



CHICANOS POR LA CAUSA

EARLY
CHILDHOOD
DEVELOPMENT

ANNUAL REPORT 2020



CHICANOS POR LA **CAUSA**
EARLY CHILDHOOD DEVELOPMENT

Message from the Director

Greetings Parents, Friends, and Community Allies:

It is my pleasure to present this Annual Report to you: our clients, staff, partners and supporters, for the 2019-2020 program year.

2020 was tremendously difficult for families everywhere, most especially those families who were already struggling financially and who face persistent social inequalities and health disparities. Within our Migrant and Seasonal Head Start and Early Head Start communities, where our daily commitment is to child wellbeing and family empowerment, the last 12 months have tested us in every way imaginable—challenging us to prove that we are indeed responsive to the needs of the families we serve. I'm proud to report that our people and systems have proved resilient and that we are emerging from this crisis with a deep awareness of the bonds that allow us to lift each other up.

CPLC Early Childhood Development's program model is grounded in three principles: honoring and celebrating our individual and collective voices, ensuring cultural safety, and building social networks. Through these, we understand that we must first value what we already know, cultivating learning environments that recognize, respect and honor our cultural identities and supporting one another through positive and socially supportive connections to friends and family. These values proved essential throughout the year as we sought to maintain our sense of togetherness while shifting to virtual services and bringing the classroom into the home for hundreds of families across the state.

I could not be more proud of our parent leaders, teachers, staff and support networks for showing us the way in 2020, and putting us in a position of greater strength for years to come.

Saludos,

ANDREA MARTINEZ

Vice President for Early Childhood Development





Our History

Chicanos Por La Causa (CPLC) has a 50-year history as an organization dedicated to advocating for and empowering disadvantaged communities. Our founders were young Mexican American women and men who sought to improve living conditions for Latino families in Arizona by eliminating discrimination and advocating for systemic economic, educational, and political change. Our roots are in the national farmworker rights movement made famous by historical icons like Dolores Huerta and César Chávez, and in the largely student-led struggle for educational equity in Phoenix's public schools, most active in the 1960s and '70s.

MISSION STATEMENT

We drive economic and political empowerment

VISION

Empowered lives

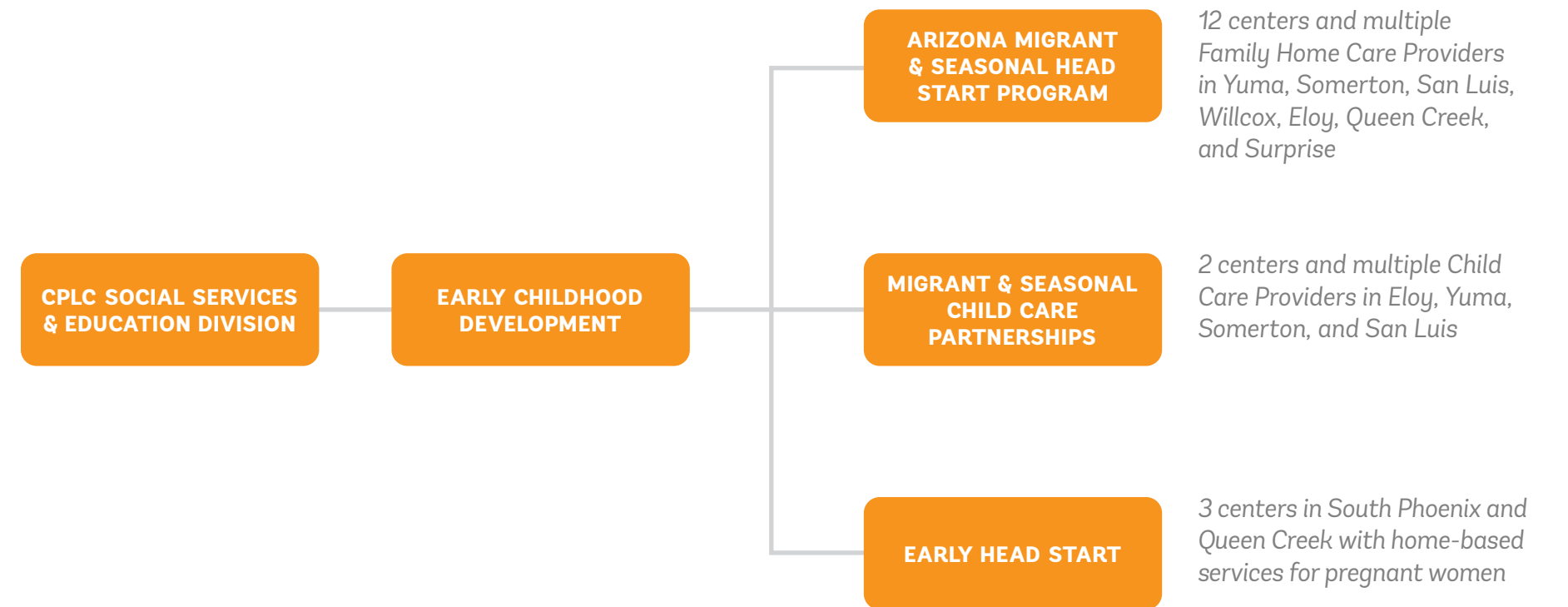
Today, CPLC is one of Arizona's largest Latino serving community development corporations impacting more than 625,000 people annually throughout the region, which includes Arizona, Nevada, New Mexico and Texas. We offer a comprehensive array of educational, social and human service programs as well as opportunities for stable housing and economic development.

