

# 2018-2019 ANNUAL REPORT



*The mission of Child Development Resources is to provide the foundation to build promising futures for our children. CDR collaborates with parents and the community to deliver programs that enrich lives.*



# CONTENTS

CEO Message .....	Page 2
Vision and Agency Programs.....	Page 3
Shared Governance.....	Page 4
Head Start Program.....	Pages 5-16
Subsidized Child Care Program.....	Pages 17-20
Child Care Resource and Referral Program....	Pages 21-26
Human Resources Department.....	Pages 27-28
Financial Reports and Audits.....	Pages 29-30



This report was prepared in compliance with the  
Head Start Reauthorization Act of 2007,  
Administrative Requirements and Standards Sec. 644 [42 U.S.C 0839 (a)(2)].  
This institution is an equal opportunity provider.

# A MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

## *Welcome to Child Development Resources, also known as CDR!*

This past year has been filled with new initiatives, challenges, and opportunities; all aimed at increasing the resources needed for our children, families, and providers to grow and succeed.

Whether you are a client in one of our programs, a concerned community member, one of our many community partners, or a perspective funder, you will find a wealth of information about the unique programs and services we offer to strengthen and enrich the lives of some of our county's most vulnerable children and their families.

CDR has been instrumental in making a difference in Ventura County. We've dedicated our mission to providing groundbreaking, innovative, high-quality programs that are outcome driven and best practices supported. Our values of accountability, integrity, and respect govern our decision making and ensure that everything we do strives to promote the health and well-being of those whom we serve.

As CEO, I envision a year full of tremendous growth and opportunities for both our families and the organization as a whole. Our goal is to increase our impact and relevance in tangible ways... creating educational environments that facilitate lifelong learning for children, maintaining strength based/family focused services, and fostering a sense of community, belonging and responsibility within our families, our programs, and the larger Ventura County Community are some of the many strategies we utilize to maximize our impact and achieve favorable outcomes.

As our agency enters the new program year, we're accelerating the future through a culture and commitment to YES! The YES Commitment is our CDR strategy to becoming a bolder, and even better organization and resource for families. We believe the YES Commitment can further lift the ability of our staff and families to be a YES force for mutual support and positive change.

It is an honor to serve this community and to lead this incredible organization. Together, united as community, family, and friends, I am confident we will continue to provide our children a great gift.... OPPORTUNITY.

Finally, I wish to express my sincere appreciation to our volunteer Board of Directors, volunteer group of parents who serve on Parent Committees and Policy Council, and our dedicated staff for their valuable service. Their leadership and guidance are what ensures CDR's mission and vision for Ventura County's children is attainable.

Sincerely,



Jack Hinojosa  
Chief Executive Officer



# CHILD DEVELOPMENT RESOURCES



*CDR's Vision: Every child's growth and development will be fully supported to ensure a happy successful adult life.*

## Our Agency Programs

### Head Start Programs



Head Start Programs prepare America's most vulnerable young children to succeed in school and in life beyond school. To achieve this, Head Start programs deliver comprehensive services to children and families in core areas of early learning, health, and family well-being while engaging parents as partners every step of the way.

### Subsidized Child Care Programs



Subsidized Child Care Programs provide financial assistance for child care. The program supports eligible families with a qualifying need, such as work or school, to afford child care that meets their needs.

### Resource and Referral Programs



Resource and Referral Programs provide many different services, including child care referrals and other parenting supports, child care provider trainings and technical assistance and other efforts to increase the quality and availability of child care.



# SHARED GOVERNANCE

## Board of Directors



**Board of Directors.** Picture of members listed in order from left to right.

**Board Officers Top Row:** Jim Friedman, Joe Espino, Billie Jo Rodriguez, Richard Duarte, and Martha Johnson.

**Bottom Row:** Dr. Annie White, Esmeralda Villanueva, Jan Iceland, Jerilyn Robertson, and Nita Sanford.

## Head Start Program Policy Council



**2018-2019 Policy Council Members.** Picture of members listed in order from left to right.

**Top Row:** Jasmine Hernandez, Laura Gonzalez, Lydia Gonzalez, Maria Alvarez, Revelindo Pascual, Eric Flood, and Jaime Honorato. **Bottom Row:** Maria Carrea, Sonia Miramontes, Martha Mata, Irma Pineda, Esmeralda Villanueva. **Not Pictured:** Linda Vargas, Ofra Ortega, and Sonia Vazquez.

# HEAD START PROGRAM



Head Start is a Federal program that promotes the school readiness of children and provides a wide range of services to support the children's mental, social, and emotional development, including support for the entire family.

## *Head Start Programs offered at CDR:*

### Head Start (HS) Program/California State Preschool Program (CSSP)

The Program serves low-income three and four-year old children and their families. Program options include Home-Based and Center-Based.

### Early Head Start Program

The program serves low-income infants and toddlers under the age of three and pregnant women. Program options include Home-Based and Toddler Center.

### Early Head Start—Child Care Partnership Program

The program serves children ages zero to four years old. Child care providers offer full-day and full-year services to families working full-time, enrolled in school or training program, and that are eligible for subsidized child care and EHS services.





# HEAD START PROGRAM

## Education and Child Development Program Services



Head Start views school readiness as children possessing the skills, knowledge, and attitudes necessary for success in school and for later learning and life.

### Education and Child Development Program Goal:

Promote children's development and well-being by providing high-quality early childhood education services.

*Services include early learning education, where staff plan, assess, and record each child's progress and prepare them for kindergarten and life. Support services for children with disabilities by providing individualized services in collaboration with parents and other service providers.*

# HEAD START PROGRAM



The Head Start Approach to School Readiness means that children are ready for school, families are ready to support their children's learning, and schools are ready for children.

## School Readiness outcomes for four-year old children transitioning to Kindergarten

Kindergarten Readiness is defined as children scoring at or above the expected developmental level of the Desired Results Developmental Profile (2015) [DRDP (2015) assessment instruments for their age range in all five central domains, which are part of the Early Learning Outcomes Framework.

