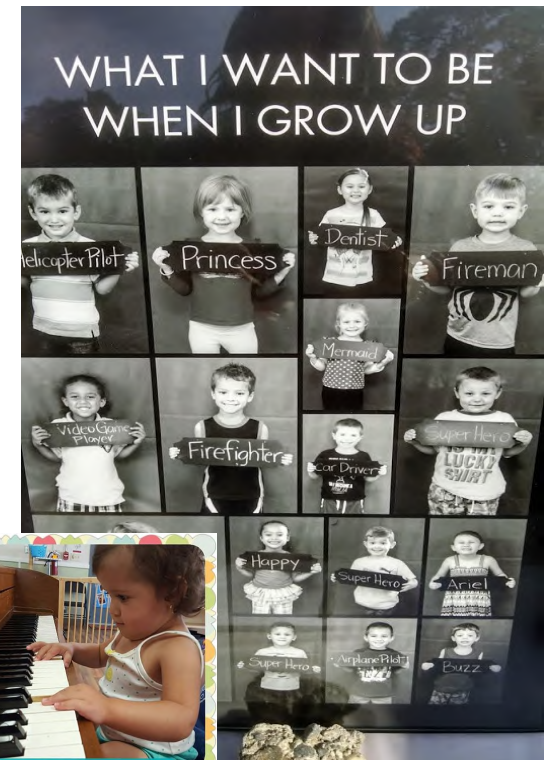




Northern California Child Development, Inc.

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ANNUAL REPORT

2019-2020

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Our Mission

*is to Enrich children's lives, Empower families,
and Engage our community*

Our Belief

*is a cycle of prosperity can be created by instilling
a belief in children and families that they can
write their future story despite their present
circumstances*

Our Commitment

*Prepare children to be successful in school
Offer services to support working families and
those continuing their education
Provide families skills and resources to become
leaders in their community
Educate families so they can become self-
sufficient and attain their goals*

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Message from the Executive Director



My name is Brian Heese, and I am proud to be the Executive Director of Northern California Child Development, Inc. (NCCDI). NCCDI is a not-for-profit 501(c)3 corporation that is focused on the mission of enriching children's lives, empowering families, and engaging our community. Since 1966, NCCDI has invested in the future of young children, particularly disadvantaged young children, in order to give them a Head Start in their education. Our goal is to have children enrolled in our programs ready for school. We strive to not only have children academically prepared, but also socially, emotionally, and physically ready.

Our nationally accredited classrooms operate under the philosophy that all children have the right to learn in the least restrictive environment. While we are with these children for a relatively short period of time, the parents / guardians are with them for a lifetime. Therefore, it is important that we not only prepare children but parents as well. We believe there are many important factors to a child's success in school, but none more important than a parent who is involved in their child's education. We work with parents individually to develop goals for themselves and their families that is going to give them the best opportunity to provide their children with the best possible future.

We also educate families on the various resources and services available in their local community and the regional area. We encourage them to utilize these resources not so they can become dependent on them, but so they are able to meet their family's immediate needs and move them toward self-sufficiency. As they move in that direction, they become empowered as they realize they are capable of doing much more than they ever thought they could. Through empowerment, parents will be more confident in advocating for their children and family. Parents are a child's best and most important teacher. By providing parents with the proper tools, our goal is to help parents build a solid foundation on which their child's education and future can be built.

While our organization is primarily grant funded, it cannot endure without the support of our community. It is our responsibility to help the community at large see the benefits of our programs through the outcomes it achieves. The benefits to the community can be seen through three different lenses: 1) Children are better prepared for school and have a higher chance of graduating high school when they are enrolled in early childhood education programs such as ours. 2) Parents become engaged productive citizens within the community they live when they are given opportunities for growth in a respectful and dignified manner. 3) NCCDI staff are dedicated and generous people who work hard and diligently in striving to make the community in which they not only work, but in which a large majority also live, a better place.

On behalf of NCCDI, it is my pleasure to present the Annual Report for the 2019-2020 year. Despite the disruption of services due to the COVID-19 pandemic, the outcomes reported are the result of combined efforts from our hard-working dedicated staff who have a passion for young children, our families who want their children to have opportunities they were not afforded, and community members who understand the importance of early childhood education programs.

