

Head Start Grant# 02CH011577

ECONOMIC OPPORTUNITY COMMISSION OF NASSAU COUNTY, INC.

Helping People, Changing Lives

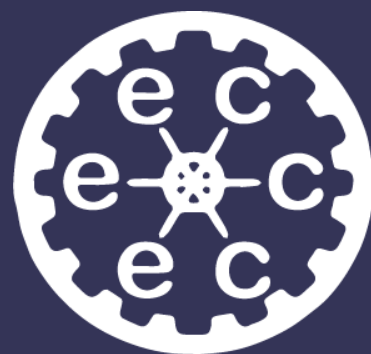
Annual REPORT

"Inspiring Hope and Advancing Opportunity"

More Information :

(516) 292 9710
134 Jackson Street
Hempstead, NY 11550
www.eoc-nassau.org

Eric Poulson
Chief Executive Officer



Brian G. Staley, Sr.
Chairperson

The Report has been distributed to EOC Board Members, the EOC Policy Council, the New York State Department of State, our EOC Partnerships, and it is hosted at www.eoc-nassau.org

EOC

www.eoc-nassau.org

2024

Who We Are

ECONOMIC OPPORTUNITY COMMISSION OF NASSAU COUNTY, INC.
is the designated anti-poverty agency in Nassau County; an innovative
Community Action Agency devoted to facilitating and strengthening
basic social relationships between individuals, families, and social
organizations.

“Low Income People Involved in Decision Making and Planning”

*“Our lives begin to end the day we
become silent about things that matter.”*

— Rev. Dr. Martin Luther King, Jr.

The Formative Years

Economic Opportunity Act of 1964

Community Empowerment Tripartite Governance Board

1/3 Neighborhood Representative

1/3 Organization Representative

1/3 Governmental Representative

Organizational Sufficiency

Approximately 198 employees (92% full time)

Ethnic & Generational Diversity



Strive for Excellence

CREDO

(Adopted by the Board of Directors 1976)

1. The Economic Opportunity Commission of Nassau County, Inc. will participate in the mobilization of the community for support in the fight for the elimination of poverty.
2. In organizing necessary services when indicated to achieve that end;
3. And involving the community in the planning and execution of these programs.
4. The Economic Opportunity Commission of Nassau County, Inc. must critically examine programs designed to eliminate poverty to ensure that they do not limit or deny benefits to any impoverished person.
5. The Economic Opportunity Commission of Nassau County, Inc. shall educate and provide technical assistance to the poor to assist them to organize themselves and to raise strong articulate voices around issues that affect their lives.
6. Our communities will understand that they do have the power to affect through voting power and be encouraged to exercise their franchise to participate in government by affecting the political decisions being made; and to participate from water, sewer and to understand that they do have the power to affect change through voting power, school district levels to the village, town, city, county, state and federal levels.
7. The Economic Opportunity Commission of Nassau County, Inc. will attempt to develop locally owned and/or controlled industrial and commercial enterprises in the poverty target communities which will employ the people of those communities; assure that the economic life of that community continues beyond 5 P.M. (close of business) and assure that profits and wages are recycled within the communities, thereby having an impact upon the social and physical life of the communities.

OUR PRIMARY FOCUS will be to uphold the principles that those citizens who will benefit directly from programs should be realistically involved in their planning and operation. We will also urge that disadvantaged people's potential for contributing to programs, formulating for them and the greater community, be recognized and accepted as a means of ending their isolation, economically, psychologically and physically from the larger society.

AS A COMMUNITY ACTION AGENCY, primarily concerned with Community Organization, The Economic Opportunity Commission of Nassau County, Inc., has special responsibility to motivate other community social agencies and institutions to enlist the participation of deprived and alienated members of Nassau County in plans and programs, for successfully dealing with social problems and problems of poverty.

THE ANTI-POVERTY PROGRAMS, under the Federal Economic Opportunity Act, and the successor Community Development Block Grant, have generally been viewed by our citizens as the singularly responsible agency, in relation to poverty. We must work towards having concern shared by leaders in every sector of the population, in order to effect lasting and permanent social change. We agree that the larger goals for the conquest of poverty in this county be shared and sought by its leaders; not only in the Federal Government but State, City, County and Village government also.

Our Mission

The Economic Opportunity Commission of Nassau County, Inc., a Community Action Agency, through collaboration and partnership, empowers income-eligible families to gain the knowledge, skills, and resources to improve the quality of their lives.

In pursuit of this mission EOC will:

- Advocate on clients' behalf to provide more opportunities and fewer barriers.
- Provide educational and economic resources to increase client self-sufficiency.
- Help reduce the causes and effects of poverty.
- Foster citizen participation to initiate programs and improve existing services based upon local community needs.

**"THE GOALS WILL BE
MORE READILY
AGREED UPON
THAN THE
METHODS"**

Economic Opportunity Commission of Nassau County, Inc.

FAMILY DEVELOPMENT CENTERS

Rockville Centre EOC

140 No. Centre Avenue
Rockville Centre, NY 11570
516-764-4500 516-763-2467(f)
516-599-5499 – Disaster Line

Glen Cove EOC

4 Mason Drive, Apt. BB (Lower Level)
Glen Cove, NY 11542
516-801-2672 516-676-4958(f)

Freeport/Roosevelt CSC

281 Babylon Turnpike
Roosevelt, NY 11575
516-546-6121- Roosevelt 516-379-4000 - Freeport
516-623-0023 – Disaster Line 516-867-6301 (f)

Hempstead EOC

134 Jackson Street
Hempstead, NY 11550
516-486-2800 516-478-4282(f)
516-408-3063 Disaster Line

Port Washington CAC

382 Main Street
Port Washington, NY 11050
516 883-3201 516 883-2467(f)
516-883-5499 Disaster Line

HEAD START CHILD DEVELOPMENT PROGRAMS

Eastern Nassau Head Start

St. Frances De Chantel Church
1309 Wantagh Avenue
Wantagh, NY 11793
516-221-0871/0892 516-781-0474(f)
516-897-6416 Disaster Line

Rockville Centre Head Start

150 No. Centre Avenue
Rockville Centre, NY 11570
516-536-4811 516-594-1370(f)
516-872-2671 Disaster Line

Five Towns Head Start -

270 Lawrence Avenue
Lawrence, NY 11559
516-239-6244 516-239-9246(f)

Roosevelt Head Start

281 Babylon Turnpike
Roosevelt, NY 11575
516-378-5961 516-868-9413(f)
516-623-0023 Disaster Line

Freeport Head Start

74 No. Main Street
Freeport, NY 11520
516-546-8251 516-546-8255(f)
516-623-0025 Disaster Line

Westbury Head Start

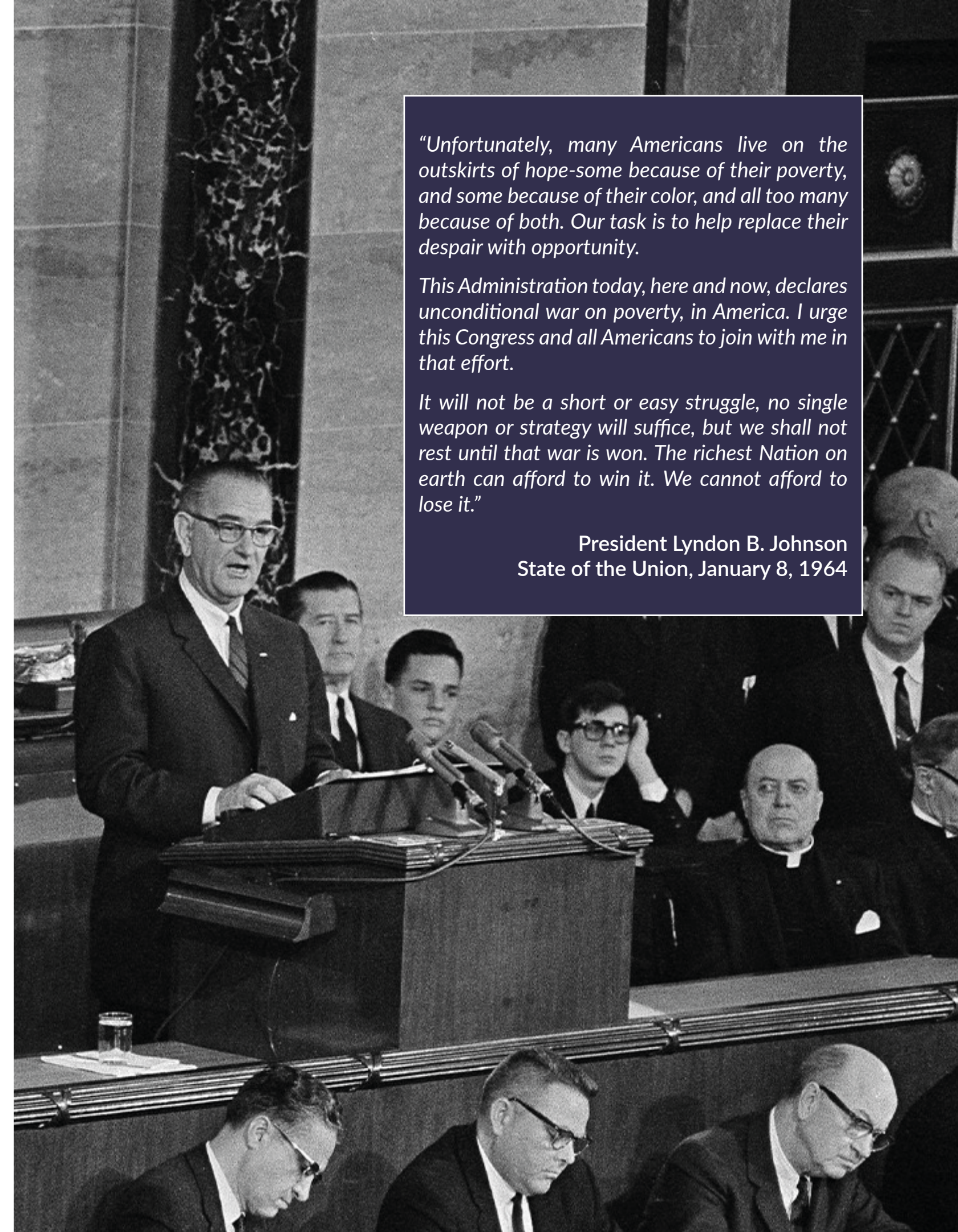
163 Hooper Street
Westbury, NY 11590
516-334-3839 516-334-3829(f)
516-997-5378 Disaster Line

Hempstead Head Start

65 Dartmouth Street
Hempstead, NY 11550
516-538-8292 516-478-6741(f)
516-292-3708 Disaster Line

Long Beach Head Start

1 East Pine Street
Long Beach, NY 11561
516-544-4051
516-544-4054 (f)

A black and white photograph of President Lyndon B. Johnson standing at a large wooden podium, speaking into several microphones. He is wearing a dark suit, a white shirt, a patterned tie, and glasses. Behind him, several other men in suits are seated, some looking towards the camera and others looking down. The setting appears to be a formal hall or chamber with stone walls and a large, ornate chandelier visible in the background.

“Unfortunately, many Americans live on the outskirts of hope—some because of their poverty, and some because of their color, and all too many because of both. Our task is to help replace their despair with opportunity.

This Administration today, here and now, declares unconditional war on poverty, in America. I urge this Congress and all Americans to join with me in that effort.

It will not be a short or easy struggle, no single weapon or strategy will suffice, but we shall not rest until that war is won. The richest Nation on earth can afford to win it. We cannot afford to lose it.”

**President Lyndon B. Johnson
State of the Union, January 8, 1964**

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2023–2024 Officers of the Board of Directors

Brian G. Staley, Sr.

CHAIRPERSON

Angela J. Young

EXECUTIVE VICE CHAIRPERSON

Dr. John Guthman

VICE CHAIRPERSON

Rev. Dr. Phillip E. Elliott

TREASURER

Herman Maston

SECRETARY

2023 – 2024

Board of Directors

ELECTED NEIGHBORHOOD REPRESENTATIVES

Loretta Wilcox
Glen Cove Representative

Earl Noble
Hempstead Representative

Brian G. Staley, Sr.
Port Washington Representative

Belinda Meyer
RVC Representative

Lenora Quinones
Lakeview Rep

Earnest Weekes
Roosevelt Rep

Wendy Jackson
Freeport Rep

Harriet Downer
Glen Cove Alternate

LeRoy Greene
Hempstead Alt

Blanca Fabian
Port Washington Alt

Fannie Still
RVC Alt

Carol Douglas
Lakeview Alt

Judy Puckerin
Roosevelt Alt

Barbara Cromer
Freeport Alt

PRIVATE SECTOR

Full Year Head Start Policy Council Representatives
Tiffany Blair – Board Representative Elizabeth Balay – Board Alternate

Head Start Appointees
Angela Young – Early Childhood Specialist Herman Maston – Fiscal Specialist

County-Wide Youth Council
Scarlett Chevez – Board Representative Jasmin Rosa – Board Alternate

Hofstra University
Dr. John Guthman – Board Representative

The Clear Choice
Crystal Corley – Board Representative

Antioch Baptist Church
Dr. Phillip Elliott – Board Representative

Early Childhood Educational Specialist
Angela J. Young – Board Representative

Quick Link Capital
Herman Maston – Board Representative Angela Crowder – Board Alternate

PUBLIC SECTOR

Nassau County
Deputy County Executive Anissa Moore

Nassau County Legislature
Legislator Carrie Solages

Incorporated Village of Freeport
Mayor Robert T. Kennedy
Mr. Conor Kirwan – Designee

Elected Representative
Commissioner Carl DeHaney

Nassau County Legislator
Legislator Scott Davis

Hempstead School Board
School Board President Lamont Johnson

Incorporated Village of Hempstead
Mayor Waylyn Hobbs, Jr.

Message from the Board Chairperson



Brian G. Staley, Sr.
EOC BOARD CHAIRPERSON

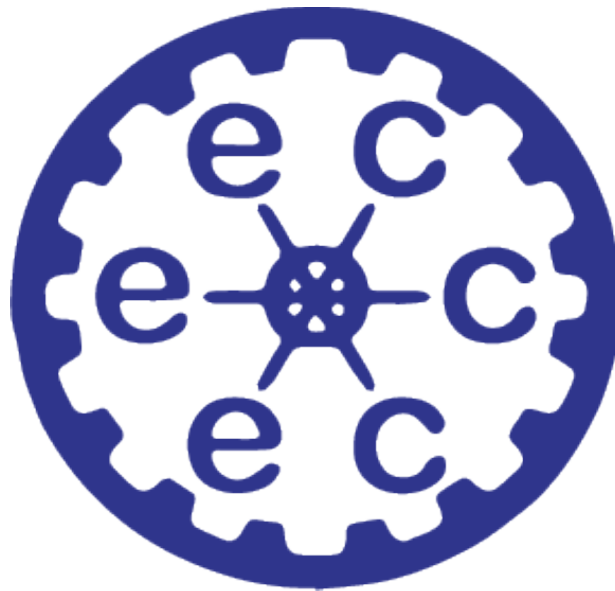
As the Board Chairperson of the Economic Opportunity Commission (EOC) of Nassau County, Inc. Board of Directors I am honored to have been entrusted with the position. While this year presented numerous challenges, our commitment to fulfill our mission has never been higher.

What sustains me year after year is the knowledge that our Board of Directors and community partners, share our vision of a future where the war on poverty will be a thing of the past for all of us.

I am pleased to share that the Economic Opportunity Commission of Nassau County, Inc. delivered impressive results in the 2023 fiscal year. We are adding additional programs and services to increase the operating budget. EOC of Nassau County, Inc. has a capacity to increase and expand because the Chief Executive Officer has a vision of change and innovation in a world evolution.

The EOC of Nassau County, Inc. continually takes steps to increase and ensure our financial resiliency and sustainability. We also made significant advances in building the infrastructure and systems that our strong and sustainable network of affiliates requires in order to deliver the excellent experiences that contribute to success. The need is great, but EOC of Nassau County, Inc. is a thriving organization that is ready to face challenges and provide meaningful solutions.

As we celebrate and recognize the 60th Anniversary of Community Action we are reminded of common set of core principles, rooted in both the governing legislation, history, and knowledge developed over 60 years. Community Action's mission has extended well beyond supporting individuals and families. Community Action plays an indispensable role in mitigating the economic and social forces that cause or worsen the conditions of poverty and identifying solutions that improve entire communities by serving the best interests of people experiencing poverty.



The Economic Opportunity Commission of Nassau County, Inc. (EOC) is a 501 (c) (3) Community Action Agency, born out of the Economic Opportunity Act of 1964 which was signed into law by President Lyndon B. Johnson on August 20, 1964. Being a signature legislation of Johnson's "War on Poverty," it provided among other things, a Job Corps program to train youth, encouraged community action programs, and provided for the establishment of the Head Start program. The EOC of Nassau County, Inc., was initially constituted as a program of the Health and Welfare Council of Long Island. Ten neighborhood centers were developed and fully staffed. Five years later, the EOC of Nassau County, Inc. was incorporated, separated, and completely independent of the Health & Welfare Council.

For over 50 years, the EOC of Nassau County, Inc. has provided programs and services to low-income Nassau County residents. During the past year, approximately 14,000 unduplicated low-income children, youth, individuals, and families accessed EOC of Nassau County, Inc. programs and services. As a Community Action Agency, the EOC of Nassau County, Inc. is a direct support for the County's residents who live at or below the federal poverty level. This includes those who are recognized as, "working poor."

As such, the EOC of Nassau County, Inc. is the designated anti-poverty agency in Nassau County, New York. It is devoted to facilitating and strengthening basic social relationships between individuals, families, and social organizations in Nassau County. Our motto is, "Helping People. Changing Lives."

Message from the Chief Executive Officer



Eric Poulson
CHIEF EXECUTIVE OFFICER

needed services to uplift the community.

The Economic Opportunity Commission of Nassau County, Inc. Board of Directors play a crucial part in agency operations. Transparency with the board has been the key to the continued success of the EOC agency. The board of directors represents the community at large offering a wealth of knowledge for the agency's advancement. I will continue to lead this agency with integrity and passion under the direction of the Board of Directors.

What an incredible year! The Economic Opportunity Commission (EOC) of Nassau County Inc. has inspired a spirit of hope, helped thousands of individuals, children and families each year to change their lives, and improved communities throughout Nassau County. I am appreciative for the compassionate employees, volunteers, and partners who enable the EOC to carry out the work of this agency's calling. These dedicated people stepped up to support families in need by responding to crisis large and small. EOC has assisted in a vast majority of areas providing: thousands of units of food distribution, providing housing, at-risk youth services, college readiness, immigration assistance, youth sports programs, senior programs services, childhood education and development programs, reentry program services, summer youth program, summer youth employment, as well as workshops and trainings to the community. EOC is experienced with in advancing opportunity by coordinating federal, state, local, and private resources to achieve results for people and communities.

One of the most powerful bonds is the bond of a community that rises together. Our communities are diverse, brilliant, kind and brave. EOC has been providing the community with resources and skills to lead them to self-sufficiency and that will change their lives. EOC continues to support the community as they navigate through the challenges of life. This agency strategies and solutions have evolved as the needs of individuals and communities changed. EOC's bond with the community is strong through the staffs unwavering commitment, partnerships, other community ties, Board of Directors, and those we have helped rise out of a crisis.

This year marks 60th Anniversary of Community Action. The Economic Opportunity Commission of Nassau County, Inc. continues to inspire hope. During times when Hurricane Sandy, COVID-19, Hurricane Ida, uprising against law enforcement, immigration challenges, affordable healthcare crisis, and inflation EOC is called to action providing the

Message from the Head Start Deputy Executive Director



Anita L. Shiver-Kennedy
Head Start Deputy Executive Director

As we commemorate 60 years of community action, standing at the forefront of advocacy and building robust social and business relationships, we acknowledge that “Inspiring Hope and Advancing Opportunity” remains the blueprint for fulfilling the mission and vision of the Economic Opportunity Commission (EOC) of Nassau County, Inc. Hope represents our core belief in a better quality of life for all. Amidst the tumultuous global events and chaotic political climate, it is crucial that children, youth, individuals, families, seniors, and vulnerable populations who come through our doors feel they have a place where their hopes and dreams can not only be envisioned but ultimately realized.

In light of the evolving needs of our communities and economy, the EOC remains relevant and vigilant. We are committed to developing grassroots services that address the ever-changing needs of disadvantaged populations in our target areas. Our extensive history has taught us that it’s not enough for individuals to merely get their foot in the door; we must walk them through it. Building trust and forging meaningful, collaborative partnerships are essential. We must guide our clients and families along their paths to achieving their goals, which are often complex and challenging. Today’s paths must also include a commitment to Diversity, Equity, Belonging (acceptance), and Inclusion.

As we conclude another year of comprehensive service to children and families (2023-2024), we pause to recognize the exceptional efforts of our Head Start Program Directors and Staff. Despite workforce shortages, challenging behaviors, and staff retention issues, they kept “Hope Alive” and ensured the continued operation of our Head Start Programs. We extend our gratitude to the Head Start Corporate Managers and Staff who supported these programs throughout the

year. We also celebrate the invaluable contributions of our Social Work Interns, who played a crucial role in integrating children with disabilities into our classrooms and supporting their emotional well-being.

Looking ahead to the 2024-2025 Program Year, we will continue to inspire hope in our staff, children, and families. Our focus will be on advancing opportunities by exposing children to high-quality, innovative learning environments; supporting ongoing mental wellness for staff; enhancing staff capacity through training and higher education opportunities; and strengthening the role of Head Start Parents through communication and respect. We will also deepen our partnerships with community stakeholders, ensuring that as we inspire hope and advance opportunities, we do so with a shared framework of values, collaboration, and mutual support.

Executive Leadership Team



Eric Poulson

Chief Executive Officer



**Anita L.
Shiver-
Kennedy**

Head Start Deputy
Executive Director

**André
Clarke**

Chief Financial Officer
Consultant



OUR MISSION

The Economic Opportunity Commission of Nassau County, Inc., a community action agency, through collaboration and partnership, empowers income-eligible families to gain the knowledge, skills and resources to improve the quality of their lives.

In pursuit of this mission, the EOC will: Advocate on clients behalf to provide more opportunities and fewer barriers; Provide educational and economic resources to increase client self-sufficiency; Help reduce the causes and effects of poverty; Foster citizen participation to initiate programs and improve existing services based upon local community needs.

14K+

Client Served

150+

Partnerships

20+

Programs

13

Nassau County
Locations

**LaVonne
Erskine**

Human Resources
Director

**MelRose
Corley**

Deputy Director of
Operations

**Sylvester
Bush**

Director of CAP
Services

**Yvette
Miller**

Executive Assistant to
the CEO

EOC Management Team



Community Action Program Directors

Mateo Flores

Program Director, Hempstead CAP

Mario Martinez

Program Director, Port Washington CAC

George Hurst

Program Director, Roosevelt/Freeport EOC

Mario Mency

Program Director, Rockville Centre/Lakeview EOC

Irma Jenty

Program Director, Glen Cove EOC

Head Start Child Development Program

Novella Dortch-Smith

Program Director, Westbury Head Start

Gennell Graham

Program Director, Hempstead Head Start

Marie Davis

Program Director, Roosevelt Head Start

Tiffani Frazier

Program Director, Freeport Head Start

Cagney Wilson

Program Director, Long Beach Head Start

Fastine Skinner

Program Director, Eastern Nassau Head Start

Michele Blackshear

Program Director, Rockville Centre Head Start

GinaMarie Dimatos

Program Director, Five Towns Head Start (Delegate Agency)

Corporate Programs

Kimberly Tilghman

Program Coordinator, Youth Empowerment Career Training Initiative

Sal Bush

Program Coordinator, Community Credible Messenger Initiative

Melrose Corley

Facilitator, Family Development Credential

David Pierri

Program Director, Displaced Homemakers Program

Regina Perry

Work-Based Learning Coordinator, Community Credible Messenger Initiative

Lorie Taylor

Program Coordinator, Rapid Rehousing

Sergio Valencia

Program Director, Soccer Program



EOC PROGRAMS

Displaced Homemakers Program

During 2023 - 2024...

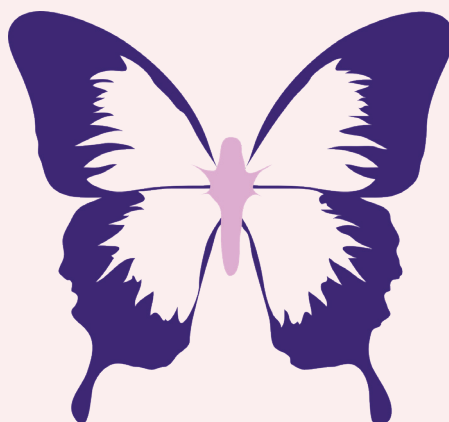
- DHP Successfully enrolled 49 students through our Job Readiness course, with 29 graduating from the program.
- 3 graduates became temporary Urban League members who volunteer at the EOC

The main goal of the Displaced Homemakers Program (DHP) is to serve and prepare residents in Nassau County who need guidance to enter or re-enter the workforce. The DHP continues to reimagine the future, focusing its energies and limited resources on serving our community members by advancing equity and sustaining innovation.

We achieve this by being aware of the assets we have, maximizing their utility, replacing what has become obsolete, enhancing our lesson content with growth in mind, and providing a humanistic approach to each individual's experience. This ensures that our staff and students, who attend our Job Readiness & Computer Skills Course, and those who request assistance with preparing and writing their resumes, achieve their employment goals.

From July 2023 through April 2024, the program has:

- Successfully enrolled 49 students in our Job Readiness course, with 29 graduating.
- Seen three graduates become temporary Urban League members who volunteer at the EOC.
- Engaged with 86 individuals, conducted 49 course intake interviews, submitted 49 agency surveys, and assisted 35 clients with creating or polishing their resumes.



TESTIMONIAL: DISPLACED HOMEMAKERS PROGRAM STUDENT

Blossoming in the Concrete Jungle: Nicole Summers' Journey to Horticulture

Ms. Nicole Summers had always found solace in the vibrant greenery that adorned her home in Atlanta. Nestled amidst the bustling cityscape, her garden had been a sanctuary of peace and tranquility, a place where Nicole and her son could escape the chaos of the world and reconnect with nature.

But when tragedy struck and Nicole was forced to flee her home in Atlanta, leaving behind the memories of the garden they had tended together, she found herself adrift in a sea of uncertainty. Running to her mother's side in New York, she felt grief-stricken and alone in the unfamiliar streets of Hempstead, struggling to find her footing in her new reality.

It was during this darkest of times that Nicole discovered a beacon of hope: the Displaced Homemakers Program. Drawn to the promise of a fresh start and a chance to rebuild her life, she eagerly enrolled in the Job Readiness Course, determined to carve out a new path for herself in the concrete jungle.

As Nicole immersed herself in the course curriculum, she discovered her passion for horticulture. From learning the basics of computer care to mastering the art of Microsoft Word, she found joy and fulfillment in learning new things and watching herself flourish. Each day spent tending to her newfound class companions brought her a sense of purpose and belonging that she had long been searching for.

Armed with the skills and knowledge acquired through the Job Readiness Course, Nicole set out to pursue her newfound passion with unwavering determination. Despite the challenges of urban living, she transformed her tiny apartment into a verdant oasis, filling every available space with pots of blooming flowers, lush green foliage, and thriving vegetable plants.

But Nicole's ambitions extend far beyond the confines of her apartment walls. Inspired by her mother's legacy and fueled by her own passion for horticulture, she set her sights on establishing her own urban garden, a sanctuary of greenery back in Atlanta.

With each seed she plants and each flower that blooms, Nicole finds healing and renewal, transforming her grief into growth and her loss into love. As she watches her garden and new horticulture business flourish and thrive, she will know that she has finally found her place in the world, rooted in the soil of her resilience and the promise of new beginnings. All thanks to the Job Readiness Course, the Displaced Homemakers Program, and the Economic Opportunity Commission of Nassau County, Inc.'s mission of Inspiring Hope and Advancing Opportunity.



Nicole Summers
DHP GRADUATE

Re-entry Transitional Program

During 2023 - 2024...

- The Re-entry Transitional Program assisted 34 clients

For over 12 years, the Economic Opportunity Commission of Nassau County (EOC), Inc. has operated the Re-entry Transitional Program, a crucial initiative designed to support formerly incarcerated individuals as they reintegrate into society. As a community action agency, the EOC empowers income-eligible families and individuals to improve their quality of life through collaborative partnerships and comprehensive services.

The Re-entry Transitional Program is built on a multi-faceted support system that addresses key factors contributing to high incarceration and recidivism rates. These factors include low educational attainment, limited vocational and interpersonal skills, economic disadvantages, and a lack of community and familial support. Recognizing that environment plays a significant role in influencing behavior, the program equips individuals with the tools needed to break the cycle of crime and antisocial behavior.

Through a holistic approach, the program provides participants with employment and job readiness

training, educational and vocational opportunities, anger management workshops, financial literacy programs, and health awareness initiatives. Additionally, clients benefit from mentoring, basic computer training, and essential guidance on interacting with law enforcement. By visiting local jails, the Re-entry Transitional Program prepares inmates for reentry, equipping them with the resources necessary to avoid returning to incarceration.

In recent months, the program has assisted 34 clients, providing employment opportunities, vocational training, housing referrals, and identification services, while maintaining strong partnerships with probation and parole officers to support long-term success.

The Re-entry Transitional Program has also established partnerships with key community stakeholders, including Anissa Moore, Deputy County Executive; the Nassau County Commission on Human Rights; the Hempstead Prevention Coalition; the Leadership Training Institute; the ABBA Leadership Center; the Women's Opportunity Rehabilitation Center; the Hempstead Advisory Council; and local schools. These collaborations foster a comprehensive, therapeutic approach to addressing the fundamental needs of individuals and families across the community.

As the EOC envisions a future grounded in fairness, equality, and second chances, the Re-entry Transitional Program remains committed to transforming lives and creating pathways to a brighter, more productive future for those who are ready to embrace their personal responsibilities and make a positive impact.

Workshops and Training Programs:

- Workshops in the Women's County Jail
- Workshops in the Men's County Jail
- Monthly workshops and training programs held at transitional housing throughout Nassau County

Community Credible Messenger Initiative

During 2023 - 2024...

- Youth enrolled in our program: 10
- Parents enrolled in our program: 9
- WBL - Work Based Learning is occupational training, employment development, educational instruction, paid internships, career goals etc., 13 students assisted.

