

Prepared by Region IX Office of Head Start

# *Arizona Head Start Association*

## *Region 9 Updates*

### *May 19, 2022*

# Agenda



- ▶ ACF Strategic Plan 2022
- ▶ OHS Priorities
- ▶ Fiscal Management
- ▶ OHS Updates
- ▶ Monitoring
- ▶ Enrollment
- ▶ Workforce Development
- ▶ Resources and Upcoming TTA Events
- ▶ Questions?

# ACF Strategic Plan 2022



- ▶ **Strategic Goal 1:** Advance equity by reducing structural barriers including racism and other forms of discrimination that prevent economic and social well-being.
- ▶ **Strategic Goal 2:** Take a preventative and proactive approach to ensuring child, youth, family, and individual well-being.
- ▶ **Strategic Goal 3:** Use whole-family, community-based strategies to increase financial stability and economic mobility.
- ▶ **Strategic Goal 4:** Support communities and families to respond to acute needs and facilitate recovery from a range of crises and emergency situations.
- ▶ **Strategic Goal 5:** Enable and promote innovation within ACF to improve the lives of children, youth, families, and individuals.

# OHS Priorities



- ▶ **Advancing Equity:** Promote belonging by identifying and addressing barriers and promoting new pathways for family stability
- ▶ **Supporting Programs' Pandemic Response and Recovery:** Work to safely restore in-person programming in healthy environments
- ▶ **Investing in the Workforce:** Sustain a highly effective and representative workforce to support all children and families
- ▶ **Reaching More Children and Families:** Focus Head Start services in places with greatest need





# Fiscal Management

# FY2022 Federal Appropriation



- ▶ FY 2022 appropriation is **\$11 billion** for ongoing operations, including increases of:
  - \$234 million for COLA increase 2.285
  - \$52 million for Quality Improvement funding
  - \$2 million for Tribal Colleges and Universities

# FY2022 COLA & QI



- ▶ COLA and QI Application is due **June 1, 2022 and must be submitted through HSES.**
- ▶ Funding Guidance Letters provide instructions on how to submit and the amount recipients can apply for.
- ▶ COLA- 2.28% of the FY 2021 base funding level
- ▶ QI- \$53 per HS slot and \$79 per EHS slot with a \$10K/floor.
- ▶ Permanent increases are effective at the start of the FY 2022 budget period and are retroactive if this period has already commenced.



# OHS Updates





## Head Start Categorical Eligibility for Families Eligible for the Supplemental Nutrition Assistance Program

[ACF-IM-HS-22-03](#) - Issued April 21, 2022

- ▶ Office of Head Start (OHS) will expand its interpretation of “public assistance,” as used in the Head Start statute, to include SNAP.
- ▶ Families are now able to demonstrate proof of SNAP receipt or eligibility to enroll in Head Start and will simplify the process of determining program eligibility.

[Adding SNAP Benefits to Head Start Categorical Eligibility Webinar](#) (aired April 25<sup>th</sup>).



## Documenting Services to Enrolled Pregnant Women

[ACF-IM-HS-22-02](#) – Issued February 24, 2022

- ▶ Identify unmet needs of pregnant women
- ▶ Record interactions to document contact and identified needs
- ▶ Track the type and content of services delivered by community partnerships through referrals
- ▶ Provide inclusive culturally responsive services
- ▶ Establish on-going collaboratives, community partnerships and MOUs to better track services

[\*The Office of Head Start's Services to Pregnant Women webcast \(aired April 28, 2022\)\*](#)

