



Child-Parent Centers, Inc.

2022-2023 Annual Report



Message from our CEO

CPC Colleagues,

I am very pleased to release the 2022-2023 annual report for Child-Parent Centers, Inc. The 2022-2023 year marked a significant transition for the agency as we emerged from the daily demands associated with COVID-19 and focused more on stabilizing our services to children and families who were still grappling with the long-term effects of the pandemic.

The 2022-2023 program year represented both an end as well as a new beginning in multiple ways. We concluded the previous five-year strategic plan while we simultaneously planned for the next five years, keeping in mind the lingering effects of the pandemic and how they will continue to influence our services and operations. We wrapped up a three-and-a-half-year period of dealing with the daily pressures of the COVID-19 pandemic while also looking ahead to fresh opportunities for service delivery and community collaborations that focused beyond the immediate pressures associated with COVID.

We navigated the complexities of new funding sources and requirements, including the opening of CPC's first non-Head Start preschool classroom in partnership with Pima Community College, Pima County Board of Supervisors, and the United Way of Tucson & Southern Arizona. With additional funding from Pima County through PEEPs (Pima Early Education Program), we expanded extended day Head Start services to 205 children, bringing the total percentage of extended day services at CPC to 60%. Further, as more activities in the community returned to in-person, CPC was well represented in events for family and staff recruitment as well as teacher recognitions.

Like many other places, CPC experienced challenges related to staffing shortages. The agency has always enjoyed longevity among its employees and while our turnover rate was lower than average, it was still higher than in previous years. This shortage resulted in a deeper analysis of shifting workforce trends that has informed our DEIT (diversity, equity, inclusion, and trauma-informed) practices and our focus on creating a sense of community, belonging, strong leadership, and intentional Interactions among colleagues, as well as the children and families we serve. In addition, CPC was committed to directing as many resources as possible to staff compensation to recognize the critical nature of early education services. Temporary COVID funding resulted in unprecedented one-time/temporary compensation events for CPC employees to encourage staff retention.

I am grateful to the CPC community for navigating the challenges throughout the past year and landing on the silver lining that came with each one. Thank you for remaining committed to excellence in serving children, families, and each other.

With appreciation,

Erin M. Lyons

Board of Directors

Eleanor Droegemeier, President
Robert Wortman, Vice President
Lori Ann Schultz, Past President
Ashley Cousineau, Secretary
Guy Kuawa, Treasurer
Raquel Bravo-Clouzet
Carina Flores
Paul Ohm
Shannon Warren
Daniel McDonald



Senior Leadership

Erin Lyons, Chief Executive Officer
Kathryn Sutherlnad, Chief Operations Officer
Maria Bonilla Mooney, Chief Program Officer
Dan Fry, Chief Financial Officer
Nikki Fellner, Physical Resources Director
Wendy Gomez, Program Services Director
Christie Herbst, Human Resources Director
Leonor Lundholm, Education Services Director
Brian Moreno, Information Technology Officer
Alana Mozar, Health & Nutrition Services Director
Christine Vega, Organization & Employee Development Director
Ekna Zamora Rehm, Family & Community Partnerships Director

2022-2023 Governance

Policy Council

William Burns, Chairperson
Alexis Potter, Vice Chairperson
Mariana Moreno, Vice Chairperson
Martha Robles, Secretary/Treasurer
Lendsey Basteen
Yazmin Galindo Garcia
Daniel Gastelum
Tamara Hamby
Rachel Lipscomb
Diana Navarro
Jacklyn Rojas
Rachel Runnals
Anissa Soto Trujillo
Mirna Vega



OUR VISION

Child-Parent Centers, Inc. envisions strong communities filled with successful children and families.

