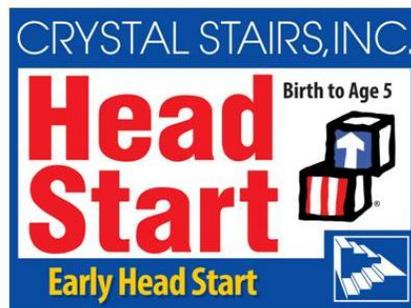




Crystal Stairs, Inc. Head Start/Early Head Start



Annual Report
2014-2015



A Message from our CEO

Crystal Stairs, Inc. has made many positive strides over the past three decades. Our heritage as an early education and child care leader - locally and throughout the state - has been noticeable in our solid leadership, ability to overcome community and economic hurdles and our strong commitment to empowering families and training providers. Our accomplishments are the direct result of a vibrant network of people throughout the city, region and state dedicated to helping make child care accessible and affordable. Our board leadership and management team are experts in the field, and have positioned Crystal Stairs to advance in the areas of early education and child care.

In September 2012 Crystal Stairs opened **Head Start sites in Compton and South Los Angeles** to help meet the early child care and educational needs of more than 800 preschoolers. Crystal Stairs is proud to play a leading role in improving lives by delivering quality early childhood education at our Head Start locations in Compton and South Los Angeles.

As a result of securing additional contracts, we have increased our services, reaching more than **40,000** children and families annually. Not only were we able to expand the number of families we support yearly, we have expanded our services to reach the communities of Compton, Long Beach and Lynwood. While we have implemented new programs and made programmatic enhancements, we are still in alignment with our mission. The Crystal Stairs mission has not changed – and given the challenges our communities are facing, our work of **“improving the lives of families through child care services, research and advocacy”** remains relevant. This is an exciting time for Crystal Stairs.

The Crystal Stairs Head Start program provides us with another opportunity to improve the chances that preschoolers will enter grade school equipped with the basic academic skills and family support systems in place to support their growth. These opportunities are especially important to preschoolers in our Compton and South Los Angeles service area where economic disadvantage limits access to critically needed child care development resources.

Jackie B. Majors
Chief Executive Officer



About Us: From the dreams of two young mothers over 35 years ago, came the reality of today's Crystal Stairs, Inc. children learning, parents thriving, and communities bursting from the pride and success of nurturing children and families into better futures.

As mothers and educators, Crystal Stairs founders knew that every moment in a child's life creates an opportunity to make a difference. High-quality early childhood care and education remains our chosen path to this vision. This is the collective vision of Crystal Stairs, Inc. that guides us as we look to improve the lives of families through child care services, research and advocacy.

Through the efforts of our board, staff and many professional and community partners, Crystal Stairs programs and services enhance the quality of life for thousands of children and families in Los Angeles every day.

Helping a parent find child care, training child care providers on how to nurture and educate young children, helping parents and providers bridge the affordability gap with child care subsidies, and teaching a child to use a computer are just part of what we do. We help families to succeed, children to learn, and child care providers to be competent, confident caregivers.

We are proud of the fact that we have continued to fulfill our mission, and we look forward to your support for many years to come. Join us as we find new and innovative ways to help our families and children succeed. Pledge your support as we continue the journey to build a future where children are treasured and families are sustained. All of us have much to give and receive from this quest. It is joyful and affirming.

Our Mission: Improving the Lives of Families through Child Care Services, Research and Advocacy

Crystal Stairs Leadership Team:

Jackie B. Majors Chief Executive Officer	Ly Tanya Loughridge Chief Financial Officer
William Pino Chief Technology Officer	Pamela L. Washington, Esq. Chief Legal Officer
Tina Curran Director of Human Resources	Shannon D. Nelson Director of External Affairs
Laura Cardenas Head Start Director	LaShonna Grant Head Start Assistant Director



Crystal Stairs Head Start/Early Head Start Program

The Crystal Stairs Head Start/Early Head Start Program is a critical part of our family services mission to improve the lives of families through child care services, research, and advocacy, providing comprehensive child development services for low-income children and their families. Head Start is a national program that promotes school readiness by enhancing the social and

cognitive development of children through the provision of comprehensive services: education, health, mental health, disabilities, training, social and other services to enrolled children and families.

