



Annual Report



For the
2020-2021
Fiscal and Program Year

OUR MISSION: TO EMPOWER CHILDREN AND FAMILIES



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

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.

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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 23 preschools and 5 home based programs.

The central office for FACT is located at 2720 Vine Street in El Dorado, Arkansas.

The Executive Director is Shiree Daniels.

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

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

EHS Home Based Services are 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 are 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 Original Counties serve HS and EHS and provide services in Calhoun, Columbia, Dallas, Ouachita, and Union Counties.

The Southwest (SW) counties only provide services for HS in Hempstead, Lafayette, and Nevada.



Service Area

In the 2020-2021 program year, FACT operated

- ✓ 32 Head Start classrooms
- ✓ 25 Early Head Start classrooms
- ✓ 11 ABC/ABCSS classrooms
- ✓ FACT was funded for a total of 1,025 children in 2020-2021

Calhoun County	Funded Enrollment
Hampton HS	17
Hampton EHS	8
EHS Home Based	11
Total	36

Columbia County	Funded Enrollment
Emerson HS	15
Magnolia EHS	40
Magnolia East HS	18
Magnolia East ABC	20
Magnolia Walker	18
McNeil HS	15
Taylor ABC	20
EHS Home Based	11
Total	157

Dallas County	Funded Enrollment
Fordyce HS	30
Fordyce EHS	16
EHS Home Based	11
Total	57

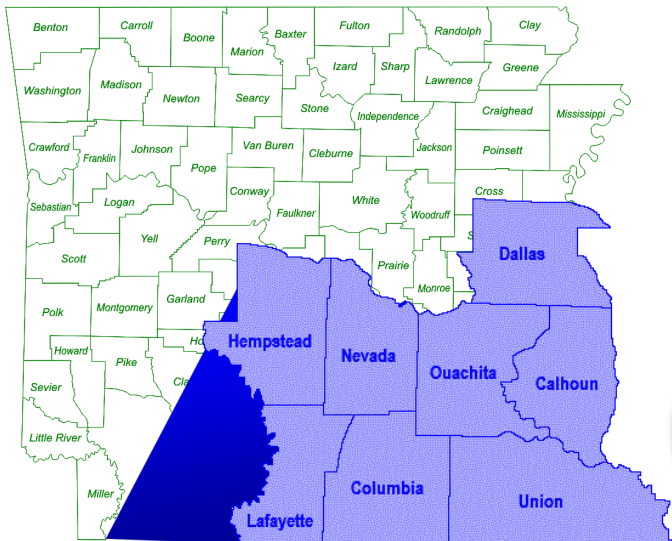
Hempstead County	Funded Enrollment
Blevins HS	19
Hope HS	80
Total	99

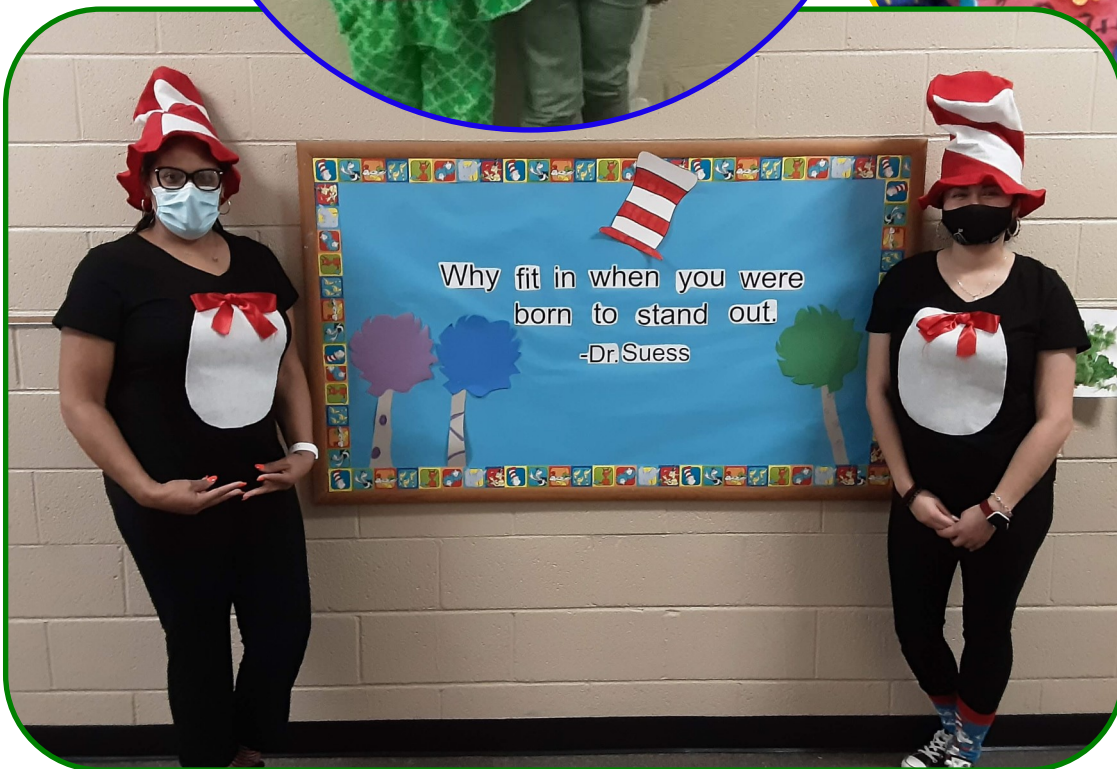
Lafayette County	Funded Enrollment
Bradley HS	15
Lafayette HS	19
Total	34

Nevada County	Funded Enrollment
Nevada HS	18
Prescott HS	19
Total	37

Ouachita County	Funded Enrollment
Bearden HS	18
Bearden ABC	16
Bearden EHS	8
Camden HS	36
Camden EHS	24
Harmony Grove HS	19
SAU Tech ABCSS	20
Total	141

Union County	Funded Enrollment
Fairview HS	68
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
EHS Home Based	22
Total	464