This initiative aims to improve the safety and well-being of children aged 12 to 18 and their families through the development of regionally located credible messengers (CMs) and parent partners (PPs), as part of a core group of services strategically connected to OCFS Community Multi-Services Offices (CMSOs).

Our Nassau CCMI team will serve up to 24 youth at one time, including those in residential placement (preparing to return home) and those who have returned to the community. Caseloads in each region will vary during the course of a contract year, based on the number of youths requiring services at that time.

Caseload ratios must not exceed the following:

- Credible Messengers: 8:1
- Parent Partners: 12:1
- Work-Based Learning Coordinators: 24:1

Current Caseload of 2024:

- Youth enrolled in our program: 10
- Parents enrolled in our program: 9
- Work-Based Learning (WBL): Occupational training, employment development, educational instruction, paid internships, career goals, etc. — 13 students assisted.

Latino children and families continue to comprise 75% of the state's children in foster care and about 85% of juvenile justice placements.

Introduction/Description of Program Objectives and Background

The OCFS Division of Juvenile Justice and Opportunity for Youth (DJJOY) is responsible for the supervision, custody, and care of young people in the juvenile justice system who have been determined to require an out-of-home placement. OCFS has custody of various youth, including:

- Youth placed with OCFS as a juvenile delinquent or restricted juvenile delinquent by a local family court judge following adjudication and disposition of placement,
- Youth placed at a voluntary residential placement facility by a local family court judge following adjudication and disposition of placement with OCFS,
- Youth charged as juvenile offenders and sentenced to OCFS custody by a criminal court judge post-conviction, and
- Youth charged as adolescent offenders and sentenced to OCFS custody by a criminal court judge post-conviction.

After a residential stay, some OCFS youth transition back into the community under conditional release or home placement that lasts, on average, six to seven months. Other OCFS youth who are transitioned back into the community are supervised by parole or probation services or have fully completed their placement/sentence when they are released from a residential facility. OCFS focuses on providing youth under conditional release/aftercare with community-based services, supports, and supervision to effectively transition them back to their

homes and communities. Increasing the capacity of community providers and sustaining the gains young people have achieved during their time in residential placement is a priority of OCFS re-entry programming. Youth who are placed in OCFS care and custody require innovative interventions and creative solutions to repair and restore family and community connectedness. These young people face significant challenges re-engaging with traditional community opportunities and supports. They exhibit very high needs and a broad array of risk factors, including living in high-crime areas, pervasive gang involvement, human trafficking, and an increased likelihood of experiencing severe trauma.

By using credible messengers and parent partners, EOC of Nassau seeks to mentor, inspire, train, and provide many opportunities for our students aged 12 to 18 and their families.

Disconnected/High-Need Youth

EOC's priority is to "protect those in greatest need" through ongoing assessment and enhancement of services that promote safety and general well-being for at-risk children, adolescents, families, and adults. This priority includes targeting services for "disconnected/high-need youth," who are:

- Youth aging out of foster care,
- Youth in or reentering the community from the juvenile justice system, and
- Children of incarcerated parents.

Grant applications that propose to serve the "disconnected/high-need youth" population must consider that the clients cited above often require service intervention from multiple service systems.

What are Credible Messengers and Parent Partners?

The term "credible messenger" (CM) was first applied to mentoring of justice-involved youth by a group of incarcerated individuals at Green Haven Correctional Facility during the late 1970s. This study prompted many formerly incarcerated men, who returned home, to search out troubled youth and help them avoid traveling a path toward incarceration.

Our credible messengers have turned their lives around and are now business owners, property owners, have full-time employment, and use their past justice-involved experience to mentor our students in a positive way. They help them overcome their challenges and inspire them to seek opportunities that will change their lives, families, and their community.

Case Management/Mentoring:

Once CMs and PPs are assigned a caseload of participants, an individualized plan will be developed in collaboration with the assigned community case manager and the OCFS support team (including facility vocational staff for work-based learning) for each youth. The plan will include both short- and long-term goals, aligned with the overall OCFS CSP developed for every young person returning to their home community. CCMI personnel will provide weekly contact with all participants assigned to them and will provide participants with opportunities to explore positive and constructive ways of coping with the demands of returning home and confronting many challenges in their communities.

Youth Development and Prosocial Activities:

CCMI personnel will work one-on-one with participants to evaluate their degree of engagement, enroll them in positive youth development opportunities, advocate for appropriate educational programs, and work on social skill development.

Family Engagement:

All participants will be assigned a PP, who will work with the parent(s)/guardian(s) to ensure basic needs are met, work on skill development, and navigate the community's natural support services system.

Cognitive Behavioral Group:

CCMI participants will attend weekly cognitive behavioral therapy (CBT) focus groups at the community-based agency, facilitated by CCMI personnel. Family meals will be served at all groups, where mentors and youth eat together in a family-style setting. The primary organization's program manager should support these CBT groups for efficacy.

Career/Job Training/Certification Opportunities:

Through funding, CCMI personnel will assist participants in connecting with programs that will help them realize their employment and job-training goals. CCMI personnel will provide support as needed to CCMI participants who seek employment and job training. CCMI personnel will also develop stipend work experiences for youth who are unsuccessful in securing employment in the community. This work should include gathering all essential work documents, including a state-issued ID and appropriate working papers, developmentally appropriate work experience, and, if needed, enrollment in post-secondary or vocational training.

Education Advocacy/Support:

CCMI personnel will assist participants in enrolling and engaging in appropriate educational programming and applying for high school equivalency classes, college, or vocational schools, and monitor their attendance and performance after enrollment.

Crisis Response Support:

CCMI personnel will partner with OCFS CMSO personnel to assist CCMI participants who are dealing with crises in their family and/or personal life and be available as these crises arise by:

- Providing service strategies, approaches, and linguistic capacities that promote the delivery of services that are culturally competent and reflective of the population and communities EOC serves in Nassau County.
- Collecting and analyzing data relevant to disproportionality and service provision.
- EOC is strategically located to provide services within communities and promote better access to service delivery in high-need areas.
- Promoting cross-agency dialogue and partnership regarding service planning to address disproportionality (including, but not limited to, social services, mental health, health, education, housing, substance abuse, probation agencies, and community-based providers).

Rapid Rehousing Program

During 2023 - 2024...

- The Rapid Rehousing Program currently put 6 families into 6 households

The Rapid Rehousing Program, managed by the Economic Opportunity Commission of Nassau County, Inc., is currently housing 6 households, totaling 30 individuals. Our team continues to build and strengthen partnerships with landlords, realtors, and other non-profit agencies in our fight to eliminate homelessness within the community. We provide supportive case management through bi-weekly check-ins, engaging clients and staying informed of any changes in employment, family composition, or other factors. This ensures that we obtain necessary documentation and update the HMIS (Homeless Management Information System) database accordingly.

The Economic Opportunity Commission of Nassau County, Inc./Rapid Rehousing Program serves as a provider for the Long Island Coalition for the Homeless. This organization acts as a referring agency for Nassau and Suffolk counties through the HMIS database. We also participate in the PIT (Point In Time) count in collaboration with the COC (Continuum of Care). Our teams go into the community to engage with the unhoused, provide

care packages, and collect essential data for HUD (Housing and Urban Development) in Nassau County.

Our team collaborates with the Rapid Rehousing of Suffolk County, the Domestic Violence Care Center of Long Island, and shelter managers through bi-weekly Zoom calls. These meetings focus on the status of current clients. Jessica Labia, the Coordinated Entry Manager for the Long Island Coalition for the Homeless, facilitates training sessions to ensure uniformity in client engagement and to support clients in becoming self-sufficient as the program progresses.

Additionally, the Rapid Rehousing team participates in bi-weekly Zoom meetings with the EHV (Emergency Housing Voucher) program. This program provides a permanent housing subsidy, allocating vouchers to the COC through the Long Island Coalition for the Homeless for Nassau and Suffolk counties. The Rapid Rehousing team submits referrals for each client, and an eligibility packet is emailed to both the client and the RRH team. We assist clients in providing the required documentation for eligibility. Once approved, clients are awarded a voucher. We then work with landlords to submit necessary documentation to Section 8, ensuring a smooth transition from Rapid Rehousing temporary assistance to Section 8 permanent subsidy. To date, we have successfully completed this process with no clients returning to homelessness.

The CDCLI (Community Development Corporation of Long Island) is now taking over Section 8 from many local Public Housing Agencies (PHAs). The Rapid Rehousing team has submitted client referrals to CDCLI with positive outcomes for our current clients.

The Rapid Rehousing Program is excited about its future and remains committed to serving the most vulnerable families in the community. The Economic Opportunity Commission of Nassau County, Inc., a community action agency, continues to empower income-eligible families through collaboration and partnerships, helping them gain the knowledge, skills, and resources needed to improve their quality of life.

Family Development Credential

During 2023 - 2024...

- 12 inter-agency staff were trained
- 80 Hours of Class Training
- 10 Hours of Advisement

The Family Development Credential (FDC) program this year has continued to empower EOC's frontline staff through a comprehensive training and development curriculum focusing on family-centered practices. Twelve (12) intra-agency staff underwent an intensive 90-hour instructional course designed to enhance their understanding and skills in building supportive and strengths-based relationship with families. The curriculum, structured around the Empowerment Skills for Family Workers (Forest 2015), equipped our staff with effective communication techniques, problem-solving strategies, cultural competency, enabling them to facilitate positive growth within our communities. To earn the FDC, workers completed 80 hours of classes and 10 hours of advisement, completed a portfolio documenting their ability to apply these concepts and skills, and passed a standardized exam. This year 12 EOC staff earned their Family Development Credential from the University of Connecticut, demonstrating a remarkable commitment to working with families and advocating for family empowerment. They are also eligible to earn nine college credits as a result of successfully completing the course. Staff feedback was positive and emphasized increased confidence in engaging with families to assist them to meet their goals. Staff also expressed appreciation for their own personal growth as a result of attending the classes. This class brings the total number of staff who are FDC credentialed to 30.





Inspiring Hope and Advancing Opportunity ©



COMMUNITY ACTION PROGRAMS

Roosevelt/ Freeport CAP

DIRECTOR'S NOTE

As we focus on our theme, "Inspiring Hope and Advancing Opportunity," we embark on a journey to the heart of fostering change within our communities. In the face of challenges, hope emerges as our most powerful force, and opportunity becomes the bridge connecting aspiration to reality. Our goal is to illuminate the stories of individuals and communities who, despite adversities, have found ways to persevere, innovate, and uplift one another. I envision not only showcasing these stories but also inspiring action. Whether through small acts of kindness, community engagement, or larger social movements, let's work together to inspire hope and advance opportunities.

George Hurst
Program Director

Danelis Martinez
Community Organizer Supervisor

Ralph Bruce
Community Organizer

Kimberly Tilghman
YECTI Program Coordinator

Kevin Jackson
YECTI Outreach Worker

TESTIMONIAL: WISDOM LEAGUE

I want to express my deepest gratitude to the Economic Opportunity Commission of Nassau County, Inc. and the Roosevelt Freeport EOC Wisdom League for their unwavering commitment to me and my fellow seniors.

In the wake of the untimely passing of my beloved grandson, the support and guidance provided by your organization were truly instrumental in my grieving process. Your compassionate staff members offered a listening ear and invaluable assistance, helping me navigate through this difficult time with grace and resilience.

Moreover, the variety of services and activities offered by your organization have been a lifeline for me. From engaging seminars on topics such as health and dietary education to financial literacy, each experience has been enriching and empowering. The opportunity to connect with peers and participate in meaningful discussions has provided a much-needed social outlet, fostering a sense of community and belonging.

I am deeply appreciative of all that the EOC and the Roosevelt Freeport have done for me and countless others. Your dedication to improving the lives of seniors is truly commendable, and I am hopeful that your program's success will continue to grow, positively impacting even more individuals in our community.

Once again, thank you for your support and commitment. May you continue to inspire and uplift those in need for many years to come.



With sincere gratitude,
Deloris Nesmith

Hempstead CAP

DIRECTOR'S NOTE

Hempstead CAP has a diversified staff and clientele, which we believe embodies the epitome of EOC. We focus on serving individuals, children, adolescents, and families. We provide advocacy, emergency food and shelter, rental/utility assistance, an on-site emergency food pantry, translation services, immigration services, unemployment benefits assistance (through the NYS Department of Labor), aid to the foreign-born, senior programs, after-school programs, youth council programs, and summer youth programs.

We encounter and embrace equity every day by treating everyone as one community. As an agency, our main focus is empowering youth and families through the services and resources we provide. My goal is to embrace every individual who walks through our doors with respect and dignity. I am a father of three children and want to provide the same quality time to my community as I give my family. From an organizational perspective, my vision is to inspire hope and advance opportunities for those who need it the most

Mateo Flores
Program Director

Emely Gonzalez
Community Organizer Supervisor

Vicky Serrano
Community Organizer

Adriana Gonzalez
Community Organizer

Imani White
Community Organizer

TESTIMONIAL: YOUTH COUNCIL

Kiara Mercado has been a Youth Council member for 3 years. The Youth Council is a group of young individuals preparing themselves for life after high school. She is in 11th grade and is a student at Hempstead High School. Initially, Kiara struggled with social skills and had few friends. When she first started, Kiara was quiet, only spoke when spoken to, and often sat in the corner, waiting for meetings to end. Over time, she gradually grew more comfortable. This year, Kiara showed great improvement in attendance and involvement with the Youth Council's monthly meetings, Saturday workshops, and college tours. During these tours, she interacted with youth from other sites and took the initiative to engage with them. This helped her step out of her comfort zone and significantly improved her social skills. Kiara has made friends through the Youth Council and stays in touch with them, eagerly anticipating future events. Her most rewarding accomplishment was being elected Youth Council President for Hempstead CAP, demonstrating her leadership potential. Kiara has greatly benefited from the Youth Council and has developed a desire to contribute more to her community

Rockville Centre Lakeview CAP

Mario Mency
Program Director

Steven Alexander
Community Organizer Supervisor

Susan Perez-Pinales
Community Organizer

DIRECTOR'S NOTE

I am thrilled to share the significant progress of the Rockville Centre - Lakeview EOC in Inspiring Hope and Advancing Opportunities over the past year. With unwavering dedication, we have uplifted our communities through collaborative efforts, addressing pressing needs and igniting hope for a brighter future. Through strategic partnerships, such as with Island Harvest, we have provided vital assistance to combat escalating food insecurity, distributing over 11,800 pounds of sustenance to households in need. Moreover, our commitment extends to our seniors through engaging programs like "Classic Seniors," fostering camaraderie and support, while our Youth initiatives, including college fairs and mental health workshops, offer pathways to success beyond high school. As we reflect on our achievements, let us persist in our mission to build a more inclusive and prosperous tomorrow for all.

TESTIMONIAL: CLASSIC SENIORS

"Ever since I started attending the Classic Senior Program, it's been nothing short of amazing! I've met so many wonderful friends who I can share laughs with, enjoy a good game of bingo, and even go on trips where I've been lucky enough to win a prize! It's such a thrill to step out of my house and spend time with others who make me feel like family. And let me tell you, the support I've received from Rockville Centre EOC has truly been a blessing. Whether it's clothing or food donations, they've always been there to lend a helping hand whenever I needed it. Being part of this program fills me with hope and happiness every single day. It's like a ray of sunshine in my life, and I'm grateful to know that I can always count on the Rockville Centre EOC whenever I need a little pick-me-up!"

Ms. Patricia McCarthy

TESTIMONIAL: YOUTH COUNCIL

"Before joining, I didn't know much about the EOC Youth Council. It was actually my best friend who encouraged me to get involved, and I'm grateful she did. The idea of participating with her was exciting and I couldn't wait to get started. The main highlight for me was the College Tours. They gave me a sense of hope for my future after I graduate high school. Through my involvement in the council, I've found a newfound confidence to express myself and engage more actively. Making new friends and assuming the role of president has been incredibly rewarding. I'm eagerly anticipating the opportunities for my future over the next three years."

Youth Council President, Aya Aqabli

Glen Cove CAP

Irma Jeanty
Program Director

Anwar Williams
Community Organizer Supervisor

Yissel Hidalgo
Community Organizer

DIRECTOR'S NOTE

Glen Cove EOC meets individuals where they are and collaborate with them to bring hope and support in achieving their goals. As part of a network of over 1,000 Community Action Agencies nationwide and more than 40 across New York State, we are dedicated to making a difference in people's lives and building a more equitable society. We believe that hope is an intrinsic part of the human experience, with research showing its significant benefits for mental health and overall well-being. Hope has been shown to positively impact conditions ranging from anxiety to chronic pain, underscoring its importance for our health. Throughout this period, Glen Cove E.O.C. CAP has provided various forms of assistance to the community, including: Weekly distribution of fresh fruits and vegetables; Summer Youth Program; Daily access to the food pantry; Senior employment through the Urban League; Food Cards to their local Supermarket

TESTIMONIAL: GOLDEN LEGACY PROGRAM

My name is Rosa Borreo, and I am honored to share my journey of resilience, community, and belonging. For many years, I have been a cherished member of the Glen Cove EOC family, finding purpose and solace in our shared mission of service and support.

As a mother of two and a grandmother of three, my life is richly filled with the joys of family and the warmth of home. However, it is within the Glen Cove EOC community that I have truly found my place to thrive. Over the past four years, I have actively engaged in various activities and events, eager to contribute and connect with fellow community members.

My time with Glen Cove EOC has been marked by growth and empowerment. Through my involvement, I have developed a passion for leadership and advocacy, which recently led to my nomination as President of the Golden Legacy program. This role is a significant honor for me, reflecting the support and belief of my Glen Cove EOC family.

Beyond the titles and achievements, it is the deep connections formed in both joyous and challenging times that define my experience with Glen Cove EOC. When my beloved dog passed away, the outpouring of love and support from my Glen Cove EOC family was profoundly comforting. They provided food, solace, and, most importantly, their unwavering presence, reminding me that I am never alone.

As I look back on my journey with Glen Cove EOC, I am filled with gratitude for the opportunities, friendships, and sense of belonging it has provided. To my Glen Cove EOC family, I extend my heartfelt appreciation. Thank you for embracing me, supporting me, and believing in me. Together, we are not just a community; we are a beacon of hope and compassion, lighting the way for all who seek comfort and connection.



Port Washington CAC

Mario Martinez
Program Director

Mercedes Alvarez
Community Organizer Supervisor

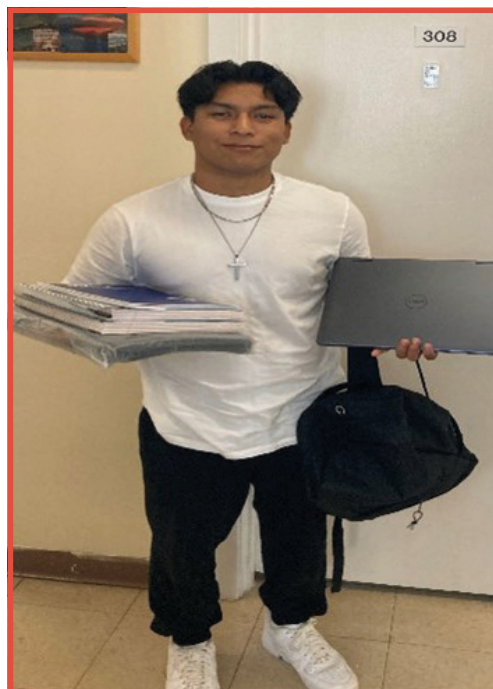
Steven De Los Rios
Community Organizer Aide

DIRECTOR'S NOTE

Port Washington CAC's fiscal year 2023-2024 was full of accomplishments and challenges. CAC aims to increase earning power, improve education, better health, correct substandard housing conditions, decrease employment problems, and promote consumer education and vocational rehabilitation through programs based on one-to-one contacts and community organization efforts. The purpose of CAC is to provide the residents of Port Washington with the opportunity to unite in a comprehensive Community Action Program aimed at the eventual elimination of poverty in our community. This year, CAC celebrates 60 years of providing services and programs to the community of Port Washington and its surrounding areas. It takes a village to raise a child.

TESTIMONIAL: CAC YOUTH COUNCIL

My name is Roberto Lopez, a member of the CAC Youth Council. I like to take this opportunity to thank EOC/CAC for providing not only a job during the summer time but also by providing me with a laptop, backpack and books that I am going to need for Nassau Community College, which I am attending at this moment. During the past year I attended workshops, college tour and activities that will help me in the future.



Roosevelt/Freeport Wisdom League Program

The Wisdom League program, hosted by the Roosevelt/Freeport EOC, has proven to be a remarkable initiative designed for individuals aged 55 and older. Its objectives include fostering a sense of community, promoting lifelong learning, enhancing physical and mental well-being, creating volunteer opportunities, facilitating resource sharing, and strengthening inter-generational connections.

Program Launch and Initial Event

The Wisdom League was officially launched on February 29, 2024, at the Roosevelt/Freeport EOC. The introductory event welcomed seven participants, who were introduced to the program's goals and objectives. The program's comprehensive aims include fostering community bonds, promoting lifelong learning, enhancing physical and mental well-being, creating volunteering opportunities, facilitating resource sharing, and strengthening inter-generational connections. Participants showed a keen interest in CPR classes, fire safety, and organized trips. They unanimously agreed to hold monthly meetings on the last Wednesday of each month from 1 pm to 3 pm. The introductory event concluded with refreshments and was deemed highly promising for the program's future.

March 2024 Meeting

The first monthly Wisdom League meeting took place on March 27, 2024, with seven dedicated members in attendance. The highlight was a presentation by Silvana Loyola from Oak Street Health Services, which provided valuable information on health services and sparked interactive discussions among participants.

April 2024 Meeting

The second monthly meeting was held on April 24, 2024, with seven members participating. The focus was a session by the Mount Sinai South Nassau Community Education Program, which provided insights into diabetes management.

May 2024 Meeting

The third monthly meeting took place on May 29, 2024, with six members in attendance. This meeting featured an open forum where participants shared their thoughts on previous sessions and upcoming activities. The discussion revealed high satisfaction with past events and enthusiasm for future activities such as bingo days, bowling, museum visits, casino trips, and tours.

Conclusion

The Wisdom League program has successfully built a strong sense of community among seniors, providing them with educational opportunities and engaging activities. Each meeting has been marked by active participation, informative presentations, and enjoyable social interactions. The program's growth and success are evident, and we look forward to continuing this momentum after the summer break.

Hempstead Wise Visionaries

This year, Hempstead CAP provided services to the Wise Visionaries, although we faced some limitations. We conducted wellness calls and offered support to the seniors enrolled in the program. Recently, we implemented a food pantry delivery service for seniors who are unable to come into our office.

On May 10, 2024, Hempstead CAP organized a Mother's Day Luncheon for seniors from all CAP programs. We had the pleasure of hosting various notable politicians among our guests. We shared words of encouragement and optimism.

We also had representatives from Anthem Blue Cross Blue Shield and Oak Street Health to provide information about their services. A delightful array of food was served to all those in attendance. Oak Street Health also provided a raffle with several prizes. We received positive feedback from our seniors, who expressed that they enjoyed the event and appreciated the agency's efforts to keep them in mind. They looked forward to attending and were grateful to be part of a positive initiative.



Hempstead CAP continues to prioritize the health and safety of our Wise Visionaries members. Our program coordinator remains active in reaching out to our members regularly to answer any questions and concerns

or to simply check on their well-being. We continue to provide our services, including our on-site Emergency Food Pantry.



Senior Programs

Rockville Centre/Lakeview Classic Seniors

Assisting the elder members of our communities holds profound significance, particularly amidst the current socio-economic challenges. The insights gained from EOC Community assessments completed by these individuals have provided invaluable clarity into their unique needs and preferences. Within our Seniors program, “Classic Seniors,” we aim to enrich the lives of our elders through a diverse array of engaging activities and events. With a spirit imbued with Love and Hope, these pillars of our community convene monthly to strategize fundraising endeavors, deliberate on field trip opportunities, partake in enriching activities, and foster meaningful social connections. For our elder participants, the importance of human interaction cannot be overstated. The EOC warmly welcomes and nurtures our constituents, ensuring they feel cherished and valued within our community space. The physical accessibility of our program’s site facilitates not only the provision of essential services but also the rekindling of interpersonal bonds between staff and community members. Our commitment to holistic care for our seniors is exemplified through a rich tapestry of activities, including engaging bingo nights, heartfelt Mother’s Day celebrations, and educational workshops such as Narcan Training. These initiatives not only foster camaraderie but also empower our elders to lead fulfilling and active lives.

Glen Cove Golden Legacy Community Group

The Golden Legacy Community Group, developed by the Glen Cove EOC, aims to enhance the mental, social, and physical well-being of seniors aged 55 and older in the City of Glen Cove. This program is designed to build a strong community and address the unique needs of its members through a range of tailored services.

The program offers monthly meetings, workshops, and events that focus on social and educational development. In addition, we provide a variety of services for all seniors, including transportation to medical appointments, food distribution, and advocacy.



Port Washington Senior Citizens Shopper Program

The Senior Citizens Shoppers Program continues to provide transportation for 10 seniors to and from supermarkets, doctor appointments, and the pharmacy. (Goal 6: Low-income people, especially vulnerable populations, achieve their potential by strengthening family and other supportive systems. 6.1: Independent living supporting services.)



Immigration Services

During 2023 - 2024...

- HCAP has provided Immigration Services to 247 clients
 - 45 citizen application clients,
 - 28 permanent resident clients,
 - 177 Employment Authorization Document-TPS application clients,
 - 41 clients with other applications.
- Other Services: 41 clients sought assistance with various other immigration-related matters, including family petitions, travel documents, and status renewals.

Our clients hailed from a diverse range of countries, including Honduras, El Salvador, Guatemala, the Dominican Republic, and Haiti. Through our culturally sensitive and comprehensive services, we were able to support these individuals in their journey toward legal security and personal growth in the United States.

HCAP remains committed to advocating for the immigrant community and ensuring that our clients have the resources necessary to achieve their immigration goals, contributing to the rich diversity of our local community.

During the 2023-2024 period, the Hempstead CAP (HCAP) Immigration Unit successfully provided vital immigration services to 247 clients. Our dedicated team assisted clients through a variety of application processes, ensuring that individuals and families had the support they needed to navigate complex immigration pathways.

Key services provided include:

- Citizenship Applications: 45 clients successfully applied for U.S. citizenship. Notably, 100% of these clients passed the naturalization test, proudly becoming American citizens.
- Permanent Resident Applications: 28 clients were assisted with their applications for permanent residency, leading to renewed Green Cards and continued stability for them and their families.
- Employment Authorization Document (EAD) - Temporary Protected Status (TPS): 177 clients received assistance in obtaining or renewing their Employment Authorization Documents under the TPS program, allowing them to legally work and support their households.



TESTIMONIAL: CITIZEN APPLICATION ASSISTANCE

On October 25, 2024, Mr. Cesar Quezada came to Hempstead CAP to inquire about the various immigration services offered at our agency. He initially requested assistance with renewing his Permanent Resident Card. During his orientation with an HCAP agency worker, Mr. Quezada was informed about additional services and opportunities. Having been a U.S. Permanent Resident for over twenty years, he was eligible for the naturalization process and could take the citizenship exam in his native language, Spanish. Initially, he was hesitant and uncertain about the process, doubting his knowledge to complete the naturalization test successfully. After being encouraged to take this step, he decided to utilize our support and pursue U.S. naturalization. With our assistance, his application and all required documents and fees were completed and submitted to the U.S. Citizenship & Immigration Services (USCIS).

Mr. Quezada then received correspondence from USCIS regarding the application process fees for citizenship. Shortly afterward, he was scheduled for a biometrics appointment, which included background and fingerprint screenings for security purposes. Mr. Quezada successfully passed this initial milestone and received notice from USCIS scheduling his naturalization test interview. The EOC of Nassau County, through Hempstead CAP, provided guidance throughout the process, including necessary resources such as a practice test and interview preparation. According to Mr. Quezada, these resources greatly helped him understand the test material. He passed the citizenship naturalization test on his first attempt, achieving a goal he initially thought was out of reach. Following his successful test, he attended an Oath Ceremony where he received his Naturalization Certificate, officially becoming a U.S. citizen.

Afterward, Mr. Quezada received assistance with other services, including completing his U.S. passport application, scheduling a USPS passport appointment online, and completing and mailing his NYS Voter Registration Form. He is currently awaiting the Social Security Administration's update of his citizenship status for future benefits.

Mr. Quezada is an exemplary client; when presented with the opportunity, he persevered despite his initial doubts. Now that he has achieved citizenship status, he has gained a new sense of security and understanding of his rights and responsibilities. Hempstead CAP is proud of the positive impact our resources and services have had on our clients. We will continue to create an environment that motivates individuals and society at large to take advantage of the benefits that "EOC is providing through services opportunities of Helping People Changing Lives."

EFSP

The Emergency Food and Shelter Program

During 2023 - 2024...

- The Emergency Food and Shelter Program assisted 26 clients with past due rent
- helped 12 clients with their utility bills
- Provided 500 families with food cards

The Emergency Food and Shelter Program was established on March 24, 1983, with the signing of the Jobs Stimulus Bill, Public Law 98-8. That legislation created a National Board, chaired by the Federal Emergency Management Agency (FEMA), that consisted of representatives from the American Red Cross, Catholic Charities USA, The Jewish Federations of North America, National Council of the Churches of Christ in the USA, The Salvation Army, and United Way Worldwide.

The EFSP was authorized under the Stewart B. McKinney Homeless Assistance Act (P.L. 100-77 signed into law on July 24, 1987, since renamed the McKinney-Vento Homeless Assistance Act, and subsequently reauthorized under P.L. 100-628, signed into law on November 7, 1988). Since 1983, in its 40-year history, the EFSP will have distributed

\$6.158 billion to over 14,000 human service agencies, in more than 2,500 communities across the country, through this collaborative effort between the private and public sectors.

Also in accordance with the legislation, the National Board encourages Local Boards, the decision-making local bodies, to place special emphasis on identification of and assistance to the elderly, families with children, Native Americans and Veterans. In addition, the authorization as revised (PL 102-550) in 1992, requires that a homeless, or formerly homeless, person serve on the Local Boards.

EOC was one of fourteen agencies that was selected to assist the Health and Welfare Council of Long Island to issue rental, mortgage, utilities payment(s), food and food cards under Phase 39, 40, & 41 for Nassau County residents. We pre-screen and assist individuals and families that have fallen on hard times and are unable to maintain their monthly expenses, for a one-time payment towards their bill(s), upon approval from the clearing house.

