

2024

ANNUAL REPORT

SUCCESS STARTS HERE!



CrystalStairs.org



(323) 421 - 1100



About Us

Crystal Stairs, Inc. Head Start/Early Head Start (CSI HS/EHS) is a federally funded program dedicated to supporting children's growth and development from birth to age five.

Through comprehensive services in early learning, health, and family well-being, we provide a strong foundation for lifelong success. Our dedicated staff partners with families, recognizing that active parent participation is essential in shaping positive outcomes for children. At CSI HS/EHS, we believe in the power of collaboration, ensuring that every child and family receives the support they need to thrive.



✓ Our Mission

At Crystal Stairs, our mission is to improve the lives of families through high-quality childcare services, research, and advocacy.

✓ Our Vision

We envision a future where children and their families thrive through high-quality, birth-to-five early childhood education programs that lay a strong foundation for lifelong learning and success in school.

✓ Our Centers

We operate 16 early childhood education centers across five cities: South Los Angeles, Compton, Inglewood, Hawthorne, and Lennox.

✓ Our Services

CSI HS/EHS proudly serves 1,322 children from birth to age five, providing comprehensive early learning, health, nutrition, mental health, early intervention, and family support services.

✓ Our Partners

The solutions offered need to be based on sound market decisions so that they can have an impact.

Letter from the CEO

I am pleased to report that 2024 was a year of tremendous growth and achievement for our Crystal Stairs, Inc. Head Start program. This year was marked by high-quality programming, exceptional family engagement, strong student outcomes, and deepening commitments to the communities we serve.

One of our proudest moments came with the revitalization and reopening of our South Los Angeles site, formerly known as Ozzie Goren. Now named Sage on Slauson, this beautifully reimagined space is more than just a school, it is a nurturing environment where learning, joy, and connection flourish. On the very first day, we witnessed children forming new friendships, laughing, and embracing a space that immediately felt like home.

I continue to be inspired by the dedication and resilience of our teachers, staff, and leadership. This team has risen to every challenge with grace and determination, embodying the mission of Head Start and our collective vision for a brighter future.

This year, we were honored to host the First 5 California Commissioners, offering them the opportunity to meet several participants from our Man Cave fatherhood initiative. It was powerful to witness these fathers, share how they have grown into confident advocates not just for their own children, but for early care and education as a whole. Their transformation is a profound example of the leadership Head Start helps cultivate within families.

As the school year came to a close, 528 children culminated to Kindergarten, and we are already hearing remarkable feedback from their elementary school teachers. These young learners are not just meeting expectations, they are exceeding them in academics, social skills, and emotional development. That is the power of Head Start: preparing children and families for lasting success.

We are excited for what lies ahead and remain committed to advancing our work alongside the families, educators, and community partners who make it all possible. Together, we are creating stronger starts, and brighter futures for every child we serve.

Warm regards,
Jackie B. Majors
Chief Executive Officer
Crystal Stairs, Inc.



Family Services

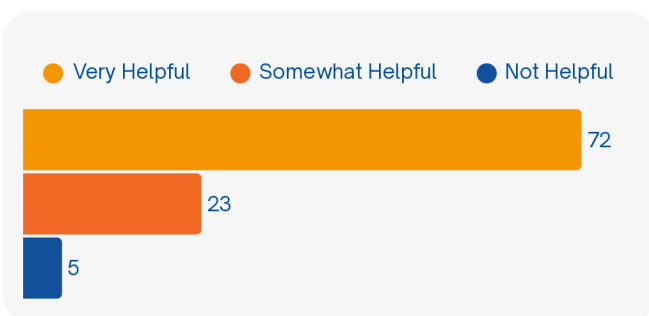
Family services are a vital component of the Head Start/Early Head Start (HS/EHS) program, ensuring families receive the support and resources needed to thrive.

