



GEMINUS
**HEAD
START**
2022 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.

STRATEGIC PLAN

We are an organization of excellence that supports 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.



GOAL 1

STRIVE FOR ORGANIZATIONAL SUCCESS

KEY PERFORMANCE INDICATORS

- 1.1** Improve stability of facility locations by having less than 1-2 moves per year
- 1.2** Increase the percentage of instructional staff with CDA, AA, and BA to 95%
- 1.3** Staff improve their understanding around the importance of data by the end of the program year
- 1.4** Develop a more robust culture of safety practices to improve injury prevention and safe environment efforts
- 1.5** Reduce the number of staff who terminate employment to less than 10% annually



GOAL 2

MAINTAIN FULL ENROLLMENT OF ELIGIBLE CHILDREN & FAMILIES

KEY PERFORMANCE INDICATORS

- 2.1** Increase the enrollment of priority populations across each program year (foster care, homelessness, disabilities, DLL, etc.)
- 2.2** Reduce children who withdraw before 45 days to less than 5% of enrollment
- 2.3** Reduce the enrollment of over-income families to represent 10% or less of all enrollment
- 2.4** 75% of prenatal mothers who give birth will transition their child to be served in Early Head Start
- 2.5** 50% of prenatal mothers who enroll their child in Early Head Start will ultimately transition their child into Head Start
- 2.6** Reduce chronic absenteeism to less than 15%



GOAL 3

FOSTER FAMILY SELF-SUFFICIENCY & ENGAGEMENT

KEY PERFORMANCE INDICATORS

- 3.1** 75% of families participating in a goal will make progress towards completion
- 3.2** Children of families that complete 50% of goal steps will perform better on child outcomes compared to children of families who do not set a goal
- 3.3** Children of families that attend four or more engagement events perform better on child outcomes compared to children of families that attend none
- 3.4** 30% of children improve their student social/ emotional assessment scores from pre to post



GOAL 4

NURTURE CHILD AND FAMILY HEALTH AND WELLNESS

KEY PERFORMANCE INDICATORS

- 4.1** Increase the enrollment to 30% of pregnant women enrolling in their first trimester
- 4.2** Within 120 days of enrollment, at least 50% of children with targeted oral health risks will be up to date on dental visits
- 4.3** Decrease the percent of children that miss school due to health related absences by 50% to increase the percent of children who meet child outcome expectations by the end of the school year



GOAL 5

PROMOTE SCHOOL READINESS

KEY PERFORMANCE INDICATORS

- 5.1** Improve student's overall growth in all areas by 10% or more from fall to spring using My TeachingStrategies*/ AIM Assessment
- 5.2** Improve CLASS Instructional Support scores from fall to spring to 3 to meet the quality threshold established by the Office of Head Start
- 5.3** Increase the percentage of children who receive services after an identified need from the developmental assessment by 98%
- 5.4** Increase the percentage of children who are enrolled in Head Start for 2 or more years to exceed child outcome expectations in all areas by the end of the school year
- 5.5** 90% of children will meet child outcome expectations in all areas by the end of school year

COMMUNITY ASSESSMENT SUMMARY

Geminus is required to complete a comprehensive community needs assessment once within each five-year grant cycle. Annually for the remaining four years, Geminus reviews and updates the community needs assessment to identify changes in community data that may inform our Head Start (HS), Early Head Start (EHS), and Early Head Start - Child Care Partnership (EHS-CCP) federally funded grant programs and services in Lake and Porter Counties. The assessment looks at the needs of the entire Lake and Porter county communities, program-eligible children and families, families of enrolled children, as well as the Geminus staff. It tells the story of what Geminus is doing now, what is needed, and what it needs to do in the future to meet the needs of its community.

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.

Socioeconomically, Lake County is more diverse than Porter County and the rest of the state. The median income in Lake County is lower than the state of Indiana's median, and poverty rates (below 100% FPL) are higher at 26% versus 20% for the state.

Porter County, on the other hand, has a median income 39% higher than the state median with a lower rate of poverty at 11%. Of the 10,080 young children in Lake and Porter who are living in poverty, Geminus alone served 19% of that population during the 2021-2022 program year.

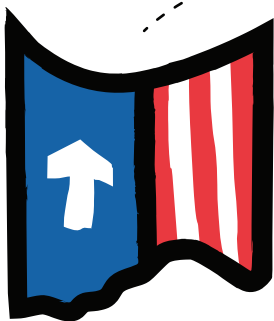
Children under six years old need care when all parents at home work, and the need for early childhood education programs is high in both counties.

