



2021 Annual Report



For the 2019-2020 fiscal and program year

OUR MISSION: TO EMPOWER CHILDREN AND FAMILIES

Serving 8 Counties in South Arkansas
Calhoun | Columbia | Dallas | Hempstead
Lafayette | Nevada | Ouachita | Union

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The Agency

FACT, Inc. is a premiere preschool provider in South Arkansas. Committed to excellence, the agency provides early childhood education services to children in preparation for success in kindergarten through its 23 preschools and 5 home based programs.

The central office for FACT is located at 2720 Vine Street in El Dorado, Arkansas. The Interim Executive Director is Shiree Daniels.

The FACT preschool child development program offers a wide array of program options to meet family needs. These include:

Head Start (HS) Classroom Services is for children ages 3 to 5 whose family income is less than 100% of the poverty level or who meet federally defined criteria.

Early Head Start (EHS) Classroom Services is for infants and toddlers and pregnant women and teens. If eligible, toddlers may transition from EHS to other preschool programs provided by FACT when space is available.

EHS Home Based Services is for clients who choose to have home educators provide the same services offered by our classrooms in the privacy and comfort of their homes.

Arkansas Better Chance (ABC) & Arkansas Better Chance for School Success (ABCSS) Classroom Services is for children ages 3 to 5, whose family income is less than 200% of the poverty level or who meet specific criteria defined by the state of Arkansas.

The Original Counties serve HS and EHS and provide services in Calhoun, Columbia, Dallas, Ouachita, and Union Counties.

The Southwest (SW) counties only provide services for HS in Hempstead, Lafayette, and Nevada.

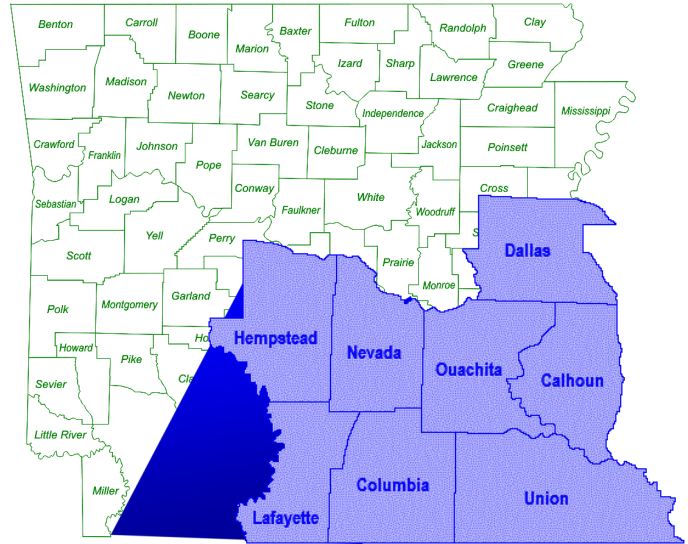
The FACT, Inc. Philosophy

We believe that from birth, all children need early childhood development experiences that support their unique characteristics and provide love, warmth, and positive learning experiences. All families need encouragement and support from their community to achieve their own goals and provide a safe and nurturing environment for their young children.

Service Area

In the 2019-2020 program year, FACT operated

- ✓ 32 Head Start classrooms,
- ✓ 25 Early Head Start classrooms, and
- ✓ 11 ABC/ABCSS classrooms
- ✓ FACT was funded for a total of 1,025 children in 2019-2020



Calhoun County	Funded Enrollment
Hampton HS	17
Hampton EHS	8
EHS Home Based	11
Total	36

Columbia County	Funded Enrollment
Emerson HS	15
Magnolia EHS	40
Magnolia East HS	18
Magnolia East ABC	20
Magnolia Walker	18
McNeil HS	15
Taylor ABC	20
EHS Home Based	11
Total	157

Dallas County	Funded Enrollment
Fordyce HS	30
Fordyce EHS	16
EHS Home Based	11
Total	57

Hempstead County	Funded Enrollment
Blevins HS	19
Hope HS	80
Total	99

Lafayette County	Funded Enrollment
Bradley HS	15
Lafayette HS	19
Total	34

Nevada County	Funded Enrollment
Nevada HS	18
Prescott HS	19
Total	37

Ouachita County	Funded Enrollment
Bearden HS	18
Bearden ABC	16
Bearden EHS	8
Camden HS	36
Camden EHS	24
Harmony Grove HS	19
SAU Tech ABCSS	20
Total	141

