



## ***2020 ANNUAL REPORT***

**For the 2018—2019 fiscal and program year**



**Serving 8 Counties in South Arkansas:  
Calhoun | Columbia | Dallas | Hempstead  
Lafayette | Nevada | Ouachita | Union**

**OUR MISSION: TO EMPOWER CHILDREN AND FAMILIES!**



# The Agency

FACT, Inc. is a premiere preschool provider in South Arkansas. Committed to excellence, the agency provides early childhood education services to children in preparation for success in kindergarten through its twenty-three preschools and five home based programs.

The central office for FACT, Inc. is located at 2720 Vine Street in El Dorado, Arkansas. The Executive Director is Trena White.

The FACT, Inc. preschool child development program offers a wide array of program options to meet family needs. These include:

**Head Start (HS) Classroom Services** for children ages 3 to 5 whose family income is less than 100% of the poverty level or who meet federally defined criteria.

**Early Head Start (EHS) Classroom Services** for infants and toddlers and pregnant women and teens. If eligible, toddlers may transition from EHS to other preschool programs provided by FACT, Inc. when space is available.

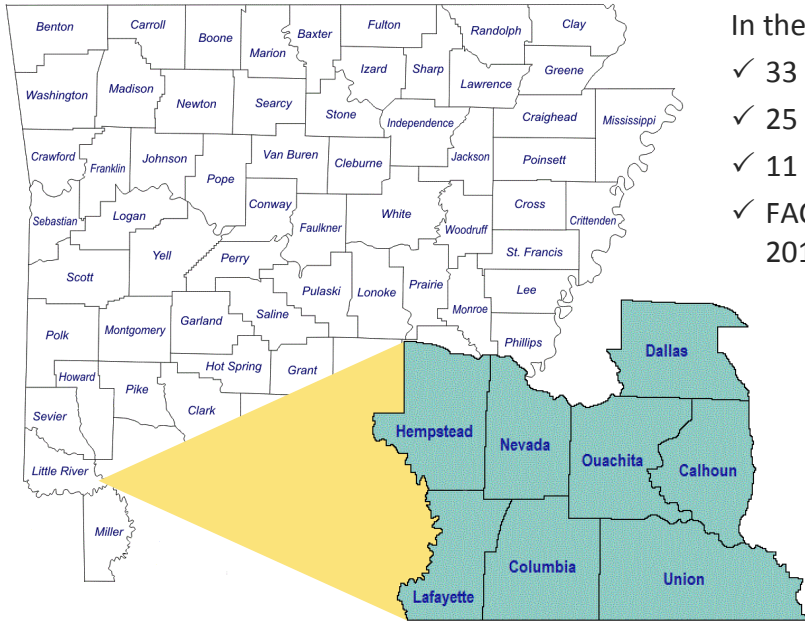
**EHS Home Based Services** for clients who choose to have home educators provide the same services offered by our classrooms in the privacy and comfort of their homes.

**Arkansas Better Chance (ABC) & Arkansas Better Chance for School Success (ABCSS) Classroom Services** for children ages 3 to 5, whose family income is less than 200% of the poverty level or who meet specific criteria defined by the state of Arkansas.

## *The FACT, Inc. Philosophy*

*We believe that from birth, all children need early childhood development experiences that support their unique characteristics and provide love, warmth, and positive learning experiences. All families need encouragement and support from their community to achieve their own goals and provide a safe and nurturing environment for their young children.*

# Service Area



- In the 2018-2019 program year, FACT, Inc. operated
- ✓ 33 Head Start classrooms,
  - ✓ 25 Early Head Start classrooms, and
  - ✓ 11 ABC/ABCSS classrooms
  - ✓ FACT was funded for a total of 1,049 children in 2018-2019



Calhoun County	Funded Enrollment
Hampton HS	17
Hampton EHS	8
EHS Home Based	11
<b>Total</b>	<b>36</b>

Columbia County	Funded Enrollment
Emerson HS	15
Magnolia HS	18
Magnolia EHS	40
Magnolia East HS	20
Magnolia East ABC	20
McNeil HS	15
Taylor ABC	20
EHS Home Based	11
<b>Total</b>	<b>159</b>

Dallas County	Funded Enrollment
Fordyce HS	35
Fordyce EHS	16
EHS Home Based	11
<b>Total</b>	<b>62</b>

Hempstead County	Funded Enrollment
Blevins HS	19
Hope HS	60
<b>Total</b>	<b>79</b>

Lafayette County	Funded Enrollment
Bradley HS	15
Lafayette HS	19
<b>Total</b>	<b>34</b>

Nevada County	Funded Enrollment
Nevada HS	18
Prescott HS	39
<b>Total</b>	<b>57</b>

Ouachita County	Funded Enrollment
Bearden HS	18
Bearden ABC	16
Bearden EHS	8
Camden HS	51
Camden EHS	24
Harmony Grove HS	19
SAU Tech ABCSS	20
<b>Total</b>	<b>156</b>

Union County	Funded Enrollment
Fairview HS	70
Fairview EHS	40
Junction City HS	18
Junction City EHS	8
Junction City ABCSS	20
Morning Star HS	71
Morning Star EHS	16
Strong HS	18
Strong ABC	10
Strong EHS	8
West Woods HS	39
West Woods ABCSS	94
West Woods EHS	32
HS Home Based	24
EHS Home Based	22
<b>Total</b>	<b>466</b>

# Enrollment

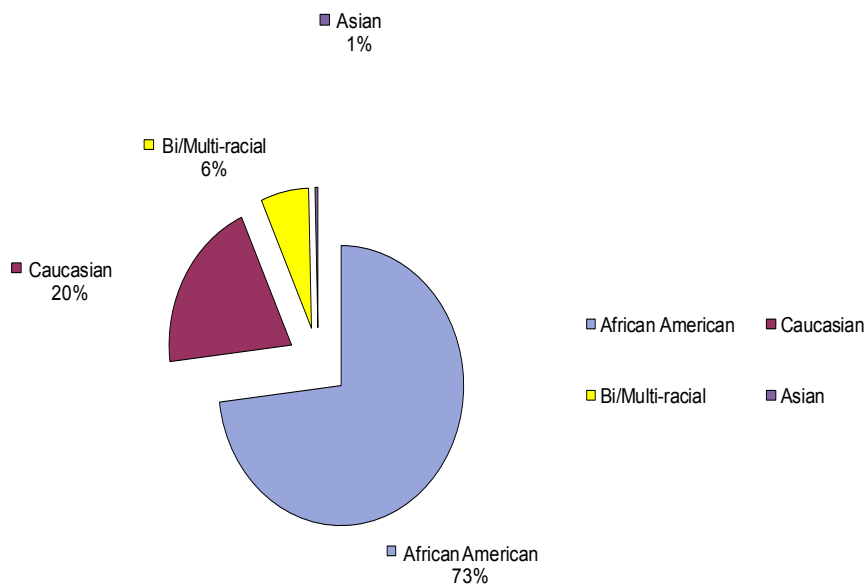
FACT, Inc. served 1060 Head Start and Early Head Start children and their families at some point during the program year. Of those served:

- 882 (83%) were income eligible
- 178 (16%) were over poverty guidelines

217 ABC children and their families were also served.

## **Average Monthly Enrollment**

- ✓ HS & EHS - 86%
- ✓ SW HS-93.7%
- ✓ ABC - 96%



Children of Hispanic/Latino origin are classified under race as Caucasian and are not separated in the graph. However, FACT, Inc. served 67 Hispanic/Latino children in HS/EHS, which was 6.3% of the total number served.





