Agenda

- CARES, CRRSA, and ARP spend down
- Workforce Compensation and Incentives
- Enrollment
- Monitoring
- Region IX Training and Technical Assistance Events
- National Training and Technical Assistance Events
- Questions?
Example of activities to spend down CARES, CRRSA, and ARP funds

- Outdoor environments for services and wellness
- New center signs
- Automated and enhanced security systems for safety
- Warehouse lifts for supplies
- Marketing consultants/recruitment consultants
- Apprenticeship programs targeting parents and high school, college students, and succession planning
- Targeted media such as social media, radio, tv
- Vehicles for transportation
- Building repairs and maintenance
- Renovations to increase space, rearrange layouts
- Outdoor playgrounds
- Staff bonuses, stipends, incentive pay

COLA and QI Update

- Funds will be awarded before September 30, 2022
<table>
<thead>
<tr>
<th>State</th>
<th>Percentage Disbursed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arizona</td>
<td>43.5%</td>
</tr>
<tr>
<td>California</td>
<td>46.8%</td>
</tr>
<tr>
<td>Hawaii</td>
<td>66.1%</td>
</tr>
<tr>
<td>Nevada</td>
<td>48.8%</td>
</tr>
<tr>
<td>Outer Pacific</td>
<td>33.5%</td>
</tr>
<tr>
<td><strong>Region 9</strong></td>
<td><strong>46.6%</strong></td>
</tr>
</tbody>
</table>

Current as of 08/15/22
### Disbursed and Authorized CARES, CRRSA, and ARP Funding

Current as of 08/15/22

<table>
<thead>
<tr>
<th>State</th>
<th>Disbursed Amount</th>
<th>Authorized Amount</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arizona</td>
<td>$12,274,256.97</td>
<td>$28,219,582.60</td>
<td>-$15,945,325.63</td>
</tr>
<tr>
<td>California</td>
<td>$89,140,114.80</td>
<td>$190,405,635.30</td>
<td>-$101,265,520.50</td>
</tr>
<tr>
<td>Hawaii</td>
<td>$4,146,611.56</td>
<td>$6,271,786.90</td>
<td>-$2,125,175.34</td>
</tr>
<tr>
<td>Nevada</td>
<td>$2,697,314.97</td>
<td>$5,531,725.20</td>
<td>-$2,834,410.23</td>
</tr>
<tr>
<td>Outer Pacific</td>
<td>$2,111,534.09</td>
<td>$6,302,674.00</td>
<td>-$4,191,139.91</td>
</tr>
<tr>
<td>Region 9</td>
<td>$110,369,832.39</td>
<td>$236,731,404.00</td>
<td>-$126,361,571.61</td>
</tr>
</tbody>
</table>
CARES Act Spending

Data from Region 9 Fiscal Institute
CRRSA Spending

Awarded as new HE, HA, HN grants.

- 63.52% Total Not Drawn Down
- 36.48% Total Drawn Down (including advances)

Data from Region 9 Fiscal Institute
ARP Spending

Awarded as a supplement to HE, HA, HN grants.

88.12%

11.88%

Region IX

Data from Region 9 Fiscal Institute
Supporting the HS/EHS Workforce

Workforce Development Strategies

- Evaluate strategic planning efforts related to workforce, human resources, and organizational development
- Develop incentive and retention plans, policies, and practices
- Examine the 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, including “stay surveys,” use data for planning
- Other ideas?
ACF-IM-HS-22-04 (released on 6-21-2022)

The IM includes strategies for how to identifying and documenting appropriate bonuses to support the retention and recruitment of Head Start program staff.

► OHS recognizes programs are seeking strategies to provide immediate relief to current staff and ways to fill vacancies.

► Outlines strategies and potential justifications for programs to offer financial incentives as part of their retention and recruitment approach.

► As outlined in ACF-IM-HS-21-01, reasonableness during the COVID-19 pandemic likely looks different than in pre-pandemic times.

► OHS Webinar on Competitive Bonuses
Potential justifications for Financial Incentives - Determining Necessity and Reasonableness:

• Competing employers can include public school settings.