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NCCDI's Governing Bodies

BOARD OF DIRECTORS

Linda Lucas, Board Chair

Marcie Murphy , Vice Chair

Tara Loucks-Shepherd, Member

Michelle Proctor, Member

Thania Giwoff, Member

Chris Urban, Member



POLICY COUNCIL

Marcie Murphy, Policy Council Chair

Thania Giwoff, Vice Chair

Maria Antolin, Treasurer

Chris Urban, Health & Safety Officer

Alicia Aldaran-Martinez, Parent Member

Jamie Manning, Parent Member

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Fiscal Update

Public Funds Received FY 2019-2020

Head Start / Early Head Start	\$	4,414,571
California State Preschool	\$	540,484
Child Care Food Program	\$	131,727
Paskenta Band of Nomlaki Indians	\$	153,087
County of Tehama	\$	312,377
Other	\$	205,601
Total Received	\$	5,757,847



Actual Expenditures FY 2019-2020

Personnel	\$	3,204,793
Fringe Benefits	\$	942,490
Travel	\$	16,178
Supplies	\$	331,686
Contractual	\$	246,228
Other Operating	\$	948,082
Total Expenditures	\$	5,689,457

Budgeted Expenditures FY 2019-2020

Personnel	\$	3,491,180
Fringe Benefits	\$	1,003,907
Travel	\$	80,747
Supplies	\$	151,882
Contractual	\$	275,500
Other Operating	\$	772,049
Total Expenditures	\$	5,775,265

NCCDI hired an independent auditing firm to audit the financial statements and compliance for major programs for the year ended 2020. The auditors issued an unmodified opinion on both the financial statements and compliance for major programs. In addition, there were no audit findings or instances of material weakness, significant deficiencies, or noncompliance identified in the internal controls over financial reporting or major programs. The complete audit report can be found at www.nccdi.com.

Program Accountability



Type of Eligibility for Children Served *

Income below 100% of federal poverty line **165**

Public assistance such as TANF, SSI **41**

Status as a foster child **13**

Status as homeless **84**

Over income **17**

Income between 100% and 130% of federal poverty line **42**

*Due to the COVID-19 pandemic, NCCDI discontinued services on March 17, 2020, for the remainder of the 2019/20 program year.

Children Served*

245 - Head Start

117 - EHS (53% of funded enrollment in Home Base)

Average Monthly Enrollment*

100% - Head Start

100% - EHS

Eligible Children Served by Head Start & Early Head Start in Tehama County

25%

Enrolled Children Received Medical Exam*

86% - Head Start

91% - EHS

Enrolled Children Received Dental Exams*

92% - Head Start

62% - EHS

Enrolled Children Received Special Education Services*

16% - Head Start

14% - EHS

Program Accountability - continued



Results from Office of Head Start Review

During Year One of our current 5-year grant cycle, the Administration for Children and Families (ACF) conducted a Focus Area One Monitoring Review of NCCDI's Head Start and Early Head Start programs to determine compliance with the Head Start Act and Performance Standards. The review took place in February 2019, and focused on five topic areas. The Program Performance Summary Report dated March 27, 2019, reported the following monitoring results of each topic area as follows:

PROGRAM DESIGN & MANAGEMENT

The grantee's program design and structure takes into account community strengths and needs. The grantee has an approach for providing effective management and oversight of all program areas and fiduciary responsibilities. The grantee maintains a formal structure for program governance that includes a governing body, a policy council, and parent committees.