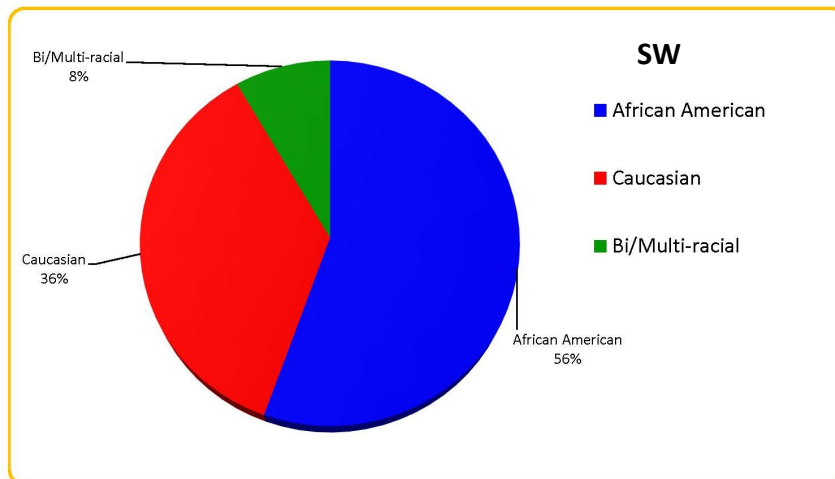
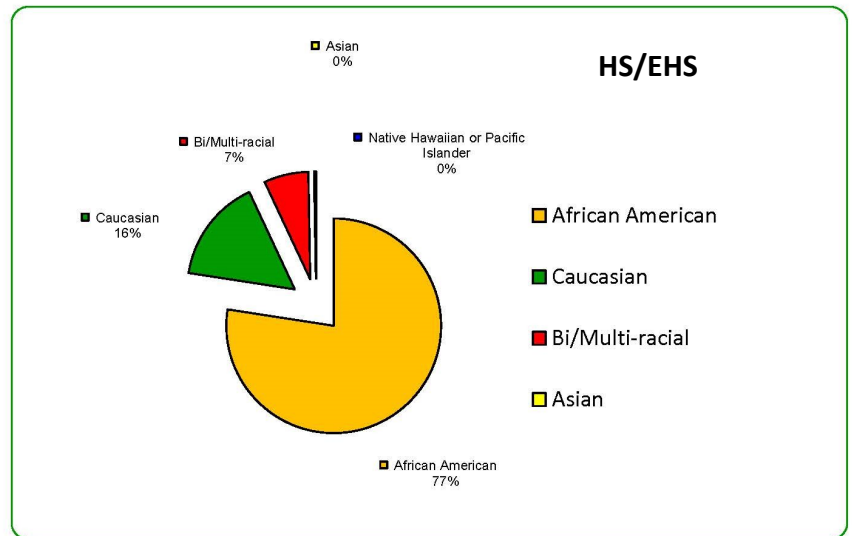




Enrollment

Children of Hispanic or Latino origin are classified under race as white, so they are not separated in the graph. However, we did serve 26 Hispanic children in HS/EHS, which was 3.6% of the number served.

We served 18 Hispanic children in the SW counties, which was 15.1% of the number served.



The average monthly enrollment from Aug. 2020 to May 2021 for Head Start & Early Head Start was 65% of the funded enrollment; for the SW counties it was 57.6%. For ABC, it was 64% of the funded enrollment.

F.A.C.T., Inc. served 718 Head Start and Early Head Start children and their families at some point during the 2020-2021 program year.

579 of those were income eligible and 139 were over the poverty guidelines.

An additional 119 children were served in the SW counties grant. 94 were income eligible and 25 were over the poverty guidelines.

163 ABC children and their families were also served. All met ABC eligibility guidelines.



Staffing & Credentials

FACT employed 203 full-time staff, 8 part-time staff, and 1 contract staff in the 8 counties served. The list below indicates employment numbers.

There were 19 employees working on degree plans during the 2020-2021 program year. Fifteen of those were teachers and teacher assistants.

Central Office - 24 employees, including SW Admin

Calhoun County - 6 employees

- | | |
|----------------------|----------------------|
| 3 Teachers | 1 Program Manger/FSA |
| 1 Teacher Assistants | 1 EHS 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 EHS Home Educator |
| 2 Teacher Assistants | 1 Food Transporter |

Hempstead County - 12 employees

- | | |
|-------------------|---------------------------|
| 1 Program Manager | 5 Teacher Assistants |
| 5 Teachers | 1 Family Service Advocate |

Lafayette County - 7 employees

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

Nevada County - 6 employees

- | | |
|----------------------|---------------------------|
| 2 Teachers | 1 Family Service Advocate |
| 2 Teacher Assistants | 1 Food Transporter |

Total Teachers (92)

Head Start (32)		Early Head Start (49)		ABC (11)	
		CDA – 10		20%	
AA –15	47%	AA – 23	48%	AA – 0	0%
Bachelors – 17	53%	Bachelors – 10	20%	Bachelors – 11	100%
Masters – 0		Masters – 1	2%	Masters – 0	
		None (in school) – 5		10%	

Total Teacher Aides (42)

Head Start (32)		ABC (10)	
CDA – 14	44%	CDA – 4	44%
AA – 12	38%	AA - 0 1	1%
Bachelors – 1	3%	Bachelors – 0	0%
(In school) – 5	15%	None (In School) 5	55%

Ouachita County - 28 employees

- | | |
|----------------------|------------------------------|
| 1 Program Manager | 4 Family Service Advocates |
| 14 Teachers | 1 Bus Driver & 1 Bus Monitor |
| 6 Teacher Assistants | 1 Center Assistant |

Union County - 85 employees

- | | |
|-----------------------------|-----------------------|
| 3 Program Managers | 2 EHS Home Educators |
| 45 Teachers | 3 Cooks |
| 18 Teacher Assistants | 1 Cook Assistants |
| 2 Center Assistants | 1 Janitor/Maintenance |
| 10 Family Service Advocates | |



Education

We work with parents and children to prepare them for what to expect in Kindergarten. This includes visiting the schools and having speakers from the schools visit our facilities. Parents are provided a questionnaire concerning their child's academic knowledge.

The 2020-2021 school year was definitely one for the books. Staff had some major adjustments, having to learn new COVID procedures and having to manage sometimes both virtual and in-person classroom options.

Kindergarten Readiness

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

- We partner with school districts to ensure a smooth transition from the preschool setting to the kindergarten setting.
- We provide parent training at monthly meetings and teach parenting curriculum lessons during home visits and parent conferences in the Fall and Spring.
- We implement a research-based curriculum with fidelity.
- We provide practice-based coaching and professional development to staff.

Staff Received Training

- Best Care Online by Rebecca Simon
- CCOT by Jennifer Bowman, Active Supervision
- Onsite School Bus Safety Demonstration





Disabilities & Health

FACT 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 data within 45 days of the child entering the program (Pre-DECA) and a second time in March (Post-DECA). Teachers enter information online where results are calculated automatically. Then a report can be generated for use in the classroom and for home use.

Conscious Discipline is another useful classroom tool for monitoring child behavior and assessing the needs of children.

Head Start requires that at least 10% of all opportunities available are for children with disabilities. Records show that FACT, Inc had 13.8% of children to qualify for services. Throughout the 2020-2021 COVID pandemic, we made arrangements and provided services. Ed. Cooperatives used virtual interventions, AMI packets, and google classrooms. The AMI packets were mailed to parents to work with their children while schools were closed. When we reopened, safety was one of our main priorities. Therapists were allowed in the centers with face masks, continuing in-person services with children aged two years and older.

Health Services:

85% 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. **75%** were up-to-date on Dentals.

87% of HS children & **98.3%** of SW 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. **83%** up-to-date on Dental of original counties and **98.3%** of SW.