Union County	Funded Enrollment
Fairview HS	68
Fairview EHS	40
Junction City HS	18
Junction City EHS	8
Junction City ABCSS	20
Morning Star HS	71
Morning Star EHS	16
Strong HS	18
Strong ABC	10
Strong EHS	8
West Woods HS	39
West Woods ABCSS	94
West Woods EHS	32
EHS Home Based	22
Total	464



Enrollment



FACT served 810 Head Start and Early Head Start children and their families at some point during the program year. Of those served:

- 688 (85%) were income eligible
- 122 (15%) were over poverty guidelines

For HS SW, 181 were served:

- 152 (84%) were income eligible
- 29 (16%) were over poverty guidelines

For ABC, 205 were served:

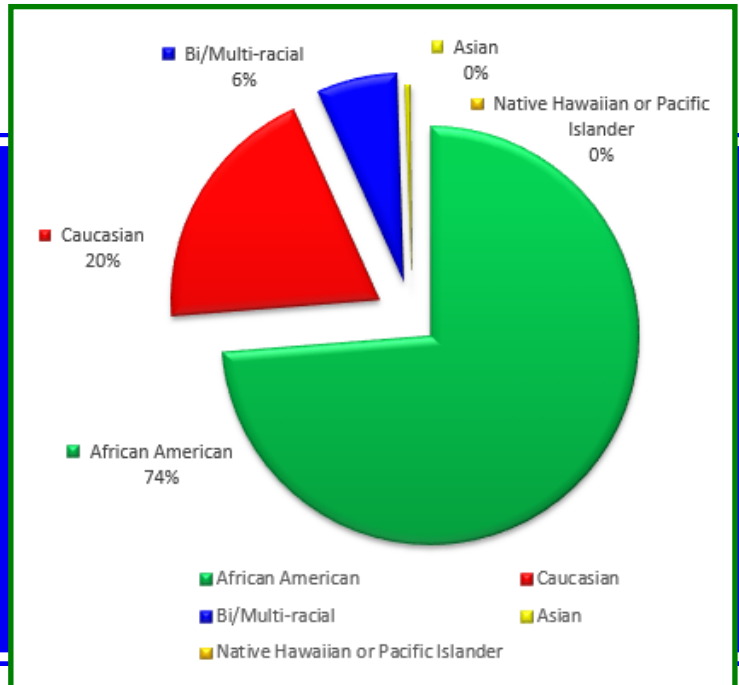
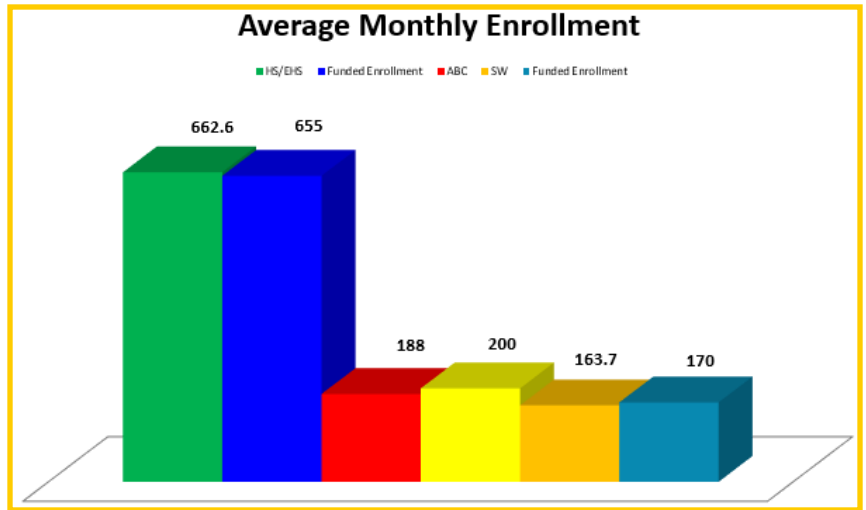
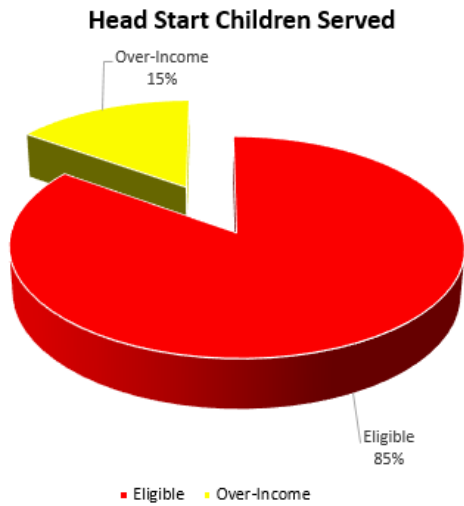
- 205 (100%) were income eligible