During the 2023/2024 calendar year, the EOC has assisted over twenty-six clients with their past due rent payments, and twelve (12) with their utility bill(s), which allowed them to remain in their home for an additional thirty days, keep their utilities from being shut off, and heating oil for their home. We have supplied food, and or food cards, to over 500 families throughout Nassau County. The EOC, with the assistance of the EFSP, will diligently continue to assist the residents of Nassau County with their rental/mortgage & utilities expenses (based on eligibility requirements).

TESTIMONIAL: EFSP

It's heartening to hear that Mrs. G was able to find support through the EFSP program, during such a difficult time. Losing a loved one and suddenly becoming the sole provider can be an incredibly challenging situation, and it's commendable that she's doing her best to take care of her son, despite facing financial hardships.

The assistance provided not only helps alleviate some of the immediate financial burdens, but also offers some relief from the stress she's been experiencing. It's also wonderful that additional support like food from the pantry and food cards were provided, ensuring that basic needs are being met. Initiatives like these truly make a difference in people's lives, during tough times.

Annual Food Pantry Distribution Report 2023-2024

Over the past year, our food pantry programs have made significant strides in addressing the needs of low-income individuals across our service areas. Below is a summary of the assistance provided across five key locations:

1. Hempstead

- Individuals Seeking Assistance: 221
- Pounds of Food Received: 7,200
- Boxes/Bags Distributed: 1,977
- Individuals Receiving Emergency Food: 221

2. Roosevelt/Freeport

- Individuals Seeking Assistance: 49
- Pounds of Food Received: 5,756
- Boxes/Bags Distributed: 321
- Individuals Receiving Emergency Food: 49

3. Rockville Centre\Lakeview

- Individuals Seeking Assistance: 952
- Pounds of Food Received: 22,272
- Boxes/Bags Distributed: 1,904
- Individuals Receiving Emergency Food: 952

4. Port Washington

- Individuals Seeking Assistance: 153
- Pounds of Food Received: 870
- Boxes/Bags Distributed: 260
- Individuals Receiving Emergency Food: 153

5. Glen Cove

- Individuals Seeking Assistance: 318
- Pounds of Food Received: 4,900
- Boxes/Bags Distributed: 1,300
- Individuals Receiving Emergency Food: 318

Total Assistance Summary

- Total Individuals Seeking Assistance: 1,693
- Total Pounds of Food Received: 41,998
- Total Boxes/Bags Distributed: 5,762
- Total Individuals Receiving Emergency Food: 1,693

This data underscores our commitment to providing essential food assistance and highlights the critical role our food pantries play in supporting community members in need. Thank you to all our partners and staff who have contributed to these efforts.





YOUTH PROGRAMS

2023-2024 COUNTY-WIDE YOUTH COUNCIL

County Wide Officers

President- Scarlet Chevez

Vice President- Jasmin Rosa

Secretary- Kiara Mercada

Treasurer- Mariya Imran

During the months of July and August, the Youth Council had the opportunity to obtain employment through the Summer Youth Employment Program and work with children within their community. Employment opportunities help our youth learn key responsibilities and develop skills that will aid them in life.

As the summer was coming to an end and the new school year was commencing, we held the Youth Council government elections, allowing any youth council member to step up to the plate and take initiative as one of the elected positions of either the president, vice president, treasurer, or secretary. In establishing a new Youth Council government, we aimed to instill discipline and a new level of responsibility amongst the youth. We also wanted to provide a safe space where all youth can feel comfortable and relate to their fellow peers. We began to focus on recruiting Youth who were genuinely enthusiastic to be progressive members of society and envision a better community.

In October of 2023, five members of the Hempstead CAP Youth Council had the opportunity to go on a weekend trip for the Fall College Campus Tour to Howard University. They visited the campus during homecoming weekend and were able to watch the victorious homecoming football game. This gave them the perfect opportunity to experience campus life to its fullest extent. Additionally, the youth were given a tour of the campus grounds from an alumna. Throughout the duration of the trip, youth members gained unforgettable experiences and familiarized themselves with other members of the EOC County-wide Youth Council.

In April of 2024, five members of the Hempstead CAP Youth Council attended the weeklong Spring College Campus Tour. During this trip, youth council members visited Cornell University, Ithaca College, Syracuse University, Buffalo State, University at Buffalo, University at Albany, and Binghamton University. They also engaged in leisure activities, ate at a variety of restaurants, and stayed at fine hotels, giving them the ultimate experience. The Spring College Tour provides a valuable experience for our youth council members, and motivates them to take the necessary steps to go to college and expand their academic endeavors beyond high school.

COUNTY-WIDE YOUTH PROGRAM REPORT

Throughout 2023 and 2024, the County-Wide Youth and Youth Council Programs held monthly meetings, both in-person at the Roosevelt/Freeport site and via Zoom. Additionally, EOC conducted workshops on mental health, self-esteem, higher education, stress management, and self-care.

Below is a summary of the meetings and activities that took place during the 2023/2024 calendar year:

October 2023

- Fall College Tour: Thirty participants and eight chaperones visited Howard University from October 20-22, 2023. They explored the campus, attended Homecoming festivities, and witnessed Howard's first Homecoming win in a decade. The trip included a visit to Fright Fest at Great Adventure, where they enjoyed rides, food, and spooky attractions.

November 2023

- Food Drives and Giveaways: Participants organized food drives and giveaways in their communities to support local residents during the Thanksgiving season.
- Brooklyn Nets Basketball Game: Some participants attended a Brooklyn Nets game at the Barclays Center, immersing themselves in the city's vibrant basketball culture.

December 2023

- Mental Health Workshop: Participants attended a workshop led by instructor Tabatha Ferrer, focusing on physical and emotional health. Activities included creating vision boards and engaging in team-building exercises.
- Painting w/ a Purpose: Sixteen participants, two staff members, and two parents attended this event hosted by Joy Williams, where they created their own professional paintings.
- Brooklyn Nets Game: Sixteen participants attended a game between the Brooklyn Nets and the Denver Nuggets at the Barclays Center.
- Holiday Trip: Three participants went on the Nassau County Office of Youth Services' 2nd Annual Holiday Trip to New York City to see "Harry Potter and the Cursed Child" on Broadway.
- ACT Preparation: Six participants attended an ACT preparation course led by Ms. Emily Schulman, gaining insights into the exam.

January 2024

- Stress Management Workshop: Participants learned strategies for managing ongoing stress and identifying healthy versus unhealthy relationships.

February 2024

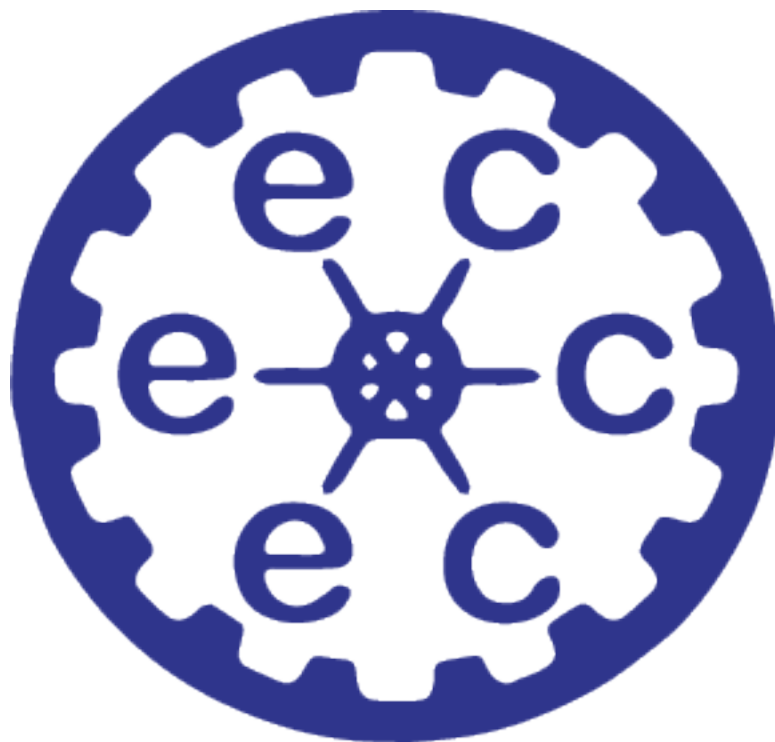
- African American Museum Workshop: Participants explored creativity and self-empowerment at the African American Museum in Hempstead, NY. They created artwork under the guidance of a painting instructor, fostering self-awareness and empowerment.
- Self-Assessment Workshop: Participants engaged in self-assessment and skill-building exercises to uncover new facets of their personalities and acquire valuable tools for future challenges.
- Girlz Talk Book Club: Female participants discussed “We Are So Good at Smiling” by Amber McBride, exploring mental illness and envisioning brighter futures.

March 2024

- Painting w/ a Purpose: Participants once again engaged with Joy Williams to create professional paintings.
- Pottery Workshop: Participants attended an interactive pottery workshop at Fun Time Pottery in Franklin Square, NY, where they crafted personal pots with clay. They will finish painting the pottery on April 13, 2024.

April 2024

- Spring College Tour: Thirty participants attended the EOC 2024 Spring College Tour from April 22-26, 2024, visiting Syracuse University, Cornell University, Binghamton University, Ithaca College, Buffalo State University, University at Buffalo, and University at Albany. They had the opportunity to experience campus life, learn about budgeting, and gain insights into the advantages and disadvantages of college life.



Youth Empowerment Career Training Initiative

The Youth Empowerment Career Training Initiative Program (YECTI) is a comprehensive, multi-faceted initiative designed to equip young people from underserved communities with the skills, resources, and support necessary to thrive academically and professionally. YECTI focuses on bridging the gap between high school and higher education or the workforce, emphasizing personal development, career readiness, and academic achievement. It primarily serves high school students from economically disadvantaged or at-risk backgrounds, who may otherwise lack access to critical resources or mentorship to guide them toward successful careers.

2023-2024 Program highlights include:

During 2023 - 2024...

- 6 participants were hired for the Summer Youth Program
- 6 participants graduated high school

- Summer Youth Employment 2024 – Six (6) participants enrolled in the Y.E.C.T.I. Program worked for the Roosevelt/Freeport EOC site, two (2) participants were hired through the EOC, two (2) through the Nassau County Office of Youth Services, and two (2) volunteered. They played key roles in monitoring youth participants (ages 6-12) of the 2024 Summer Youth Program.

Mental Health Workshops:

- Painting with a Purpose: In collaboration with Soul Joy Wellness, YECTI held this event to inspire participants and their families to prioritize mental health through creative expression.

- Interactive Pottery Workshop: Hosted at Fun Time Pottery, participants crafted personal clay pots while learning the importance of patience and thoughtful design, reinforcing mental focus.
- Self-Care/Healthy Relationships: In partnership with The 4Air Project, YECTI offered workshops on stress management, self-care, and identifying healthy vs. unhealthy relationships, promoting mental and emotional well-being.

College Transitions: Six participants graduated from high school and transitioned to higher education institutions:

- Scarlet Chevez (Hunter College)
- Charles Decker (Stony Brook University)
- Phillip McTottle (Cheyney University)
- Meyah and Myah Roberts (Farmingdale State College)
- Avanna Veira (SUNY Old Westbury)

Additionally, Scarlet Chevez received the 2024 EOC Educational Scholarship.

The Youth Empowerment Career Training Initiative is more than just a career preparation program—it's a transformative experience for young people facing barriers to success, by combining academic support, professional mentorship, skill-building, and real-world exposure. YECTI empowers participants to unlock their potential and create a future filled with opportunity. In doing so, YECTI not only uplifts individuals but also fosters the development of future leaders capable of driving meaningful change within their Communities.

TESTIMONIAL: YECTI PROGRAM

The Youth Empowerment Career Training Initiative (YECTI) program continues to serve the youth of the Nassau County area, and one participant, in particular, has demonstrated remarkable growth and development on her journey of personal and professional advancement.

This participant has been an integral part of the YECTI program since her enrollment. Throughout her journey, she has shown exceptional leadership skills and a strong commitment to her personal and professional development. Despite struggling with social anxiety and very low confidence, she has remained dedicated to her goals and actively engaged in various program activities. At the outset of the program, she openly acknowledged her struggles with anxiety and its impact on her confidence and interactions with others. With the guidance and support of mentors and program facilitators, she took proactive steps to address her challenges. She participated in workshops and counseling sessions focused on building self-esteem and overcoming social barriers, laying the foundation for her growth and transformation.

During this period, she gradually began to step out of her comfort zone, actively participating in group discussions and collaborative projects within the YECTI program. As a member of the Roosevelt/Freeport Youth Council and the County Wide Youth Council, she embraced her leadership role with renewed confidence and enthusiasm. She organized community events, facilitated group meetings, and advocated for youth empowerment initiatives, demonstrating her ability to lead by example despite her initial apprehensions. Her efforts to overcome her anxieties yielded remarkable results, as she became a more confident and self-assured individual. She actively engaged in networking events, public speaking opportunities, and community outreach activities, showcasing her newfound confidence and resilience. Her transformation has served as an inspiration to her peers and colleagues, motivating them to overcome their own challenges and pursue their goals with determination and courage.

This participant has shown remarkable growth and resilience in overcoming social anxiety and building confidence. Through dedication, perseverance, and the support of the YECTI program, she has emerged as a confident leader and advocate for youth empowerment. As she continues to inspire others with her journey of personal growth, she exemplifies the transformative impact of perseverance and determination in overcoming obstacles and realizing one's full potential.



2023 Summer Youth Program

During 2023 - 2024...

- 75 participants were hired for the Summer Youth Program
- 215 participants were apart of the Summer Youth Program

The Economic Opportunity Commission (EOC) of Nassau County, Inc. remains dedicated to addressing the diverse needs of our community through comprehensive programming and services. The 2023 Summer Youth Program was another success, serving over 215 youth, ages 6-12, across multiple EOC locations. Through careful planning and execution, we offered a vibrant and engaging program designed to enrich the lives of our participants by combining fun, education, and personal growth opportunities.

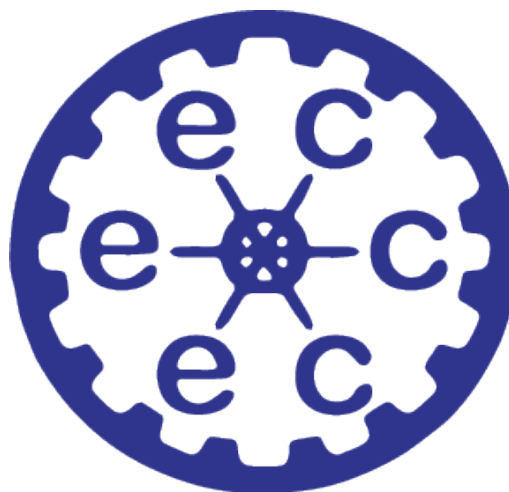
Each week of the program was centered around a specific theme, with games, activities, and field trips designed to enhance the experience. Our trips included visits to exciting venues such as Regal Movie Theatre, Adventureland, Splish Splash, Hempstead Lake State Park, the Cradle of Aviation, Bronx Zoo, United Skates of America, Vanderbilt Museum and Planetarium, Long Island Game Farm, Long Island Aquarium, Laser Bounce, Jones Beach Energy and Nature Center, Rye Playland, New York Aquarium,

and Coney Island. These outings provided our youth with exposure to cultural, educational, and recreational experiences that complement their development.

In addition to serving younger children, the EOC also offered meaningful employment opportunities to 75 youth between the ages of 14 and 21. These young individuals were hired as counselors and were responsible for assisting our staff in managing and mentoring the younger participants. This hands-on experience not only provided them with valuable job skills but also fostered leadership and responsibility.

Throughout the summer, the youth participated in workshops conducted by various local businesses and community partners. These workshops were instrumental in equipping them with life skills such as self-love, stress management, and youth counseling. By fostering an environment of learning and self-development, the EOC's Summer Youth Program continues to make a lasting impact on the lives of the youth in our community.

With a focus on creating a safe, nurturing, and educational environment, the EOC of Nassau County, Inc. is proud to continue our tradition of service and excellence, ensuring that our community's youth are well-supported during their formative years.





2024 Spring College Tour

During 2023 - 2024...

- 30 youth participated in the 2024 Spring College Tour
- 7 colleges were visited during the 2024 Spring College Tour

The 2024 Spring College Tour, held from April 22nd, 2024, to April 26th, 2024, aimed to provide thirty prospective students, eight chaperones, and a videographer, with valuable insights into several universities in upstate New York. This report summarizes the experiences of the youth participants during their visits to Syracuse University, Cornell University, Binghamton University, Ithaca College, Buffalo State University, the University at Buffalo, and the University at Albany.

Syracuse University, with its vibrant campus atmosphere and diverse academic offerings, left a lasting impression on the youth participants. Many were drawn to the renowned Newhouse School of Communications and the S.I. Newhouse School of Public Communications. The tour of its state-of-the-art facilities, including broadcasting studios and multimedia labs, sparked enthusiasm among aspiring journalists and media professionals. Additionally, the engaging campus tour and interactions with faculty

and students provided a perspective on life at Syracuse University.

Cornell University's campus and prestigious academic programs captivated the youth participants. They were particularly impressed by the university's commitment to research and innovation across various disciplines. Visits to Cornell's world-class libraries, laboratories, and research centers inspired curiosity and ambition among the participants. Interactions with faculty members and current students highlighted the supportive academic community and numerous opportunities for intellectual growth and exploration at Cornell.

Binghamton University's campus environment and strong sense of community resonated with the youth participants. They were impressed by the university's dedication to undergraduate education and its emphasis on experiential learning opportunities. The tour of Binghamton's modern facilities, including its innovative classrooms and research labs, showcased the university's commitment to academic excellence and student success. Engaging discussions with faculty and staff members underscored the personalized support and mentorship available to students at Binghamton University.

Ithaca College stood out to the youth participants for its intimate campus setting and comprehensive approach to liberal arts education. They were intrigued by the college's emphasis on interdisciplinary learning and its strong focus on experiential education through internships, research, and study abroad programs. The tour of Ithaca's state-of-the-art facilities, including its performing arts centers and media production studios, inspired creativity and passion among the participants. Interactions with faculty members and current students highlighted the close-knit community and collaborative learning environment at Ithaca College.

Buffalo State University, with its urban campus and diverse academic offerings, impressed the youth participants. They were particularly drawn to the university's robust programs in education, business, and the arts. The tour of Buffalo State's modern facilities, including its classrooms, laboratories, and art studios, showcased the university's commitment to hands-on learning and student engagement. Interactions with faculty members and current students emphasized the supportive learning environment and vibrant campus life at Buffalo State University.

The University at Buffalo left an impression on the youth participants with its campus and academic programs. They were captivated by the university's research initiatives and its strong emphasis on innovation and discovery. UB's cutting-edge research facilities, including its medical campus and engineering labs, sparked curiosity and

ambition among the participants. Engaging discussions with faculty members and current students highlighted the various opportunities for academic and personal growth at the University at Buffalo.

University at Albany's welcoming campus and diverse community resonated with the youth participants. They were astounded by the university's wide range of academic programs and its commitment to fostering intellectual curiosity and critical thinking skills. The tour of UAlbany's modern facilities, including its libraries, classrooms, and research centers, showcased the university's dedication to academic excellence and student success. Interactions with faculty members and current students underscored the supportive learning environment and numerous opportunities for leadership and involvement at the University at Albany.

Overall, the 2024 Spring College Tour provided youth participants with pertinent information about the various academic and extracurricular opportunities available at each of the institutions. The experiences and interactions during the tour inspired and empowered participants to make informed decisions about their higher education journey. We hope that the students take advantage of the opportunity to explore each of these institutions further now that they have an idea of what to expect.

Thirty enthusiastic youth participants, accompanied by eight dedicated chaperones, embarked on an unforgettable adventure to Niagara Falls during the college tour. Excitement buzzed among them as they boarded the boat tour, eager to witness the majestic cascade up close. As the mist enveloped them and the thunderous roar of the falls filled the air, a sense of awe washed over the group. Amidst laughter and shared wonder, they marveled at the sheer power and beauty of nature, forging unforgettable memories with friends against the backdrop of this natural marvel.



The Empire State Intramural Soccer Program

During 2023 - 2024...

- 30 youth participated in the 2024 Spring College Tour
- 7 colleges were visited during the 2024 Spring College Tour

academics, and go on trips outside of Hempstead. The Empire State Summer Intramural Recreational Soccer Program encourages participants to strive for success through the discipline learned from the fundamental skills of soccer, granting them the opportunity to become better citizens in their community. The objective of the Empire State Summer Intramural Recreational Soccer Program is to enrich the children of Hempstead, NY, with the athletic and academic tools needed for a safe and enjoyable summer. In doing so, participants are instilled with good character through their understanding of soccer skills. Although the participants were on summer vacation, we offered weekly nutrition workshops on developing healthy habits. Additionally, participants had the opportunity to explore Long Island through various field trips, such as the New York Aquarium, Broadway Mall Cinema, Bronx Zoo, Adventureland, and Splish Splash. To conclude the program, we invited the families to a Cultural Diversity Day/Awards Ceremony at Joseph A. McNeil Elementary School. The Tamborcito Factory provided the entertainment, and cultural food was prepared with contributions from the parents for everyone to enjoy after the awards ceremony. This celebration was the perfect way to recognize the participants for their efforts and improvements throughout the program.

As the program concluded, it was clear that the participants had learned and continued to improve upon the fundamental skills of soccer. The daily scrimmages were proof of their dynamic growth. Participants who were initially reluctant about playing soccer developed a passion for the sport and expressed interest in continuing to learn. They have begun to implement a healthy mind and body mindset that will benefit them for the rest of their lives. The EOC of Nassau County takes great pride in the partnerships we are creating within the community to provide impactful opportunities for the youth. Programs like the Empire State After-School and Summer Youth Programs are keeping our students off the streets and engaged in positive activities. Athletically,

The EOC of Nassau County Inc., in partnership with the Hempstead Union Free School District, has established the Empire State Summer Intramural Recreational Soccer Program, designed for youth in the community who wish to learn the fundamentals of soccer. The Empire State Program is offered to students aged 6 through 12 years old. There are two programs available during the year: an After-School Program at each of the Hempstead Public Elementary Schools and a Summer Program. Both programs provide participants with soccer practices, educational activities, and equipment (shirts, balls, and soccer socks).

The After-School Program has been successful in many ways due to its high attendance. The Empire State Soccer After-School Program serves as a means to keep students engaged and focused on their academics. Soccer acts as an incentive; participants receive two days of soccer practice each week. They enjoy playing soccer, which motivates them to attend regularly. By incorporating academic activities before soccer practice, participants learn that doing their homework and maintaining good grades are prerequisites for playing soccer. We have observed improvements in participants' grades and better study habits.

The Summer Youth Program provides students in Hempstead with a safe place to be during the summer. Participants are able to play soccer, work on their

our students are learning that exercise keeps us healthy and which food groups to eat, which helps prevent obesity or, in some cases, assists a child in losing weight if needed. Academically, our students are learning that academics and sports go hand in hand. The Empire program is not just a soccer program; it uses soccer to introduce the students of Hempstead to subjects they might not be interested in if offered alone. When presented as a cohesive package, it has been able to change the lives of many students.



Youth Soccer Program

The Youth Soccer Program was created in the early 90s with the goal of serving and providing our young and growing community with recreational space to play soccer. As the years went by, the Youth Soccer Program grew and gave hope to our youth that they could have equal opportunities as other youth from communities with greater material wealth. In the 2000s, our participants began to believe that they had the same capability to obtain advanced opportunities for college and university scholarships, as well as opportunities to be seen by scouts from professional soccer teams.

In the fiscal year 2023-2024, our participants had the opportunity to meet David Beckham, a former professional national and international soccer player and businessman. Our Program Director, Sergio Valencia, is a former national soccer player from El Salvador. He is our role model and coach, and he inspires hope and advances opportunities for our participants. The coaching staff of the Youth Soccer Program firmly believes that together, we have the same opportunities to improve our families' economic status and become role models.

This mission is applied to motivate the youth as well as the community. The long-term vision for the Youth Soccer Program is to use the teaching of technical and tactical skills, disciplines, and philosophies associated with soccer as a way of inspiring hope and advancing opportunities. This approach is projected to enable our young people to succeed in their endeavors and ultimately become responsible citizens and accomplished professionals with a deep sense of integrity. The Youth Soccer Program provides two soccer practices per week and competition matches during the weekend, with the highest level of preparation to achieve the best results in each match.

Additionally, the program promotes academic excellence and graduation from high school and college for our participants by combining their involvement in soccer with education. We seek to create a model program by establishing a competitive soccer academy.

Mateo Flores
HCAP Director and Club President

SERGIO W VALENCIA
Program Director
and Director of Coaching

KEIRI CANALES
Administrative Assistant

OSCAR LOPEZ ARGUETA
Coach

WILBER ROMERO
Coach

ABRAHAM VILLALOBOS
Coach

JAIME ORLANDO CORONADO
Coach

BRIAN GONZALEZ
Coach

The Youth Soccer Program time line: 2020 - 2025: 3-5 year projection to create environments:

- Increase the number of intramural participants (currently-32 to 100).
- Increase the number of travel players (currently -110 to 250).
- Increase travel teams in the Local Soccer League
- Increase Division-1 teams and move to National EDP League.
- New York State Cup / National Championship Series Titles
- National & International Top-Level Tournaments
- Region -1 participation/Elite Soccer Players.
- College students/soccer players
- Professional and national team soccer players

EOC YOUTH SOCCER PROGRAM HIGHLIGHTS

- **June 3rd, 2023** - The Hempstead EOC U-15 Titans won the EDP Spring Season 2023 2nd Division. The team will be encouraged to play in the 1st Division in Fall 2023. The Titans earned the right to compete in the New York Champions Cup after becoming champions in the EDP North Atlantic Division.
- **June 10th, 2023** - The Hempstead EOC U-9 Wildcats won their respective division bracket in the LIJSL. On June 11th, 2023, the Wildcats completed the double title by winning the LI Cup 2023.
- **June 10th, 2023** - The Hempstead EOC U-13 Leopards won their respective division bracket in the LIJSL. On June 11th, 2023, the Leopards completed the double title by winning the LI Cup 2023.
- **June 11th, 2023** - The Hempstead EOC U-15 Titans won their 2nd medal after a tremendous season and their respective division bracket in the LIJSL.
- **June 24th - 25th, 2023** - The Hempstead EOC U-15 Titans participated in the NY Champions Cup in Orangeburg, NY, at the World Class FC Soccer Complex. The four champion teams from the EDP's different branches were selected to play after the spring season ended and became the champions of the Champions. The Titans defeated the champion from the EDP Westchester/Hudson Valley Division (Caribbeana FC) with a score of 4-2 and subsequently played the championship game against the EDP's Logan FC from New Jersey, winning 7-2.
- **July 6th, 2023** - The Youth Soccer Program started its summer soccer practice at Lincoln Park. All coaches will continue to develop the techniques and abilities of children under 12 years old and teach 13+ year-old students more tactical game knowledge.
- **July 7th, 2023** - The Youth Soccer Program registered all travel teams in the Long Island Junior Soccer League (LIJSL) to compete in the Fall 2023 season. Additionally, the U-15 Boys Hempstead EOC Titans and the U-12 Lions will compete in the Elite Development Players North Atlantic Premier (EDP).
- **July 9th, 2023** - The Hempstead EOC Titans traveled to El Salvador to participate in the FESA International 2023. Eighteen participants and four EOC staff members journeyed to the Central American country. Our CEO, Mr. Eric Poulson, had the honor of performing the first kickoff of the tournament. The trip ended on July 16th, 2023. The EOC Titans returned home to New York having won second place in the prestigious tournament.
- **August 5th, 2023** - The Hempstead EOC Titans traveled to District Heights, Maryland, to play and scrimmage against FCI Soccer Academy. The Titans were invited by Mr. Raul Sosa, owner of the FCI Soccer Academy.
- **September 2nd, 2023** - The Hempstead EOC teams received a visit from FCI Soccer Academy from District Heights, Maryland, to scrimmage against our teams. Raul Sosa, owner of the FCI Soccer Academy, will maintain the great relationship he has with our program. FCI Soccer Academy is known for its high-level competition performance in the DMV area.
- **September 17th, 2023** - The Hempstead EOC Lions U-13 made their debut in the EDP Nationwide League and tied their first opponent (Pro-Touch Academy) 3-3. The LIJSL rewarded the Hempstead EOC Titans with the sportsmanship plaque for Spring 2023. Since the inception of the program 33 years ago, the Hempstead EOC Soccer Program has won 23 of the 33 Sportsmanship Awards.
- **October 2023** - The Hempstead EOC Youth Soccer Program teams actively participated in Breast Cancer Awareness Month for the fifth year in a row.
- **October 7th and 8th, 2023** - Seven Hempstead EOC soccer teams participated in the Levittown Columbus Weekend Tournament 2023. The tournament was played at various locations throughout Nassau County.

The Hempstead EOC Pumas U-15 won their respective bracket.