# Education

---

## Practice Based Coaching

Education Coordinators collected and analyzed a variety of data, including individual needs assessments filled out by teaching staff, to determine which staff members could benefit from face to face coaching. Coaching visits were carried out throughout the year with individuals working toward and achieving carefully selected goals and working with coaches to develop action plans. Staff not selected for face to face coaching participated in the coaching program by viewing videos and receiving individualized resources and guidance. As a result, our staff are better equipped than ever to fully prepare our children for kindergarten.

## School Readiness

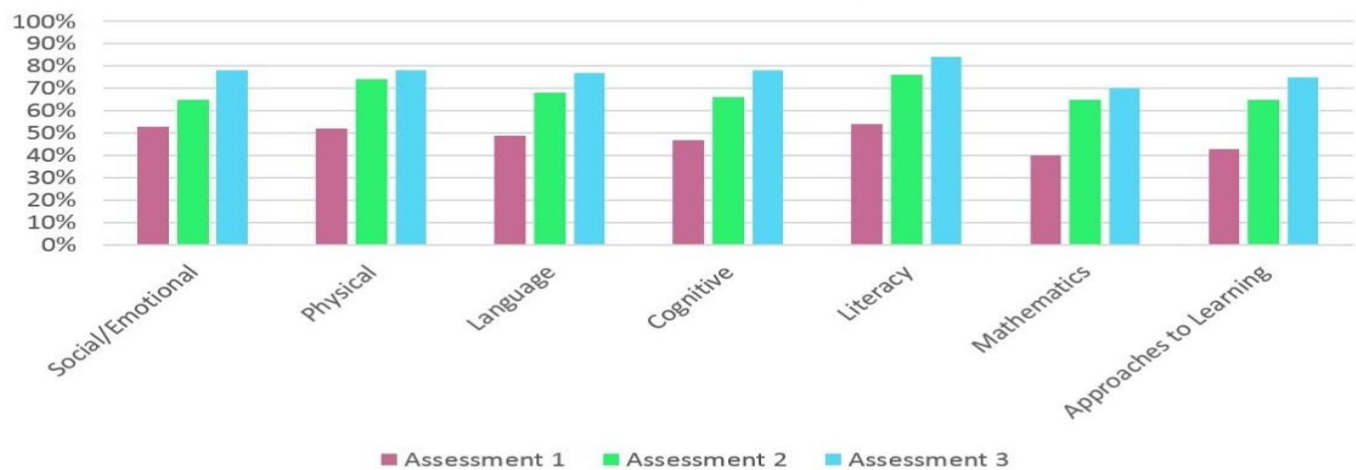
FACT, Inc. strives to prepare children fully for kindergarten in a number of ways, including:

- ◆ Implementing a research-based curriculum with fidelity;
- ◆ Providing practice-based coaching and professional development to staff that is data-driven; Offering parent trainings and providing parenting curriculum lessons during home visits and parent conferences;
- ◆ Partnering with school districts to ensure a smooth transition to kindergarten; and
- ◆ Holding school readiness meetings that include staff, parents, community members, and public school personnel to review data and make informed program improvements that promote school readiness for all children.
- ◆ Using the Creative Curriculum in Head Start, Arkansas Better Chance (ABC), and Arkansas Better Chance for School Success (ABCSS) programs.
- ◆ Teaching Strategies Gold is the child level assessment system for Head Start and Work Sampling is used in ABC/ABCSS.
- ◆ Utilizing the Early Learning Accomplishment Profile as the child level assessment in Early Head Start.
- ◆ Using the Partners for a Healthy Baby curriculum in the Home Based program.
- ◆ All FACT preschool teachers and site supervisors participated in training on how to implement the Creative Curriculum correctly. Education Coordinators provided in depth instruction on each learning domain, how to use each curriculum component effectively with preschoolers, and how to plan and provide individualized learning activities according to each child's needs.

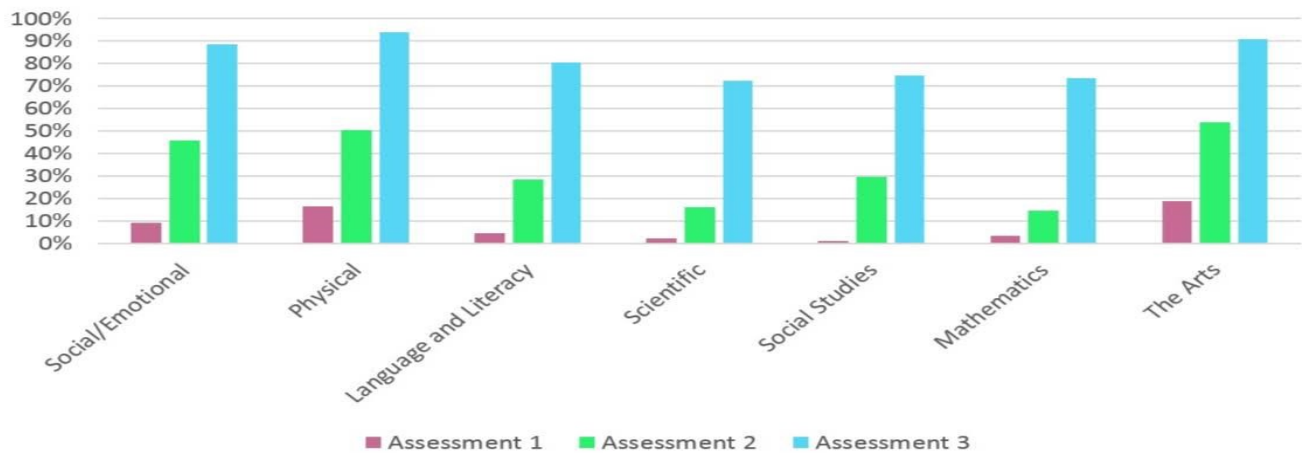


# Outcomes

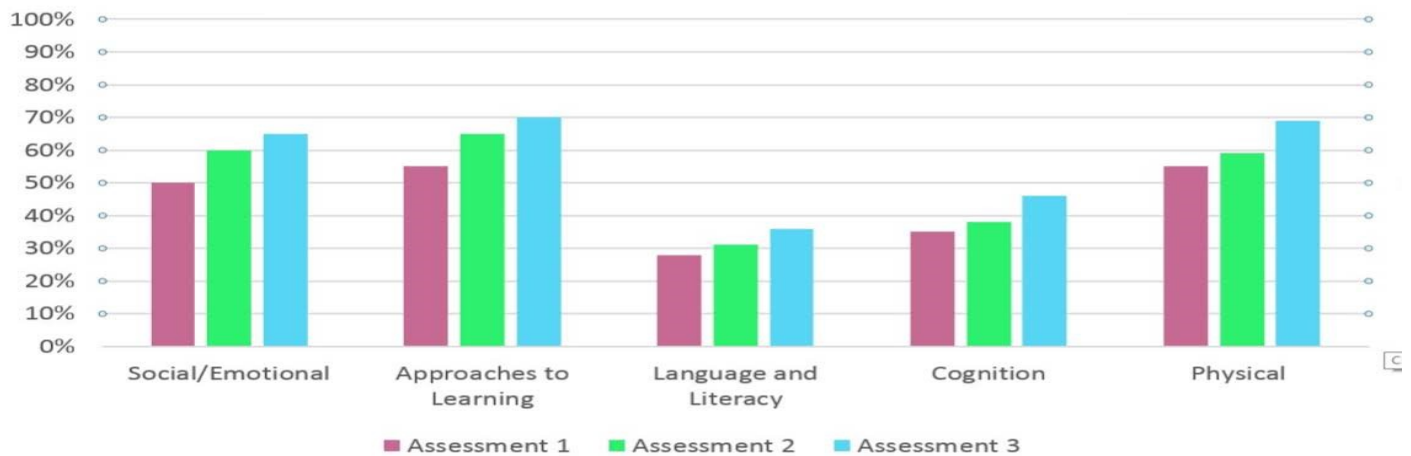
## Head Start 4-Year-Olds Meeting and Exceeding Expectations