OUR MISSION

We are a non-profit agency delivering Head Start and related programs throughout southeastern Arizona for prenatal through preschool age children and their families. The focus of our work is:

- Early Childhood Development & School Readiness
- Health & Nutrition
- Parent Engagement & Family Development

OUR PHILOSOPHY

At Child-Parent Centers we believe:

- Children are magical and competent, and constant, curious learners;
- Parents want the best for their children, and learning for themselves;
- Staff bring expertise with an attitude that supports teamwork, learning and development;
- Learning thrives within respectful relationships;
- Positive outcomes result from appropriate and consistent learning over time; and
- We all participate in life-long learning as both teachers and learners.

OUR VALUES

- Safe, healthy, nurturing and happy environments.
- Ethical leadership, high standards, and continuous improvement.
- Staff development and assisting one another to find our own voice.
- Open, honest communication that acknowledges diverse perspectives.
- Integrity, personal responsibility, and a sense of ownership.
- Collaborative relationships, mentoring, and teamwork.
- The unique role of parents as their child's first and most important teacher, as a decision maker, and as a partner in teaching and learning.
- The unique contributions made by people of diverse backgrounds and perspectives.
- Accountability and the efficient use of public funds to ensure positive outcomes for children, families, and the community.

DEIT

DIVERSITY, EQUITY, INCLUSION, TRAUMA- INFORMED

Head Start is rooted in the belief that every child has the ability to succeed in school and in life. Ending injustice, racism, and bias is fundamental to delivering on this promise.

At Child-Parent Centers, Head Start/Early Head Start grantee, we have an opportunity and an obligation as an early childhood organization to be diverse, equitable, inclusive, and trauma-informed for all children, families, and staff. We are committed to creating safe and culturally responsive environments that promote innovation, trust, and a sense of belonging.