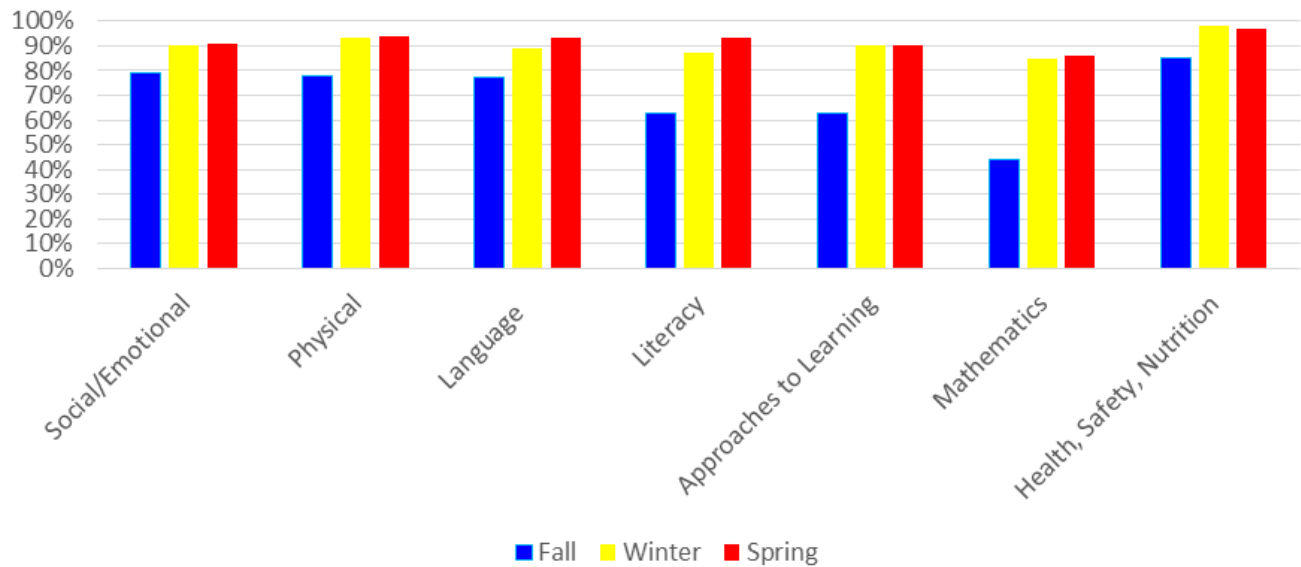
99% of both HS and EHS children were up-to-date with immunizations, with 3 children issued immunization exemptions. **96.6%** of SW children were up-to-date.

Serving our children during a pandemic brought about many changes/challenges. While unable to continue classroom tooth brushing, we wanted to express the importance of daily tooth brushing. We sent home dental kits for all children, along with tooth brushing information and activities.



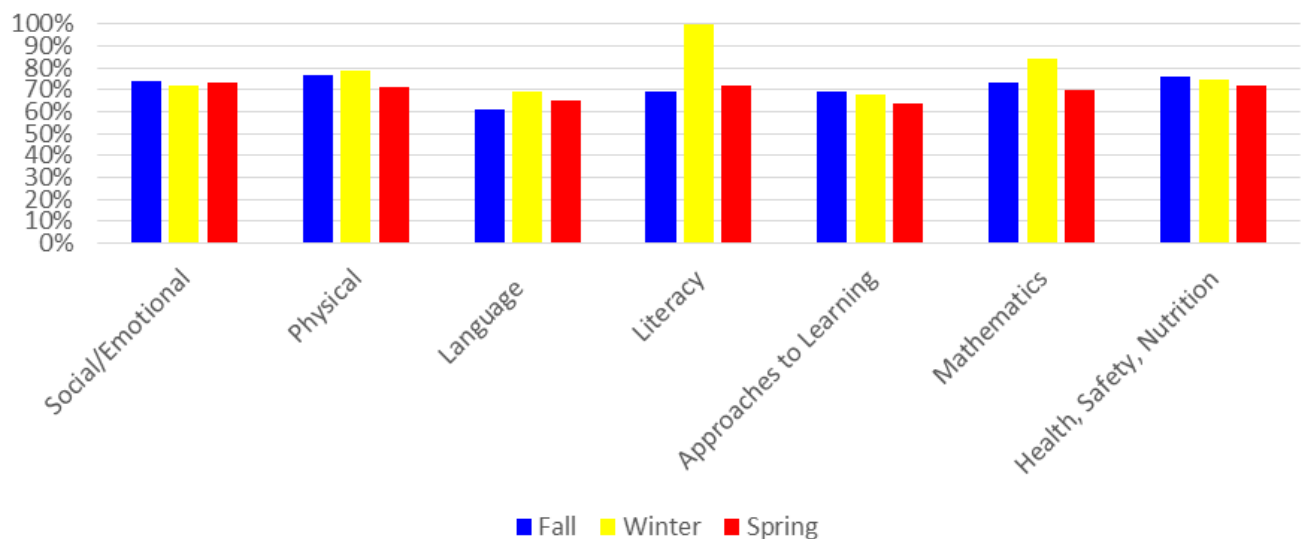
Outcomes

Head Start 4-Year-Olds Meeting and Exceeding Expectations



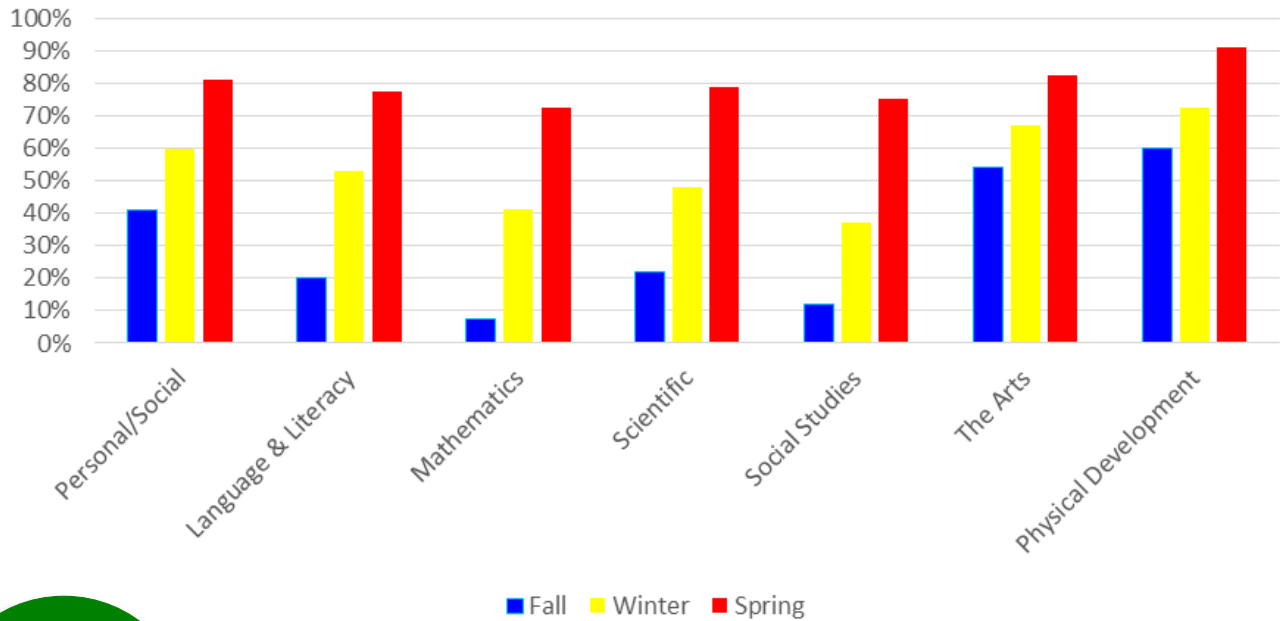
COVID issues continued to cause school closures and absences. In January 2021, the agency experienced an increased amount of cases and this continued into February. Throughout the remainder of the program year sporadic closures occurred due to both children and staff