CPLC's Early Childhood Development (ECD) unit has been a Head Start provider for 25 years, when we first became the sole grantee for Migrant and Seasonal Head Start services in Arizona. Since that time, we have added Early Head Start (EHS) services as well as Migrant & Seasonal Early Head Start Child Care Partnerships (CCP) services in high-need areas across the state. Each of these federally funded programs offers comprehensive education and development program services, which provide nutrition, health, disabilities, and educational services to children from birth to age five. Our objective is to ensure that all children who come through our doors are prepared to enter school healthy and equipped with the tools needed to learn and be successful in their future educational journey, and that parents are prepared and empowered to be full partners in the education of their children.

Program Structure

CPLC ECD operates 15 sites in Cochise, Maricopa, Pinal, and Yuma Counties, and administrative functions are organized into two regions—a Central Region headquartered in Phoenix, and a Western Region headquartered in Yuma. In addition to these sites, we contract with a network of Family Child Care Home Providers (FCCHP) and Child Care Provider Partners (CCP) in some communities.

ADMINISTRATIVE STRUCTURE



OUR PROGRAMS

CPLC ECD's program options, services, and locations are based upon data evidencing concentrated areas of high need for early childhood education (ECE) and family support services and are designed to fit the needs of individual communities. Across our three programs, we are serving 1,042 children and their families each year.

All three of our Head Start programs are currently providing virtual services and our centers are closed to in-person learning as a result of the ongoing COVID-19 pandemic. Teachers and members of the Parent, Family and Community Engagement (PFCE) team are providing educational materials and resources to families for use in the home, and Policy Council meetings are taking place via Microsoft Teams. Our Eligibility, Recruitment, Selection, Enrollment and Attendance (ERSEA) team is helping families navigate the application and enrollment process and to answer any questions they may have. Finally, our parent-led Policy Council meets regularly to identify and address ongoing community concerns related to the pandemic and ensure that we are providing the best service we can in these difficult times.

The following program descriptions provide information about how our programs will operate when in-person learning resumes.

Early Head Start (EHS) serves children ages 0-3 and expectant mothers, with a focus on low-income pregnant and parenting teens and families who meet EHS eligibility criteria. We operate three centers in South Phoenix and Queen Creek, and funded

enrollment is 112, including 72 center-based slots and 40 home-based slots for pregnant women. There are nine classrooms, total, set up in developmentally appropriate ways that meet best practices for providing high quality comprehensive early childhood development services.

