

2020-2021 ANNUAL REPORT



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HELPING STARS SHINE THEIR BRIGHTEST!



Message from the Chief Executive Officer

At Child Development Resources, everything we do is governed by our mission, vision, guiding principles, core values, and YES commitment. They are inherent to who we are and what we stand for. Our success as an organization is a direct result of our employee's dedication and commitment to our mission.

As I reflect on the challenges our staff, children, families, child care providers, community-based organizations, and community at-large faced this past year due to the pandemic, I feel so fortunate and proud to be able to be part of an organization that is built on a solid foundation and exists to be of service to the children and families who live in Ventura County.

I am also extremely fortunate to be working with a group of people that are dedicated and passionate about the work that they do on a daily basis and lead an organization that is well respected in the community.

When a child is nurtured in an enriching child care and preschool environment, he or she has the foundation to succeed, and every child's success strengthens our community.

This annual report highlights many of our accomplishments of the past year. We have continued to make important progress on furthering our YES Commitment culture, inspiring and supporting staff's self-care, personal and professional growth, deepened and strengthened partnerships with public and private agencies, and community-based organizations.

We have also increased our presence on social media with regular postings of CDR-related news, videos, photos, including employee spotlights, Head Start Program outreach and recruitment, Subsidized Child Care Program resources for child care providers, special events, and community partnerships.

Renewed investments in early learning combined with a heightened federal, state and local awareness of early care and education needs, has us hopeful for expanding opportunities in the near future.

Thanks to our loyal and generous support from CDR's Board of Directors, Policy Council, community partners and employees, we continue to not only survive, but thrive!

CDR is leading the way to support children and families, including child care providers (essential workers), to support the health, learning and well-being of all children and families we serve.

We'll continue to fulfill our mission until every child, no matter their language, race or ethnicity, special needs, or their family's unique challenges, can achieve their full potential.

Thank you,

Jack Hinojosa
Chief Executive Officer

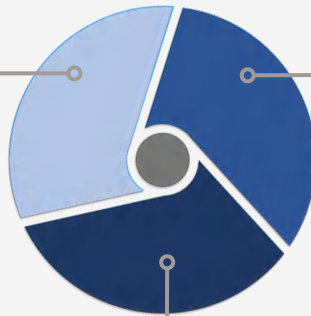
ABOUT CHILD DEVELOPMENT RESOURCES

Our Mission creates **FOCUS**.
Our Vision provides **DIRECTION**.
Our Guiding Principles and Core Values and YES Commitment define our **BEHAVIOUR**.



Mission

The mission of Child Development Resources (CDR) 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.



Vision



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

Guiding Principles and Core Values



Our Guiding Principles and Core Values are truly the foundation of our success. CDR enriches and strengthens the lives of children and their families in Ventura County through high-quality programs. CDR actively seeks to develop, secure and promote a variety of programs and resources to serve the needs of children, families and the community of Ventura County.



YES Commitment

We are the Community and Place of YES!
We inspire children, parents and staff with an attitude of YES that we all can achieve our aspirations and goals.

MEET THE EXECUTIVE TEAM



JACK HINOJOSA
Chief Executive
Officer



**ALEC
HAIRABEDIAN**
Chief Financial
Officer



**SUZANNE
GODINEZ**
Director of Early
Care & Education
Programs



**STUART
ORLINSKY**
Program Operations
Analysis Officer



**JOE
JIMENEZ-CURIEL**
Human Resources
Director



SHARED GOVERNANCE



Board of Directors

The Board of Directors (BOD) is comprised of eleven dedicated volunteers that represent various sectors of the community. The BOD is legally and fiscally responsible for all activities of the agency, including decisions for the agency policies, approving the annual budget, and determining the goals and the direction of the agency and its programs.



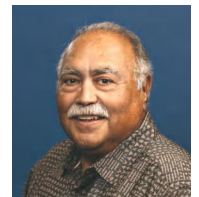
JIM FRIEDMAN
President



JOE ESPINO
Vice-President



BILLIE JO RODRIGUEZ
Treasurer



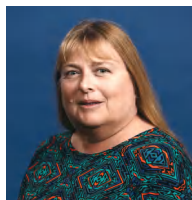
RICHARD DUARTE
Secretary



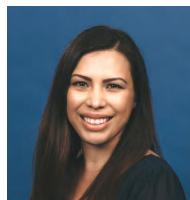
DR. ANNIE WHITE
Board Member



JAN ICELAND
Board Member



JERILYN ROBERTSON
Board Member



MARTHA JOHNSON
Board Member



MARTHA MATA
Policy Council
Liaison



NITA SANFORD
Board Member



SEAN MORREALE
Board Member

Policy Council

The Policy Council (PC) consists of 30 members, that include Head Start parents and community representatives.

The PC, in partnership with the Board of Directors, is the governing body of the Head Start Program. The PC is responsible for the direction of the program, including making decisions about policies, operating procedures, budgets, and proper adherence to program guidelines.



JUAN OJEDA
Chairperson



MARTHA MATA
Secretary

HEAD START PROGRAM



Head Start is a national 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 (EHS) 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-Based.

 **EARLY HEAD START-CHILD CARE PARTNERSHIP (EHS-CCP) 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 programs prepare Ventura County's most vulnerable young children to succeed in school and in life beyond school. Head Start is at the forefront of continuation improvement in early childhood education. To achieve this, Head Start programs deliver comprehensive services to children and families by offering Early Care and Education Services, Health and Nutrition Services, and Family and Community Engagement Services (focus on family well-being).

EARLY CARE AND EDUCATION SERVICES PROGRAM GOAL

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



Early Care and Education Services

Services include early learning education, where instructional staff plan, individualize, assess and record each child's progress and prepare them for kindergarten and life. Children with special needs and disabilities are supported by understanding their unique needs and providing individualized services in collaboration with parents and service providers.

Approach to School Readiness and Head Start Activities

CURRICULUM

The Head Start Program uses the Creative Curriculum, to support children's learning and development. The Creative Curriculum is research-based and aligns with the Head Start Early Learning Outcomes Framework, Ages Birth to Five.

DEVELOPMENTAL SCREENING AND ASSESSMENTS

The program staff uses the Ages and Stages Questionnaire (ASQ-3) as the developmental screening and the Ages and Stages Questionnaire Social and Emotional, Second Edition (ASQ:SE-2) as the behavioral screening. For the developmental assessment, the program staff utilizes the Desired Results Developmental Profile© 2015 (DRDP [2015]) and Teaching Strategies GOLD®

TEACHING PYRAMID FRAMEWORK STRATEGIES (PROFESSIONAL DEVELOPMENT)

