



GEMINUS
HEAD START
2021 ANNUAL REPORT



OUR MISSION

Geminus Head Start is the Northwest Indiana leader in early childhood education, making a positive impact on families, children and staff through creative partnerships that inspire personal growth, foster empowerment and provide quality comprehensive services for all.

We are committed to closing the achievement gap in our community through a two-generational approach that provides comprehensive services to enrolled children and their families, with a committed focus on:

- **FAMILY OUTCOMES** We partner with parents by supporting efforts toward self-sufficiency and effective advocacy, while teaching research-based family life practices to ensure children are prepared for school.
- **CHILD OUTCOMES** We provide high quality programs with robust learning experiences that promote school readiness, ensuring children develop to their full potential.

& OUR VISION

We are an organization of excellence supporting a highly qualified and dedicated staff that inspires children and families to achieve their full potential which prepares them for a successful and fulfilling life.

We...

- **LEAD** a high performing workforce implementing the strategic goals and objectives that demonstrate our vision through every effort and work product. We ensure each goal and objective is anchored in shared values and beliefs, integrity, commitment and quality customer service delivery.
- **ESTABLISH** “gold standard” expectations, vetted through collective planning and demonstrated throughout intentional practices for target-based outcomes. We are creating a culture for professional performance with deliberate impact on the quality of service delivery by demonstrating Continuous Quality Improvement (CQI).
- **CULTIVATE** innovative thinking by creating a work climate that inspires trust and enthusiasm. We support research and professional learning as sacred endeavors; expecting ingenuity to grow from successful experiences with evidence-based practices.

COMMUNITY ASSESSMENT SUMMARY

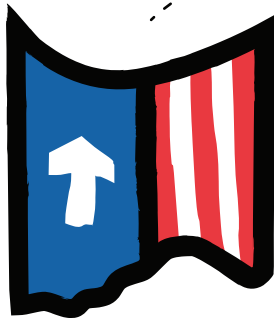
Geminus' service area includes the second (Lake) and ninth (Porter) most populous counties in Indiana, which includes more than a half million people and nearly 50,000 young children between the ages of 0-5. Of those children who are living in poverty (below 100% FPL), Geminus alone serves 11 percent of that population in Lake County and seven percent in Porter County.

COMMUNITY NEEDS

Socioeconomically, Lake County is more diverse than Porter County and the rest of the state. Both counties rank high when looking at educational attainment. However, median income in Lake County is lower than the state median and poverty rates are higher. Porter County, on the other hand, has a median income 39 percent higher than the state median with lower rates of poverty. Children living in poverty follows the same pattern, with higher percentages in Lake County.

The need for early childhood education programs is high in both counties. However, the reasons for and access to programs differs. Lake County has more children living in single parent households. The percent of children that need care because all parents are working is 64 percent, but only 36 percent of those children are enrolled. Many Lake County children receive a Child Care and Development Fund (CCDF) voucher, but there are many more on the waitlist each year; an average of over 700 in 2017. Lake County also has a need for programs serving expectant mothers as its infant mortality rate is higher than both the state and national rate.

In Porter County, 57 percent of children ages 0-5 need care because all parents are working, but only 21 percent are enrolled in a program. Lake County participates in the state preschool pilot, OMW Pre-K, but it has not yet been expanded to Porter County. No schools in Porter County report offering preschool programs. And while there are only 2,000 children living in poverty in the county, there is still an average of 80 children on the CCDF waitlist. Additional Geminus services may be of need in Porter County, which has been affected by the opioid epidemic especially hard with rates of overdoses and fatalities related to opioids above the rates for both the state and Lake County.



TWO COUNTIES

Geminus Head Start, along with its two delegate agencies, has delivered Head Start services to Lake and Porter County families since 1997. We also offer services through 11 Child Care Partners.

1,187

FAMILIES SERVED

Together, along with our child care partners, we served 1,443 children and their families (prenatal to age five) during the 2020-2021 program year.



CONVENIENT LOCATIONS

During the 2020-2021 program year, we offered Head Start and Early Head Start (EHS) services in 24 locations and Child Care Partnership Program services in 14 locations throughout Lake and Porter counties, making it convenient for families to access high quality early learning and social services.



PROGRAM HIGHLIGHTS

13 

Classroom Aides received/
maintained a Child Development
Associate endorsement.