Early Head Start centers are located at the following sites:

PHOENIX EHS CENTER

1402 S. Central Ave. in Phoenix

MURPHY EHS SITE

3140 W. Buckeye Rd. in Phoenix

QUEEN CREEK CENTER

18149 E. San Tan Blvd. in Queen Creek

The EHS Phoenix and Murphy Centers serve zip codes 85004, 85003, 85006, 85007, 85009 and 85034 in South and Central Phoenix. The Queen Creek EHS Center serves zip codes 85140 and 85142 in the town of Queen Creek.

The program provides full day, full-year services with 197 scheduled contact service days and totaling 1,381 hours, in accordance with revised Head Start Performance Standards (HSPPS). Center closures include two weeks in the winter, one week during the spring closures and three intervening weeks, which allow staff the opportunity to close out files, complete home visits, prepare for the upcoming year and attend the annual Preservice professional development event.

The EHS Home-Based option provides expectant moms with up to 48 weekly and/or monthly home visits, based on the needs of each family, and 22 Group Socialization activities. Home visits are conducted by a trained Home Visitor and content of the visit is planned in coordination with the family using the Partners for a Healthy Baby curriculum which is aligned with HSPPS and the broader EHS content areas.

The Arizona Migrant and Seasonal Head Start (AMSHS) Program

serves 840 children ages birth to five years old from low-income migrant and seasonal farmworking families, with an emphasis on serving mobile migrant families. By federal definition, migrant farmworkers are families engaged in agricultural labor who have changed their residence from one geographic area to another in the preceding 2-year period, while seasonal farmworkers are primarily seasonal agricultural labors who have not moved out of their established geographical areas within two years.

The program offers center-based services and services that are offered through contracted Family Child Care Home Provider (FCCHP) partners.

Migrant and Seasonal Head Start Centers are located at the following sites:

CENTRAL REGION

Dysart Center 15815 N. Desert Sage | Surprise (623) 972-7801

Eloy Center 201 N. Sunshine Blvd. | Eloy (520) 466-3438

Queen Creek Center 18149 E. San Tan Blvd. Queen Creek | (480) 988-1708

Willcox Center 611 N. Bisbee Ave. | Willcox (520) 384-3140

WESTERN REGION

Somerton Center 435 E. Jacobs | Somerton (928) 627-5701

Yuma Center 1875 S. 45th Ave. | Yuma (928) 783-2363

Rancho Viejo 930 S. Yuma Ave C. | Yuma (928) 627-4970

Las Casitas 541 S. 6th Ave. | San Luis (928) 627-4970

Bienestar First Step 690 N. 10th Ave. | San Luis (928) 722-7203

San Luis C Center 1522 C St. | San Luis (928) 627-2037

San Luis D Center 1770 E. D St. | San Luis (928) 627-7254

San Luis G Center 649 N. 9th Ave. | San Luis (928) 627-5701

FCCHP (HQ) 312 W. Main St. | Somerton (928) 627-5050





FCCHP sites are located throughout Yuma County, with administrative offices in Somerton.

The program year for AMSHS includes two distinct service periods that are responsive to the length of time that families are living and working in our communities.

- Primary Service runs from August until May and includes a center-based and FCCHP option. The center-based option includes 37 weeks of full-day planned classes and 165 service days, while the FCCHP option provides 180 service days with five home visits.
- Spring Service runs for six weeks in April and May and includes center-based, full-day classes.

In the center-based options, transportation services are offered to and from the centers each day. Centers close for two weeks in winter, one week in spring, and during the summer for non-serving centers, sites, and providers. All staff return in July to prepare for the new program year, complete initial home visits, and attend the Preservice Professional Development event.

The Migrant & Seasonal Child Care Partnership (CCP) Program serves 90 children ages birth to three years old from low-income migrant and seasonal farmworking families, with a focus on mobile

migrants as its highest priority. Services are provided in four classrooms at two ECD-run centers:

CPLC ECD run CCP Classrooms are located at the following sites:

YUMA COUNTY

Rancho Viejo MEHS
930 S. Ave. C | Yuma, AZ 85364

PINAL COUNTY

George Washington Carver (GWC)
304 W. Alsdorf Rd. | Eloy, AZ 85131

In addition to these classrooms, there are multiple Child Care Partner sites throughout Yuma county.