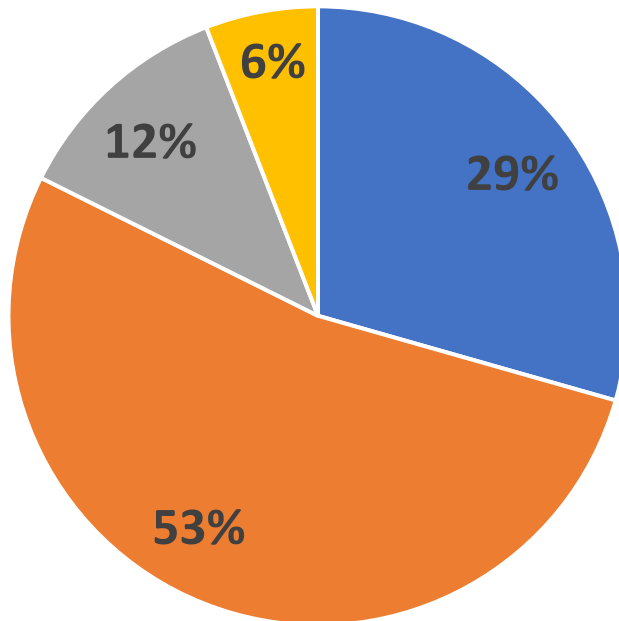


# Monitoring

# Areas of Concern (AOC)



## R9 AOC Findings FY2020 - Current



■ Health ■ Education ■ ERSEA ■ Fiscal

### Digging Deeper into AOCs:

- ▶ 40% Teacher Qualifications
- ▶ 12% HSAC
- ▶ 12% Coaching
- ▶ 12% Health Status Determinations
- ▶ 6% SF429 Form
- ▶ 6% Mental Health Consultant
- ▶ 6% Over-Income >10%
- ▶ 6% Disabilities <10%

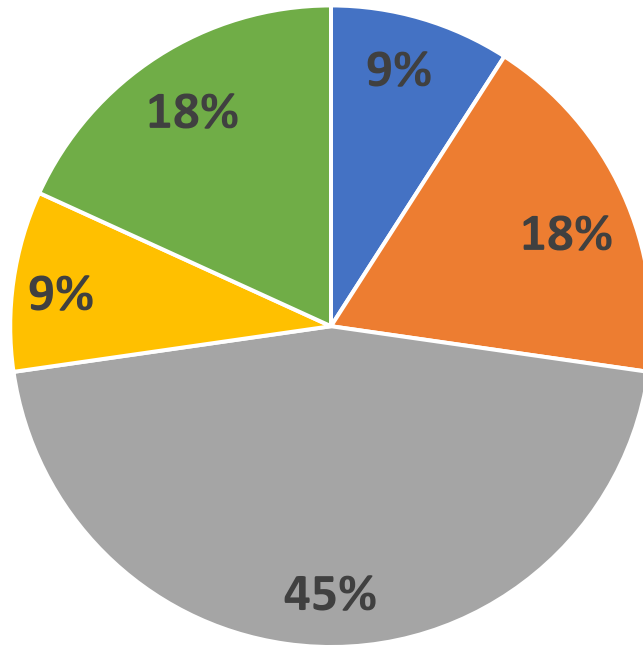
*\*Total AOCs to date: 17*

OHS monitoring data as of 04/13/2022

# Areas of Non-Compliance



## R9 ANC Findings FY2020 - Current



- Child Supervision
- Education
- Health
- Family Engagement
- Program Management

*\*Total ANCs to date: 11*

## Digging Deeper into ANCs:

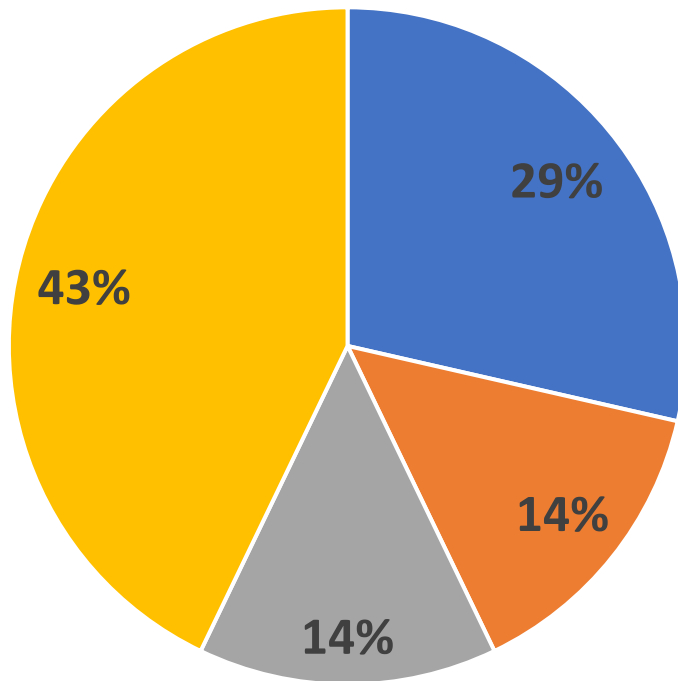
- ▶ **28%** Health Status Determinations
- ▶ **18%** Teacher Qualifications
- ▶ **9%** Food Allergies
- ▶ **9%** Reporting Lapse of Supervision
- ▶ **9%** Family Engagement Approach
- ▶ **9%** Using Data for Continuous Improvement
- ▶ **9%** Governing Body Responsibilities
- ▶ **9%** Background Checks