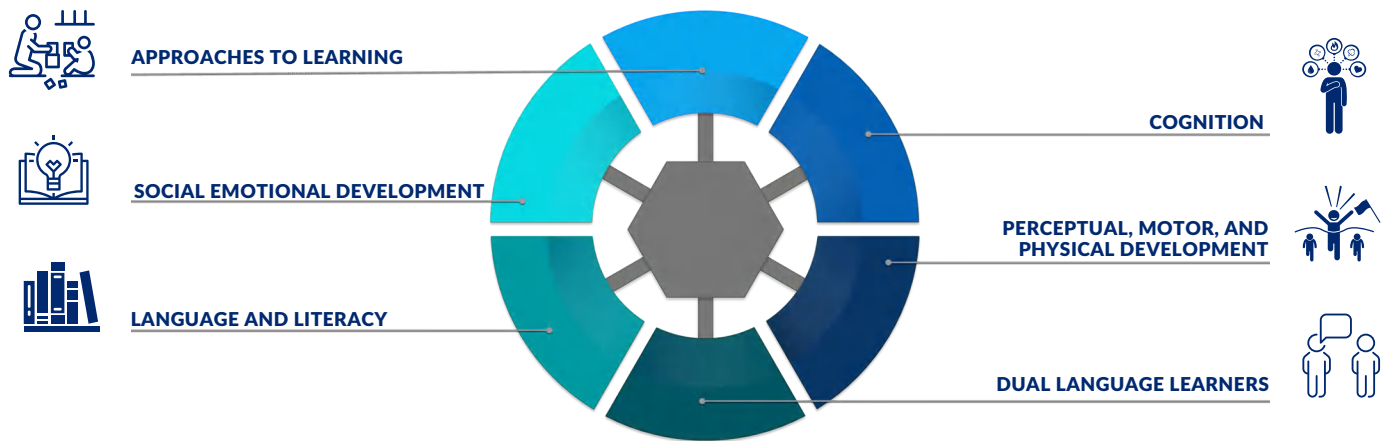
The program staff use Teaching Pyramid Framework Strategies, an evidence-based curriculum, for both soft and intensive coaching. The Teaching Pyramid approach incorporates early childhood Positive Behavior Support to promote healthy social-emotional development, support children's appropriate behavior, prevent challenging behavior and address behavior issues.



HEAD START PROGRAM

School Readiness Program Goals

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



Description of the School Readiness Goals

Through **Approaches to Learning** children will:

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

Through the relationship with caring adults (**Social Emotional Development**), children will:

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

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

Through **Cognition 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

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.

Children who are **Dual Language Learners** will demonstrate increased competency in their home language while developing in English.

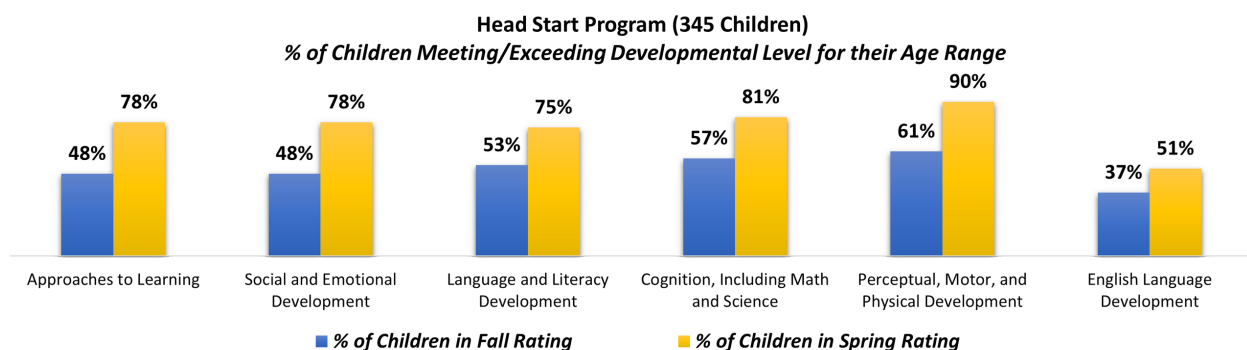
HEAD START PROGRAM

Children Learning and Exploring!



School Readiness Outcomes Children Transitioning to Kindergarten

The chart below represents the percentage of the 345 four-year old children who transitioned from our Head Start Program into Kindergarten and that scored at or above expected developmental level for each of the five central domains in the Fall and Spring Assessment periods for the 2020-2021 program year.



HEAD START PROGRAM

HEALTH & NUTRITION PROGRAM GOAL

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

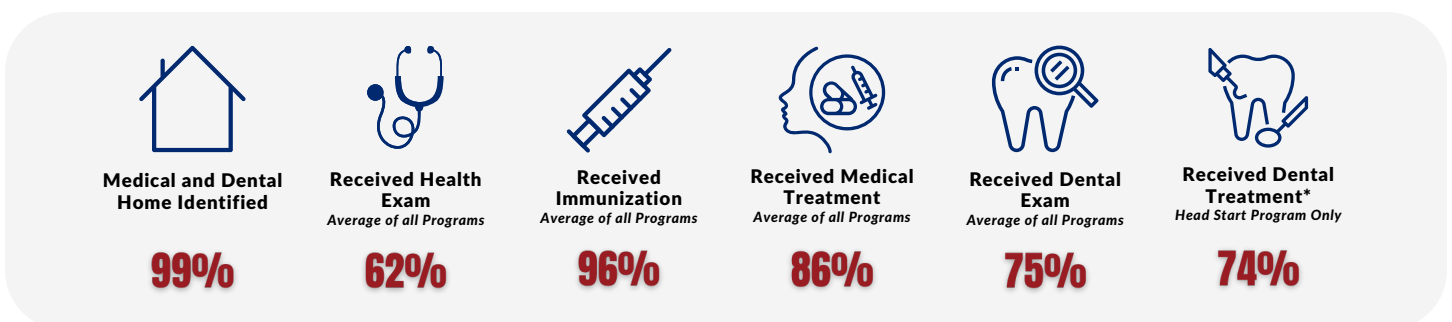


Health and Nutrition Services

CDR Head Start services include medical and dental case management to support the family's ability to keep their children healthy and ready to learn. Program staff provide onsite hearing and vision screenings, partner with local dentists to perform onsite visual dental exams, and provide mental health referrals, when appropriate. As part of the nutrition program, we evaluate each child's nutritional needs and provide healthy meals and snacks.

2020-2021 Health and Nutrition Program Outcomes:

Below is the percentage of enrolled children that have medical and dental insurance, received a medical exam, and dental exams in the 2020-2021 School Year. These children were up-to-date on a schedule of age appropriate preventive and primary health care, according to California's Early and Periodic Screening, Diagnostic and Treatment (EPSDT) schedule for well child care.



Due to the COVID-19 pandemic some medical and dental services were temporarily paused at the beginning of the stay-at-home order. Once services resumed, Head Start staff were able to assist families in accessing proper health care and to ensure children were up-to-date with health requirements.

HEAD START PROGRAM

HEALTH SERVICES ADVISORY COMMITTEE

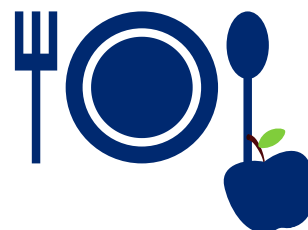
The Health Services Advisory Committee (HSAC) helps support the Health and Nutrition Services. The committee advises on the planning, operation, and evaluation of health services as required in the Head Start Program Performance Standards. The group meets quarterly and provides guidance on building and maintaining high-quality health services and health-related policies, that help promote school readiness for the children we serve.

Health Services Advisory Committee Members:

- Amy Avelar, Special Supplemental Nutrition Program for Women, Infants, and Children Program
- Billy Famularo, Gold Coast Health Plan
- Bridget Beeman, Ventura County Public Health - Child Health & Disability Prevention Program
- Carina Cervantes, Ventura County Public Health - Adolescent Family Life Program
- Daniel Wells, New Dawn Counseling and Consulting
- Heather Guerrero, First 5 Ventura County
- Julianne Block, Gold Coast Health Plan
- Laura Martinez, Ventura County Public Health - Health Education
- Megan Bovenzi, Tri-Counties Regional Center
- Melissa Ruiz, MD, Pediatrician
- Nancy Ballard, Ventura County Public Health - Adolescent Family Life Program
- Sahar Sepidehdam, Dentist
- Regina Reed, Ventura County Special Education Local Plan Area
- Reyna Espinoza, Tri-Counties Regional Center
- CDR Head Start Policy Council Representatives:
 - Juan Ojeda, Chairperson
 - Martha Mata, Secretary
- CDR Head Start Program Staff:
 - Chloe Hansen, Mental Health Coordinator
 - Jeremy Meyer, Health & Nutrition Coordinator
 - Vanessa Barragan, Health & Nutrition Coordinator

Nutrition Services

CDR's Nutrition Services consists of providing Head Start Center-Based children with nutrition meals that include a Breakfast, Lunch, and Supplement (Snack) through the Child and Adult Care Food Program (CACFP). In addition, program staff empower and educate parents to make healthy choices for themselves and their children.