The table below represents the percentages of the 571 four-year old children who transitioned from our HS program into Kindergarten and scored at or above the expected developmental level for each of the five central domains in the Spring assessment period, the last check-point for the 2018-2019 school year.

Five Central Domains	% of children that scored at or above the expected development level
Approaches to Learning	88%
Social and Emotional Development	89%
Language and Literacy Development *	85%
Cognition, Including Math and Science	87%
Perceptual, Motor, and Physical Development	95%

*\* Language and Literacy development continue to be an area of focus for our program. Our program provides professional development for staff and training for parents on strategies to help build language skills.*



# HEAD START PROGRAM

## Education and Child Development Program School Readiness Goals:

The School Readiness Goals are aligned and were developed based on the five central domains listed in the Head Start Early Learning Outcomes Framework, Ages Birth to Five. Listed below are the School Readiness Goals, including a goal for children who are dual language learners.



### Approaches to Learning

*Through Approaches to Learning Children will:*

- show attentiveness, curiosity, and persistence when engaging in and completing tasks
- take the initiative to learn on their own and through their own discoveries
- demonstrate creativity through art, science, math, and language



### Social Emotional Development

*Through the relationship with caring adults, children will:*

- recognize their own feelings and manage them appropriately
- establish and maintain positive relationships with peers and adults
- interact in groups with increased competence and confidence
- follow routines and expectations



### Language and Literacy

*Through the development of language and literacy children will:*

- explore the world of books and reading
- express themselves through emergent writing skills
- learn and use words to communicate what they are thinking, feeling, and doing
- listen to and understand increasingly complex language including the names of common objects and action statements



### Cognition

*Through cognitive development children will:*

- explore numbers, quantities, shapes, and patterns to gain an understanding of math concepts and operations
- investigate how things work and explore their natural world



### Perceptual, Motor, and Physical Development

*Through perceptual, motor physical development children will:*

- gain greater control and coordination of their hands and bodies so they can learn, explore, create and do simple tasks for themselves



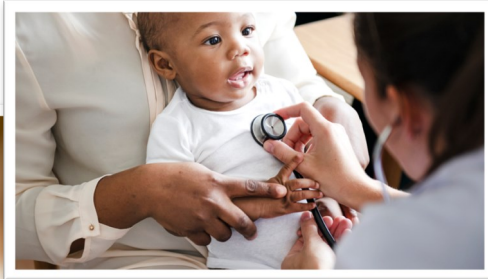
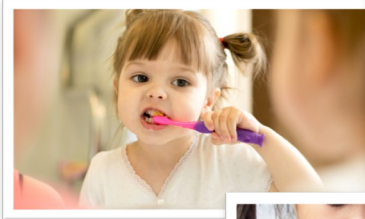
### Dual Language Learners

*Children who are dual language learners will:*

- demonstrate increased competency in their home language while developing proficiency in English

# HEAD START PROGRAM

## Health and Nutrition Program Services



### Health and Nutrition Program Goal:

Improve the health of children and families to support school readiness and lifelong wellness.

*Services include medical and dental case management to support ability to keep their children healthy and ready to learn, hearing and vision screenings, onsite visual dental exams, and mental health services, when appropriate.*



### Health Services Advisory Committee (HSAC)

*Helps support the Health and Nutrition Services*

**Health Services Advisory Committee.** Picture of members listed in order from left to right.

Jeremy Meyer, Bridget Beeman, Aby Fernandez, Denise Chica, Yanka Ricklefs, Sharon Elemensdorp, Katie Rowe, Heather Davidson, Janeth Gonzalez, and Vanessa Barragan. **Not Pictured:** Daniel Bakst, Henry Perez-DDS, Jennifer Claros, Megan Bovenzi, Melissa Ruiz, MD, Nancy Ballard, and Reyna Espinoza.



# HEAD START PROGRAM

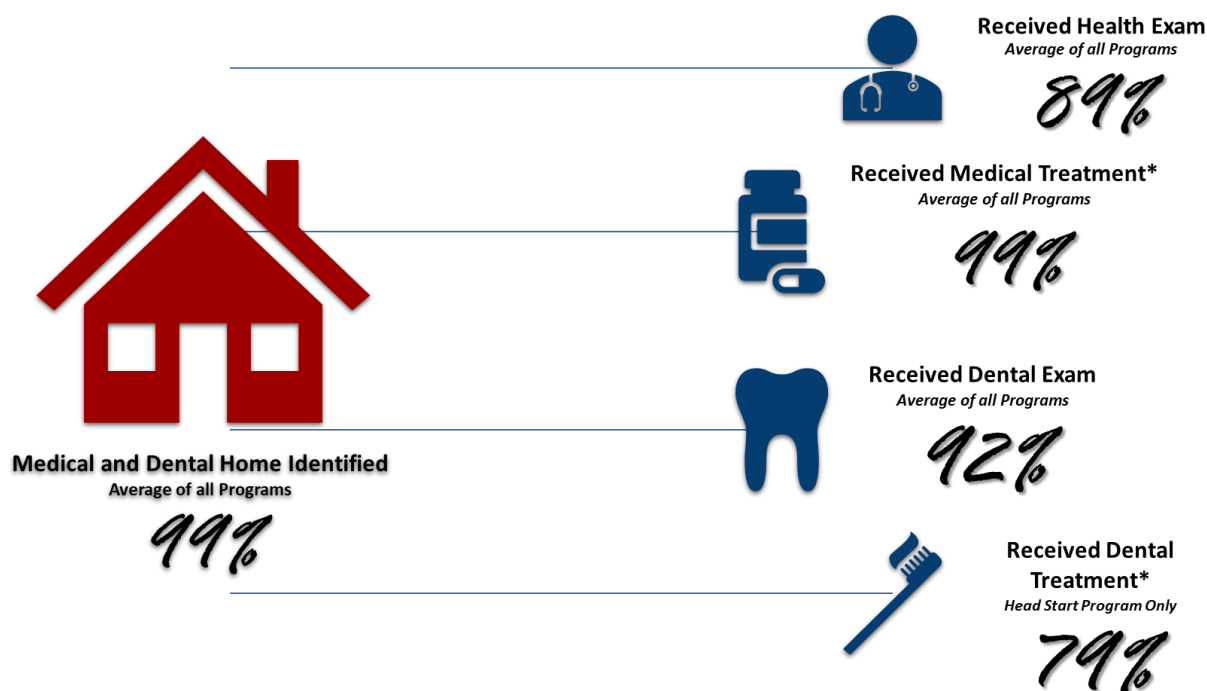
## Nutrition Services—Meals Served

CDR's Nutrition Services, consist of Breakfast, Lunch and Supplement (Snack).