Child-Parent Centers At a Glance

40
Number of Centers

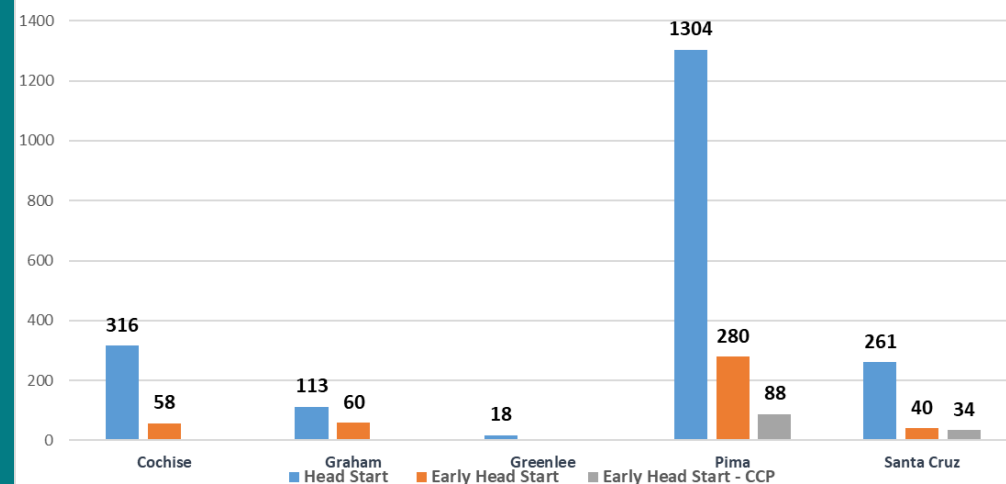
639
Number of Employees



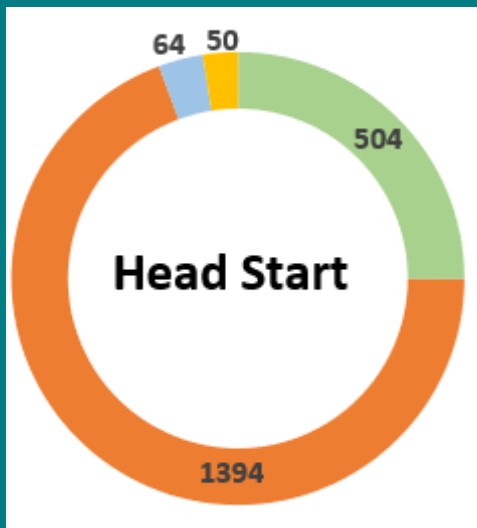
24
Number of Partner Sites

5
Number of Counties

Funded Enrollment by County



Funded Enrollment by Program Option

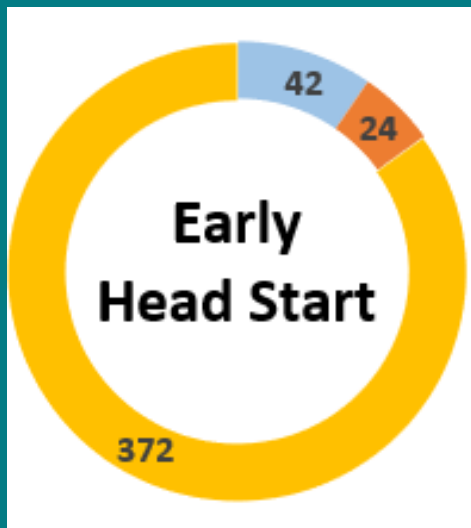


Extended Day

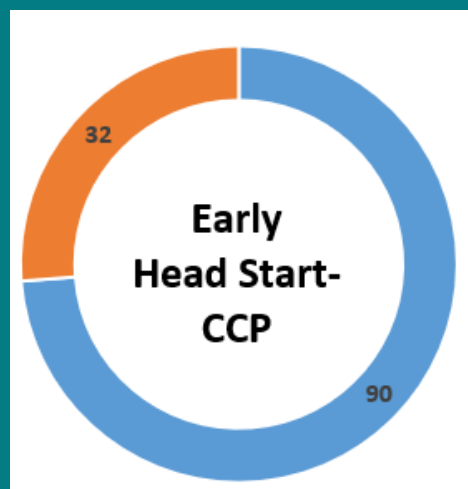
Part Day/Part Year

Full Day/Full Year

Home Based



Early Head Start



Early Head Start-CCP

Center Based

Family Child Care



Head Start and Early Head Start Services

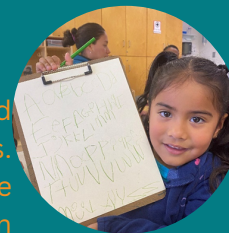
Part-Day, Part Year



The historical model for Head Start is the part-day classroom. In this model, children attend for four days per week, four hours per day. At a limited number of sites, transportation is available for enrolled children.

Extended Day, Extended Year

This model provides a minimum of 1,020 hours in Head Start classrooms and 1,380 in Early Head Start classrooms. These numbers are based on Head Start Performance Standards and are intended to provide increased duration of high quality services in center-based settings.

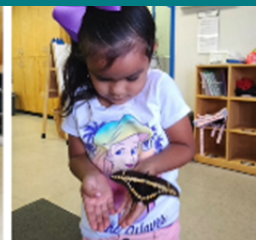
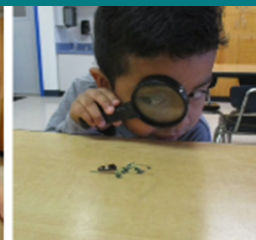


Home-Based

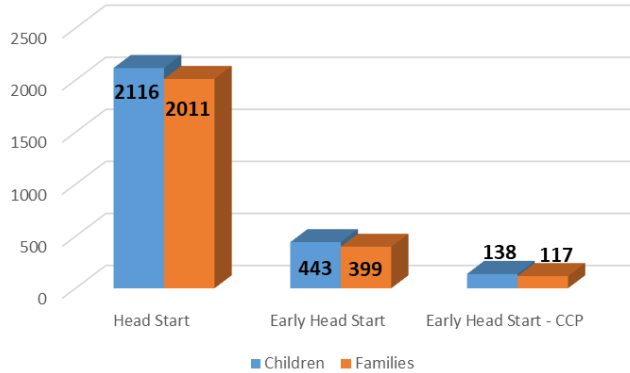
In this program, families participate in weekly visits with a Family Educator. Bi-weekly group experiences provide socialization time for both children and families.