Early Head Start 2-Year-Olds Meeting and Exceeding Expectations



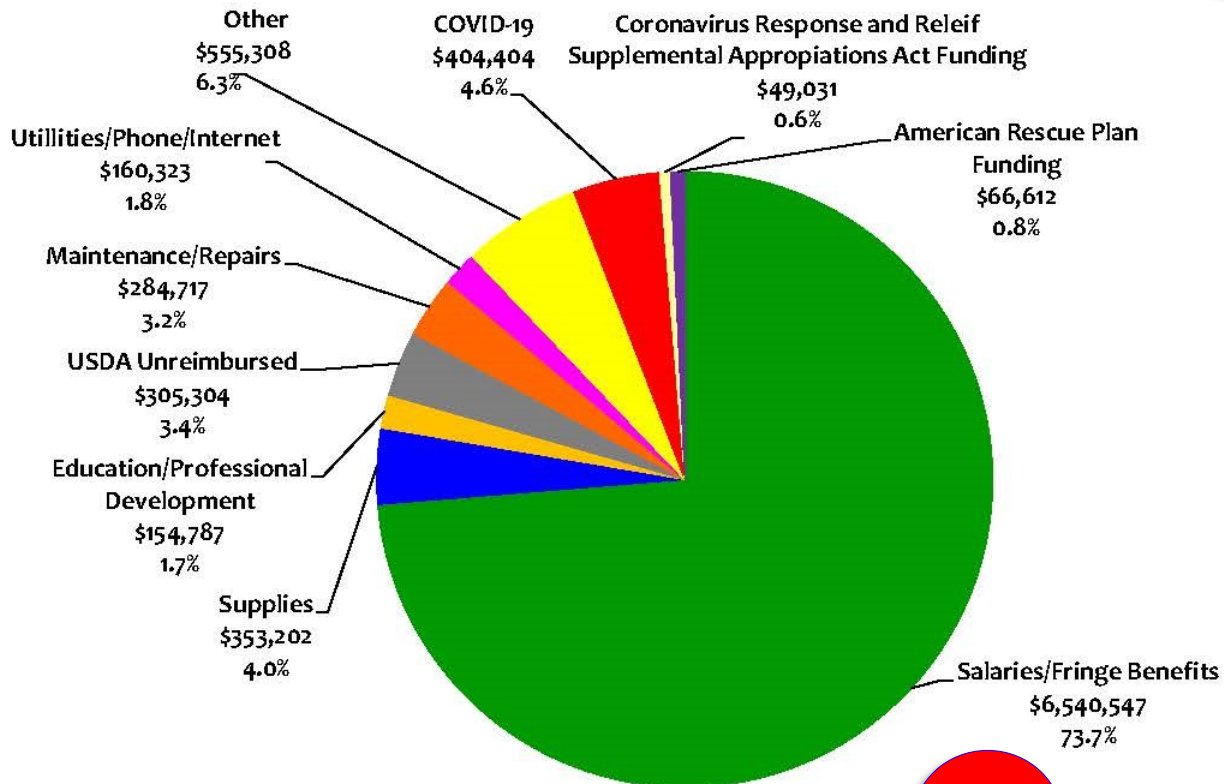
Outcomes

ABC 4-Year-Olds Meeting and Exceeding Expectations

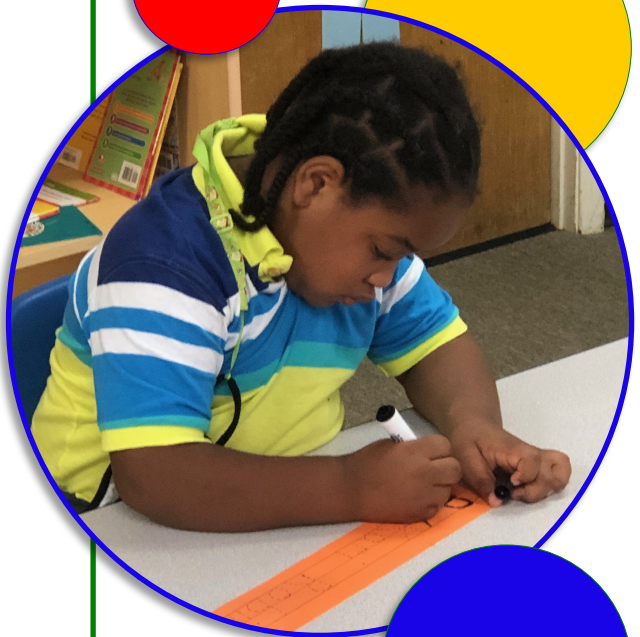
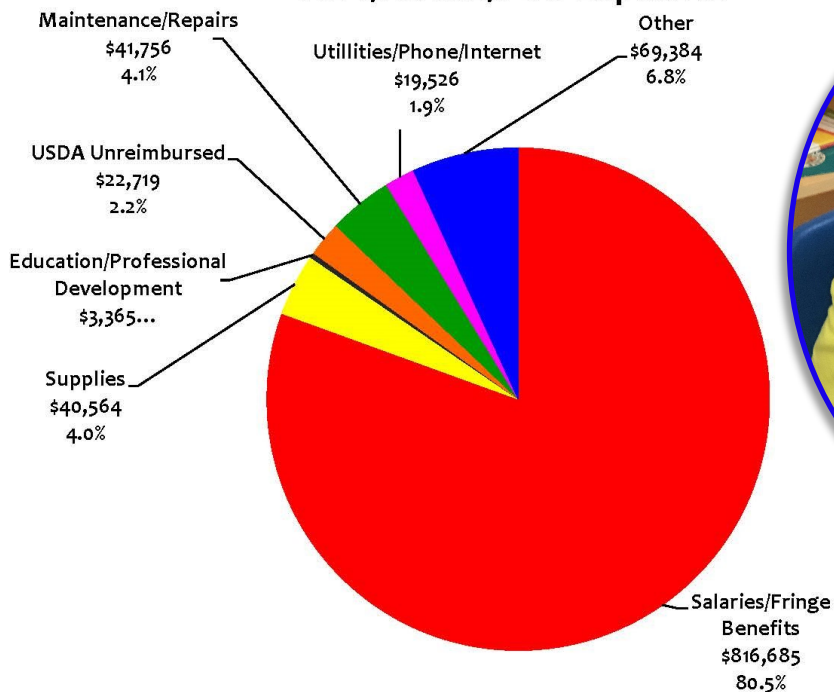