Below is the breakdown of the total number of Student Meals claimed through the Child and Adult Care Food Program (CACFP) in FY 2018-2019.



## FY 2018-2019 Health Services Program Outcomes



\*Of the children identified as needing treatment, and who received the treatment.

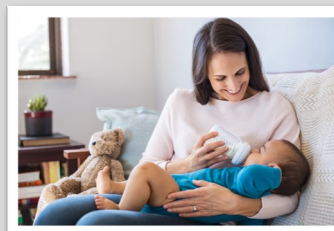
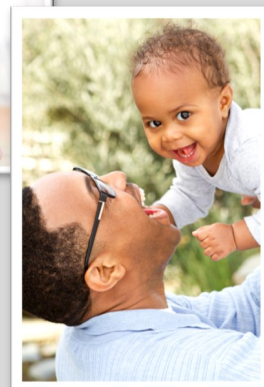
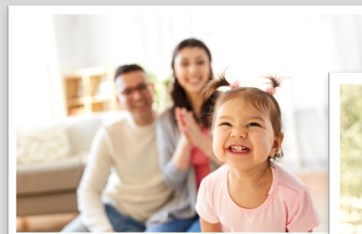
# HEAD START PROGRAM

## Family and Community Engagement Program Services

### Family and Community Engagement Program Services Goal:

Strengthen the well-being of families and parent-child interactions that support child learning and development.

*Services include parent engagement activities and leadership opportunities, supporting families to meet their needs and achieve goals, and community resources and services.*



## FY 2018-2019 Family and Community Engagement Program Outcomes

### Top Five Services Offered to Families



Parent Education

723



Health Education

529



Emergency/Crisis  
Intervention

224



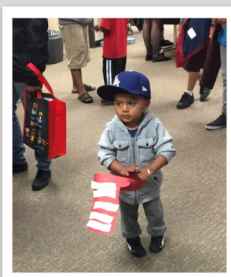
Child Abuse &  
Neglect Services

247



Mental Health  
Services

190



### Family Engagement Night—Dr. Seuss

Our Early Head Start-Child Care Partnership (EHS-CCP) staff, with the assistance of our family child care providers hold Family Engagement Nights, to provide parents in our program to enjoy an information workshop and an opportunity interact with their child. The family engagement evenings are planned around themes such as “Dr. Seuss.” Families participate in a story time, and then spend time together doing creative art and learning activities with their children.



# HEAD START PROGRAM

## Daddy & Me Events (Father Engagement)

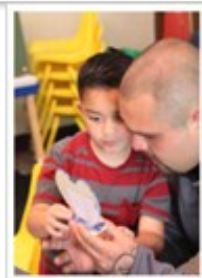
In the 2018-2019 program year, Head Start staff hosted sixteen (16) Daddy & Me Events, offering 373 parents in attendance with an opportunity to bond in a safe and friendly environment with their child.

Through this event, the father and/or male role model and child have the opportunity to bond in a safe and friendly environment. Staff use this event as an educational opportunity to share with fathers the importance it makes in their child's life when they are actively involved. Also, staff provides information and resources to the fathers that support and helps increase their knowledge about their children's development and strategies to build a richer father-child relationship.



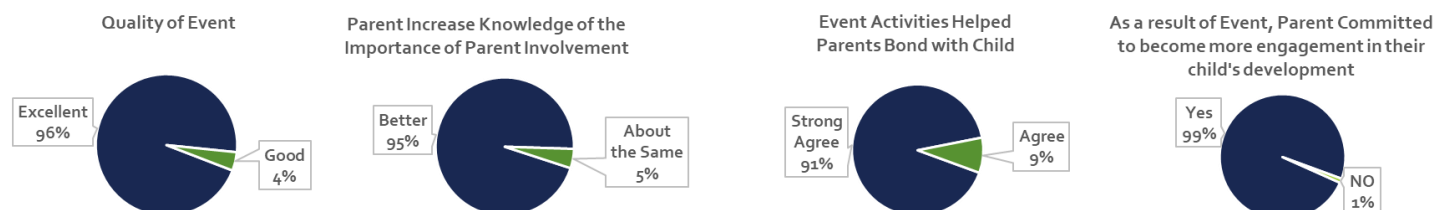
Exceeding the goal of  
serving 120 participants by

**211%**



### Parent Evaluation

Below is the self-reported program impact, based on the 303 parents who completed an evaluation.