- **November 18th-19th, 2023** - Three new championship division titles were added to our hall of fame this fall. The Hempstead EOC Titans U-16 Boys won the LIJSL Premier Division and the EDP League Division One. Additionally, the Hempstead EOC Lions U-13 Boys won the LIJSL Premier Division.
- **November 24th-26th, 2023** - The Hempstead EOC Titans U-16 Boys traveled to Bowie, Maryland, to compete in the Liberty Cultural Cup. The Titans won the bracket and took first place undefeated. The Titans defeated EDYSA 2-0, FCI 1-0, and Glen Burnie 3-0, bringing the cup to Hempstead, NY.
- **December 1st, 2023** - Winter soccer practice began at Storm Sports Academy. On December 3rd, 2023, the Winter Soccer League at Coleman Country Camp and Hofstra began. The first session will end in the last week of January 2024.
- **January 11th, 2024** - Spring season registration at the Long Island Junior Soccer League took place in Ronkonkoma, NY, at 11 a.m. Ten teams were registered to compete from March to June 2024. Simultaneously, three teams—the Hempstead EOC U-16 Titans, U-14 Leopards, and U-13 Lions—were registered to participate in the New York State Cup/USYS National Championship Series 2024. (The winner of the State Cup represents the state in national competition.)
- **January 12th, 2024** - The Hempstead EOC U-16 Titans, U-14 Leopards, and U-13 Lions were registered in the EDP National League to represent Hempstead EOC in high-level competition. Only premier teams can participate in the EDP National League.
- **February 13th, 2024** - The Hempstead EOC U-13 Lions participated in the Annual Rudy LaMonica Oceanside Tournament at Coleman Country Day Camp. As a result, the Hempstead EOC U-13 Lions won their bracket.
- **February 19th, 2024 and February 24th, 2024** - The Hempstead EOC U-10 Wildcats participated in the World Cup/East Meadow Indoor Tournament at Coleman Country Day Camp and the West Islip Winter Tournament. Consequently, the Hempstead EOC U-10 Wildcats won both tournaments in their respective brackets.
- **February 20th to February 23rd, 2024** - The Youth Soccer Program held a one-week Pre-Season Camp 2024. The camp took place outdoors at Kennedy Memorial Camp from 11:00 a.m. to 2:30 p.m. Fifty-two of the 150 participants worked extremely hard to improve their skills for the spring season competitions.
- **March 9th, 2024** - The NY State Cup (USYS National Series) competition began. The Hempstead EOC Titans U-16, U-14 Leopards, and U-13 Lions had the chance to participate since they are ranked high in the league as premier teams. All of our travel teams will compete in the Long Island Cup (LI Cup), the oldest and largest competition in the USA, starting March 16th, 2024. The Regular League (LIJSL) and the Elite Development Program League (EDP) competitions will end on June 23rd, 2024.
- **April 20th-21st, 2024** - Five teams played in the LI Cup second round to advance to the quarterfinal games. As a result, two teams won their respective games and advanced to the next round, which will be played on May 4th-5th, 2024.
- **May 15th, 2024** - The Hempstead EOC U-16 Rhinos won their LI Cup semi-final game and will head to the final game on June 8th, 2024, at Half Hollow Hills Soccer Complex in the Town of Huntington, NY.
- **May 17th, 2024** - The Long Island Junior Soccer League (LIJSL) held the Registrar Club's meeting at the Hilton Hotel, located at 598 Broadhollow Rd, Melville, NY 11747, from 7:00 p.m. to 9:00 p.m. This meeting provided registration information to our soccer participants for the Fall 2024 season. New FIFA regulations and LIJSL policies were released during this meeting.

- **May 25th-26th, 2024** - Six teams participated in the Memorial Day weekend soccer tournament in Central Islip and Uniondale, NY. The Hempstead EOC U-9 Jaguars won their respective bracket.
- **June 8th, 2024** - The Hempstead EOC U-16 Rhinos won 2nd place in the LI Cup. The team lost the final game against Rockville Centre.
- **June 9th, 2024** - The Hempstead EOC U-13 Lions won their EDP Division 3 Spring season. The EOC Lions will be promoted to the 2nd Division in the Fall season.
- **June 15th, 2024** - The Hempstead EOC U-16 Titans won their EDP Division 1 Spring season.
- **June 22nd-23rd, 2024** - The Hempstead EOC U-16 Titans participated in the NY Champions Cup in Orangeburg, NY



TESTIMONIAL: YOUTH SOCCER PROGRAM

Justin was enrolled in the Youth Soccer Program (YSP) in 2014, when he was 6 years old and started as an intramural participant. In 2015, he joined the Hempstead EOC Titans U-9 soccer team as a travel player. After 10 years, he continues as an active participant, now playing with the U-16 Titans.

The Youth Soccer Program has greatly impacted Justin, and he feels so comfortable that he calls Lincoln Park his “second home.” Justin received opportunities to join different soccer academies in New York, but he decided to stay in the Hempstead EOC Youth Soccer Program to be part of the Hempstead community team.

Justin’s dream is to become a professional soccer player, and he never misses a practice or game. His first priority, however, is to be a great student, graduate from West Point, and subsequently commit to a career in the Army. Currently, Justin is part of the Hempstead EOC Titans U-16 and participates in two different leagues: NY State and EDP. Additionally, Justin is an active member of the Hempstead Youth Council program, where he contributes tremendously to the community by counseling young kids during intramural soccer practices.

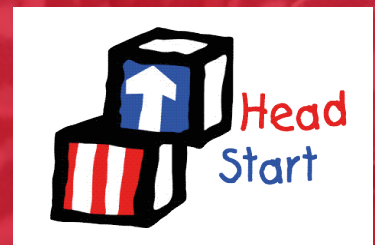
- Elementary School Honor Roll.
- Honor Classes in Geometry Regents and ELA.
- Justin Lopez is in 10th grade at Evergreen Charter School.
- He has a 3.8 GPA and made the Honor Roll.
- Summer Youth Program Participant 2014-2017.
- Summer Youth Program Volunteer 2020-2022.
- During the 2022-2023 school year, Justin, a 9th grader, served as the captain of the Evergreen school soccer team.
- Empire Soccer Summer Program Staff 2023.
- 3 Years as an Intramural Soccer Program Counselor.

“Growing up in the EOC Soccer Program has helped me stay on track with my health and academic studies. My coaches have taught me responsibility, discipline, and the importance of teamwork. I have been able to improve my skills as a soccer player and provide support to my community by volunteering whenever I have the chance.”



Justin Lopez
YOUTH SOCCER PROGRAM

EOC Head Start Child Development Program



2023–2024 HEAD START POLICY COUNCIL



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Current Statistics

Funded Enrollment	559
Actual Enrollment (June 2024)	559
Percentage of Income Eligible Served	94%
Overall Percentage of Enrolled Children w/Disabilities Served	11.3% (includes dropped children)
Percentage of Currently Enrolled Children w/Disabilities	10.2%
Percentage of Enrolled Children Who completed Medical	100%
Dental Exams	95% (as of May 2024)

HEAD START PROGRAM DIRECTORS

Anita L. Shiver-Kennedy
Head Start Deputy Executive Director

Fastine Skinner
Program Director, Eastern Nassau Head Start

Tiffani Frazier
Program Director, Freeport Head Start

Cagney Wilson
Program Director, Long Beach Head Start

Gennell Graham
Program Director, Hempstead Head Start

Marie Davis
Program Director, Roosevelt Head Start

Novella Dortch-Smith
Program Director, Westbury Head Start

Michele Blackshear
Program Director, Rockville Centre Head Start

Delegate Agency – Five Towns Head Start
(To Be Appointed)
Executive Director, Five Towns Community Center Inc.

GinaMarie Dimatos
Program Director, Five Towns Head Start Program

HEAD START CORPORATE STAFF

Anita L. Shiver-Kennedy
Head Start Deputy Executive Director



Natalie Matadin
Assistant Director/Intervention Manager

Latasha Patten
Program Assistant/Records Clerk

Michael Berger
Data Clerk

Stephanie Schmid
Education Manager

Janet Allen
Early Childhood Specialist/Coach Manager

Amanda Snow
Early Childhood Specialist

Tanel Panton
Family /Community Partnership Engagement Manager

Daniel DeJesus
Family /Community Partnership Coordinator

Constance Bridgers
Family /Community Partnership Coordinator

Candice Dickson
Licensed Master Social Worker, Family TIES

Phoenix Wang
Social Work Task Manager

Patrick Johnson
Family Service Worker/Family TIES
Social Work Interns (Graduate School)

Pietro Pinello
Transportation Coordinator

Candice Gilmore
Professional Development Coordinator

Charlena Croutch
Nurse Manager, RN

Anthony Almarales
Senior Health Clerk

TRANSITION INTO KINDERGARTEN

In alignment with the Head Start Program Performance Standards (1302.71/72), the Economic Opportunity Commission (EOC) of Nassau County, Inc. Head Start (HS) effectively manages transitions from Head Start to Kindergarten, as well as transitions between home-to-classroom and classroom-to-classroom within our local Head Start Programs. Our experience shows that when families engage in activities before a child starts a new school setting, it lays a stronger foundation for their success.

As of June 2024, two hundred and forty (240) children currently enrolled in Head Start are scheduled to transition into Kindergarten. We have coordinated the kindergarten registration dates with local school districts and have informed parents of these dates in a timely manner. The EOC HS will continue to support families throughout the registration process to ensure that their age-eligible children are enrolled in local school districts or charter schools as required.

Furthermore, three hundred and nineteen (319) currently enrolled Head Start children are projected to return for a second year (2024-2025). Transition activities for these children are ongoing, including opportunities for them and their parents to meet new teachers during home visits, open houses, or classroom visits conducted prior to the start of the school year. We will continue with outreach and recruitment efforts to fill any vacant slots and establish approved prioritized waiting lists as needed.

Regarding transitions between programs, we facilitate the movement of children to a different EOC Head Start Program if requested by parents or legal guardians. This often occurs when a family moves out of their primary catchment area or when one program is at capacity but a vacancy exists in another program.



TRANSPORTATION

Head Start child transportation service needs are assessed by Head Start Program staff in collaboration with parents and are provided based on the established distance from the designated Head Start Program (at least 1 mile or more). Children and families with extenuating circumstances are also given consideration. For families who are not eligible for or will not receive transportation, we ensure they can access the Head Start Program by enrolling children in the nearest Head Start Program to their home. EOC Head Start Programs are also located in centralized areas, near city or local community bus routes. Additionally, the transportation needs of children—including those in foster care, homeless children, and children with disabilities—are met through various resources coordinated by the Disabilities Service Area and Family and Community Partnerships. This includes providing agency transportation for extenuating circumstances and/or supplying families with MetroCards (as applicable and/or available).

All EOC Head Start Bus Drivers (current and to-be-hired) will continue to be certified under New York State Department of Motor Vehicles (DMV) 19A regulations. They are fingerprinted, have a complete physical/NYS DMV 19A Exam, up-to-date license abstract, and participate in new bus driver classroom and on-the-bus training (exceeding 15+ hours, including behind-the-wheel training and observations). All requirements are met before transporting Head Start children. The EOC will remain in compliance with all transportation regulations at all times. During the 2023-2024 Program Year, all EOC buses were regularly maintained, and DOT inspections were conducted as scheduled. Additionally, all buses continued to be equipped with age- and weight-appropriate child restraints, backup alarms, fire extinguishers, first aid kits, emergency seat belt cutters, and child check systems. During the 2023-2024 Program Year, transportation services were provided to the Long Beach Head Start Program, the Eastern Nassau Head Start Program, and the Rockville Centre (RVC) Head Start Program (temporarily located at Eastern Nassau HS in Wantagh, NY). A total of eighty-four (84) children received bus transportation services: twenty (20) from Rockville Centre Head Start, twenty-seven (27) from Long Beach Head Start, and thirty-seven (37) from Eastern Nassau Head Start. The EOC will work to retain our current bus drivers and hire additional bus drivers as needed.

Additionally, eighty (80) bus evacuation drills were conducted during the year (2023-2024). Head Start Program trips were scheduled with both EOC Head Start buses and charter bus rentals as needed. Transportation needs for the 2024-2025 program year will be assessed as children are enrolled.



EOC DAD'S CLUB

The EOC Dads Club continues to make strides in modeling the wholesome, role-modeling dad. The EOC Dads Club is a group of fathers who actively engage in their children's programs and communities, aiming to support their children's holistic development, educational goals, and plan male-involved activities.

This report summarizes the performance and activities of the Dads Club during the 2023-2024 academic year, highlighting key achievements, challenges, and areas for improvement. The Dads Club aims to support the school community through active father involvement, enhancing student experiences, and fostering a strong community spirit.

In the 2023-2024 program year, the Dads Club generally focused its efforts on supporting the enhancement of the program environment, community engagement, and positive role modeling.

Key Achievements

1. **Increased Inclusivity and Supportive Practices:** The Dads Club increased its inclusivity and supportive practices in programs. The involvement of fathers led to improvements in the culture and climate of programs.
2. **Resources and Support:** There has been an increase in resources and support. Fathers often bring additional resources through fundraising efforts, volunteering, or providing expertise in various fields, thus enriching the program's offerings.
3. **Staff Support:** Teachers and administrators benefited from the additional support, leading to better management of school activities and events.
4. **Community Engagement:** The Dads Club fostered a sense of community by encouraging fathers to participate in various programs and local events, thus strengthening community bonds.
5. **Positive Role Modeling:** 100% of fathers who participated in a survey/study on the impact of the Dads Club on their roles as dads and who are active in the Dads Club confirmed an increase in role-modeling behavior, not only for their children but also for other parents, promoting a culture of involvement and responsibility. Organized weekly reading sessions benefited over 100 Head Start children.
6. **Staff Collaboration and Support:** Assisted teachers with classroom projects, field trips, and other activities, providing considerable volunteer hours. Feedback from teachers indicated increased classroom support and better child behavior during events.
7. **Networking:** 100% of participants strongly agreed that the club created a network of fathers who supported each other, shared experiences, and collaborated on initiatives that benefit the school and community.
8. **Quality Time:** 100% of fathers confirmed an increase in quality time with their children, participating in meaningful activities that created lasting memories and reinforced their presence in their children's lives.
9. **Learning Opportunities:** 100% of fathers confirmed an increase in gained insights into effective parenting strategies and child development through interactions with other parents and educators.

Challenges and Considerations

1. **Diversity and Inclusion:** Ensuring the Dads Club is inclusive and represents the diverse demographics of the program community can be challenging. Efforts must be made to encourage participation from fathers of all backgrounds.
2. **Sustainability:** Maintaining consistent engagement and avoiding volunteer burnout are key challenges. Establishing a clear structure and rotating leadership roles can help sustain the club's activities.
3. **Balancing Commitments:** Fathers often juggle multiple responsibilities, making it essential to create flexible participation opportunities to accommodate different schedules. Many fathers also faced difficulties balancing club commitments with work and family responsibilities. Participation in some meetings was lower than anticipated due to scheduling conflicts.

Recommendations from Members (Dads)

1. **Promote Inclusivity:** Actively reach out to fathers from diverse backgrounds to ensure representation and participation.
2. **Flexible Participation:** Offer various ways for fathers to engage, considering their different schedules and responsibilities.
3. **Leadership and Structure:** Develop a clear organizational structure with rotating leadership roles to maintain momentum and avoid burnout.
4. **Collaboration with Programs:** Work closely with program administrators to align club activities with school needs and priorities.

By implementing these recommendations, the EOC Dads Club can continue to thrive and positively influence the educational and social landscape.

Conclusion

The EOC Dads Club made significant strides during the 2023-2024 academic year, with notable achievements in enriching their personal lives and enhancing their roles as parents and community members. By fostering stronger relationships with their children, providing personal fulfillment, improving parenting skills, and creating social connections, the Dads Club contributes significantly to the well-being and growth of participating fathers.



MENTAL HEALTH & DISABILITIES

The intervention manager continues to provide mental health and disability services to Head Start children through the lens of diversity, equity, inclusion, and belonging. As of June 2024, the EOC has exceeded the 10% disability criteria. The Head Start Child Development Program has served sixty-three (63) children with a diagnosed disability and a certified Individualized Education Program (IEP). Since the beginning of the 2023-2024 Program Year, three (3) children with IEPs were dropped from the program, and two (2) children transitioned to a Special Education Program. A designated area remains available within each Head Start Program to accommodate service providers to work individually and in small groups with children (as outlined in their IEPs). The intervention manager continues to monitor programs and ensure that children with IEPs are connected with service providers and that the awarded therapeutic services are delivered. Of the sixty-three (63) children served, there are eleven (11) three-year-olds, thirty-eight (38) four-year-olds, and fourteen (14) five-year-olds with IEPs. A total of seventy-nine (79) therapeutic services have been delivered to children with disabilities: sixty-three (63) children received speech and language therapy; six (6) children received a special education itinerant teacher (SEIT); three (3) children received occupational therapy; four (4) children received physical therapy; and three (3) parents received parent training. Some children with IEPs received more than one service.

Head Start classroom staff continue to utilize the IEP as a guide and communicate with service providers to plan, implement, and adapt the curriculum to meet the goals outlined in the child's IEP. Social-emotional activities are included in the weekly lesson plans to help children understand and manage their emotions, feel and show empathy for others, establish healthy relationships, and solve problems (I Can Problem Solve, Conscious Discipline, and Creative Curriculum). Small group activities are tailored to observe and encourage the participation of all children, with an emphasis on individualizing educational services to support children diagnosed with or suspected of having a disability.

As part of the ongoing child assessment, developmental screenings (Early Screening Inventory-Revised (ESI-R), Ages and Stages Questionnaire: Social-Emotional (ASQ), and e-DECA) were conducted for children within the first 45 days of enrollment. Historically, the disability data shows that speech and language are the primary areas where children need support; as a result, the EOC continues its partnership with Molloy University's Speech and Language Department to conduct on-site speech and language developmental screenings for children at designated Head Start Programs (Freeport, Rockville Centre, Long Beach, and Eastern Nassau Head Starts). Children who are identified as needing supplemental speech and language support actively participate in Molloy's Speech and Language Enhancement group. The intervention manager continues to work with Head Start parents in navigating the Committee on Pre-School Education (CPSE) process and in securing formal evaluations through the Local Education Agencies (LEAs). We will continue to implement our internal referral process, used by staff and parents to refer children to the intervention manager who are identified as needing additional support.

The intervention manager continues to work in collaboration with the Licensed Master Social Worker (LMSW) to conduct mental health classroom observations that assess the positive classroom climate, teacher/child interactions, and classroom environment to ensure optimal child development.

Despite the high demand for special education programs in the Nassau County area, the team works together to secure appropriate placements for children needing a higher level of care (Special Education Program). The intervention manager and the LMSW participate in CPSE meetings to advocate for therapeutic services and offer support to families. Ongoing communication is maintained with special education programs and the Local Education Agencies for children who are placed on a waitlist. To support these children while they wait for a Preschool Special Education Program, the intervention manager and Family TIES Licensed Master Social Worker continue to collaborate with the LEAs, service providers, and Head Start parents to provide support in their current Head Start classroom and at home. Through individualized parent meetings, parents are provided with strategies to implement at home to further support their children. Children continue to receive mental health/social-emotional support in the classroom from the intervention manager, Family TIES Licensed Master Social Worker, graduate social work interns, and classroom staff.

For children who are not eligible for services under IDEA and are exhibiting challenging behaviors, the EOC Head Start staff develops behavioral intervention plans designed to meet the child's specific needs. This includes collaboration with Head Start parents to ensure consistency at home and in the classroom. To implement a collaborative approach to disability services, the intervention manager facilitates ongoing interdisciplinary team meetings with the Head Start corporate service area staff to discuss further intervention and assistance for the child/family. Professional development training is also conducted with Head Start staff to enhance their knowledge on how to provide support for children in the classroom. Special emphasis is placed on supporting both the children and Head Start staff's overall mental well-being to promote resilience.

The Head Start Child Development Program continues to advocate for services for children with disabilities by educating and empowering Head Start parents with resources needed to best support their children. Mental health training and resources were provided to Head Start staff throughout the year to support their own mental wellness, and similar tools were provided to support children and families in their home environments. The Head Start Child Development Program remains true to its philosophy of providing services to children of "all abilities."

The Mental Health and Disabilities team continues to build capacity by participating in professional development training through the National Head Start Association, Office of Head Start Region II Trainings, New York State Head Start Association, Child Care Councils of Nassau County and Suffolk County, Long Island Initiative, New York Early Childhood Professional Development Institute, and by participating in community networking events. The team also attended the Nassau County Games for the Physically Challenged People network and encourages the promotion of sports for physically challenged individuals of all ages.

HEAD START TRAINING INSTITUTE

During the 2023-2024 Program year; the Economic Opportunity Commission (EOC) of Nassau County, Inc., Head Start Program continued to pursue our commitment to excellence by, increasing the provision of effective and efficient high-quality services and strengthening staff skills by advancing professional development opportunities. The EOC of Nassau County Head Start Training Institute (HSTI). (launched during our 2013-2014 Program Year) has continually proven to be a resourceful, productive, and intensive foundation for successful implementation of staff development. The EOC Head Start Training Institute aligns with the Office of Head Start Performance Standards and Office of Children and Family Services regulations. Regulatory standards covered during the EOC Head Start Training Institute included: Addressing Challenging Behaviors: The Pyramid Model in Action, Continuity of Care, Understanding and Supporting Children with Special Needs along with CPR/First Aid and MAT certifications facilitated several times throughout the program year. The EOC Head Start Training Institute goals were achieved and documented with data-driven outcomes from each Head Start Service area. The Head Start Training Institute for the 2023-2024 Program Year (July 2023-May 2024) has resulted in two hundred and five (205) training activities conducted, totaling 328.5 training hours, exceeding EOC Head Start's targeted training hours for the current funded program year, of 249 training hours. This does not include staff attending regional and/or national conferences.

The EOC Head Start – Training Tracks that will be implemented for the remainder of the 2023-2024 program year and into the 2024-2025 program year, will create continuous, intentional opportunities for concentrated staff, and professional development training that is focused and data driven. The intentional training activities will increase staff skill development across Head Start disciplines, and organizational services provided to children and families. In promoting ongoing mental wellness, mental health has been a priority focus this program year, to aid and provide both large/small group and individual support to staff as needed, and/or requested. Training for staff occurs on a continuum basis and is provided by a professional development modality of 1:1 intensive coaching, workshops, and community practices, such as Individualized Professional Development Plans, Education Task meetings, instructor-led lectures, and peer-to-peer large and small group training experiences. Additionally, to meet the needs of new incoming staff and ensure they are successful, the on-boarding training program has been revamped, resulting in hands-on (at program site) training, beginning on the first week of the onboarding training. The Head Start Training Institute / Professional Development Program also focused on developing the Head Start staff's full potential, through skills development and career planning. This procedure begins, but does not end, at the onboarding process. Additionally, the Office of Children and Family Services (OCFS), requires that staff participate in fifteen (15+) professional development hours per year. Historically, Head Start staff engages in thirty-plus (30 +) hours of professional development training from onboarding.

During the 2023-2024 program year, the EOC Head Start Child Development Program onboarded eighteen (18) new qualified classroom teaching staff to provide supportive, quality learning environments. In addition, a total of four (4) family service workers, one (1) Food Service Manager, one (1) Bus Driver, and three (3) Custodians were also onboarded. All onboarded staff participated in the Head Start New Employee Orientation. Head Start staff received guidance on day-to-day training, participated in EOC Head Start Service Area seminars, and engaged in peer-to-peer training opportunities. With the guidance of the Professional Development Coordinator, Head Start staff also established career development plans, to advance their professional development goals. Based on the professional development plans, three (3) Teacher Assistants, were granted an Office of Head Start Teacher waiver and promoted to a lead teacher role, while they are pursuing their Early Childhood Education degrees. The EOC professional development plans have highlighted other areas of opportunity for staff to participate, build skills and advance in their careers. Out of thirteen (13) Teacher Aides currently on our staff roster, a total

of six (6) have either completed or are in the process of completing a Child Development Associate Credential (CDA), provided by Molloy University and Prestige Training & Consulting. With the support of the Professional Development Coordinator, twelve (12) Teacher Assistants' completed their CDA renewal process. Also, three (3) Teacher Aides were also promoted to teacher assistant, as a result of completing their CDA. Inclusive of the thirteen (13) teacher aides, a total of six (6) of the EOC Head Start staff have participated in the Child Development Associate Credential (CDA) program resulting in a 46% credential increase for assistant teachers. Two (2) Family Service Workers and two (2) Head Start Corporate Staff are currently participating in the Family Development Credentialing (FDC) Training program, to increase the skills and competencies they need to work with families in empowering ways.

As a part of the EOC Head Start's required Quality Improvement Rating System (QIRS); all eight (8) EOC Head Start Child Development Programs were assessed and received an initial 3.0 - 4.0 out of five-star rating through Quality Stars NY. Some Programs are scheduled for their second assessment before program year ends and/or at the beginning of the new program year.

EOC Head Start classroom staff have also participated in an Individualized Professional Development Plan to Support Career Pathways to enrich development of skills and knowledge. It requires a commitment to lifelong learning, continuing effort, and accountability. Setting career goals is an excellent means of self-motivation and actively steering one's life toward their desired direction. Individual Professional Development Plans (IPD) are conducted on a 30-60-90-day basis, to ensure that professional development aligns with The Head Start Program Performance Standards (HSPPS). The Head Start Training Institute continues to thrive utilizing structured training tracks provided to EOC staff.

TRACK I	Management & Supervision
TRACK II	Early Childhood Development/Education
TRACK III	Environmental Health and Safety
TRACK IV	Nutrition
TRACK V	Transportation
TRACK VI	Family & Community Partnerships/Parent Involvement
TRACK VII	Health and Safety
TRACK VIII	Disabilities
TRACK IX	Mental Health



HEAD START PRE SERVICE TRAINING

In preparation for PY 2023-2024, the Head Start Network staff participated in pre-service professional development training during the week of August 7th to August 14th, 2023. The theme was “Back to Basics, Back to Compliance.” Trainings were tailored based on monitoring from the previous program year and the needs of the staff.

The Pre-service Opening Day was held on August 7th, 2023, at Hofstra University, Hempstead, New York. Michael Beard, President/CEO of Elevate Leadership, Florida, presented the keynote address to the Head Start Network. Mr. Beard’s presentation focused on returning to basics, moving beyond the organization’s mission, and emphasizing personal purpose and intention in serving children and families. He highlighted the core values staff bring to the job to support and enhance the Head Start Network. The core values discussed were:

- **Compassion** – Building meaningful relationships through service, understanding, and empowerment.
- **Teamwork** – Striving together as the beginning, and achieving together as success.
- **Growth Mindset** – Pursuing a forward-thinking approach to foster lifelong learning.
- **Excellence** – Delivering on promises and exceeding expectations.

Staff were also reminded of the distinction between management and leadership. Management asks, “What are we doing and how are we doing it?” while leadership questions, “Where are you taking me and why are we going there?”

To equip classroom staff with the tools necessary for a successful school year, Jennifer Sorby, Early Childhood Specialist from the Office of Head Start-Region II Training and Technical Assistance Center, delivered a presentation on “Behavior has Meaning.” Her presentation focused on understanding challenging behaviors in children and exploring the underlying causes. Staff were provided with practical strategies to build their “toolkit” to address behavior, support children’s emotional well-being, and enhance classroom management.

A total of seventeen thematic trainings were conducted during the week. Topics included Lesson Planning, MyTeachingStrategies Observations, Conducting Home Visits, Parent-Teacher Conferences, ChildPlus Database, Conscious Discipline Curriculum, Active Supervision, Health Care Plan, Classroom Assessment Scoring System (CLASS), The Family Partners Boot Camp, Medication Administration Training (MAT), and CPR/First Aid Certification and Recertification. Ten of these trainings were peer-to-peer, conducted by Head Start staff. This peer-to-peer strategy was an intentional strength-based approach implemented to empower staff.

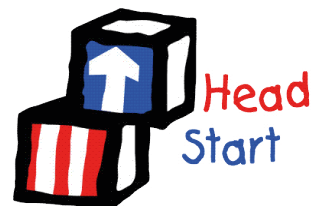
Food Service staff participated in a webinar on “Food Production Record” and engaged in a hands-on creative cooking activity with their peers.

To support staff’s mental health and overall well-being, a training was conducted by a team of mental health experts on “Finding Balance,” providing staff with practical coping strategies to promote emotional wellness in their daily lives and create a healthier workplace environment. Additionally, staff enjoyed a mindful, scenic, and relaxing experience at the Shores at Atlantic Beach. The day included various mental wellness activities, lunch, and opportunities to connect with peers.





EOC Head Start Programs



Westbury Head Start

We are proud to celebrate another successful year at Westbury Head Start. Our continued achievement in making a meaningful difference in the lives of families and children within the Westbury community stands as a testament to our commitment. Through the relentless efforts of our Executive and Corporate Teams, dedicated staff, instrumental Policy Council, and engaged community members, we have effectively brought the Head Start model to life, ensuring that every child, regardless of their circumstances, has the opportunity to reach their full potential.

With a focus on collaboration and exemplary leadership, our program consistently provides families and children with access to high-quality early educational opportunities during their most formative years. Each day, our dedicated staff makes a positive impact on the lives of children through exceptional educational experiences. Our Head Start and LEA State-funded programs serve as the cornerstone for building school readiness and future success. We recognize that today's young children are tomorrow's future, and we are unwavering in our commitment to providing comprehensive services with excellence. Investing in children is at the heart of our mission, and it drives us to continuously improve and innovate in our approach to early education.

Our Story & What We Do

At Westbury, we are dedicated to enriching the lives of all children and families by providing high-quality educational programs and individualized childcare services. We create nurturing, responsive, and secure environments that lay a solid foundation for children to achieve their highest levels of success. Recognizing that each child is unique, we focus on intentional instruction that is developmentally appropriate, inclusive, and fosters enriched exploration, discovery, and meaningful play opportunities.

Our commitment is to continuously enhance excellence in Early Care and Education and childcare services. Through collaboration with other service-driven agencies and active engagement with parents, we strive to build positive connections between home and school within our Westbury community.



Health, Mental Health, and Nutrition Services

Children's Services is dedicated to supporting children's learning and wellness through comprehensive health and nutritional services. We ensure that every child receives essential health screenings, including physicals, immunizations, hearing, vision, and nutritional evaluations, with follow-up care as needed. Our collaboration with Harmony Healthcare enhances our ability to provide targeted mental health support, with our mental health manager offering observations and strategies to support both classroom activities and individual behaviors. Within our inclusive environments, children and families have access to referrals and additional support services.

Westbury Head Start Achievements

- 100% of children received medical insurance
- 100% of children found a medical home
- 100% of children found a dental home
- 100% of children were up to date on their Well Exams
- 95% of children were either up to date, received all possible Immunizations, or were exempt
- 100% received Vision and Hearing Screenings

Enrollment and Attendance for Head Start Programs

Our program received Head Start funding to provide services to 85 children. We serve 85 children and 83 families in Head Start. Our cumulative yearly attendance is 87%. 10% of our children served had an IEP.

Transition into Kindergarten

Efforts to Prepare Children for Kindergarten Our Head Start program works in partnership with the public schools, parents and parent/teacher organizations to support the successful transition of children and families into the new educational setting.

This partnership strives to maintain open communication, cooperation, and coordination of efforts to streamline the process. To facilitate a smooth transition from Head Start to Kindergarten, we plan the following activities:

- Notify parents of the dates for their school district's Kindergarten registration to ensure they understand the importance of attending district activities.
- Provide Kindergarten transition workshops for parents to prepare them for the school experience.
- Plan for Pre-K children to visit classrooms and begin to acclimate.
- Offer our facilities to district personnel to facilitate meetings with parents, including those with special needs.
- Track annual review appointments and arrange for teaching staff to participate in the development of the child's IEP when the child is involved with CPSE.
- Ensure the Kindergarten checklist is completed by the classroom teacher for both the parent and the school district.
- Sign an annual letter of agreement between Head Start and each local school district (LEA) to facilitate a successful transition.

To prepare children for school readiness during the preschool years, our Head Start program utilizes the Creative Curriculum approach to early childhood education. This research-based curriculum provides outcomes for the same children.