OHS monitoring data as of 04/13/2022

# Deficiencies



## R9 DEF Findings FY2020 - Current



■ Child Supervision      ■ Education  
■ Family Engagement    ■ Fiscal

### Digging Deeper into Deficiencies:

- ▶ **30%** Child Supervision
- ▶ **14%** Internal Controls
- ▶ **14%** Cost Allocation
- ▶ **14%** Teacher Qualifications
- ▶ **14%** Posting Federal Interest
- ▶ **14%** Family Engagement Approach

*\*Total Deficiencies to date: 6*

OHS monitoring data as of 04/13/2022



# Enrollment

# Full Enrollment Initiative



- ▶ Beginning September 2022, OHS will resume practices for tracking and monitoring enrollment to determine which grant recipients enter the **Full Enrollment Initiative (FEI)**
- ▶ All programs will start fresh including those who were underenrolled prior to the pandemic
- ▶ Grant recipients engaged in the FEI will be provided with at least 12 months to allow for strategic planning to address underenrollment issues.



# Full Enrollment Initiative

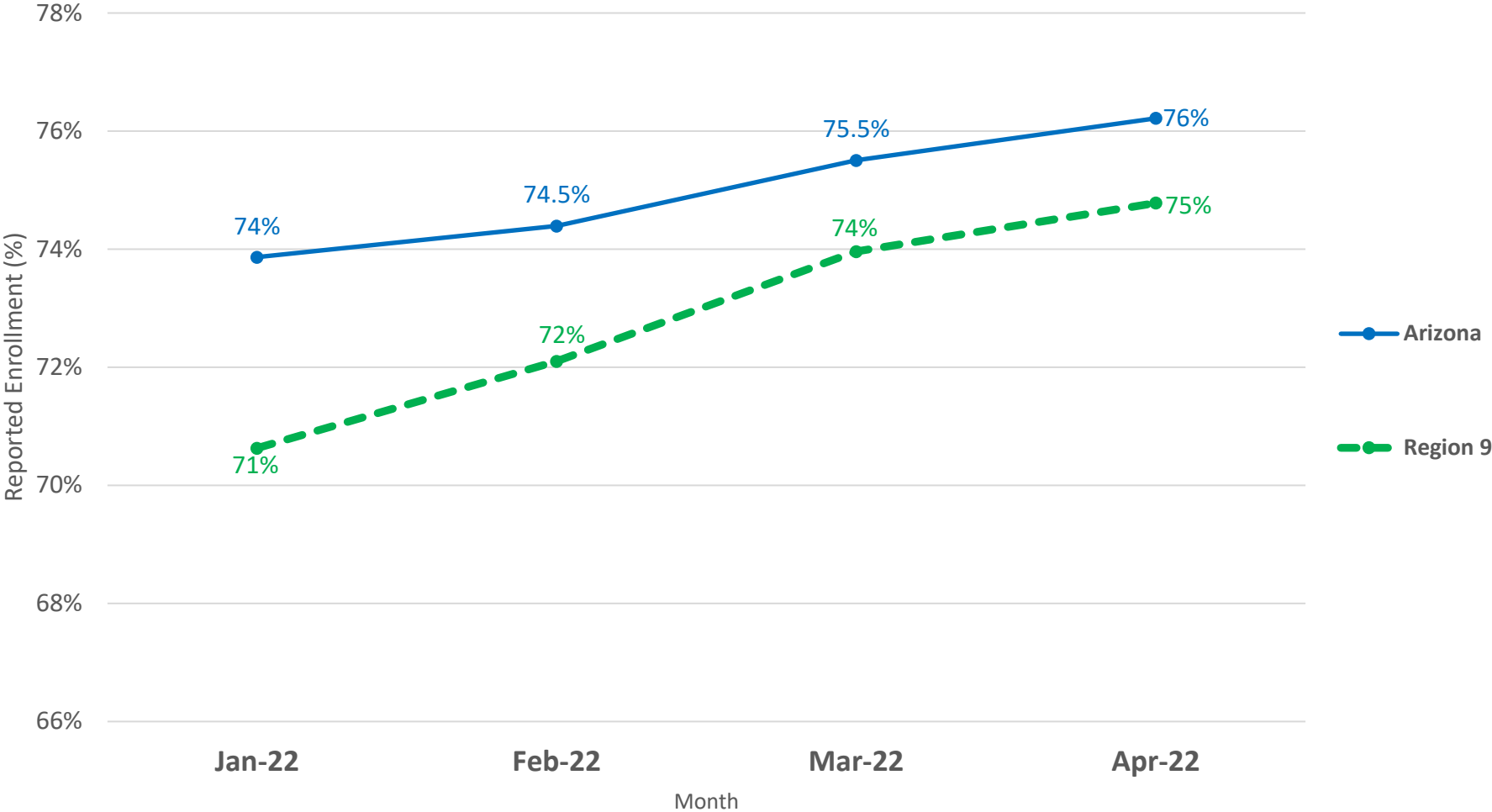


- ▶ Grant recipients participating in the FEI will have the support of their Regional Offices and the TTA network to refine their program design to provide quality programming and address community needs
- ▶ Grant recipients are encouraged to utilize #GetAheadStart recruitment resources, CARES Act, CRRSA Act and ARP funding to address current recruitment and workforce retention needs

# Head Start Enrollment



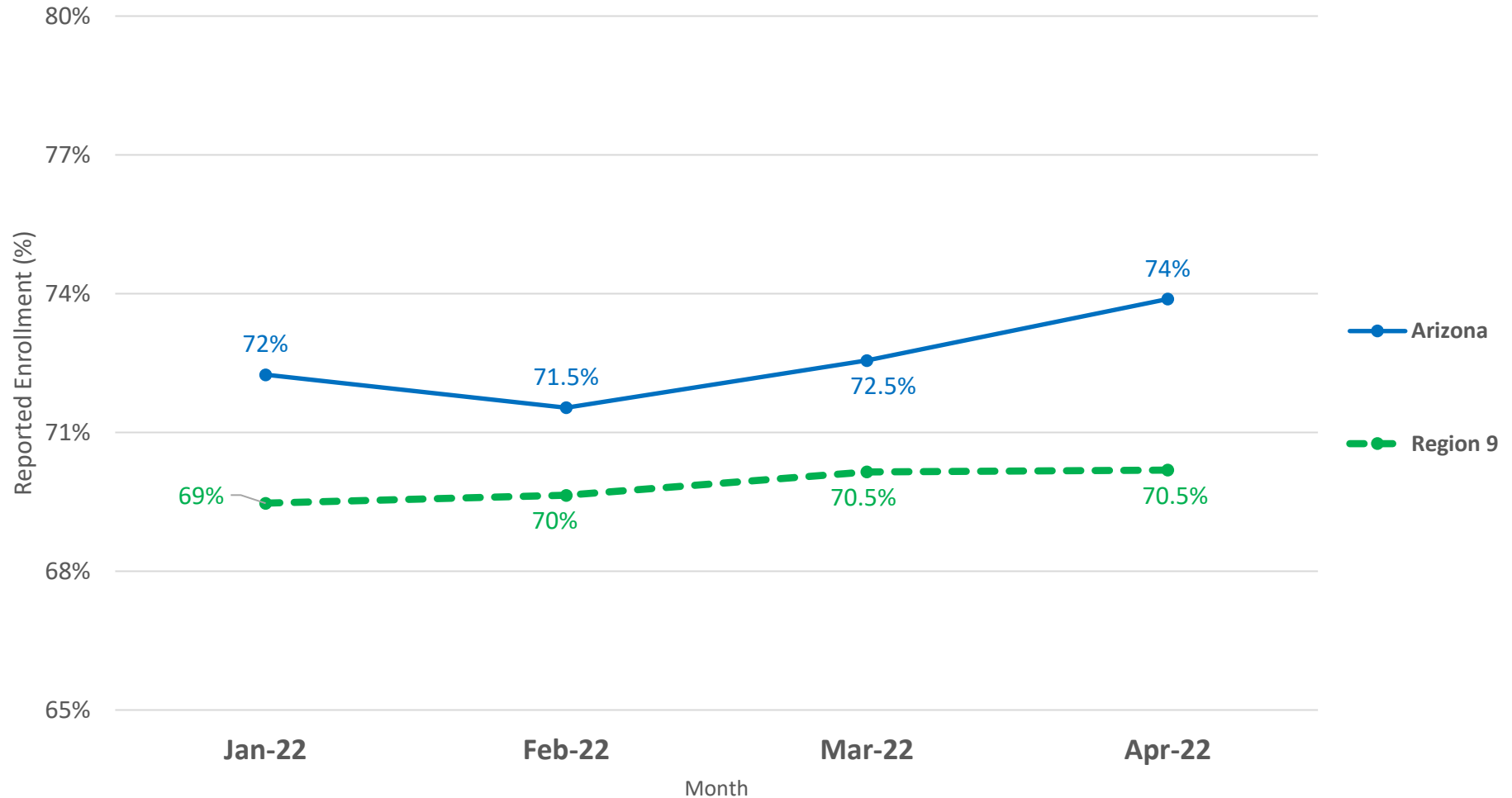
### Average Reported Enrollment: Arizona and Region 9