# HEAD START PROGRAM



**Rio Lindo Playground**

*Made possible with a federal grant and partnerships with Rio School District*

## Head Start Centers – Located throughout Ventura County

### **Benita Wallick**

2717 N. Ventura Avenue, Ventura, CA 93001  
805-648-3083

### **Fillmore**

615 Shiells Drive, Fillmore, CA 93015  
805-524-4155

### **Julie Irving**

231 E. Ventura Boulevard, Oxnard, CA 93036  
805-485-7878 Ext. 777

### **Mary Crawford**

451 E. Olive Street, Oxnard, CA 93033  
805-486-9211

### **Parkview**

1416 Sixth Place, Rm.20/21, Port Hueneme, CA 93041  
805-486-0637

### **Rio Rosales**

1001 Kohala Street, Oxnard, CA 93030  
805-278-2313

### **Squires**

5000 Squires Drive, Oxnard, CA 93033  
805-488-5510

### **Berylwood**

2300 Heywood Street, Simi Valley, CA 93065  
805-583-3775

### **Hathaway**

401 E. Dollie Street, Oxnard, CA 93033  
805-271-1329

### **Larsen**

550 E. Thomas Avenue, Oxnard, CA 93033  
805-240-0043

### **Meiners Oaks**

400 S. Lomita Avenue, Ojai, CA 93023  
805-646-4833

### **Pleasant Valley**

622 E. Pleasant Valley Road, Port Hueneme, CA 93041  
805-259-1573

### **Santa Paula**

1400 E. Harvard Boulevard, Santa Paula, CA 93060  
805-525-9516/933-4936

### **Sunkist**

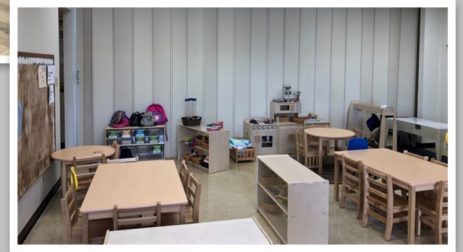
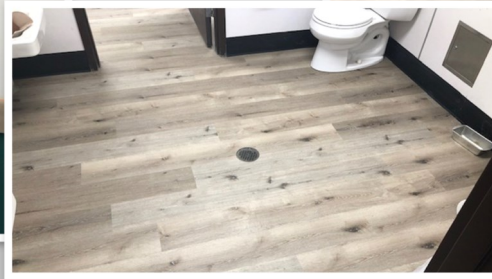
1400 Teakwood Street, Port Hueneme, CA 93041  
805-947-4626



# HEAD START PROGRAM

## *Health and Safety Program Goal:*

Support the care of children by creating safe and healthy environment.



*Head Start Funding provided CDR with the opportunity to renovate eight head Start Centers by installing new flooring and/or painting the classrooms.*

### **Bob Borrego**

**228 W. Santa Barbara Street, Santa Paula, CA 93060  
805-525-3184**

### **Haydock**

**601 W. Hill Street, Oxnard, CA 93033  
805-240-2960**

### **Little Viking**

**500 Bard Road, Oxnard, CA 93033  
805-486-1899**

### **Oak View**

**555 Mahoney Avenue, Oak View, CA 93022  
805-259-1571**

### **Rio Lindo**

**2131 Snow Avenue, Oxnard, CA 93036  
805-278-7079**

### **Sierra Linda**

**2201 Jasmine Street, Oxnard, CA 93030  
805-485-9800**

### **Ventura Neighborhood**

**4300 Telegraph Road, Ventura, CA 93003  
805-765-6150**

### **Colonia**

**1500 Camino Del Sol, Oxnard, CA 93030  
805-486-0850**

### **Hueneme**

**500 W. Clara Street, Oxnard, CA 93033  
805-488-2412**

### **Marina West**

**2551 Carob Street, Oxnard, CA 93035  
805-382-7470**

### **Oxnard College**

**4000 S. Rose Avenue, Oxnard, CA 93033  
805-633-1152**

### **Rio Plaza**

**600 Simon Way, Oxnard, CA 93036  
805-981-8752**

### **Simi**

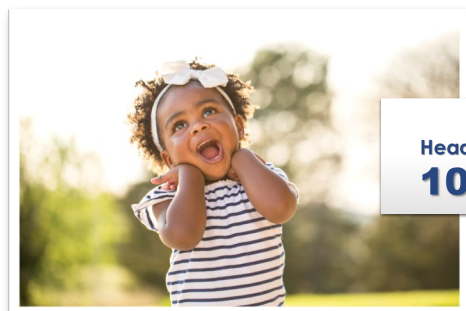
**5455 Katherine Street, Simi Valley, CA 93063  
805-259-1576**

### **Topa Topa**

**905 1/2 Pleasant Avenue, Ojai, CA 93023  
805-646-4244**

# HEAD START PROGRAM

## 2018-2019 Program Information Report



### Children Enrolled in the Head Start Programs

Head Start  
**1092**

+

Early Head Start  
**436**

+

EHS Child Care  
Partnership  
**68**

=

Cumulative  
Enrollment  
**1,596**

### Children Enrolled by Age Group, Including Pregnant Women

Children Enrolled <i>1,596</i>	Pregnant: <i>48</i>	Under One: <i>128</i>	1 Year Old: <i>144</i>	2 Year Old: <i>142</i>	3 Year Old: <i>487</i>	4 Year Old <i>647</i>



Total Families Served

*1,497*



Average Enrolled Children  
with Disability

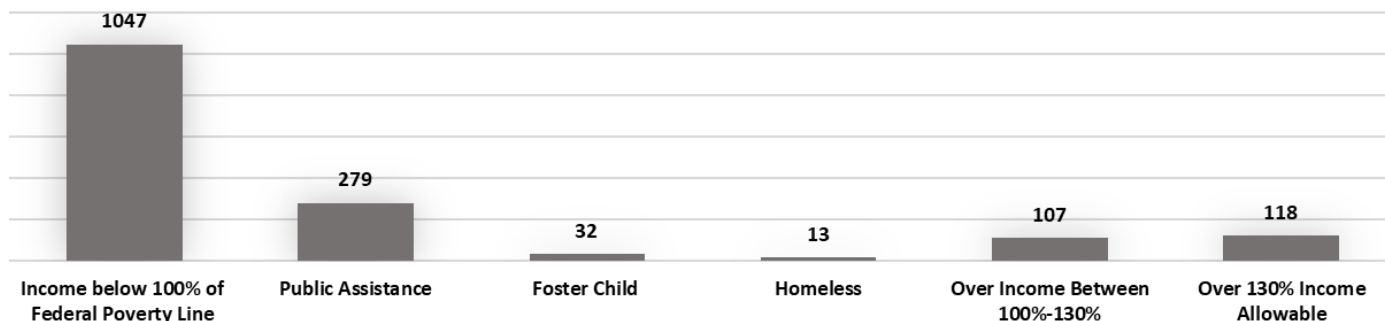
*18%*



Average Monthly Enrollment

*99%*

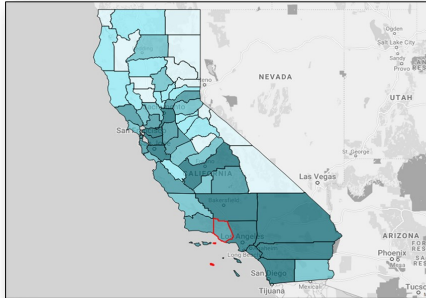
### Children Enrolled by Eligibility Type