## ABC 4-Year-Olds Meeting and Exceeding Expectations



## Early Head Start Meeting and Exceeding Expectations



# Disabilities & Health

---

## Disability Services:

FACT, Inc. uses the Devereux Early Childhood Assessment (DECA) tool to gauge all children's social and emotional growth. The DECA is a strength based assessment that defines a child's resilience and screens for protective factors within a child. Protective factors include initiative, self control, and attachment. The assessment is conducted twice per year - once when the child enters the program and a second time in March. Teachers enter the information into the online program where results are calculated automatically and reports can be generated.

Head Start requires that at least 10% of all opportunities available be for children with disabilities. Records show that during the 2018-2019 program year, 17% of the children enrolled in Head Start and Early Head Start received disability services.



## Health Services:

**84%** of EHS children were up-to-date on a schedule of age-appropriate preventive and primary health care, according to Arkansas's EPSDT schedule for well child care.

**90%** of HS children were up-to-date on a schedule of age-appropriate preventive and primary health care, according to Arkansas's EPSDT schedule for well child care.

**91%** of HS children completed a professional dental examination.

**100%** of both HS and EHS children were up-to-date with immunizations.

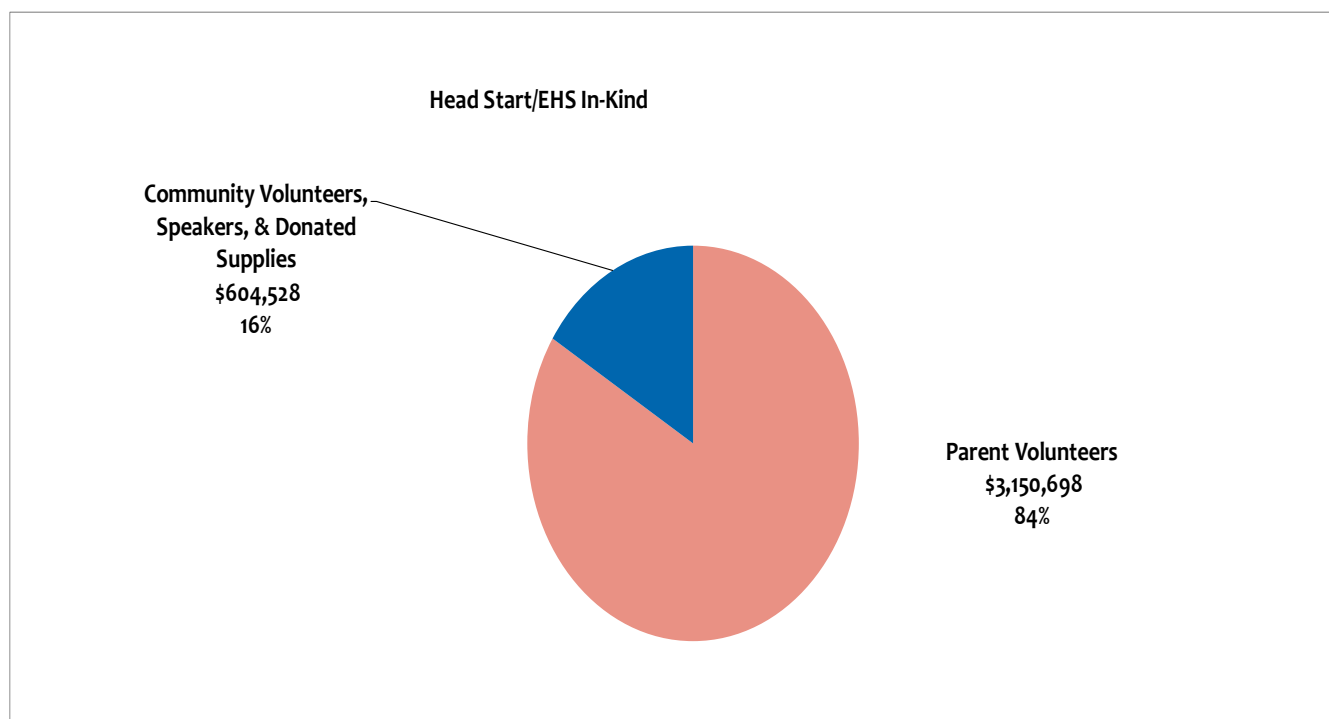
Prenatal and postpartum health care services and information were provided to 38 pregnant women who were enrolled in the program.