# Early Head Start Enrollment



## Average Reported Enrollment: Arizona and Region 9



# Changing Landscapes



## ▶ External Factors Impacting Enrollment

- State and National Directives – Universal Pre-K/T-K
- Federal, state and local policies that cause saturation of services for the 3-5 population
- Global Pandemic/Natural Disasters
- Gentrification
- National Staffing Shortage
- Changing Workforce Needs
- Facilities

# Full Enrollment Tip Sheet



## Full Enrollment Initiative Tip Sheet [ACF-PI-HS-18-04]



The Full Enrollment Initiative Tip Sheet is a resource for programs wanting to grow with their community while reaching and maintaining full enrollment.

### Maximize the Flexibility of Head Start Performance Standards (HSPPS)

- Review internal ERSEA policies and procedures to determine if they add unnecessary barriers to the enrollment.
- Analyze internal selection criteria; do priority points reflect the most vulnerable populations? Can the most vulnerable populations enter into the program immediately?
- Maximize the ability to reserve slots to address the rising numbers of homeless and foster families. §1302.15 (c)
- Explore locally designed options (LDO) or programmatic changes of scope to meet the current needs of your community (i.e. class size waivers, combination options, service area

### Meeting Community Need

- Keep an updated community assessment to account for changes to populations, services and possible partnerships.
- Synthesize both community and programmatic data to determine if the program meets the needs of the community.
- Develop a staff competency matrix. Do current staff have the capacity to meet the increasing needs of the community you are serving? Is additional professional development needed to support staff as they serve additional homeless and foster families?
- Expand current and new community partnerships. Encourage active participation in community stakeholder groups, develop a system of regular reporting and data sharing.

### Be a Change Agent

- Be Proactive: Work with staff to encourage flexible staffing patterns that meet community need including the availability of weekend and evening services for families. Does a traditional work schedule allow staff to maximize outcomes for families?
- Empower staff: Does staff input play a large enough role in decision making? Is creative problem solving encouraged? Does leadership understand the needs of their changing workforce?
- Recognize the need for change: Changes to your community are an exciting opportunity for growth in your program. How can you use these changes as an opportunity to harness the strengths of your staff and community partners?
- Be Creative: Think about different sources of funding available from local and state entities to blend with Head Start funding to achieve your goal of meeting the needs of your community and best support your staff.