Full-Day service is scheduled according to peak agricultural season with transportation, and the service year includes 46 weeks (218 days) for stationary seasonal families and 37 weeks (165 days) for mobile migrant families.

Center closures include two weeks in the winter, one week during the spring closures and three intervening weeks which allow staff the opportunity to close out files, complete home visits, prepare for the upcoming year and attend the annual Preservice Professional Development.

PY 2019-2020 Enrollment Summary

CPLC ECD families, staff, and community partners confronted many challenges in 2020 related to the ongoing COVID-19 pandemic. Impact on our program was significant and statewide, especially with regard to enrollment and timely provision of services including medical and dental screenings.

While the EHS program was largely able to maintain enrollment throughout the program year even while using virtual services, our Migrant and Seasonal Head Start and CCP centers experienced a significant drop in enrollment as many families relocated to Mexico for work, some opted to transition to another Head Start program that offered in-person services, and some were not able to make virtual services work for their individual situations.

For those families that were able to attend, we found that parents and staff adjusted well to virtual enrollment processes and were grateful for the option not to send children to in-person services. Staff implemented new outreach strategies for recruitment that emphasized digital and social media including use of billboards, radio spots, Facebook, Instagram, electronic flyers and word of mouth. As we move closer to re-opening centers, Parent, Family and Community Engagement staff are collaborating with center staff to walk parents and families through the process, helping address and ease concerns about health and safety.

PROGRAM	FUNDED ENROLLMENT	TOTAL SERVED IN PY 2020	AVG MONTHLY ENROLLMENT	% ELIGIBLE CHILDREN SERVED
Early Head Start Children	112	111	107	99.1%
EHS Pregnant Women	112	111	8	99.1%
AZ Migrant & Seasonal Head Start	840	396	373	44.4%
Child Care Partnerships Program	90	35	32	38.8%
Total	1,042	542		

Many service providers that our families used as a medical home were forced to reduce hours and services, and parents and caregivers chose not to take their children to appointments in fear of contracting the virus. A lack of transportation and conflicting work schedules contributed to this problem.

To address these challenges, CPLC ECD Health Coordinators personally contacted medical home and dental home providers when possible to inquire about what services were being offered, and created

a document with all of the information gathered through this process. Whenever a health screening was missed, Family Service Engagement Workers and Home Visitors referred to this document and engaged the family to assist with scheduling and complete the appointment if possible. Staff educated and encouraged families to complete these screenings and provided trainings on protection measures against the virus and the importance of vaccination when available, providing ample time for questions and sharing of concerns.

PROGRAM	CHILDREN WITH IDENTIFIED DISABILITY	CHILDREN UP TO DATE ON EPSDT	CHILDREN UP TO DATE ON DENTAL SCREENINGS
Early Head Start	21	33%	74%
AZ Migrant & Seasonal Head Start	76	52%	55%
Child Care Partnerships Program	9	66%	80%
Total	106		

Additional information regarding our approach to addressing challenges during the pandemic can be found in our annual Community Assessment.

Promoting School Readiness

CPLC ECD's programs are designed to prepare children to succeed in school by supporting their physical, social-emotional, and cognitive development, and by providing a solid foundation for learning. The curricula that we implement are culturally, linguistically and developmentally appropriate, research-based, and aligned with the Office of Head Start's Early Learning Outcomes Framework (ELOF) in addition to state early learning and development standards.

Our statewide School Readiness Goals help us ensure effective and high-quality service delivery across our three programs, identify areas for growth and improvement, and make key decisions for program design and management. These goals reflect five developmental domains as identified by the National Center on Early Childhood Development Teaching and Learning, which are critical to a child's preparedness to enter kindergarten ready to learn: 1) Approaches to Learning; 2) Language & Literacy; 3) Social and Emotional; 4) Cognition (subdomain Mathematics); and 5) Perceptual, Motor, and Physical Development. They are developed through a deeply collaborative process involving statewide leadership and staff, members of our parent-led Policy Council and Parent Committees, and the CPLC Board of Directors and tracked annually using a variety of assessment tools aimed at promoting continuous quality improvement.