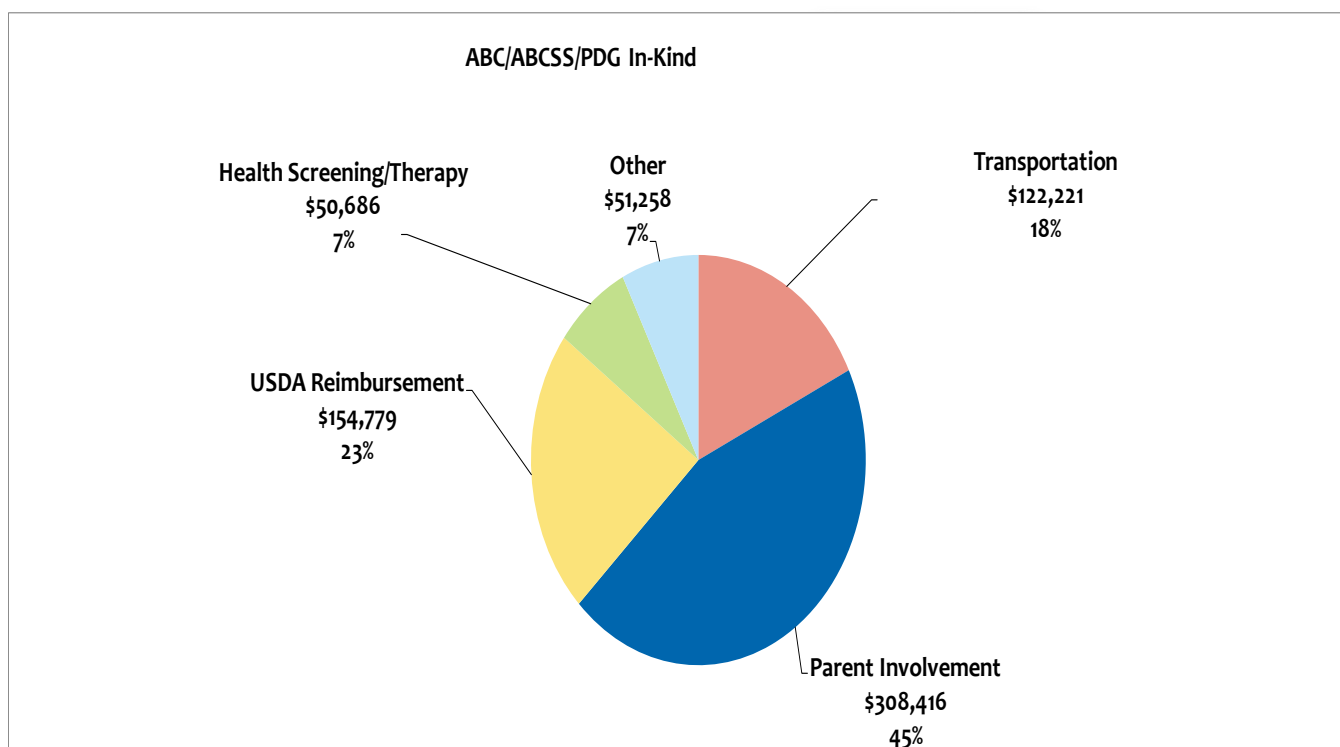
# In-Kind

In-kind is a general requirement of most federal and state grants. To be counted as in-kind, services or items donated must be those things that the program would have had to pay for otherwise.

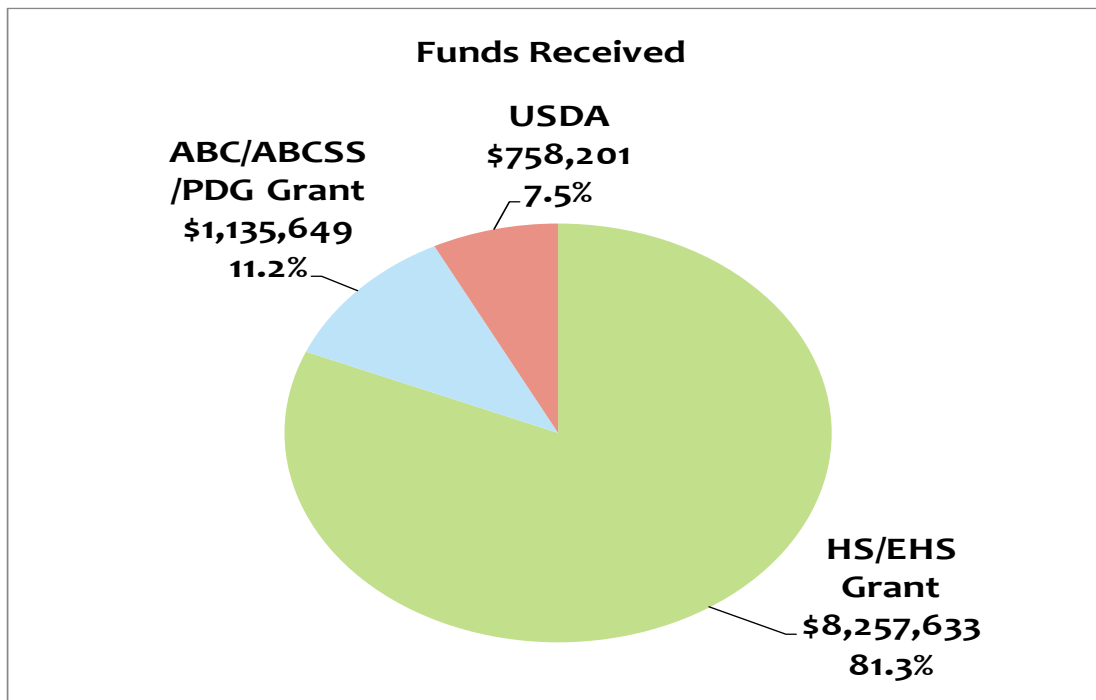
Head Start grantees must obtain a 20% in-kind match for every dollar awarded. ABC requires a 40% in-kind match of the grant amount.



Volunteer dollars are based on volunteered hours.

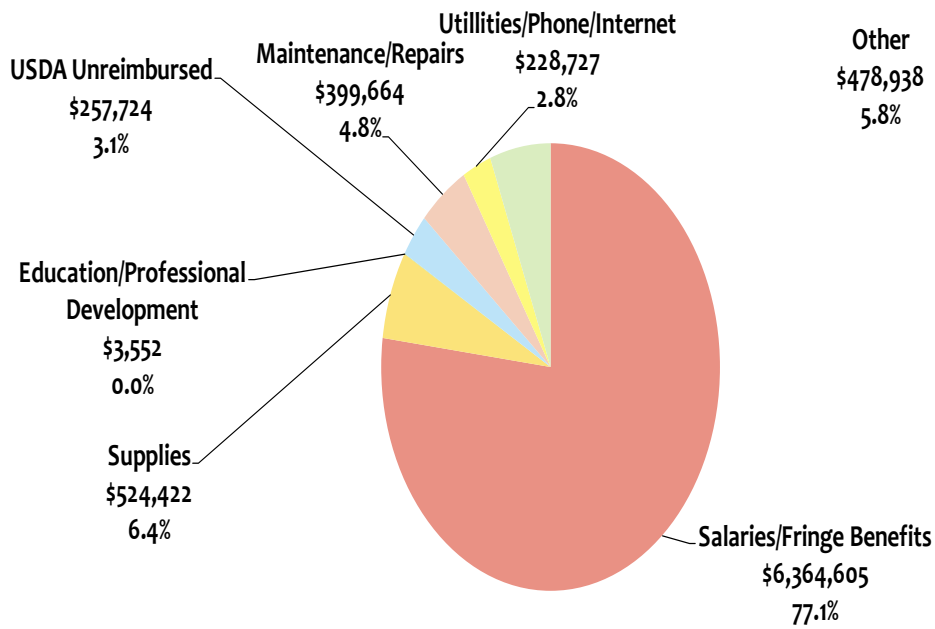


# Funding

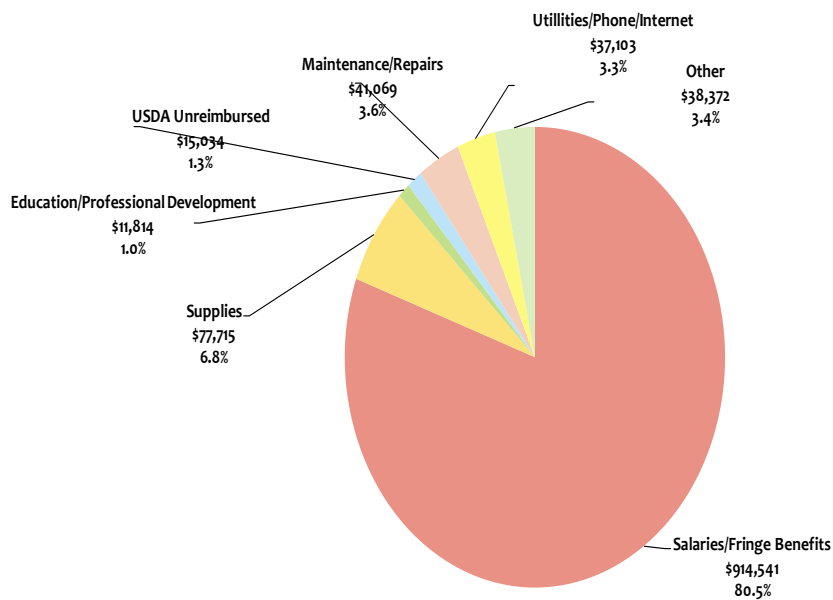


# Expenses

Head Start/EHS Expenses



ABC/ABCSS/PDG Expenses



# Staffing & Credentials

FACT, Inc. employed 206 full-time staff, 8 part-time staff, and 2 contract staff in the eight counties served. The list below indicates employment numbers.