# Change of Scope



## Enrollment Reductions

- ▶ Increase staff compensation
  - Recruitment and retention
  - Changes in minimum wages laws
- ▶ Lack of viable classroom space

## Conversions

- ▶ Identified community need for infant and toddler services
- ▶ Proliferation of preschool services in the community

## Locally-designed Option (LDO)

- ▶ Mixed service delivery better meets family's needs
  - Center-based services during the school year, alternate services in the summer
  - Combination option for families preferring fewer center-based days
- ▶ Increase in group size to serve more toddlers (24-36 months)



# Workforce Development

# Workforce Issues



- ▶ Staff wages and compensation
- ▶ Staff morale / compassion fatigue
- ▶ High staff turnover
- ▶ Lack of staff retention policies and practices
- ▶ Finding qualified staff
- ▶ Outdated recruitment practices / branding



# Workforce Development Strategies



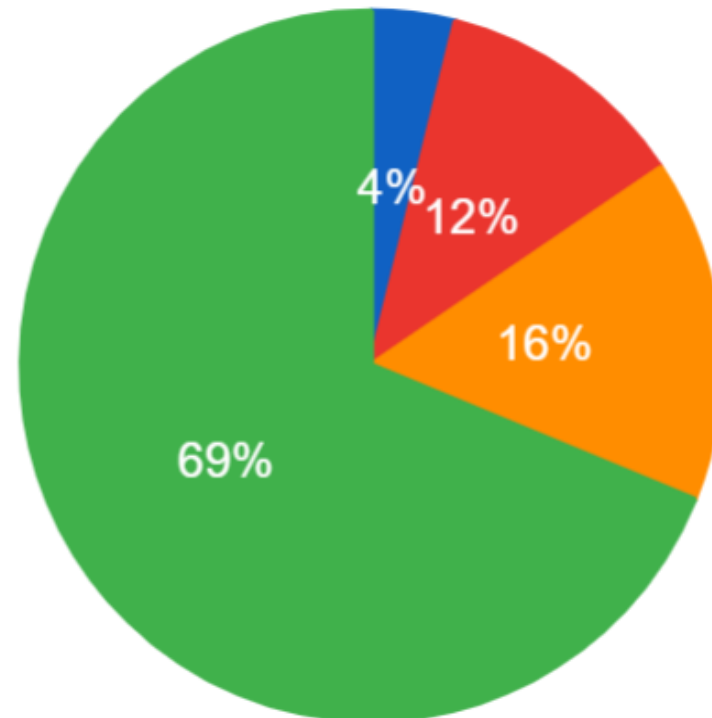
- ▶ Evaluate strategic planning efforts related to workforce, human resources, and organizational development
- ▶ Develop incentive and retention plans, policies, and practices
- ▶ Examine budget and funding available to increase staff wages (e.g. enrollment reduction, conversions, etc.)
- ▶ Explore improved benefit packages
- ▶ Update Wage Comparability Studies to include comparison with elementary school staff
- ▶ Conduct frequent staff surveys, use data for planning
- ▶ Other?

# Apprenticeship Programs in Region 9



Does the recipient currently have an apprenticeship program?

- Parent Enrichment
- Career Development
- Both
- None



# Best Practices for Apprenticeship Programs



- ▶ Provide on-site ECE coursework, training, and **tutoring** support to staff and families
- ▶ Combine instruction with on-the-job training and **coaching** support
- ▶ Encourage staff to become Adjunct instructors
- ▶ Partner with colleges to host lab classrooms
- ▶ Take a multi-track approach:
  - Associate Teachers- Associate Degree
  - Teachers – Bachelor Degree
  - Leadership – Administration Courses and Leadership Training
  - Entry level position training and skill building

# Apprenticeship Program



## Apprenticeship Programs

- ▶ The U.S. Department of Labor is currently accepting applications for funding to start or support existing registered apprenticeships until April 25th, 2022
- ▶ Programs could consider using ARP funds to cover one-time costs associated with starting an apprenticeship program
- ▶ Many TA resources on apprenticeships are available to support interested ECE programs

# Apprenticeship Programs – Resources



- ▶ [Apprenticeship Building America \(ABA\) Grant Program](#)
- ▶ [Department of Labor Funding Opportunity Announcement](#)
  - **Registered Apprenticeship 101 Bootcamp**
- ▶ [Public Service Loan Forgiveness Waiver](#)
- ▶ [PSLF Help Tool](#)