Average Monthly Enrollment

✓ HS & EHS - 86.4%

✓ SW HS- 96.3%

✓ ABC - 94%



Children of Hispanic/Latino origin are classified under race as Caucasian. However, FACT served 23 Hispanic/Latino children in HS/EHS, which was 2.8% of the total number served.

In SW, FACT served 24 Hispanic children, making 13.3%

Staffing

& Credentials



FACT employed 204 full-time staff, 8 part-time staff, and 2 contract staff in the 8 counties served. The list below indicates employment numbers.

There were 22 employees working on degree plans during the 2019-2020 program year. Sixteen of those were teachers and teacher assistants.

Total Teachers (93)					
Head Start (32)		Early Head Start (50)		ABC (11)	
		CDA – 12	24%		
AA – 15	47%	AA – 23	46%	AA – 0	0%
Bachelors – 17	53%	Bachelors – 9	18%	Bachelors – 11	100%
		None (In school) – 6	12%		

Total Teacher Aides (42)			
Head Start (32)		ABC (10)	
CDA – 13	41%	CDA – 5	50%
AA – 11	34%	AA - 0	0%
Bachelors – 2	6%	Bachelors – 1	10%
(In school) – 6	19%	None (In School) 4	40%

Central Office - 25 employees

Calhoun County - 6 employees

- 3 Teachers
- 1 Teacher Assistants
- 1 Program Manger/FSA
- 1 EHS Home Educator

Columbia County - 31 employees

- 1 Program Manager
- 16 Teachers
- 6 Teacher Assistants
- 4 Family Service Advocates
- 1 Home Educator
- 1 Cook
- 1 Cook Assistant
- 1 Food Transporter

Dallas County - 12 employees

- 1 Program Manager
- 6 Teachers
- 2 Teacher Assistants
- 1 Family Service Advocate
- 1 EHS Home Educator
- 1 Food Transporter

Hempstead County - 12 employees

- 1 Program Manager
- 5 Teachers
- 5 Teacher Assistants
- 1 Family Service Advocate

Lafayette County - 7 employees

- 2 Teachers
- 2 Teacher Assistants
- 1 Family Service Advocate
- 1 Bus Driver
- 1 Bus Monitor

Nevada County - 6 employees

- 2 Teachers
- 2 Teacher Assistants
- 1 Family Service Advocate
- 1 Food Transporter

Ouachita County - 28 employees

- 1 Program Manager
- 14 Teachers
- 6 Teacher Assistants
- 4 Family Service Advocates
- 1 Bus Driver -1 Bus Monitor
- 1 Center Assistant

Union County - 85 employees

- 3 Program Managers
- 45 Teachers
- 18 Teacher Assistants
- 2 Center Assistants
- 10 Family Service Advocates
- 2 EHS Home Educators
- 3 Cooks
- 1 Cook Assistants
- 1 Janitor/Maintenance

Education



- Staff attended multiple trainings throughout the year. Teaching staff received Active Supervision Training and online training on Autism through the Thompson Center for Autism and Neurodevelopmental Disorders. Staff also received Stop the Bleed training and Mathematics for Preschoolers. All teaching staff also received Trauma Informed Care and Minimum Licensing Requirements for Child Care Centers. Trainings better equip staff to handle the day-to-day and in addition help prepare children for Kindergarten.



Kindergarten Readiness

FACT strives to prepare children fully for kindergarten in a number of ways, including:

- Implementation of a research-based curriculum that is aligned with the Head Start Early Learning and Outcomes Framework and Arkansas' Child Development and Early Learning Standards
 - Generate individual child outcomes data 3 times per year that is used to co-plan child goals with parents and for agency wide goals
 - Provide coaching and professional development opportunities for staff
- Provide parent trainings, parent curriculum lessons, home visits, parent conferences, activity packets, and resource lists
 - Partner with school districts to ensure smooth transitioning activities
 - Participate in Collaborating for School Readiness Summit
 - Teaching staff and parents receive The Kindergarten Readiness Checklist

EHS Teachers and Home Educators were trained on usage and implementation of the Creative Curriculum for Infants, Toddlers, and Twos and Teaching Strategies Gold. TSG assessments were implemented and individualized lesson plans were revised. Assessment results from TSG yielded that the 2-year olds were meeting and exceeding expectations in both the Fall and Winter assessment periods in all domains. Due to COVID -19, Spring assessments were not completed.