EDUCATION AND CHILD DEVELOPMENT SERVICES

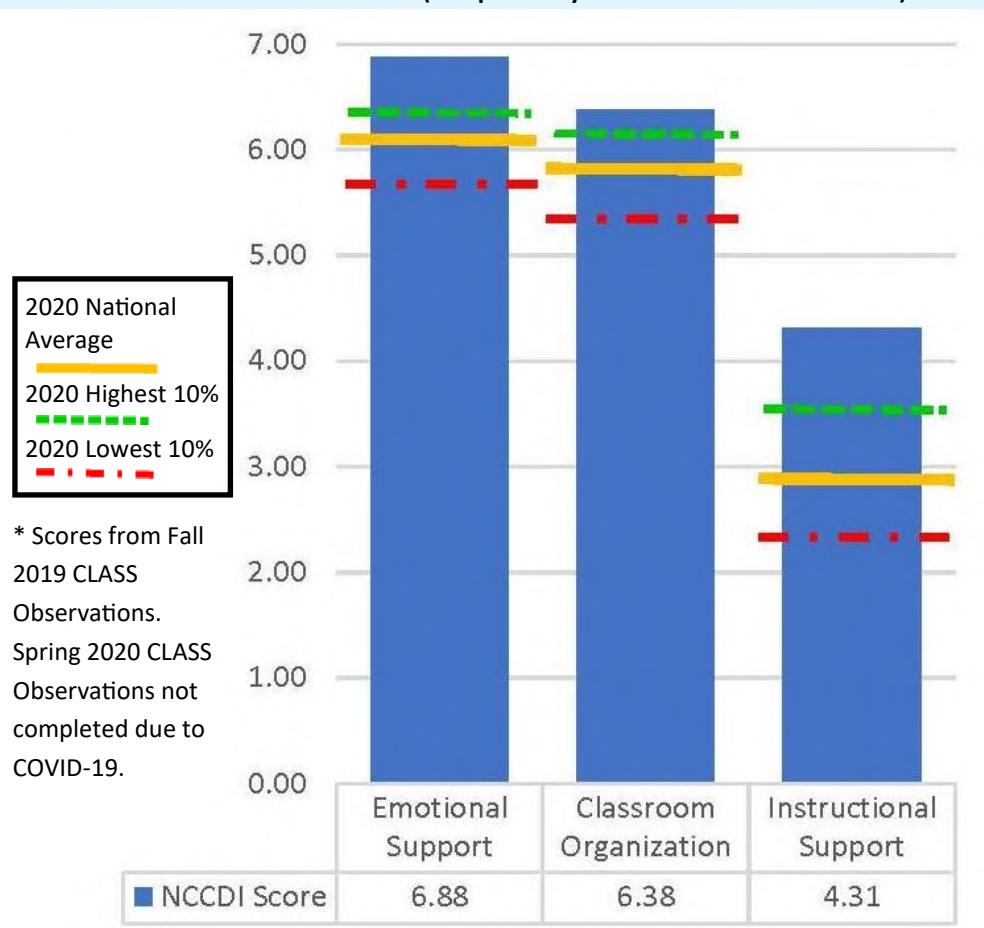
The grantee's approach to school readiness aligns with the expectations of receiving schools, the Head Start Early Learning Outcomes Framework, and State early learning standards. The grantee has strategies to ensure teaching practices promote progress toward school readiness. The grantee has an approach for ensuring teachers are prepared to implement the curriculum and support children's progress toward school readiness. The grantee has strategies to ensure home-based program services help parents to provide high-quality learning experiences.

HEALTH PROGRAM SERVICES

The grantee has an approach for ensuring the delivery of high-quality health services. The grantee has implemented a process for monitoring and maintaining healthy and safe environments and ensuring all staff have complete background checks.

(continued on next page)

2019 CLASS Scores (completed by internal CLASS Reliable Staff)*



Program Accountability continued



Results from Office of Head Start Review (continued)

FAMILY AND COMMUNITY ENGAGEMENT PROGRAMS SERVICES

The grantee has an approach for collaborating with families to support family well-being. The grantee has an approach for providing services that strengthen parenting skills.

ELIGIBILITY, RECRUITMENT, SELECTION, ENROLLMENT, AND ATTENDANCE STRATEGIES AND FISCAL INFRASTRUCTURE

The grantee has strategies to identify and enroll children and families in the community most in need of services. The grantees fiscal officer and the fiscal member or the advisor to the governing body have the qualifications needed to provide grant oversight. The grantee has a budget development and revision process that includes stakeholders and appropriate approvals, and ensures continuous alignment with program design, goals, and objectives.

PROGRAM HIGHLIGHTS

- Chronic absenteeism decreased by more than 50% over the past three years.
- NCCDI's governing body and Policy Council are actively engaged with program oversight and building strong community connections. Member of the governing body and Policy Council participate and are members of other community agency boards and committees enabling them to share information about NCCDI services, build relationships, learn about other programs, and create opportunities for community engagement.
- NCCDI is a leader in early childhood and social services in their service area. They are sought out for their input, and frequently are asked to help engage parents to gain their input on various community efforts.
- NCCDI believes giving back to the community is important. Each year, the Policy Council identifies a community need and creates a plan to meet that need.
- NCCDI puts on multiple family engagement events developed through community partnerships that are open to the whole community. Events include the Kid's Spooktacular, a fall festival held each October, and the Parent's Choice Conference, a free conference with multiple workshops and keynote speaker held each Spring.

RECOGNITION FOR RESULTS OF MONITORING REPORT

On April 26, 2019, NCCDI received acknowledgement form Dr. Deborah Bergeron, Director of the Office of Head Start and Early Childhood Development, on the results of our Monitoring Report and efforts to address absenteeism.