Through Crystal Stairs' extensive network of services, families have access to a wide range of community resources, including employment support, resource and health fairs, and parent conferences and training workshops. Each family is assigned a Family Services Associate, who works closely with them to facilitate access to essential services in key areas, including health and wellness, social services, mental health support, parent engagement, nutrition, support for children with disabilities.

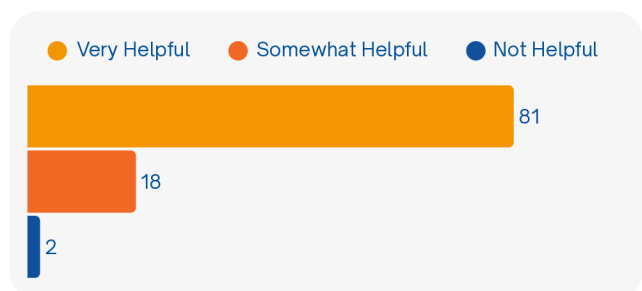
To assess the impact of our family services, CSI Head Start conducted a Family Outcomes Survey, measuring how families felt they benefited from the program. This survey evaluates our effectiveness across seven key outcome areas aligned with the Head Start Parent, Family, and Community Engagement (PFCE) Framework, ensuring that we continue to provide meaningful and impactful support to the families we serve.

Information from families assessing these categories after participating in the Head Start Program.