Expenses

Head Start/EHS Expenses



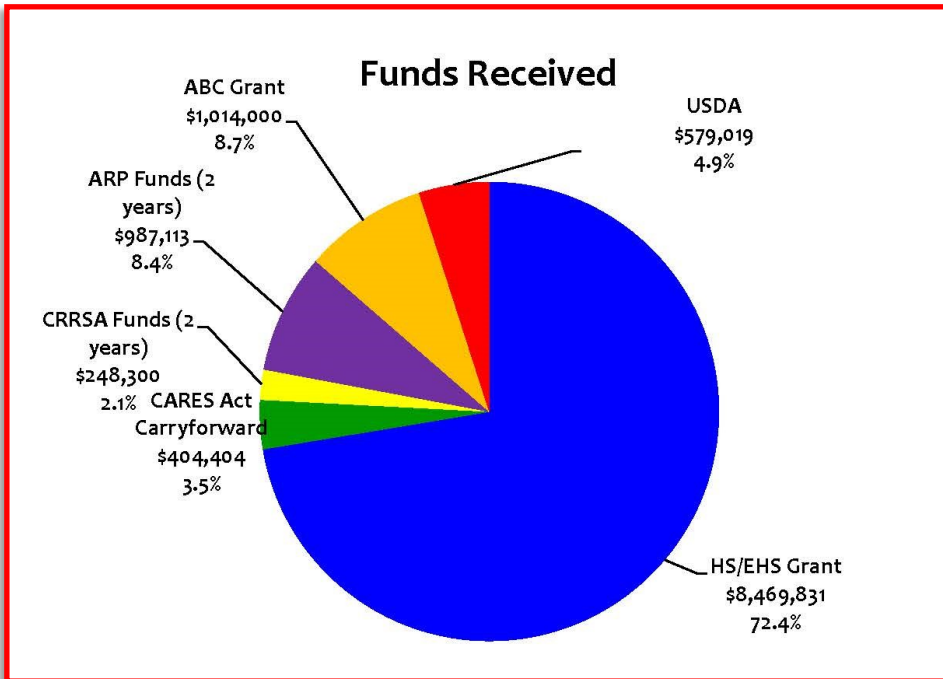
ABC/ABCSS/PDG Expenses



Funding

Cost of Living Adjustment (COLA)

FACT received an increase in Cost of Living funds totaling \$102,298 to be used to increase salaries and fringe benefits and to pay for higher operating costs. All Head Start and Early Head Start employees were awarded a minimum of a 1.22% increase in their rate of pay.



Coronavirus Response and Relief Supplemental Appropriations Act, CRRSA

The agency received the Notice of Award for \$248,300 of CRRSA funds in fiscal year 2021 for COVID related expenses. The funding was grouped together for all Head Start/ Early Head Start grants, allowing for flexibility on how the funds are spent between each program. The budget period for these funds is from 4/1/2021 to

3/31/2023.

American Rescue Plan, ARP

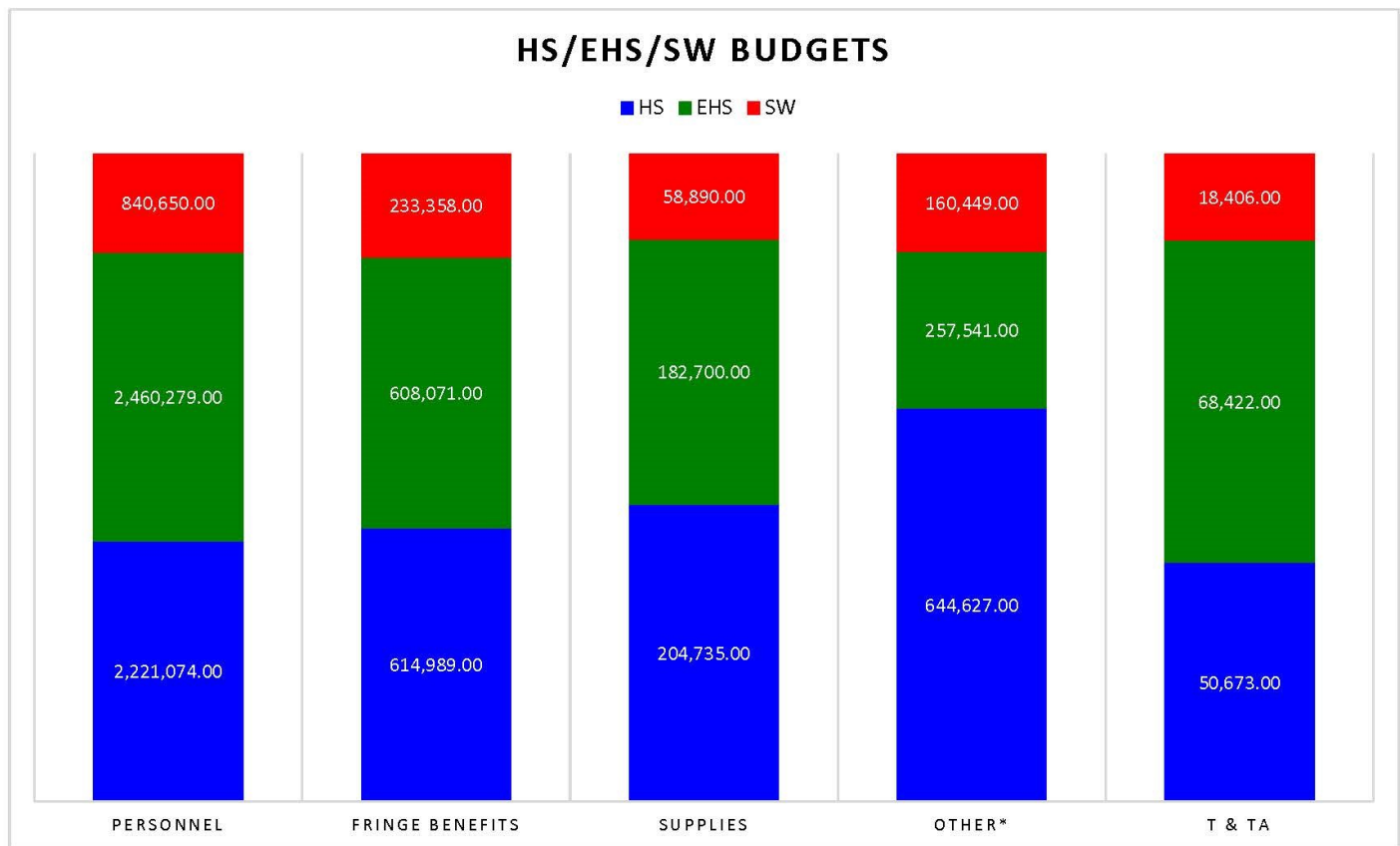
The agency received the Notice of Award for ARP funds totaling \$987,113 in fiscal year 2021. The funding was grouped together for all Head Start/ Early Head Start grants allowing for flexibility on how the funds are spent between each program. The budget period for these funds is from 4/1/2021 to 3/31/2023.

CARES Act

COVID-19 funds were received as part of the CARES Act in the 2019-2020 Fiscal Year. Amounts were based on the funded enrollment for each Head Start/Early Head Start program. Funds remaining in these awards at the end of the 2019-2020 fiscal year were requested to be carried forward into the 2020-2021 fiscal year. That request was approved, and \$319,532.00 was carried forward for HS/EHS and \$84,872.00 was carried forward for SWC.