There were 20 employees working on degree plans during the 2018-2019 program year. Eighteen of those were teachers and teacher's assistants.

**Central Office** - 25 employees

**Calhoun County** - 6 employees

3 Teachers	1 Program Manger/FSA
1 Teacher Assistants	1 Home Educator

**Columbia County** - 31 employees

1 Program Manager	1 Home Educator
16 Teachers	1 Cook
6 Teacher Assistants	1 Cook Assistant
4 Family Service Advocates	1 Food Transporter

**Dallas County** - 12 employees

1 Program Manager	1 Family Service Advocate
6 Teachers	1 Home Educator
2 Teacher Assistants	1 Food Transporter

**Hempstead County** - 10 employees

1 Program Manager	4 Teacher Assistants
-------------------	----------------------

**Lafayette County** - 7 employees

2 Teachers	1 Bus Driver
2 Teacher Assistants	1 Bus Monitor
1 Family Service Advocate	

**Nevada County** - 8 employees

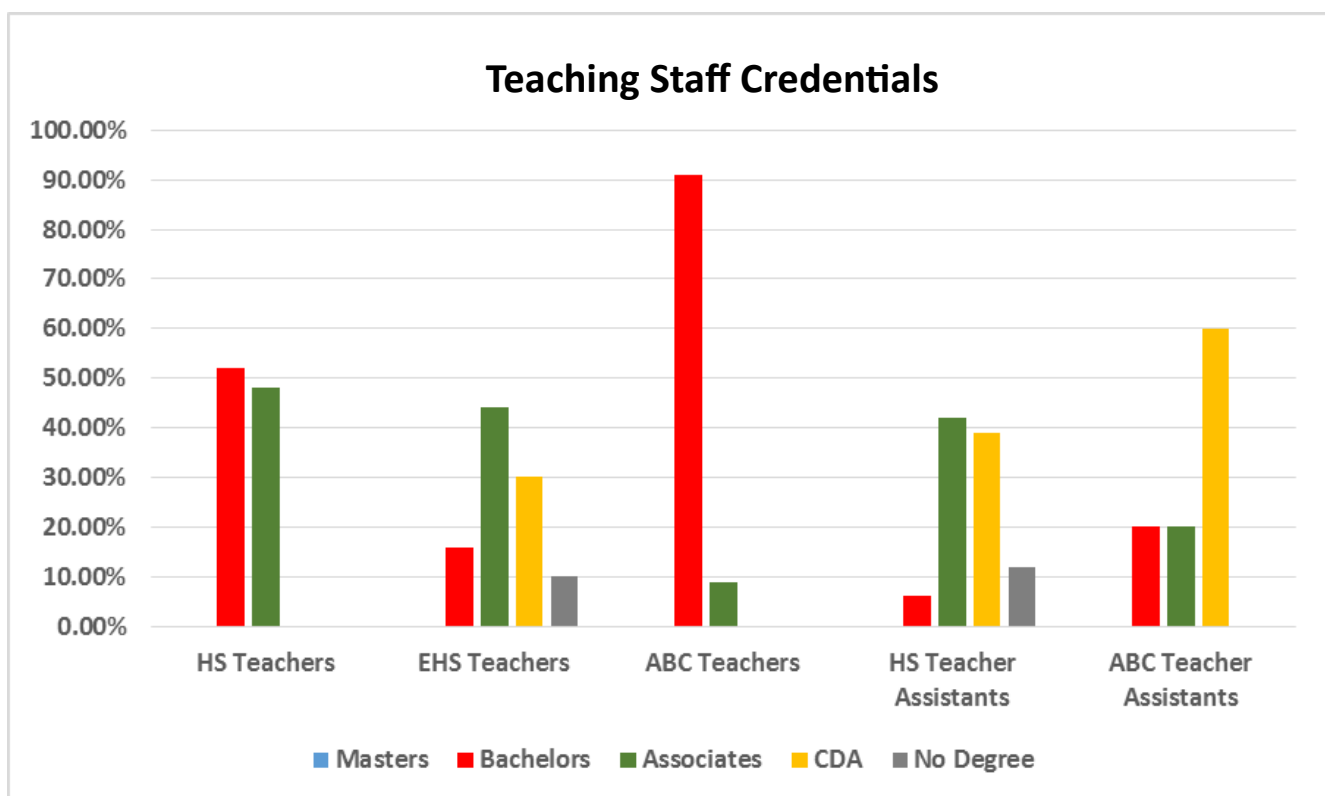
3 Teachers	1 Family Service Advocate
3 Teacher Assistants	1 Food Transporter

**Ouachita County** - 30 employees

1 Program Manager	4 Family Service Advocates
15 Teachers	1 Bus Driver -1 Bus Monitor
7 Teacher Assistants	1 Center Assistant

**Union County** - 85employees

3 Program Managers	2 Home Educators
45 Teachers	3 Cooks
18 Teacher Assistants	1 Cook Assistants
2 Center Assistants	1 Janitor/Maintenance



# **Governing Bodies**

---

## **2018-2019 Board of Directors**

Eric Burton  
Columbia/Hempstead/Lafayette/Nevada  
Counties

Lisa Oden  
Columbia/Hempstead/Lafayette/Nevada  
Counties

Dr. James Fouse  
Vice-Chair, Union County

Dr. Levenis Penix  
At-Large

Jeremy King  
Chair, Union County

Dale Smith  
Calhoun/Dallas Counties

James McMenis

Vacant positions:  
Columbia/Hempstead/Lafayette/Nevada Counties, Ouachita



## **2018-2019 Policy Council**

Markeith Cook  
Vice Chair, Union County

Worntre Jacobs  
Secretary, Union County

Lauren Dennis  
Chair, Columbia County

Haleigh McWhirter  
Early Head Start

Kristen Williams  
Calhoun/Dallas/Ouachita Counties

Kimberly Jackson  
Early Head Start

Barbara Libengood  
Community Representative

Kaylee Butler  
Calhoun/Dallas/Ouachita Counties

Shonda Young  
Hempstead/Lafayette/Nevada Counties

Yvonda Wilbon  
Hempstead/Lafayette/Nevada Counties

Steven Smart  
Union County

Roshanda Gray  
Home Based



# Audits & Reviews

FACT's **annual financial audit** was conducted by a team of auditors from Cook & Morehart Certified Public Accountants of Shreveport, Louisiana. It took place in February 2020 for the fiscal year ending October 31, 2019. There were no findings or questioned costs in any major federal awards programs.