% Positive Parent-Child Relationship



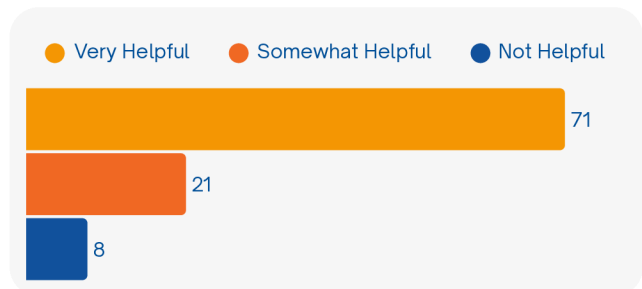
% Families as Lifelong Educators



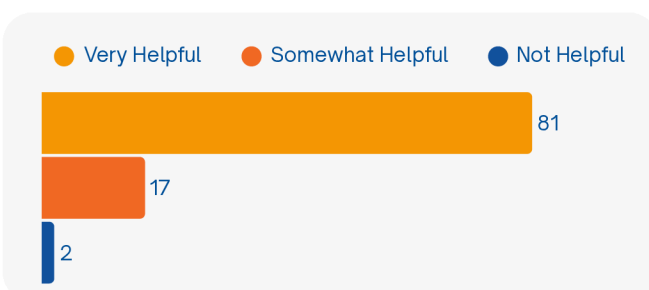
% Families as Learners



% Families Engagement in Transitions



% Family Connections to Peers & Community



% Families as Advocates and Leaders



Parental Involvement

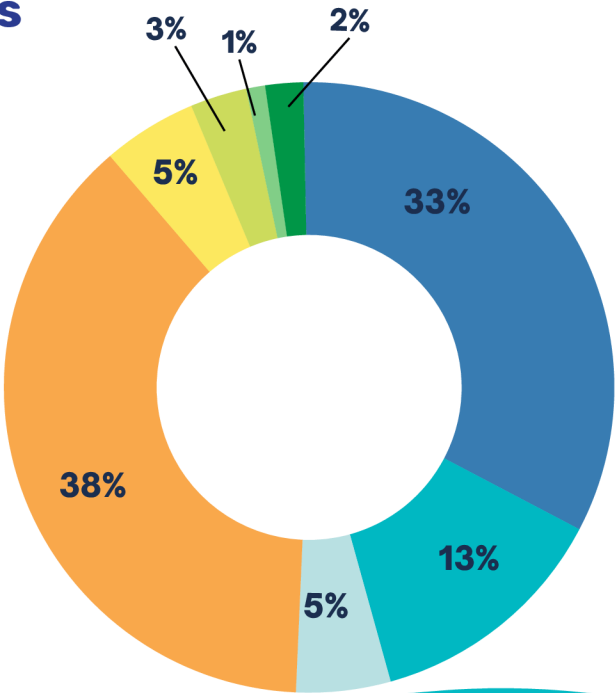
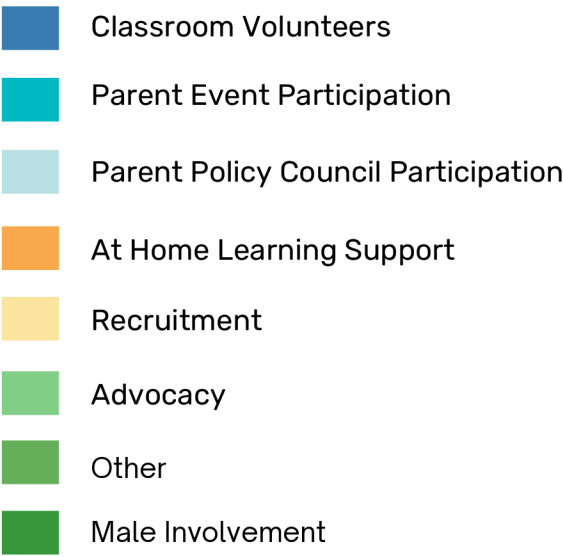
Parental involvement has always been a cornerstone of the Head Start program. At CSI Head Start/Early Head Start, we empower parents and legal guardians by providing meaningful opportunities to engage in their children's early learning and development. We recognize parents as primary educators, caregivers, and nurturers, and we support them in strengthening these roles while also fostering their personal growth.

Through our program, parents can actively participate in their child's education and development, enhance their decision-making skills through leadership opportunities, access workshops and resources to support personal and professional growth, and engage in program governance by serving on parent committees and advisory councils.

By fostering strong family partnerships, CSI Head Start /Early Head Start ensures that parents are equipped with the tools, confidence, and support they need to create positive, lasting impacts on their children's future.



Parental Involvement Percentages



Parent Testimonial



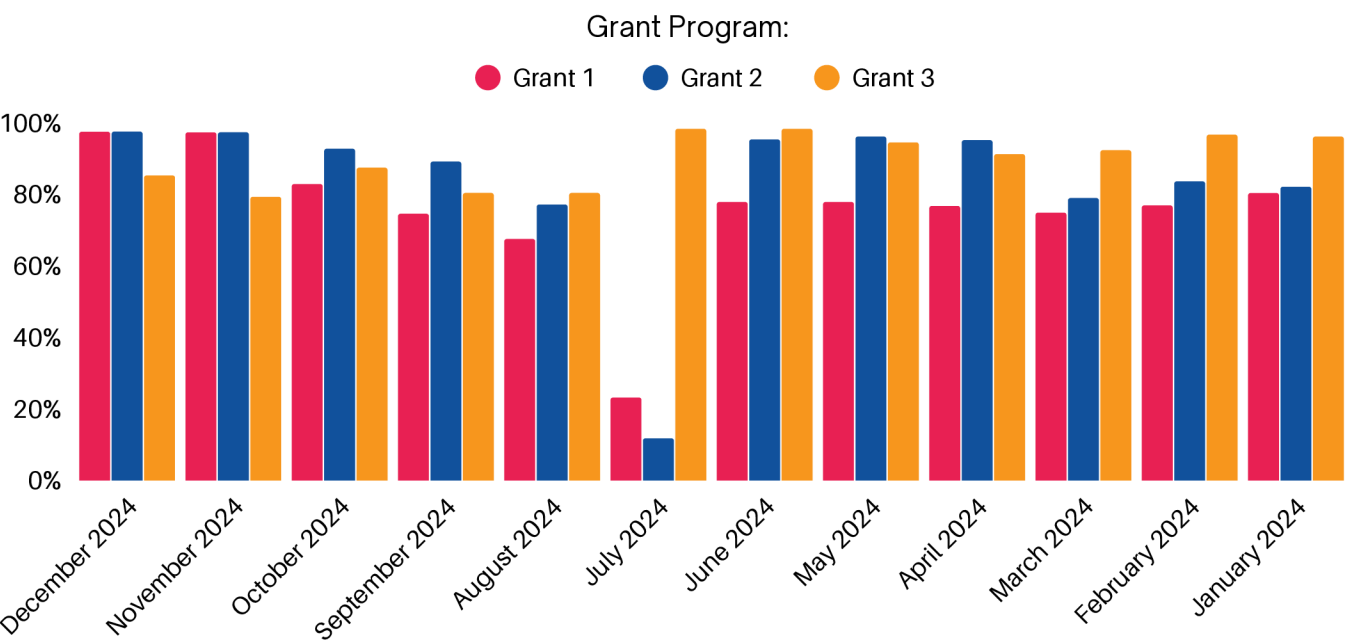
“Head Start was my son's first school experience. At first it was hard for him to be away from us, he was nervous, but with the help of his teachers and classmates he quickly became comfortable and confident going to school every day.