Number of Student Meals Claimed in FY 2020-2021.

$$\begin{array}{ccccccc} \mathbf{17,662} & + & \mathbf{18,633} & + & \mathbf{15,224} & = & \mathbf{51,519} \\ \text{BREAKFAST} & & \text{LUNCH} & & \text{SUPPLEMENTAL} & & \text{TOTAL MEALS \& SUPPLEMENTAL} \end{array}$$

Due to COVID-19 pandemic and the limited number of classrooms opened the total meals is low compare to previous years.

FAMILY & COMMUNITY ENGAGEMENT PROGRAM SERVICES GOAL

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



Family and Community Engagement Services

Programs support and strengthen parent-child relationships and engage families in the learning and development of their child. Services include parent engagement activities and leadership opportunities, supporting families to meet their needs and achieve goals, and community resources and services.

Staff training offered to support and meet the needs of the families we serve.

ANTI-BIAS/ANTI-RACISM TRAININGS

The family engagement unit coordinated a three-part training series for all Head Start Program staff to help better understand the concepts of anti-bias/anti-racism, and strategies to support their work and everyday lives. As a program, we want to ensure we are providing services using an anti-racism approach so we are culturally responsive to all staff and families.

The three-part training consisted of the following key training topics:

- Training 1: Intro to Racial Literacy for Early Educators
- Training 2: Going Deeper: Addressing Bias
- Training 3: Anti-Bias Practices for the Early Childhood Classroom

TRAUMA-INFORMED REFLECTIVE PRACTICES

Using the data from the previous year (2019-2020), program staff extended and expanded the Trauma-Informed Training in the 2020-2021 program year for the Family Services Specialist, Family Development Educators, and the Head Start Home-Based Teachers. The training curriculum objectives included: putting in practice trauma-responsive and resilience-building strategies at work, reflecting on real scenarios to apply trauma-responsive and resilience-building strategies, applying trauma-responsive and resilience-building application of strategies for myself, and cultivating self-awareness and self-care practices.

HEAD START PROGRAM

Family and Community Engagement Program Activities

Parent Education and Leadership Program: "Abriendo Puertas/Opening Doors"

The Head Start Program offered the parenting curriculum, "Abriendo Puertas, Opening Doors." The parenting curriculum is research-based with a focus on leadership and advocacy for families with children ages zero to five. Parents participated in an orientation, attended ten interactive group sessions to strengthen their leadership, knowledge, and support systems, which are all key in preparing their young children for school success. This was facilitated by assisting parents in building strong foundations for their children in reading, math, technology, and more. Through this process parents support each other in utilizing what they are learning and in making what they have learned, a part of their daily life, understanding that they are in powerful positions, as leaders and advocates for their children and families.



Abriendo Puertas
Opening Doors

95

Total Parents Participated
in the Parent Education

Abriendo Puertas Graduates!



"Thank you very much, this program helped me so much to be a better father for my children."

Sergio Arroyo



2020-2021 Top Services Provided to Families

Below is the percentage of the families that requested and/or received the following services that promote positive family outcomes.



Education on
Preventative and
Oral Health

62%



Supporting
Transitions
between programs

55%



Education on
Nutrition

53%



Emergency/Crisis
Intervention

51%



Mental Health
Services

33%

HEAD START PROGRAM



HEALTH & SAFETY PROGRAM GOAL

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

Facilities Program Services

The facility department and team members continued to work on various projects throughout the program year, including the improvements of two playgrounds and the replacement of flooring at three centers. In addition, they ensured the properties and facilities were properly maintained and sanitized to provide a safe work environment.



Head Start Center Open and Closures During the COVID-19 Pandemic

In response to the COVID-19 pandemic, for the 2020-2021 program year, program staff expanded its services to offer a combination of *in-person and remote distance learning* to ensure families are supported and children receive the much-needed services.



At the beginning of 2020-2021 Program Year, 8 out of the 27 Head Start Centers were opened offering in-person services.

At the beginning of the program year, in-person learning option consisted of eight centers, including the Julie Irving Toddler Center and the remote distance learning option consisted of the remaining 19 centers and the Head Start and Early Head Start Home-Based option. At the end of the program year, seventeen centers were opened, offering in-person.

In addition, the program:

- Reduced the group size for children at the open centers to meet the guidance on physical distancing recommendations by Ventura County Public Health to protect children's and staff's health and safety.
- Developed, implemented, and provided training on the COVID-19 Prevention Program and Return-to-Work Place (CPP/RTW) Toolkit for Central Offices, Ventral Warehouse and Head Start Centers.

HEAD START PROGRAM

Head Start Centers - Ventura County

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

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

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

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

Rio Plaza
600 Simon Way,
Oxnard, CA 93036
805-981-8752

Sierra Linda
2201 Jasmine Street,
Oxnard, CA 93030
805-485-9800

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

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

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

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

Marina West
2551 Carob Street,
Oxnard, CA 93035
805-382-7470

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

Rancho Campana
4235 Mar Vista Drive
Camarillo, CA 93010
805-486-0850

Rio Rosales
1001 Kohala Street,
Oxnard, CA 93030
805-620-8110

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

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

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

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

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

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

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

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

HEAD START PROGRAM



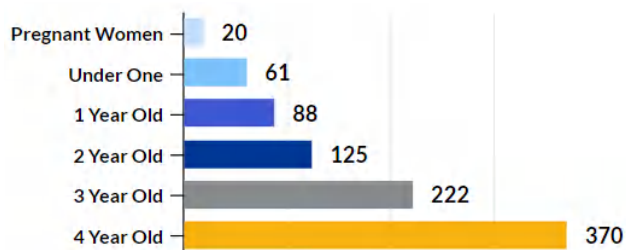
Program Information Report

In March 2020, our programs were temporarily closed due to the COVID-19 pandemic and the state stay-at-home order. These temporary closures directly impacted the number of children and families served. We implemented smaller class sizes of 10 children and distance learning through the end of the school year.

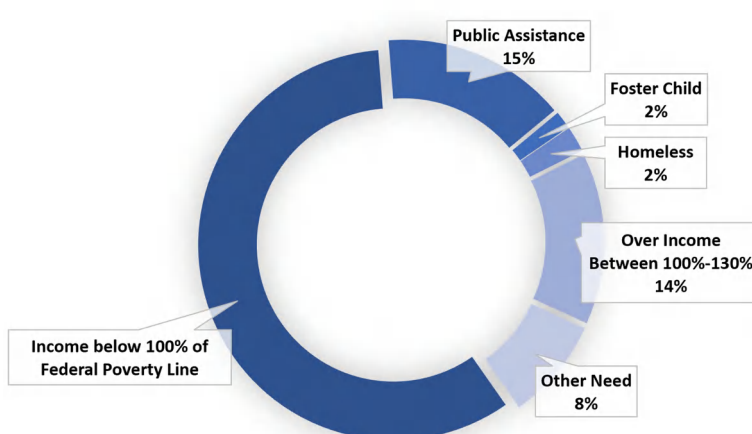
Children Served by Program Option, including Pregnant Women



Children Enrolled by Age Group, including Pregnant Women



Families/Children Enrolled by Eligibility Type



% of Children with Disability

17%



Number of Families Served

820

Community Assessment Annual Update



Ventura County

Ventura County is one of 58 counties in the State of California, rank as the 13th populous county in the State. It is bordered by Santa Barbara County, Kern County, and Los Angeles County.



