

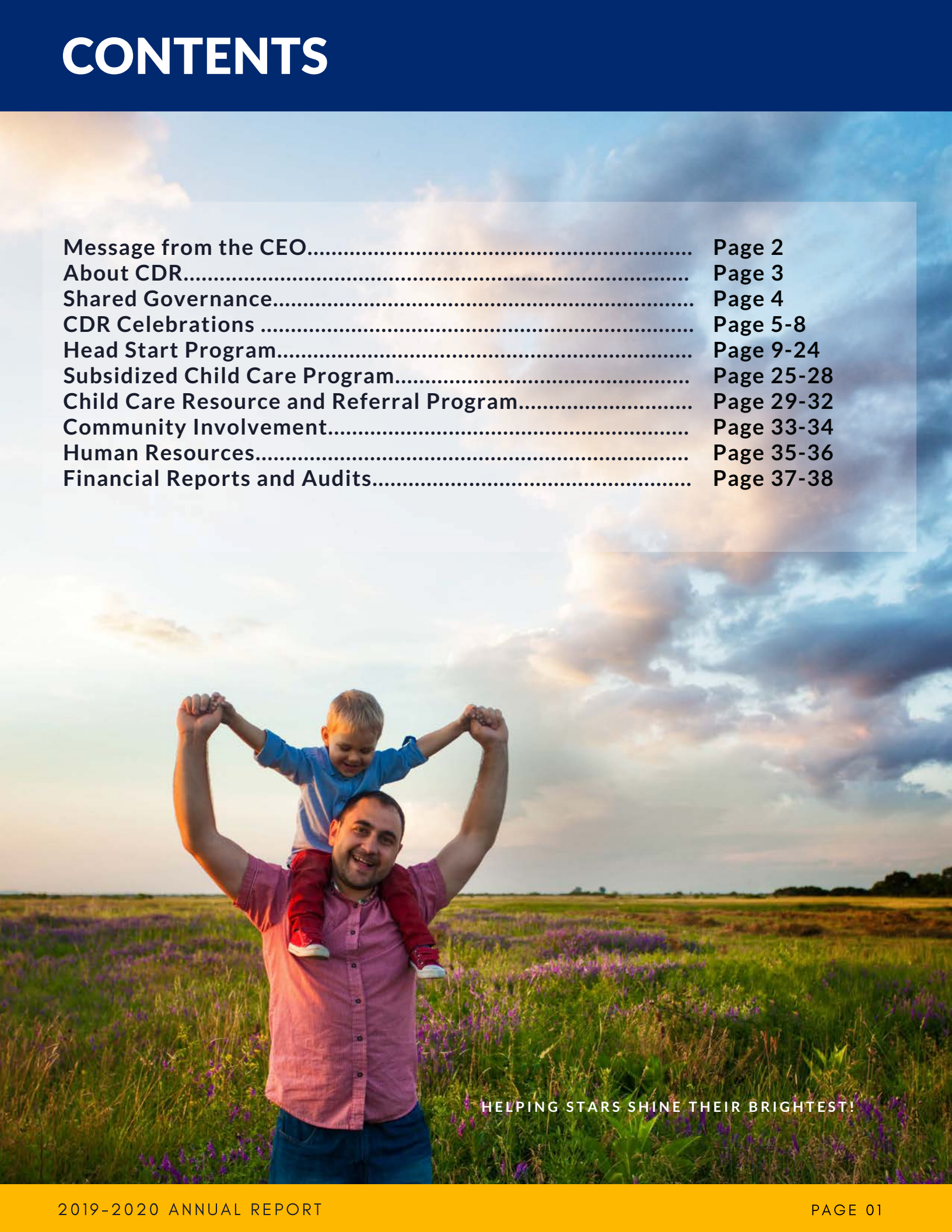
2019-2020 ANNUAL REPORT



40th ANNIVERSARY

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HELPING STARS SHINE THEIR BRIGHTEST!



Message from the Chief Executive Officer

This past year, we united in a strong organizational community to adapt to change, rise to challenges and accept new opportunities with resilience.

In 2019-20, we invested in technology, gained efficiencies and ensured we have the right staff with the right skills undertaking the right activities. We adapted when needed and reset our course to continue to deliver quality services to children, families, child care providers and staff. With agility and flexibility, we are fulfilling our purpose and vision that "Every child's growth and development will be fully supported to ensure a happy successful adult life." We continue to perform in the present while keeping our eyes set on the future.

"Recency bias" has a way of drawing our attention to the things that happened most recently instead of something that may have occurred a while back. And in this case, the recent and ongoing impacts of COVID-19 are inescapable and have a way of overshadowing the events and accomplishments that predate the pandemic.

So, let me start by addressing the recent events.

I am very proud of the entire team at Child Development Resources (CDR), in our response to the pandemic. Our ability to move quickly and effectively from the initial crisis to a state of control speaks volumes about our organization and, above all, the resilience, commitment and engagement of staff.

Within days of the early news, most staff were working from home and establishing new work patterns and ways to connect with their colleagues, families, and children to get the job done. Everyone played their part. In the end, we have come to understand that work is what we do, not where we do it.

This annual report highlights many of our accomplishments of the past year, aside from our response to the pandemic. We have made important progress on furthering our YES Commitment culture, ensured the safety and well-being of staff, families and children, enhanced operational excellence, and strengthened our leadership development of staff - to name a few examples.

In 2020, we also celebrated milestones, the 55th anniversary of Head Start, 25th anniversary of Early Head Start and CDR's 40th anniversary.

I would like to thank the Board and Policy Council for their guidance and support as we navigated several challenges this year. And once again, my gratitude goes to the management and staff of CDR. Collectively, we are a stronger team and more productive than ever before with a culture that enables children, families, and staff to thrive.


 Jack Hinojosa
 Chief Executive Officer

About CDR

Mission

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.

Vision

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

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.