We strive to provide effective and appropriate services to children with disabilities and their families, in collaboration with HSPPS and Parts B and C of the Individuals with Disabilities Education Act (IDEA). Our Disabilities and Mental Health Coordinator works closely with families to coordinate services with community partners, contracted consultants, therapists, and state and local agencies as needed including the Arizona Early Intervention Program (AzEIP), local school districts, Medicare Part C and Part B providers, and others as needed and prescribed in the Individual Family Service Plan (IFSP).

When serving children for whom English is not their home language, CPLC ECD uses a research-informed Planned Language Approach that strengthens the home language vocabulary while concurrently supporting English acquisition. Bilingual experiences for learning are proven to work best for language acquisition and academic growth, therefore children in our classrooms engage daily in planned and intentional listening, speaking, and reading language exercises in 50% English and 50% home language vocabulary. This approach supports bilingualism and overall school readiness while also helping parents to understand the importance of home language in driving vocabulary development.



PARENT, FAMILY, AND COMMUNITY ENGAGEMENT

CPLC ECD recognizes the importance of taking a holistic approach to child development and establishing positive, ongoing, and goal-oriented relationships with families. The cornerstone of this approach is the dual-language Abriendo Puertas/Opening Doors curriculum promoting school readiness, family engagement and advocacy, and the Parent, Family and Community Engagement (PFCE) Framework, developed by the Office of Head Start.

The program facilitates a number of opportunities aimed at promoting families as leaders and advocates for their children. There is a Parent Committee for each of our centers and within the CCP/FCCHP program options, and all parents are encouraged to participate and provide input on service delivery and center procedures through their monthly meetings. Parent Committee presidents and vice presidents also serve on the agency-wide Policy Council, which shares authority for program governance and oversight with the CPLC Board of Directors.

Throughout the program year, there are a series of parent workshops and trainings, and activities, which support parents in their position as the first and most important teacher in their child's life. Staff hosts Daddy & Me activities twice annually to encourage positive father involvement, and home visitors work with families regularly through the Homeschool Connections program which offers various activities and trainings.



TRANSITIONING CHILDREN TO KINDERGARTEN

Transitions are an important aspect of CPLC ECD programs, and staff guide families through them at various stages of enrollment – as infants transition from home to center, then to toddler classrooms, between centers and ultimately into a kindergarten program at a local school. The program maintains detailed transition procedures focused on identifying and setting expectations, arranging introductions and screenings, and providing a network for support when children are not in school. Staff collaborate with parents to create an individualized school entry transition plan for any child requiring additional support to successfully begin early learning services at our sites, and when it is time to prepare for the next year's placement, parents receive school readiness materials and strategies to support continued growth and development—especially during summer when they are not in a program.

In the AMSHS and CCP programs, where migrant families often move, the program provides a Continuity Record and Transition Contact Card to ensure the smooth and timely transfer of records between centers and schools. The program plans for a seamless transition for children turning 5 years old by collaborating with local school districts to orient children to their new setting and to inform and educate parents on how to enroll and what is expected of them during their child's academic learning. The program maintains formal MOUs with each local school district who may receive an ECD child. In addition, the program supports collaborative communication supporting school readiness with parents and school districts by providing an end-of-year TSG report that illustrates gains children have made in specific school readiness domains and skill areas.

PY 2019-2020 Policy Council

OFFICERS

Ivonne Y. Garces Diaz
 Mayra Ruiz
 Abigail Serrano
 Irene Esparza

CENTER COMMITTEE LEADERS

President **SAN LUIS G**
 Azuscena Carlos
 Vice President Magdalena Zavala Venegas
 Secretary **SAN LUIS C-D**
 Treasurer Viviana Martinez
 Eunice Felix Estrella
SOMERTON
 Ericka Zamudo
 Yadira Gonzalez
YUMA
 Nayahara Barbosa
 Faith Marie Celaya
LAS CASITAS, BEINESTAR, RANCHO VIEJO
 Isabel Argola
 Jessica Lovatos
DYSART
 Mayran Martinez Tinajero
 Fidelina Lorenzo

PHOENIX/MURPHY
 Abigail Serrano
 Anarely Jimenez (*alternate*)