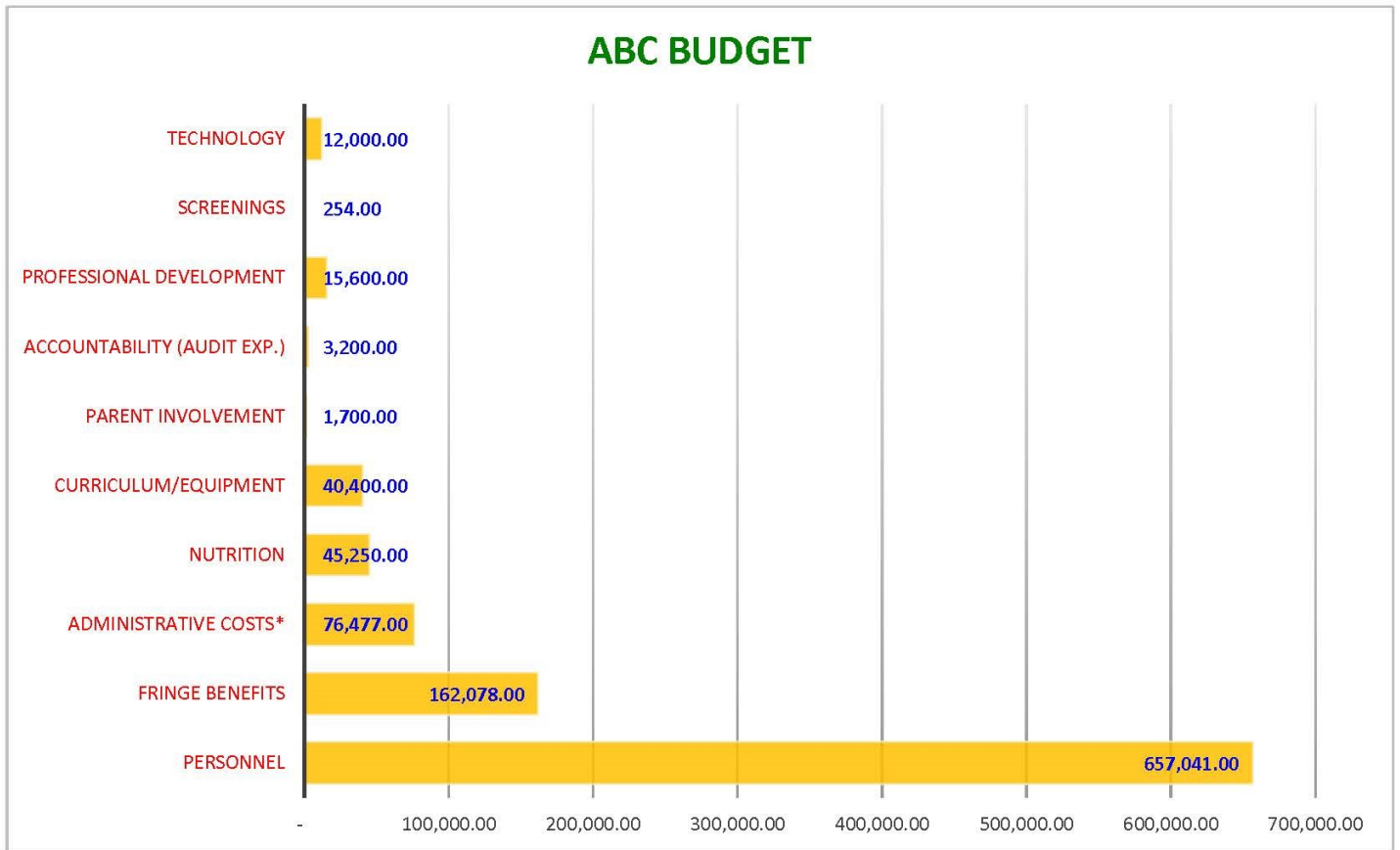
HS/EHS/SW Budgets



*Other includes Rent, Mortgage, Utilities, Telephone, Internet, Maintenance & Repair, Building & Child Liability Insurance, Child Travel, Child Services, Unreimbursed Nutrition Services, Parent Services/ Involvement, Accounting & Legal Services, Advertising & Recruitment, Computer Technology, Dues & Memberships, and any miscellaneous expense.



ABC Budget



*Administrative Costs include Administrative Salaries/
Fringe Benefits, Maintenance, Office Supplies, Rent,
Mortgage,
Insurance,
Utilities,
Telephone, and
Miscellaneous
Expenses.



In-Kind

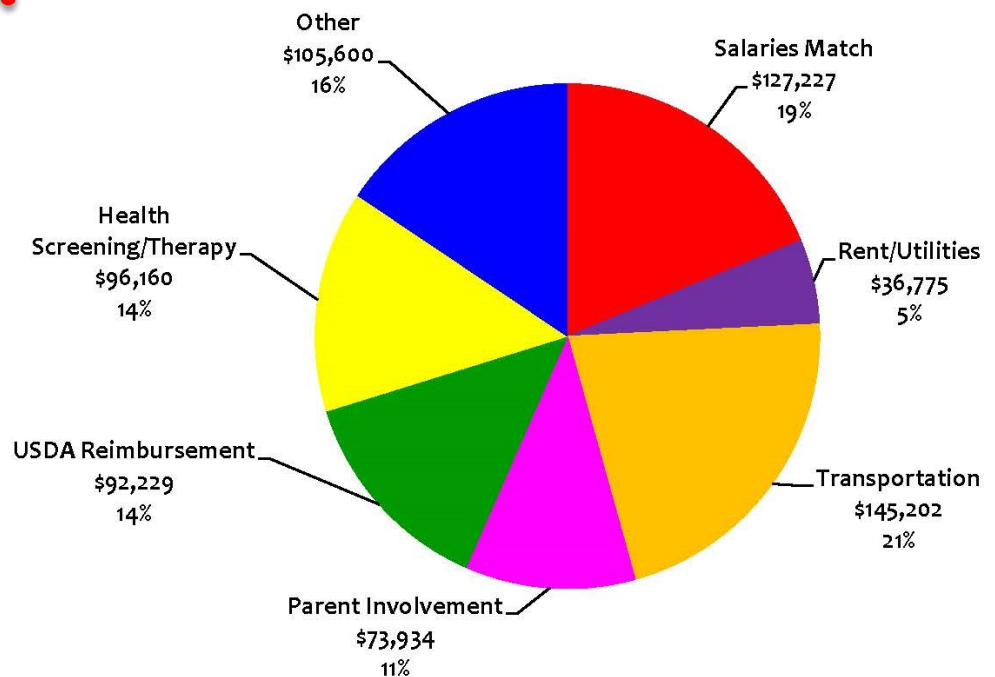
In-kind is a general requirement of most federal and state grants. To be counted as In-Kind, services or items donated must be those things that the program would have had to pay for otherwise.

Head Start grantees must obtain a 20% In-Kind match for every dollar awarded.