• OHS strongly encourages programs to structure incentives in a way that rewards the retention of existing staff.

• Programs should use data on the extent of their workforce shortage and program needs to demonstrate necessity and reasonableness for competitive incentives.

• Any incentives for staff are subject to an established written policy of the grant recipient for allowability.

• Financial incentives may complement, but should not replace, intentional workforce planning practices.
September 2022, OHS resumes evaluating monthly enrollment reports, tracking, and monitoring enrollment.

- All instances of prior under-enrollment will reset in September 2022
- Recipients previously designated as chronically under-enrolled will have their enrollment status reset
- September 2022 is the first month of reported enrollment OHS will evaluate as part of the Full Enrollment Initiative
- Initial focus on significantly under-enrolled recipients — those serving less than half their funded enrollment
# Head Start Enrollment

<table>
<thead>
<tr>
<th>State</th>
<th>HS Reported May</th>
<th>HS Funded May</th>
<th>HS % May</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arizona</td>
<td>7,367</td>
<td>9,810</td>
<td>75%</td>
</tr>
<tr>
<td>California</td>
<td>45,002</td>
<td>61,170</td>
<td>74%</td>
</tr>
<tr>
<td>Hawaii</td>
<td>1,696</td>
<td>2,220</td>
<td>76%</td>
</tr>
<tr>
<td>Nevada</td>
<td>1,627</td>
<td>2,008</td>
<td>81%</td>
</tr>
<tr>
<td>Pacific Islands</td>
<td>2,073</td>
<td>2,612</td>
<td>79%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>57,765</strong></td>
<td><strong>77,820</strong></td>
<td><strong>74%</strong></td>
</tr>
</tbody>
</table>
## Early Head Start Enrollment

<table>
<thead>
<tr>
<th>State</th>
<th>EHS Reported May</th>
<th>EHS Funded May</th>
<th>EHS % May</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arizona</td>
<td>2,353</td>
<td>3,236</td>
<td>73%</td>
</tr>
<tr>
<td>California</td>
<td>17,569</td>
<td>25,269</td>
<td>70%</td>
</tr>
<tr>
<td>Hawaii</td>
<td>526</td>
<td>721</td>
<td>73%</td>
</tr>
<tr>
<td>Nevada</td>
<td>583</td>
<td>929</td>
<td>63%</td>
</tr>
<tr>
<td>Pacific Islands</td>
<td>50</td>
<td>64</td>
<td>78%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>21,081</strong></td>
<td><strong>30,219</strong></td>
<td><strong>70%</strong></td>
</tr>
</tbody>
</table>
Programs must ensure Head Start services are responsive to community needs

- Relocation of centers or services with approved service areas
- Development of new community partnerships
- New program initiatives (i.e., development of apprenticeship programs)
- Shifting slots between existing, approved program options provided the program is not requesting to discontinue options currently offered or add an option not currently approved per the Notice of Award
- Shifting slots within the designated service area per the Notice of Award
- Change in Scope
  - Head Start to Early Head Start conversion
  - Part-day to full-working-day conversion
  - Enrollment reduction
  - Add or remove a program option
  - Other programmatic changes
Enrollment Tools and Resources:

- ERSEA Assessment Tool will help to identify ways to improve the program’s services [https://eclkc.ohs.acf.hhs.gov/publication/ersea-assessment-tool](https://eclkc.ohs.acf.hhs.gov/publication/ersea-assessment-tool)
- ERSEA tip sheet to identify ways to better reach and maintain enrollment [https://eclkc.ohs.acf.hhs.gov/publication/ersea-maintaining-full-enrollment](https://eclkc.ohs.acf.hhs.gov/publication/ersea-maintaining-full-enrollment)
Vaccination for HS Children

- The CDC now recommends children ages 6 months through 4 years be vaccinated against COVID-19
- OHS wants to ensure recipients and families have access to accurate information about the pediatric vaccine
- See this page on ECLKC for vaccine information, Federal resources, and strategies for family and community vaccination outreach
- Joint Letter about COVID-19 Vaccinations for Children 6 months to 5 years
  - Letter from HHS Sec. Becerra and ED Sec. Cardona on vaccination information distribution and outreach
School Safety