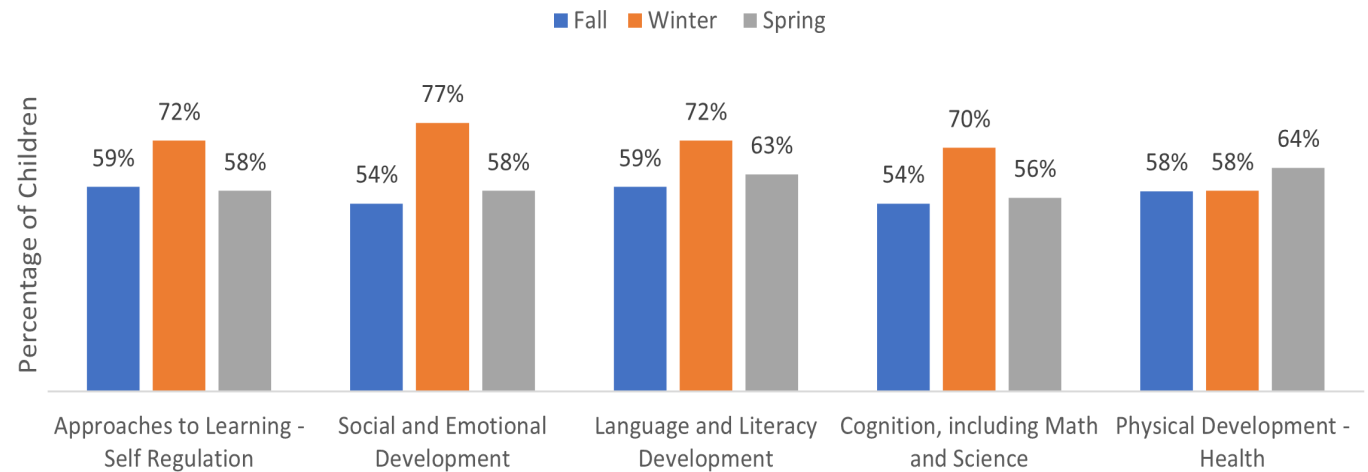
School Readiness



Children are assessed three times per year using the State of California's Desired Results Developmental Profile (DRDP) assessment tool. The following charts indicate the percentage of children enrolled in NCCDI's Early Head Start and Head Start programs who exceeded NCCDI's school readiness outcomes. These charts include all children assessed during the year, but not all children may have been enrolled during each assessment period. Due to COVID, all classrooms closed on March 17, 2020. Spring 2020 Assessments were done remotely with parent assistance. Therefore, outcomes are skewed and may not be reliable.

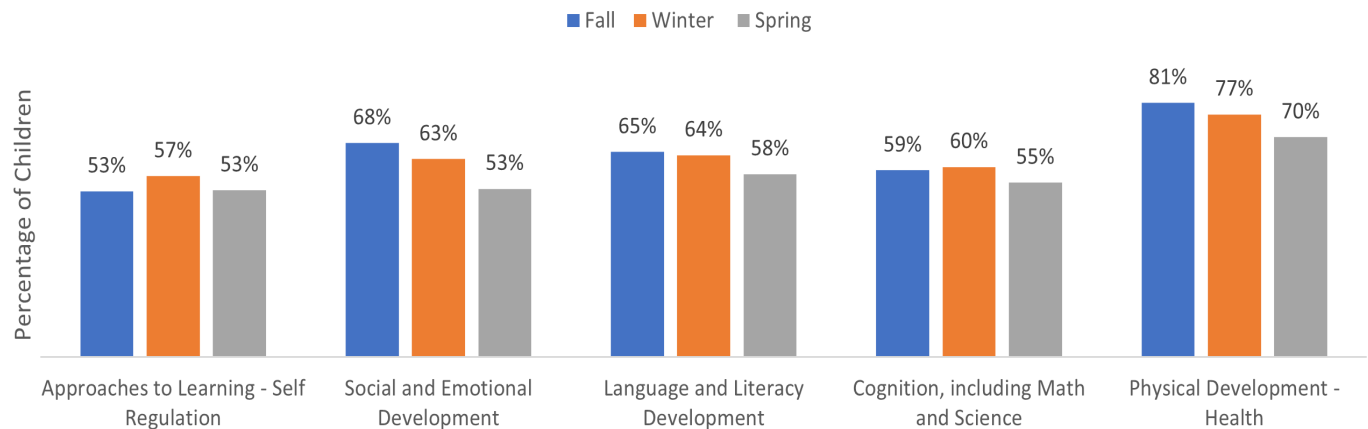
Infant - Toddler Outcomes Fall, Winter, Spring Results