Ventura County Population

847,263



Children under Five Years of Age

51,709 (6.1%)

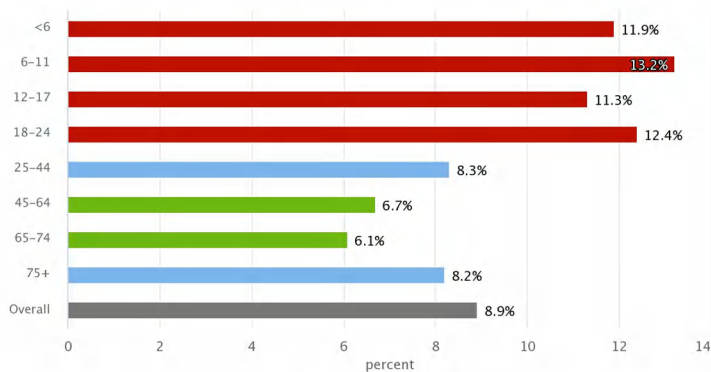
Population Source: US Census 2015-2019 American Community Survey 5-Year Estimates

Summary Demographics and Economic Status of Ventura County

Below is a summary of the demographics and economic status of Ventura County. The data is primarily from the United States Census Bureau and other reliable data sources.

- Gender Diversity: 428,152 (50.5 percent) females and 419,111 (49.5 percent) males.
- Race and Hispanic Origin: For people reporting one race, 80.1% were White; 1.8% were Black/African American; 0.8% were American Indian/Alaska Native; 7.3% were Asian; 0.2% were Native Hawaiian/Other Pacific Islander, and 5.2% were some other race. An estimated 42.7% were Hispanic and 45.4% were White non-Hispanic.
- High School Graduate, percent of persons 25 years +: 15.0% do not have a High School Diploma.
- Unemployment: The unemployment rate was 6.4% in July 2021, down from a revised 6.5 percent in June 2021, and below the year-ago estimate of 11.2 percent.
- Primary Language and Linguistic Isolation – English and Spanish are the primary languages. Spanish was spoken by 30.1 percent of people at least five years old; 14.9 percent reported that they did not speak English "very well."
- Health Insurance status – 8.8% of the population under 65 years are uninsured.
- Community Need: Based on the 2-1-1 data, the top three needs were 1) Housing; 2) Mental Health/Addiction; and 3) Income Support/Assistance.

People Living Below Poverty Level by Age
County: Ventura



Source: American Community Survey (2015-2019)

www.healthmattersinc.org

Children Below Poverty Level (Under Five Years of Age)
11.9% (6,012 out of the 50,525) of children under five year of age are living below poverty level.

Families Below Poverty Level
8.9 % (74,645 out of 847,263) of the population are living with income below the poverty level.

Women Below Poverty – Gave Birth in the past 12 months
15.13% (1,580 out of the 10,440) of women living below the poverty level in Ventura County who had given birth in the past 12 months.

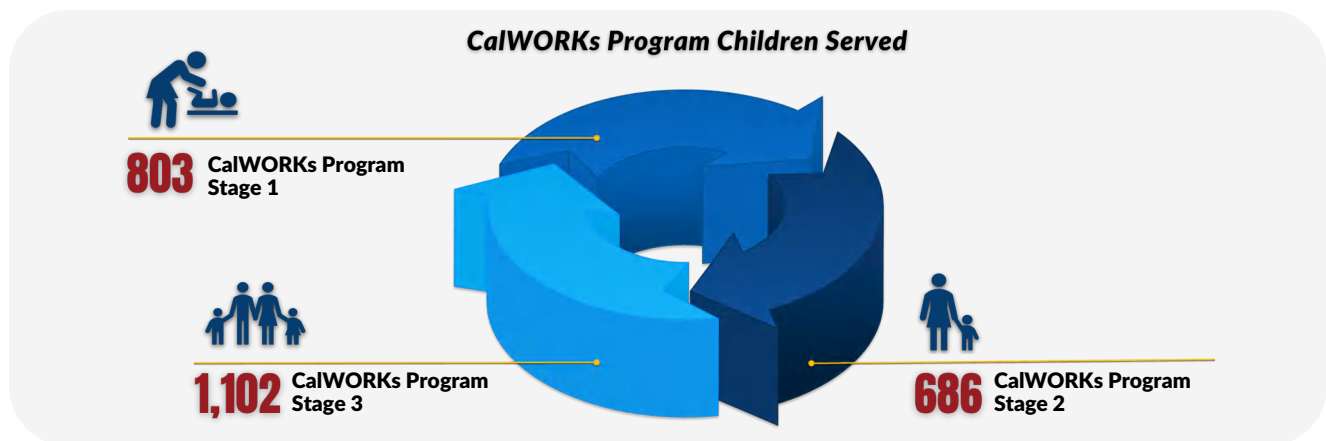
SUBSIDIZED CHILD CARE PROGRAM



Subsidized Child Care Programs offered at CDR:

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 Program is funded through the California Department of Social Services, Ventura County Human Services Agency. The CalWORKs Stages 2 and 3 Programs are funded through the California Department of Education/Early Education Division (CDE/EED).*



ALTERNATIVE PAYMENT PROGRAM

The Alternative Payment Program (APP), funded with state and federal funds, offers 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. Eligibility for this program is based on income and need.



FAMILY CHILD CARE HOME EDUCATION NETWORK INFANT TODDLER

The Family Child Care Home Education Network (FCCHEN) Program offers affordable child care assistance to eligible parents. The program provides quality child care through supportive relationships between children, parents, family child care home providers, and CDR program specialists. Funded by the California Department of Education/Early Education Division (CDE/EED), the 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.

CHILD CARE BRIDGE PROGRAM FOR FOSTER CHILDREN

The Bridge program offers time-limited child care assistance 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. Services include enhanced referrals and short-term child care subsidy. In addition, CDR provides Trauma Informed Care Training to child care providers who are caring for foster children placed in their program. Services are funded by the California Department of Social Services, Ventura County Human Services Agency, Children and Family Services Division.

FIRST 5 VENTURA COUNTY - PRESCHOOL SCHOLARSHIPS PROGRAM

In July of 2020, CDR continued the partnership with First 5 Ventura County to administer preschool scholarships for families with children three to five not eligible for subsidies. This year, eligibility was expanded for the entire County of Ventura. Scholarships range from \$120 for part-time and \$240 for full-time care. The program sunsets June 30, 2021.