The Crystal Stairs Head Start/Early Head Start Program accomplishes the following goals for the development of each child in the classroom:

- Improve the child's physical, social and mental health abilities, including improvement of nutritional standards;
- Help the intellectual and social development of the child by encouraging self-confidence, spontaneity, curiosity, and self-discipline through active participation in the classroom setting;
- Improve the child's mental process and skills with particular attention to thinking and verbal communication skills;
- Create a climate of confidence to increase the child's sense of dignity and self-worth to relate positively with family and others; and,
- Maintain the child's cultural heritage, primary language and if possible learn a second language.

The Crystal Stairs Head Start/Early Head Start Program provides; Active Learning Experiences ~ Nutritional Snacks and Meals ~ Social Services ~Parent Involvement Activities ~ Services for Children with Disabilities.

The Crystal Stairs Head Start/Early Head Start Program serves low-income families that reside in Compton and South Los Angeles.

Head Start Locations:

- Century Site
- Dollarhide Site
- Kiddie Kastle Site
- Main Street Site
- Mary B. Henry Site
- Randle Site
- Sullivan Site
- Willowbrook Site
- Wonderland Site



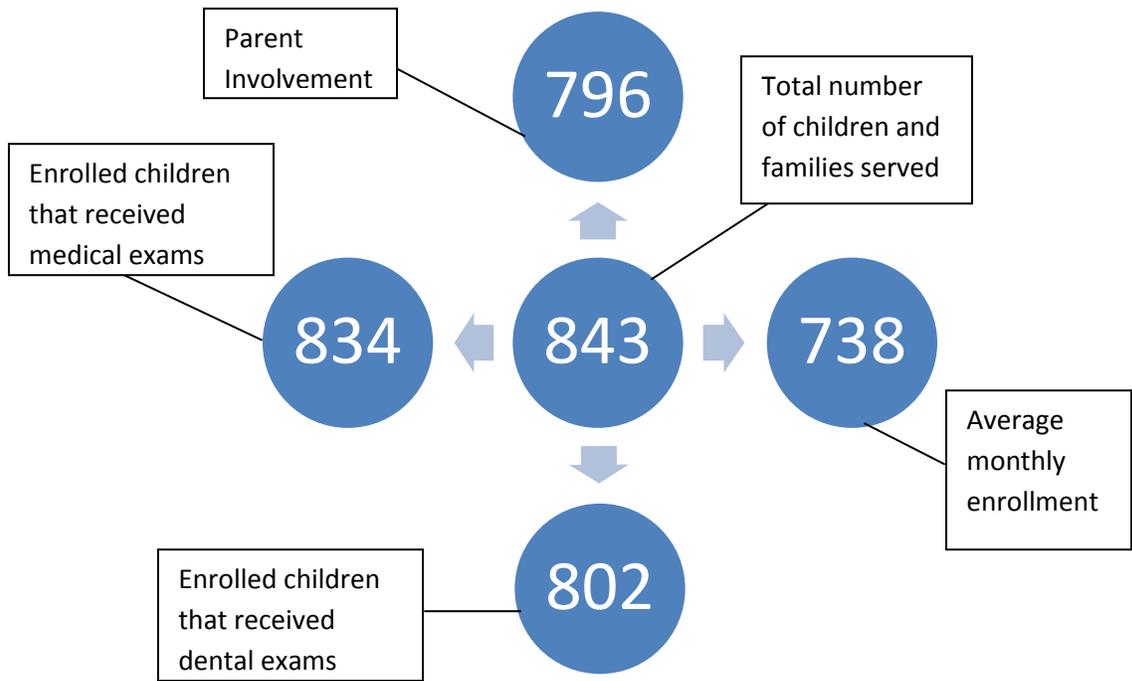
Head Start/Early Head Start Service Options:

Center-Based: Comprehensive services for children ages 3 to 5 years of age. Hours are either full day (6 or more hours) or part day (3.5 hours). The full day option is available to families that meet full day eligibility requirements for employment and/or enrollment in a vocational/training program.