Disabilities & Health

Disability :

FACT uses the Devereux Early Childhood Assessment (DECA) tool to gauge all children's social and emotional growth. The DECA is a strength based assessment that defines a child's resilience and screens for protective factors within a child. Protective factors include initiative, self control, and attachment. The assessment is conducted twice per year - once when the child enters the program and a second time in March. Teachers enter the data within 45 days of the child entering the program (Pre-DECA) and a second time in March (Post-DECA). Teachers enter information online where results are calculated automatically. Then a report can be generated for use in the classroom and for home use. However, because of COVID 19 the scheduled Post DECA assessment was thwarted.

Conscious Discipline is another useful classroom tool for monitoring child behavior and assessing the needs of children.

Head Start requires that at least 10% of all opportunities available are for children with disabilities. Records show that during the 2019-2020 program year 29.2% of children enrolled in SW qualified for disability services. For the Original Counties, there were 18.5% of children who qualified.

Overall for the entire agency, 47.7% of children enrolled qualified for disability services during the 2019-2020 program year. Children who qualified received early intervention services for primarily developmental and speech delays or concerns.

Health Services:

93% of EHS children were up-to-date on a schedule of age-appropriate preventive and primary health care, according to Arkansas's EPSDT schedule for well child care.

78% of HS children were up-to-date on a schedule of age-appropriate preventive and primary health care, according to Arkansas's EPSDT schedule for well child care.

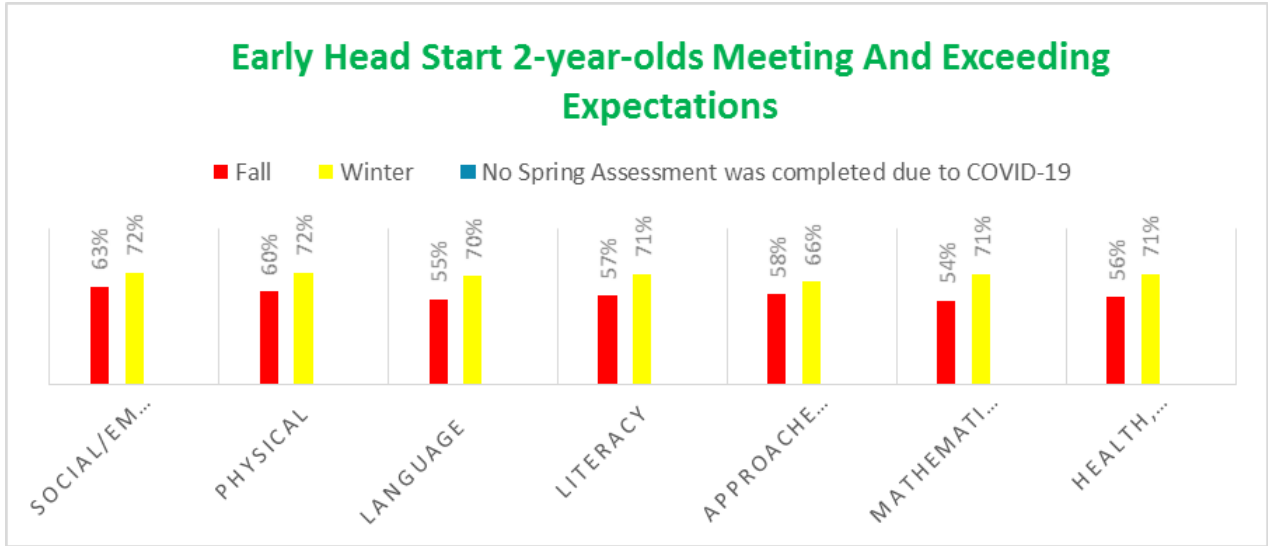
78% of HS children completed a professional dental examination.

99% of both HS and EHS children were up-to-date with immunizations.