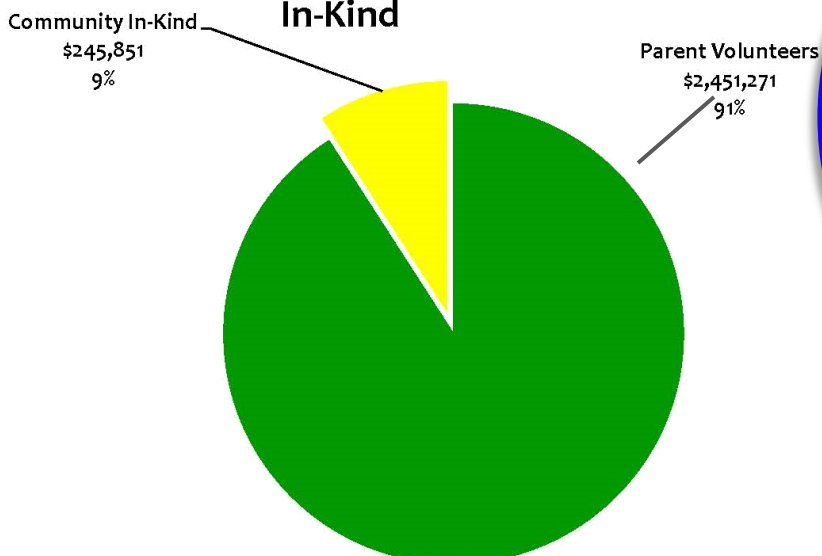
ABC requires a 40% In-Kind match of the grant amount and their match comes from a variety of sources as indicated in the chart.

Volunteers assist with laundry, art, and festivities throughout the year. Members of the community volunteer their time to speak with parents to share expertise or with the children to give them new experiences and learning opportunities. Businesses and Community members also donate items to the classroom that the agency would otherwise have to purchase such as copy paper, masks for the children, and art supplies.

ABC/ABCSS/PDG In-Kind



Head Start In-Kind



Audits, Reviews, & New

The annual financial audit was conducted by a team of auditors from Cook & Morehart Certified Public Accountants of Shreveport, Louisiana. It took place February 2021 for the fiscal year ending October 31, 2020. There were no findings or questioned costs in any major federal awards program noted in the audit.

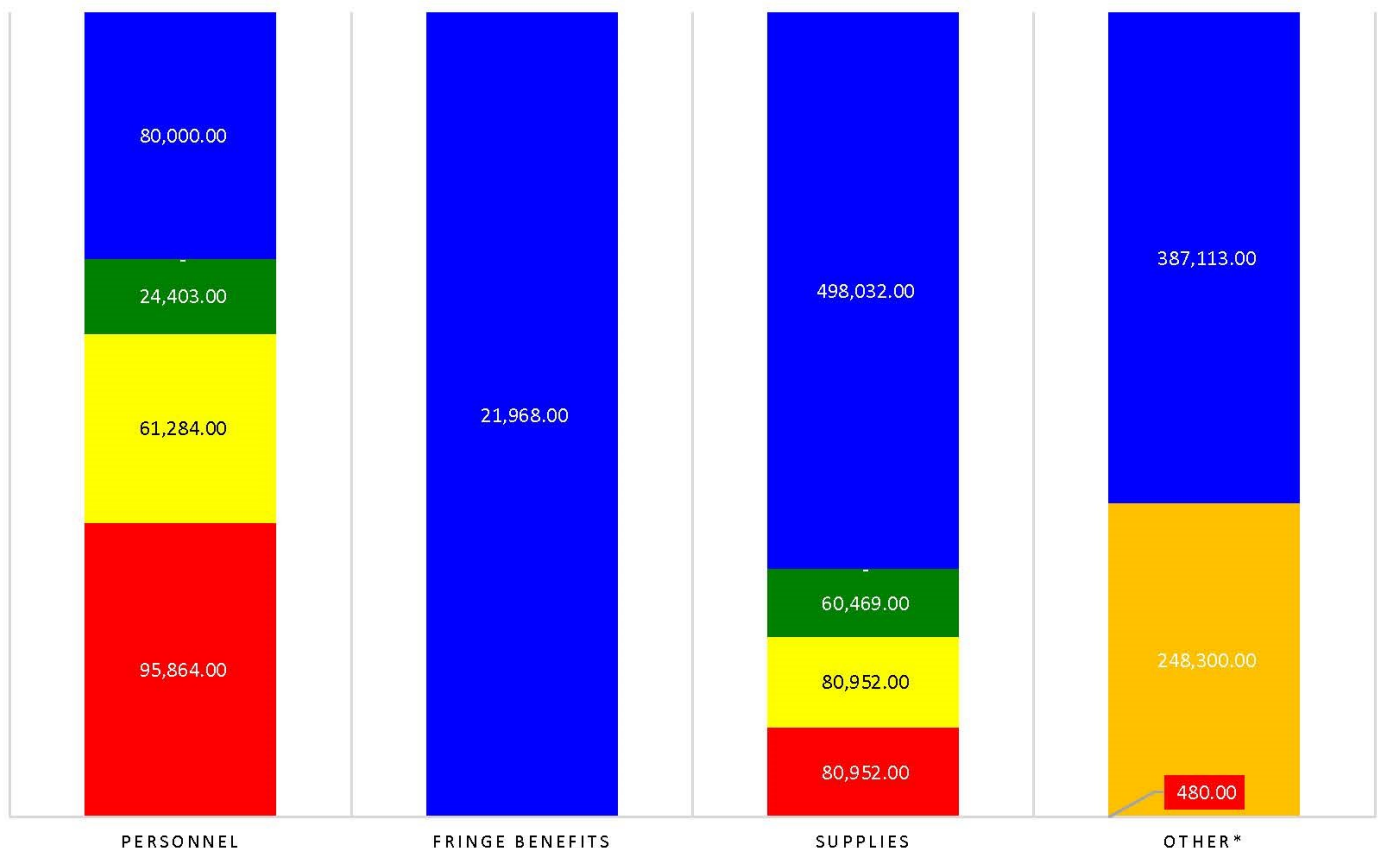
All of FACT's preschools are Quality Approved through the state of Arkansas at the highest possible rating of 3 Stars.

As mentioned in the Funding section, due to COVID-19, multiple new funding sources became available to the agency. Previously the only funding sources were the HS/EHS/SW and ABC grants, but in this program year, opportunities expanded with multiple additional funding sources. The below chart is the individual break down of the opportunities.



ADDITIONAL FUNDS

■ CARES HS ■ CARES EHS ■ CARES SW ■ CRRSA Funds ■ ARP Funds



Governing

2020—2021 Board of Directors

Calhoun/Dallas/Ouachita Counties

Dr. Levenis Penix (Chairperson)

Dale Smith

Columbia County

Brenda Holley

Dr. Lisa Oden

Hempstead/Lafayette/Nevada Counties

Mayor Ethan Dunbar

Dr. Bobby Hart

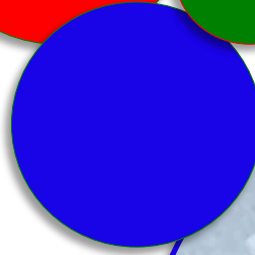
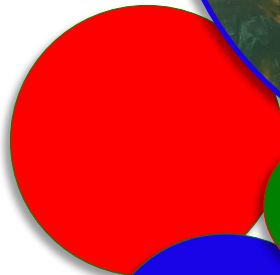
Union Counties

Don McGaugh (CoChairperson)

James McMenis

Susan M. Spicher

Debbie Watts



2020 - 2021 Policy Council

Calhoun/Dallas/Ouachita Counties

Shenna Clary

Marsheana Toney

Hempstead/Lafayette/Nevada Counties

Crystal Haley

Tequilla Marshall

Union County

Tamikai Harris

David Holmes (Secretary)

Early Head Start

Lakesha Frazier

Renecee Ellis (Vice-Chairperson)

Raquel Ross (Chairperson)

Columbia County

Vacant

Home Based

Vacant

Community Representatives

Barbara Breggs

Barbara Libengood

Lauren Dennis

Parent Involvement & Notables

Parent participation is encouraged to explore new and innovative ways to prevent barriers to parent participation.