In Lake County, over 22,000 children under six need care because all parents work, and in Porter county over 7,000 children need care. This represents 63% of the overall population of children under 6 in these counties.

However, of children who need care, less than 13% in Lake County are being served by a high-quality program. In Porter County, only 10% of children needing care are being served by a high-quality program. Both of these percentages are lower than the Indiana percentage at 16%.

There are assistance programs available to help families afford care. In Indiana, the two main publicly funded early care and education programs outside of EHS and HS are the Child Care Development Fund (CCDF) vouchers and On My Way Pre-K (OMWPK). In 2020-2021, 50% of CCDF vouchers went to older children ages three through five, and 50% went to children under three years of age, with infants receiving the fewest number of vouchers.

Many more children remain on the waitlist each year. Over the last three years, the total number of vouchers has decreased statewide. In Lake County, the number was 15% lower in 2021 than in 2020, while in Porter County, the number of vouchers increased 14% since last year. In the 2021-2022 program year, over 4,000 children were served in an OMWPK program across Indiana; a significant increase of 94% over the 2020-21 program year. In Lake County, 336 children were served in an OMWPK program, which is an increase of 82% since the 2020-21 program year. Porter County enrolled 94 children in OMWPK, which is an increase of 161% over last year. Northwest Indiana also has a need for programs serving expectant mothers, as its infant mortality rate is higher (7.4%) than the rates of both the state (6.6%) and the entire US (5.4%).



TWO COUNTIES

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

1,608

FAMILIES SERVED

Together, along with our child care partners, we served 1,765 children and pregnant women (prenatal to age five) during the 2021-2022 program year.



CONVENIENT LOCATIONS

During the 2021-2022 program year, we offered Head Start and Early Head Start (EHS) services in 25 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.



2021-2022 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	88%	79%*	1281	88%
EARLY HEAD START	148	77%	76%*	175**	83%
EHS-CHILD CARE PARTNERSHIP	200	98%	82%*	309	85%

*Primary reasons for absences included illness and family reasons **Early Head Start is funded to serve 20 pregnant women. 37 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	84%	33%	99%	93%	98%
EARLY HEAD START	70%	48% [†]	93%	57%	96%
EHS-CHILD CARE PARTNERSHIP	76%	37% [†]	99%	83%	90%

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

FAMILY AND COMMUNITY ENGAGEMENT

	Head Start	Early Head Start	EHS-Child Care Partnership Program
PARENTS PARTICIPATING IN ONGOING PARENT ACTIVITIES	591	119	150
FATHERS PARTICIPATING IN ONGOING PARENT ACTIVITIES	172	47	7
PERCENTAGE OF FAMILIES WHO RECEIVED FAMILY SERVICE REFERRALS*	97%	99%	43%

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

**This is what we
were trained to do.**



DID YOU KNOW?

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

100% of our Head Start & Early Head Start lead classroom teachers have a minimum of a Bachelor's degree in Early Childhood Education or Early Childhood Development.



CLASSROOM ASSESSMENT SCORING SYSTEM (CLASS®)