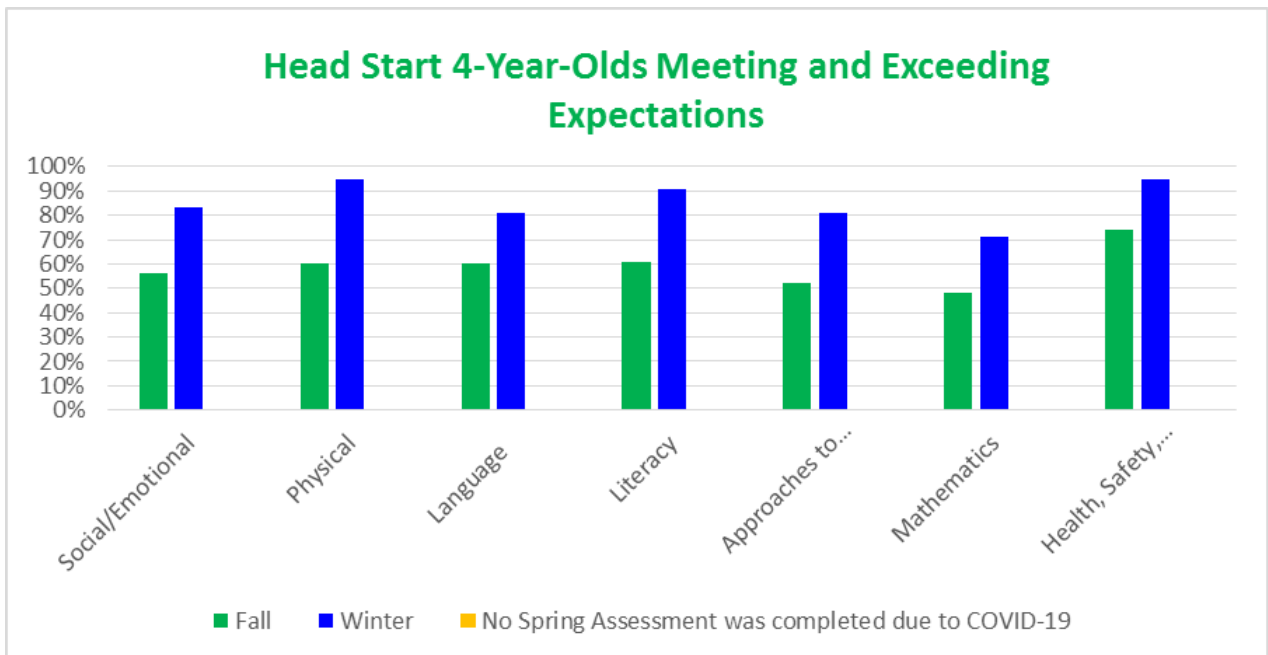
We completed 25 New Mom visits prior to closing in March due to COVID. The percentages of children receiving medical and dental care were affected by our sudden closing due to COVID.