I joined the Policy Council because I wanted to be more involved in my son's education, and be more knowledgeable about the program. I continue to volunteer and attend to the various opportunities they offer because Head Start has given me a great sense of community. I am grateful that I have been able to see what Head Start does for our children and our community.”

~ Daniell Carswell

Enrollment

Over the course of this program year, CSI Head Start/Early Head Start served a total of 1,549 children. All families met the Head Start eligibility requirements, qualifying based on income or specific family circumstances, such as foster care placement, a diagnosed disability, or having a parent who is currently incarcerated.



Total Number of Families Served

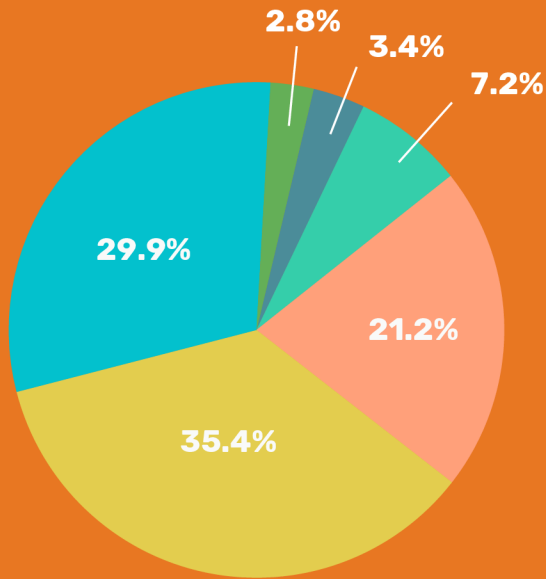
1,446

Total Cumulative Enrollment of Children

1,549



Age Groups



Age Groups

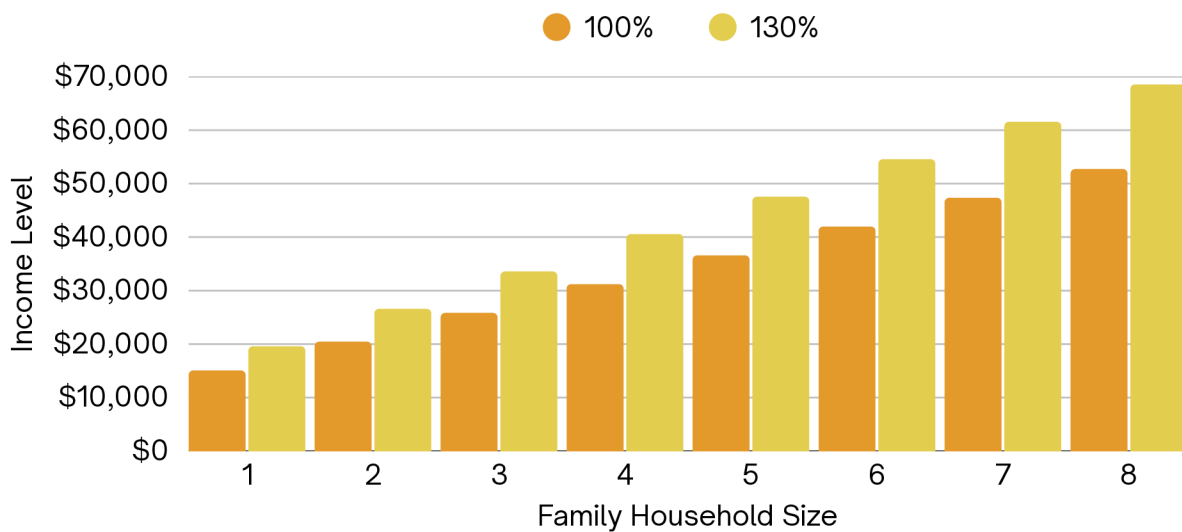
-  Under 1 Year Old
-  1 year old
-  2 years old
-  3 years old
-  4 years old
-  5 years old



