

Tennessee Collaboration Connector



SPECIAL EDITION
ANNUAL REPORT 2017

The **Head Start State Collaboration Office** national priorities and methods guide the work as required by the Head Start Act of 2007.

- Partner with state child care systems emphasizing the Early Head Start – Child Care (EHS-CC) Partnership Initiatives and includes Head Start/Pre-K partnership development.
- Work with state efforts to collect data regarding early childhood programs and child outcomes
- Support the expansion and access of high quality, workforce, and career development opportunities for staff
- Collaborate with State Quality Rating Improvement Systems (QRIS)
- Work with state school systems to ensure continuity between Head Start and Kindergarten Entrance Assessment (KEA)
- Support any additional departmental activities that align with federal and state priorities for HSSCO.

The **methods** and approaches by which the HSCO coordinates and leads efforts for diverse entities to work together include:

- **Communication:** Convene stakeholder groups for information sharing, planning, and partnering and serve as conduit of information between regional offices, the state, and local early childhood systems.
- **Access:** Facilitate Head Start agencies' access to, and utilization of, appropriate entities so Head Start children and families can secure needed services and critical partnerships are formalized.
- **Systems:** Support policy, planning, partnerships, and implementation of cross agency state systems for early childhood, including the State Advisory Council, that include and serve the Head Start community and its stakeholders.

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Head Start Collaboration Offices (HSCOs) exist "to facilitate collaboration provide a structure to leverage their common interests around young children and their families to formulate, implement, and improve state and local policy and practices."

These partnerships are intended to:

- Assist in building early childhood systems
- Provide access to comprehensive services and support for all low-income children
- Encourage widespread collaboration between Head Start and other appropriate programs, services, and initiatives
- Augment Head Start's capacity to be a partner in state initiatives on behalf of children and their families
- Facilitate the involvement of Head Start in state policies, plans, processes, and decisions affecting target populations

PROFILE OF HEAD START IN TENNESSEE

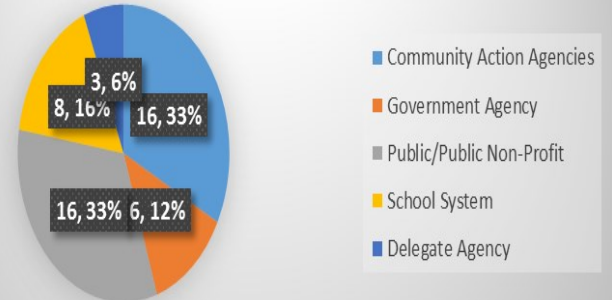
Profile of Head Start in Tennessee:

Tennessee is comprised on **23** Head Start Programs, **22** Early Head Start Programs and **1** Migrant/Seasonal Head Start program. There are programs in almost every county in Tennessee and range from urban to rural settings with varied resources available to support the needs of the Head Start/Early Head Start children and families having served a cumulative 17,306 children and their families.

The programs/grantees in Tennessee are as follows: A map is attached for geographical reference. (Attachment #1)

- Anderson County Board of Education HS/EHS
- Oak Ridge Head Start
- CAS/Morgan County HS/EHS
- City of Chattanooga HS / EHS
- Clarksville / Montgomery County CAA HS
- Clinch-Powell Educational Cooperative HS
- Douglas Cherokee HS
- Family Resource Agency, Inc.
- Highland Rim Economic Corporation
- Knoxville-Knox County HS
- LBJ&C
- Metro Action Commission HS
- Mid-Cumberland CAA HS / EHS
- Mid-East CAA HS / EHS
- Northwest Tennessee HS / EHS
- Porter-Leath EHS
- Sequatchie Valley HS
- Shelby County Board of Education HS
- South Central HRA HS / EHS
- Southwest HRA Head Start
- Telamon Corporation, Tennessee Migrant HS
- Tennessee CAREs EHS (TSU)
- TSU Early Head Start Child Care Partnership

Agency by Types/Descriptions



Agency Types include Community Action Agencies (CAA). Government agencies (non-CAA), private/public non-profit, school systems, and delegate agencies.