Early Head Start Child Care Partnerships & Family Child Care

The Early Head Start Child Care Partnership (EHS-CCP) model began in 2015. This program operates under a separate grant from the Office of Head Start and seeks to enhance quality services for infants and toddlers receiving care in existing childcare settings. EHS-CCP serves 138 children through partnerships with EasterSeals Blake Foundation as well as 24 family childcare providers.



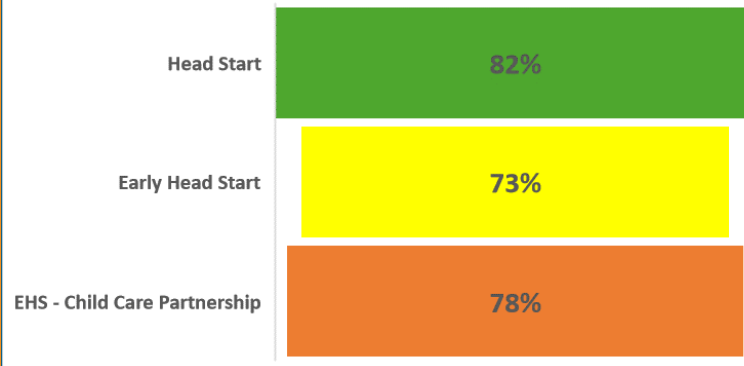
Number of Children & Families Served



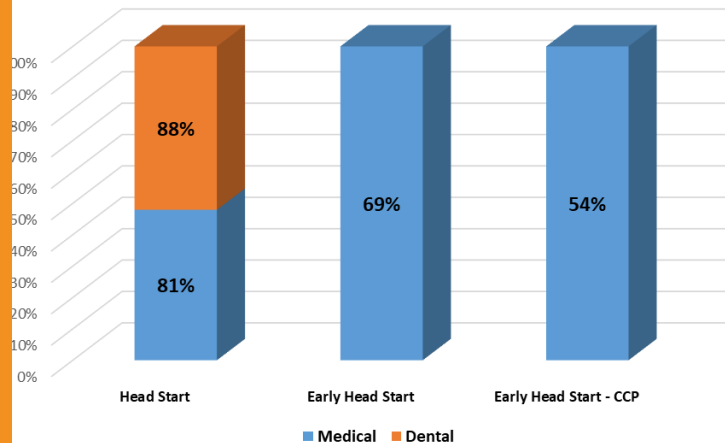
Results of Most Recent Review by the Secretary

Child-Parent Centers did not have any monitoring events in Program Year 2022-2023.

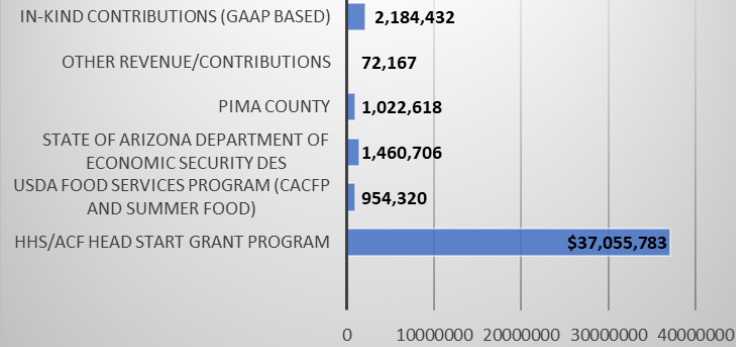
Average monthly enrollment as a percentage of funded enrollment