Eligibility

- 7.8%** Overincome
- 20%** Income at or below 100% of the federal poverty line
- 54%** Public Assistance
- 8.1%** Homeless
- 4.7%** Foster Care
- 5.2%** Incomes between 100% & 130%

2024 Federal Poverty Levels



School Readiness

At CSI Head Start/Early Head Start, our curriculum is thoughtfully designed to foster growth and prepare children for kindergarten through engaging, hands-on learning experiences. By combining play-based learning, positive social interactions, and structured instruction, we create a dynamic and nurturing environment where young learners can thrive.

Aligned with California state standards for kindergarten, our curriculum ensures that every child receives a strong educational foundation. To effectively track progress and development, we utilize the Desired Results Developmental Profile (DRDP), conducting assessments at the beginning, middle, and end of the academic year. Our assessment approach includes: portfolio evaluations, observations of learning and social interactions, and assessments in key developmental domains.

Using these insights, our educators tailor lesson plans to meet the unique needs of every child. Whether through individualized attention, small group activities, or whole-class instruction, we ensure that learning experiences are developmentally appropriate, engaging, and designed to foster a lifelong love of learning.

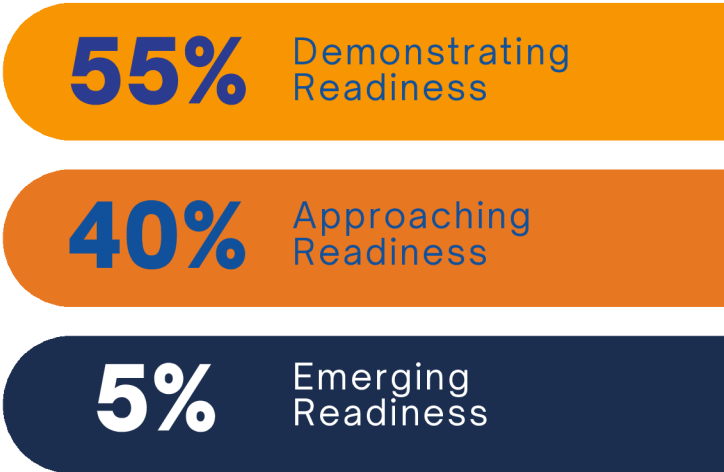
CSI Head Start’s holistic approach to early childhood education ensures that children are not only academically prepared for kindergarten but also equipped with the social, emotional, and physical skills essential for success in both school and life. By fostering a well-rounded foundation, we empower young learners to thrive in all aspects of their development, setting them on a path toward lifelong learning and achievement.

Percentage of Children Meeting or Exceeding Expectations During The Following Terms

	Fall		Winter		Spring	
	Head Start	Early Head Start	Head Start	Early Head Start	Head Start	Early Head Start
Approaches To Learning Development	20%	35%	43%	51%	71%	53%
Social Emotional Development	23%	32%	43%	46%	83%	53%
Language and Literacy Development	20%	18%	39%	31%	76%	47%
English Language Development	60%	N/A	73%	N/A	74%	N/A
Cognition Including Math and Science	12%	25%	25%	33%	72%	48%
Physical Development Health	68%	65%	67%	66%	75%	79%



Total Number of
Children Transitioning
into Kindergarten:
528



We've Got Class!