Outcomes

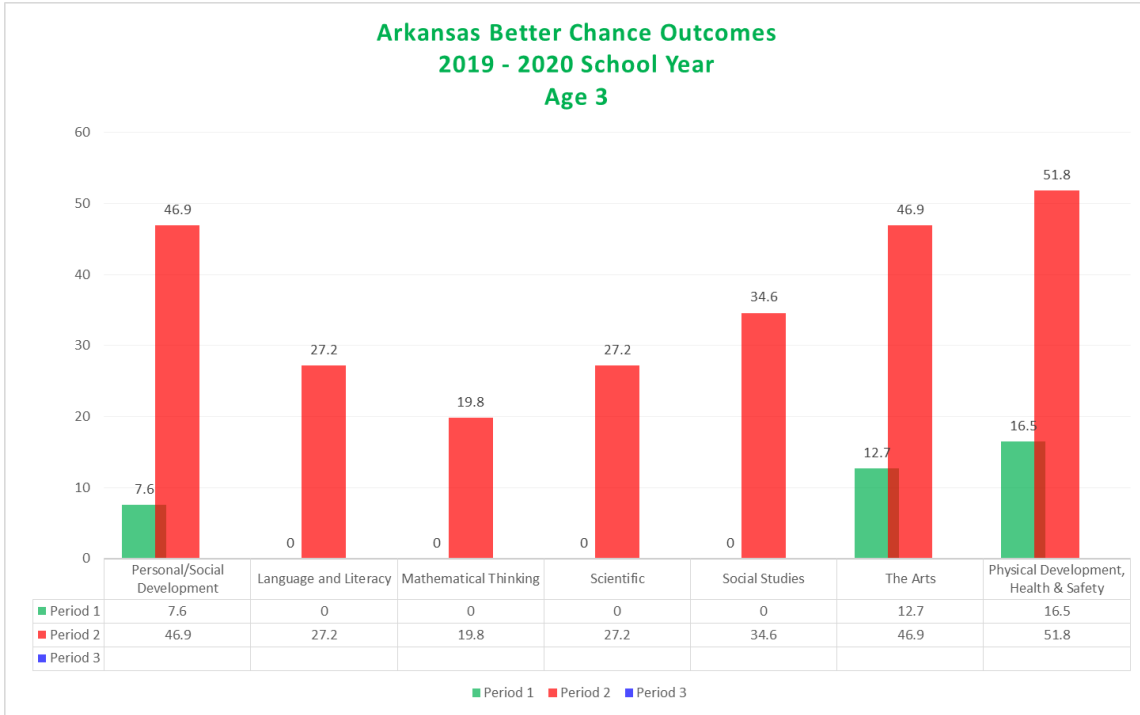


Three assessment periods were to be conducted for Fall 2019, Winter 2020, and Spring 2020. Due to COVID-19, the Spring 2020 assessment period was postponed. In classroom services was not allowed to resume until the 2020-2021 Program year, therefore, the Spring 2020 assessment was not able to be performed.