Program Options

Center Based	98%
Home Based	2%

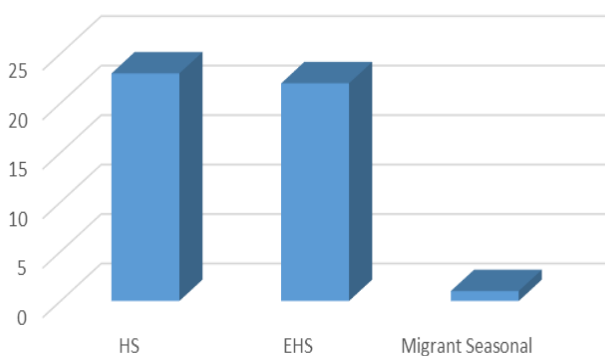
Program Information Report (PIR)

The Office of Head Start requires that programs maintain and report program level information that reflects eligibility and program service delivery data as indicators of program activity and compliance. This data includes health services indicators and other critical services to children and families, staff credentials and other quality indicators.

Other Areas of Focus

New Head Start Program Performance Standards were effective beginning November 7, 2016 with a more streamlined and flexible approach to delivery of Head Start services. The Tennessee Head Start Collaboration Office continues to assist programs in identifying and accessing training in a timely manner and making needed updates to policies and procedures. Programs are made aware of training opportunities through the TTA network and local, statewide, and regional, and national resources to ensure that staff are abreast of changes based on the revised standards and have updated program policies and procedures.

TN Head Start Programs By Type



Family Services in Tennessee

Families who received at least one family services reported in the PIR .

Head start	72.78%
Early Head Start	65.69%
Migrant Seasonal	43.59%

Both the family support services for Head Start and Early Head Start were below 73% with a greater than 10% decrease from 2016. Family support staff are now mandated to have specialized training with a social work or related degree or receive a specialty certification as required for family service workers. This is believed to equip them while increasing the accountability to ensure that families are supported in the provision of at least one (1) service with the documentation present to validate the services provided.

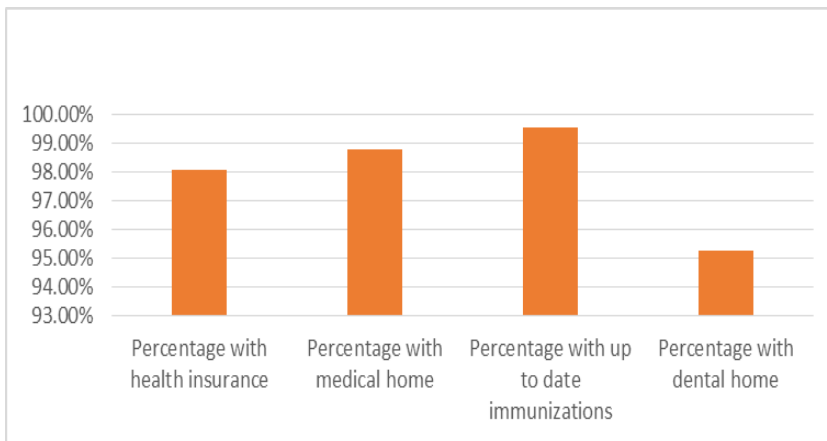
Services to families experiencing homelessness is a targeted population for Head Start programs. Those who acquired housing during program year was at an average of 34% with Head Start and Early Head Start combined. As there is heightened focus on child and family outcomes, there must be focus on professional development and credentialing of family service workers, and program management that will help ensure that families enrolled are in engaged in goal setting through a partnership agreement and receive at least one service and are supported in identifying and helping families achieve goals. Programs must employ family service staff with a degree in Social Work or related area or obtain family Service credentials. Tennessee programs are obtaining this credentialing through the SSCBT or FDC programs.

The following **health indicators** are reflective of statewide performance indicators.

Percentage of Children with Health Related Performance Indicators

Percentage of children with health insurance	*98.17%
Percentage of children with medical home	98.57%
Percentage of children with up to date immunizations	99.35%
Percentage of children with dental home	95.72%

(*migrant at 62%)



Staff Credentialing/Recruitment/Retention

In Tennessee, there continues to be challenges with recruitment and retention of qualified teaching staff and is believed to be related to perception and competition with school systems for competitive wages and benefit packages, and challenges related to classroom management.

As Early Head Start credential requirements are projected to increase, programs are concerned about the ability to recruit and retain qualified teaching staff willing to work with the infant/toddler population and their capacity to afford the related salary increases.

