



# Hudson Guild: Head Start

July 2020 - June 2021

## About US

We are a multi-service community agency serving those who live, work, or go to school in Chelsea, with a focus on those in need.



## Our Mission

To create and sustain a strong, effective community that acknowledges and responds to the potential, achievements and interdependence of its diverse members.

Rooted in and primarily focused on the Chelsea neighborhood, we seek to empower all individuals and families to achieve their highest potential, while maintaining a priority focus on those in economic need.





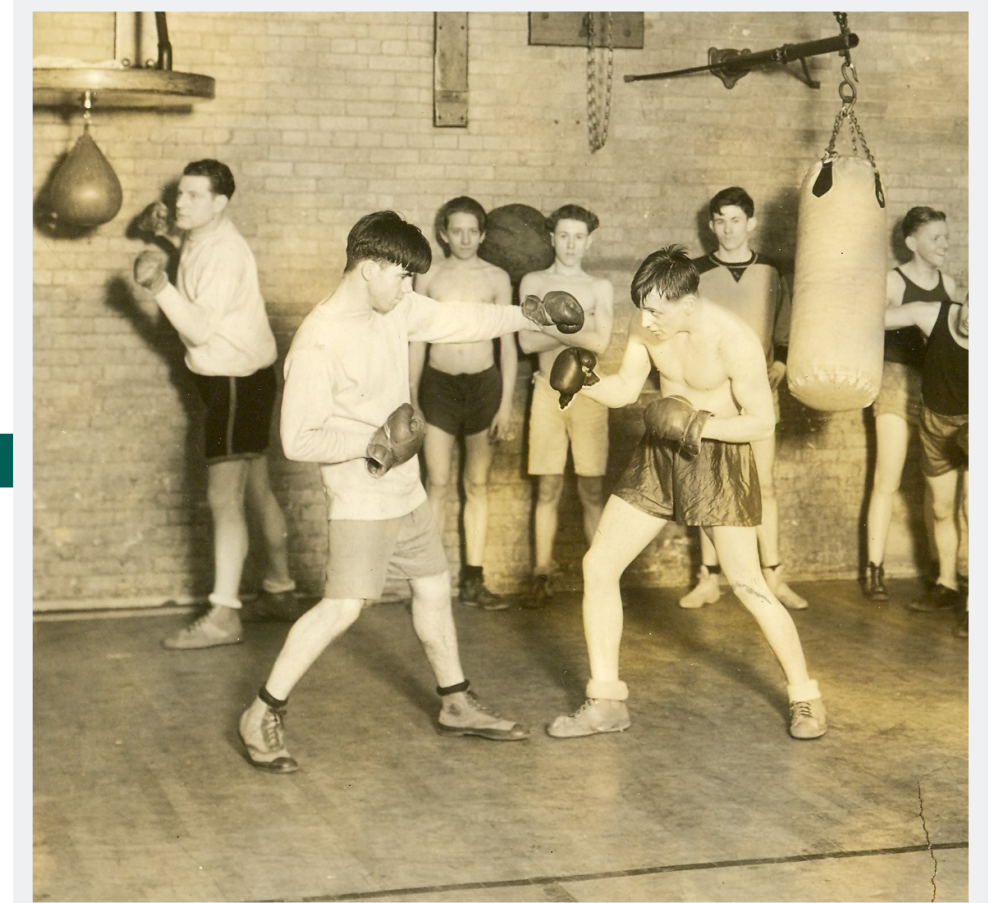
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## Our Story



In 1895, Dr. John Lovejoy Elliott, a young man inspired by the growing settlement house movement, moved to the tough, working-class neighborhood of Chelsea.



There, he met and encouraged a group of young, rowdy boys to take their fighting off the streets and organize into a boxing club called the "Hurly Burlies."



These groups merged in 1897 to become the Hudson Guild, which provided a platform for neighbors to organize and improve living conditions.



Over the next few years, Dr. Elliott established numerous programs for boys and girls, working women, and families.





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### Our Response to COVID-19

On Monday, March 16, 2020 all of our in-person and congregate services were suspended due to the onset of COVID-19. Since then, we have remained committed to improving the lives of individuals and families, and are supporting our neighbors as best we can during these uncertain times. We transferred much of our programming and service delivery, including our Early Childhood Education (ECE) program, to remote platforms. Our ECE classroom teachers switched to entirely remote learning and we are proud to share that, as time passed, we saw increased engagement among our ECE participants.