SUBSIDIZED CHILD CARE PROGRAM

**"All what I achieved during my lowest moment,
it's because of the services I was provided.
I am lucky and blessed to have come across very hard working
and dedicated staff."**

AMERICA ELAOMARI, PARENT

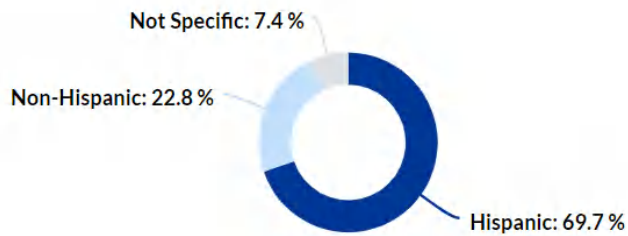


SUBSIDIZED CHILD CARE PROGRAM

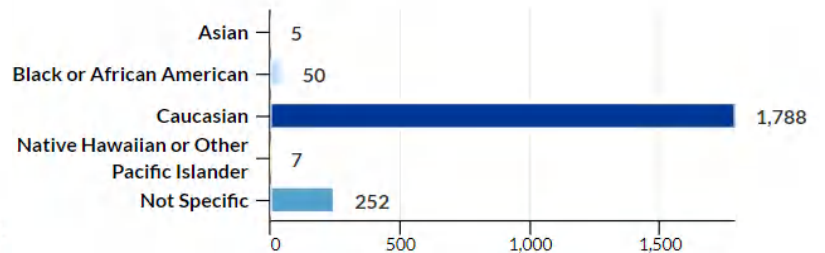
2020-2021 Subsidized Child Care Program: Families Served

Family Demographics

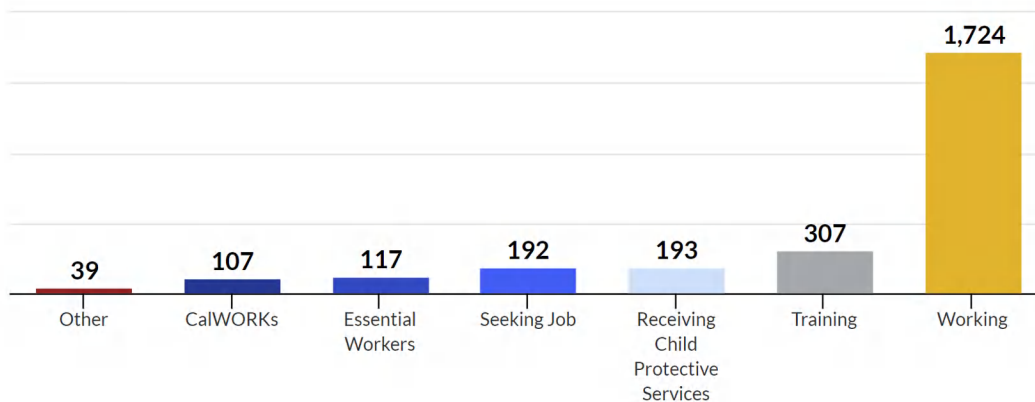
Ethnicity



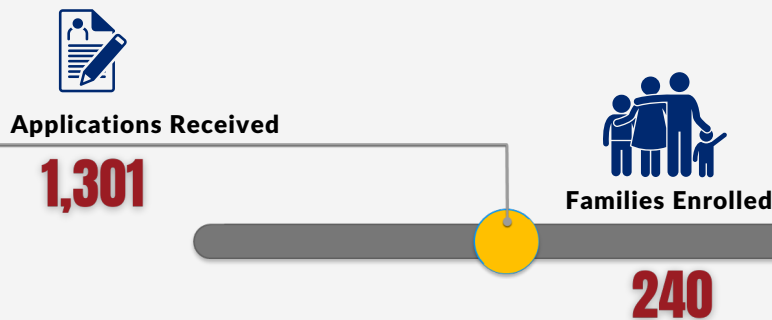
Race



Reasons for Services



Waitlist/Need Subsidized Child Care Services



As of June 30, 2021, there were 1,158 families, totaling 1,937 children, on CDR's Subsidized Eligibility Waiting List for the APP and FCCHEN Programs.

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. CDR is here to help!

What is Child Care Resource and Referral Services?

Child Care Resource and Referral agencies (R&R) are state-funded, community-based programs that exist in every county in California. R&Rs make up a well-developed system that supports parents, child care providers, and local communities. The California Department of Education, Early Education Division (CDE/EED) has supported these efforts since 1976.

CDR offers the following services and resources to Parent and Child Care Providers:

- Parent/Family Resources and Services
- Provider Training and Resources



Provider Quote

***“I am very grateful to all the people [staff] who have taught us and for their dedication and time contributed to our growth as child care providers.
And to all the staff that we don't see but who are part of these projects!!!
Thank you very much”***

- HELENE M. LARA

Parent/Family Resources and Services

CDR Child Care Resource & Referral Program staff provides information to parents/families and the community about the availability of child care in Ventura County. It also provides educational and leadership opportunities to parents by offering trainings and hosting gatherings, such as the Parent Café series.

Child Care Resource and Referral Program

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



2,200

CHILD CARE REFERRALS

2020-2021 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 round table conversation with other parents facing similar challenges, joys, and questions around raising children. The Parent Café is funded by the Preschool Development Grant Renewal through Child Care Resource Center. The program incorporates Strengthening Families Five Protective Factors Framework, Zero-to-Three Growing Brain, and ACT – Raising Safe Kids and Milestone curriculum.



27

FAMILIES ATTENDED AND ENGAGED IN GROUP DISCUSSIONS

2020-2021 Parent Cafe Meetings (CDR Hosted Four Meetings)

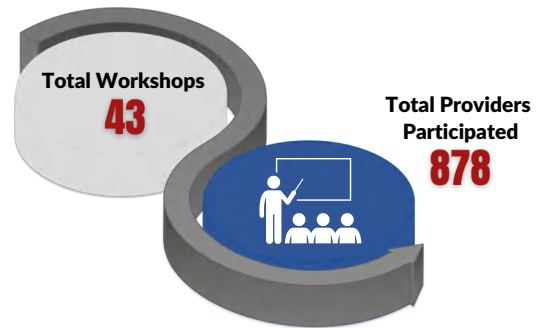


CHILD CARE RESOURCE AND REFERRAL PROGRAM

Provider Training

CDR Child Care Resource & Referral Program staff offers training to new and existing child care providers on a variety of topics. The program's goal is to improve and strengthen the quality of child care in Ventura County.

Listed below are some of the types of training and workshops offered throughout the year.



CHILD CARE INITIATIVE PROJECT

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

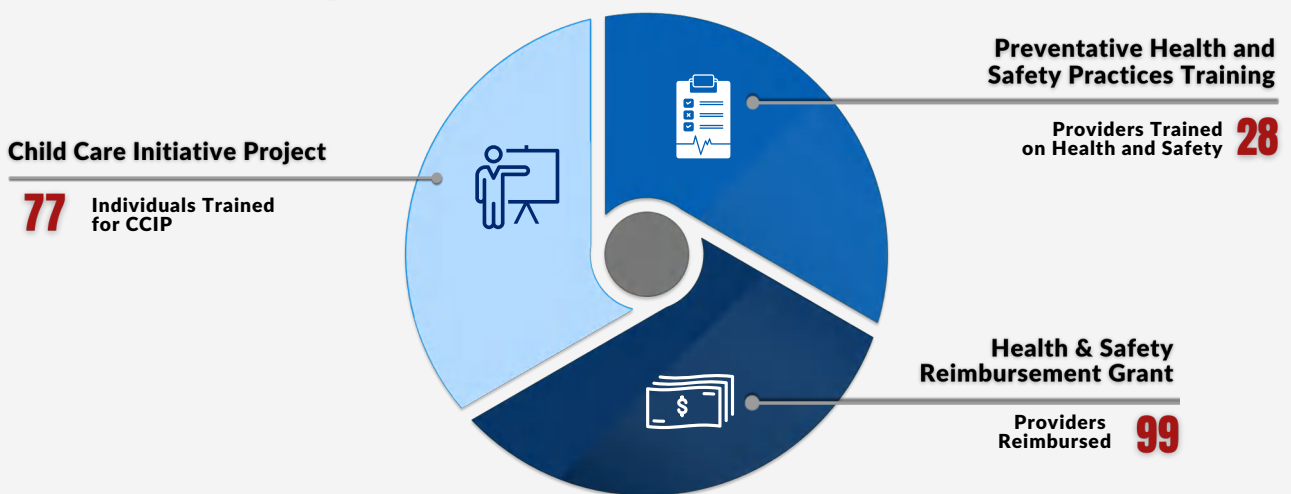
PREVENTATIVE HEALTH AND SAFETY PRACTICES TRAINING

The grant provides reimbursement for initial and renewal of CDR/First Aid training courses completed by licensed center-based, family child care and license-exempt child care providers.