24 

staff members attended the
Conscious Discipline training this
summer in Indianapolis.

8,806 

Ready Rosie, a digital family
engagement platform, was
implemented and had 8,806 videos
viewed by families.



Head Start continued
to conduct monthly
parent engagement
activities, which included Family
Engagement Nights and
Parent Universities.



Head Start staff completed
a series of pre-service
training sessions and a series
of ongoing Professional
Development sessions prior to the start
of the program year.



Head Start Family Services
collaborated with Geminus
Community Partners and
provided **212** food baskets and
45 Aldi gift cards to families who
expressed a food crisis.



All of our grantee Head
Start and Early Head
Start centers are
NAEYC accredited.



A total of **634** families were given community resources related to
emergency crisis intervention, **545** families were given community
resources related to housing assistance, **586** families were
given services related to enrolling into an education program or
job training and **900** families were given services related to researched based
parenting education.

PRE-K 

A 4-week pre-kindergarten summer school program was offered this
program year at grantee, delegate & CCP sites.

2020-2021 PROGRAM STATUS

CATEGORY	No. of Funded Enrollment	% Avg. Monthly Enrollment	% Avg. Monthly Attendance	Total No. of Children Served	% of Eligible Children Served
HEAD START	1216	60%	81%	1010	85%
EARLY HEAD START	148	78%	76%**	146***	86%
EHS-CHILD CARE PARTNERSHIP	200	98%	87%	260	86%

**Primary reasons for absences included illness and transportation issues

***Early Head Start is funded to serve 20 pregnant women. 35 pregnant women were served during the program year.

CATEGORY	% Received Physical Exam	% Received Dental Exam	% with Medical Home	% with Dental Home	% with Health Insurance
HEAD START	74%	29%	99%	95%	98%
EARLY HEAD START	65%	57% [†]	96%	75%	98%
EHS-CHILD CARE PARTNERSHIP	56%	30% [†]	99%	65%	89%

[†]Dental care assessment for Early Head Start only required for 2-3 year old students

DID YOU KNOW?

All of our grantee Head Start and Early Head Start centers are nationally accredited by the National Association for the Education of Young Children.

92% of our Head Start & Early Head Start lead classroom teachers have met the Head Start requirement of having a minimum of a Bachelor's degree in Early Childhood Education or Early Childhood Development.



EDUCATION SERVICES

Due to the COVID-19 pandemic, educational services were offered via distance learning for the majority of the 2020-2021 program year. Geminus Head Start provided tablets to each family in the Head Start and Early Head Start program in order to continue educational activities while learning at home. The digital platforms ClassDojo, ReadyRosie, and Zoom were utilized to deliver developmentally appropriate activities for the children and their families. Teachers also communicated electronically with parents and caregivers regarding their child's developmental progress.

With a decrease in the number of COVID cases, in late March-early April some children were able to return to in-person services. To maintain the social distancing guidelines set forth by the CDC, center-based Head Start services were reduced to a maximum of 10 children per classroom. Children and staff wore personal protective equipment and followed COVID protocol procedures established by Geminus Head Start in accordance with CDC guidelines. The children who did not receive in-person services continued with instruction via distance learning.

Child classroom attendance rates for center-based services were high upon return to in-person instruction. In addition, significant increases in all developmental areas of child outcomes were observed from the fall to spring, likely due to the interpersonal connections that were established with the return to in-person services.

CLASSROOM ASSESSMENT SCORING SYSTEM (CLASS®)

GRANTEE-NATIONAL COMPARISON

GEMINUS HEAD START^{*}

NATIONAL HEAD START GRANTEES^{**}

Domain	Score	Domain	Score	Domain	Score
Emotional Support	5.88	Classroom Organization	5.56	Instructional Support	2.54
Emotional Support	5.78	Classroom Organization	6.03	Instructional Support	2.94