GRANTEE-NATIONAL COMPARISON

GEMINUS HEAD START

NATIONAL HEAD START GRANTEES*

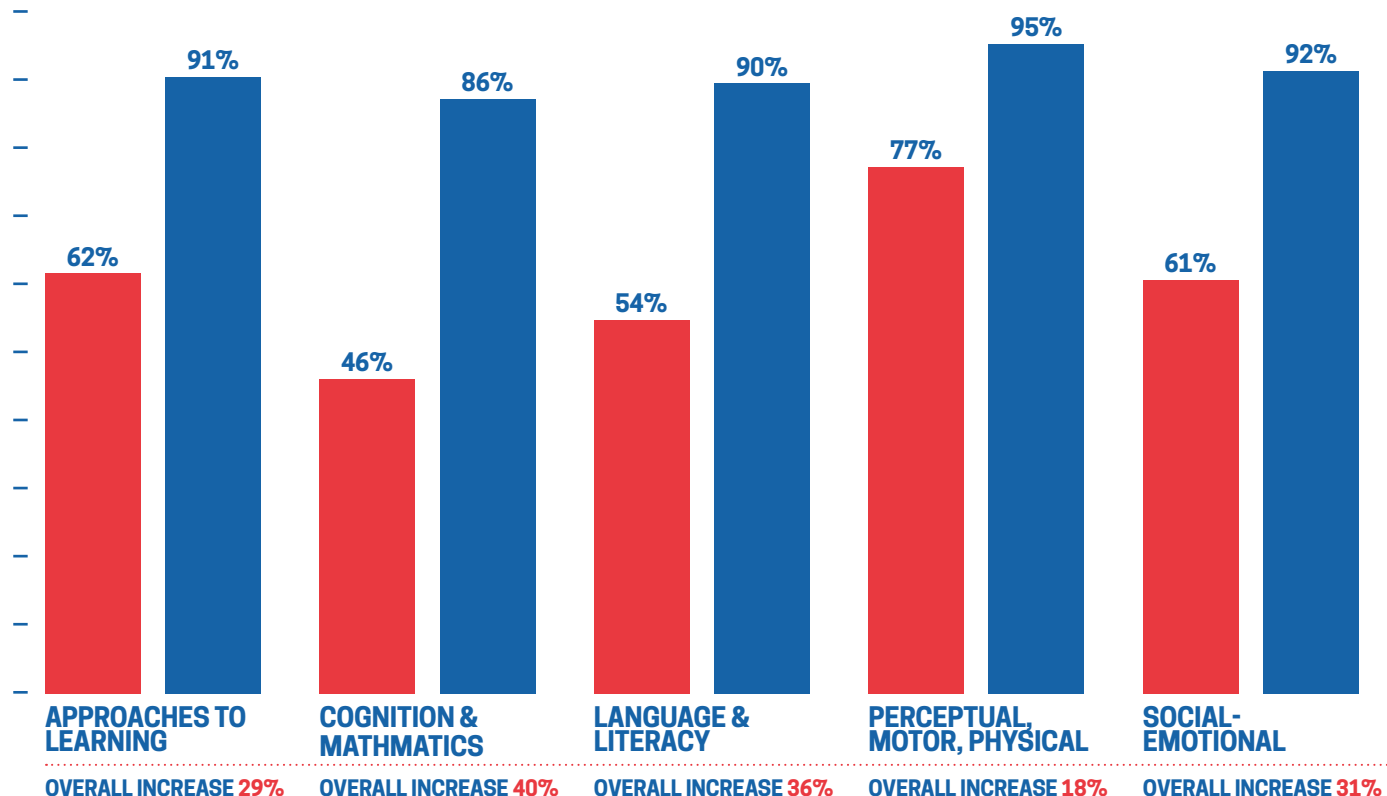
Domain	Score	Domain	Score	Domain	Score
Emotional Support	5.99	Classroom Organization	5.25	Instructional Support	2.92
Emotional Support	5.78	Classroom Organization	6.03	Instructional Support	2.94

* Provided national scores from Spring of 2020. National data collection has been impacted by the Covid-19 pandemic.