Several Early Head Start centers received **Infant/Toddler Environment Rating Scale (ITERS-R) reviews** and all passed with high scores. ITERS-R is designed to assess center-based child care programs for infants and toddlers up to 30 months of age. The scale consists of 39 items organized into seven subscales: space and furnishings, personal care routines, listening and talking, activities, interaction, program structure, and parents and staff.

Several ABC centers received **Early Childhood Environmental Rating Scale (ECERS-R) reviews** and all passed with high scores. ECERS-R is designed to assess programs for preschool through Kindergarten aged children ages 2 through 5 years. The scale consists of 43 items organized into seven subscales: space and furnishings, personal care routines, language and reasoning, activities, interaction, program structure, and parents and staff.



# Notables

---

## Cost of Living Adjustments (COLA)

FACT received an increase in Federal funds of \$94,691 to be used to increase salaries and fringe benefits and to pay for higher operating costs. All Early Head Start and Head Start employees were awarded a minimum of 1.77% increase in their rate of pay.

## Training

All staff participated in Active Shooter Response training. The presenter was Mr. Scott Lancaster, a Community Relations Officer and Advanced Active Shooter Instructor. The training was based on the ALICE model of Alert, Lockdown, Inform, Counter, and Evacuate, which is the nationally recognized model for active shooter response training and is provided through the Batesville Police Department Community Relation Team.

FACT's Head Start grants were awarded for another 5 year project period during the 2018-2019 program year. Changes in the original counties competitive grant from the previous project period included a reduction of Head Start slots from 424 to 400. The reduction went into effect in the 2019-2020 program year. The grant also included start up funds in the amount of \$247,250.

## Technology Improvements

FACT created and implemented a new web based PAR system to make it easier for staff to submit and keep track of their Personnel Activity Reports.

New equipment was ordered, including computers, network gear with better monitoring capabilities, and new copiers to replace ones with high page counts.

In the wake of Microsoft ending service to Windows 7, FACT began the process of updating all existing computers to Windows 10.

The agency purchased and installed Synology NAS drives for the few centers that had not already received one, and also purchased a Synology NAS drive for Central Office to manage and synchronize data with the centers.



**Improvements**  
**(to enhance the efficiency and outcomes for staff,**  
**children, and families)**

Purchases for the 2018-2019 program year included:

- ◆ Emerson-Playground upgrade
- ◆ Hampton-Gutter and Drainage work
- ◆ Hope-Drainage issues fixed-VCT flooring and paint in new office area
- ◆ Junction City-Classroom retrofitted for EHS – Playground upgrade
- ◆ Magnolia East-Replaced Sub floor and carpet and playground upgrade
- ◆ Magnolia EHS- Poured In Place Surfacing installed
- ◆ Morning Star-Playground upgrade
- ◆ Prescott- Poured In Place Surfacing installed
- ◆ Westwoods-Awning Replaced
- ◆ Camden, Fairview, and Fordyce- Video Surveillance Cameras Installed

**Additional tidbits**

- ◆ FACT's children's artwork was presented to two presenters at the institute. Yasmina Vinci, the Executive Director of the National Head Start Association received artwork from a Fordyce Head Start student, and Dr. Charlotte Green, the Executive Director of Arkansas Imagination Library at the University of Central Arkansas, received artwork from a Lafayette Head Start student.
- ◆ Dairy Queen in El Dorado hosted a Blizzard Blitz to raise money for FACT. For every Blizzard purchased on that day, \$1.00 was donated to FACT.
- ◆ Markeith Cook, Policy Council Representative at Morning Star, was appointed to the Arkansas Minority Health Commission by Arkansas Speaker of the House Matthew Shepard .

**Additional tidbits**

- ◆ Progress toward the program goal to focus on our program's competitive advantage and build/promote a brand which requires public relations and emerging our parents, communities and partners in our "brand" is occurring. The agency's Facebook page went live in February, 2019. FACT is now advertising job postings on the page and are receiving applications through the process. The page is receiving positive support and engagement.
- ◆ The Southwest centers underwent a beautification process addressing improvements suggested by a playground specialist.
- ◆ The agency updated the Education page on the intranet to include links to lesson plans, assessments, training material, child outcomes, and curriculum documents.
- ◆ The ERSEA page on the intranet now has a Privacy of Child Records page housing an electronic form where requests are completed for access to child files. An automatic request is emailed to the ERSEA Coordinator for information.
- ◆ The agency Increased the incorporation of technology used in submitting forms/ documents thereby cutting cost.
- ◆ BYO Playground held a playground photo contest for programs that have purchased playground equipment from them and FACT won the contest! FACT received an outdoor picnic table, bench, and trash receptacle to enhance the playground.
- ◆ FACT educational achievements included eight staff received Associate degrees; ten staff achieved Bachelor degrees; and four achieved Master degrees.



# Community Assessment

The Community Assessment is a tool to make program decisions, to determine the types of services most needed by families and children, to locate resources available to meet those needs, and to set long and short-term program objectives. Head Start leadership staff study most important changes in the communities and counties on a regular basis; however, the Community Assessment is the formal and far-reaching process performed every five years and updated annually.

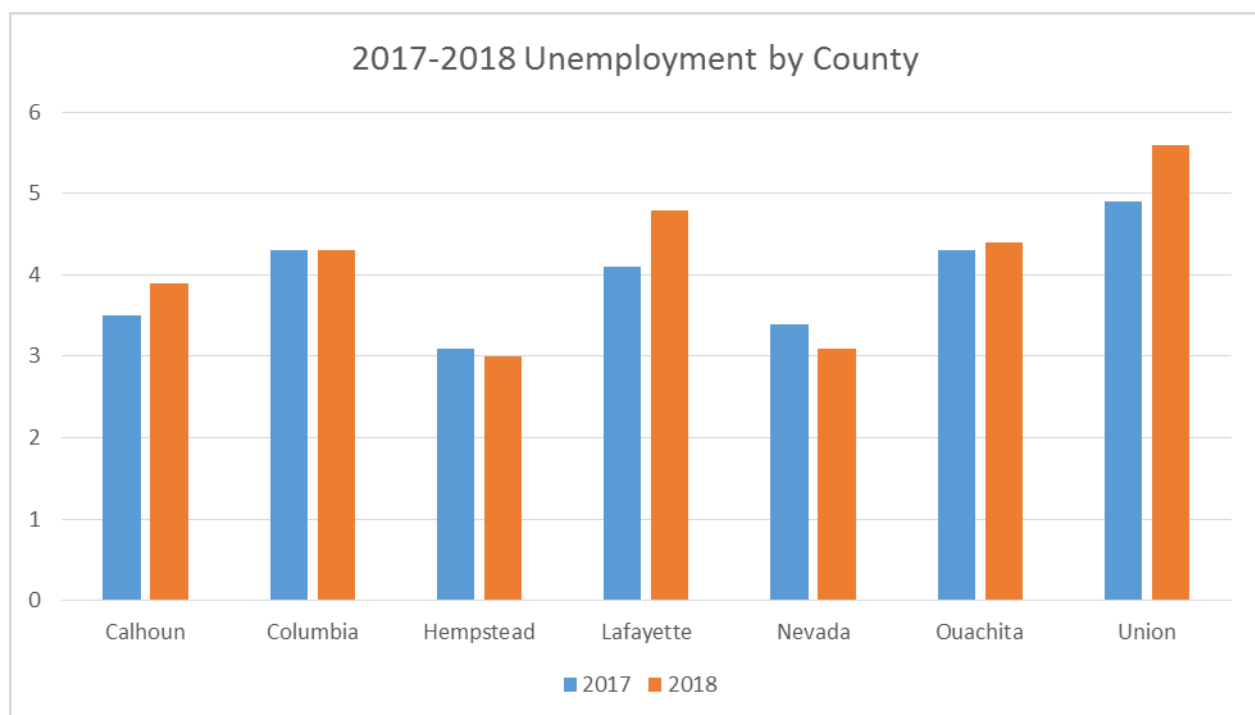
Following is a brief summary of the latest Community Assessment findings. Anyone wishing to receive a copy of the full assessment may contact the FACT central office.