CDR's continued focus on providing the very best to its employees lead to the launching in January 2019 of a new initiative referred to as the YES Commitment. The purpose of the YES Commitment is to inspire staff to develop and maintain positive thinking and to build on the energy, skills, and team support that will not only create a healthy working environment, but also support employee self-care and personal growth to create a stronger and bolder organization. CDR is committed to being and doing its best to support the health, learning and well-being of all children and families.



Meet the Executive Team



JACK HINOJOSA
Chief Executive
Officer



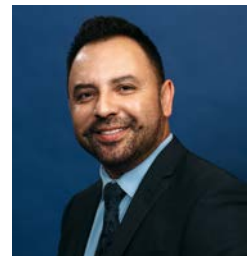
**ALEC
HAIRABEDIAN**
Chief Financial
Officer



**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 nine 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



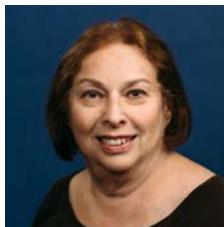
JOE ESPINO
Vice President



**BILLIE JO
RODRIGUEZ**
Treasurer



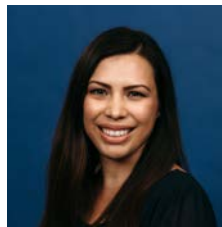
RICHARD DUARTE
Secretary



JAN ICELAND
Board Member



**JERILYN
ROBERTSON**
Board Member



**MARTHA
JOHNSON**
Board Member



NITA SANFORD
Board Member



DR. ANNIE WHITE
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.



Maria Ortiz
Chairperson

Marlene Villasenor
Vice Chairperson



Maria Gonzalez
Secretary

CDR's History, Accomplishments, and Milestones

Child Development Resources
of Ventura County, Inc.
**Child Development Resources
of Ventura County, Inc. (CDR) was established.**

Awarded Head Start Funding - 1965

Established a Head Start
Program in Ventura,
Oxnard, and Santa Paula by
Community Action
Commission (CAC)

**Head Start Program
Reserved 10% of funded
slots for children with
disabilities - 1975**
New Regulation Requiring
grantees to serve a minimum
of 10% of children with
disabilities

**New Office -
1995**
CDR relocated to
2500 Vineyard
Ave., Oxnard, CA
\$11 Million Budget

**CDR Operations -
1999**
\$25 Million Budget

1965

1970

1975

1980

1985

1990

1995

2000

**Awarded Funding for
Resource & Referral (R&R) and
Alternative Payment (AP)
Programs - 1977**
CAC to operate R&R and AP
Programs

CDR Operations - 1991
156 Employees and
a \$5.5 Million Budget

**Established Head Start
Policy Council (HSPC) - 1973**
Head Start Program new Regulation
requiring grantees to form a parent
committee
(Now known as Policy Council)

**Awarded
Early Head Start Funded -
1998**
CDR began to serve
pregnant women and
children from birth to age
three



2020 Celebrations

HS Program 55th
Anniversary

**CDR 40th
Anniversary**

EHS Program 25th
Anniversary

**Child Development Resources of
Ventura County, Inc. (CDR)
redesigned its agency logo - 2009**

**CDR
Operations -
2005**
353 Employees
and a \$47
Million Budget

**CDR
Operations -
2011**
328 Employees
and a \$42.7
Million Budget

**CDR
Operations -
2018**
350+ Employees
and a \$39
Million Budget

2005

2010

2015

2020

**Awarded
Early Head Start-Child Care Partnership
Program Funding - 2014**

CDR opened the Julie Irving Toddler
Center located at the Central Offices and
expanded Child Care Program

New Central Offices - 2001
CDR relocated to 221 E. Ventura Blvd.
Oxnard, CA
350+ Employees and \$42+ Million Budget

CDR Operations - 2020
381 Employees and
a \$54.8 Million Budget

Child Development Resources of Ventura County, Inc. (CDR), is the seventh largest nonprofit community-based organization in Ventura County. This year, CDR is celebrating three major milestones. In July, the agency turned 40. It's also commemorating its 55th anniversary of Head Start (of which CDR is the first and only grantee in the County), and it's also the 25th anniversary of the Early Head Start Program.

CDR employs 381 talented individuals to work with their programs and support services. Teachers, cooks, eligibility specialists, financial staff, directors, officers and all of the staff are top-notch, highly-qualified people with a caring dedication for community, children, and a belief in CDR's mission and core values.

CDR contracts with hundreds of local child care providers and is a major contributor to the economic vitality of Ventura County.

CDR serves 1,473 children through its Head Start and Early Head Start, 4,813 children in subsidized child care programs, and in 2019, made nearly 3,000 child care referrals. The organization provides comprehensive services to children and families in the areas of early learning, health, and well-being, while engaging parents as partners every step of the way.

CDR's Celebrations

MEMORIES FROM THE EARLIER DAYS...





Head Start Program Celebration

55th ANNIVERSARY



Fifty-five years ago, President Lyndon B. Johnson created Head Start — a program to help meet the emotional, social, health, nutritional, and psychological needs of preschool-aged children from low-income families.

"I believe that this is one of the most constructive, and one of the most sensible, and also one of the most exciting programs that this nation has ever undertaken." — President Lyndon B. Johnson on the Head Start program, May 18, 1965



"For millions of families, Head Start has been a lifeline. And for millions of kids, it's been the start of a better life." — President Obama on the Head Start Program, June 22, 1995

Message from the Director of Early Care and Education Programs

As I reflect on all those years ago, September 1983, when I first started my employment with CDR Head Start and as I think of where I am today, I feel so fortunate 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 with an organization that is well respected in the community.

I am very appreciative of those that I've learned from and the opportunities that I've been given as an employee of CDR Head Start. I welcome the ability to be able to give back to the community.

Suzanne Godinez, Director of Care and Early Education Programs

Head Start Program Stories...

Having grown up in a predominantly agricultural town, in a low-income household and raised by a single parent, the odds were stacked against me. Head Start helped me beat those odds by helping me gain confidence as a learner and giving me a teacher that became a lifelong mentor.