# HEAD START PROGRAM

## Annual Update—Community Assessment Highlights



850,967 Ventura County Residents 

50,207 (5.9%) Children under five years of age 

8,547 (16.2%) Children under five years of age who fell below the Federal Poverty Level

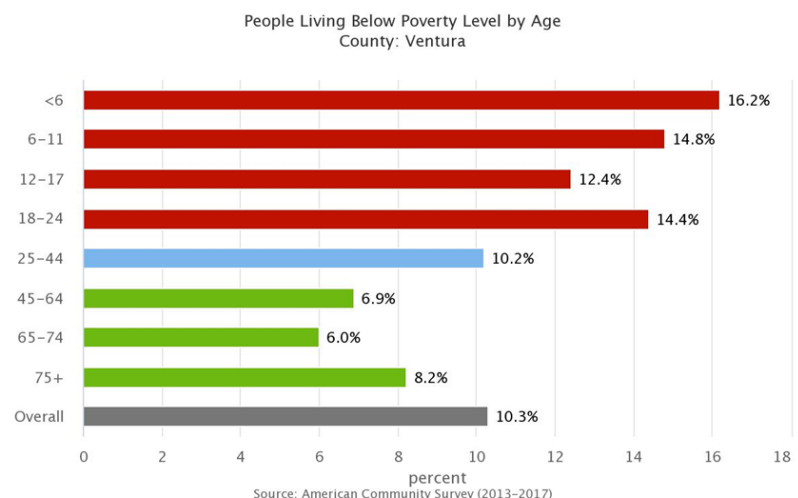
Population Source: US Census 2013-2017 American Community Survey 5-Year Estimates

Below is additional demographics for Ventura County, based on the reports reviewed by the Community Assessment Committee Members, which includes data references through the United States Census Bureau, among other reliable data sources:

- Gender Diversity: 50.5% of the population is female, 49.5% male.
- Race/Ethnic Diversity: 45% are White alone; not Hispanic or Latino; 43% of the population is Hispanic or Latino; 7.9% Asian; 2.4% African American or Black; and 0.3% are Native Hawaiian and Other Pacific Islander.
- High School Graduate or Higher, percent of persons 25 years +: 16% do not have a High School Diploma.
- Persons in Poverty: the poverty rate for the county is 9.5%.
- Unemployment: the unemployment rate is 3.6% in June 2019.
- Primary Language and Linguistic Isolation – English and Spanish are the primary languages. 15.3% of the population 5+ years old speak English 'less than very well.
- Insurance status – 9.3% of the population under 65 years are uninsured.
- 2-1-1 Annual Report listed the top three types of request as Housing (23.5%), Mental Health/Addiction 14.5%, and 3) Individual and Family Life (12.3%)

**According to the American Community Survey, in 2013-2017, 10.3% of individuals in Ventura County were living below the federal poverty level.**

**The chart on the right shows the percentage of people living below the poverty level by age group, children under the age of five have the highest percentage of 16.2%, (8,547 out of 52,759 children ages five and under.)**



www.healthmattersinvc.org

# SUBSIDIZED CHILD CARE PROGRAM



**For many low-income working families, access to subsidized child care is the key to financial stability.**

## *Subsidized Child Care Programs:*

### CalWORKs Child Care

The CalWORKs Child Care Program is administered by CDR and helps families access immediate, quality, and affordable child care as they move through the Welfare-to-Work activities towards employment and self-sufficiency, and move off of cash assistance. The CalWORKs Stage 1 is funded through the California Department of Social Services, Ventura County Human Services Agency. The CalWORKs Stages 2 and 3 are funded through the California Department of Education/Early Learning and Care Division (CDE/ELCD).

### Alternative Payment Program

Alternative Payment Programs (APPs), funded with state and federal funds, offer an array of child care arrangements for parents, such as in-home care, family child care, and center-based care. The APP helps families arrange child care services and makes payment for those services directly to the child care provider selected by the family. The APP is intended to increase parental choice and accommodate the individual needs of the family. Recipients of this program are based on income and need.

### Family Child Care Home Education Network Infant Toddler

The Family Child Care Home Education Network (FCCHEN) Program, funded by CDE/ELCD, is a partnership between the parent, family child care home provider, and CDR. The program offers affordable child care to eligible parents, supports the quality of child care, and establishes relationships between children, parents, family child care home providers, and CDR program specialists. Family child care home providers enrolled, receive ongoing professional development training, guidance, and technical support from CDR program specialists to assure high-quality child development services.



# SUBSIDIZED CHILD CARE PROGRAM

## NEW—Emergency Child Care Bridge Program for Foster Children

### Expanding Access for Foster Children

In 2019, CDR in partnership with the Ventura County Human Services Agency, Children and Family Services Division launched the new Emergency Child Care Bridge Program for Foster Children (Bridge Program). This is a new State funded program administered through the California Department of Social Services (CDSS) and the Department of Children and Family Services (CFS).

The new Bridge Program is a time-limited program designed to increase the number of foster children successfully placed in home-based family care settings, increase capacity of child care programs to meet the needs of foster children in their care, and maximize funding to support the child care needs of eligible families.

### There are three component to the Bridge Program:

#### Navigator

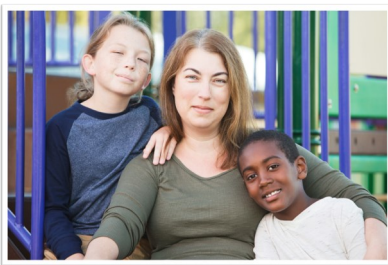
Navigator Services provides enhanced child care referrals, providing a list of potential child care providers often within twenty-four hours of receipt of the Bridge Referral.

#### Voucher

Voucher Services, upon the selection of a child care provider, the Bridge program will pay for child care costs directly to the child care provider.