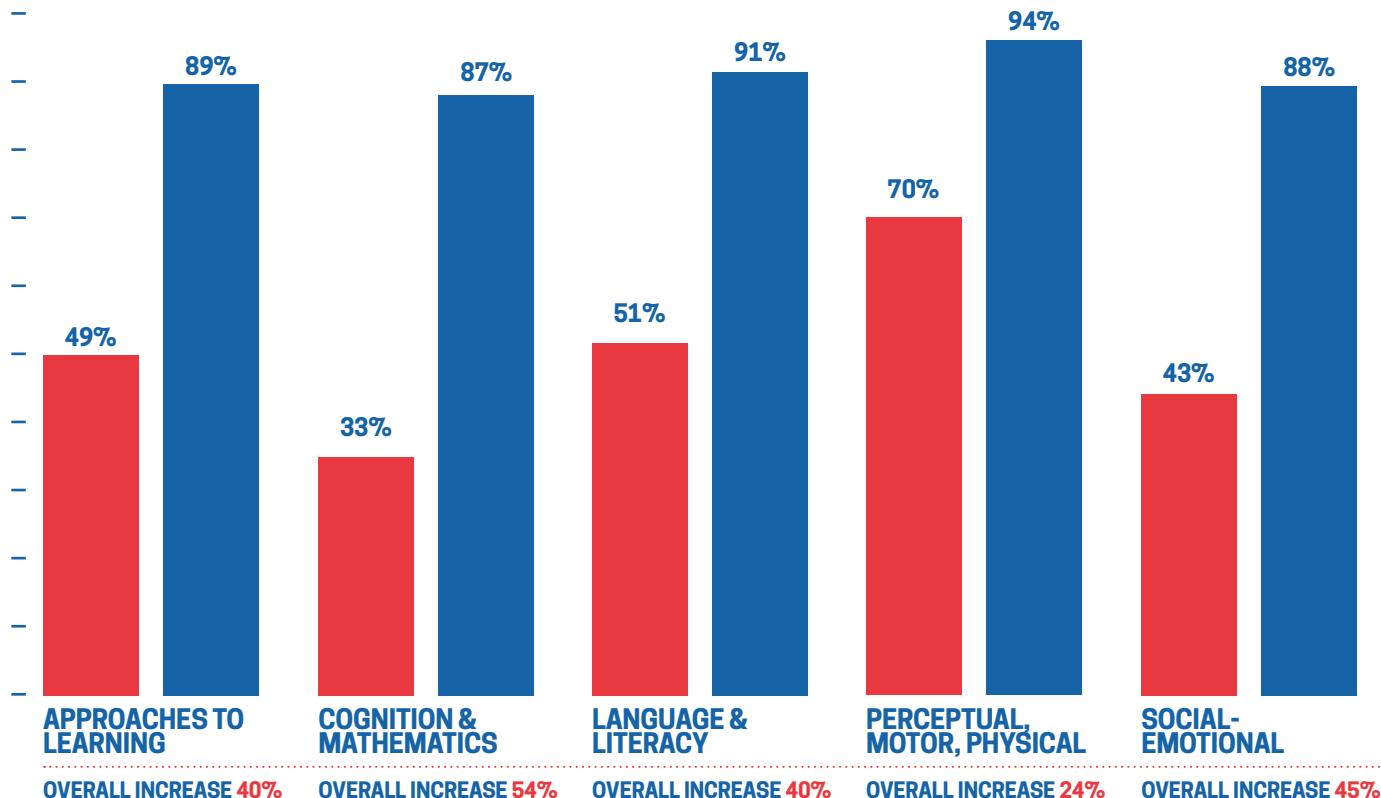
^{*}Provided scores are from Spring of 2021 due to COVID-19 pandemic not allowing for ongoing in-person coaching and a Spring 2020 CLASS observation data collection.

^{**} Provided national scores are from Spring of 2020.