To learn more about ECE Apprenticeships, check out these ACF resources

- **ECE Apprenticeships: The Why, What, and How:**  
[https://childcareta.acf.hhs.gov/sites/default/files/public/ece\\_apprenticeshipbrief\\_0.pdf](https://childcareta.acf.hhs.gov/sites/default/files/public/ece_apprenticeshipbrief_0.pdf)
- **Apprenticeships: An Alternative Workforce Development Strategy:**  
<https://eclkc.ohs.acf.hhs.gov/professional-development/video/spotlights-innovative-professional-development-practice>
- **Early Childhood Teacher Apprenticeships:**  
[https://childcareta.acf.hhs.gov/sites/default/files/public/pdg-b5\\_ecteacherapprenticeshipswebinar\\_acc.pdf](https://childcareta.acf.hhs.gov/sites/default/files/public/pdg-b5_ecteacherapprenticeshipswebinar_acc.pdf)
- **To learn about how ECE programs can connect parents with apprenticeship programs, see:**  
<https://eclkc.ohs.acf.hhs.gov/video/connecting-parents-apprenticeship-programs>

# Student Loan Forgiveness



Many Head Start staff are likely eligible for Public Service Loan Forgiveness (PSLF)

- ▶ PSLF is available to borrowers with certain types of federal student loans who work for a qualifying employer. **Many Head Start programs are qualifying employers because they are operated by non-profit, government, or school organizations**
- ▶ There is currently a **time-limited waiver for PSLF** that allows for payments to be counted towards forgiveness that were not previously considered. The limited waiver is available to those who are eligible and **apply for the program before October 31<sup>st</sup>, 2022**
- ▶ The Administration for Children and Families (ACF) and the U.S. Department of Education (ED) recently hosted a joint webinar on the PSLF program, including the time-limited waiver. The webinar recording is available here: [ACF/ED Webinar: Public Service Loan Forgiveness for the ECE Workforce](#)



# Resources and Upcoming TTA Activities

# Upcoming National TTA Activities



## Upcoming events on [ECLKC](#)

- ▶ The above link is continuously updated with events, including webinars and trainings across all content areas from fiscal to family services.

## Health and Mental Health Leaders Institute

- ▶ May 24-26, 2022 | 11:00 am to 4:00 pm EST
- ▶ to register <https://go.edc.org/HMHLI-2022>

## Supporting Social and Emotional Learning for Children with Disabilities

- ▶ May 24, 2022 | 3:00 pm-4:00 pm EST
- ▶ to register <https://event.on24.com/wcc/r/3494834/D329D6FEEED1D9E6A63A917ADEB4AB56>

## National Fiscal Spotlight: Its time to make a change

- ▶ June 7-9, 2022 | 9 a.m. - 5 p.m. ET
- ▶ To register <https://app.smartsheet.com/b/form/e86c3fd32e2444238fa5a71071d82dfa>



# Upcoming National TTA Activities



## **CACFP Meal Services in Head Start**

▶ June 1, 2022 | 2:00 pm to 3:30 pm EST

▶ to register

[https://us06web.zoom.us/webinar/register/WN\\_8cwSK60vQkmbvdJJn\\_gqhQ](https://us06web.zoom.us/webinar/register/WN_8cwSK60vQkmbvdJJn_gqhQ)

## **Coming Full Circle on Staff Wellness During Unprecedented Times**

▶ June 2, 2022 | 2:00 pm-3:00 pm EST

▶ to register

[https://us06web.zoom.us/webinar/register/WN\\_gk2Xqw5aQkSHpl\\_yT1jxQ](https://us06web.zoom.us/webinar/register/WN_gk2Xqw5aQkSHpl_yT1jxQ)

# Upcoming Regional TTA Activities



- ▶ June 14 & 15, 2022 – New Leaders Cohort (In-person)
- ▶ June 21, 2022 – Community of Practice: Culminating Event
- ▶ Fiscal Institute
  - June 22 – 23 (stay tuned for registration information to come)

\* For more information on registering for any of these events, please contact your assigned TTA Point of Contact (POC) or Program Specialist

# Questions & Answers