Over the past year, our Family Workers and ECE staff continued to provide support via phone calls to caregivers and make referrals to the Mental Health Clinic when necessary. Family Workers were still able to recruit 97 new C2C participants and continued to do their best to contact each family on a weekly basis to do conduct outreach and assist with any emergent needs. Virtual workshops were offered at least once a week on topics such as “Staying on Track with Vaccinations,” “Healthy Hydration! A Virtual Food Demo,” and “Self Care.”

On September 21, 2020 we re-opened for in-person learning services. Based on family needs and in keeping physical health in mind, we offered fully on-site and remote services, allowing families to choose which one they preferred. Additionally, we provided tablets to children who required one to participate in remote learning. Family Workers continued the regular Family Assessment process.

Lastly, we have aimed to meet and plan to continue meeting additional mental health needs among participants and staff, which could impact student achievement and staff capacity. We are providing access to a Mental Health Consultant for staff and families, offering an Employee Assistance Program (EAP) for staff, incorporating trauma-informed training and curriculum, and developing a new assessment tool. This is not an exhaustive list and we will continue to monitor the needs of our students, families, and staff to make adjustments and additions as needed.

We are excited to announce that for the 2021-2022 school year, we will be returning to fully in-person programming. We are prepared to offer fully remote lessons and based on information provided by state and local governments, as well as CDC recommendations for our area, we will make the best decision regarding suspending in-person learning.





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## Income & Expenses

Hudson Guild's Head Start program is supported by:

\$1,707,454 in Federal Head Start funding and \$426,864 private grants and in-kind contributions, for a total of \$2,134,318.

The budget covers expenses for nearly 45 full-time employees for a full 12-month program year. Total personnel costs, including fringe, are projected to total \$1,429,688.

Additional budget items include:

- \$19,019 In Training and Technical Assistance
- \$2,550 in travel for employees to attend regional and national Head Start and early childhood education conferences and training programs
- \$44,574 for maintenance, classroom, and office supplies
- \$199,966 for shared administrative (e.g. accounting) and professional services (e.g. educational consultants)
- \$457,540 for rent, utilities, maintenance and repair, and insurance





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## Children Served

The program served 142 Head Start children and their families. The average monthly enrollment (as a percentage of funded enrollment) and the percentage of eligible children served are both 100%. In addition, 100% of enrolled children received medical and dental exams.

The most recent review by the Secretary and the financial audit resulted in a finding of No Areas of Non-Compliance during the Focus Area 1 review (Program design, management, and governance structure).







# Hudson Guild: Head Start

## July 2020- June 2021

### Family Engagement

Family engagement activities that occurred from July 2020-June 2021\*:

Family Orientation

Pedestrian Safety

Parent Leadership: Policy Council & Parent Advisory Committee

Caregiver Workshop: Positive Parenting: Navigating the Preschool Years, Part 1

Caregiver Workshop: Positive Parenting: Navigating the Preschool Years, Part 2

Coping through the Holidays

Fall Harvest Celebration with Families

Kindergarten Night: Info Sessions to Parents

Community Thanksgiving

Winter Holiday Classroom Celebration with Families

Caregiver Workshop: Self-Care for Caregivers

Universal Pre-K Information Sessions

Love & Friendship Day Celebration with Families

Nutrition Workshop: Picky Eating

Helping Parents Manage Stress during COVID-19

Recovery Goals During Trying Times

Caregiver Conversations

Coffee With a Social Worker - 4 groups

Mental Health Awareness Month Activities for Families

\*Please note, that all activities since March 2020 took place virtually due to the COVID-19 pandemic





# Hudson Guild: Head Start

## July 2020- June 2021

## Mental Health Services for Caregivers

In 2016, Hudson Guild was selected to deliver Connection to Care (C2C), an innovative pilot mental health initiative of the Mayor's Fund that trains non-clinical staff in community organizations to identify and provide basic treatment and services to constituents suffering from common mental health issues. As part of C2C, our front-line, non-clinical staff within our Early Childhood Education (ECE) program are trained to identify caregivers for common mental health issues and provide basic mental health services and resources to those who screen positive or demonstrate a need for help. All caregivers that screen positive are offered a referral to Hudson Guild's Mental Health Clinic, and ECE staff work closely with Mental Health staff to support these caregivers engage in mental health treatment. Since 2016, more than 50 staff members have been trained to provide basic mental health services and resources to hundreds of low-income, high-risk parents and caregivers with children between the ages of two and four enrolled in our preschool program. Further, since the beginning of the program, our team has reported C2C encounters with more than 540 unique caregivers.