HEALTH & SAFETY REIMBURSEMENT GRANT

Free eight-hour Prevention Health and Safety training for persons seeking a center or family child care license in Ventura and Santa Barbara counties, includes a one-hour nutrition topic.

2020-2021 Provider Training Outcomes:



Provider Quote

"My participation in these [CCIP] classes, allows me to improve my teaching skills, creativity, and motivation to work properly with the children and interact with my colleagues sharing experiences".

– PATRICIA ANGULO

CHILD CARE RESOURCE AND REFERRAL PROGRAM

Provider Resources

The CDR Child Care Resource & Referral (R&R) Unit distributed essential supplies to child care providers at CDR's central office throughout the year. The R&R staff provided PPE supplies to over 600 child care providers on November 21, 2020, and January 30, 2021. Providers received hand sanitizer, gloves, masks, and disinfectant. In addition, R&R staff delivered supplies to multiple child care providers in Oxnard, Santa Paula, Simi Valley, and Moorpark.

Distribution of essential supplies to child care providers.



Provider Quote

"This is so helpful to us... we have a lot of children and every day we are going through masks and we really appreciate it. There were times in the beginning that we had to wait just to get orders. It took a while because everybody was trying to get a mask and you couldn't get them. We appreciate it, we really, really do. Thank you."

- MANDY AGUIRRE CATALYST KIDS, GREEN VALLEY CENTER

COMMUNITY INVOLVEMENT

Furthering Childcare Services and Early Education through Collaborations

ESSENTIALS FOR CHILDHOOD - VENTURA COUNTY (E4C-VC) COLLABORATIVE

In 2017-2019, the Ventura County Prevention Plan (VCP) was developed to amplify parent voices and in 2020, this group changed its name to the Essentials for Childhood – Ventura County (E4C-VC). The purpose of E4C-VC is to align public and private systems for child and family wellness. E4C-VC utilizes a Theory of Change Framework that believes if we align public and private systems for integrated whole child, whole family, whole community care, then children and families will strengthen protective factors (to buffer stress and impact of social determinants of health), decrease formal system involvement and increase wellness for generations to come.

CDR's chief executive officer is an active member of the E4C-VC Steering Committee. Also, the program operations analysis officer participates in the Data Workgroup and the director of early care and education programs is a member of the E4C-VC Collaborative, along with the chief executive officer.

EARLY CHILDHOOD COALITION (ECC)

In 2020, an Early Childhood Workgroup was established to focus on improving the systems and services for children birth to five years, with a concentration on the needs of infants at-risk or in the child welfare system. Through a public and private partnership with local community-based organizations and the County of Ventura, Children and Family Services, the ECC has a two-prong approach focused on family strengthening-universal primary prevention and community strengthening & resiliency. CDR's chief executive officer co-chairs the ECC, along with Ventura County Human Services deputy director, Children & Family Services, and executive director, First 5 Ventura County. CDR's director of early care and education programs also participates in the ECC.

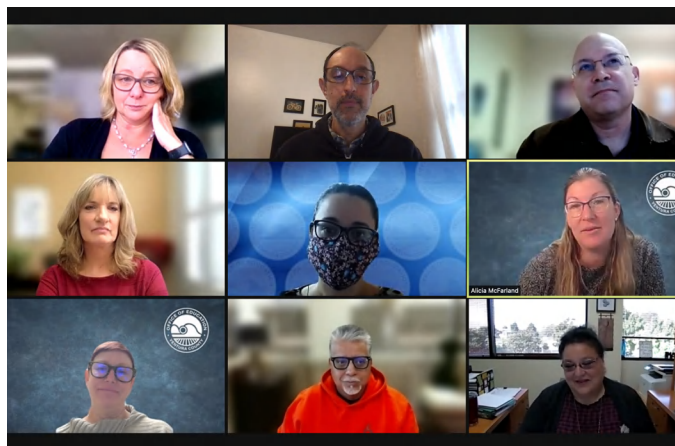
EARLY CHILDHOOD EDUCATION (ECE) TASKFORCE

In June of 2021, the VC Reporter highlighted CDR's involvement with the Ventura County Early Childhood Education (ECE) Taskforce.

The taskforce is a partnership between CDR, First 5 Ventura County and the Ventura County Office of Education, Early Childhood programs. The team was formed with a purpose to track how child care providers and access to child care providers were being impacted by the pandemic. The ECE Taskforce continues meeting regularly via Zoom.

"UNDERVALUED AND UNDERPAID" | LIVING WAGE SOUGHT FOR CHILDCARE PROVIDERS

Jun 16, 2021 | Cover Story, Feature, Kimberly Rivers, News, Ventura County | 0 ● | ★★★★★



COMMUNITY INVOLVEMENT

Vaccine Community Outreach

CDR continued its community-building efforts through a variety of virtual and in-person activities. It's collaboration with the Ventura County Community Foundation (VCCF) transitioned from its work with the 2020 Census to vaccine outreach. Thanks to grants provided by VCCF, courtesy of funding from the Amgen Foundation, County of Ventura, Public Health Institute, and several individual donations, CDR joined over 25 other community-based organizations to provide daily vaccine-related messaging to communities throughout Ventura County. Part of its work included weekly meetings with the Complete Reach Committee, monthly meetings with the Education and Outreach Subcommittee team, and a YouTube series and PSAs featuring CDR's own Sandy Sanitizer character created specifically for children and families.

Staff's participation in the Community Events.



SOCIAL MEDIA

CDR grows its Social Media Reach

CDR's presence on social media continued to grow with regular postings on Facebook, Instagram, and Twitter. Postings highlighted CDR-related news with videos and photos including employee spotlights, Head Start recruitment, special events, and community partnerships.

YouTube Video Highlight!

The **"Head Start Program Overview"** YouTube Video.

The YouTube video provides an overview of the Head Start services and how families can apply. The video was shared with our Community Partners and families to help promote our services and recruit eligible children!



Access to the **"Head Start Program Overview"** YouTube Video.



Highlights Social Media Posts!



Child Development Resources

July 2 · 🌐

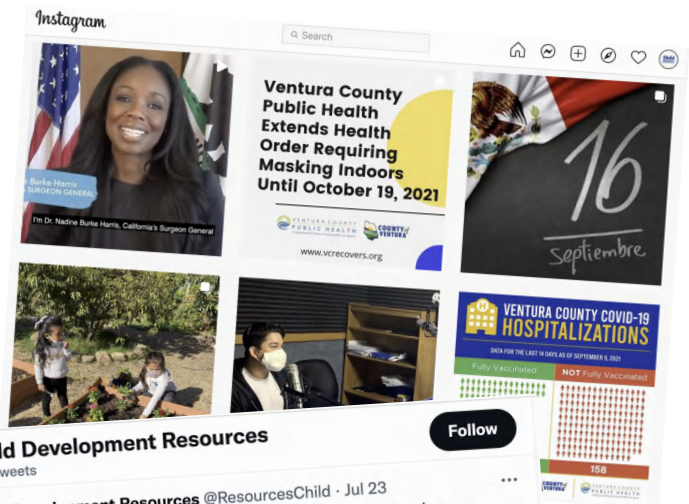
Child Development Resources of Ventura County, Inc. (CDR) presents episode one of Sandy Sanitizer.