The opportunity continues to exist for on-going professional development that will equip staff to the tools needed to improve quality of outcomes for children and families and meet the social/emotional and behavioral, and other special needs and challenges that exists. Most programs have held training around Adverse Childhood Experiences (ACE's), Pyramid Model, and other courses and strategies to support classroom management. New this year is the endorsement in Infant Mental Health designed to support social emotional development and validation for 4 categories of staff who are eligible to participate in this process.

The percentage of teachers that meet degree/credential requirement are as follows:

Head Start (BA or higher in ECE/related)	75.06%
Early Head Start (CDA or higher degree)	83.38%

Summary of Strategic Alliances and Activity

- ◆ HSSCO and THSA are supporting programs in the review and revision as they strive to make a seamless transition to compliance with the new standards.
- ◆ As a venue for regular communication, a bi-monthly communication newsletter, The Tennessee Collaboration Connector, is an electronically distributed resource to programs and partners and includes innovative and promising practices, updates, and upcoming events.

Collaborative Partnerships:

- ◆ The HSSCO has managed to form networking opportunities and strategic partnerships as a voice of Head Start to echo their needs and interests. The chart below reflects many of the key partnerships and networks that have been established and nurtured during this year in an effort to strengthen the access and system of support for Head Start program across the state of Tennessee.
- ◆ Head Start Collaboration Office will continue to support programs in Tennessee in their commitment to providing high quality services to children and families in a manner that ensures systems that embrace partnerships and facilitate continuous quality improvement through the activities as required in the Head Start Program Performance Standards that take programs beyond compliance and programs of excellence.

Strategic Alliances
<p style="text-align: center;">Collaborative Affiliations HS Entities</p> <ul style="list-style-type: none"> • Tennessee Head Start Association (THSA) Board of Directors • Region 4 Head Start Association -Board of Directors • Office of Head Start (DHHS-ACF) Regional/Federal • National Head Start Association (NHSA) • Head Start State Collaboration Director Network
<p style="text-align: center;">Collaborative Affiliations Other Early Learning and Community Entities</p> <ul style="list-style-type: none"> • TN Pre-K/ VPK • Team TN CSEFEL • DOE Early Learning and Literacy Team • TN. Early Intervention System (TEIS) Interagency Coordinating Council • 619 Special Education Preschool Project • Dept. Human Services- Child Care and Licensing Services/DOE Program Evaluators • Tennessee Young Child Wellness Council (new Early Childhood Education Action Team) • Child Care Resource and Referral Agency • TEAYC (name changed in 2017 to TACEE) • Health and Wellness Partners • Association for Infant Mental Health in TN Adverse Childhood Experiences • Tennessee Early Childhood Training Alliance (TECTA at TSU) • Department of Education Healthy Meals Consortia • Department of Health Oral Health Coalition • Department of Health WIC Partnership with satellite offices in Head Start centers • TN Department of Education and Department of Mental Health and Substance Abuse Service Homeless services/McKinney Vento Liaisons • Department of Family and Children Services Foster Care Services • Pregnancy Risk Assessment and Monitoring System (PRAMS)

The TN Head Start Collaboration office will continue to support programs in Tennessee in their commitment to providing high quality services to children and families in a manner that ensures systems that embrace partnerships and facilitate continuous quality improvement through the activities as required in the Head Start Program Performance Standards and that take programs beyond compliance and programs of excellence.

Efforts will ensure communication and collaboration that is strategic and supports programs to be programmatically robust and resilient, fiscally responsible and responsive, and produce sustainable outcomes for children and families. Intentional efforts will surround enhancing workforce capacity, linguistic diversity, and program effectiveness and expansion while supporting the development of an effective and unified early learning system in Tennessee.