In 2012, I became the first person in my family to graduate from college with a Bachelor's in Animal Science from the University of California, Davis and in 2018, I graduated with a Ph.D. in Biological and Biomedical Science from Cornell University. I am now a Postdoctoral Research Scientist in New York City where I study the mechanisms by which the brain regulates blood sugar with the goal of finding new treatments for type 1 and type 2 diabetes.

I want to sincerely thank my Head Start teacher, La Maestra Margot, and all of the other people that make this program possible. I am living proof that Head Start puts your children on the path to success!

Darlene Garibay

Head Start Program Former Student

Darlene Garibay
Head Start Program
Former Student



Margot Palacios
Former Head Start Program
Employee

Parents learn to trust you if you are genuine and show the parents that your goal is to work together with them because they are their first teacher of their children. Working in partnership with parents I believe is the biggest asset the Head Start holds, and if parents have the support of a team such as the Family Services Specialist and the teachers then great things will happen."

I learned so much from parents, grandparents and children. I feel fortunate that during all these years many of the former parents have kept contact with me and shared the success of not only their children but as well as their own success as a result of having their children in HS.

I tend to get excited as I think how Head Start is such a unique program and that we hold such power because we don't just teach basic skills so children can succeed in school, however we can really impact not only children but the entire family. I believe the work that we do in Head Start is the work of "Love".

Margot Palacios

CDR Former Head Start Program Employee (Worked at CDR for 27+ years)

CDR/Head Start found me one morning in 1987, when I was approached by CDR staff in the laundromat. She told me about the Head Start Program and how it prepared young children to enter in the elementary school program. I took a chance and provided her with my contact information, and when I was contacted, it was at that time that the seed was planted in my heart and most importantly, the Head Start Building Blocks were introduced in my children's life.

As CDR's Vision states: "Every child's growth and development will be fully supported to insure a happy and successful adult life." I believe in my heart that this Vision came to life in my children's lives.

My children learned through play and I learned that I am the first teacher in my children's lives. Working as an HR recruitment specialist at CDR, I feel that I have the best job, because I believe that I am the link that brings the best staff to work with our children and families.

Clara Servin

CDR Human Resources Specialist



Clara Servin
HR specialist

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 (EHS) PROGRAM

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

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.



Comprehensive Services



EARLY CARE & EDUCATION PROGRAM SERVICES

Services include early learning education, where instructional staff plan, 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 provide individualized services in collaboration with parents and other service providers.

HEALTH & NUTRITION PROGRAM SERVICES

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, partner with local dentist to perform onsite visual dental exams, and provide mental health referral, when appropriate. As part of the nutrition program, we provide healthy meals and snacks, and evaluate each child's nutritional needs.

FAMILY & COMMUNITY ENGAGEMENT PROGRAM SERVICES

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



Martha Mata, Head Start Grandparent, shares her enthusiasm for CDR's services.

Video Available in Facebook Page.

Head Start Program

Early Care and Education 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.

EARLY CARE AND EDUCATION SERVICES PROGRAM GOAL

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

Head Start Program

School Readiness Program Goal

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.

APPROCHES 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 relationship with peers and adults
- interact 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 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

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.

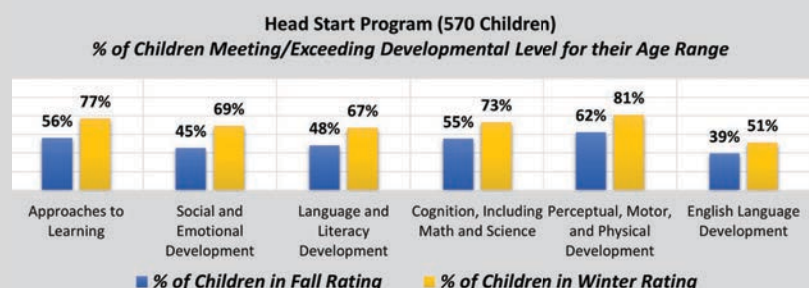
DUAL LANGUAGE LEARNERS

Children who are dual language learners will:

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

School Readiness Outcomes for four-year old children Transitioning to Kindergarten

The chart on the right represents the percentage of the 570 four-year old children who transitioned from our HS program into Kindergarten and scored at or above expected developmental level for each of the five central domains in the Fall and Winter assessment periods for the 2019-2020 school year.



Head Start Program



Health and Nutrition Services

HEALTH & NUTRITION PROGRAM GOAL

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

HEALTH SERVICES ADVISORY COMMITTEE

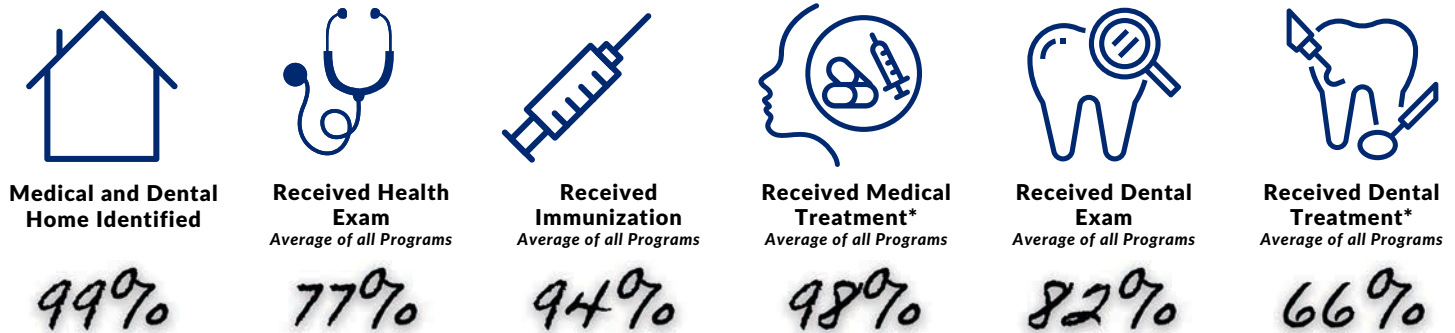
The Health Services Advisory Committee (HSAC) helps support the Health and Nutrition Services. The committee advises on the planning, operation, and evaluation of health services as required in the HSPPS. The group meets quarterly and provides guidance on building and maintaining high-quality health 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 (WIC)
- Anne Baltzer, Tri-Counties Regional Center
- Bridget Beeman, Child Health & Disability Prevention Program (VCPH)
- Carina Cervantes, Adolescent Family Life Program (VCPH)
- Daniel Bakst, Gold Coast Health Plan
- Daniel Wells, New Dawn Counseling and Consulting
- Heather Davidson, First 5 Ventura County
- Megan Bovenzi, Tri-Counties Regional Center
- Melissa Ruiz, MD, Pediatrician
- Nancy Ballard, Adolescent Family Life Program (VCPH)
- Sahar Sepidedham, DDS, Dentist
- Sharon Elmensdorp, Help Me Grow Ventura County (First 5 Ventura County)
- Regina Reed, Ventura County Special Education Local Plan (Ventura County Office of Education)
- Reyna Espinoza, Tri-Counties Regional Center
- CDR Head Start Program Staff:
 - Cindy Hernandez, Mental Health Coordinator
 - Chloe Hansen, Disabilities Coordinator
 - Jeremy Meyer, Health and Nutrition Coordinator
 - Vanessa Barragan, Health and Nutrition Coordinator

