to our full range of vital, integrated support services, including engaging in a family partnership. We use a parent interest survey completed by caregivers across Allies to guide meeting topics, workshops, events, and activities offered throughout the year.

In addition, the Policy Council serves as a decision and policy-making body in conjunction with Allies' Board of Directors using a shared governance model. It is made up of elected parents and community representatives. Policy Council meetings were held virtually during the program year.



## Promoting Family Outcomes: Number of families receiving services throughout 23-24 Program Year

|   |    |
|---|----|
| Total families served   | 74 |
| Emergency/crisis intervention   | 27 |
| Parenting Curriculum  | 18 |
| Family that received at least one service                                   | 36 |
| Involvement in discussing child's screening/assessment results and progress | 36 |
| Education on Nutrition  | 16 |

SOURCE: 2023 PIR

In the 2023-2024 Program Year, Allies continued to offer services and many parent activities in person with some hybrid models to allow for more opportunities for caregiver engagement within the Allies community. These events included:

Volunteering in classrooms/ events  
Connecting Parent Meetings  
Caring Conversations Café Model  
Nurturing Parenting Program  
Policy Council  
Arts Festival  
Winter Celebration  
Family Fun Fridays  
Infant Massage Group  
WIN with Allies Early Literacy Event  
FUDGE (Father's, Uncles, Dad, Grandpa, Everyone) Event  
MOM (mom's others and More) event  
Week of the Young Child (literacy event)  
Renter's Rights  
Budgeting & Money Management

### **2023 Early Head Start Expenditures and Revenues**

Expenditures for January 1, 2023 through December 31, 2023 were  **\$\$1,431,186**  
Federal Share (EHS) was  **\$1,309,468** and Non-Federal share was  **\$121,718**. The Non-Federal share was comprised of donated goods and services as well as private funding, including proceeds from Allies' Annual Arts Festival fundraising event.

### **2023 Early Head Start Revenue**

| Revenue   | Budgeted                   | Actual                     |
|---|----------------------------|----------------------------|
| Federal Funds                                       | <b><u> \$1,598,368</u></b> | <b><u> \$1,402,287</u></b> |
| Non-Federal Share<br>(includes private fundraising) | <b><u> \$321,639</u></b>   | <b><u> \$121,718</u></b>   |
| <i>Total</i>  | <b><u> \$1,920,007</u></b> | <b><u> \$1,723,926</u></b> |

### **2023 Early Head Start Expenditures**

| Expenditures             | Budgeted                   | Actual                     |
|--------------------------|----------------------------|----------------------------|
| Personnel                | <b><u> \$558,892</u></b>   | <b><u> \$573,168</u></b>   |
| Benefits & Payroll Taxes | <b><u> \$148,152</u></b>   | <b><u> \$140,874</u></b>   |
| Supplies                 | <b><u> \$18,260</u></b>    | <b><u> \$27,697</u></b>    |
| Other Direct Costs       | <b><u> \$358,986</u></b>   | <b><u> \$373,773</u></b>   |
| In-Kind Services         | <b><u> \$312,204</u></b>   | <b><u> \$121,718</u></b>   |
| Administration           | <b><u> \$164,525</u></b>   | <b><u> \$193,956</u></b>   |
| <i>Total</i>             | <b><u> \$1,561,019</u></b> | <b><u> \$1,431,186</u></b> |

### **Early Head Start FY2024 Approved Budget**

| Revenue                  |                            |
|--------------------------|----------------------------|
| Federal Share (EHS)      | <b><u> \$2,168,118</u></b> |
| Non-Federal Share        | <b><u> \$552,374</u></b>   |
| <i>Total</i>             | <b><u> \$2,720,492</u></b> |
| Expenditures             |                            |
| Personnel Salaries       | <b><u> \$963,251</u></b>   |
| Benefits & Payroll Taxes | <b><u> \$249,912</u></b>   |
| Supplies                 | <b><u> \$73,000</u></b>    |
| Other Direct Costs       | <b><u> \$593,748</u></b>   |
| In-kind services         | <b><u> \$552,375</u></b>   |
| Administration           | <b><u> \$288,207</u></b>   |
| <i>Total</i>             | <b><u> \$2,720,492</u></b> |

### **Financial Audit**

During our Fiscal Year 2023/2024 audit, independent auditor The Harrington Group audited the financial statement and position of Allies for Every Child as of June 30, 2024 including its statement of activities, functional expenses and cash flows. The audit showed no deficiencies or material weaknesses. A full copy of that audit report is available to the public on request.