Children Receiving Medical and Dental Exams



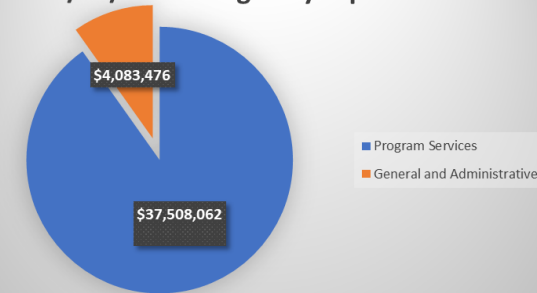
08/31/2022 Public & Private Funds



FYE 8/31/22
Unqualified
Opinion issued
by Beach
Fleischman PLLC



08/31/2022 Budgetary Expenditures




09/01/2023 to 08/31/2024 OHS Approved Budget including Program Improvement Funds & Carry Over Balance from Prior Years


	HS/EHS	EHS-CCP	TOTAL
Personnel	\$ 23,509,022	\$ 1,405,799	\$ 24,914,821
Fringe Benefits	5,533,041	333,169	5,866,210
Travel	66,511	14,700	81,211
Equipment	93,910	-	93,910
Supplies	1,402,396	166,649	1,569,045
Contractual	2,597,201	1,093,936	3,691,137
Other	3,603,513	129,497	3,733,010
TOTAL	\$ 36,805,594	\$ 3,143,750	\$ 39,949,344

Strategic Plan - Year 5

Highlights from Strategic Plan 2018-2023 Progress Review



2023-2028 Strategic Plan: Goals, Objectives, Impacts



Use the QR Code for details on specific strategies.

Goal 1: Expand Access	Goal 2: Support Families	Goal 3: Org Sustainability	Goal 4: School Readiness
Objective A: Provide service options to match community needs & provide continuity of services. Objective B: Serve more categorically eligible families. Objective C: Recruit & identify children with IEPs & IFSPs Objective D: Enhance family access to health services. Objective E: Increase collaborative relationships with school districts & community agencies	Objective A: Support parents' role as advocates & leaders for child, family, & self. Objective B: Strengthen parents' ability to advocate for their children who require special accommodations. Objective C: Support families' social & emotional well-being.	Objective A: Create a culture that promotes employee recruitment, retention & well-being. Objective B: Leverage new financial resources. Objective C: Advocate for investment in early childhood systems. Objective D: Increase CPC's visibility, credibility & influence.	Objective A: Formally implement CPC's designated coaching approach, Cognitive Coaching. Objective B: Refine systems for collection, monitoring, and sharing of all data related to school readiness Objective C: Increase Pre-K CLASS scores through coaching practices.

Strategic Partnerships

Technology

Foundational Elements

Data-Informed Decision Making

Diversity, Equity, Inclusion & Trauma Informed

Impacts

Children will...

- Be ready for kindergarten: socially, emotionally, physically & cognitively
- Have early identification of special needs & coordinated access to services
- Have consistent & coordinated access to health care

Families will...

- Stay connected, knowledgeable & empowered
- Continue to be strong advocates for their child's education
- Develop the professional & life skills to be financially secure

The Organization will...

- Be widely known & seen as a go-to source for expertise & excellence for ECE,
- Attract & retain qualified staff
- Reach more & diverse families
- Have more diversified funding

The Community will...

- Have greater collaboration with ECE & K12, & dual-generation service providers
- Be a better place for families with young children to live & learn
- Support the mission & work of CPC with time, talent & treasure

Program Year 2022-2023 marked the fifth and final year of the agency's five-year strategic plan. The data collection and analysis processes included the participation of a wide variety of stakeholders including the Board of Directors, Policy Council members, enrolled families, and employees. The process involved an assessment of progress made during the 2018-2023 plan, described on the next page. In addition, since the COVID-19 pandemic interrupted progress from 2020-2023, many of the strategic initiatives remained in the new plan (pictured above). The first year of the new plan, 2023-2024, will focus on stabilization of the agency rather than expansion; CPC's leadership will evaluate this focus area after the conclusion of the first year.