Head Start Program

2019-2020 Health and Nutrition Program Outcomes:




Nutrition Services - Meals Served

The CDR's Nutrition Services consists of providing Head Start Center Children with a Breakfast, Lunch, and Supplement (Snack).



Below is the total number of Student Meals claimed through the Child and Adult Care Food Program (CACFP) in FY 2019-2020

$$\begin{array}{ccccccc}
 97,018 & + & 107,246 & + & 100,152 & = & 304,416 \\
 \text{BREAKFAST} & & \text{LUNCH} & & \text{SUPPLEMENTAL} & & \text{TOTAL MEALS}
 \end{array}$$


Head Start Program

Family and Community Engagement Services

FAMILY & COMMUNITY ENGAGEMENT PROGRAM SERVICES GOAL

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

Head Start Program

2019-2020 Family and Community Engagement Program Outcomes:

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



The Head Start Program implemented a new parenting curriculum called, "Abriendo Puertas, Opening Doors." The parenting curriculum is research-based with a focus on leadership and advocacy for families with children ages 0-5. This curriculum utilizes the popular education approach where everyone is a learner and everyone is a teacher. Sharing from our experiences is key. The following quote is the essence of the program: "Tell me and I'll forget, show me and I'll remember, involve me and I will make it mine." Our goal is to have families learn from and with each other to better shape our children's futures.

Total Staff Participated in the Parenting Curriculum Training

= 23



**Abriendo Puertas
Opening Doors**

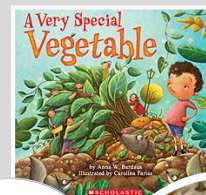
Total Parents Participated in the Parent Education

= 72

Family Literacy Night - "A Very Special Vegetable"

The Early Head Start-Child Care Partnership Program, continued to offer Family Literacy Nights. In November 2019, staff hosted an event focused on the book "A Very Special Vegetable" that was introduced with a Harvesting Theme.

As part of the Family Literacy Night, parents and children enjoyed a meal together and a musical performance of Folkloric dancing by some of our children. During the event, children and parents also had an opportunity to engage and participate in a variety of activities such as the wind tunnel, painting, fruit on a stick creating, washing vegetables, planting seeds to grow a vegetable, pumpkin rolling, quiet reading, musical instruments, vegetable sorting, and the very popular Bee Botts! At the end of the event, each family received a bag of fresh produce from Food Share and the bilingual book called "A Very Special Vegetable."



Total Children Participated

55

Total Families Participated

24



Top Five Services provided to Families



Parent Education

653



Health Education

468



Emergency/Crisis Intervention

319



Child Abuse & Neglect Services

214



Mental Health Services

154

Head Start Program

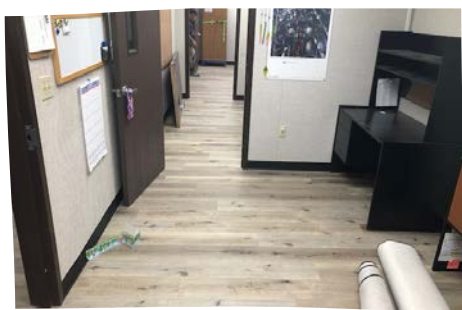
HEALTH & SAFETY PROGRAM GOAL

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



Head Start Center Improvements

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, sanitized to provide a safe work environment.



Facilities Team in Action!



Bill Fontes
Facilities Manager



Head Start Program

Head Start Centers - Ventura County

Benita Wallick

27 17 N. Ventura Avenue,
Ventura, CA 93001
805-648-3083

Berylwood

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

Bob Borrego

228 W. Santa Barbara
Street, Santa Paula,
CA 93060

Colonia

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

Fillmore

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

Hathaway

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

Jeff Davis

(Previously Known as Haydock)
601 W. Hill Street,
Oxnard, CA 93033
805-240-2960

Hueneme

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

Julie Irving

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

Larsen

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

Little Viking

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

Marina West

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

Mary Crawford

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

Meiners Oaks

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

Oak View

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

Parkview

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

Pleasant Valley

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

Rio Lindo

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

Rio Plaza

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

Rio Rosales

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

Santa Paula

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

Sierra Linda

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

Simi

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

Squires

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

Sunkist

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

Ventura Neighborhood

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

Topa Topa

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

Head Start Program

Highlights During COVID-19

On March 16, 2020, to slow the spread of COVID-19, the Head Start Centers, including the Julie Irving toddler center, were closed and home-visits canceled through the end of our 2019-2020 program year; however, staff continued extending support for families and services to the high-need children.