#### Trauma-Informed

Trauma Informed Care Training (TIC), this component of the Bridge Program provides Trauma informed care training, to providers who are caring or may have a foster child placed in their program. The TIC trainer provide technical assistance and site visits to child care centers, family child care and license-exempt care providers who have enrolled or will potentially enroll foster child/children in their program. *In 2018-2019, CDR offered four workshops on trauma informed care, totaling 156 providers in attendance.*



# SUBSIDIZED CHILD CARE PROGRAM

## 2018-2019 Subsidized Child Care Program Outcomes

### Subsidized Child Care Programs—Children Served



CalWorks Program Stage 1:

1,400



CalWorks Program Stage 2:

1,326



CalWorks Program Stage 3:

770



Total Children Served

4,813



APP Program:

1,084



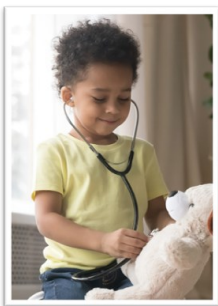
FCCEHN Program:

157



Foster Bridge Program

76



### Need for Subsidized Child Care Services

There are 1,317 Children on the CDR's Subsidized Eligibility Waiting List  
for the APP and FCCHEN programs.



# SUBSIDIZED CHILD CARE PROGRAM

## Subsidized Child Care Programs Testimonies:

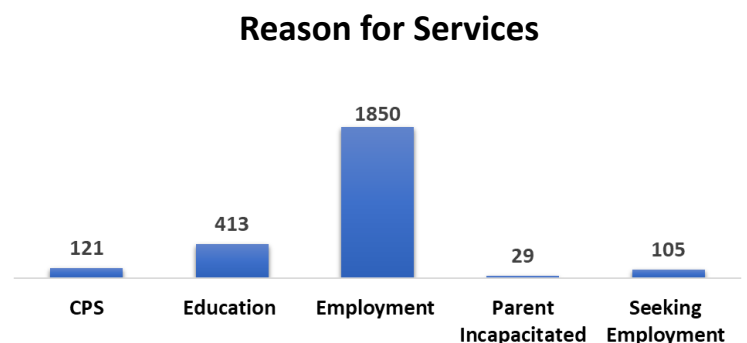
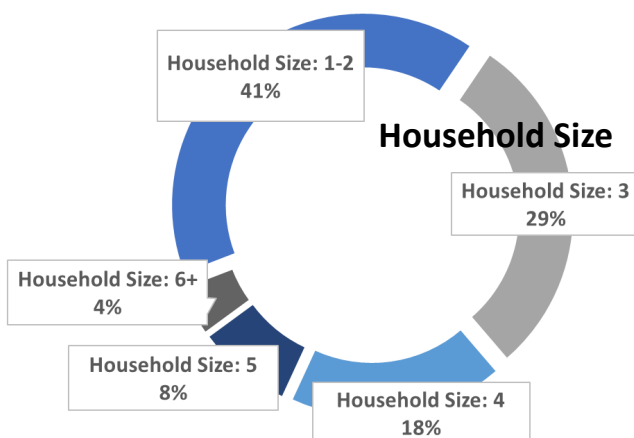
*CDR offers so much more than just childcare:*

Five years ago, I moved back to Ventura County with my 3 children.

I started with nothing. Started to receive subsidized child care and since then I have been able to keep a steady job and have been able to promote within the company. If I did not have reliable day care this would not have been possible.

*D. Moreno*

## FY 2018-2019 Subsidized Child Care Program— Families Served General Program Information





# CHILD CARE RESOURCE AND REFERRAL PROGRAM



## *Child Care Resource and Referral Program*

Through the Resource and Referral Program, staff provide information to all parents and the community about the availability of child care in Ventura County. Resource & Referral staff assists potential providers in the licensing process, training designed to have an impact on quality programs, and coordinates community resources for the benefit of parents and child care providers. The goal of the program is to increase the quality and quantity of child care in Ventura County.



# CHILD CARE RESOURCE AND REFERRAL PROGRAM

## Child Care Resource and Referral Program Services

### Child Care Referrals

This service provides free child care referrals to all parents. Resource & Referral Specialist help parents find quality, affordable, and accessible child care program that best meets their family needs.

### Child Care Initiative Project

This project provides free training and support for new and existing licensed family child care home providers. Services includes pre-licensing home visits, workshops/trainings, support and guidance, networking opportunities with other family child care providers, marketing strategies, and educational incentives.

### Health & Safety Reimbursement Grant

This grant provides reimbursements for initial and renewal CPR/First aid training courses completed by licensed center-based, family child care and license-exempt child care providers.

### Preventative Health and Safety Practices Training

CDR offers a free eight-hour Preventative Health and Safety training for persons seeking a center or family child care license in Ventura and Santa Barbara counties. The training includes a one-hour nutrition workshop. In addition, CDR hosted a half-day Disaster Preparedness event, where 75 attendees learned about emergency preparedness, teaching young children emergency safety and how to deal with trauma after a tragedy. Each participant received an emergency backpack valued at \$120.


### Workshops and Provider Training

CDR offers training to providers on a variety of topics to improve the overall quality of child care in Ventura County.

### Toy Lending Library

The Toy lending library is a community resource available to child care providers, students and educators. Materials consists of a variety of high-quality age-appropriate learning materials for children 0-12 years of age.

# CHILD CARE RESOURCE AND REFERRAL PROGRAM



Choosing child care is one of the most important decisions families make, and it can be difficult to find reliable information about your child care options.

*We are here to help!*

## 2018-2019 Child Care Resource and Referral Program

### Parent Services—Child Care Referrals



Child Care Referrals

2,924



# CHILD CARE RESOURCE AND REFERRAL PROGRAM

## 2018-2019 Child Care Resource and Referral Program

### Provider Services—Program Services Outcomes



Child Care Initiative Project  
126 Providers Assisted



Health & Safety Reimbursement Grant  
101 Providers Assisted



Preventative Health & Safety Practices  
Training  
100 Providers Participated



Disaster Preparedness Event  
75 Providers Participated



Workshops Hosted  
48 Providers Participated



Providers Trained  
1,527



Toy Lending Library  
Toys Lend  
1,454



# CHILD CARE RESOURCE AND REFERRAL PROGRAM

## Parent Café

The goal of the Parent Café is to create an environment where parents can engage in a rich roundtable conversation with other parents facing similar challenges, joys, and questions around raising children. The Parent Café's are based on the Strengthening Families Protective Factors Framework from the National Alliance of Children Trust and Preventative Funds.