Percentage of Children At or Above NCCDI School Readiness Expectations 2019-2020



Preschool Outcomes Fall, Winter, Spring Results

Percentage of Children At or Above NCCDI School Readiness Expectations 2019-2020



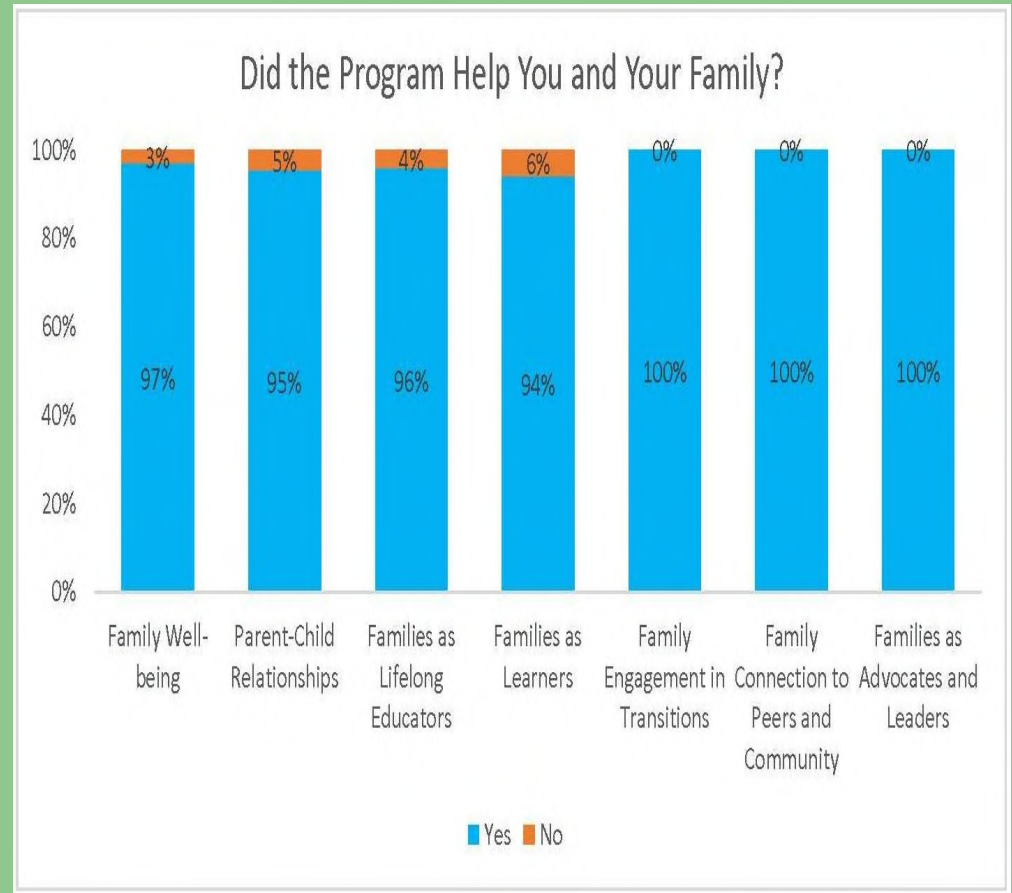
Parent, Family, and Community Engagement

In the context of the family each child learns how to communicate, express caring, solve problems and work together to succeed in life. Our strength based programs are focused on all the significant adults in a child's life. We realize that both parents and professionals have the knowledge, expertise, experience, and resources that are needed to build and maintain healthy families and prepare children for a successful future.

NCCDI structures our programs so that each family walks away with new connections and resources that fit their unique interests and support their child's development. During FY 2019-20, NCCDI generated \$1,796,887 of in-kind donations from the community. Most of these funds were generated through parent volunteer hours completed at our centers or in the home base program. This extraordinary level of parent engagement forms the foundation for our children's strong developmental outcomes and high quality Head Start program services. In FY 2019-20, 26 (24%) of our employees were former or current Head Start parents.

In FY 2019-20, parent involvement activities included a variety of family friendly events such as the Kid's Spooktacular and Literacy Breakfast. Unfortunately, due to COVID-19, our annual Sports Night and Parent Choice Conference were cancelled in Spring 2020.

Parent and family engagement in Head Start and Early Head Start is about building relationships with families that support family well-being; supporting strong relationships between parents and their children; and nurturing ongoing learning and development for both parents and children. The Parent, Family, and Community Engagement (PFCE) Framework is a roadmap for progress in achieving the types of outcomes that lead to positive and enduring change for children and families. The adjacent graph from 2018/19 demonstrates how NCCDI has helped families in each of the family engagement outcomes. Due to COVID-19, we were unable to complete the Parent Satisfaction Surveys for 2019/20.



NCCDI's Directors and Management Staff

DIRECTORS

Brian Heese, Executive Director

Rosie Flores-Wilfong, Head Start Director

Tori Prest, Early Head Start Director

Managers

Jennifer Torres, ERSEA Manager

Ashley Williams, Human Resources Manager



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