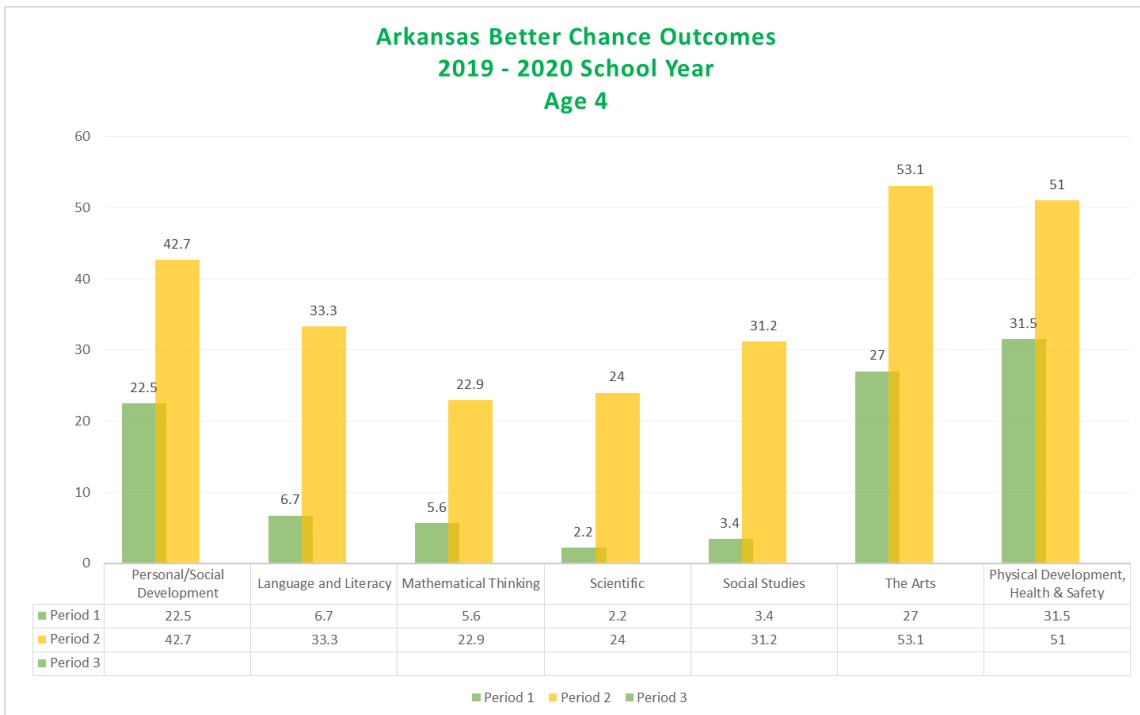




Outcomes



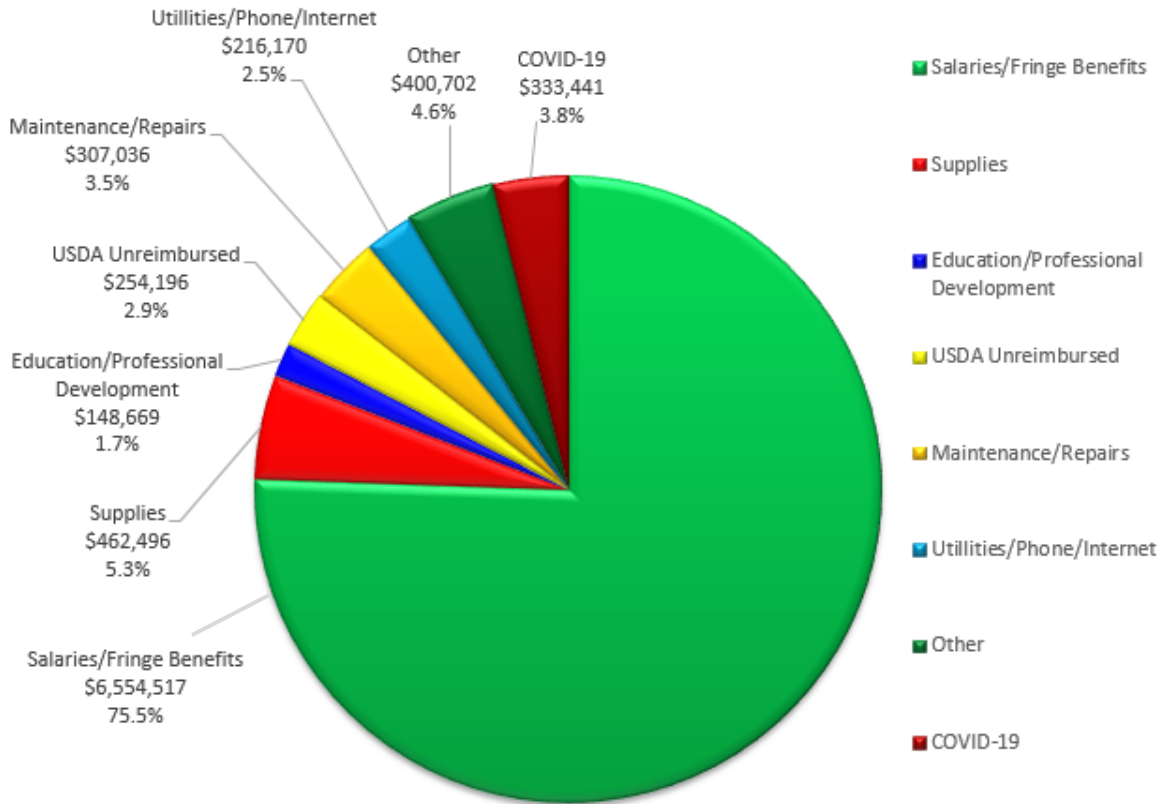
Creative Curriculum, the 6th Ed. updates were purchased to supplement teaching strategies and amplify child outcomes data.