Family Child Care Homes: Comprehensive services for children from 0 to 48 months of age in a licensed family child care home setting, full day and five days per week. Families must meet full day eligibility requirement for employment and/or enrollment in a vocational/training program.



Total Families & Children Served



Efforts to Prepare Children for Kindergarten/School Readiness:

Crystal Stairs, Inc. Head Start program has developed School Readiness (SR) goals and objectives that align with both the Head Start Child Development and Early Learning Framework and California Preschool Learning and Developmental Foundations. The Head Start goals developed reflect domains of; language and literacy development, cognition and general knowledge, approaches to learning, physical well-being, motor development, and social-emotional development in accordance with Crystal Stairs, Inc. Head start goals. These goals lay the foundational learning needed to begin to develop school readiness skills needed to enter pre-kindergarten. Our School Readiness goals and objectives were developed in collaboration with parents using the analysis of the aggregate child assessment data collected.

The School Readiness Committee meets twice a year to review and revise components of the school readiness system. The committee includes management team, parents, education experts, school district kindergarten teachers, and community. The committee reviews aggregate data collected from child DRDP-PS, our agency self assessment and ongoing monitoring to determine the needs needed to assist children in entering kindergarten.

The Head Start Child Development and Early Learning Framework, the California Preschool Learning Foundations and the High Scope Curriculum share common goals. These goals are used to strengthen preschool education and young children's school readiness. These goals all encompass aspects of child learning and development in our programs in helping our children transition into Elementary school.



Program School Readiness Goals

Goal / Domain	Objective / Sub-domain
<p>Approaches to Learning Children will develop and demonstrate attentiveness, persistence, curiosity, and initiative in learning experiences.</p>	<p>Initiative and Curiosity Children will take initiative in making new discoveries and identifying new solutions.</p>
<p>Social and Emotional Development Children will recognize and label emotions, develop skills to manage impulses and behavior; follow rules and daily routines; able to deal with conflict and negotiate with peers.</p>	<p>Relationships with adults and other children Child will develop interaction with adults and children that demonstrate ability to cooperate, share, joint planning, and problem solving.</p>
<p>Language, Literacy and Communication Children will demonstrate an increase in vocabulary words and develop the ability to communicate complete sentences and demonstrate an increase in letter word knowledge, Phonological Awareness.</p> <p>Children will demonstrate comprehension of English and increase expressive language in both their home language and English.</p>	<p>Phonological Awareness Children will identify and discriminate between sounds and phonemes in language. Children will increase vocabulary skills through reading, songs and rhymes.</p> <p>Letter and Word Knowledge Children will repeat words and phrases in English, request objects, and use an increasingly complex and varied vocabulary.</p>
<p>Cognition / Mathematics Children will develop a better understanding of Number sense of mathematical operations including one correspondence number concepts, operations, patterns, understand quantities and develop high executive function, comprehension.</p>	<p>Counting and Cardinality Children will understand number value, recognized number symbols and be able to classify objects, sort by attributes and demonstrate an increased ability to make predictions.</p>
<p>Perceptual, Motor, and Physical Development Children will demonstrate the ability to scribble, draw, copy, trace, write letters, shapes, cutting and manipulating small materials in the classroom and increase their knowledge on safety skills at home, community and school.</p>	<p>Fine Motor Children will explore, manipulate and practice with a variety of manipulative toys, writing and cutting tools.</p> <p>Health, Safety and Nutrition Children will increase their knowledge of personal safety practices in following directions, and routines.</p>

Head Start Financial Information (FY 2014-2015)

<u>Public and Private Funds Received</u>	
ACF - Head Start Federal Funds	7,761,728
USDA - CACFP Federal Funds	<u>438,087</u>
Total Federal Funds	8,199,815
Other Funds	
CDE - State Preschool Funds	<u>432,360</u>
Total Other Funds	432,360
Total Public and Private Funds	8,632,175
<u>Budgetary Expenditures</u>	
Head Start Operations	8,023,722
Food Services	534,483
Training	<u>73,970</u>
Budgetary Expenditures	8,632,175
<u>Proposed Budget BY 15-16</u>	
Program Services	7,884,019
Food Services	488,000
Training	<u>62,812</u>
Budgetary Expenditures	8,434,831
Non-Federal Share	1,986,708