We support our families through the transition process as our children move on to public schools. Transition is a program focus that evolves with our understanding of realistic expectations for our children and our relationships with families, school districts, and other providers. We share our school readiness plans and goals with families and community partners.

TESTIMONIAL: HEAD START PARENT

Westbury Head Start has been the most instrumental factor in my son's growth and development. I knew my son was in the most capable, caring hands while we. When Toulouse entered Head Start, he had speech delay and many speech impediments. Head Start was able to help me identify these issues and secure the proper support for him, which resulted in his currently perfect articulation and complex sentence structures. He is now far beyond the capabilities of children his age. We would never have been able to continue to work and care for him had it not been for Head Start. I would be eternally grateful to this program and I will always advocate and promote for this program.



TESTIMONIAL: HEAD START STUDENT

Westbury Head Start has been a big impact on me and my family. I started at Westbury Head Start in September 2007-2008. Westbury is where I gained knowledge at a young age and important skills. Westbury Head start also helped me develop and become independent. It provided a structured environment where we interacted with peers and teachers. I graduated in 2023 from Westbury High and I am attending Old Westbury College for teaching. I presently came back to work for Westbury Head Start to give back what was given to me. I'm a teacher's Aide at Westbury Head Start. I would like to thank Westbury for giving the opportunity to continue to gain more knowledge in my field.

Five Towns Head Start

A Letter from the Program Director

Five Towns Head Start fosters a nurturing environment that builds connections, sparks optimism, and enhances possibilities for families. We are dedicated to providing support and motivation to pave the way for a brighter future. By instilling a sense of hope and creating opportunities, we empower families to believe in their potential and contribute to a stronger, more inclusive community.

Overview

Five Towns Head Start is located at the Five Towns Community Center, 270 Lawrence Avenue, Lawrence, New York. We have a funded enrollment capacity of sixty-nine (69) children. In September 2023, we welcomed fifty (50) children, including twenty-five (25) returning families and twenty-five (25) new families into the program. Parent orientations were held on August 4, 2023, and September 8, 2023, with sessions scheduled in both the morning and afternoon to accommodate parents' schedules. Ms. GinaMarie Dimatos, FTTHS Program Director, reviewed the orientation packet with parents, supported by the FTTHS staff.

Events and Activities:

- Parent Orientation Meetings: August 2023 and September 2023
- Nutrition Meetings: Held in person in September 2023 (12 families) and April 2023 (8 families)
- Monthly Parent Meetings: Held in person with guest speakers
- LifeTouch Photography: Fall – October 2023 and Spring – May 2024
- Holiday Celebrations: In-person events including Hispanic Heritage Month Classroom Celebrations, Thanksgiving Feast, Holiday Spirit Week, Gingerbread House Decorating, Visit from Santa, Black History Month Performance, 100th Day of School, Chinese New Year Celebration, Mother's Day Brunch, Father's Day BBQ, Prom, and Moving Up Ceremony
- Self-Assessment
- Child Selection: Involvement of 2 parents
- Bi-Monthly Children's Library Storytime and Book Donations
- Shop With a Cop
- Community Chest/Neighbors in Need
- Holiday Gift Donations: Provided by Inwood Christmas Dream and Kiwanis Club
- School Trips: Visits to Once Upon a Treetop and the Long Island Children's Museum (on-site)
- Liberty Dental: Children's oral health screenings, presentations, and dental care kits for all children
- Girl Scouts

At Five Towns Head Start, the children's clothing showcasing Hispanic pride beautifully reflects our cultural celebrations. It's heartwarming to see the young ones embracing their heritage through their attire. This expression of cultural pride fosters a sense of identity and belonging, creating a vibrant and inclusive environment for everyone.

In the fall, Five Towns Head Start celebrated Thanksgiving with a festive feast. Including families in this celebration fosters a sense of community and togetherness, helping children understand the importance of gratitude and family bonds. Our teaching and food service staff dedicated their efforts to ensure everyone enjoyed a delicious meal. We also had a wonderful time taking pictures with Lifetouch!

December brought holiday cheer with our fun dress-up days. Twenty families participated in "Shop with a Cop," sponsored by the Nassau Police Department, which allowed selected families to shop at Matty's Toy Shop through generous donations. Additionally, five Head Start families received surprise gifts to assist them during

the holidays, thanks to Neighbors in Need. The children delighted in baking cookies with their classmates, decorating gingerbread houses, and receiving presents from Santa.

Our celebration of Chinese New Year included engaging activities such as making spring rolls and using chopsticks to count pom-poms. These hands-on experiences helped children learn about different cultures in an enjoyable and interactive way, promoting curiosity and inclusivity. We also marked our 100th day of school with a special event. At the end of the month, families gathered for a Black History Month presentation followed by a luncheon. This event offered an opportunity to learn about the rich history and achievements of African Americans while sharing a meal, fostering community and highlighting the importance of diversity and cultural awareness.

As spring arrived, we enjoyed a trip to Once Upon a Treetop and a Bubble Pop Experience presented by the Long Island Children's Museum, aligning with our curriculum's focus on Reduce, Reuse, and Recycle. We also hosted a Mother's Day Brunch and captured beautiful spring photos with Lifetouch.

Our children actively engage in our curriculum, Teaching Strategies GOLD, 6th Edition. By exploring, discovering, and experiencing the world around them, they learn best. Our hands-on approach to learning is proving successful. The Teaching Strategies GOLD Winter 2023–2024 Checkpoints indicated that 80% or more of our children are meeting or exceeding the Widely Held Expectations for kindergarten readiness. We anticipate further progress as we approach the end of the program year.

As we approach the end of our program year, excitement is building for upcoming events such as the Father's Day BBQ, our first-ever Prom, and the Moving Up Day Celebration. These events offer a wonderful opportunity for students to connect, celebrate, and create lasting memories. They mark the culmination of a year's hard work and dedication, fostering a strong sense of community and accomplishment among all participants.



Long Beach Head Start

July 2023 marked the end of the 2022-2023 Program Year. On Monday, July 31st, 2023, Long Beach Head Start held its Moving-Up Ceremony, where we said goodbye to thirty-three (33) children who transitioned to kindergarten in the public school districts of Long Beach, Island Park, and Oceanside, as well as the charter schools in Hempstead and Roosevelt.

Between September and October 2023, the program year began by welcoming approximately 35 new families into the Long Beach Head Start Program. Meeting full enrollment was challenging this year, and we did not achieve full enrollment until April 2024.

Program and Parent Advocacy for Services:

Long Beach Head Start continuously met the required quota for servicing children with disabilities, currently supporting a total of 6 children with IEPs. Out of these 6 children, Long Beach Head Start staff assisted parents and encouraged the evaluation of two. With these evaluations and participation in their CPSE meetings, each child received IEPs issued by their respective school districts.

Workshops & Outcomes:

Reflecting on this year's theme, "Inspiring Hope and Advancing Opportunity," let's explore its meaning:

Advancement can denote upward movement or progress within an organization and/or career. This might involve taking on a higher-level role or receiving a higher salary.

According to Early Childhood Learning & Knowledge: Strong, healthy families provide their children with the best chance for success in school and in life. At Long Beach Head Start, parents are asked to set both long-term and short-term goals upon enrollment. Families discuss their hopes and expectations for themselves and their children's future. Highlighted below are three Long Beach Head Start parents who have achieved their long-awaited goals:

- Two parents earned nursing degrees and are now registered nurses. Their goal was to enroll their children in Long Beach Head Start to advance their educational careers. With their childcare concerns alleviated by enrolling their eligible children, they were able to achieve their objectives. The children of these parents will transition out of the program at the end of this program year.
- In July 2023, a financial literacy workshop was held. One parent, who signed up for additional information and resources, began working with the agency that presented the workshop. By May 2024, this parent purchased her first home in Rockville Centre, NY, thanks to the partnership introduced by Long Beach Head Start. Her child will transition to kindergarten at the end of this program year.

The achievement of goals extends beyond long-term or larger objectives. This program year, several parents have secured and maintained employment for over 90 days, successfully completing their probationary periods. Additionally, some parents have expressed interest in enrolling in GED programs and are in the process of doing so. Others have recognized the need for additional staffing and have inquired about applying for jobs within the agency.

Program Activities and Parent Participation:

Since the beginning of the program year, parents have had numerous opportunities to volunteer and participate in monthly meetings and activities. They were invited to enjoy events such as the fall harvest, Hispanic Heritage Month, fire safety awareness, and holiday luncheons including Thanksgiving and Christmas. Black History Month was also celebrated, and in March, which is Women's History Month, we honored women with a "Moms-on-the-Go" breakfast. To further empower women, March featured volunteer opportunities like "Teacher for the Day"

and “Mystery Reader Days” specifically for our Head Start mothers. In April, the Long Beach Head Start Program celebrated the Week of the Young Child with a parent-child activity that included egg dyeing, decorating, and an egg hunt. To date, Long Beach Head Start has accumulated over 600 hours of parent participation and volunteer hours.

Inspiring Hope and Advancing Opportunity©”

Throughout the years of working within the Head Start Program, it has become clear that individuals and families do not thrive in isolation. Success becomes evident when communities and families work together as partners. Maintaining these partnerships and relationships beyond the child’s Head Start experience is also crucial. We encourage parents to keep us informed about their children’s progress when they transition into public schools. Sustaining effective inspiration and hope for advanced opportunities and individual advancement begins with addressing community needs. At Long Beach Head Start, we provide parents with surveys to determine the best schedules and days for meetings, gauge interest in guest speakers, and inquire about the likelihood of their children returning for the following program year. Additionally, we conduct family needs assessments to offer informational resources that assist families in need. These assessments and surveys are conducted throughout the program year to better meet the needs of the families we serve.

Our program serves both documented and undocumented families. We discovered that some undocumented families were unaware of their eligibility for programs such as SNAP and WIC. With the assistance of a Northwell Case Management Worker, these parents learned about their eligibility for WIC services.

The EOC agency plays a significant role in connecting individuals and families with Community Action Programs to address their personal needs and requests. We also assist them in seeking resources that our agency may not provide. Community Action Programs have been available for nearly 60 years (since August 20, 1964) and continue to meet the needs of the people we serve.

Long Beach Head Start is truly grateful for the connections, partnerships, parent participation, cooperation, and opportunities that have occurred this program year thus far.



Roosevelt Head Start

Director's Message:

Throughout my career, I have often been asked, "Why do you continue to do the work that you do in the field of Early Childhood Education?" My response has never changed: because it is the most important work there is to do!

I believe children come into this world as capable beings. They teach us those "aha" moments in life, which lead to a deeper understanding of the world in which we live. They possess voices ready to share and ideas of adventures yet to be explored. I can't think of a better gift than to be able to support a young child's first learning experiences.

Through play, children form questions about the world around them. They are constantly developing their cognitive, social, emotional, and physical skills. As they make sense of their environments, they are also developing a deeper sense of self: self-awareness, self-efficacy, self-reliance, and self-reflection.

The Roosevelt Head Start Program utilized strategies learned from previous years and implemented techniques to improve, based on the theme, "Inspiring Hope and Advancing Opportunity®". The program reflected on various activities throughout the year as we closed out the 2023-2024 program year. We maintained open communication through on- and off-site events such as parent orientation/elections, bus and fire drills, shelter-in-place drills, lockdown drills, teacher appreciation events, Mother's Day and Father's Day celebrations, in-service training, librarian visits, parent meetings (including Black History and multicultural celebrations, NAEYC Week of the Young activities, health & nutrition meetings, and parent-child advisory/policy council meetings), trips, picture day, self-assessment, education meetings, outreach, and recruitment.

Classroom staff collaborated with the mental health team to provide individualized support to children with disabilities and mental health concerns. Individualized lesson plans were created to meet the needs of children in the program. Classroom staff and Family Service Workers provided activities and program messages for families to complete at home, mirroring what children were learning in the classroom. Resources such as Hatch Ignite, My Teaching Strategies Gold (My TSG), Ready Rosie, and Conscious Discipline strategies were provided to families to support learning at home.

In July, August, and September 2024, professional development training and vacation will take place. Staff will arrange their classrooms in preparation for the new school year. Intakes, home visits, parent orientation, elections, and outreach and recruitment will be conducted. The new program year (2024-2025) will commence on Monday, September 9, 2024, with the theme "Beginning the Year." All developmental screenings and assessments will be completed within the 45-day benchmark, and classroom routines will be established. Our overall goal will be to achieve 45-day compliance.

In our continuous effort to implement the theme of "Inspiring Hope and Advancing Opportunity®," the Roosevelt Head Start Program continued to build community partnerships and support our families. We were selected to participate once again in the Island Harvest Produce Program, which delivered fresh produce to children and their families from September 12, 2023, to June 2024. Families received various types of fresh produce biweekly and learned about each kind and how to prepare them to promote a healthy lifestyle. By involving the children in the learning process, they became interested in meal preparation and were willing to try new foods, as encouraged in the classroom. Additionally, Island Harvest Nutrition Coordinators visited the program site on April 12, 2024, to teach families about the benefits of eating healthy and how to incorporate more fruits and vegetables into their daily meals. Fifty-two (52) families attended.

Community Partners' Testimonies

Anita Laspina and Teresa McCarthy

We are librarians from the Children's Division of the Nassau Library Association. The Children's Services Division of the Nassau County Library Association has been delighted to partner with Roosevelt Head Start. Your center is such a joyful place—warm and inviting, with wonderful teachers who enrich the children's lives each day. It is indeed a happy place where learning occurs in a positive, natural way.

Teresa and I love sharing books with the children. During our visits, we read 3 to 4 books, do rhymes, and engage in finger plays with each class. A hardcover book is donated to every class to become part of the classroom library. Twice a year, students are given a paperback book to take home.

Some of the books we have read to the children this spring include:

- Caterpillar Spring, Butterfly Summer by Claudine Gevry and Susan Hood
- Drum Dream Girl by Margarita Engle
- Eyes, Nose, Fingers, and Toes by Judy Hindley
- First the Egg by Laura Vaccaro Seeger
- Mud! by Annie Bailey
- Sleepy Bird by Jeremy Tankard
- Spunky Little Monkey by Bill Martin Jr. and Michael Sampson
- Very Hungry Caterpillar's First Spring
- Wendell the Narwhale by Emily Dove



We encourage the children to visit the public library to foster a love of learning and books.

Pam Galchin

I am a licensed speech therapist working with 5 students at Roosevelt Head Start. I provide speech therapy on an individual basis to all the students I service. Every child has made progress. Students have delays in their expressive language skills, receptive language skills, articulation skills, and phonological skills. Therapeutic techniques include the use of toys, playdough, handouts, coloring activities, and iPads. I have been servicing Kayden J. since September 2023, and he has shown great improvement from the start of services. He has grown significantly over the last two school years, both academically and socially, and will be ready for kindergarten in the fall of 2024. The other children I service have shown improvements in their ability to use words to express themselves, follow directions, and carry over strategies into the classroom. Two of the children I service will continue at Head Start, two others will attend universal pre-K programs, and one child will head to kindergarten. Parents are regularly informed of progress and encouraged to work on skills at home. All teachers are supportive in helping the children strive toward their goals. Family service workers and the supervisor are constantly updated on the children's progress and any concerns. Overall, teacher and therapist intervention and parent involvement contribute to the children's success.

Kaden J. and Jaylei Rodriguez (mother)

Jaylei Rodriguez has two children in the program. She says: "I am very thankful for the program and the services provided to my family from the school." Roosevelt Head Start Child Development Program continues to embody "Inspiring Hope and Advancing Opportunity®" by connecting community residents to programs and services that meet their needs and promote self-sufficiency. The goal is to support Head Start parents and help them strengthen their families. Head Start parents are given every opportunity to participate at all levels of the program, including program planning and oversight. Parent education and program activities are planned with parental input and made available to all Head Start parents. The program also links families to community resources and services.

Families are welcomed into the program through various opportunities to promote engagement. Parents learn about the program structure and Head Start philosophy and how these principles are implemented in their child's Head Start experience. The classroom environment provides parents with a snapshot of how children develop emotional security in social relationships and supports and respects gender, culture, language, ethnicity, and family composition.



Freeport Head Start

Freeport Head Start has a funded enrollment capacity of 53 children. In September 2023, the program welcomed 38 new and 15 returning children.

Our mission, “Inspiring Hope and Advancing Opportunity,” guides us in supporting families in the Freeport and Baldwin communities. We build partnerships to support families in need and provide excellent child care. The program year commenced with our annual parent orientation, where parents attended the meeting and voted for a new Parent Committee. Many families were new to the Head Start community.

This program year, Freeport Head Start has supported families in achieving milestones in various aspects of their lives. Below is a list of events that occurred during the 2023-2024 program year:

- Parent Orientation Meetings for newly enrolled families: 70 parents and caregivers attended.
- Nutrition Meetings
- Parent Meetings
- Mother’s Day Brunch
- Father’s Day BBQ
- Daddy-Daughter Dance
- LifeTouch Classroom Photos
- Holiday Celebrations: Hispanic Heritage Month, Thanksgiving, Christmas, Black History Month, Haitian Heritage Month
- Island Harvest Fresh Produce Program Donations: 53 families
- Self-Assessment: 35 participants
- Moving Up Ceremony: 70 parents and caregivers attended
- Parent/Child Awards Day and End-of-Year BBQ: 46 parents attended
- Freeport Head Start Pumpkin Patch
- Parent Committee Participation in Policy Council Meetings/Roosevelt/Freeport CAP Advisory Board Meetings/Community Meetings
- Child Selection/Education Committee Meetings
- Speech and Language Services and SEIT
- Mindful Moms Meetings
- Dad’s Club
- Open House (twice a year)
- Girl Scouts of Nassau County
- Nassau County Library Association and Book Fairy Book Donations
- Fatherhood Initiative Meetings with Fathers and Father Figures

Educational, innovative, and fun are the best words to describe the numerous events and activities enjoyed by Freeport Head Start children, families, and staff during the summer and throughout the 2023-2024 program year. Families, volunteers, and dedicated staff made each event special for the children. Utilizing COVID funding and stabilization grants, we have made significant improvements to our program, including new steps and floors, pavement at the back entrance, a new kitchen floor, and playground rematting.

Ready Rosie has been instrumental in communicating with families and helping them become their child’s first teacher at home. It has been used during parent meetings, included in summer packets, and supports the Teaching Strategies Gold Creative Curriculum taught in the classrooms. The learning and family outcomes reflect the commitment and participation of our families.

In September 2023, Freeport Head Start conducted several key activities, including parent orientation sessions held both in the morning and evening for working families, where parents toured the school in groups of four with temperature checks and hand sanitizer provided; elections for the Parent Committee positions, including President, Vice President, and Secretary; a Health & Nutrition Committee meeting; a fire drill, bus drill, and two shelter-in-place drills with children and staff; as well as screenings and initial home visits.

In October 2023, we celebrated Hispanic Heritage Month. The children wore traditional garments representing their respective countries, and we hosted a potluck featuring foods from all the Hispanic countries represented at Freeport Head Start.

In the month of October 2023, the children at Freeport Head Start enjoyed a Pumpkin Patch on the playground. The children enjoyed outdoor playtime every day, weather permitting.

The children and their families celebrated the 100th day of school by working on projects with items from home and dressing up as if they were 100 years old!

The children enjoy monthly visits from the Nassau County Library Association/Freeport Memorial Library librarians, who come to read and sing songs with them.

Our children focus on developing their fine motor skills during center time.

In the upcoming months, we will host several events, including our annual Father's Day BBQ, the inaugural Daddy-Daughter Dance, Awards Night, summer fun activities, and the End-of-Year Celebration.



Hempstead Head Start

The E.O.C. Head Start Programs have provided services to children and families for over 59 years. As we plan for future generations, the Head Start Programs continue to inspire hope and advance opportunities for the upcoming program year. The Hempstead Head Start staff has worked diligently to create new approaches to students' educational, social, emotional, and goal-setting development. This effort, in collaboration with parents, administration, local school districts, therapists, and community partners, has proven to be a successful approach to learning. Below you will find a list and pictures of events capturing a timeline of success for the 2023-2024 program year.

As the program year began in September 2023 and continues through June 2024, the Hempstead Head Start Program has operated under in-person instruction. In September 2023, parent orientation was conducted, during which the program director discussed the importance of daily hygiene and adherence to CDC guidelines, including wearing face masks and following social distancing rules. Program operations and policies were reviewed with families in both English and Spanish. Throughout the program year, from September 2023 to June 2024, the following meetings were conducted: monthly parent meetings, parent nutrition committee meetings, parent orientation, parent education committee meetings, parent health committee meetings, and parent election meetings. In October 2023, the children of Hempstead Head Start enjoyed a field trip to Hicks Nursery, where they learned about farm animals.

Daily health screenings are conducted for all individuals entering the program using the COVID-19 attestation form and classroom attendance form. Medical, dental, and immunization documentation are requested before enrollment by the family service workers and have been received. Family service workers continue to maintain open lines of communication with parents, informing them of expiring dental and physicals via telephone, in-person meetings, letters, email, and the ClassDojo database.

Throughout the program year, from September 2023 to June 2024, teaching staff completed developmental screenings such as ASQ-SE, E-DECA (Pre and Post), and ESI. They also conducted the first and second home visits and the first parent-teacher conference. Family service workers completed intakes for all children entering the program, including family dynamic phases 1 and 2, medical consent forms, HIPAA consent forms, developmental consent forms, and home visits. Both family service workers and teaching staff provided parents with parent-child activities using the Ready Rosie application and the MyTeachingStrategies Gold database.

The Program Director has sustained community collaboration with partners such as the Hempstead Public Library, Hempstead School District, Antioch Baptist Church, Molloy College, Farmingdale State University, Seaford High School, Geico, Girls Scouts of Nassau County, and Toys for Tots. Hempstead Head Start children, parents, and staff have participated in the following events: exploring the pumpkin patch, multicultural celebration (Thanksgiving), pajama day/birthday monthly celebrations, toy giveaway (Geico donation for Christmas), holiday celebration, Santa Comes to Town (donation from Seaford High School), Valentine's Day celebration, Dr. Seuss Week, Spirit Week, Rock 'n' Roll concert, King and Queen event, career day event, and open house event. Community partner Molloy College conducted vision, hearing, hemoglobin, height, and weight screenings for children in classrooms 1-4.

The Program Director updates parents with program information and events via monthly calendars, flyers, email, the ClassDojo database, and the parent information wall. Teaching staff also utilize the Hatch database, which encourages school readiness and serves as an additional assessment tool to support the children of Hempstead Head Start, promoting home learning and classroom development. Teaching staff generate referrals for children displaying developmental delays and challenging behaviors. Currently, ten (10) children have IEPs, and seven (7) children have been referred for additional support. Hempstead Head Start staff continues to work diligently with parents and children to address concerning developmental delays.



Rockville Centre Head Start

Rockville Centre is temporarily located in Wantagh with Eastern Nassau Head Start. As the program year began, Rockville Centre aimed to focus on how to further inspire hope and advance opportunities within the families and communities we serve. We sought ways to go beyond merely providing childcare.

Staff were encouraged to build relationships with families and delve deeply into their hopes and dreams to determine how we could support their advancement both professionally and personally. By providing information and connecting with interagency programs such as the Rockville Centre Family Development Centre/CAP, DADS Club, Therapeutic Call Centre, and Displaced Homemakers, RVC Head Start families were able to find solutions to temporary hardships and discover new opportunities for their families.

Curriculum, Learning, and Social-Emotional Screenings

- **Teaching Strategies Gold and Creative Curriculum** studies are taught in the classrooms. Children engage in learning studies on topics such as transitioning to school at the beginning of the year, trees, music, recycling, and gardening. Students are meeting or exceeding most expectations by the end of this program year.
- **Ready Rosie** has been our main source for communicating with families. It has also been instrumental in teaching families how to be their child's first teacher at home.
- **The Devereux Early Childhood Assessment (DECA) Preschool Program, 2nd Edition** is a strength-based assessment and planning system designed to promote resilience in children ages 3 through 5.

Advancing Opportunities

Denni Ynirio

Ms. Denni is currently working at RVC Head Start as a teacher aide. She is very compassionate, patient, and has an enormously humble spirit. Ms. Denni always takes the time to talk to her students to ensure they are understanding and learning effectively. She is working towards advancing to a teacher assistant position at RVC Head Start. Ms. Denni has been working diligently to obtain her CDA certification and recently completed the first part by taking the 120-hour courses. She is currently assembling her portfolio for the observation and evaluation required for CDA completion in the future.

Jillian Ackerman

Ms. Jill is currently a teacher at RVC Head Start. She is creative, vibrant, and loves to keep RVC laughing. Ms. Jill is pursuing a Master's Degree in Education and recently passed her board exams.

Head Start Families Advancing Opportunities

This program year, RVC Head Start enrolled two specific families into the program and connected them to other agency programs to support their needs. By securing consistent, affordable childcare through Head Start, each family was able to obtain full-time employment, supplemental services, and suitable housing. One family has been able to focus on returning to school to complete a degree in Social Work and is preparing to take the Social Worker exam.

September 2023

- Rockville Centre Head Start's 2023-2024 program year began on September 12, 2023, with a funded enrollment of 28 students.
- In September, Rockville Centre Head Start conducted a parent orientation, a parent election (for Parent Committee President, Parent Committee Vice President, and Parent Committee Secretary), a Health & Nutrition Committee meeting, safety drills, and screenings for both children and staff.

October 2023

Inspiring Change through Leadership

In October 2023, EOC welcomed a new Program Director for Rockville Centre Head Start. Mrs. Blackshear, who was a previous employee of EOC Long Beach Head Start, returned to EOC to join the RVC Head Start team as Program Director.

Hispanic Heritage Celebration

In October, RVC celebrated our students of Hispanic heritage. Families were given opportunities to come into the classrooms and share their culture with the students through books, dance, music, and crafts.

November 2023

During the month of November, students learned about and celebrated “What It Means to Be Thankful.” RVC students and families gathered family-style for a big feast to share what they are thankful for and to reflect on why we appreciate the little things in life.

December 2023

Toys for Tots United States Marine Giveaway

RVC students had the opportunity to travel to Glen Cove to receive toys from the U.S. Marines.

Santa Claus Is Coming to Town

In December, students were surprised by Old St. Nick and a truckload of presents to take home. Students from Massapequa High School also came to make holiday crafts, read to the students, and gift them pajamas.

Staff enjoyed mixing and dancing the night away at the EOC Holiday Party.

January 2024

Diverse Unity Day

In January, students learned about Rev. Dr. Martin Luther King Jr. They explored how his hopes and dreams advanced opportunities and brought about change in America for individuals and their families.

February 2024

Fall in Love with Black History on the 100th Day of School

In February, RVC staff, students, and families celebrated 100 days of Head Start. Students had the opportunity to dress as if they were 100 years old or create a 100-day-themed T-shirt. They also celebrated Black History and learned how influential figures from this history can shape their future hopes and dreams.

March 2024

Read Across America Month

RVC families were given the opportunity to sign up each day during March to be a Mystery Reader in their child’s class.

Egg Hunt

RVC students and families engaged in an egg hunt on the lawn. Students had a blast collecting eggs filled with toys and stationery items to play with at home. We even had a surprise visit from Ms. Hoppy.

April 2024

Week of the Young Child

From April 6th to April 12th, children were able to enjoy being a child more than usual. RVC students engaged in cooking, participated in STEM activities, and got messy with tie-dye.

Gardening Week

Students began planting in the RVC program garden.

May 2024

Teacher Appreciation Spirit Week:

- Monday: Bring your teacher a flower
- Tuesday: Wear your teacher's favorite color
- Wednesday: Bring your teacher a card
- Thursday: Bring your teacher a snack
- Friday: Get comfy with your teacher for "Pajama Day"

National Multicultural Day – May 21, 2024

Children had the opportunity to showcase their cultures and learn about others. Students and staff dressed in traditional clothing and created flags to decorate the hallway walls. For fun, staff participated in a Continent Door decorating competition. Students viewed the doors and were inspired to travel to these countries when they grow up.

Field trip to White Post Farm in Melville, New York.

June 2024

Butterfly Release

Students learned about gardening and the life cycle of butterflies. They watched caterpillars grow into butterflies and then released them into the world.

Father's Day/Field Day

To celebrate the special men in the students' lives, fathers enjoyed a warm breakfast and participated in Field Day games with their children.



Eastern Nassau Head Start

Eastern Nassau Head Start Program serves families from low-income neighborhoods. The goal of the program is to give these families hope for the future, for both themselves and their children. Some parents, prior to enrolling their child in the program, had no goals for the future. With the help and guidance from the program, they have been able to excel and make a difference in their lives.

Many of our parents sought employment opportunities after they were assured that their child was in a safe and nurturing environment. Six parents reported that they were able to find employment due to their child's enrollment. One parent completed her physical therapy course and was successful in her state examination.

The goal of the Eastern Nassau Head Start Program is always to inspire staff, parents, and children to aim high and embrace all opportunities to reach their goals. The main goal for staff is to be encouraged to climb their occupational ladder, one step at a time. Two staff members were inspired to pursue their dreams by gaining their CDA to continue their educational careers. They are both interested in enrolling in college to obtain a degree in Early Childhood Education.

The program continued with fun-filled activities throughout the year for children and their families. The cultural celebration of different cultures is always a highlight of the Eastern Nassau Head Start Program year. Parents took pleasure in dressing their children in their cultural clothing.

The Cultural Celebration is a big hit in the program. Families ensured that their country was well represented by their children. Children were dressed in clothing that represented their country. Staff also embraced the opportunity to represent their countries that day. Eastern Nassau displayed the numerous cultures within the program. The program appreciates and embraces the differences among the many groups that are served.

Children, staff, and parents enjoyed the day at White Post Farm. They were exposed to different types of animals. Some of the parents were more excited than the children, expressing that it was their first time being on a farm and seeing the animals up close.

Massapequa High School teachers and students visited the program and engaged with children in a craft activity geared toward the spring project. Each classroom had students working with children. Craft materials were provided by the high school students. The children were excited and worked feverishly to complete their spring flower project.

Who likes to hear a good story? Massapequa High School students visited the program in February to read stories to the children. The students were accompanied by two teachers, who ensured that the students were actively engaged with the children.

End of the Year Activities

There are activities planned to culminate the school year. These include the following:

- June 26: Field Trip to Brooklyn Aquarium
- June 28: Community BBQ
- July 2: Moving Up Ceremony



FIVE YEAR GOALS/ PROGRESS 2023-2024

The Five-Year Goals and Objectives for the 2023-2024 Program Year, and for the duration of our five-year grant, will continue to define broader goals to assist the Economic Opportunity Commission (EOC) Head Start (HS) program in achieving increased positive and measurable outcomes.