HEAD START: 2020-2021 CHILD OUTCOMES

CHILDREN MEETING OR EXCEEDING SCHOOL READINESS GOALS*

■ FALL ■ SPRING

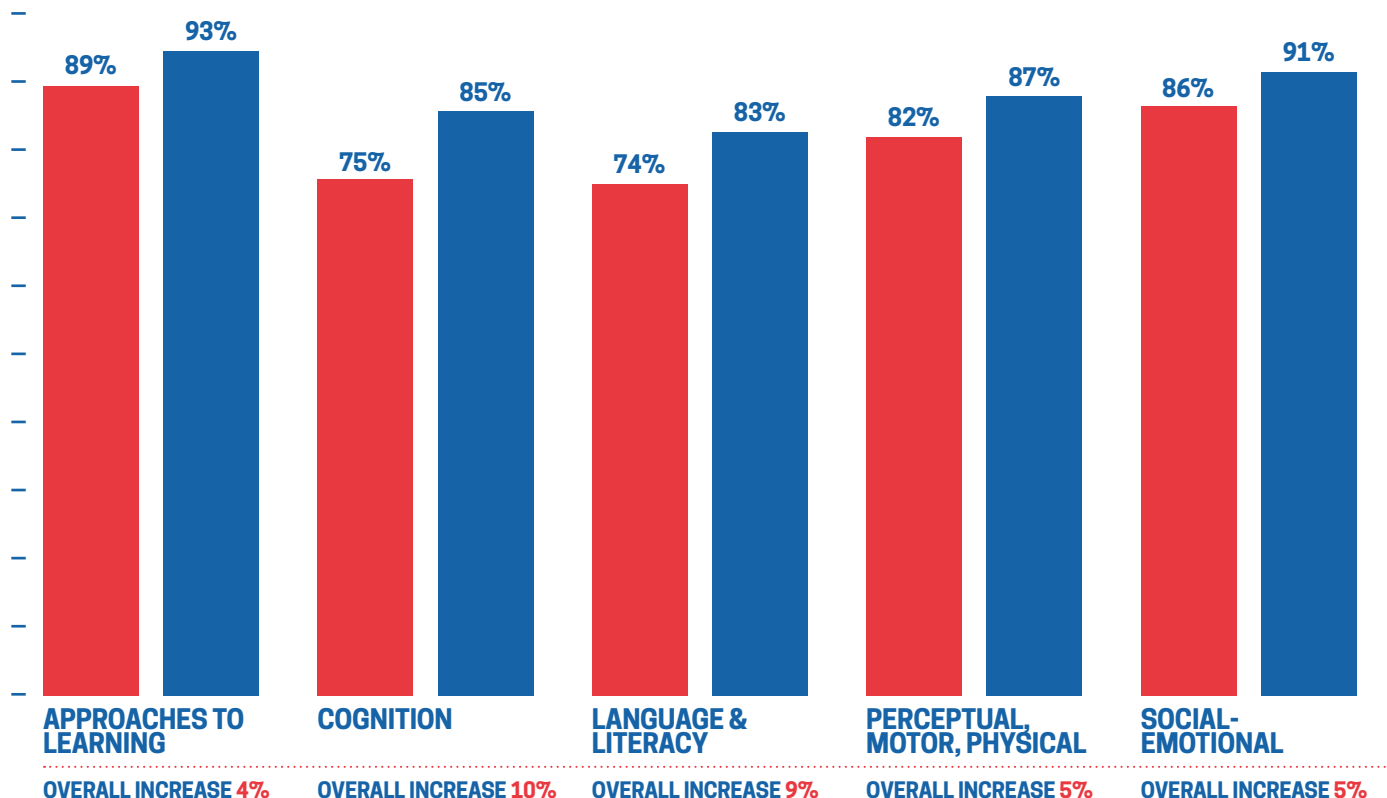


*CHILDREN WITH LESS THAN 50% MISSED ATTENDANCE

EARLY HEAD START: 2020-2021 CHILD OUTCOMES

CHILDREN MEETING OR EXCEEDING SCHOOL READINESS GOALS*

■ FALL ■ SPRING

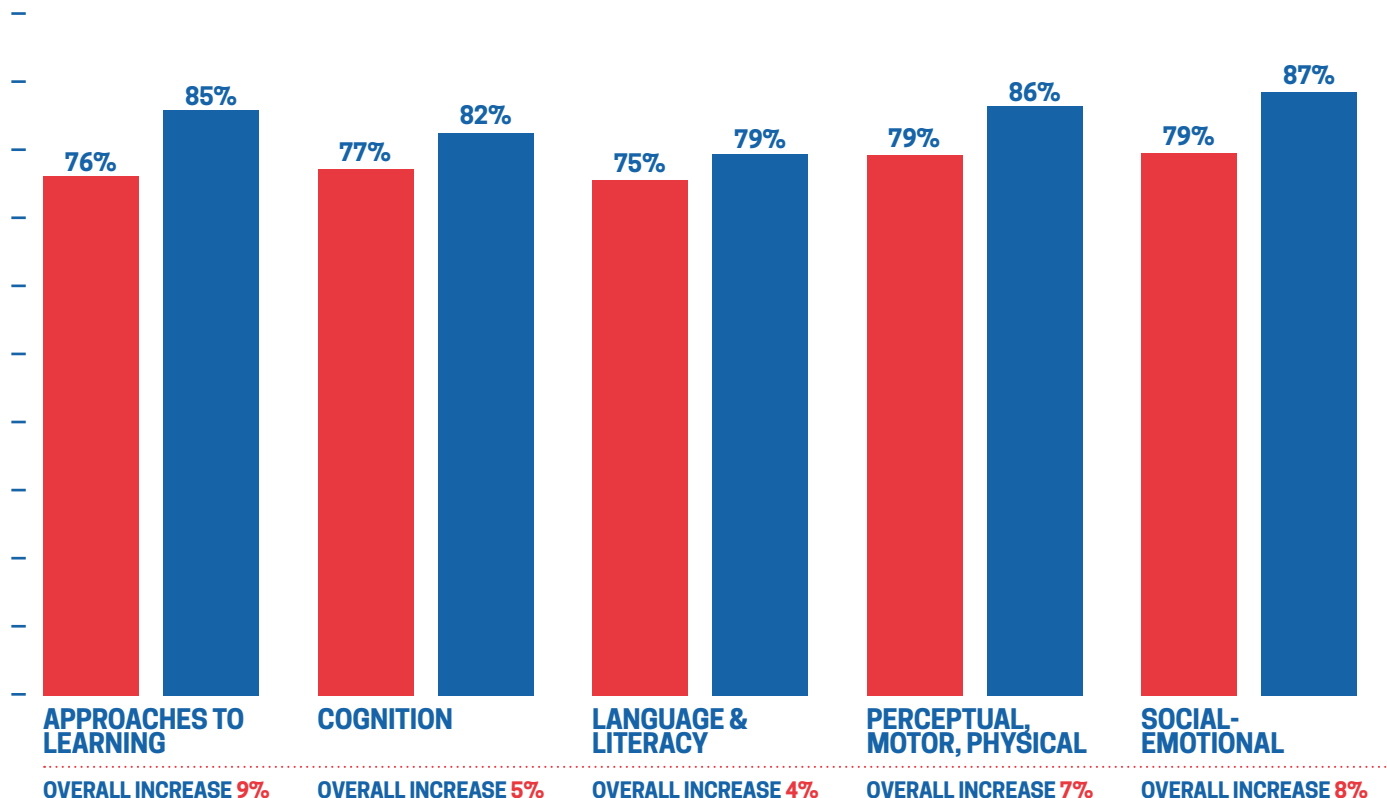


*CHILDREN WITH LESS THAN 50% MISSED ATTENDANCE

EHS-PARTNERSHIP: 2020-2021 CHILD OUTCOMES

CHILDREN MEETING OR EXCEEDING SCHOOL READINESS GOALS*

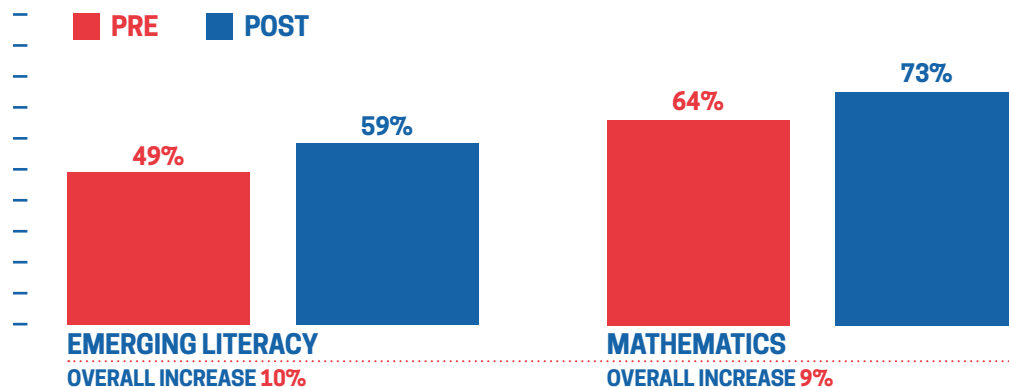
■ FALL ■ SPRING



*CHILDREN WITH LESS THAN 50% MISSED ATTENDANCE

HEAD START: 2020-2021 SUMMER PROGRAM CHILD OUTCOMES

CHILDREN WHO MASTERED SKILLS IN THESE DOMAINS



FAMILY AND COMMUNITY ENGAGEMENT

	Head Start	Early Head Start	EHS-Child Care Partnership Program
PARENTS PARTICIPATING IN ONGOING PARENT ACTIVITIES	445	517	180
FATHERS PARTICIPATING IN ONGOING PARENT ACTIVITIES	67	15	2
PERCENTAGE OF FAMILIES WHO RECEIVED FAMILY SERVICE REFERRALS*	95%	82%	76%

*Referral services include (but are not limited to) emergency crisis interventions, adult education, etc.