Family Support and Resources

Support and resources included the following:

- Contacted families and offered weekly check-in, where families received resources and materials.
- Provided community resources to families via text and/or other communication methods and helped secure services when needed.
- Provided materials included Family Took Kits with activities for children and essential items such as toothpaste, diapers, wipes.
- Connected families with ABC Mouse Application, Ready Rosie, and Creative Curriculum resources for children to continue learning from home.
- The parent received a copy of two books created by staff called "Where is my teacher?" which is a book for children with a Home-Based Teacher, and "Going to Kindergarten," which supports the children transitioning into Kindergarten.
- Extended Teacher-Parent conferences and had virtual Tele-Visit and Zoom socials with parents and children.



Staff established a weekly video series called "Keep Calm and Parent On Thriving Tips" which included information and tips to support parents and their children while staying home during the pandemic.

Dalya Luna, Head Start Education Coordinator (Picture on the right), at Child Development Resources of Ventura County, Inc., hosting one of the eight videos created. A total of eight videos were recorded as part of the series and are available in English and Spanish in CDR's Facebook Page.



Head Start Program

Staff Training and Planning Opportunities



During the initial months of the Stay-at-Home order, staff had the opportunity to create various resources for parents, receive in-depth training on various topics, and design remote distance learning and prepare materials to distribute to families.

Some of the activities included the following:

- Provided instructional staff with the opportunity to review Creative Curriculum in depth through a series of self studies.
- Continued with Teaching Pyramid Leadership to provide staff with training and sustain practices toward promoting children's social-emotional development.
- Designed, prepared, and implemented a remote distance learning modality for delivery of ECE services for the start of the new program year, 2020-2021, that supported and ensured continuity of care for the children enrolled.

IT Department extends Support to our Staff and Families

Head Start Program staff were provided laptops, iPads, and iPhones to allow for a safe and secure work from home environment. In addition, IT staff presented hundreds of hours of group training, support documentation, and individual training sessions to provide distance learning to children and families during the COVID-19 pandemic.

The IT staff supported the Head Start Program with the following activities:

- Enabled and distributed over 500 laptops and iPhones to staff.
- Facilitated over 750 Chromebooks and mobile hotspots to children/families.
- Offered diverse Microsoft Office 365 training solutions and technical support to Head Start staff.
- Provided hundreds of hours of Zoom training sessions for teaching staff.
- Enabled Head Start staff with technologies to easily and quickly share information during the COVID-19 crisis.



Alex Solis
IT Systems
Manager



Head Start Program

Program Information Report... Who we serve.



Children Served by Program Option

$1,047 + 363 + 63 = 1,473$
 HS Program EHS Program EHS-CCP Program Cumulative Enrollment



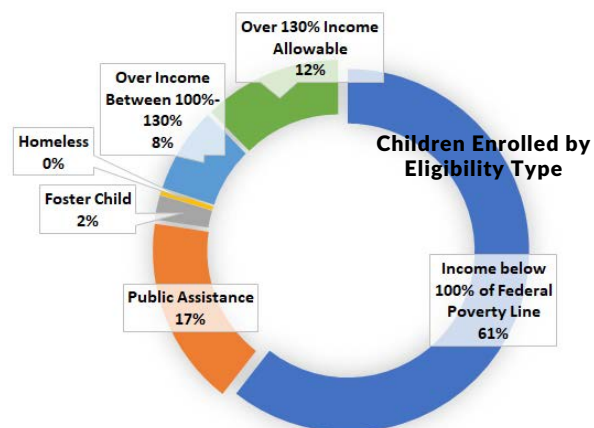
Average Enrolled Children with Disability

19%

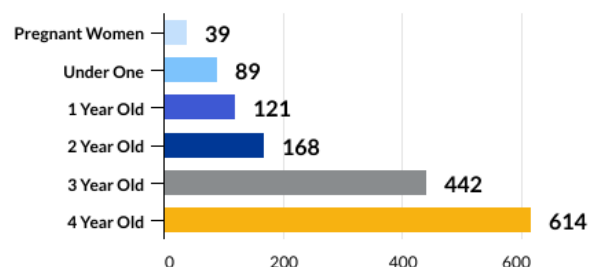


Total Families Served

1410



Children Enrolled by Age Group, including Pregnant Women



Head Start Program

Community Assessment Annual Update



Ventura County Population

848,112



Children under Five Years of Age

6,877 (13.3%)

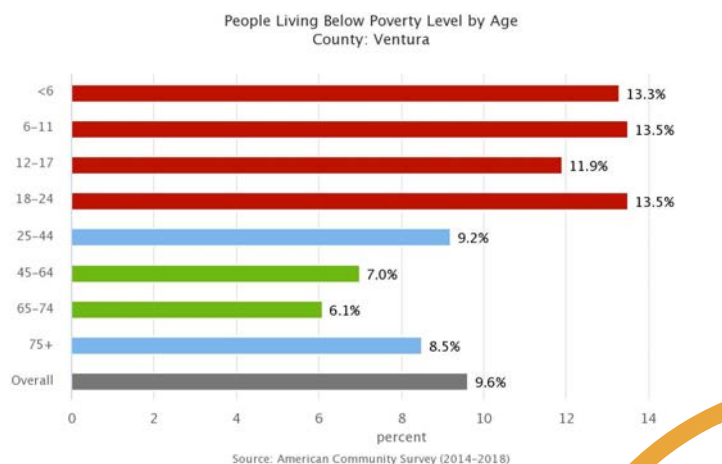
Population Source: US Census 2017-2018 American Community Survey 5-Year Estimates

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: 50.5% of the population is female, 49.5% male.
- Race/Ethnic Diversity: 45.8% are White alone; not Hispanic or Latino; 42.4% of the population is Hispanic or Latinx; 7.3% Asian; 1.7% African American or Black; and 0.8% are Native Hawaiian and Other Pacific Islander.
- High School Graduate or Higher, percent of persons 25 years +: 15.6% do not have a High School Diploma.
- Unemployment: the unemployment rate is 11.3% in July 2020.
- Primary Language and Linguistic Isolation – English and Spanish are the primary languages. 15.1% of the population 5+ years old speak English 'less than very well.'
- Health Insurance status – 9.3% of the population under 65 years are uninsured.
- 2-1-1 top three types of request included: 1) Housing, 2) Mental Health/Addiction and 3) Individual and Family Life

According to the American Community Survey (2014-2018), 9.6 of the population had income below the poverty level.