HEAD START: 2021-2022 CHILD OUTCOMES

CHILDREN MEETING OR EXCEEDING SCHOOL READINESS GOALS*

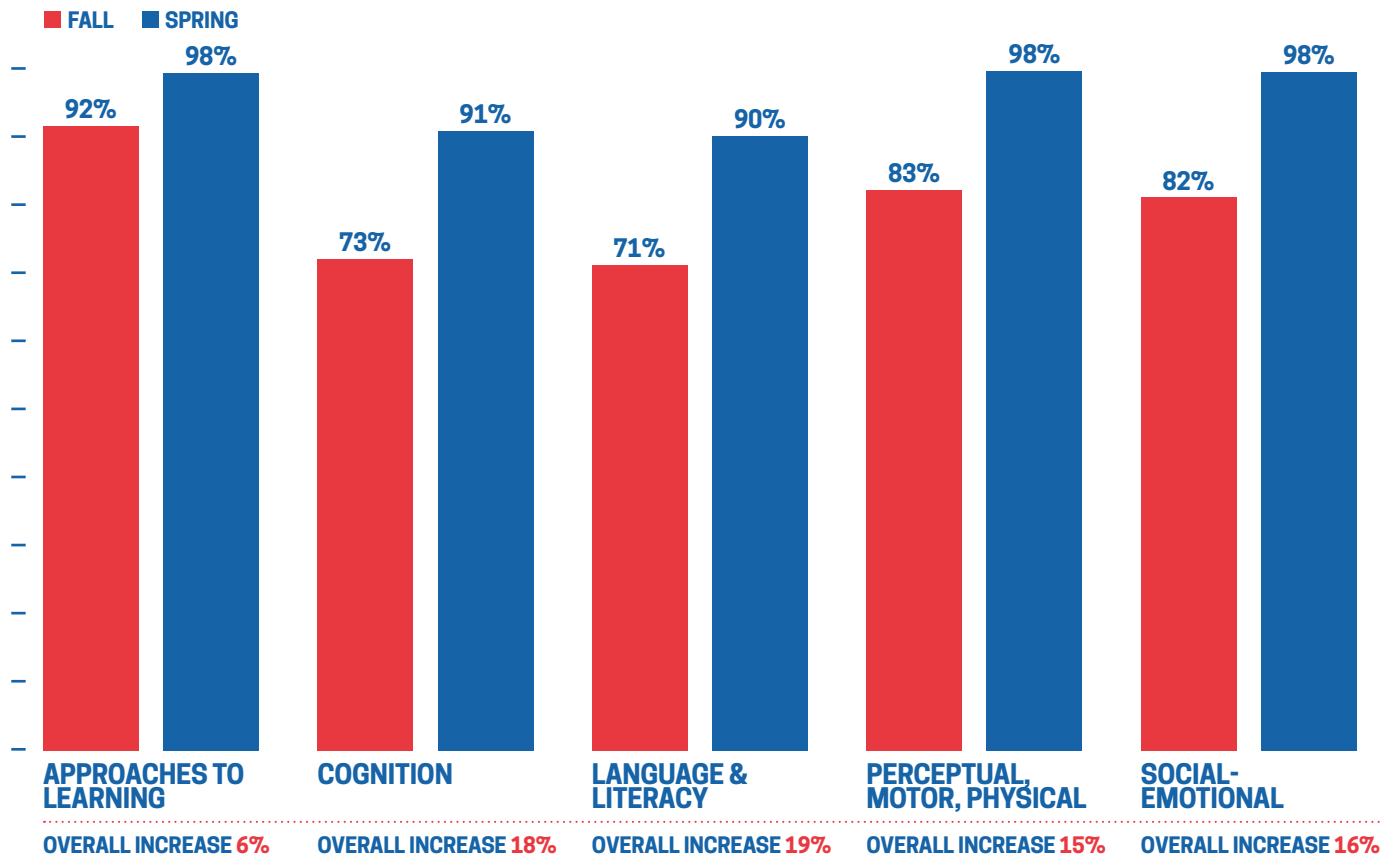
■ FALL ■ SPRING



*CHILDREN WITH LESS THAN 50% MISSED ATTENDANCE

EARLY HEAD START: 2021-2022 CHILD OUTCOMES

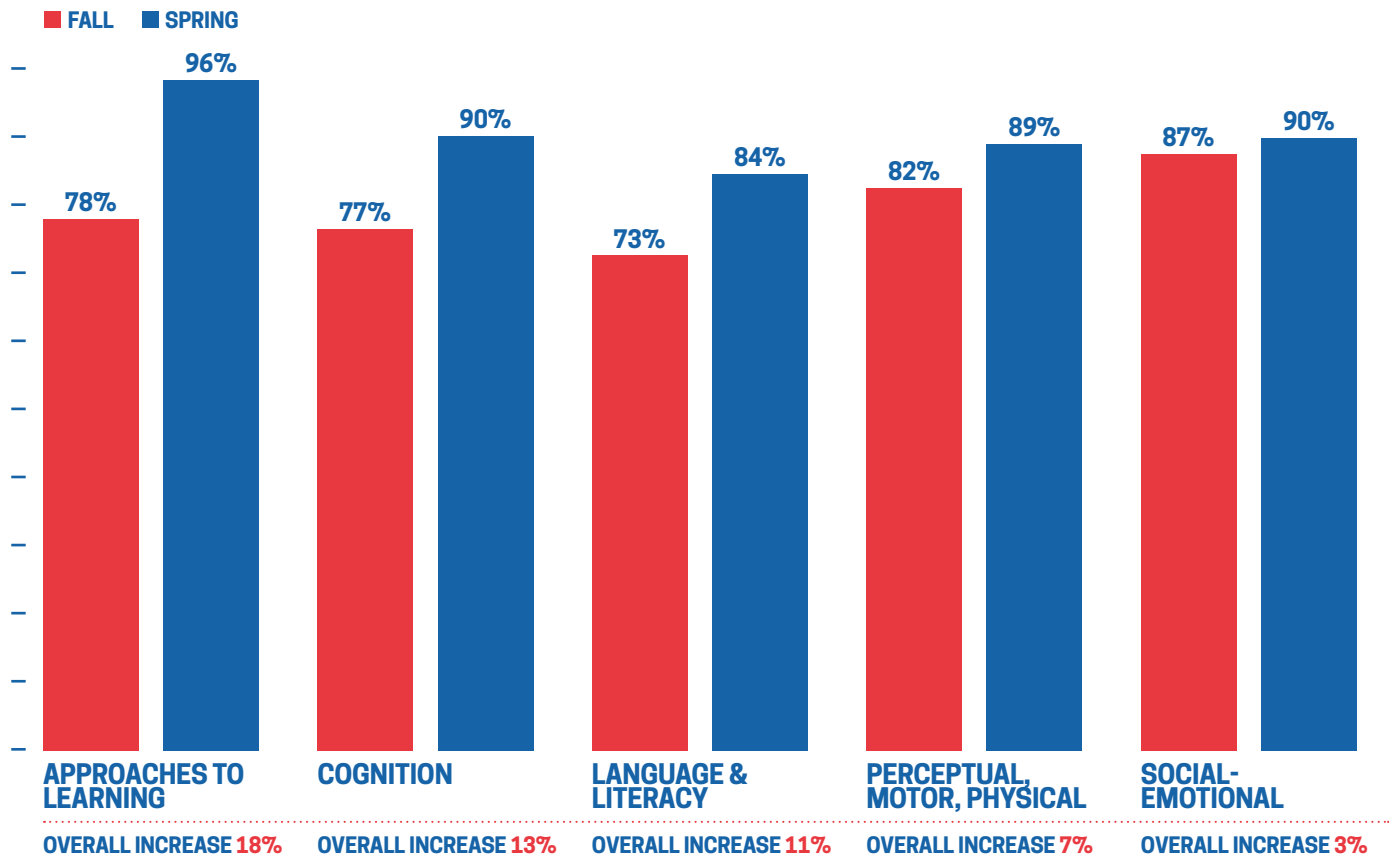
CHILDREN MEETING OR EXCEEDING SCHOOL READINESS GOALS



*CHILDREN WITH LESS THAN 50% MISSED ATTENDANCE

EHS-PARTNERSHIP: 2021-2022 CHILD OUTCOMES

CHILDREN MEETING OR EXCEEDING SCHOOL READINESS GOALS

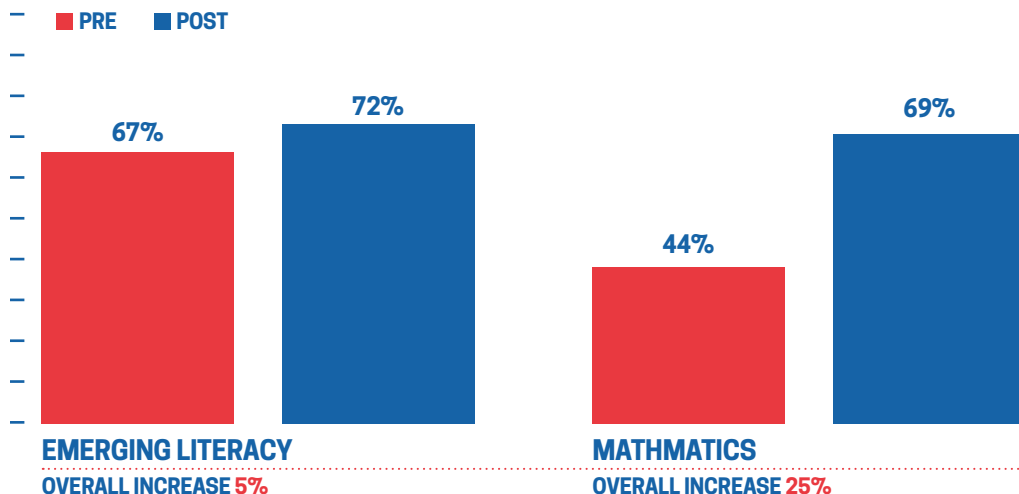


*CHILDREN WITH LESS THAN 50% MISSED ATTENDANCE

HEAD START: 2020-2021 SUMMER PROGRAM

CHILD OUTCOMES

CHILDREN WHO MASTERED SKILLS IN THESE DOMAINS



Geminus Head Start was able to offer children transitioning from Head Start to kindergarten an in-person, four-week summer school experience at five Geminus sites. Upon completion of the 4-week summer camp in June, the 102 transitioning children who both attended the summer camp and had a baseline pre-test were assessed using emergent literacy and mathematics domains by their classroom teachers. The results of the screenings were used to provide the benchmark for the child's developmental growth from the beginning of the year to the end of the summer school program. Growth was reflected in both areas of development: Language and Literacy had a 5% increase of children being able to master their assessed tasks; and Cognition & Mathematics saw an increase in 25% of the children mastering their tasks.