OPERATING BUDGET & EXPENDITURES*

	Head Start		Early Head Start		EHS-Child Care Partnership Program	
	2020-2021 OPERATING BUDGET	ACTUAL EXPENDITURES	2020-2021 OPERATING BUDGET	ACTUAL EXPENDITURES	2020-2021 OPERATING BUDGET	ACTUAL EXPENDITURES
REVENUES						
Head Start Grant Revenue: Operations	\$14,106,795	\$14,106,795	\$1,788,804	\$1,788,804	\$3,809,372	\$3,809,372
Head Start Grant Revenue: Training	\$156,936	\$156,936	\$41,120	\$41,120	\$88,707	\$88,707
Head Start Grant Revenue: QI	\$323,456	\$323,456	\$54,168	\$54,168	\$73,200	\$73,200
Head Start Grant Revenue: COLA	\$282,136	\$282,136	\$35,776	\$35,776	\$76,187	\$76,187
Special One-Time Grants – Porter County Land Purchase	\$180,000	\$180,000	\$ ---	\$ ---	\$ ---	\$ ---
Special One-Time Grants – COVID-19	\$1,198,694	\$1,198,694	\$ ---	\$ ---	\$175,762	\$175,762
TOTAL REVENUE	\$16,248,017	\$16,248,017	\$1,919,868	\$1,919,868	\$4,223,228	\$4,223,228
EXPENSES						
Total Personnel	\$6,306,427	\$4,979,409	\$1,160,305	\$1,381,497	\$934,081	\$1,003,688
Total Fringe	\$1,893,133	\$1,596,353	\$346,945	\$451,948	\$249,534	\$259,170
Total Personnel and Fringe	\$8,199,560	\$6,575,762	\$1,507,250	\$1,833,445	\$1,183,615	\$1,262,858
Total Travel	\$156,936	\$156,936	\$41,120	\$41,120	\$ ---	\$3,870
Total Equipment	\$ ---	\$ ---	\$40,000	\$ ---	\$ ---	\$750
Total Supplies	\$1,033,178	\$940,934	\$145,064	\$20,303	\$290,012	\$178,483
Total Contractual	\$5,355,173	\$6,027,835	\$ ---	\$ ---	\$2,379,124	\$2,567,540
Total Construction	\$180,000	\$180,000	\$ ---	\$ ---	\$ ---	\$ ---
Total Other	\$1,323,170	\$2,366,550	\$186,434	\$25,000	\$370,477	\$209,727
TOTAL EXPENSES	\$16,248,017	\$16,248,017	\$1,919,868	\$1,919,868	\$4,223,228	\$4,223,228
UNOBLIGATED FEDERAL FUNDS	\$ ---					

EXPENDITURES REPORT

The maximum allowable expenditure for administrative costs is 15% of the total budget. Head Start was 11%; Early Head Start was 13%; The Partnership Program was 5%. A minimum of 20% of the total budget must be non-federal share: Geminus met its obligation of 20% for HS and EHS programs. The combined Personnel and Fringe should account for between 60% to 80% of the federal budget: Head Start's Personnel and Fringe was 56%, Early Head Start's Personnel and Fringe was 80%; the Partnership Program's Personnel and Fringe was 27%. The overall cost per child in Head Start was \$11,730; in Early Head Start the cost per child was \$12,364; and the Partnership cost per child is \$19,490.

**This report reflects financial data for the 2020-2021 Head Start/Early Head Start and Early Head Start Child Care Partnership fiscal years.*

FINANCIAL AUDIT

A general audit of Geminus is performed each year. The 2021 fiscal year audit was conducted by Blue & Company with no deficiencies or findings. A full copy of the audit is available upon request.

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