QUEEN CREEK
 Jose Luis Gonzalez
 Irene Esparza
 Yulian Acosta
 Lucia Ramirez
 Mayra Alejandra Ruiz

ELOY/GEORGE WASHINGTON CARVER
 Brenda Quebedo

WILLCOX
 Fabiola Delgado
 Maria Carillo
 Maria Avila

COMMUNITY MEMBERS
 Erika Argueta *Dept of Ed HS Collaboration*
 Gina Weatherly *Glendale Community College*

MANAGEMENT TEAM

Andres Contreras Executive Vice President
 Andrea Martinez Vice President and Head Start Director
 Dina Figueroa Program Management Office Manager
 Ivette Noriega Continuous Quality Improvement Coordinator
 Margaret Larsen Education Coordinator
 Maria Pimentel Disabilities & Mental Health Coordinator
 Ruth Cuen Child Development Program Services Coordinator
 Lizeth Angulo Family and Community Engagement Services Coordinator
 Carol Odomirok Central Region Operations Manager
 Marcia Flores Western Region Operations Manager

Accountability and Review

FEDERAL REVIEW RESULTS

The Administration for Children and Families (ACF) conducted a Federal Monitoring Review of all ECD programs in November 2019, assessing performance and compliance with Head Start Program Performance Standards (HSPPS). Based on the results of the review, our agency was found to meet all applicable HSPPS, laws, regulations, and policy requirements.

In December 2020, CPLC ECD completed an additional Federal Focus Area One Monitoring Review of program design, management, governance and quality improvement. Highlights from this review are as follows:

1. CPLC ECD's Policy Council structure was found to be an effective means of enhancing program delivery. Policy Council members were found to serve as their community's voice, sharing specific needs during the COVID-19 pandemic and leveraging expertise in specific ways.
2. The program-wide Planned Language Approach (PLA) was found to ensure full participation of dual language learners and their families.
3. All three programs were found to be well aligned to the Head Start Early Learning Outcomes Framework, Arizona Early Learning Standards, and

were meeting receiving schools' expectations with regard to school readiness.

4. CPLC ECD's successful transition of the Farm to School project to Farm to Home during the pandemic was an effective approach to reducing obesity and addressing food insecurity during the COVID-19 pandemic and beyond. The program was able to directly connect lower percentages of body mass indices and overweight children to the Farm to Home project. The project was also found to decrease the number of underweight children enrolled in the program.
5. The program's parenting curriculum and parenting committees supported families in strengthening their parenting skills, and the Abriendo Puertas/Opening Doors curriculum was found to promote leadership, advocacy, and parenting practices to foster children's early development.
6. The programs Eligibility, Recruitment, Selection, Enrollment and Attendance (ERSEA) processes were found to effectively prioritize staff training, peer support and flexibility, and to assist families with the process of applying and enrolling in programs.

FINANCIAL

Funders for PY 2019-2020

Funder	Amount	Type			
			Amanda Bernal	\$400.00	Private
			Arizona Public Service	\$380.00	Private
			Teresita Nunez Ortig	\$304.00	Private
			Lifetouch National School Studios	\$295.10	Private
			Anonymous	\$250.00	Private
			Montie R Lee	\$250.00	Private
			Ericka Estrada	\$208.00	Private
			Margaret Morales	\$208.00	Private
			Allpride Marble & Granite	\$200.00	Private
			Andrea Martinez	\$200.00	Private
			M C Marble & Granite	\$200.00	Private
			Dr Jesse Dominguez	\$100.00	Private
			Foodsource Plus	\$100.00	Private
			Pioneer Title Agency	\$100.00	Private
			Salvador Morales	\$100.00	Private
			Paola Ayala	\$52.00	Private
			Adrianna Avila	\$48.00	Private
			Sulphur Spring Valley Electric	\$21.42	Private
			Erika Luera	\$10.00	Private
			Office of Head Start	\$17,873,622.45	Public
			US Dept of Agriculture	\$503,650.25	Public
			Spanish Media Services	\$22,124.92	In-Kind
			Nulinx International	\$8,640.00	In-Kind
Blue Cross Blue Shield of AZ	\$30,000.00	Private			
Unidos US	\$13,000.00	Private			
American Family Insurance	\$10,000.00	Private			
Valley Of The Sun United Way	\$10,000.00	Private			
American Towers	\$5,027.58	Private			
National Head Start Association	\$5,000.00	Private			
Dragon de Oro Restaurant	\$2,300.00	Private			
Farm to School Concert	\$1,666.05	Private			
Harvest Preparatory	\$1,500.00	Private			
Adult and Pediatric	\$1,000.00	Private			
RWC	\$1,000.00	Private			
Victor Contreras	\$800.00	Private			
A and F Home Builder	\$500.00	Private			
AEA Credit Union	\$500.00	Private			
Arizona Community Foundation	\$500.00	Private			
Beat the Dust Cleaning	\$500.00	Private			
City of Somerton	\$500.00	Private			
DHG Management	\$500.00	Private			
Shamrock Foods Company	\$500.00	Private			
Sunset Community Health	\$500.00	Private			
Gustavo Casto Ortig	\$416.00	Private			