Before the initiation of C2C, it was often the case that ECE staff members who recognized these issues weren't equipped with the training to address them. Since targeting this issue through C2C, ECE has seen a decreased need for crisis interventions, and positive contributions toward our goal of strengthening families in our community.





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## Mental Health Services for Caregivers (cont.)

During the pandemic, our Family Workers continued to discuss C2C with and offer screenings to newly enrolling families. We have also continued to offer C2C modalities to support families as they manage mental health needs that have arisen due to social isolation and other COVID-related factors such as unemployment and food insecurity. Our internal system has allowed us to assess family needs on a weekly basis and identify families with new or exacerbated issues, including mental health needs. This system has further allowed us to prioritize meeting these high-risk families' needs in a timely manner, and it is something we will continue to use and improve upon as we move forward. The Mayor's Initiative concluded its fifth and final year in February 2021 and, consequently, did not renew its funding. As an organization, we are committed to continuing elements of the C2C program because of the success we have seen among our families.

## Monthly Classroom Parent Meetings

Topics Covered Include:

- School Readiness Goals Review
- Student Progress Review
- Getting to sharing and cooperation
- The value of play in a pre-school classroom
- Growing creative thinkers
- Building physical confidence in your child







# Hudson Guild: Head Start

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## Preparing Children For Kindergarten and Beyond

Perhaps the most important outcome of Hudson Guild's holistic approach is our preparation of children and families for the transition to Kindergarten. Our School Readiness Plan is reflective of the needs and expectations of local families, who provide key input into setting learning goals for children in a variety of ways. The program exposes children to social, emotional, cultural, and academic experiences that will enhance their ability to function as active members of multiple communities. The resources, tools and structures employed to meet this goal are developed by listening to families and adapting programming to meet their needs. Our programming blends culturally relevant, developmentally appropriate theory evidence-based practices to engage and better prepare our families and children for kindergarten.

For families of rising Kindergarten students, the program year focuses on developing school readiness skills and achieving developmental milestones. Families participate in a number of activities including a "Kindergarten Night," where local public, private, and charter schools are invited to share information with parents and caregivers in our program about the various options for kindergarten. Parents and caregivers can also receive assistance in applying to kindergarten.

Families with children who have special needs participate in an additional transition process called the "Turning 5 Process." Our Disabilities Coordinator and other program staff participate in meetings and follow-up assessments with the Committee on Preschool Special Education to discuss appropriate program placements for kindergarten students with special needs, including specialized settings or mainstream placement. In school year 2020-2021, 6 kindergarten eligible children had IEPs. Of the children that completed the Turning 5 Process with Hudson Guild, 3 children entered the Kindergarten Gen Ed setting with related services.





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### Preparing Children For Kindergarten and Beyond (cont.)

The progress of all of these children is due in large part to the partnership between the Service Providers (Social Workers, Occupational, Physical and Speech Therapists) and Hudson Guild ECE staff working together, following IEP directives, and progressing on goals leading to an improvement in the child's developmental results. Our staff works with all of these families to ensure continuity of services in the new neighborhoods and help make sure that those going to specialized centers receive all necessary supports and services to achieve IEP goals.

Specific school readiness goals for school year 2021-2022 include the following:

1. Approaches to Learning: Children will engage in learning by taking age-appropriate risks, independently problem-solving, and persisting through failure.
2. Social-Emotional Development: Children will participate in cooperative play with peers, both taking the role of a leader and a follower.
3. Language & Literacy: Children will improve their abilities to communicate their ideas through both written and oral language on a daily basis.
4. Cognitive & General Knowledge: Children will ask and answer higher order questions and explain rationale in sequence.
5. Physical Development & Health: Children will participate daily in activities that allow them to successfully build gross and fine motor skills; including outdoor and indoor activities.