Program Goal 1: To provide preschool children (ages 3-5) with planned and high-quality instruction through an evidence-based curriculum. In pursuit of this goal, the EOC objectives include:

- i) By July 2025, and for the duration of the five-year period, the EOC HS Child Development Program will deliver a minimum of 1,020 hours of planned, high-quality instruction and caregiving. This will promote healthy and safe learning environments and foster positive adult/child interactions.**
- ii) EOC will partner with QualityStarsNY as our Quality Improvement Rating System (QRIS) in accordance with HSPPS 1302.53 (b) (2). All HS programs will receive individualized quality improvement support as needed and will also undergo an environment rating scales assessment.**
- iii) All HS programs will meet or exceed the Competitive CLASS Quality Threshold by the end of the five-year grant period.**

Objective 1: Over the five-year period (2020-2025), the EOC Child Development Program will ensure high-quality instructional learning environments that are cohesive, healthy, safe, and developmentally appropriate. These environments will be aligned with the curriculum and utilize assessment data to inform intentional teaching experiences and individualization in various developmental areas: social-emotional, physical, cognitive, literacy, language, mathematics, nutrition, science, social studies, health/safety, technology, the arts, dental health, multicultural education, and English Language Acquisition for DLL/ELL children. Head Start staff will collaborate to monitor and support health/safety, lesson planning, documentation, curriculum delivery, and teacher-child interactions. Technical assistance will be provided to support and ensure high-quality learning environments on an ongoing basis.

- During the Fall Season of Program Year 4 (2023-2024), the EOC continues to provide in-person services for children and families, adhering to the safety guidelines set by the Centers for Disease Control and Prevention (CDC), New York State Office of Children and Family Services (OCFS) Licensing Regulations, and the Office of Head Start (OHS). Several COVID-19 mitigation strategies have been implemented to ensure the ongoing safety of EOC Head Start staff, children, and families. These strategies include the continued use of HEPA air purifiers, the distribution of personal protective equipment, daily cleaning, and increased certification of facilities staff in electrostatic cleaning to disinfect the Head Start facility following exposure to COVID-19, RSV, or the flu. Positive COVID-19 cases among children were reported to the Nassau County Department of Health and the Office of Children and Family Services as required. These cases were also tracked internally via the Individual Program Communicable Disease Report. Staff and/or children who tested positive for COVID-19 were quarantined for five days.
- The School Readiness Committee met on March 7, 2024. The meeting included the Early Childhood Specialist/Coach Manager, the Education Manager, an Early Childhood Specialist, thirteen Head Start teachers, four Program Directors, the Intervention Manager, a Family and Community TIES Licensed Social Worker, and six Head Start parents. They reviewed and updated the current School Readiness goals for the 2023-2024 program year. The goals were slightly modified to reflect changes in the language and literacy domain and the social-emotional outcomes.
- The updated School Readiness goals align with the five Head Start Early Learning Outcomes Framework (HSELOF) Domains, as well as the curriculum and assessment system. The EOC Head Start Early Childhood

Program continues to utilize the Teaching Strategies GOLD Objectives for Development & Learning: Birth through Third Grade. This ongoing formative assessment, along with tri-annual summative checkpoint assessments, helps deliver child data-informed instruction through the Creative Curriculum for Preschool, 6th Edition. Lesson plans are generated from ongoing child outcomes data to provide individualized instruction that meets the needs of all children, including those with disabilities and Dual Language Learners/English Language Learners. The Education team analyzed child outcomes data for quality improvement planning and professional development support. In response to the Fall Baseline 2023-2024 program year data, a training session was conducted on February 29, 2024, to improve instructional support and teaching practices in the classroom. Thirty-two staff members attended this workshop. Additionally, to build language and literacy skills and strengthen family engagement, five hundred and forty-five parents were encouraged to participate in the Read Across America “Storypalooza” Book Project during National Reading Month (March 2024).

- Classroom staff continue to show improvement in acquiring and implementing the Creative Curriculum for Preschool, 6th Edition, through the use of data-informed digital resources such as Teaching Strategies GOLD (TSG) and Hatch Ignite. Progress in school readiness outcomes is evident from checkpoint to checkpoint. Hatch classroom computers, the Hatch Ignite Digital Learning Platform, and Hatch Sync, powered by GOLD, support technological learning both at home and in school environments. These digital platforms are integrated with ongoing TSG data to enhance children’s learning and readiness for Kindergarten. Hatch Ignite offers 203 child-directed, play-based curricular experiences in both English and Spanish, engaging, instructing, and assessing children across the seven Teaching Strategies GOLD Learning Domains. Hatch Ignite adapts to build upon each child’s skills, while Hatch Sync reports on children’s learning progress against forty-nine TSG Learning and Development Objectives. Both Ignite and Hatch Sync integrate teacher-assessed and digital data to drive learning activities and guide instruction both in the classroom and through virtual platforms (Hatch Computer and Hatch Ignite). As of March 20, 2024, Hatch Sync and Hatch Ignite recorded 6,449 pieces of School Readiness Teaching Strategies GOLD documentation, including records for children who left the program.
- The Fall Baseline 2023-2024 PY Teaching Strategies Checkpoints indicate that Head Start children are meeting or exceeding 59% to 72% across all TSG Dimensions. These outcomes include 8% of children with a diagnosed disability and an Individualized Education Program (IEP), as well as 47% who are newly enrolled Preschool Head Start children.
- Classroom staff consistently support and motivate parents and families to incorporate high-quality learning activities into the home environment using tools such as the My Teaching Strategies Family Application, Ready Rosie, ClassDojo, and Hatch Ignite Games. Ninety-four families have been invited to connect to the TSG Family Application, which facilitates communication and sharing of home learning activities. As of March 20, 2024, Hatch Sync and Hatch Ignite recorded 6,449 pieces of School Readiness Teaching Strategies GOLD documentation, including records for children who left the program. A total of 1,349 users are registered in the Ready Rosie Database, with 391 consistent active users, allowing parents to access digital resources on-demand to promote their children’s school readiness skills.
- The Education Team and classroom staff utilize the BAND App, a private social media group for peer support among teachers and administrators. The app features “Classroom Show and Share” for sharing teaching materials, social-emotional and health supports, and home learning resources. It also includes a “Professional Development Matters” section, where staff can access on-demand professional development training and learn about career advancement opportunities such as scholarships and Child Development Associate (CDA) credentials. The BAND App “Show and Share” currently has sixty-two members, and “Professional Development Matters” has forty-six members.
- The I Can Problem Solve and Conscious Discipline curricula are used in all Head Start classrooms. According to the Winter School Readiness Child Outcome 2023-2024 PY data, there was an 11% growth (from 72% to 83%) in the social-emotional domain for all enrolled Head Start children. Additionally, the Early Learning Outcome Framework (ELOF) shows a 14% growth (from 79% to 93%) in children’s self-help and problem-solving abilities. Classroom staff receive ongoing training in trauma-informed strategies to support children’s social and emotional well-being. The Licensed Master Social Worker (LMSW) oversees the Family (Trauma-

Informed Education and Support) TIES Initiative, providing therapeutic support to Head Start Network staff and families, and continues to educate staff on trauma-informed care. Social work interns assist with behavioral concerns and collaborate with parents and the Intervention Manager to develop strategic interventions.

- The Intervention Manager tracks children's social-emotional growth using the Ages & Stages Questionnaire (completed by 548 parents at the initial home visit) and Devereux Early Childhood Assessments (e-DECA, completed by classroom staff) twice per program year. Data shows that 527 children received e-DECA screenings (September 2023-March 2024), excluding six children who left the program before their screening. Seventeen e-DECA screenings are pending due to enrollment periods not exceeding thirty days. Thirty-two children were identified as needing further assistance, and Strategy Plans were created to support their development. All children will be re-screened in April 2024. TSG GOLD social-emotional dimension outcomes are also assessed three times a year to determine progress and necessary classroom supports.

Data, Tools, and Methods for Tracking Progress:

- Data and tools include TSG Lesson Plans, Temporary Virtual Daily Learning Accountability Forms, Individual Child Profile Reports, Parent/Teacher Conference Forms, Classroom Observations, Developmental Screenings (Early Screening Inventory [ESI], Ages & Stages Questionnaire [ASQ], Devereux Early Childhood Assessment [e-DECA]), OCFS #6039 Child Care Program Tracker Form, OCFS 6041 Cleaning and Disinfecting Log, electrostatic machines, temperature scanners, HEPA filter machines, daily cleaning logs, and inventory tracking.

Challenges:

- Challenges include hiring additional classroom staff with Early Childhood credentials and those with Head Start experience, addressing non-competitive teacher salaries compared to School District and Charter School salaries, and monitoring safe behaviors in home environments.

Program Goal 2: The EOC Head Start (HS) Program will continue to enhance its program management systems to increase agency capacity by hiring and maintaining highly skilled and credentialed staff and tracking ongoing professional development. The specific objectives include:

i) Staff Recruitment and Retention: Within the next 12 months and throughout the five-year period, the EOC will hire and retain classroom staff who are credentialed in Early Childhood Education (ECE) as vacancies arise. These staff members will be skilled in developmentally appropriate ECE practices.

ii) Structured Onboarding and Training: Effective positive program outcomes will be achieved through a structured onboarding system that includes initial training and practicums, as well as ongoing training as outlined in the EOC Head Start Training Institute (HSTI).

iii) Technology Integration and Training: To enhance and support children's learning towards school readiness, 93 classroom staff members (including 35 teachers, 35 teacher assistants, and 23 teacher aides—Grantee/Delegate) will receive training on the optimal use of 21st-century technology in the classroom. This includes Smart Boards, Hatch Computers, Hatch Ignite Software synced with TSG GOLD, Ready Rosie, and Tablets. Training will be conducted for a minimum of 32.5 hours annually.

Objective 1: Enhance Program Design and Management Systems by 2025

By 2025, the EOC will significantly enhance its program design and management systems, including program governance, communication, human resources, self-assessment, ERSEA, facilities/materials/equipment, and transportation.

Progress in Program Year 4 (2023-2024):

- The EOC's Executive Senior Management Leadership Team continues to collaborate effectively to address all agency services and operations. The Office of Head Start Program Performance Standards, EOC Agency Five-Year Goals and Objectives, and EOC Agency Policies and Procedures form the foundation for overall program management and operations. The Governance Board (Board of Directors) meets quarterly, and the Policy Council meets monthly (or as needed), contributing to shared decision-making. Communication has

improved across all levels through emails, staff memos, parent notifications, face-to-face meetings, individual meetings, and Zoom meetings for staff, parents, and children. Consistent marketing and updates to the EOC website further support effective communication. The Human Resources Director receives ongoing HR training, ensuring the HR Department remains up-to-date with relevant laws and practices. HR has enhanced onboarding processes and created a comprehensive wellness program for agency staff. Program and self-evaluations are conducted regularly through monitoring and action plans. ERSEA is consistently monitored, and a centralized facilities system ensures that all facilities and equipment are maintained in a safe and healthy condition, including updated inspections.

- Bus transportation continues to be provided at three Head Start programs (Long Beach, Rockville Centre, and Eastern Nassau). Currently, seventy-one children receive transportation services. Buses are maintained according to Department of Transportation (DOT) regulations, and all drivers comply with Department of Motor Vehicles (DMV) requirements.

Data, Tools, and Methods for Tracking Progress:

- Tools and methods include client surveys, ChildPlus, Teaching Strategies GOLD Online Database, Ready Rosie, community needs assessments, Hatch Ignite, E-DECA P2, ASQ: SE, ESI, Health Data Tracker, CSBG, virtual apps, monthly reports, sign-in sheets, meeting minutes, outreach and recruitment, parent orientation packets, monthly program calendars, education calendars, parent meeting agendas, COVID-19 information via email, in-person and video conferencing (available in dual languages), surveys, program self-assessment surveys, Kindergarten Readiness Assessment Checkpoints, individual child profiles, daily cleaning checklists, COVID-19 response protocols (including electrostatic deep cleaning), daily temperature screening, social distancing measures, and monitoring of daily attendance, transportation logs, and DMV-required documents.

Challenges: No challenges reported.

Objective 2: Enhance Human Resources Management and Staff Retention by 2025

By 2025, the EOC will enhance its Human Resources Management to retain qualified staff through recruitment, ongoing training, and supportive services. Positive work environments will foster good team spirit, and HR Management will strengthen the onboarding plan and leverage technology to increase productivity and efficiency.

Progress in Program Year 4 (2023-2024):

- The EOC Human Resources Management continually enhances systems to streamline interviewing, background clearances, and onboarding of new staff while staying relevant and connected to current staff. All new staff members receive a welcome packet and Employee Handbook during orientation.
- On-site job fairs were held at Head Start programs and community locations (including Roosevelt Public Library, Nassau Community College, Hofstra University, Health and Welfare Council of Long Island, local public schools, and All Kids Fair) to recruit staff. From September 2023 to March 2024, twenty-four staff members were hired, with twenty-one remaining employed with the Head Start program.
- The EOC continues to recruit, hire, and promote qualified staff based on performance and credentials. Waivers were granted for five teachers who are still pursuing Early Childhood coursework/degrees. One teacher resigned in January 2024. The agency promotes positive work environments, diversity, and inclusion. Celebratory events recognize staff accomplishments and cultural diversity, including Hispanic Heritage Month, Black History Month, Women's History Month, and Teacher Appreciation events. In October 2023, the EOC implemented a Therapeutic Call Center to support employees' mental wellness, providing a confidential space for conversations with a Licensed Master Social Worker. Additionally, two mental health days were added to the benefits package, alongside personal, sick, and vacation time. Mental wellness activities are integrated into professional development weeks (August 10, 2023, and February 22, 2024). The EOC has also implemented an Employee Assistance Program (EAP) available to all employees.
- The EOC maintains a part-time Professional Development Coordinator to support staff career development and growth. The agency offers a Child Development Associate (CDA) credentialing program in collaboration with Molloy College (English) and Prestige Training and Consulting (Spanish). Candidates who complete 120 hours of CDA coursework, portfolio development, observations, and pass an exam receive a credential from

the Council on Professional Recognition (Washington, DC). Nine staff members are currently enrolled in the CDA class through Molloy College, which began on February 8, 2023, and is scheduled for completion on July 8, 2024. An additional four staff members are completing the final steps of the CDA credentialing process, and two staff members are awaiting final exam results. The Education/Professional Development Team has also assisted several staff members with acquiring new or renewed Child Development Associate credential certifications. The Professional Development Coordinator uses a SharePoint folder within the Outlook database to coordinate interviews with Head Start Corporate Staff and the Human Resources Department. An Interview Data Form is used to obtain feedback and recommendations after interviews, and staff credentials are tracked via the Staff Credential Log to ensure compliance and support career development.

- The Human Resources Assistant supports the recruitment of candidates for vacant positions within the Head Start Network. Both in-person and virtual (Zoom) interviews are conducted with prospective candidates. The Professional Development Coordinator uses the Pathway Goals 30-60-90 Day Follow-Up Questionnaire to gather training and onboarding data for new staff, assessing effectiveness and fostering continuous improvement. This Coordinator also manages a virtual learning and professional development thread on BAND to share resources with early childhood colleagues within the network and utilizes Google Classroom for training new staff. Currently, 46 staff members are registered on the “Professional Development Matters” BAND App. To support professional development, the program offers classroom-specific education task team meetings, peer-to-peer training, cross-training, and individualized training and technical assistance. Data from 2023-2024 shows that 40% of our Head Start teachers and teacher assistants hold a baccalaureate or advanced degree in early childhood education, while an additional 17% are enrolled in early childhood education coursework.

Staff Development

- Six Head Start staff members, including Family Service Workers and Head Start Corporate staff, are participating in the EOC-facilitated Family Development Credentialing course, with completion expected in June 2024.
- The Human Resources Department continues to review policies and procedures from the EOC Personnel Handbook with all staff during professional development trainings scheduled for August 14, 2023, and February 23, 2024.

Data, Tools, and Methods for Tracking Progress

- EOC holds staff accountable for performance at each level through staff evaluations, self-reviews, exit interviews, staff development plans, staff surveys, meetings, verbal feedback, training logs, and management meetings.

Challenges

- Difficulty in meeting competitive salary standards offered by school districts and charter schools for Head Start Lead Teachers.
- Staff turnover and prolonged absences due to maternity and Family Medical Leave Act (FMLA) leave.

Objective 3

From 2020-2025, EOC will maintain a training and workshop calendar for family and community services. Training information will be listed under the EOC Head Start Training Institute and included in the monthly parent calendar distributed at local Head Start Programs.

- An annual training and workshop calendar for family and community services was developed and provided to all Head Start Programs. This calendar is listed under the EOC Head Start Training Institute and included in the monthly parent calendar.
- Sixteen parent training/workshops were conducted from September 2023 to March 2024 by community partners and EOC Agency staff.
- Eight Ready Rosie parent curriculum recruitment training sessions were conducted during monthly parent committee meetings at the Head Start program level.
- As of March 2024, Ready Rosie has 1,340 registered caregivers, with 356 parents actively engaged. Data

shows that families most frequently viewed videos on Positive Parent-Child Relationships (1,136 views), Families as Learners (1,130 views), Families as Lifelong Educators (1,121 views), Family Well-Being (130 views), Family Connections to Peers and Community (117 views), and Family Engagement in Transition (61 views).

- Ninety-three Head Start staff (Corporate Staff, Program Directors, Family Service Workers, teaching staff) and sixteen Policy Council Members have direct access to Ready Rosie to monitor, register, and recruit additional parent/family participation.
- The EOC Head Start Child Development Program uses communication tools such as Boostlingo (interpretation services), Zoom, ClassDojo, and the ChildPlus Database to maintain parent engagement. From September 2023 to March 2024, sixteen in-person and/or virtual parent meetings were held on topics including literacy, financial support, preventative oral and physical health, mental wellness coaching, skills training, cultural celebrations and awareness activities, COVID-19 safety precautions, and vaccinations. Additionally, ten Policy Council meetings were held during this period.
- The EOC Agency continues to facilitate “Dads Club” meetings to improve fatherhood engagement. As of March 2024, three meetings were held, with twenty-one male participants.
- At the start of the 2023-2024 program year, sixteen in-person Parent Orientations were conducted, attended by 542 parents. Orientation Booklets were provided, and ongoing educational resources are distributed during monthly parent meetings and as needed. Orientations continue as new parents and children enter the program.

Data, Tools, and Methods for Tracking Progress

- Monthly calendars outlining activities within the Head Start Program were distributed, and Samsung tablets are available for all Head Start children.

Challenges

1. The effectiveness of virtual professional development training platforms (e.g., Zoom, GoToMeeting) in increasing parent involvement.
2. Socioeconomic factors: Families facing financial difficulties may prioritize meeting basic needs over involvement in their child’s education.

Objective 4: The EOC aims to increase families’ knowledge and ability to access resources provided by EOC and the community by 2025.

- During Parent Orientations, 572 parents and families (including those who dropped out) received information about the Head Start program and the array of wrap-around and supportive services provided by the EOC Agency. The EOC website is regularly updated and is easily accessible to families and the community. Forty-six inquiries about Head Start were received through the website. Additionally, 572 families received monthly program calendars, flyers, and notices, which are also posted on the Parent bulletin board at each local program. A total of 826 Head Start applications were completed via the EOC website and/or the ChildPlus Database.

Data, Tools, and Methods for Tracking Progress:

- ReadyRosie, client surveys, parent meetings, copies of parent flyers/notices, and Head Start monthly and annual calendars.

Challenges:

- Some parents lack the technology or skills needed to access electronic databases such as ReadyRosie, Zoom, GoToMeeting, and webinars.

Objective 5: By 2025, the EOC will maximize the use of all listservs and databases, such as ZipRecruiter, Head Start Employment, Indeed, Glassdoor, etc., to attract qualified staff. Budget permitting, the EOC will offer competitive staff salaries and provide incentives to improve and maintain staff retention.

- The EOC continues to utilize various listservs and websites (e.g., Head Start website, EOC website, ZipRecruiter, Indeed, Monster, and college/university websites such as Hofstra University, Molloy College, Adelphi University, and SUNY Stony Brook University) to recruit for vacant staff positions. Positive feedback

has been received from interested candidates, and the EOC has received a substantial number of applications. The EOC Head Start Program applied for and received OCFS Workforce grants for one-time staff incentives aimed at increasing staff retention and supporting recruitment activities.

- As required, a salary comparability study was conducted during our five-year funding period (2020-2025) by WIPFLI, with information provided by the EOC's Human Resource Director and Comptroller. Wage comparability reviews are conducted when considering salary adjustments. Staff incentives include Agency staff recognition events, CEO special recognitions, 1:1 email recognition for job tasks or training accomplishments, and staff promotions (as applicable).

Data, Tools, and Methods for Tracking Progress:

- Recruitment advertisements, social media, local newspaper notices, Smart Recruiter, community events, and outreach materials.

Challenges:

- Achieving comparable salaries.

Program Goal (3): Parent, Family, and Community Engagement (PFCE) goals and School Readiness (SR) goals will be used to enhance collaborations between community partners, participating families, and staff. To achieve these goals, EOC objectives include: i) Reinforcing the home-school connection at the start of the program year (September 2024) and throughout the five-year period using EOC Parent/Child Activities. ii) Measuring child outcomes three times per year (Fall, Winter, Spring) to assess children's progress. Checkpoints and outcome data will be analyzed for data-informed staff training and program improvements. iii) Utilizing a virtual Parent Resource Center to support parents in working effectively with their children. Parents will remain engaged in-person and via social media platforms (e.g., Zoom, GoToMeeting, ClassDojo) as needed.

Objective 1: The EOC will continue to enforce and evaluate the effectiveness of health and safety protocols to ensure ongoing adherence to all state, local, and federal guidelines for the well-being of Head Start staff, children, and families.

- Children are observed daily for unusual physical symptoms and signs of communicable diseases. Parents are notified via letters if there is an outbreak of a communicable disease at their child's Head Start center. The EOC of Nassau County follows NYSDOH and NCDOH guidelines for reporting communicable diseases. Monthly reports from all Head Start Programs are reviewed and submitted to the Health Department as required.
- Several COVID-19 mitigation strategies have been implemented to ensure safety, including the continued use of HEPA air purifiers, distribution of personal protective equipment, daily cleaning, and increased certification of facilities staff in electrostatic cleaning. Positive COVID-19 cases among children are reported to the Nassau County Department of Health and the Office of Children and Family Services. These cases are tracked internally via the Individual Program Communicable Disease Report, and affected staff or children are quarantined for five days.
- Five hundred forty-nine (549) children are compliant with medical screenings and have a medical home. Additionally, five hundred sixteen (516) children are compliant with dental screenings (with applicable follow-ups conducted), and five hundred twenty-five (525) have a dental home. Head Start continues to use hazard mapping to analyze incidents, review frequency and location, and utilize this information to reduce or prevent future occurrences, as evidenced by a decrease in incidents from the previous year. Additional health and safety trainings included Allergy & Anaphylactic Reactions (facilitated by the EOC Head Start Registered Nurse Manager), OCFS training online for Elijah's Law, Medication Administration Training, CPR and First Aid Training, and annual reviews of Head Start-specific policies and procedures on child safety and accountability. Ongoing monitoring and required training for staff on Office of Children and Family Services licensing regulations, health, and safety were conducted throughout the program year.

Data, Tools, and Methods for Tracking Progress:

- EOC versions of the OCFS Child Care Attendance Sheet LDSS-4443 (Rev. 06/2020), OCFS #6040: Child Care Employee, Volunteer, Parent, Child, and Essential Visitors Health Screening One-Time Attestation Form,

OCFS #6039: Child Care Program Tracker Form, OCFS #6041 Cleaning and Disinfecting Log, Incident/Accident Reports/Mapping Tool/Log for Prevention, Indoor/Outdoor Recreational Safety Inspection Checklist, Asthma/Allergy Action Plans and Logs, Health Care Plan, Monthly Program Fire and Bus Drills, Food Handlers, CPR/First Aid, and MAT Training Logs and Certificates. Additional logs include Bus Health and Safety, Annual Bus Driver Recertification, Behavior Log, and Referral for Service.

Challenges:

- No challenges reported.

Objective 2: During 2020-2025, timely and consistent fiscal reports and trainings will be provided to staff and governing bodies.

- The EOC Chief Financial Officer works closely with Program Managers to review budgets and ensure that programs adhere to their budget allocations. Individual budget meetings are held regularly with each Program Director to review their budget and actual expenditures. The EOC Board Fiscal Committee meets on a scheduled basis to review Head Start budget expenditures. Fiscal reports are provided to the Fiscal Committee, the Board of Directors, and the Head Start Policy Council. The Governing Body (Board and Policy Council) has the opportunity to ask questions, provide input, and approve budget reports at their respective meetings.

Data, Tools, and Methods for Tracking Progress:

- Monthly In-kind Report, Ongoing Compliance Monitoring Reports, Monthly CACFP Meal Count Report, Monthly CEO Report, Fiscal Policy Council Report, Copy & Inventory Report, Activity Reports, Payroll Timesheets, Sanitation Report, Meeting Minutes, Fiscal Books, and Attendance Sheets.

Challenges:

- Competitive staff salaries that align with those of school districts and private for-profit preschool programs.

Objective 3: During 2020-2025, EOC will utilize technology for record-keeping purposes.

- The EOC Head Start continues to expand its use of electronic databases for record-keeping and retention. The ChildPlus database system documents child/family demographics, medical and dental information, and other relevant data. Confidentiality is maintained with all program records using a Personal Identifiable Information (PII) number system and password-protected database access. Family Service Workers receive ongoing ChildPlus training to enhance their skills in data aggregation and disaggregation, provided by the Family and Community Partnership Manager.
- The MyTS Gold computerized database is used for education service area lesson planning, observation documentation, individualizing learning for children, and assessment record-keeping.
- At the EOC Head Start Program level, applications such as ClassDojo, Hatch Ignite, ReadyRosie, ChildPlus, and the TSG Family App are used to maintain communication with families, collect and store data, and provide supportive resources.
- Electronic devices (Samsung Tablets) are available for all Head Start children for virtual instruction if needed due to quarantine. Apple iPads/Samsung tablets are also provided to all Head Start staff for timely data entry, lesson planning, documentation, and participation in virtual meetings. These devices are used regularly and as needed.
- Six out of eight Head Start Programs (including Rockville Centre combined with Eastern Nassau) have installed smart boards and other technological devices in their classrooms to enhance technology use and lesson delivery.
- The Education/Professional Development Team uses the BAND App platform to share professional development training resources, digital classroom teaching materials, social-emotional/health supports, and parent-child home learning activities with early childhood colleagues. There are 46 staff members registered in the "Professional Development Matters" BAND App.
- The Devereux Early Childhood Assessments (e-DECA) electronic database is used by the Intervention Manager to assess children's social-emotional growth and support teachers and parents with strategy plans for improvement. From September 2023 to March 2024, 527 children received an e-DECA-P2

screening; this excludes six children who left the program before their screening date. The e-DECA-P2 is conducted 30 days after enrollment. Currently, 17 e-DECA screenings are pending completion as these children did not meet the 30-day enrollment requirement. Data from the e-DECA-P2 screening identified 32 children needing further assistance. Strategy plans have been developed to support their social and emotional development and reduce challenging behaviors. All children will be re-screened in April 2024 to assess progress and determine if additional support is needed.

Data, Tools, and Methods for Tracking Progress:

- ChildPlus Reports, Head Start Applications, MyTS, ReadyRosie, Hatch Data, e-DECA Strategy Plans, BAND posts, virtual meetings.
- Communication Tools: Remind Me, ClassDojo, Email, Text, WhatsApp, MyTS Family, Zoom, Google Meet/Classrooms, GoToMeeting, Webcam Monitors, Hatch Computers, iPads, Samsung Tablets, Hatch Ignite/HatchSync Powered by Gold, Daily Virtual Lesson Accountability Forms, Parent Surveys, Contact Notes, Aspire Staff Credential and Training Logs, Professional Development On-demand: Google Classroom & Pre-recorded Trainings, e-DECA Score Sheets, Parent Notification Letters, Strategy Plans, and Attendance Sheets.

Challenges:

- The cost of ChildPlus representative-administered training is high.
- Not all staff members are technologically savvy.

Objective 4: Performance outcome-based budgeting principles have been developed and implemented to ensure that program goals and priorities have the necessary resources to achieve desired outcomes.

- Planning meetings are conducted with Head Start Program Directors at the beginning of the Program Year and throughout the year. A quarterly budget review ensures budget fidelity, with seven meetings held so far. The EOC Chief Financial Officer, in collaboration with the Chief Executive Officer, Head Start Deputy Executive Director, and the Board Fiscal Committee, reviews the budget to ensure alignment with allocations for program operations, needs, and supplies. The EOC Fiscal Manual, Cost Allocation Plan, and Uniform Guidance underpin all fiscal principles, practices, and budget expenditures. Program expenditures are tracked using EOC purchase orders and vouchers. Budget reports are provided to the Head Start Policy Council monthly and to the Board of Directors at their scheduled quarterly meetings.

Data, Tools, and Methods for Tracking Progress:

- Attendance Sheets, Fiscal Manual, Meeting Minutes, Actual vs. Budget Expenditures, Budget Reports.

Challenges:

- Covering unplanned or unforeseen budget expenses.

Objective 5: During 2020-2025, EOC Head Start programs will promote the participation of parents and families in leadership development.

- Sixteen parents joined the Policy Council for the 2023-2024 Program Year. Four hundred and forty-one unduplicated parents participated in monthly parent committee meetings held by individual Head Start Programs. One hundred and forty-five parents took part in sub-committee meetings and contributed to Head Start menu planning for the Fall/Winter cycle. The Policy Council Chairperson and Vice-Chairperson also participated in the EOC Board of Directors Governance Training.
- The Family Community Partnership continues to operate the Dad's Club to enhance parenting outcomes, encouraging fathers to be more engaged with their children. Fathers are invited to participate in various social programs offered by the Economic Opportunity Commission to improve communication skills, bond with other father figures, and build capacity for ongoing engagement. Currently, twenty-one fathers or father figures are participating in the Dads' Club.

Data, Tools, and Methods for Tracking Progress:

- Policy Council Sign-In Logs/Minutes, Program Self-Assessment Summary, Parent Meetings/Orientation, Virtual School Readiness Committee Meetings, Parent Committee Sub-Committee Meeting Minutes, Parent Training Records, Health Committee Virtual Menu Planning Meetings, Parent Committee Election Records, Parent Surveys, PFCE Self-Identified Goals, Lending Library In-Kind Logs, In-Kind Donations Records, In-

Kind Parent/Child Activities Logs, Number of Parent Volunteers, Virtual Parent Center.