- The Grandparent Support Group was originally created by FACT and later a partnership with the SHARE Foundation was formed to increase participation. This successful venture continues to provide services to grandparents raising grandchildren.
- Parents volunteer in the classroom, attend provided trainings to strengthen their role as a parent, complete survey information to assist the agency, participate in home visits, play an active role in transitioning from FACT into Kindergarten, participate in Ready Rosie parent education, and learn Conscious Discipline lessons for managing stress.
- When needed, FACT offers Incarcerated Parent activities to maintain a connection through handwritten letters, children's artwork, and helpful information on parenting, as well as the agency's newsletter - *The Grapevine*.
- As part of Head Starts Father Initiative, FACT provides father-focused involvement activities by an array of activities at the center level including Donuts for Dads, football toss activities, father/daughter dance, volunteering in the classroom, reading to the children, basketball contests, NFL nights, and others.

The Office of Head Start recognized the challenges we would face due to COVID-19 and gave leniency on maintaining full enrollment, as well as providing flexibility for programs to develop strategies locally. FACT gave parents until the end of September to decide if they wanted their enrollment slot. The agency developed plans for virtual learning, both as a program option and as a way to pivot when classrooms or centers had to close due to positive cases. There were a total of 14 children enrolled in the virtual option during the program year, 4 of which returned to the classroom before the end of the year. The agency acquired tablets, mobile internet hotspots, and laptops for children enrolled in the Virtual Program and staff who were in quarantine.

In the IT Department, all computers in the centers were upgraded to the operating system Windows 10, 16 student tablets were implemented at Hope Head Start for the Waterford program. New tablets were provisioned and distributed for HS and EHS. SWIVL devices were implemented to provide remote monitoring in the classrooms. Zoom was adopted as the new standard for staff meetings and has been integrated into Policy Council, Executive Board, and other meetings.



Community Assessment

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

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

Education

A lack of a high school diploma may keep individuals from advancement in a variety of ways. There are many reasons a high school education is important, but most of all it is a means to achieve long-term goals and feel a sense of pride in accomplishment. Within the service area, an estimated 89% of students received their high school diploma within four years. According to County Health Rankings, Lafayette (93%), Nevada (93%), Calhoun (92%), Columbia (91%), and Ouachita (91%) Counties reported graduation rates higher than the state rate of 88% in 2018. Hempstead County (78%) reported the lowest graduation rate. Furthermore, Hempstead County (7%), reported a higher percentage of individuals with less than a 9th grade education, which was slightly lower than the state rate (9%), but higher than the national average (5.3%). Each county reported a higher percentage of individuals with no high school diploma than the state (8.8%) and national rate (7.1%). However, each of the counties reported higher percentages of individuals with a high school diploma than the state (34.1%) and national average (27.1%).

Internet Access

For most U.S. households, high-speed home internet service is viewed as a necessity rather than a luxury. But for lower-income families, and those living in rural areas, it remains an elusive commodity. Access to high speed internet in the state remains low. Each county reported low percentages of households without a computer, internet subscription, and access to DL speeds greater than 25 Mbps. Calhoun County (7.82%) and Lafayette County (22%) reported the lowest percentage of households with access to high speed internet.



Community Assessment

Homeless

Low-income families are most likely to live in unhealthy, crowded and sub-standard housing. As a result, these housing conditions contribute to disparities in health between low- and high-income residents in the service area. Hempstead (27.24%), Columbia (26.90%) and Ouachita (26.62%) reported the highest percentages of housing units with one or more sub-standard condition, slightly higher than the state rate of 26.48%. Nevada County (8.41%), Union County (7.48%), and Columbia County (7.04%) reported the highest percentages of overcrowded housing, higher than the state (3.37%) and national rate (4.37%). It is important that FACT continues to assist families with accessing available resources for improving the home environment.

Living Wage

A living wage is defined as the minimum income necessary for a worker to meet afford adequate shelter, food, and other basic necessities. The goal of a living wage is to allow employees to earn enough income for a satisfactory standard of living and to prevent them from falling into poverty. The living wage within the service area for one adult with two children ranged from \$26.08 - \$31.68, as compared to Arkansas (\$26.24). The living wage for two adults (1 working) with one child ranged from \$21.48 - \$22.13, as compared to Arkansas (\$21.65). Lastly, the living wage for two adults (1 working) with two children ranged from \$24.00 - \$26.92, as compared to Arkansas (\$24.16). Minimum wage for the state increased in January 2021 to \$11.00 per hour.

Food Insecurity

Being hungry has an enormous impact on a student's ability to learn and can be considered as vital for success as textbooks or curriculum. Students who go to school hungry and/or cannot afford to purchase a lunch may suffer an inability to concentrate and often fall behind academically. They are more likely to miss school because of illness, suffer from depression and anxiety, and develop behavioral problems throughout their academic career. Free and reduced-priced school lunches are an important resource for children who reside in low-income families. Nevada County (100%) and Dallas County (94.43%) reported the highest percentage of children receiving free and reduced meals, while Columbia County (64.80%) reported the lowest percent of children receiving free and reduced meals. The percentage of children eligible for this program was higher than the state rate of 64.85% in each county, except Columbia County (64.80%).



Community Partners

Adult Education

AHEC

Ambulance Service

American Red Cross

AR Dept of Workforce Services

AR Employment Division

AR Museum of Natural Resources

Bancorp South

Barbara's Day Care

Bearden Fire Department

Bearden Public Schools

James Bevan, PDS

Terry Boone, PDS

Boys & Girls Club

Cabun Clinic

CADC

Camden Fire Department

Camden Public Schools

Robert Carter, DDS

CASA

Child Support Enforcement Unit

Claiborne Parish Special Services

El Dorado Fire Department

El Dorado Public Schools

Kristi Elia, DDS

Randy Everett, DDS

Experience Works

Fairview Social & Arts Club

First Connections

Fordyce Public Schools

Hampton Public Schools

Hannah Pregnancy Resource

Harmony Grove Public Schools

Health Unit

Henderson State University

Home Health

Interfaith Clinic

Junction City Public Schools

Kids R Us

Andy Kitchens, PDS

Kool Smiles

Lafayette County Home Health

Liberty Ministry Association

SAU Tech

Section 8 Rental Assistance

Share Foundation

Lester Sitzes, DDS

Smiles of AR

Southark Community College

South AR Pregnancy Center

South AR Regional Health Center

Southern AR University

Southside Child Development

Southwest AR Counseling Center

Southwest AR Crisis Center

Southwest Regional Health Center

Sparkman Learning Center

Special Services Program (Co-Op)

St. James Food & Clothing Ministry



Families & Children Together, Inc.

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