OPERATING BUDGET & EXPENDITURES*

	Head Start		Early Head Start		EHS-Child Care Partnership Program	
	2021-2022 OPERATING BUDGET	ACTUAL EXPENDITURES	2021-2022 OPERATING BUDGET	ACTUAL EXPENDITURES	2021-2022 OPERATING BUDGET	ACTUAL EXPENDITURES
REVENUES						
Head Start Grant Revenue: Operations	\$14,712,387	\$14,712,387	\$1,878,748	\$1,878,748	\$4,007,056	\$4,007,056
Head Start Grant Revenue: Training	\$156,936	\$156,936	\$41,120	\$41,120	\$88,707	\$88,707
Head Start Grant Revenue: QI	\$ ---	\$ ---	\$ ---	\$ ---	\$ ---	\$ ---
Head Start Grant Revenue: COLA	\$179,491	\$179,491	\$22,921	\$22,921	\$48,297	\$48,297
Special One-Time Grants: American Rescue Plan	\$1,871,326	\$1,871,326	\$ ---	\$ ---	\$ ---	\$ ---
TOTAL REVENUE	\$16,920,140	\$16,920,140	\$1,942,789	\$1,942,789	\$4,144,060	\$4,144,060
EXPENSES						
Total Personnel	\$6,110,717	\$6,053,908	\$1,187,112	\$914,887	\$976,640	\$919,937
Total Fringe	\$1,946,264	\$1,750,409	\$378,094	\$393,782	\$271,534	\$269,266
Total Personnel and Fringe	\$8,056,981	\$7,804,317	\$1,565,206	\$1,308,669	\$1,248,174	\$1,189,203
Total Travel	\$10,895	\$9,765	\$7,552	\$1,164	\$ ---	\$2,475
Total Equipment	\$ ---	\$ ---	\$ ---	\$ ---	\$ ---	\$ ---
Total Supplies	\$418,257	\$46,353	\$21,600	\$56,210	\$133,197	\$56,673
Total Contractual	\$4,960,060	\$4,887,862	\$180,769	\$387,534	\$2,378,155	\$2,536,073
Total Construction	\$ ---	\$ ---	\$ ---	\$ ---	\$ ---	\$ ---
Total Other	\$3,473,947	\$4,171,843	\$167,662	\$189,212	\$384,534	\$359,636
TOTAL EXPENSES	\$16,920,140	\$16,920,140	\$1,942,789	\$1,942,789	\$4,144,060	\$4,144,060
UNOBLIGATED FEDERAL FUNDS	\$ ---					

EXPENDITURES REPORT

The maximum allowable expenditure for administrative costs is 15% of the total budget. Head Start and Early Head Start was 13.19%. The Partnership Program was 5%. A minimum of 20% of the total budget must be non-federal share: Geminus was awarded a waiver for this 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 and Early Head Start's Personnel and Fringe was 48% and the Partnership Program's Personnel and Fringe was 29 %. The overall cost per child in Head Start was \$12,228; in Early Head Start the cost per child was \$12,309; and the Partnership cost per child is \$20,479.

This report reflects financial data for the 2021-2022 Head Start/Early Head Start and Early Head Start Child Care Partnership fiscal years.

FINANCIAL AUDIT

A general audit of Geminus Corporation is performed each year. The 2022 fiscal year audit was conducted by Blue & Company with no deficiencies or findings. A full copy of the audit is available upon request.

POLICY COUNCIL EXECUTIVE MEMBERS

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Elora Sommers, Vice Chairperson
Tyshika Cooks, Secretary

BOARD CHAIRPERSON

Daniel Klein

BOARD OF DIRECTORS PARENT REPRESENTATIVES

Lenard Fuller
Madriel Terrell

VICE PRESIDENT DIVISION OF EARLY CHILDHOOD SERVICES

Karen Carradine, Ed.D

CHIEF EXECUTIVE OFFICER REGIONAL CARE GROUP

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**Teaching Children
Serving Families**



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