This children's show is perfect for the entire family. In this first installment, we're introduced to Nature Nita and Sandy Sanitizer, two best friends who provide helpful information to guide us through a pandemic filled world. Their sense of humor, energy, and music is meant to make you smile at a time when we all need a little help from our friends.

Watch it here on our Yo... [See more](#)



Access to the **"Sandy Sanitizer - First Episode"** YouTube Video.




SOCIAL MEDIA

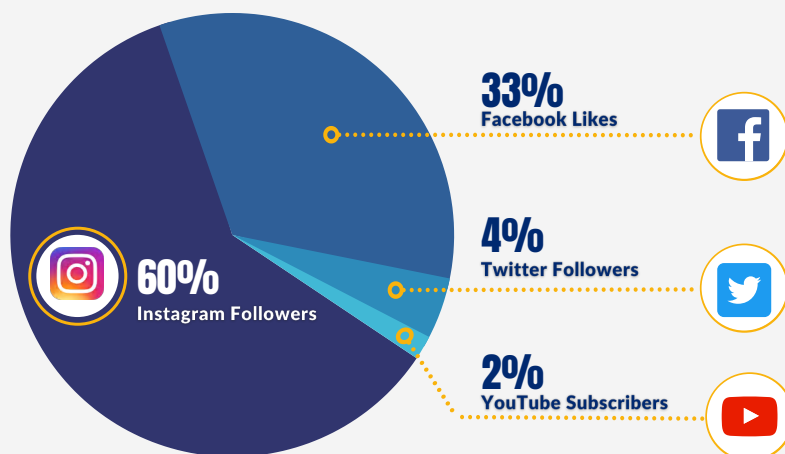
Social Media Statistics

2020-2021 Social Media Engagements

 **76,394**
FACEBOOK PAGE REACH

 **33,336**
INSTAGRAM PAGE REACH

Our Social Media Statistics:
1,748



Like, Follow, or Subscribe to receive the latest news!



Follow and subscribe.





Information Technology Expands its Capacity

COVID-19 concerns have changed how we run our business and IT operations by dramatically expanding demand for teleworking and application access to collaborative systems. This demand has created significant challenges for our IT operations and has increased our IT professionals' need to keep applications, services, and infrastructures up and running—and safe.

Information Technology Updates

CYBER SECURITY AWARENESS

The IT Systems Department has adapted to new business and IT operations by focusing on security monitoring solutions that provide visibility into our agency's infrastructure and applications. The focus has added value in capacity and performance, identifying issues, and troubleshooting infrastructure and VPN metrics. Security and cyber awareness are at the forefront of the battle to secure a corporate network. The IT Systems Department adopted a zero-trust framework across remote workforces and enforced Multi-Factor Authentication (MFA) organization-wide to prepare for the security complexities of today.

IT GROWTH

As we continued deploying and improving Work from Home (WFH) configurations for over two hundred employees, our organizational needs increased, ushering the need to hire two additional desktop support technicians. As the IT Systems department grew, so did our digital footprint and the number of digital identities we manage. In the last twelve months, we increased 153% in managed identities, and we had a further rise of 59% in supported hardware.

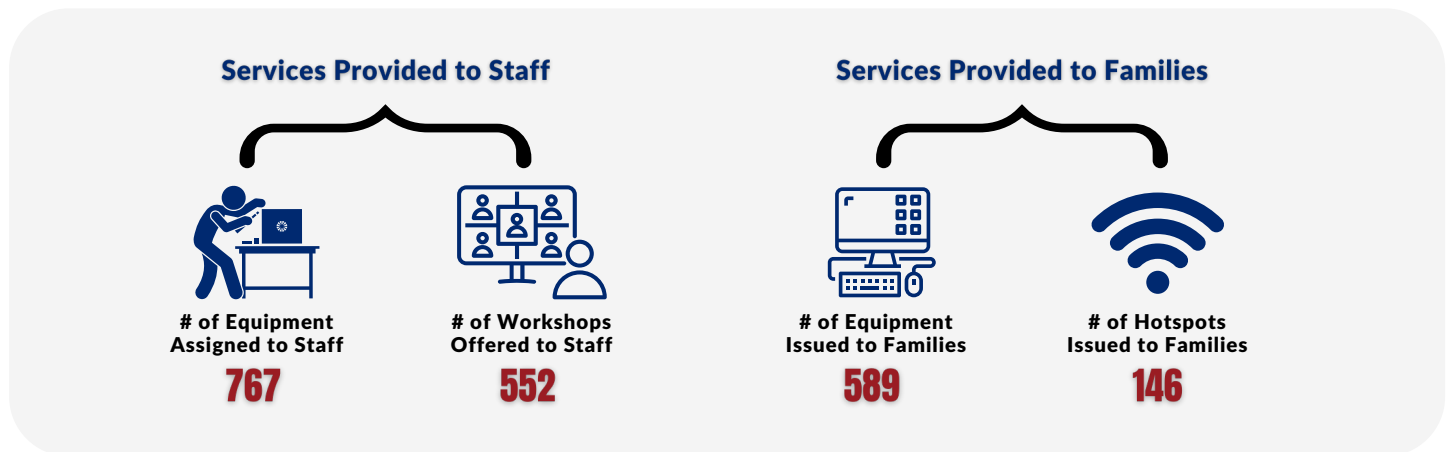
HEAD START STAFF AND FAMILIES SUPPORT

Once the 2020-2021 school year was back in session, education staff and families needed IT Systems to support everything from changing passwords, logging into workstations, connecting to Wi-Fi, and printing. With education staff back in their classrooms, it was fun and heart-warming to hear the excitement in teachers' voices and the sounds of children at the school.

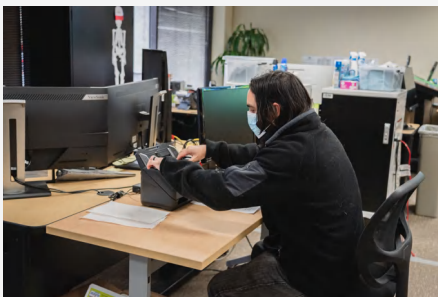
INFORMATION TECHNOLOGY

2020-2021 Top Services Provided to Staff and Families

The IT Team delivered a variety of services to staff. In addition, the IT team support and provide devices to parents in the Head Start Program in order to participate in the Distance Learning Program Option.



Expanding Technology to Meet the Needs of Staff and Families we Serve!



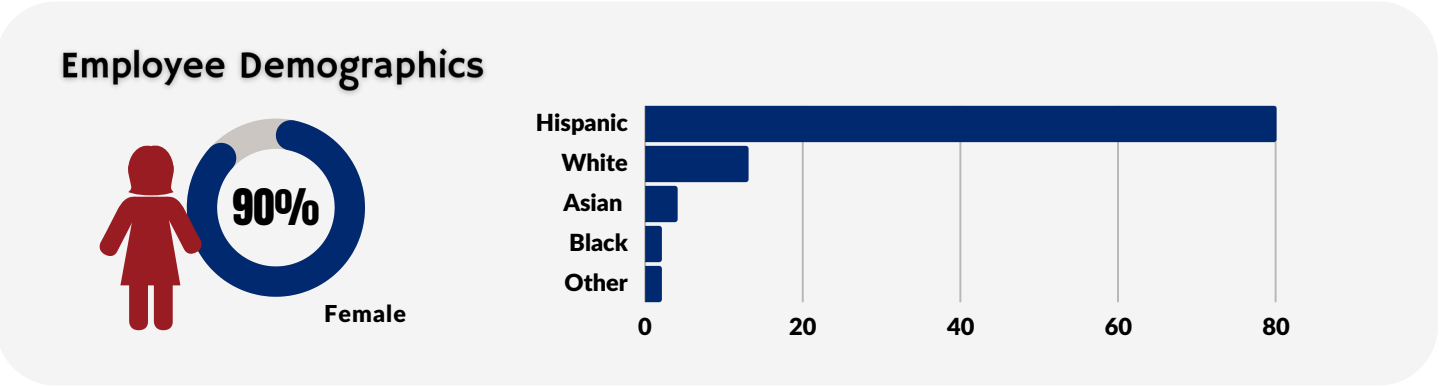
HUMAN RESOURCES



The 2020-2021 program year brought a sea of challenges for CDR; however, its diverse and talented workforce remained strong, committed, productive, and resilient. CDR is proud to mention that no employees were laid off or experienced a loss in wages or benefits during the height of the pandemic.