## Employment

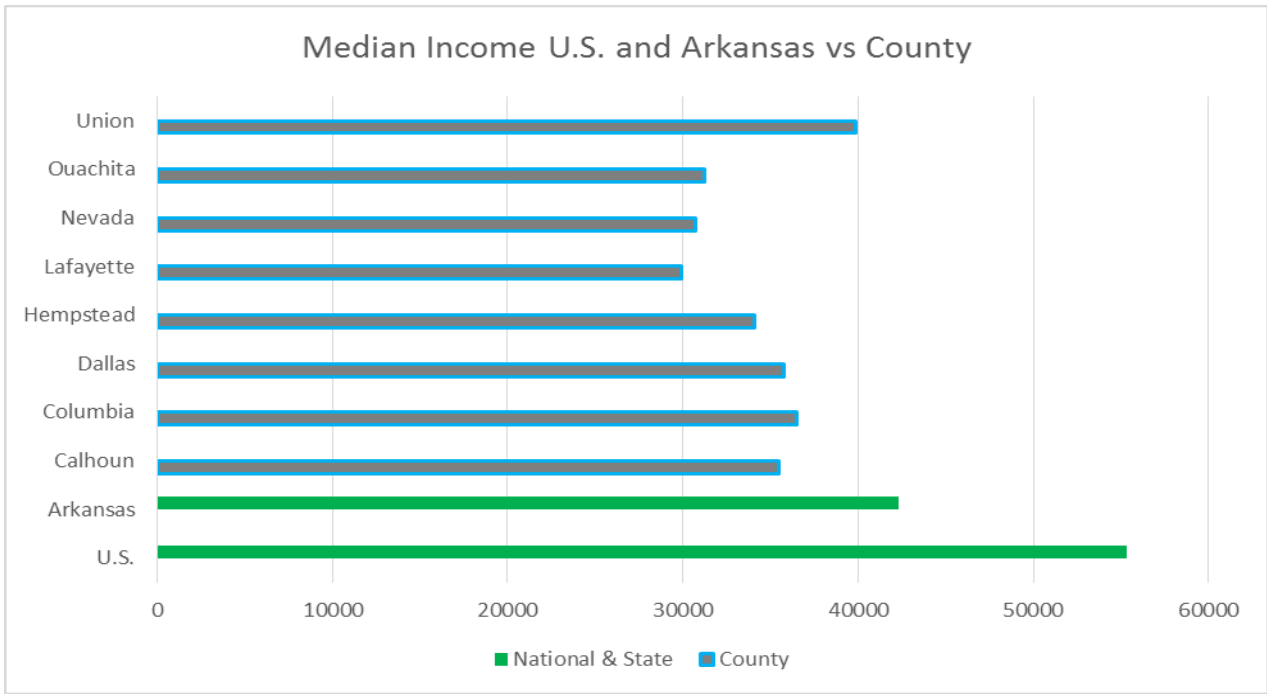
In April 2018 Arkansas ranked 37 with an unemployment rate of 3.8%. The U.S. Unemployment Rate ranks at 3.9%

**Five** of our seven counties saw an ***increase or sustained*** rate in unemployment. Union County rose at one of the highest rates and that's with the addition of two major industries to the area—Conifex Saw Mill and Murphy Arts District.

In Lafayette County, the unemployed rate also rose to the same percent as Union. Among the five leading career options: Elementary and Middle School Teachers, Drivers/Sales Workers, Cashiers, Secretaries and Administrative Assistants and Janitorial Staff, the average male salary ranks an average of \$43,144 while the female salary for the same work is at \$29,934.

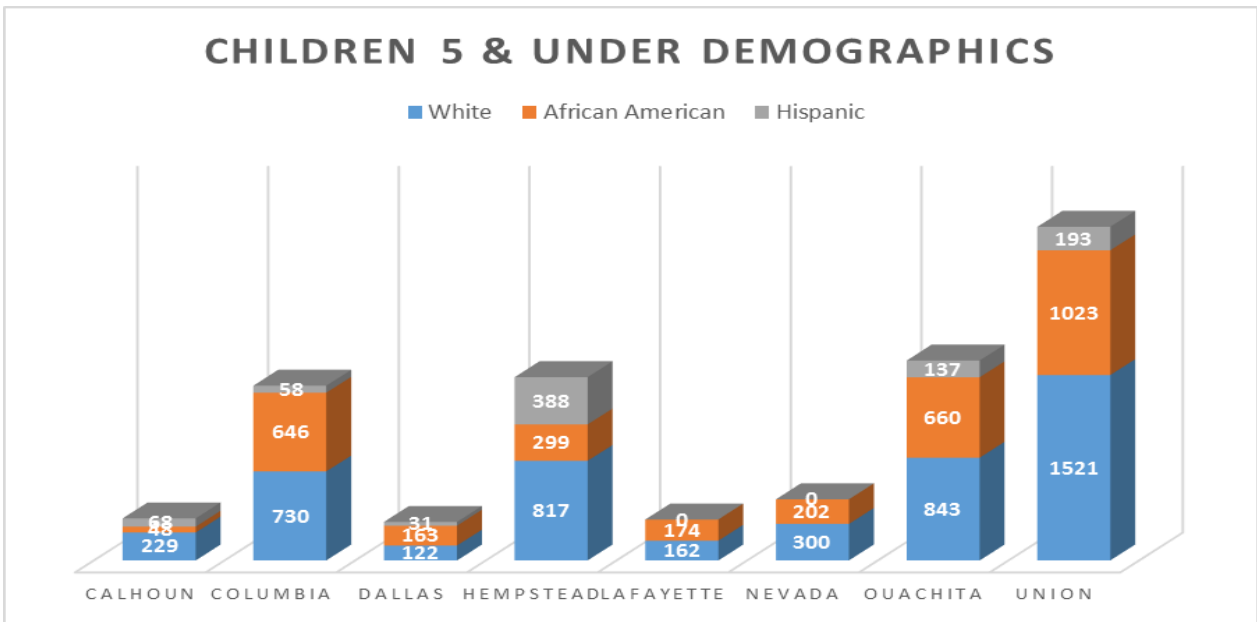


The median income for Lafayette continues to show a need for our programs with an average of \$29,882. The data for all counties functions below the median rate in both Arkansas and the United States. Partner the unemployment rate in addition to the below-the-national average pay and also include that the majority of single parents are female who make less on the dollar, FACT, Inc. preschool programs are essential for furthering the education of our most vulnerable citizens. In addition to providing education to break the cycle of poverty, the full