At CSI Head Start, we are committed to delivering high-quality early childhood education, and we use research-based tools to assess and enhance our programs continuously. One of our key assessment tools is the CLASS® (Classroom Assessment Scoring System) observation tool, which evaluates and improves the quality of teacher-child interactions in our classrooms.

CLASS® helps us: enhance instructional excellence by assessing teacher-child interactions; guide professional development for educators; inform programmatic decisions to strengthen learning experiences; ensure accountability in maintaining high educational standards; and contribute to early childhood education research.

Based on a scale from 1 - 6 with 6 being the highest score.

CLASS	OG	NG	Average	National Average
Emotional Support	5.87	5.71	5.79	1
Classroom Organization	5.19	4.73	4.96	5
Instructional Support	2.73	2.8	2.765	1



In addition to CLASS®, we also utilize the Early Childhood Education Environmental Rating Scale (ECERS) to assess the quality of our learning environment. This tool provides a standardized measure, with a top score of 7, ensuring that our centers meet the highest standards of quality and care for our families.

Through these rigorous assessment methods, CSI Head Start continuously refines and enhances our programs, ensuring that every child receives the best possible start in their educational journey.

Based on a scale from 1 - 7 with 7 being the highest score.

6.0 Early Childhood Environmental Rating Scale

5.8 Infant and Toddler Environmental Rating Scale

5.7 Family Child Care Home Environmental Rating Scale

Health Services

At Crystal Stairs Head Start/Early Head Start we prioritize the health and well-being of every child by integrating best health practices into daily learning experiences. Our goal is to ensure that each child receives the comprehensive health care they need to thrive.

To support children's overall wellness, we ensure they are up to date on well-child health care requirements, including age-appropriate immunizations, routine medical check-ups, and preventive screenings. Head Start mandates that all enrolled children visit a doctor annually for a well-child check-up and see a dentist every six months for preventive oral care.

By fostering strong partnerships with families and healthcare providers, Crystal Stairs Head Start/Early Head Start ensures that children receive the medical and dental care they need for a healthy start in life.

Health Requirements

95% % of children with health insurance

63% % of children with medical exams

71% % of children with dental exams

97% % of children up to date with immunizations

100% % of children (1st year) screened for early intervention

12% % of children with identified special needs

Parent Testimonial

We joined Head Start in Oct. 2023 when our son started EHS. Theodore is autistic and non-verbal, and there aren't many full day programs that are inclusive to his needs. This program has benefited our family in many ways. It has allowed our children to have access to free quality early education.

This program allowed us to become a two-income household, which has given our family financial security. Apart from teaching our children, The Head Start Program educates parents as well. We had the opportunity to be part of 'Abriendo Puertas', which allowed us to interact with other parents and gain tools to be better parents. We are grateful to be part of the Head Start family!

-The Husman Family



Finances 2024

At Crystal Stairs, Inc., Head Start/Early Head Start, we are committed to strong financial management practices to ensure the responsible stewardship of public funding. We take great care in allocating resources efficiently and transparently, ensuring that every dollar is used to support high-quality early childhood education, family services, and program enhancements. Through rigorous oversight and accountability, we uphold the highest standards of financial integrity, reinforcing our dedication to the children and families we serve

Public and Private Funds Received	Value
HS/EHS	\$ 32,847,077
CACFP	\$ 889,206
Total Federal Funds	\$ 33,736,284
State Preschool	\$ 1,778,096
CACFP	\$ 47,704
Total State Funds	\$ 1,825,800.48
Other Revenue	\$ 56,836
Total Revenue	\$ 35,618,920