Challenges:

- Parents accessing EOC Parent Resource/Training virtually.
- Parents not following through on referrals.

Program Goal (4): Build EOC Agency-Wide Capacity to provide support and wrap-around services to children, youth, individuals, seniors, and families. The EOC objectives include: i) Continuing to work with the EOC Agency-Wide network of 142 community partners (both inter-agency and intra-agency) to help targeted individuals access resources for wrap-around support services and meet self-identified needs for their growth and sustainability. ii) Partnering with families through our network of partners; at least 25% of families will identify and achieve at least one self-identified family goal. This process will be measured annually to assess the effectiveness of resources and services.

Objective 1: During 2020-2025, EOC will increase the number of community presentations program-wide to enhance the visibility of EOC Agency programs and services.

- EOC continues to increase its presence at community meetings, job fairs, and networking events such as quarterly CAP Community Meetings (September 2023 and March 2024), Monthly Advisory Board Meetings, Annual Law Enforcement National Night Out (August 2023), Legislative Meeting (September 22, 2023), Black Educators Committee Meetings (ongoing), Department of Labor Virtual Job Fair (October 2023), Roosevelt High School (February 17, 2024), Police Commissioner Meeting (February 22, 2024), Coalition for the Homeless, local community realtors, Hempstead Works Job Development Program, Meet and Greet events at Local School Districts, Urban League of Long Island, Health and Welfare Council of New York, Health and Equity Alliance of Long Island, Nassau County (monthly meeting), Nassau County Department of Health Perinatal Services Network Office of Minority Affairs (monthly meeting), and Nassau Community College's Community Health Worker program. Agency-wide programs are shared during new staff onboarding orientations and with all Head Start families during Parent Orientation. The EOC Agency currently has 148 community partners.
- In 2023, the EOC Head Start Child Development Program enhanced its web content by expanding the homepage to include parent checklists, program information, and bilingual school applications. This improvement has facilitated information dissemination, reduced repeated questions, and clarified goals and enrollment information. Year-over-year data shows a 16.97% increase in views of the Head Start section, totaling 17,120 views from mid-March 2023 to mid-March 2024. Despite a decrease in overall users, the activity of those who visited increased in areas such as the Checklist, Information, Checklist (Spanish), and history sections.
- Information about the agency is shared during outreach and recruitment efforts, as well as through networking events. Community outreach and recruitment activities were conducted on the following dates: August 11, 2023; August 28, 2023; October 26, 2023; November 11, 2023; January 26, 2024; February 5, 2024; February 15, 2024; February 16, 2024; March 14, 2024; and March 22, 2024. Notable events included the F.A.C.E. Meet and Greet at Westbury High School on October 26, 2023; David Paterson Elementary School on August 28, 2024; and the Nassau County Department of Health Office of Equity on February 15, 2024. Public announcements and advertisements are scheduled to be featured in the Long Island Herald Newspaper and on the Herald Newspaper Website. Additional advertisements have been placed at the Bethpage Department of Motor Vehicles (DMV), Long Island News 12, AMC Movie Theater, and on the back of receipts from the local Family Dollar convenience store. The EOC will also participate in the 13th Annual Kids Fair event on April 14, 2024.

Data, Tools, and Methods for Tracking Progress:

- Training documentation
- Attendance sheets and evaluations
- Surveys
- Group and individual training sessions

- Memorandums of Understanding (MOUs) and Partnership Agreements
- Outreach and recruitment logs
- ChildPlus Database
- Family Goals documentation

Challenges:

- No significant challenges reported.

Objective 2: During 2020-2025, increase access to the EOC's website by establishing links on community partners' webpages.

Goal Setting and Approval:

The five-year goals were developed and shared with the input and approval of the EOC Governing Body, including the full-year Head Start Policy Council.



SCHOOL READINESS GOALS

2023–2024

School readiness provides a comprehensive view of a child's abilities and behaviors observed over time and across various contexts. It considers a child's growth as a continuum of progress rather than short-term achievements. Children are encouraged to develop curiosity, independence, and initiative through engaging, long-term goals rather than being pressured to meet immediate benchmarks. Learning for school readiness is facilitated through play and multi-sensory experiences. Our Head Start Early Learning Outcomes Framework Domains and Goals are designed to prepare children for kindergarten. These essential domains include social/emotional development, language/literacy, approaches to learning, cognition and general knowledge, and perceptual, physical well-being and motor development. Children transitioning from our center-based programs to public schools are equipped with skills aligned with the Head Start Early Learning Outcomes Framework, providing them with a strong foundation for success. These skills are integrated through the Creative Curriculum 6th Edition and Teaching Strategies GOLD Objectives for Learning and Development in our center-based programs.

Approaches to Learning School Readiness

Goal: Children will independently regulate their emotions and behaviors and verbally express their feelings. This goal aligns with ELOF Approaches to Learning Goals P-ATL 1 and P-ATL 4.

Objective: To enhance the ability of teachers and parents to improve preschool children's social-emotional competencies, as measured by Teaching Strategies GOLD assessments in the Approaches to Learning Domain. We aim for final checkpoint scores of 90%-100%, meeting or exceeding the widely held expectations of the HSELOF Approaches to Learning Domain, preparing children for kindergarten. This includes a 10% marker for Head Start children with a disability and an Individualized Education Program (IEP).

Expected Outcome: Children will enter kindergarten with age-appropriate social-emotional competencies. Since resuming in-person instruction, the Head Start Program will continue to use "I Can Problem Solve" and "Conscious Discipline" to address emotion and behavior regulation.

Social and Emotional Development School Readiness

Goal: Children will build positive interpersonal relationships and a sense of self, aligned with ELOF Social and Emotional Development Goals P-SE 1, 3, 5, 6, and 9.

Objective: To support children in developing and maintaining positive relationships, empathy, identity, and conflict resolution skills, as measured by Teaching Strategies GOLD assessments in the Social and Emotional Development Domain. We aim for final checkpoint scores of 90%-100%, meeting or exceeding the widely held expectations of the HSELOF Social and Emotional Development Domain, to prepare them for kindergarten. This includes a 10% marker for Head Start children with a disability and an IEP.

Expected Outcome: Children will enter kindergarten with age-appropriate interpersonal skills, developed through continuous in-person peer interactions and turn-taking in the classroom.

Language and Literacy School Readiness

Goal: Children will comprehend and communicate using a diverse vocabulary in English and other home languages. They will recognize that spoken languages can be written, read, and retold. This goal aligns with ELOF Language and Communication Goals P-LC 1, 2, 4, and 6, and Literacy Goals P-LIT 1, 2, 4, and 6.

Objective: To help children build vocabulary, articulation, communication, and literacy skills in English while supporting their home languages, as measured by Teaching Strategies GOLD assessments in the Language

and Literacy Domain. We aim for final checkpoint scores of 90%-100%, meeting or exceeding the widely held expectations of the HSELOF Language and Literacy Domain, preparing them for kindergarten. This includes a 10% marker for Head Start children with a disability and an IEP.

Expected Outcome: Children will enter kindergarten with age-appropriate receptive and expressive language and literacy skills. Through in-person instruction, teachers will use Creative Curriculum Lesson Plans and hands-on activities to enhance communication abilities.

Perceptual, Motor, and Physical Development School Readiness

Goal: Children will perform basic fine and gross motor skills and understand the importance of good health, safety, and nutritional habits. This goal aligns with ELOF Perceptual, Motor, and Physical Development Goals P-PMP 1, 3, 4, 5, and 6.

Objective: To support children in developing age-appropriate fine and gross motor skills and knowledge of safety and self-care, as measured by Teaching Strategies GOLD assessments in the Perceptual, Motor, and Physical Development Domain. We aim for final checkpoint scores of 90%-100%, meeting or exceeding the widely held expectations of the HSELOF Perceptual, Motor, and Physical Development Domain, preparing them for kindergarten. This includes a 10% marker for Head Start children with a disability and an IEP.

Expected Outcome: Children will enter kindergarten with age-appropriate perceptual, motor, and physical skills. Through in-person instruction, teachers will engage children in various music, movement, and physical activities.

Cognition School Readiness

Goal: Children will develop mathematical and scientific reasoning skills, including knowledge of the natural and physical worlds, inquiry, reasoning, and problem-solving. This goal aligns with ELOF Cognition Goals P-SCI 1, 2, 4, 5, 6, and P-MATH 1, 3, 6, 7, 8, 9.

Objective: To help children develop age-appropriate mathematical and scientific reasoning skills, as measured by Teaching Strategies GOLD assessments in the Cognition Domain. We aim for final checkpoint scores of 90%-100%, meeting or exceeding the widely held expectations of the HSELOF Cognition Domain, preparing them for kindergarten. This includes a 10% marker for Head Start children with a disability and an IEP.

Expected Outcome: Children will enter kindergarten with age-appropriate cognitive skills. Through in-person instruction, children will strengthen their brainstorming and problem-solving abilities through individualized small group activities.

Review and Approval

The EOC Child Development Program will continuously work to address any challenges that may arise.

- Reviewed, Revised, and Approved by the School Readiness Goal Committee on June 14, 2021.
- Approved by the Policy Council on March 20, 2023.
- Approved by the EOC Board of Directors on March 23, 2023.
- Reviewed, Revised, and Approved by the School Readiness Goal Committee on March 16, 2023.
- Updated, Reviewed, Revised, and Approved by the School Readiness Goal Committee on March 7, 2024.
- Reviewed and Approved by the Policy Council on March 20, 2024.
- Reviewed and Approved by the Board of Directors on March 21, 2024.

SCHOOL READINESS CHILD OUTCOMES 2023-2024

The Economic Opportunity Commission (EOC) of Nassau County, Inc., Head Start Program utilizes the Creative Curriculum for Preschool 6th Edition, which seamlessly aligns with the Teaching Strategies Digital Curriculum Resources and the GOLD Assessment: Birth to Third Grade database. This integration helps teachers use ongoing child outcomes assessment data to plan, inform, and drive children's learning. The curriculum scaffolds learning to the next developmental level and individualizes instruction more effectively.

The School Readiness Child Outcomes Data is aggregated and disaggregated using MyTeachingStrategies Snapshot Reports for all Central Head Start Early Learning Outcomes Framework (HSELOF) Domains and all Teaching Strategies GOLD (TSG) Dimensions. The results from these Snapshot Reports show the percentage of children falling below, meeting, or exceeding the widely held expectations as a program. These expectations are research-based and encompass the developmental milestones of children from birth through third grade. Analyzing data using the "Widely Held Expectations" enables the Head Start Education team to compare a group of children's skills, knowledge, and behaviors to determine if they are below, meeting, or exceeding developmentally appropriate expectations.

During the Spring checkpoint period, children should be between 90%-100% meeting or exceeding the widely held expectations to be prepared for entering kindergarten. A 10% margin is used to account for Head Start's disability requirements, including children with an Individualized Education Program (IEP). By the Spring checkpoint, children should be between 0%-10% below the widely held expectations to be ready for kindergarten. For the 2023-2024 Program Year Spring Checkpoints, there were fifty-nine (59) children with an IEP, representing 11% of the five hundred and fifty-nine (559) Head Start children currently enrolled in the program as of June 7, 2024. By the end of the 2023-2024 Program Year Spring Checkpoint, all children were found to be 90% to 95% meeting or exceeding all Teaching Strategies GOLD Dimensions, including 11% of Head Start children with an IEP. In comparison, during the Spring 2022-2023 Program Year, with the return to complete in-person instruction, all children were found to be 90%-93% meeting or exceeding all Teaching Strategies GOLD Dimensions, with 11% of Head Start children having an IEP.

In analyzing the Spring Checkpoint assessment data, it was noted that the majority of the Head Start children were first-year students. The Spring Checkpoint report includes three hundred and seventy-four (374) first-year newly enrolled Head Start children, representing 68% of the Head Start population. Of these new children, 60% were English Language Learners (ELL), 11% had a diagnosed disability and IEP, 33% were 3-year-olds, 55% were 4-year-olds, and 11% were 5-year-olds.

Spring 2023-2024 Child Outcomes

The Spring 2023-2024 Checkpoint Assessment of the children's school readiness in each of the five HSELOF Domains is as follows: As of June 7, 2024, the Teaching Strategies GOLD (TSG) Spring 2023-2024 checkpoint assessment was completed for five hundred and fifty-four (554) enrolled children across all thirty-five (35) classes at eight (8) sites.

During the 2023-2024 Program Year, the School Readiness Child Outcome gains were noted to be between 23% and 32% from the Fall Baseline Assessment to the Spring Checkpoint Assessment in all Teaching Strategies Learning Dimensions. This resulted in 90% to 95% of children meeting or exceeding the widely held expectations. Additionally, the specific outcome gains for the Head Start Early Learning Outcomes Framework (HSELOF) ranged from 12% to 22%, with 91% to 97% of children meeting or exceeding the widely held expectations.

Teaching Strategies GOLD Snapshot Report							
Fall to Spring 2023-2024 PY Program Teaching Strategies GOLD Snapshot Report Comparison							
TSG Development & Learning Dimensions	Fall Checkpoint 2023-2024PY		Winter Checkpoint 2023-2024PY		Spring Checkpoint 2023-2024PY		Child Outcomes Gains from Baseline
	Below	Meeting/Exceeding	Below	Meeting/Exceeding	Below	Meeting/Exceeding	
	%	%	%	%	%	%	
Social Emotional	28%	72%	18%	83%	5%	95%	23%
Physical	35%	65%	19%	81%	7%	93%	28%
Language	37%	63%	25%	75%	10%	90%	27%
Cognitive	31%	69%	13%	87%	6%	94%	25%
Literacy	28%	72%	19%	81%	6%	94%	22%
Mathematics	41%	59%	27%	73%	9%	91%	32%

Teaching Strategies GOLD Snapshot Report							
Fall to SpringPY Program HSELOF Outcome Growth Comparison for All Programs							
Head Start Early Learning Outcome Framework (HSELOF)	Fall Checkpoint 2023-2024PY		Winter Checkpoint 2023-2024PY		Spring Checkpoint 2023-2024PY		Child Outcomes Gains from Baseline
	Below	Meeting/Exceeding	Below	Meeting/Exceeding	Below	Meeting/Exceeding	
	%	%	%	%	%	%	
Approaches to Learning	19%	81%	9%	91%	3%	97%	16%
Social-Emotional	21%	79%	7%	93%	6%	94%	15%
Language & Literacy	21%	79%	14%	86%	9%	91%	12%
Cognition	24%	76%	13%	87%	7%	93%	17%
Perceptual, Motor and Physical Development	26%	74%	13%	87%	4%	96%	22%

Spring 2023-2024 TSG English Language Learners (Inclusive of Dual Language Learners) Child Outcomes

The Spring 2023-2024 Teaching Strategies GOLD (TSG) assessment reflects outcomes for 60% of the Head Start child population, comprising three hundred and thirty-five (335) English Language Learners (ELL) and Dual Language Learners (DLL). Between the Fall and Spring assessment periods, a growth of 22% to 31% was observed for ELL/DLL children. The overall percentage of ELL/DLL children meeting or exceeding growth expectations is 87% to 95% across all Teaching Strategies GOLD dimensions. This data includes 12% of ELL children with an Individualized Education Program (IEP).

Spring 2023-2024 TSG Individualized Education Program (IEP) Child Outcomes

As of June 7, 2024, the Spring 2023-2024 Teaching Strategies GOLD assessment indicates that the total IEP population is fifty-nine (59) children, representing 11% of all Head Start children. Among these, 20% are 3-year-olds, 56% are 4-year-olds, and 24% are 5-year-olds with an IEP.

The fifty-nine (59) IEP children receive the following Special Education Services:

- Fifty-eight (58) children receive Speech and Language Therapy
- Five (5) children receive Special Education Itinerant Teacher (SEIT) services
- Three (3) children receive Occupational Therapy
- Four (4) children receive Physical Therapy
- Three (3) parents received parent training

These IEP children showed a 24% to 34% increase in measured growth from the Fall 2023 baseline assessment to the Spring 2024 assessment across all Teaching Strategies GOLD dimensions. The percentage of IEP children

meeting or exceeding growth expectations is 83% to 93%. Notably, IEP children excelled in the Literacy and Social-Emotional dimensions, with 93% meeting or exceeding the widely held expectations.

IEP children receive extensive individualized support from Special Education Service Providers and Head Start Classroom Teachers. Local Education Agency (LEA) Special Education Services are conducted in-person at the Head Start Program. Notably, 66% of the total IEP population are ELL children. The majority of these IEP children receive Speech and Language Services in-person at the Head Start Program.

Analysis by Age, Gender, Primary Language, and Ethnicity

For the three hundred and ten (310) Head Start children returning next program year, the Spring Checkpoint data shows that 92% to 97% are meeting or exceeding growth expectations across all My Teaching Strategies dimensions. Of these, 12% have an IEP. For the two hundred and forty-four (244) Head Start children transitioning to Kindergarten next program year, the assessment data indicates that 86% to 95% are meeting or exceeding growth expectations across all dimensions. Among these, nine (9) children with IEPs are meeting or exceeding growth expectations at a rate of 70% to 91%.

Further data analysis reveals that two hundred and seventy-six (276) male children scored between 88% and 94% across all My Teaching Strategies dimensions, with 14% having an IEP. In contrast, two hundred and seventy-eight (278) female children scored between 92% and 97% across all dimensions, with 7% having an IEP. Among English Language Learner (ELL) children, one hundred and seventy-six (176) males scored between 86% and 93%, with 15% having an IEP. One hundred and fifty-nine (159) female ELL children scored between 89% and 97%, with 8% having an IEP.

For Head Start Black or African American children, one hundred and thirty-eight (138) were found to score between 91% and 94% in all My Teaching Strategies dimensions, with 7% having an IEP. Sixty-five (65) male Black or African American children scored between 88% and 92%, with 11% having an IEP. Seventy-three (73) female Black or African American children scored between 92% and 96%, with 4% having an IEP.

Program-Wide Data Analysis

The overall data indicates significant gains in the Head Start Early Learning Outcomes Framework (HSELOF), with specific school readiness outcomes in the five core domains showing 91% to 97% meeting or exceeding the widely held expectations. The EOC Head Start Program's continued use of the Creative Curriculum for Preschool 6th Edition, along with Digital Resources, Hatch Ignite, HatchSync powered by the Teaching Strategies GOLD system, and the Mental Health Conscious Discipline and I Can Problem Solve Curriculum, has contributed to these positive outcomes.

For the 2023-2024 program year, the Head Start Training Institute has provided additional training to support the acquisition of school readiness goals, including training on "Supporting Head Start Children with Building Language, Communication, and Problem-Solving Abilities."

To further support our ELL/DLL children, the Education Manager will conduct training for Teaching Staff and explore the supplemental curriculum "Heggerty for Preschool/Pre-K Children" to enhance phonemic awareness and early literacy skills.

Note: This data does not include children who started after the June 7, 2024 checkpoint closure.

PFCE to School Readiness Goals Crosswalk

Social and Emotional Domain			
Parent Family Community Engagement Goals	School Readiness Goals for Center-Based Programs	Family Engagement Progress/Outcomes	Challenges/Improvement Plan Actions
<ul style="list-style-type: none"> A minimum of 250 Families will engage in workshops related to social / emotional development and healthy transitions A minimum of 2500 Parent activities will be sent home on a weekly basis reinforcing the continuity of classroom instruction in the home environment Parents will consistently work with their children at least one hour per week to teach them how to regulate physical/social emotions 	<ul style="list-style-type: none"> Children will engage in and maintain positive relationships with trusted adults. Children will engage in and maintain positive peer relationships over extended periods of time. Children will learn to negotiate, compromise, and resolve conflicts with other children. Children will demonstrate knowledge about self. Children will be able to balance needs and rights of self and others. Children will be able to verbally express a broad range of emotions and recognize these emotions in self and others. Children will regulate own emotions and behaviors and respond to emotional cues with increasing independence. Children will be able to take care of their own needs appropriately. Children will participate in cooperative play activities to help them develop a sense of belonging and responsibility to their peers, family, and community. Children will recognize the differences and similarities in all living things. 	<p>Fifty-four (54) families attended health advisory meetings and parent health workshops with peers and community partners.</p> <p>Two hundred and fifty-four (254) families attended Kindergarten Transition preparation meetings and activities.</p> <p>A total of seventy-nine thousand eight hundred and fifty-one (79,851) parent/child activity hours have been completed from September 2023-February 2024 in the continuation of encouraging families to be engaged in their child's learning.</p> <p>From September 2023-March 2024, seven hundred and sixty (760) Ready Rosie Social/Emotional Activities have been completed to assist children in building their social awareness, responsible decision making, self-management, relationship skills, and self-awareness.</p> <p>In supporting positive parent-child relationships and children transitioning to kindergarten, during the months of September 2023 to March 2024, four hundred and sixty-two (462) families attended the Parent /Teacher Conferences.</p>	<p>As a continuing challenge with Single Parent and Dual Parenting Working Families attending Parent Teacher Conferences during school hours, classroom teachers will ongoingly make themselves available to meet parent's needs.</p> <p>Many Head Start Parent and Dual Parenting Working Families have challenges participating in health workshop meetings. The EOC will continue to conduct parent surveys to receive feedback on how to increase participation.</p> <p>To foster the home-school connection as parents as their child's first educator, parents will continue to participate in the Ready Rosie parent program to strengthen children's social/emotional development in the home setting.</p>

Language and Literacy Domain			
Parent Family Community Engagement Goals	School Readiness Goals for Center-Based Programs	Family Engagement Progress/Outcomes	Challenges/Improvement Plan Actions
<ul style="list-style-type: none"> Enrolled Parents will participate in 2 -Parent / conferences on an annual basis, to discuss Children's progress Enrolled Parents will participate in monthly Parent Committee Meetings to have input in ongoing program planning, development of language and literacy skills and /or other needed revisions of program services. As identified, a minimum of 10% of non-English speaking parents will be encouraged to participate in ESL classes as scheduled, to help increase language awareness and skills. Additionally, as identified through program goal-setting, parents or guardians needing a General Education Diploma (GED) will be encouraged to participate in off-site GED classes to obtain an equivalency diploma. 	<ul style="list-style-type: none"> Children will be able to engage in increasingly complex conversation with peers and trusted adults. Children will build, use, and comprehend increasingly complex and varied vocabulary. Children will be able to understand, follow, and use appropriate social and conversational communication skills. Children will be able to share personal experiences and express themselves in increasingly more detail. Children will understand and use a wide variety of words for a variety of purposes with increasing independence. Children will be able to understand word categories and relationships among words. Children will be able to demonstrate phonological awareness. Children will be able to recognize print, the function of print, write to convey meaning and learn the rules that govern print. Children will identify, name, and use letter sound knowledge. Children will be able to understand, visualize or picture what is happening in the text (narrative structure) by storytelling/retelling, illustrating and questioning. Children will be able to orient books correctly; turning pages from the front of the book to the back and recognize familiar books by their covers. Children will be able to understand the job of an author and an illustrator. Children will be able to write their first and last name. English Language Learning Children will use expressive and receptive English language skills. English Language Learning Children will engage in English literacy activities. Children will be able to show an understanding that written words represent spoken words. 	<p>As life-long educators, one hundred and forty-five (145) families participated in Head Start subcommittees on the Program - Level from September 2023 to February 2024.</p> <p>Community partners/organizations have generated a total of four hundred and ninety-four (494) volunteer program hours from September 2023 to February 2024 as a continuation of strengthening community partnerships with the EOC Head Start Network.</p> <p>Currently, five (5) parents are enrolled in ESL (English Language Learning)/GED (Highschool Equivalency Class).</p> <p>Five hundred and forty-five (545) Parents/Families participated in a Read Across America event entitled, "Storypalooza" Book project.</p>	<p>Single Parent and Dual Parent Working Families have challenges attending events and volunteering during school hours. Programs will continue to offer parent meetings and program events during evening hours to encourage more family participation.</p> <p>EOC Head Start recognizes the importance of reading at an early age. Parents will be encouraged to use the program level lending library to provide families access to developmentally appropriate books to be utilized in the home environment.</p>

Approaches to Learning Domain			
Parent Family Community Engagement Goals	School Readiness Goals for Center-Based Programs	Family Engagement Progress/Outcomes	Challenges/Improvement Plan Actions
<ul style="list-style-type: none"> Parents will engage in Child Development workshops (in-person or via zoom) and will be encouraged to participate in creative expression activities with their children at home. Parents will creatively volunteer in the program (ex. volunteering in any classroom capacity) as a way to connect to their children's learning environment. (Measured by Volunteer Tracking Logs); 	<ul style="list-style-type: none"> Children will learn and follow classroom rules, routines, and multi-step directions with increasing independence. Children will be able to demonstrate cooperation and respect for peers, adults, classroom and materials. Children will regulate own emotions, behaviors and verbally express their emotions in words with increasing independence. Children will maintain focus and sustain attention with increasing independence. Children will demonstrate persistence when working with materials and activities. Children will use their skills in retaining information and show flexibility and inventiveness in thinking. Children will demonstrate initiative and independence. Children will show eagerness, curiosity, motivation and interest in learning about various topics and activities in the world around them. Children will be able to use language to express creativity in their thinking. Children will re-enact their imagination thru their socio-dramatic play. Children will learn to make connections by drawing from every day experiences, applying prior knowledge to new contexts. Children will explore the visual arts. Children will explore musical concepts. Children will explore dance and movement concepts. 	<p>Four hundred and forty-one (441) Parents and Families were engaged in program site level workshops and/or parent meetings over forty-eight (48) sessions.</p> <p>From September 2023 to February 2024, two hundred and thirty-seven (237) parents and family members volunteered at the program level.</p> <p>Nine hundred and eighty (980) Creative Curriculum 6th Edition lesson plan weeks have been implemented inclusive of parent home learning activities and parent educational materials to promote health, mental health, nutrition, safety, dental health, multicultural, cognition, math, literacy, language, physical- gross and fine motor, disabilities, family engagement and social-emotional competence.</p> <p>A total of seventy-nine thousand eight hundred and fifty-one (79,851) parent/child activity hours have been completed from September 2023-February 2024 in the continuation of encouraging families to be engaged in their child's learning.</p>	<p>Single Parent and Dual Parent Working Families have challenges attending events and volunteering during school hours. Programs will be encouraged to conduct Parent Night activities to enable more parents to participate in activities with their peers in their children's learning environment.</p> <p>EOC Head Start believes in the philosophy that parents are their child's first educator. To increase parent feedback for parent/child activities, surveys will continue to be conducted during monthly parent meetings.</p>

Perceptual, Motor, and Physical Development				
Parent Family Community Engagement Goals	School Readiness Goals for Center-Based Programs	Family Engagement Progress/Outcomes	Challenges/Improvement Plan Actions	
<ul style="list-style-type: none"> Parents will engage in physical activities with their children and understand physical development and health (planned home/school activity-visiting local playgrounds, neighborhood walks, etc.-indicated on Home/School Parent/Child activity sheets) Parents will have their children practice writing and drawing to promote development of their fine motor skills and to experiment with writing tools and materials for literacy and emergent writing (indicated on Home/School Parent/Child activity sheets); Parents will participate in the Health / Nutrition Committee menu planning as scheduled; Together with staff, Parents will ensure that meals reflect the cultural make-up of the children and families served; 	<ul style="list-style-type: none"> Children will perform basic gross motor skills such as walking, running, jumping, skipping, hopping, kicking and galloping thus demonstrating control, strength, and coordination of large muscles. Children will be able to use perceptual information to guide motions and interactions with objects and other people like maneuvering an obstacle course. Children will exercise and participate in other physical fitness activities daily. Children will demonstrate fine-motor strength and coordination (using a three-point finger grip and efficient hand placement when manipulating writing and drawing tools.) Children will understand the importance of grooming and hygiene. Children will know how to dress and undress themselves. Children will demonstrate proper hand washing. Children will understand the importance of eating nutritious healthy foods and keeping healthy eating habits. Children will be able to follow rules and apply learned rules in various settings. Children will know the reasons why they need to visit their doctor and dentist. 	<p>Nine hundred and eighty (980) Creative Curriculum 6th Edition lesson plan weeks have been implemented inclusive of parent home learning activities and parent educational materials to promote health, mental health, nutrition, safety, dental health, multicultural, cognition, math, literacy, language, physical- gross and fine motor, disabilities, family engagement and social-emotional competence.</p> <p>Twenty-eight (28) parents/families participated in the Health and Nutrition Committee menu planning meetings. Thus far one (1) Health and Nutrition Committee menu planning meetings have been conducted.</p> <p>Twelve (12) parents from December 2023 to February 2024 from our Freeport Head Start Program have participated in the Eat well Play Hard initiative program to educate families on the importance of healthy eating habits.</p>	<p>The EOC Head Start Team will actively attempt to provide more targeted workshops geared towards nutrition.</p> <p>Based on a community assessment survey conducted in Nassau County, affordable housing was stated as a priority. The EOC Head Start Team will continue help to supply resources and programs that would address housing solutions to meet the needs of our Head Start families.</p> <p>To address the need for promoting healthy eating habits and nutrition with Head Start Families, Head Start Programs will continue to participate in the Eat Well, Play Hard Nutrition Program.</p>	

Cognition Domain			
Parent Family Community Engagement Goals	School Readiness Goals for Center-Based Programs	Family Engagement Progress/Outcomes	Challenges/Improvement Plan Actions
<p>Families will engage in educational opportunities along with their children, by using their environment that encompasses various areas of cognition and general knowledge (i.e.-utilizing the Ready Rosie Video Learning activities and other technology)</p>	<ul style="list-style-type: none"> Children will know number names and the count sequence. Children will be able to count, quantify, and connect numerals with their quantities. Children will be able to understand addition as adding to and understands subtraction as taking away from. Children will be able to match patterns using one-to-one correspondence and create simple patterns. Children will be able to measure objects by utilizing standard and non-standard measurements. Uses differences in attributes to make comparisons. Children will use classification skills to group items by common characteristics. Children will demonstrate understanding of their body in relationship to the space around them. Children will be able to observe and describe observable phenomena such as, objects, materials, organisms, and events. Children will use observations, ask questions, and make predictions to gain better understanding of information and activities in their surroundings. Children will plan and conduct investigations and experiments. Children will analyze results, draw conclusions, and communicate results. Children will use tools and technology to perform tasks (including hatch computers and smart board) Children will identify the five senses and the organ that is used for each sense. Children will name the days of the week and the months of the year. Children will understand the concept of yesterday, today, and tomorrow. Children will engage in socio-dramatic play, using their imaginations to recreate real life scenarios in their pretend play. Children will be able to think symbolically and use materials in non-conventional ways. Children will demonstrate simple geographic knowledge. Children will understand that their family is a part of a larger community. Children will understand the roles of various community helpers. Children will recognize the different types of family units. Children will begin to be able to solve simple addition and subtraction problems. Children will be able to understand the concept of time as it relates to daily routines and schedules. Children will know the concept of ordinal numbers and begin to understand simple graphs. 	<p>Nine hundred and eighty (980) Creative Curriculum 6th Edition lesson plan weeks have been implemented inclusive of parent home learning activities and parent educational materials to promote health, mental health, nutrition, safety, dental health, multicultural, cognition, math, literacy, language, physical- gross and fine motor, disabilities, family engagement and social-emotional competence.</p> <p>A total of seventy-nine thousand eight hundred and fifty-one (79,851) parent/child activity hours have been completed from September 2023-February 2024 in the continuation of encouraging families to be engaged in their child's learning.</p>	<p>Some Parents and Families find mathematics and science home learning activities intimidating.</p> <p>The EOC Head Start program will conduct at least one mathematics and science parent educational training during the remaining duration of Year 4 to improve parent and family's confidence in conducting mathematics and science home learning activities. Moving forward, the EOC Head Start program will conduct at least two mathematics and science parent educational training during Year 5.</p> <p>The EOC Head Start has implemented a Family TIES initiative that focuses on infusing trauma awareness, knowledge and skills into the culture, practices and policies of our agency. Head Start network will continue to be educated in order to improve classroom management and family relationships.</p>

Teach Appreciation Acknowledgement

Teacher Appreciation Week is celebrated annually during the first week of May. This is an opportune time to honor educators who inspire and equip young students to develop and grow to their fullest potential. The week is dedicated to acknowledging and thanking teachers for being beacons of light that inspire hope and guide our children towards promising futures. It also provides opportunities for parents to replicate classroom lessons and activities at home, thereby enhancing their parenting skills as their child's primary teacher.