Head Start State Collaboration Office Strategies and Key Activities

- ◆ Programs will be supported from state level to identify and recruit families to identify and reach families experiencing homelessness and in foster care.
 - ◆ New Directors have a seasoned mentor to consult with and provide support when navigating the Head Start enrollment and other processes.
- ◆ Support programs with diverse language needs to develop prospective staff who speak languages of enrolled children and families
 - ◆ Assist with access to attain qualifications and to increase language capacity of current staff
 - ◆ Collaborate with Pre-k statewide and in local child care programs in communities to develop a system of high quality early education services to children 0-5 and their families to include coordinated recruitment and service delivery
 - ◆ Collaborate with DHS Licensure Division and CCRR to continue identification of and capacity building with private child care center to facilitate additional partnership opportunities
- ◆ Strengthen partnerships with area colleges and universities for ECE and position-related credential capacity building
 - ◆ Conducting state wide wage comparability study as a means of assesses wage scales across the state
 - ◆ Encourage programs to reevaluate programs budgets to determine opportunity to improve compensation packages for staff
 - ◆ Partnering with CCRR to provide train the trainer classes for required TNELDS courses to ensure more timely licensure required training
- ◆ **Early Childhood Advisory Council** is in process of being re-established to be a sub group of the Tennessee Young Child Wellness Council and will include leadership from DOE, TDH, DHS, TennCare, community stakeholders, partners, community leaders, parents, service providers, and other entity representatives that can assist with shaping and impacting the system of services to young children and families in Tennessee
 - ◆ Support the development of an integrated data systems for longitudinal tracking of child outcomes from early learning setting and beyond
 - ◆ Continuous work with leadership team in the Division of Early Learning and Literacy (DELL) and Head Start to communicate and collaborate Kindergarten Entry Inventory (KEI) as a tool for supporting progress toward readiness for school.
 - ◆ Joint trainings are facilitated with DOE and Head Start to support continuity and sharing of information and strategies.
- ◆ Work with programs to ensure that Special Education Agreements are in place and clearly outline time-lines.
 - ◆ Continue collaborating with the 619 Preschool Director within DOE to troubleshoot issues as they arise and meetings with directors to review process and identify opportunities for making improvements.
- ◆ Enhance family support training and services through supporting professional development and partnerships for ensuring that families and children receive access to services and supports needed to facilitate outcomes
 - ◆ THSA and HSSCO are partnering with the Tennessee Council on Child Welfare for additional training and Tennessee State University Family Service certification program
 - ◆ Promote family literacy through partnership with the Governor's Books from Birth Foundation where each family can receive a free book per month delivered for each child in the home.
 - ◆ Partnership formed with DOH-WIC program offering services within HS/EHS sites where families can access WIC services and nutrition education offered through that program.
 - ◆ Connecting with partners and conducting outreach to identify and expand services to families who are experiencing homelessness per McKinney Vento Act and reaching. Support program in supporting families experiencing homelessness to locate permanent housing and related resources to sustain safe, permanent housing for their families' children in foster care.
- ◆ Support partnerships and training to assist programs and partners to support increasing medical and dental care/treatment continuity.
 - ◆ Continue to provide resources and information to prepare programs to support families with preventative measures and appropriate interventions for those affected by the Opioid epidemic.
- ◆ HSSCO is working on the revamping of Early Childhood Advisory Council who will work on include a focus on developing of an integrated
 - ◆ Conversations have already occurred to review feasibility of connecting with DHS child care information systems and DOE student data systems for tracking students for early learning settings.
 - ◆ HSSCO is working with DOE Education Information System Manager to ensure that HS programs report enrollment information regularly.
 - ◆ Efforts continue to engage in training and planning to expand TN integrated data systems for preschool students.

KEY PARTNERS

Leading the Way



HEAD START
50 YEARS

EHS
EARLY HEAD START



REGION IV
HEAD START
ASSOCIATION
FOUNDED 1986



COLLABORATIVE PARTNERS



OFFICE OF HEAD START

An Office of the Administration for Children & Families



SECA THE SOUTHERN EARLY CHILDHOOD ASSOCIATION
AN ORGANIZATION COMMITTED TO SOUTHERN ISSUES



DELANEY
Educational Enterprises, Inc.

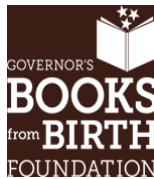


Tennessee
CSEFEL Pyramid Model
Partnership

Promoting Social Emotional Competence in Tennessee's Young Children



Prevent Child Abuse
Tennessee



Department of Education

Department of Health

Department of Children's Services

Department of Mental Health and Substance Abuse Services (Homeless Services Division)



TENNESSEE CONFERENCE ON SOCIAL WELFARE CATALYST FOR A BETTER TENNESSEE



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Building Capacities to Strengthen COMMunities through Education



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TN. Child Care Resource and Referral Network



Tennessee Head Start Association