# CHILD CARE RESOURCE AND REFERRAL PROGRAM

## Parent Café—Program Impact:

In the 2018-2019 program year, CDR hosted three (3) Parent Café meetings, providing the 140 parents in attendance with leadership opportunities by engaging in group activities with meaningful discussion.

Of the 115 who completed an event evaluation, below is the self-reported impact:

- ⇒ 93% increased their knowledge of available resources to support their family goals/outcomes.
- ⇒ 94% increased their confidence with access and utilization of resources to support their family.



*The Parent Cafés are a collaboration between the Child Care Program Department & the Head Start/State Preschool Programs.*

## Thank you to our Donors:



**Pacific Western Bank & Community West Bank Check Presentations**

# HUMAN RESOURCES DEPARTMENT



CDR's Human Resources Department is dedicated to providing quality support services to its diverse workforce – CDR's most valuable resource.

It is a strategic partner that administers comprehensive employee support services, including a discrimination and harassment-free work environment, equal employment opportunities, onboarding, orientations, policy direction, labor law compliance, safety, performance management training, and fair and competitive compensation and benefits.

## Our Workforce

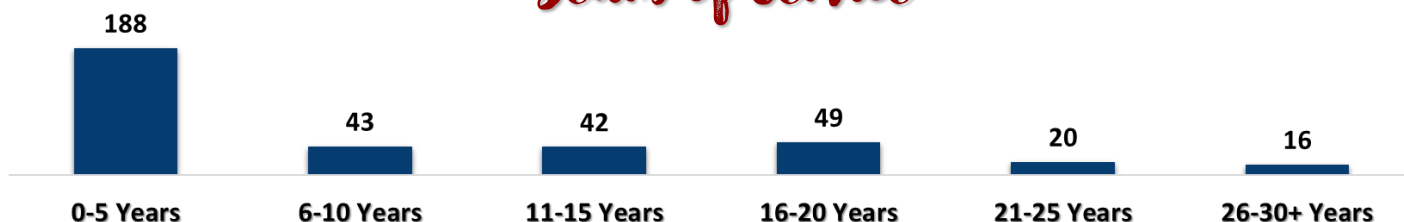
  
Total Employees  
**358**

  
% Employed  
Over 10 years  
**35%**

  
Promoted  
Employees  
**15**

  
New  
Employees  
**43**

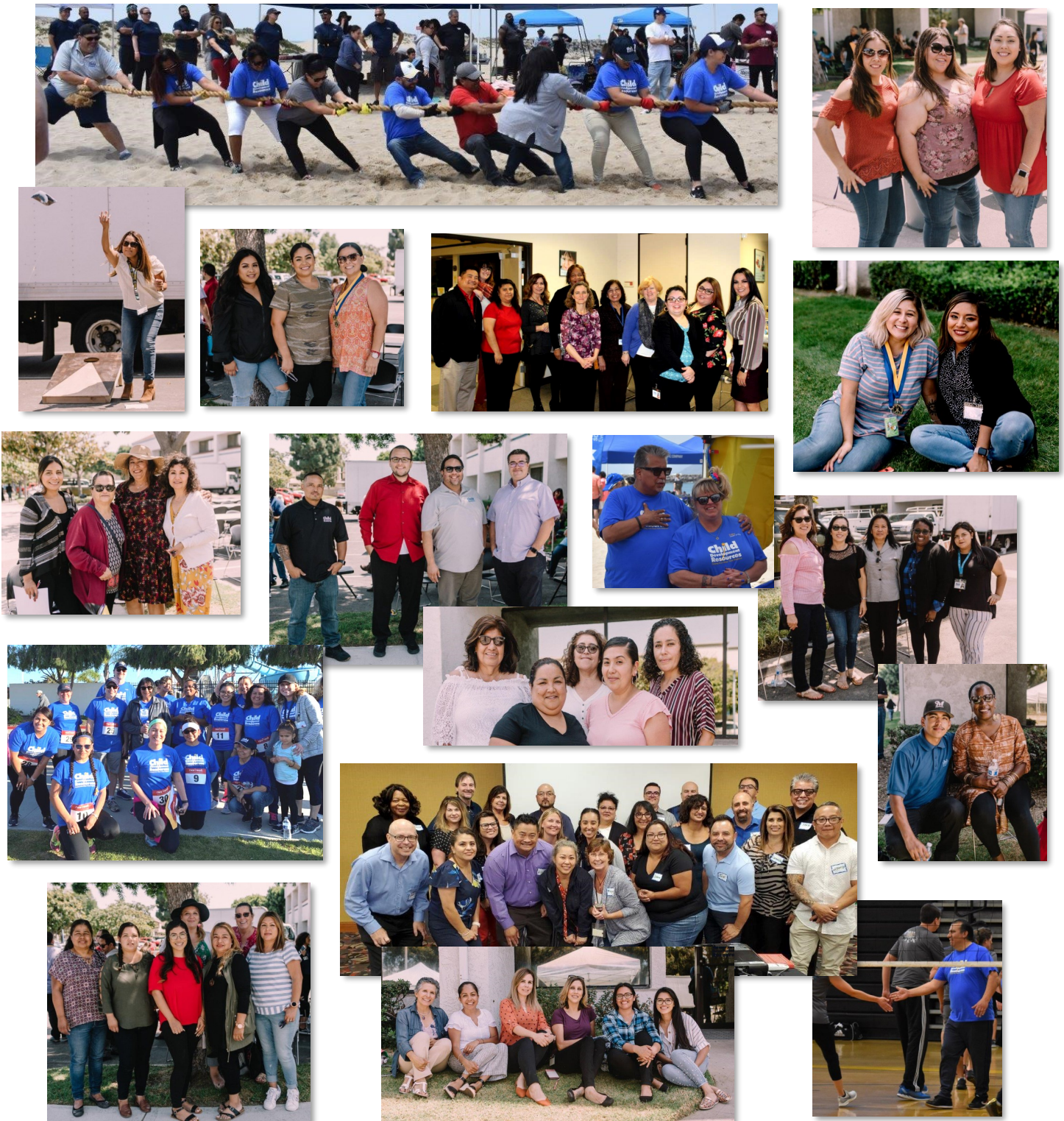
## Years of Service





# HUMAN RESOURCES DEPARTMENT

## *Our Workforce in Action*





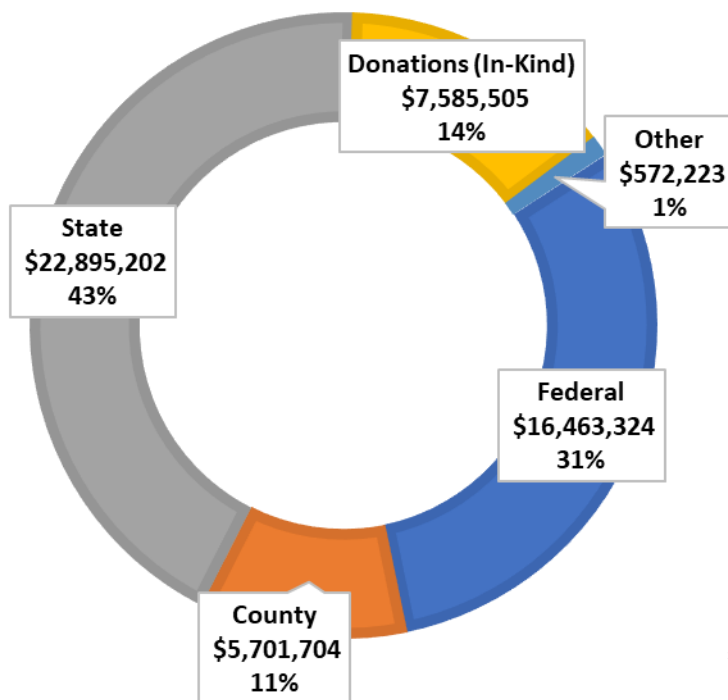
# AGENCY FINANCIAL AUDIT SUMMARY REPORT

## 2018-2019 Agency Financial Audit Summary Report

Revenue Source: \$53,408,874