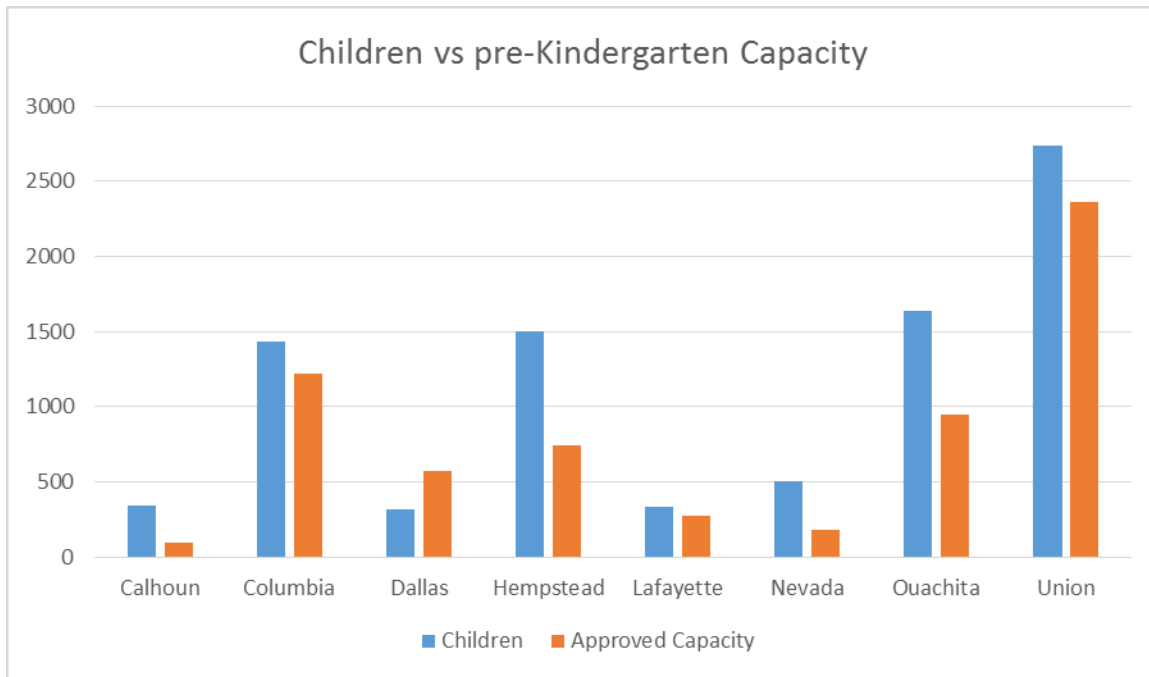


Child Population

A total of 8,423 children 5 years old and under make up the counties we serve, and the maximum capacity for the same area only has slots for 6,392 children. Poverty ranks the highest among non-white children and the worst levels are in rural areas where people in poverty naturally cluster in communities.



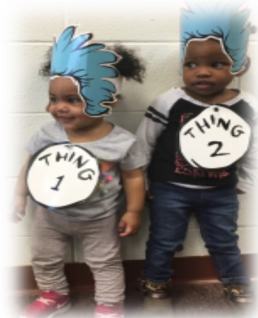




## Homeless

The total homeless population for Arkansas in 2017 was tracked to 2,476 individuals, according to the United States Interagency Council on Homelessness. Considering that 1 out of every 30 children under the age of 6 are homeless, means that of the 8,423 children under 6 in our service area, 253 are homeless.

With no home, food can be a limited commodity and FACT steps in to provide stability for the children and aid the family in finding resources.



# Community Partners

Adult Education	All Counties	Henderson State University	Arkadelphia
AHEC	El Dorado	Home Health	Texarkana
Ambulance Service	Calhoun County	Interfaith Clinic	El Dorado
Ambulance Service	Columbia County	Junction City Public Schools	Junction City
American Red Cross	El Dorado	Kids R Us	Hope
AR Dept of Workforce Services	All Counties	Andy Kitchens, PDS	Little Rock
AR Employment Division	All Counties	Kool Smiles	Texarkana
AR Museum of Natural Resources	Smackover	Lafayette County Home Health	Stamps
Bancorp South	Camden	Liberty Ministry Association	El Dorado
Barbara's Day Care	McNeil	Logoly State Park	McNeil
Bearden Fire Department	Bearden	Magnolia Fire Department	Magnolia
Bearden Public Schools	Bearden	Magnolia Public Schools	Magnolia
James Bevan, PDS	Little Rock	McNeil Public Schools	McNeil
Terry Boone, PDS	Pine Bluff	Robert Milton, DDS	Crossett
Boys & Girls Club	El Dorado	Marshall Mitchell, DDS	Camden
Cabun Clinic	Hampton	Ouachita County Extension Svcs	Camden
CADC	All Counties	Mark Pickett, DDS	Camden
Camden Fire Department	Camden	Pride & Progress Club	El Dorado
Camden Public Schools	Camden	Rainbow of Challenges	Hope
Robert Carter, DDS	Hope	Rehabilitation Services	El Dorado
CASA	El Dorado/Fordyce	James Rotton, DDS	Magnolia
Child Support Enforcement Unit	All Counties	Ruby Snider Ministry Center	Camden
Claiborne Parish Special Services	Junction City	Salvation Army	El Dorado
College Avenue Church of Christ	El Dorado	SAU Tech	Camden
Cooperative Extension Service	All Counties	Section 8 Rental Assistance	All Counties
Cossatot Technical College	Ashdown	Share Foundation	El Dorado
County/City Libraries	All Counties	Lester Sitzes, DDS	Hope
Courage House	Arkadelphia	Smiles of AR	Hope/Magnolia
Dallas County Literacy Council	Fordyce	Southark Community College	El Dorado
Dayspring Behavioral Health Svcs	All Counties	South AR Pregnancy Center	El Dorado
Department of Human Services	All Counties	South AR Regional Health Center	El Dorado
Fred W. Dietrich, DDS	Camden	Southern AR University	Magnolia
Domestic Violence/Assault Svcs	Texarkana	Southside Child Development	Prescott
Douglas Chapel Church	El Dorado	Southwest AR Counseling Center	Texarkana
East Main Kindergarten	El Dorado	Southwest AR Crisis Center	Dequeen
El Dorado Connections	El Dorado	Southwest Regional Health Center	Texarkana
El Dorado Fire Department	El Dorado	Sparkman Learning Center	Sparkman
El Dorado Public Schools	El Dorado	Special Services Program (Co-Op)	Camden/Arkadelphia
Kristi Elia, DDS	El Dorado	St. James Food & Clothing Ministry	El Dorado
Randy Everett, DDS	Camden	Strong/Huttig Public Schools	Strong
Experience Works	Camden/El Dorado	Taylor/Emerson Public Schools	Taylor
Fairview Social & Arts Club	El Dorado	Texas A&M University	Texarkana
First Connections	Arkadelphia/Hamburg	Turning Point	El Dorado
Fordyce Public Schools	Fordyce	U of A Community College	Hope
Hampton Public Schools	Hampton	Union County 4-H	El Dorado
		University of AR	Fayetteville