The chart on the right shows the percentage of people living below the poverty level by age group, children five and under are among the highest age groups living below the federal poverty level- currently, at 13.3% representing 6,877 out of the 51,709 children who are five years or under.



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 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

The 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.



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



Subsidized Child Care Program



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 Learning and Care Division (CDE/ELCD) 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 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. 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 2019, CDR partnered with First 5 Ventura County to administer preschool scholarships to continue the investment in early child care in the communities of Ojai Valley, Moorpark, Port Hueneme, and Simi Valley. Scholarships are available to families with children ages three to five not eligible for subsidies in other programs. Scholarships range from \$120 for part time and \$240 for full time care. The program is for two years with the goal of serving up to 140 children.

Subsidized Child Care Program Children Served



FCCHEN Program

184



Foster Bridge Program

143



First 5 Ventura County -
Preschool Scholarship Program

43

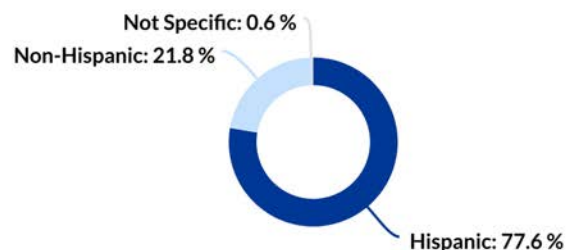
Subsidized Child Care Program

2019-2020 Subsidized Child Care Program - Families Served

Reason for Services



Family Demographics



Need for Subsidized Child Care Services

There are 1,527 children on the CDR's Subsidized Eligibility Waiting List for the APP and FCCHEN Programs.



Subsidized Child Care Program



"I was receiving assistance with CalWORKs Stage 1, when I found a job at Wing Stop, and after some time I became Assistant Manager.

Due to my income and the support of the CDR staff I am no longer receiving cash assistance. Without CDR's help I would not have been able to make it.

I am very thankful for having CDR helping during all this time."

S. RUELA, PARENT

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 Referrals 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, Child Development Division has supported these efforts since 1976.

CDR offers the services to Parent and Child Care Providers, which includes the following:

- **Parent/Family Resources**

CDR Child Care Resource & Referral Program staff provides information to parent/families and the community about the availability of child care in Ventura County. It also provides training and leadership opportunities by hosting and offering parents the opportunity to participate in the Parent Café series.

- **Provider Training and Resources**

Child Care Resource & Referral staff assist potential providers in the licensing process, training to increase the quality of programs, and coordinates community resources for the benefits of parents and child care providers. The goal of the program is to increase the quality of child care in Ventura County.

Provider Quote

“The CCIP program helped me a lot. For example, it taught me how to express myself with each of the families that I have in my care, as well as how to be better at my job and with each of the children that I have in my program.”

SATCHEL PAIGE

Child Care Resource and Referral Program

PARENT/FAMILY RESOURCES

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.

2019-2020 Child Care Resource and Referral Program

3,681
CHILD CARE REFERRALS



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 is based on the Strengthening Families Protective Factors Framework from the National Alliance of Children Trust and Preventative Funds.

CDR hosted four Parent Café Meetings

30

FAMILIES ATTENDED AND ENGAGED IN
GROUP LEADERSHIP OPPORTUNITIES AND
DISCUSSIONS



Child Care Resource and Referral Program

PROVIDER TRAINING

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

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



• California Early Math Initiative

CDR was chosen to participate in the California Statewide Early Math Initiative (Initiative), a multi-agency effort led by the Fresno County Superintendent of Schools as part of California's System of Support. The Initiative focused on building the capacity of administrators, coaches, and teacher leaders to provide effective professional learning and mentoring in mathematical content and pedagogy within their local communities and regions.



A cohort of 22 family home child care providers participated in multiple trainings and coaching incorporating math and science activities into their programs. Trainings included math identity and cultural ways, number senses, and play-based learning.

Over 50% of the providers were more comfortable and confident about incorporating math after participating in the program for the full year.

• Child Care Initiative Project

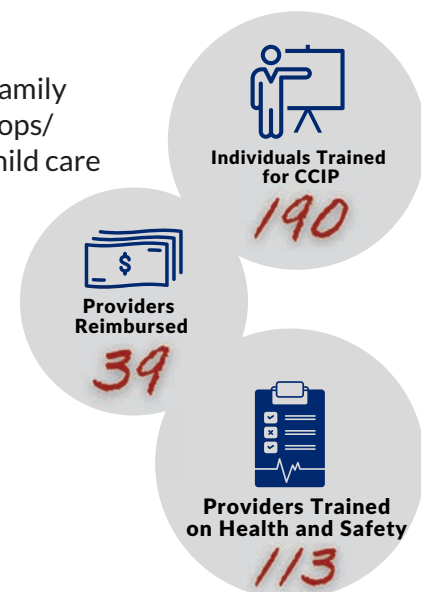
The project provides free training and support for new and existing licensed family child care home providers. Services include pre-licensing home visits, workshops/training, support and guidance, networking opportunities with other family child care providers, marketing strategies, and educational incentives.

• Health & Safety Reimbursement Grant

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.

• Preventative Health and Safety Practices Training

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.



Provider Quote

"I'm grateful for all the classes and training that they offer us with the Child Care Initiative Project. I thank the staff for the love and dedication to their work and to us. Thank you!"