July 1, 2018-June 30, 2019	
Federal Contracts	\$ 16,463,322
State Contracts	\$ 22,895,202
County Contracts	\$ 5,701,704
Other Revenue	\$ 763,140
Donations (In-kind)	\$ 7,585,506
Total Budget	\$ 53,408,874

Actual Expenditures: \$53,217,958



An independent financial audit was conducted by Vasin, Heyn & Company for the fiscal year ending June 30, 2019. No deficiencies or instances of noncompliance were found.

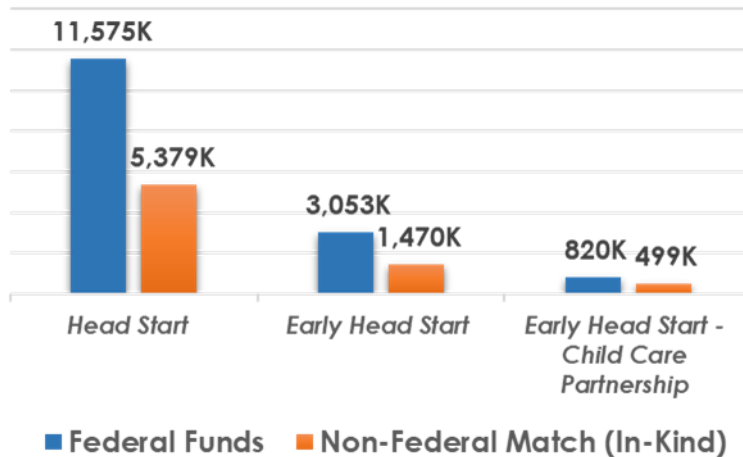




# HEAD START FINANCIAL REPORTS

## 2018-2019 Head Start Financial Summary Report

### Revenues/Sources of Income (FY 2018-2019)



### Actual Expenditures (FY 2018-2019)

Actual Expenditures (2018-2019)	HS	EHS	EHS- CCP
	April 2018-March 2019	April 2018- March 2019	Sep. 2018-August 2019
Personnel	\$ 6,371,751	\$ 1,841,615	\$ 286,338
Fringe Benefits	\$ 3,052,294	\$ 464,279	\$ 86,458
Travel	\$ 121,356	\$ 73,135	\$ 13,122
Equipment	\$ 220,574	\$ -	\$ -
Supplies	\$ 672,610	\$ 67,677	\$ 88,782
Contractual	\$ 210,886	\$ 35,827	\$ 4,464
Providers	\$ -	\$ 2,774	\$ 182,179
Other	\$ 89,968	\$ 341,439	\$ 98,314
Indirect Cost	\$ 835,603	\$ 226,090	\$ 60,599
<i>Total Expenditures</i>	\$ 11,575,042	\$ 3,052,835	\$ 820,256

### Proposed Budget (FY 2019-2020)

Projected Funding (2019-2020)	HS	EHS	EHS- CCP
	April 2019-March 2020	April 2019-March 2020	Sept.2019-August 2020
Program Operations	\$ 12,685,078	\$ 3,036,371	\$ 815,925
Training and Technical Assistance	\$ 133,748	\$ 69,799	\$ 19,000
Total Federal	\$ 12,818,826	\$ 3,106,170	\$ 834,925
Non-Federal	\$ 3,204,707	\$ 776,543	\$ 208,731
<i>Total Budget</i>	\$ 16,023,533	\$ 3,882,713	\$ 1,043,656

221 E. Ventura Boulevard,  
Oxnard, CA 93036  
805-485-7878  
[www.edrv.org](http://www.edrv.org)