CDR continues to provide its dedicated workforce with the safest work environment possible, free of discrimination and harassment, and offers fair and competitive compensation and a robust benefits package, training and promotional opportunities.

OUR WORKFORCE



EDUCATION ATTAINMENT



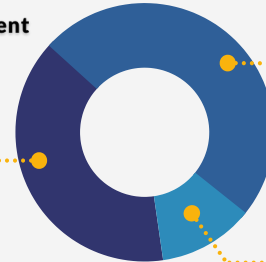
73%

% of Employees with a Degree

Staff Degree Achievement

39%

% of Employees with a Associate



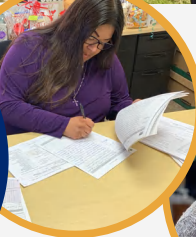
49%

% of Employees with a Bachelor's

12%

% of Employees with a Master's

CDR staff in Action!



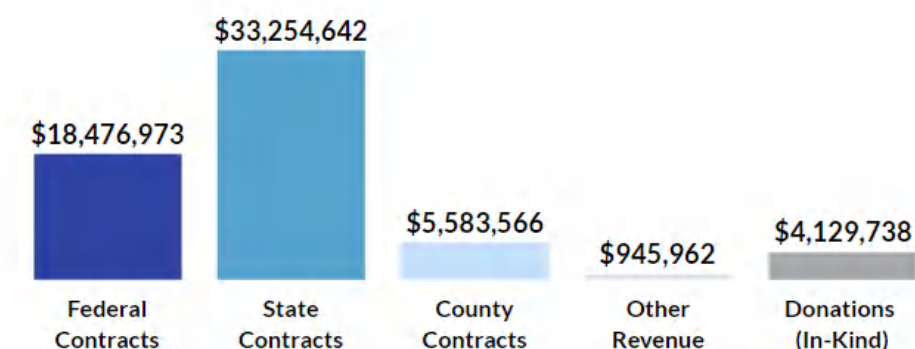
FINANCIAL REPORTS



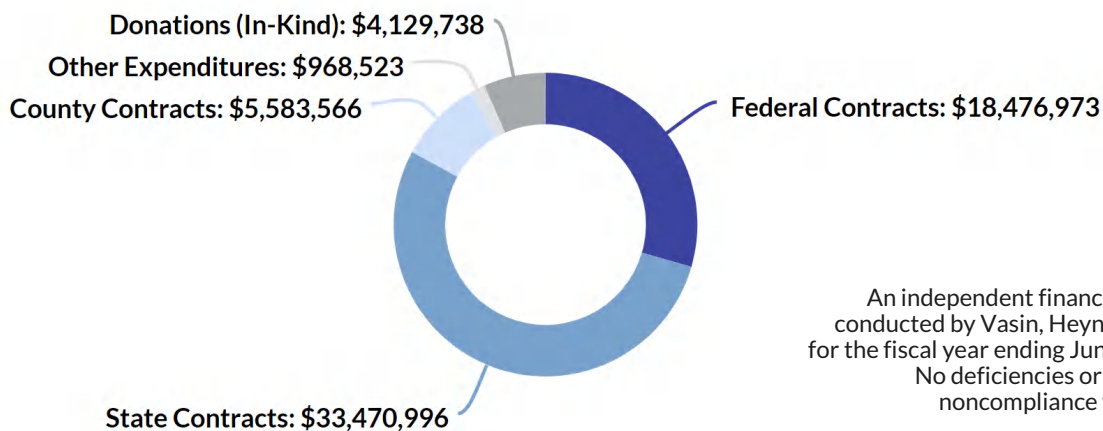
Finance Team

Agency Financial Audit Summary Report

2020-2021 Revenues Sources: \$62,390,881



2020-2021 Actual Expenditures: \$62,629,796



An independent financial audit was conducted by Vasin, Heyn & Company for the fiscal year ending June 30, 2021. No deficiencies or instances of noncompliance were found.

Head Start Program Financial Summary Reports

2020-2021 Head Start Program Revenue/Sources & Expenditures

Revenues/Sources of Income	Head Start	Early Head Start	COVID (Combined)	Early Head Start - Child Care Partnership
	(Apr. 2020-Mar. 2021)	(Apr. 2020-Mar. 2021)	(Apr. 2020-Mar. 2021)	(Sept. 2020-Aug. 2021)
Federal Funds	\$ 13,000,537	\$ 3,235,888	\$ 1,077,418	\$ 884,700
Non-Federal Match (In-Kind)	\$ 2,335,363	\$ 409,529	\$ -	\$ 590,797
Total Revenue	\$ 15,335,900	\$ 3,645,417	\$ 1,077,418	\$ 1,475,497

Actual Expenditures (2020-2021)	HS	EHS	COVID (Combined)	EHS-CCP
	(Apr. 2020-Mar. 2021)	(Apr. 2020-Mar. 2021)	(Apr. 2020-Mar. 2021)	(Sept. 2020-Aug. 2021)
Personnel	\$ 7,690,140	\$ 2,009,874	\$ 310,825	\$ 339,773
Fringe Benefits	\$ 2,231,770	\$ 555,971	\$ 33,420	\$ 90,292
Travel	\$ 77,523	\$ 17,401	\$ 169	\$ 5,829
Equipment	\$ 100,161	\$ -	\$ -	\$ -
Supplies	\$ 453,339	\$ 66,214	\$ 375,283	\$ 94,213
Contractual	\$ 168,093	\$ 46,348	\$ 280,043	\$ 214,318
Providers	\$ 1,255,851	\$ 309,858	\$ -	\$ 50,118
Other	\$ 72,440	\$ (8,314)	\$ -	\$ 24,789
Indirect Cost	\$ 951,220	\$ 238,537	\$ 77,678	\$ 65,369
Total Expenditures	\$ 13,000,537	\$ 3,235,888	\$ 1,077,418	\$ 884,700

2021-2022 Head Start Program Proposed Budget

Projected Funding (2021-2022)	HS	EHS	EHS-CCP	Other
	(Apr. 2021-Mar. 2022)	(Apr. 2021-Mar. 2022)	(Sept. 2021-Mar. 2022)	(Sept. 2021-Mar. 2022)
Program Operations	\$ 13,046,139	\$ 3,226,758	\$ 512,064	\$ 1,901,786
Training and Technical Assistance	\$ 133,748	\$ 69,799	\$ 11,083	\$ -
Total Federal	\$ 13,179,887	\$ 3,296,557	\$ 523,147	\$ 1,901,786
Non-Federal	\$ 3,312,054	\$ 807,057	\$ 130,787	\$ -
Total Budget	\$ 16,491,941	\$ 4,103,614	\$ 653,934	\$ 1,901,786



CDR received other funding for the 2021-2022 program year:

- **\$382,231** from the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA).
- **\$1,519,555** from the American Rescue Plan (ARP). This funding is intended to help prepare facilities for in-person services, support Head Start staff, and boost comprehensive services.



Child Development Resources
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