DD's Books Non Federal Share	\$7,310.25	In-Kind
Eloy Elementary Schools	\$7,200.00	In-Kind
Carolina Prieto	\$3,337.50	In-Kind
RWC International	\$2,772.54	In-Kind
Rio Colorado Development	\$2,466.36	In-Kind
A&R Transmissions	\$1,803.33	In-Kind
Comite de Bienestar	\$1,500.00	In-Kind
Tucson Psychological	\$1,142.45	In-Kind
Arizona Repair Specialists	\$1,125.00	In-Kind
Discount School Supply	\$884.54	In-Kind
Wex Fleet	\$777.29	In-Kind
Little O Tire	\$455.00	In-Kind
Precision Fire Protection	\$241.70	In-Kind
Community Tire Pros	\$240.00	In-Kind
G & R Automotive Inc	\$164.98	In-Kind
Clint Michael Williams	\$108.00	In-Kind
Eli's Mobile Auto Repair	\$46.00	In-Kind
AVSA, LLC	\$10.00	In-Kind

ECD BUDGET PY 2019-2020

GRANT AND CONTRACT REVENUES

Grant Revenues	\$47,500
Cost Reimbursement	\$19,242,370
Fee For Service	\$697,293
Total Grant and Contract Revenues	\$19,987,163
Total Revenues	\$20,009,919

PERSONEL EXPENSES

Salaries and Wages	\$11,257,506
Payroll Taxes	\$1,011,357
Fringe Benefits	\$2,063,280
Contractor Services	\$61,665
Occupancy Costs	\$979,028
Tech and Communications	\$40,290
Equip. Rental, Repair and Maint.	\$262,000
Depreciation	\$367,524
Consumable Supplies	\$1,056,842
Furniture & Fixtures	\$3,425
Travel	\$74,067
Staff Development	\$51,646
Insurance	\$160,101
Participant Activities	\$793
Interest and Bank Fees	\$25,375
Licenses and Sales Tax	\$51,058

Promo Activities & Events	\$28,258
Miscellaneous	\$10,573
Total Operational Expenses	\$17,505,454
Allocated Indirect Cost (CCS)	\$2,638,310
Total Expenses	\$20,143,764
Net Surplus / (Deficit)	(\$271,299)

CPLC is the statewide grantee for Migrant and Seasonal Head Start, Early Head Start, and Child Care Partnership services in Arizona. The CPLC Head Start leadership includes parents, community members, and staff. All members of the various councils and committees govern the program efficiently and effectively to allow the fullest potential to be reached. The governing boards review and approve funding applications, enrollment and recruitment plans, self-assessment process results, fiscal activities, and staffing needs.

FISCAL ACTIVITIES

During the course of the most recently completed annual audit (2020) of Consolidated Financial Statements for Chicanos Por La Causa, our Subsidiaries and Affiliates, required by OMB Circular A-133 resulted with no findings. The audited financial statements and materials presented fairly in all material respects to the financial apposition of Chicanos Por La Causa, Subsidiaries and Affiliates.

A copy of the most recent annual audit report is available from our Corporate Compliance Department and may be requested during normal business hours.