The Economic Opportunity Commission (EOC) of Nassau County, Inc. played a key role in recognizing our Head Start classroom staff, Head Start program directors, and other program staff who maintain adult-to-child ratios in their respective programs. All staff received a personal letter of gratitude from the Executive Management and were given an Amazon gift card to purchase a gift of their choice.

Additionally, Head Start program directors organized events at the individual program level, including staff breakfasts, lunches, and/or dinners. Staff members were also presented with certificates of appreciation as a token of gratitude for their selfless service.

"Anyone who does anything to help a child in his life is a hero".

Fred Rogers

TEACHING
is a work of
HEART



HEAD START STAFF TESTIMONIALS

"I am grateful for the support provided by the Mental Health and Disabilities team in helping me work with the children in my classroom. The team collaborated with me, my Program Director, and other classroom staff to develop a plan for our most vulnerable children. Some days were very challenging, but knowing I had support helped me daily. I am especially thankful for the Social Work Intern, who offered individualized support to children, shared strategies and tips, and promoted positive outcomes. I couldn't have done it without the support of my Program Director, who provided a safe space for me to breathe and decompress when I felt overwhelmed. My Program Director also offered hands-on support, guidance, and reassurance on difficult days. I am proud of the progress the children in my classroom have made. We worked hard together, and today, I see that my efforts were not in vain."

~ Hempstead Classroom Staff ~

"I have been working with the EOC for eleven years, and I love my job. Each year brings its own challenges, and this year, I had a child experiencing trauma who required additional support. The Mental Health and Disabilities team helped me understand what trauma looks like in children and introduced me to trauma-informed strategies from the Conscious Discipline Curriculum, such as assigning classroom jobs, helping the child problem-solve, and offering choices. Their support allowed me to work more effectively with the children in my classroom. I am grateful for my Program Director and my classroom team. Together, we have worked hard to meet the needs of our children."

~ Hempstead Classroom Staff ~

"The Therapeutic Call Center has been incredibly helpful during a challenging time in my life. I was able to call the hotline and speak with a Social Worker about my issues. On tough days, I used the hotline as an outlet and was grateful to have a professional to talk to beyond my family and friends. The Social Worker assisted me in identifying coping strategies that I still use today."

~ Therapeutic Call Center Client~

"I would like to thank the Mental Health and Disabilities team for their support. They worked with the school district to help me find a specialized school for my child, who will be leaving Head Start. The team also assisted me in searching for a job and provided support with transportation when I relocated. Thank you."

~ Head Start Parent ~

"The Therapeutic Call Center has been an invaluable resource. Whenever I feel stressed and overwhelmed, I know I can reach out and talk to someone. The Social Worker has provided counseling, coping strategies, and emotional support, making me feel heard and validated. On days when life's demands felt overwhelming, I called, and the Social Worker was always there with support and sound advice. I will continue to use the Therapeutic Call Center and recommend it to others."

~ Therapeutic Call Center Client ~

Memories Inspiring Hope & Advancing Opportunity



Women's History Month
Celebration



EOC Agency Professional
Development Training



WIPFI Conference, Las Vegas



End Gun Violence,
Roosevelt



EOC Agency
Holiday Celebration



Cultural Day
In Service



Social Work Interns



Outreach & Recruitment,
Hempstead



Financial Report

Intervention & Prevention Event



Renovated Lunch Room



NHSA Conference - Portland, OR



OHS Region II Conference, White Plains, NY



Newly Renovated Head Start Corporate Office



Mental Wellness Day



Nassau County Games for the Physically Challenged



National Night Out, Freeport



Outreach & Recruitment Rockville Center / Lakeview



Chief Executive Officer



HS Professional Development Training

QUALITY ASSURANCE AND FAMILY TIES

The post-COVID-19 era continues to cast a shadow on the social and emotional well-being, health, and finances of families, communities, and society. The severity of the impact has taken a toll on the mental health of individuals in our Head Start Network. To address this ongoing dilemma and provide support for our communities, the EOC Head Start Child Development Program maintains a Licensed Master Social Worker (LMSW) and a Family TIES Family Service Worker (FSW). The Family TIES team is tasked with improving, expanding, and increasing the EOC agency's capacity to infuse a trauma-informed approach into the culture, practices, and policies of our agency under the Family Trauma-Informed Education and Support (TIES) Initiative.

Therapeutic Call Center for Head Start Staff and Families:

The agency launched the Therapeutic Call Center in October 2023. The Call Center was implemented to provide therapeutic services and support the mental health of our Head Start families and staff due to heightened environmental stressors prevalent in the current societal climate. The Call Center provides a safe and confidential space for individuals experiencing emotional distress, trauma, anxiety, and helplessness. A designated private space was identified for the operation of the Call Center. The center operates Monday through Friday for four hours daily. To be inclusive and meet the needs of our diverse population, the center offers professional interpretation services.

A Task Manager was hired to assist with the implementation, monitoring, and compliance of all activities and services related to the Therapeutic Call Center and to coordinate the Social Work Interns' assignments. Calls are supported by the LMSW, Task Manager, and Master Level Social Work Interns. The team has been certified in First Aid Mental Health Training to ensure competent delivery of services. Head Start parents and staff continue to be educated and sensitized on the importance of their mental health and well-being, as it profoundly influences every aspect of their lives and their families.

The Therapeutic Call Center has been promoted at parent meetings, events, and through cards with the caption, "Ask Us," followed by quotes like "Do not suffer in silence. Somebody somewhere is willing and prepared to help in any way to encourage, empower, and support you."

Support for Head Start Parents:

Educational workshops were conducted for parents in October and November 2023, and March and April 2024. The first workshop focused on Domestic Violence. The second workshop in November centered on educating parents about Early Childhood Mental Health awareness. In March, two workshops were held: the Introduction to Conscious Discipline, a trauma-informed, brain-based, and self-regulation program, and Finding Balance. The workshop in April 2024 focused on Conscious Discipline: The Brain State Model, which identifies the internal state a child may be experiencing (as a result of Adverse Childhood Experiences (ACES)) and assists them in achieving an optimal state for learning new skills before addressing the behavior. The second April workshop was entitled Coping with the Stress of Motherhood.

The Mental Health Team continued the weekly educational series based on snippets of information from the Conscious Discipline curriculum to help educate, support, empower, and enhance parenting skills. Recognizing cultural barriers and the stigma associated with accessing mental health services, parents were informed about the importance of mental health and that asking for help is a sign of strength rather than weakness. This was done to normalize, validate, and encourage our families that they are not alone when experiencing a crisis and that the agency has a support system in place.

The LMSW also provided support to pregnant and postnatal parents whose mental health is often affected to ensure they are receiving the required interventions to support their mental well-being. They were also linked to

community resources (housing, baby supplies, food pantries) as needed.

Support for Head Start Staff:

The Family TIES LMSW continued to provide therapeutic intervention to Head Start staff through individual sessions to support their mental well-being and enhance their social functioning. The Family TIES LMSW and the Mental Health team continued to provide training to Head Start Program staff on the importance of using a trauma-informed approach in their engagement with children and families to increase their knowledge base, skills, and competence. Staff were educated on the importance of fostering an environment of equity, equality, belonging, and inclusion in the Head Start environment.

In an effort to educate and sensitize staff on effective ways to promote classroom management, understand trauma and its effects on the brain state, and support staff mental well-being, professional development trainings were provided on the following topics: Conscious Discipline: The School Family; Trauma, Why It Matters; Finding Balance; and Early Childhood Mental Health. These workshops highlighted the importance of engaging children with a trauma-informed lens, being mindful that trauma affects the internal brain state, which is reflected in the child's behavior. Therefore, creating a safe and loving environment is crucial to promoting the well-being of children. Research shows that when children feel safe, secure, and establish nurturing relationships with others, they develop good social and emotional skills, which are key components in developing their ability to self-regulate and promote school readiness. Staff were educated on the importance of finding balance to help them maintain optimal health and provided with practical strategies to implement when feeling stressed and overwhelmed.

Additionally, it is important for parents and staff to be mindful that children continuously observe them, modeling their behaviors and interactions with family members. Therefore, being mindful of their own triggers, how they handle upset, and their inability to self-regulate are critical factors that impact children's ability to self-regulate. Classroom staff were encouraged to employ strategies such as meeting children where they are, being flexible with classroom instructions to meet children's needs, implementing positive reinforcement, utilizing a strength-based approach, providing a safe space for children to identify and label their own feelings, and setting a positive tone for children to model.

Support for Head Start Children:

The Family TIES LMSW continues to work in collaboration with the Intervention Manager to monitor classroom staff and provide support and feedback as needed to support children and families' mental wellness. The importance of using a trauma-informed approach and the concept of the Brain State Model helps staff understand children's internal brain states as they relate to their presenting behaviors, emphasizing the need to create a safe and loving environment. Mastering these concepts will enhance classroom management as staff will be more competent in implementing strategies to minimize and support challenging behaviors.

The Family TIES LMSW co-hosted a workshop entitled "Keeping You in the Picture - Thrive 365," in commemoration of Breast Cancer and Domestic Violence Awareness month, to support, educate, and heighten awareness of these complex social issues. The workshop was conducted by experts in each area. In recognition of Mental Health Month, staff were provided with a list of strategies to help them practice self-care and were encouraged to utilize the Therapeutic Call Center as needed.

The Family TIES LMSW collaborated with Molloy University, Hunter College, and Adelphi University to recruit five Social Work Interns. The interns provided individualized support to classroom staff, Head Start children with disabilities (IEPs), and those with behavioral/mental health concerns. Social Work Interns worked with Head Start parents, in collaboration with the LMSW and Intervention Manager, to assess and develop strategic interventions to support children and their families.

To be better equipped to meet the needs of our Head Start children, the LMSW and Intervention Manager received certification in Modules of the Pyramid Model.



	Actual	Projected
Income 1	\$5 800	\$6 000
Income 2	\$2 300	\$1 000
Extra income	\$1 500	\$2 500
Total income	\$9 600	\$9 500

Transportation
17%

Other
16%

FISCAL REPORT

Housing
34%

Economic Opportunity Commission of Nassau County, Inc.

Results of our most recent financial statements audit for Fiscal Year Ended July 31, 2023

Independent Audit Firm: Nawrocki Smith LLP
Certified Public Accountants & Business Consultants
100 Motor Parkway, Suite 580
Hauppauge, New York 11788

Reference: Page 8 of Uniform Guidance Supplementary Financial Report: Schedule of Findings and Questioned Costs, For the Year Ended July 31, 2023.

Section A **Summary of Auditor's Results:**

1. The auditor's report expresses an unmodified opinion on the financial statements.
2. No deficiencies or material weaknesses were disclosed during the audit of the financial statements.
3. No instances of noncompliance were disclosed during the audit of the financial statements.
4. No deficiencies or material weaknesses were reported during the audit of the major federal award programs.
5. The auditor's report on compliance for the major federal award programs expresses an unmodified opinion.
6. No audit findings relative to the major federal award programs that are required to be reported in accordance with section 2 CFR 200.516 (a) of the Uniform Guidance, were disclosed during the audit.
7. The programs tested as a major program included:

<u>CFDA Number</u>	<u>Name of Federal Program</u>
93.600	Full Year Head Start
14.257	Emergency Food and Shelter National Board Program

8. The threshold for distinguishing between Types A and B programs was \$750,000.
9. Auditee was determined to be a low-risk auditee.

Section B **Findings-Financial Statement Audit**

None Reported

Section C **Findings and Questioned Costs – Major Federal Award Programs Audit**

None Reported

Note: There were no audit findings in the prior year's audit Schedule of Findings and Questioned Costs, relative to federal awards.

"Helping People, Changing Lives."

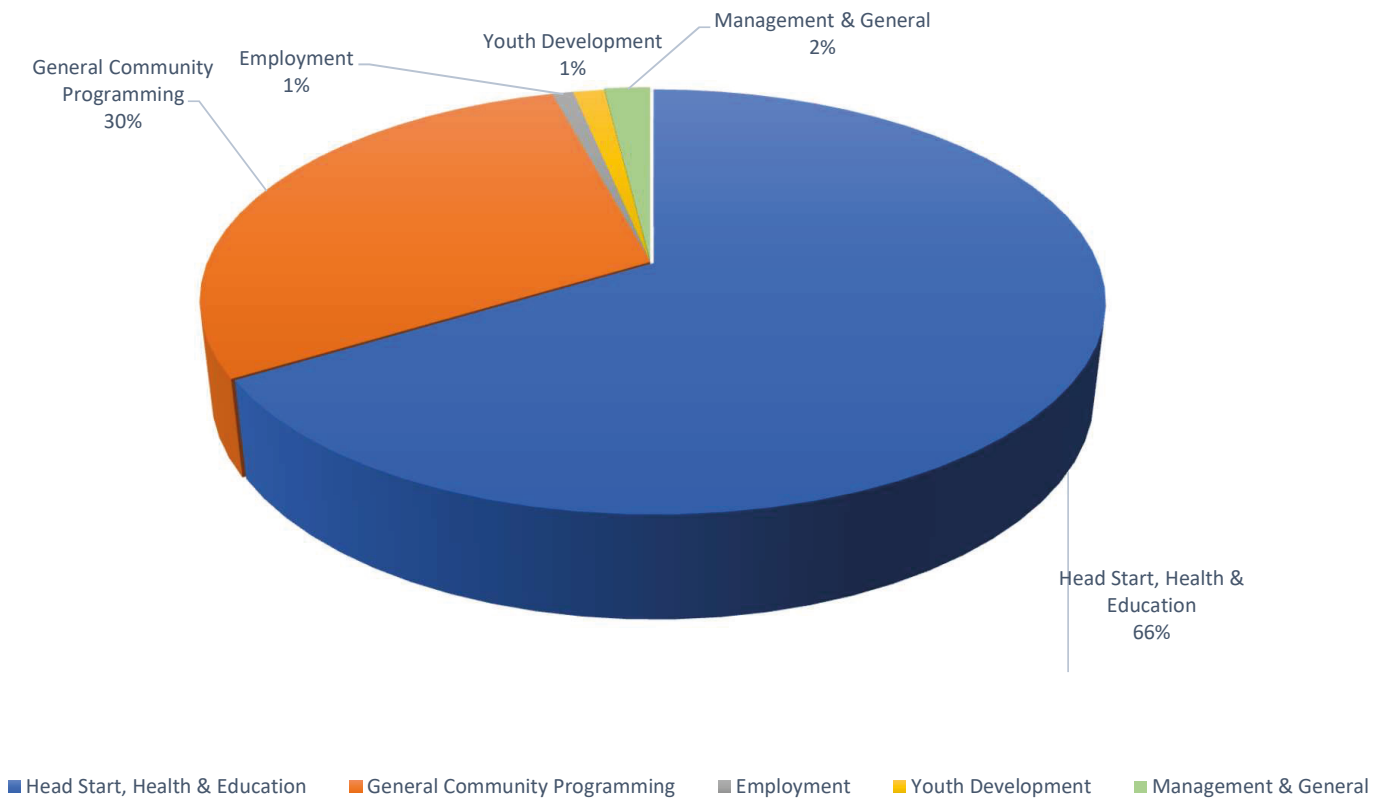
Economic Opportunity Commission of Nassau County, Inc.

Schedule of Public and Private Funds Received by Source
For the Fiscal Years Ended July 31, 2023 & 2022

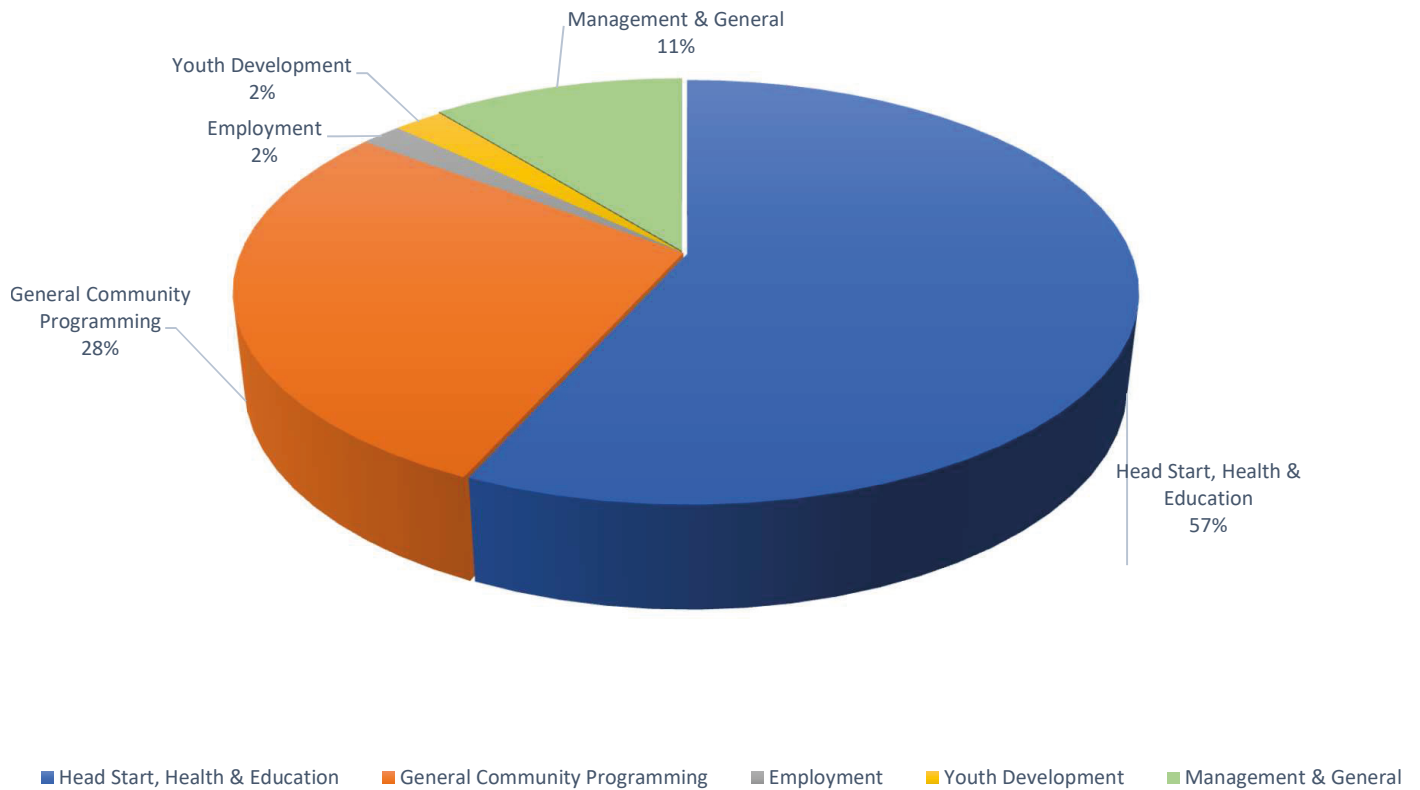
Name of Grantor/Source of funds:	7/31/2023	7/31/2022
Department of Health and Human Services, Full Year Head Start	\$ 9,403,177.24	\$ 8,516,999
Department of Health and Human Services, Community Service Block Grant	2,990,988.70	2,477,276
Nassau County Department of Housing & Homeless Services, Rapid Re-Housing Assistance	903,835.79	-
In-Kind Contributions	688,025.43	559,261
NYS Department of Health, Child & Adult Care Food Program	540,337.26	509,568
Department of Health and Human Services, Emergency Food and Shelter Program	261,008.51	94,313
County of Nassau – Youth at Risk	215,446.70	179,328
Other Local	184,379.00	34,410
Hempstead School District -Empire	156,241.00	142,203
Nassau County Office for New Americans, Relief Fund for Storm Survivors	150,541.14	151,686
Department of Labor -Displaced Homemaker	136,008.10	171,002
Westbury School District	65,100.00	65,100
Hempstead School District	33,476.78	392,067
Town of North Hempstead - Port Washington	10,500.00	-
United Way	8,968.00	11,250
Incorporated City of Glen Cove	8,199.35	-
Department of Health and Human Services, Community Service Block Grant-CARES	-	1,880,511
NYS Department of Health, Maternal and Infant Health Community Health	-	626,590
Department of Health and Human Services – COVID-19	-	330,414
NYS Department of Labor, Excluded Worker Fund Outreach and Assistance Grant	-	58,254
Village of Hempstead – Re-Entry	-	4,167
Town of Hempstead-Youth Grant	-	2,150
MLK Fundraising	-	620
Total	<u>\$ 15,756,233</u>	<u>\$ 16,207,169</u>

"Helping people, Changing lives."

Economic Opportunity Commission of Nassau County, Inc.
Functional Expenses
For the Year Ended July 31, 2023



Economic Opportunity Commission of Nassau County, Inc.
Functional Expenses
For the Year Ended July 31, 2022



Staff List

Aamir, Salma	Brown, Wilda	Duncan-Lyons, Lintia
Ackerman, Jillian	Bruce, Ralph	Erschine, LaVonne
Afolabi, Joshua	Burgess, Dianne	Feit, Marianne
Ahmed, Nasima	Bush, Sylvester	Fernandez, Adriana
Ajmal, Uzma	Capellan, Manuel	Flores, Mateo
Alcantara Jimenes, Darlin	Carcamo-Quijada, Jessica	Flores, Matthew
Alexander, Steven	Carias, Andy	Franco Murillo, Arely Del Socorro
Allen, Janet Love	Castillo, Blanca	Francois, Wesley
Alvarez Cabrera, Tania	Castma, Ketia	Frazier, Tiffani
Alvarez de Tejada, Mercedes E.	Charles, Carolyn	Fuentes, Gladys
Andree, Sabrina	Ciccarone, Rebecca C.	Garcia, Jorey
Aquilina, Lisa	Clarke, Donnisa	Gerald, Ira
Ardila, Sebastian	Colchado, Liliana	Gilmore, Candice
Ashraf, Andleeb	Colter, Estelle M.	Gomez, Edith
Astudillo, Adrian	Connaught, Benjamin	Gonzalez Nunez, Adriana
Ayiku, Sarah	Corley, MelRose B.	Gonzalez Ramirez, Rolinda
Bagley, Erika	Corley, Tracy Michelle	Gonzalez, Brian
Bailey, Leslie	Coronado, Jaime	Gonzalez, Emely
Bailey, Sandra	Cruz, Carlos	Graham, Gennell J.
Barerra, Isabella	Cruz, Teresa	Gray, Mearah
Batista, Jaelyn	Cywinski, Amy D.	Greaves, Sharon
Bell Roach, Leonie	Davis, Marie	Hamlin-Croutch, Charlena
Berger, Michael	De La Rosa, Mitzi	Hayes, Shana
Bernhardi, Michael	De Los Rios Zapata, Steven	Hernandez, Cristina
Berry, Karleen M.	DeJesus, Daniel	Hernandez, Damaris E.
Bowen, Grazia	Del Prete, Bianca	Hidalgo, Yissel
Boykin-Blackshear, Michele	Dickson, Candice	Hughes, Kashmya D.
Bradley, Gwendolyn	Dortch-Smith, Novella E.	Hurd, Natasia
Bradley, Savanna	Dowdy, Deborah	Hurst, George
Bridgers, Constance	Drummond, Anthony	Iqbal, Vajiha

Jackson, Kevin	Miller, Yvette C.	Smith, Sonya
Jeanty, Irma	Mills, Cecile	Smith-Hasberry, Imani
Johnson, Patrick	Modeste, Phyllis	Smoot, Kevin
Johnson, Yvonne	Munir, Rabia	Snow, Amanda
Jones, Kanieta	Murphy, Patricia	Soraca Garcia, Luhatani
Jones, Rubin	Murray, Yolanda	Souffrant, Joanie Anne
Kabaghe, Chimwemwe	Orellana Marquez, Mathew	Stanley, Travis
Kanu, Peace	Panton, Tanel	Taylor, Lorie
Kaur, Navpreet	Patten, Latasha	Teklehaimanot, Haimanot W.
Khan, Chashman	Pearsall, Rosanna	Thompson, Haven
Kinney, Edna S.	Perez, Fernando	Tilghman, Kimberly
Konigsberg-Acevedo, Carmenn	Perez-Pinales, Susan	Trejo Medina, Melanie
LaSalle, Arisbel	Perry, Regina	Trent, Shanna
Leach, Lamont	Petty, Jasmine	Turner, Andrew
Lewis, Leslyn	Pierri, David	Valencia, Sergio W.
Liberato- Santana, Eva	Pinello, Pietro	Valmon, Juan
Lights, Corde	Pittman, Dorothy	Vasconcelos Martinez, Rebeca
Lopez Argueta, Oscar O	Ponton, Cary	Villalobos, Abraham
Lopez Chacon, Stirlyn	Portilla Fernandez, Rosa	Waiters, Diva
Lopez, Justin	Poulson, Eric J.	Wang, Amanda
Madrid, Andrew	Reeder, Sirrisa	Ward, Josephine
Marshall, Patricia	Reese, Joshua	Warner, Olive
Martinez Liberato, Danelis	Reid, Elaine	Washington, Samantha
Martinez Santana, Mariangely	Robinson, Cynthia	White, Imani
Martinez, Lizzette	Rodriguez, Tanya	Williams, Anwar
Martinez, Mario R	Romero, Wilber	Williams, Monique
Mashburn, Yolanda	Rubio Arguelles, Aurora	Williams, Sherry
Matadin, Natalie	Schmid, Stephanie	Wilson, Cagney D.
McIntosh, Candice	Serrano, Vicky	Wilson, Erik
Mejicanos Cruz, Jefferson	Sherrill, Nicole Lizette	Wright, Griselda
Mency, Mario	Shiver-Kennedy, Anita L.	Yarborough, Iris M.
Mendez, Christian	Skinner-Ashwood, Fastine	Ynirio, Denni
Mercado, Kiara	Smith, Patrick	Zaharioudaki, Nadia

Partnerships

A&W Safety Surfacing LLC

Bethpage Federal Credit Union

Blue Cross Blue Shield

Book Fairies

Bright Futures

Cedarmore Corporation

Charles Evans Center

Coldwell Banker American Homes Hicksville

Community Development Agency - Glen Cove

Community Development Agency -
Incorporated Village of Freeport

Community Development Agency - Incorporated
Village of Hempstead

Cornell Cooperative Extension

Department of Health and Human Services

EAC Network

East Rockaway School District

Eastern New York Youth Soccer Association

Economic Opportunity Council of Suffolk, Inc.

Elite Development Player Soccer League

Emblem Health

Empire Blue Cross Blue Shield

Fidelis Cares

First Baptist Church

First City Project

Freeport UFSD - High School

Freeport Memorial Library

Girls Scouts of Nassau County, Inc

Glen Cove School District

Grace Lutheran Church (New Life Center)

Health and Welfare Council of LI

Health First

Health Research Incorporated

Hempstead Union Free School District

Incorporated Village of Hempstead

Island Harvest

JP Morgan Chase

Kiwanis

Lawrence School District

Level Up Glen Cove Cares

Liberty Dental

Lifetouch

Long Beach Martin Luther King Center

Long Beach School District

Long Island Cares

Long Island Coalition for the Homeless

Long Island Harvest

Long Island Junior Soccer League

Long Island Panthers LLC

Long Island Rough Riders

Malverne School District

Malverne School district

Memorial Presbyterian Church

Molloy University

Nassau County Bar Association

Nassau County Josetta and Julius Pearce
African American Museum

Nassau County Library Association

Nassau County Office of Hispanic Affairs

Nassau County Office of Minority Affairs

Nassau County Perinatal Services Network

National Community Action Partnership

New York City Football Club

New York State Community Action Association

New York State Department of Labor

New York State Department of State

Northwell Health

Operation Warm

Pajama Program

Pariva Health

Playsafe Surfacing LLC

Port Washington Police Department

Port Washington School District

Primerica

Project Hope

Salem Baptist Church

Shining Star Yoga and Wellnes Inc.

SoulJoy Wellness

South Side School District

St. Frances de Chantel Church

Stop and Shop Cherry Valley

Subaru's Love to Care Program

The Candy Lab

The Tillner Foundation, Inc.

The W

Town of North Hempstead

Town of Oyster Bay

Toys for Tots

Transformation+ Inc.

Trollinger Realty Co.

Twin Oaks Country School

Urban League of Westchester County

Village of Hempstead

Whole Foods - Garden City

The Promise of Community Action

*Community Action changes people's lives,
embodies the spririt of hope, improves communities,
and makes America a better place to live. We care
about the entire community, and we
are dedicated to helping people help
themselves and each other.*