- Expanded Early Head Start services by 78% of target (83 new children)
- Increased extended day services to 60% of Head Start children and 100% of Early Head Start children
- Established community partnerships to create blended-funding classrooms to serve 205 additional children with extended day services as well as a non-Head Start preschool classroom to serve community college students
- Updated enrollment process for allowable percentage of over-income families
- Implemented emergency services during the COVID-19 pandemic, including the distribution of 18,000 food boxes to enrolled families as well as the implementation of two special summer sessions for children with special needs and children transitioning into kindergarten
- Increased parent participation in ESL and GED courses as well as financial literacy workshops to support their own development goals
- Increased unrestricted, non-federal funds
- Targeted approximately \$8 million dollars in temporary pandemic dollars to increase employee compensation
- Established DEIT (Diversity, Equity, Inclusion, and Trauma Informed approaches) as a foundational element of CPC's early learning and professional settings



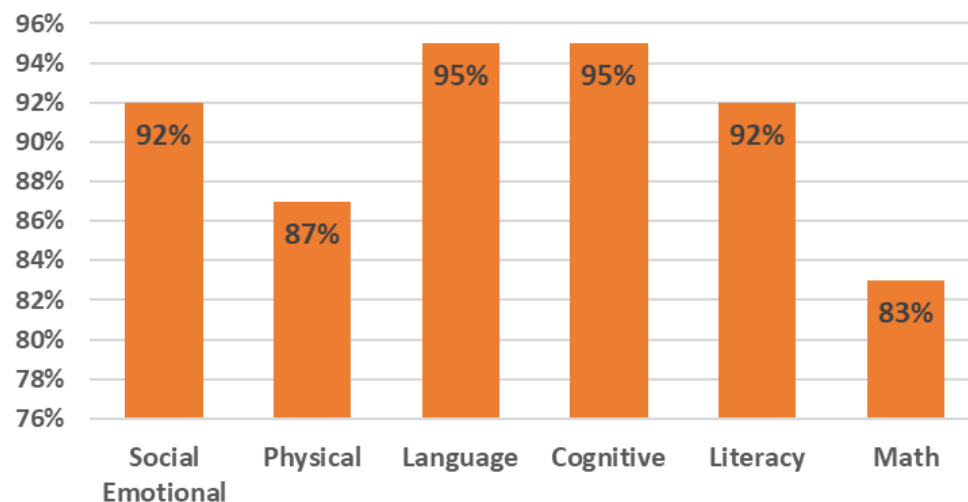
Preparing Children for Kindergarten

Program Year 2022-2023 represented the third year of the COVID-19 pandemic. Despite the continued fluctuation of COVID-19 outbreaks and classroom closures, particularly in the winter of 2022 and early 2023, CPC staff maintained consistent service delivery in all program options and adapted to identify the unique needs of young children growing up with the challenges of the pandemic.

As illustrated in the visuals below and on the next page, the vast majority of children met the agency's school readiness goal of making gains in each developmental domain. In addition, the PICCOLO tool measures parent-child interactions in home-based settings and the Spring 2023 data highlights significant improvements in these interactions when compared to data from the previous program year.

Early Head Start /Head Start Grant

Growth Report Fall 2022 to Spring 2023 - All Ages



Early Head Start Child Care Partnership Grant

Percentages of Children who MET CPC School Readiness Goal

	0-1 6 children	1-2 14 children	2-3 18 children	PK3 11 children
Social Emotional	83%	93%	89%	82%
Physical	100%	100%	89%	91%
Language	100%	93%	94%	91%
Cognitive	100%	100%	100%	91%
Literacy	50%	93%	94%	82%
Mathematics	83%	79%	94%	82%

PICCOLO Spring 2023



Affection

Overall gains in affection from Fall to Spring is 68%.

This is a 42% increase from 2021-2022 Program Year.



Responsiveness

Overall gains in responsiveness from Fall to Spring is 55%.