- Preschool preparedness for an active shooter book
  https://www.gryphonhouse.com/books/details/preschool-preparedness-for-an-active-shooter

- TEDtalk, Surviving an Active Shooter Event

- Run, Hide Fight workplace safety but can be tailored to any situation

- ECLKC Resources
  - https://www.cisa.gov/translated-active-shooter-resources
CLASS observations will be conducted, but will not be used to make competitive determinations under DRS, however, recipients must continue to use the data to:

- Provide high-quality programs to infants, toddlers, preschoolers, and their families
- Address professional development and quality improvement efforts
# FA1 and FA2 FY22 Monitoring Results

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Focus Area 1</th>
<th>Focus Area 2</th>
<th>Other Reviews</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>38</td>
<td>7</td>
<td>10</td>
</tr>
<tr>
<td>2021</td>
<td>29</td>
<td>22</td>
<td>4</td>
</tr>
<tr>
<td>2022</td>
<td>11</td>
<td>29</td>
<td>5</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>78</strong></td>
<td><strong>58</strong></td>
<td><strong>19</strong></td>
</tr>
</tbody>
</table>

*There have been 155 reviews to date.*

*OHS monitoring data as of 08/17/2022*
Areas of Concern (AOC)

Digging Deeper into AOCs:
- 41% Teacher Qualifications
- 9% HSAC
- 9% Coaching
- 9% Health Status Determinations
- 9% Staffing
- 5% SF429 Form
- 5% Mental Health Consultant
- 5% Internal Controls
- 4% Procurement
- 4% Disabilities <10%

R9 AOC Findings FY2020 - Current

Fiscal
ERSEA
Education
Health
Program Management

OHS monitoring data as of 8/08/2022

*Total AOCs to date: 22
Areas of Non-Compliance

Digging Deeper into ANCs:
- 16% Health Status Determinations
- 12% Systemic Approach to PD
- 12% Health and Safety Reporting
- 12% Background Checks
- 8% Teacher Qualifications
- 8% Using Data for Continuous Improvement
- 8% Internal Controls
- 4% Recording Federal Interest
- 4% Family Engagement Approach
- 4% Disabilities <10%
- 4% Food Allergies
- 4% Safe Environments
- 4% Board Oversight

OHS monitoring data as of 8/08/2022

*Total ANCs to date: 25
Deficiencies

OHS monitoring data as of 8/08/2022

*Total Deficiencies to date: 16

Digging Deeper into Deficiencies:
- 31% Child Supervision
- 13% Internal Controls
- 7% Using Data for Continuous Improvement
- 7% Child Rights
- 6% Cost Allocation
- 6% Program Oversight
- 6% Teacher Qualifications
- 6% Family Engagement Approach
- 6% Recording Federal Interest
- 6% Ongoing Monitoring
- 6% Health and Safety Reporting

R9 Deficiency Findings FY2020 - Current
Upcoming events on ECLKC

- Pediatric Vaccines and other COVID-19 Considerations for PY 2022-23
  https://www.zoomgov.com/webinar/register/WN_itpmgNDwSpyRd6xkXX1eHw
  - August 29 at 11:00 AM PST

- Essential Elements of Effective Mental Health Consultation
  https://us06web.zoom.us/webinar/register/WN_h4H9TQSGsImpJLfKp8rLfg
  - September 22 at 10:00 AM PST
Leading with Equity
- Informative Webinar September 8, 2022 at 1:00 PM PST
- Application open September 8 to 15, 2022
- October 19 to 21, 2022 – kick-off event at R9HSA Family Engagement and Cultural Effectiveness Conference

Pyramid Cohort
- Culminating cohort event October 4 & 5
- New cohort begins mid-November (TBD)

Webinar Series: Region 9 Successful Strategies for Full Enrollment
- September 29, 2022
- 1:30 PM PST
- Register: https://www.zoomgov.com/meeting/register/vJItf-2prDsqH0lw1dQBRfe8nEgAbcG5Qmk

*For more information on other regional TTA opportunities, please contact your assigned TTA Point of Contact (POC) or Program Specialist