CARMEN VILLEGAS

Child Care Resource and Referral Program

PROVIDER RESOURCES

• Cleaning and Supplies for Child Care Program

CDR combined forces with First 5 Ventura County and Ventura County Office of Education to distribute free cleaning supplies to child care providers. CDR was awarded a grant funded by the Section 2 of Senate Bill 89 to allocate funds to open or soon-to-be open providers operating childcare or early learning and care programs for children of essential workers, at-risk populations, and children with disabilities or special health care needs. Funds were available for licensed and license-exempt centers, and home-based providers to purchase cleaning supplies, personal protective equipment, and instructional supplies to maintain safe and healthy facilities.



CDR combined forces with First 5 Ventura County and Ventura County Office of Education to distribute free cleaning supplies to child care providers.



• Quality Improvement Expansion

CDR received grants from the California Department of Education Child Care and Development Funds to expand services for child care providers to gain access to additional training. Funds were used to expand training and supplies for Health and Safety, Skill Building, Training on Trauma Informed Care, and Pediatric First Aid and CPR. Funds were also used to support providers with PPE during the COVID-19 pandemic.

• Toy Lending Library

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



Toys Lend from the
Toy Lending Library

1,454

“CDR has supported all of us providers during these difficult times. They supported us during the first three months of the pandemic with the opportunity to take care of ourselves. They also provided us with supplies to keep our homes clean. The program also helped us with educational workshops. Thanks to the entire CDR staff.”

MARIA LUISA ESPINOZA

Community Involvement

2020 Census

In 2020, CDR expanded its commitment to the community by getting fully involved with the outreach efforts of the 2020 Census. The work actually started two years ago when it partnered with the Ventura County Community Foundation to help form the Ventura County 2020 Census Complete Count Committee.

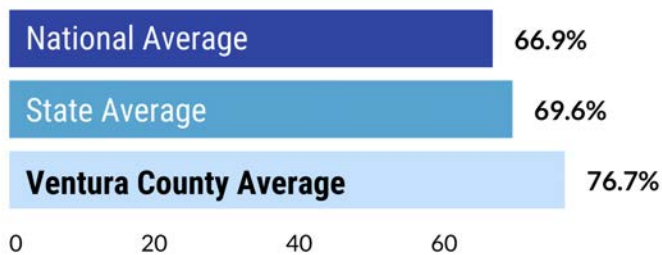
Involvement in the census strengthened CDR's partnerships with local community-based organizations, while also establishing new relationships with many others. CDR's first partners included the Ventura County Community Foundation and First 5 Ventura County. Once census outreach efforts started in March of 2020, the collaboration quickly extended to include La Colonia Neighborhood Council in north Oxnard and Southwinds Neighborhood Council in south Oxnard. Other partnerships included Community Action of Ventura County, Lideres Campesinas, Nyland Promise, Revive Community Church in El Rio, Teatro de las Americas, Oxnard Performing Arts Center, Logrando Bienestar, ASM Jacqui Irwin, Oxnard Mayor Tim Flynn, MICOP, and Poder Popular from Santa Paula. All these partnerships allowed CDR to combine resources, efforts, information, and community access for a common goal of sharing clear messaging to the people. These are partnerships that CDR plans on continuing and nurturing for the coming years.



Community Involvement



2020 CENSUS SELF-RESPONSE SCORE



**VENTURA COUNTY
RANKED 4TH HIGHEST IN
THE STATE**

City	Self-Response Rate
Moorpark	83.5%
Camarillo	83.30%
Simi Valley	82.2%
Thousand Oaks	82.2%
Westlake Village	81.9%
Ventura	75.6%
Santa Paula	75.2%
Ojai	73.6%
Fillmore	72.6%
Oxnard	69.9%
Port Hueneme	68.9%

Data Source: Ventura County News Channel - "Ventura County Completes the 2020 Census Ranked in the 95th Percentile Nationwide" (<https://www.vcnewschannel.com/news>)

Human Resources

CDR employs a talented and diverse workforce representative of the children and families that it serves in Ventura County. CDR is proud to provide its dedicated workforce with a safe work environment free of discrimination and harassment, training, promotional opportunities, fair and competitive compensation, and a robust benefits package.



Our Workforce...