This is a 35% increase from 2021-2022 Program Year.



Encouragement

Overall gains in encouragement from Fall to Spring is 53%.

This is a 33% increase from 2021-2022 Program Year.



Teaching

Overall gains in teaching from Fall to Spring is 39%.

This is an 8% increase from 2021-2022 Program Year.

Summary of Community Assessment 2023

The 2022 Community Assessment confirms the need for quality early childhood education in southeastern Arizona.

As we continue to emerge from the uncertainty of the COVID pandemic, CPC is meeting this need for 11.3% of eligible children and families in the five counties we serve. This percentage is down from pre-pandemic levels when CPC served approximately 14% of eligible children. Population estimates project an increase of 15,000 births during the next decade within CPC's service area, indicating that the need for services will continue in future years.

Updating recruitment practices continues to be a priority and requires ongoing modifications. The need for services exists but enrollment trends are fluctuating due to the impact of the pandemic. There has also been a shift in the workforce with early childhood professionals leaving the field for many reasons. Recruitment, retention, and satisfaction of staff continues to be a priority.

The long lasting and evolving nature of the pandemic required flexibility and the implementation of contingency plans. CPC's ability to meet the needs of children, families, and employees in such a fluid environment will be critical as we continue to meet the specific needs of our families and communities.

Additional Findings

- **Family Childcare Providers:** CPC staff should continue researching ways to effectively recruit family childcare providers for the Early Head Start Child Care Partnership.
- **Service Options:** CPC staff should continue reviewing shifts in various communities to assess the most appropriate service options, including offering 3-year-old classrooms for full day/extended duration programming.
- **Diversity, Equity, Inclusion and Trauma (DEIT):** Feedback from DEIT activities in 2021 resulted in a professional development series for 2022-23 that addressed a sense of belonging, communication approaches, and job satisfaction. An emphasis on supervision practices and activities for children and families that are infused with DEIT concepts, should continue.
- **Mental Health & Wellness:** Supporting the mental health and wellness of enrolled children and families as well as employees continues to be a priority.
- **Inclusion Services:** There is a continued need for CPC staff to enhance collaborations with school districts to move towards the 10% disabilities enrollment requirement.
- **Demographics of Enrolled Children:**
 - The majority of children enrolled in CPC are Hispanic/Latino in all counties except for Graham County.
 - Many households in Pima and Santa Cruz counties need bilingual support: approximately 17% of households with children ages 5-17 years in Santa Cruz County and over 7% in Pima County do not speak English "very well".
 - Santa Cruz County has the highest number of children living with foreign-born parents, nearly 31.60%.
 - Santa Cruz County has the highest percentage of families below the poverty level, and over 37% of those families have children under the age of 5.
 - The number of families experiencing homelessness continues to be a concern and continuing to provide community resources is important.

Child-Parent Centers, Inc.

Service Locations

Administration Offices
602 E. 22nd St. Tucson, AZ 85713
520-882-0100
www.childparentcenters.org

Cochise County Centers

EBF Sierra Vista, Bonita,
Carmichael, Cobre del
Sol, La Escuelita, Pueblo
del Sol, Willcox

Graham County Centers

EBF Palomita, Pima,
Sierra Bonita

Pima County Centers

Ajo, Amphi, Children's Achievement
Center (EBF), Cavett, Coronado, Desert
Vista, Desert Winds, Elvira, Erickson,
Homer Davis, Jacinto Park, Keeling,
Laguna, Liberty, Los Ninos Sunnyside,
Marana, Mission Manor, Morning Star,
Northwest, Prince Roberts, Santa Clara,
Santa Rosa, Southside, Summit View,
Sunnyside, Walter Douglas, Wright

Greenlee County Center Duncan

Santa Cruz County Centers

Challenger,
Nogales Neighborhood,
Rio Rico, Western

Early Head Start Child Care Partnerships Family Childcare Providers

24 family childcare partners
in Pima and Santa Cruz counties