Expenditure FY 23-24	Value
HS/EHS	\$ 32,847,077
CACFP & State Preschool	\$ 889,206
Total Federal Funds	\$ 33,736,284
Other	\$ 1,778,096
Training	\$ 47,704
Total Expenditures	\$ 35,618,920

Proposed Budget BY 2024-2025	Value
HS/EHS Program Services	\$ 33,353,898
CACFP & State Preschool	\$ 3,182,966
Training	\$ 332,793
Total Proposed Budget	\$ 36,869,657

Child Care Partnerships

For the past decade, Crystal Stairs, Inc. has proudly implemented the Head Start/Early Head Start Child Care Partnership program expanding access to high-quality comprehensive services for low-income working families. Through a strategic layering of funding, this initiative ensures children, birth to 48 months, receive full-day, full-year care while benefitting from a Head Start/Early Head Start education that prepares them for school success. Our licensed Child Care Partners (center-based and family child care home providers) share our commitment to supporting children and families and adhere to Head Start standards promoting program quality and ensuring effective, nurturing and responsive teaching practices to foster children's cognitive, social and emotional development.

Crystal Stair's Child Care Partnerships have markedly enhanced the quality of early learning environments, enriched child developmental services, and bolstered family support systems. By incorporating Head Start's comprehensive services into private childcare centers and family childcare settings, CSI has significantly improved outcomes for both children and their families.





Child Care Partnerships Achievements & Outcomes

- ✓ Provided flexible, full-day, and full-year services to meet the needs of working families.
- ✓ Expanded the supply of high-quality early learning environments across the community.
- ✓ Improved the quality of care at partner sites through targeted support, training, and resources.
- ✓ Built a more highly educated and fully qualified early childhood workforce.
- ✓ Enhanced child and family well-being and supported progress toward school readiness.

CRYSTAL STAIRS CHILD CARE PARTNERSHIPS 10-YEAR IMPACT (ALL GRANTS)

Number of Family Child Care Partners	47
Number of Center-Based Partners	5
Number of children enrolled in Child Care Partnerships all grants	2,360
Number of children not enrolled but benefitted from Partnerships	521
Number of families enrolled in Child Care Partnerships	1,923
Number of children who received Child Care Subsidies while enrolled	2,001
Number of Facility Improvement Projects with partners	12
Number of training hours provided to child care partners	352
Number of partners supported with resources to educational levels of their staff	27
Average increase in environmental rating scores (FCCERS) for FCCH partners after 5 years of participation	From 4.0 to 5.6
Average increase in Early Childhood Environmental Rating Scale (ECERS) for center-based partners after 5 years of participation	From 5.0 to 6.1

Participation in Crystal Stairs

The Crystal Stairs, Inc. Board of Directors is deeply committed to the Head Start Program, ensuring families have access to comprehensive support services that benefit not only the enrolled children but also their families and the surrounding communities. These benefits extend beyond early childhood, creating a lasting positive impact that resonates throughout their lifetimes.

For over 12 years, Crystal Stairs Head Start/Early Head Start has played a vital role in shaping the lives of the children and families we serve. Our impact is especially significant for dual language learners, children experiencing homelessness or in foster care, children who qualify for free lunch, children with disabilities, and children from single-mother households.

By providing high-quality early education, health services, and family support, Crystal Stairs Head Start /Early Head Start continues to make a meaningful difference, ensuring that every child regardless of background—has the opportunity to thrive and succeed.

12 Years of Crystal Stairs Head Start/Early Head Start

- 9,463** Children received quality comprehensive school readiness services.
- 7,014** Children showed improvements in overall growth and development as well as health outcomes.
- 9,142** Families participated in training and engaged in supporting their child's learning.
- 789** Families participated in becoming stronger leaders through our comprehensive advocacy and leadership training.
- 1,001** Foster children were supported and assisted.
- 17,984** Parents were linked to resources, referrals, and provided childcare to pursue career and educational goals.
- 93** Community partners provided services to enrolled children and families.



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