Total Employees

381



New Employees

52



Promotions

11

TEN **10** YEARS

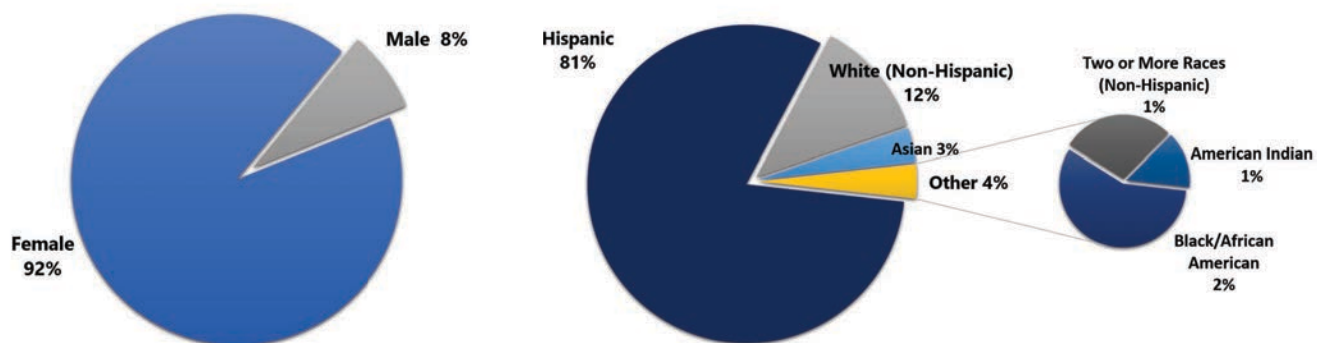
% of Employees
Over 10 Years

35%



Human Resources

Employee Demographics

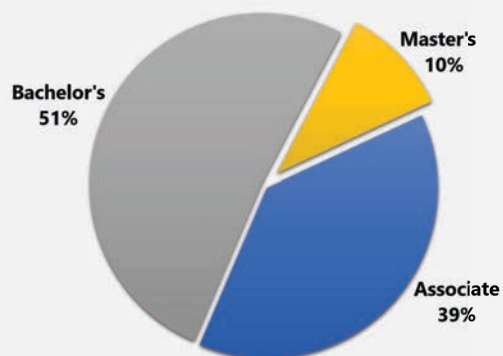


Employee Academic Achievement



% of Employees
with a Degree

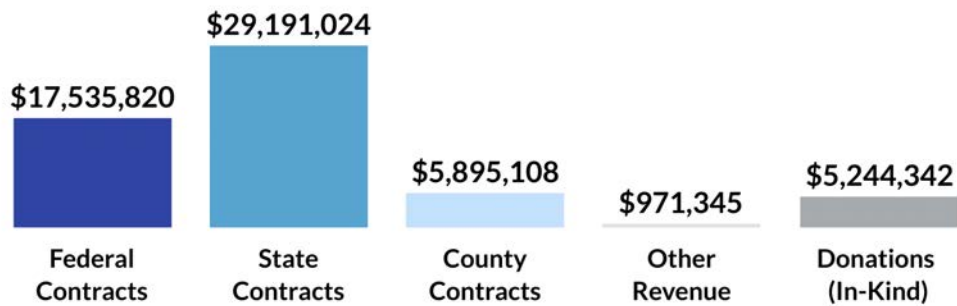
70%



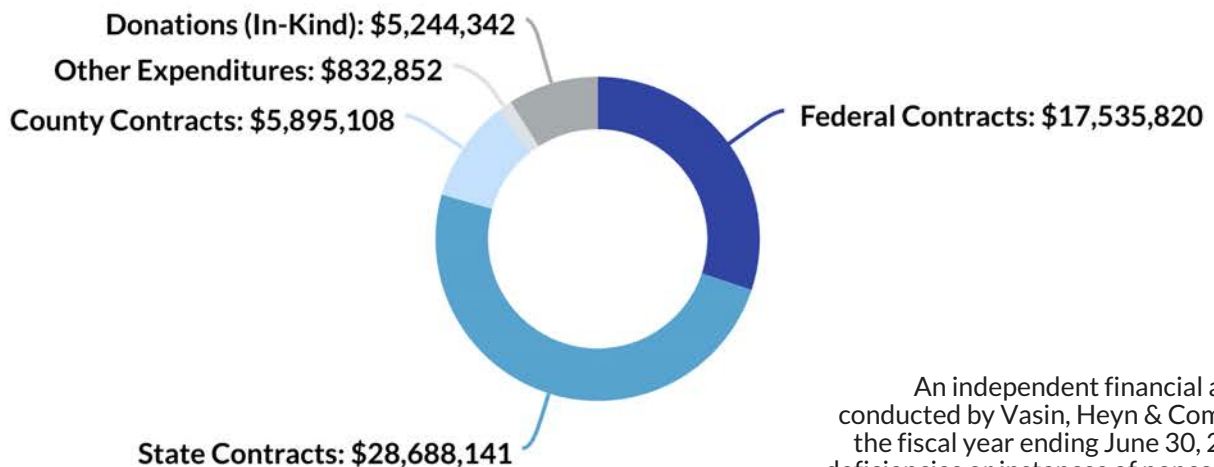
Agency Financial Audit Summary Report

2019-2020 AGENCY FINANCIAL AUDIT SUMMARY REPORT

Revenues Sources: \$58,837,639



Actual Expenditures: \$58,196,263



An independent financial audit was conducted by Vasin, Heyn & Company for the fiscal year ending June 30, 2020. No deficiencies or instances of noncompliance were found.

Finance Department



Head Start Program Financial Reports

2019-2020 HEAD START PROGRAM REVENUE/SOURCES & EXPENDITURES

Revenues/Sources of Income	Head Start	Early Head Start	Early Head Start - Child Care Partnership
	(Apr. 2019-Mar. 2020)	(Apr. 2019-Mar. 2020)	(Sept. 2019-Aug. 2020)
Federal Funds	\$ 12,819,015	\$ 3,106,084	\$ 870,339
Non-Federal Match (In-Kind)	\$ 5,092,917	\$ 1,279,542	\$ 288,850
Total Budget	\$ 17,911,932	\$ 4,385,626	\$ 1,159,189

Actual Expenditures	HS	EHS	EHS- CCP
	(Apr. 2019-Mar. 2020)	(Apr. 2019-Mar. 2020)	(Sept. 2019-Aug. 2020)
Personnel	\$6,995,049	\$1,868,684	\$335,984
Fringe Benefits	\$2,025,725	\$481,358	\$87,456
Travel	\$133,792	\$69,624	\$9,492
Equipment	\$299,956	\$0	\$0
Supplies	\$856,737	\$78,200	\$123,739
Contractual	\$295,075	\$52,357	\$5,130
Providers	\$0	\$0	\$179,621
Other	\$1,283,790	\$326,740	\$64,665
Indirect Cost	\$928,890	\$229,122	\$64,251
Total Expenditures	\$12,819,015	\$3,106,084	\$870,339

2020-2021 HEAD START PROGRAM PROPOSED BUDGET

Projected Funding (2020-2021)	HS	EHS	COVID (COMBINED)	EHS- CCP
	(Apr. 2020-Mar. 2021)	(Apr. 2020-Mar. 2021)	(Apr. 2020-Mar. 2021)	(Sept. 2020-Aug. 2021)
Program Operations	\$13,040,389	\$3,036,371	\$1,077,418	\$867,244
Training and Technical Assistance	\$133,748	\$69,799	\$0	\$19,000
Total Federal	\$13,174,137	\$3,106,170	\$1,077,418	\$886,244
Non-Federal	\$3,161,793	\$745,481	\$0	\$208,731
Total Budget	\$16,335,930	\$3,851,651	\$1,077,418	\$1,094,975



Child Development Resources
221 E. Ventura Boulevard,
Oxnard, CA 93030
805-485-7878
www.cdrv.org