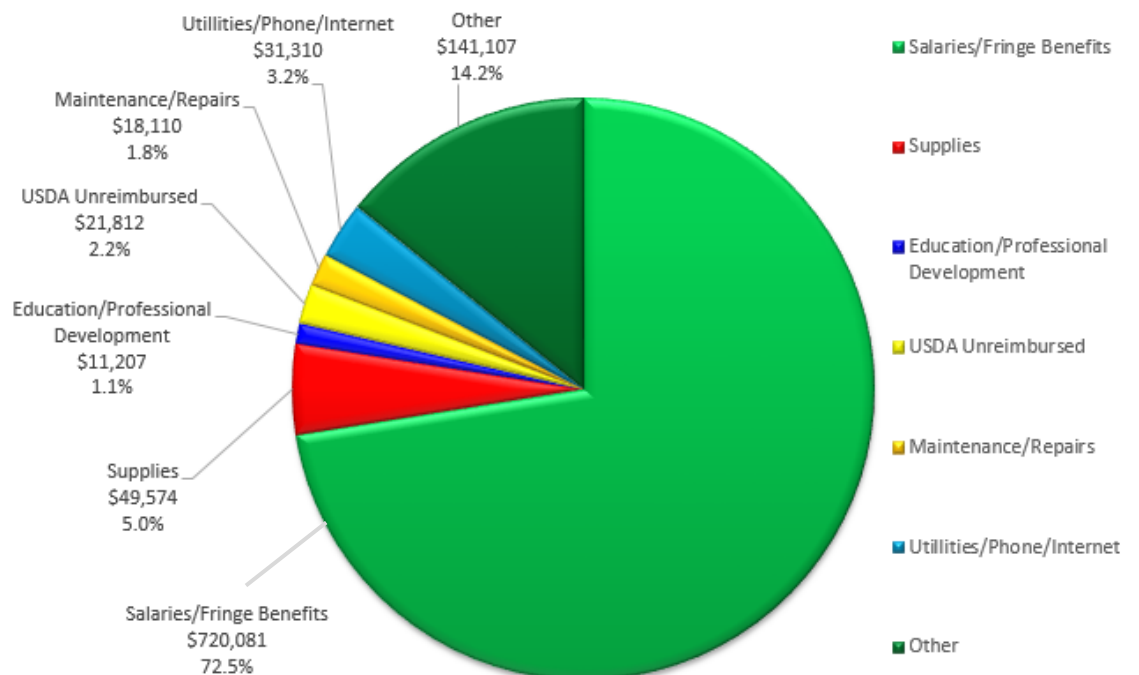
Expenses



Head Start/EHS Expenses

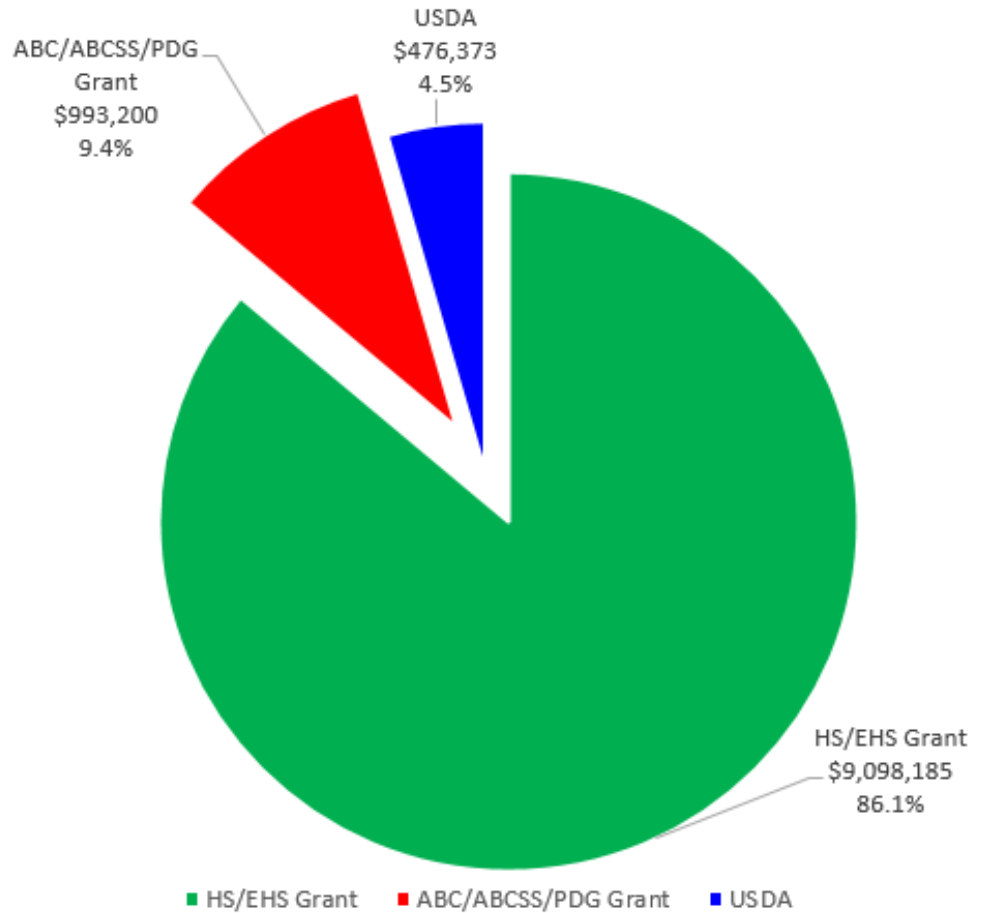


ABC/ABCSS/PDG Expenses



Funding

Funds Received



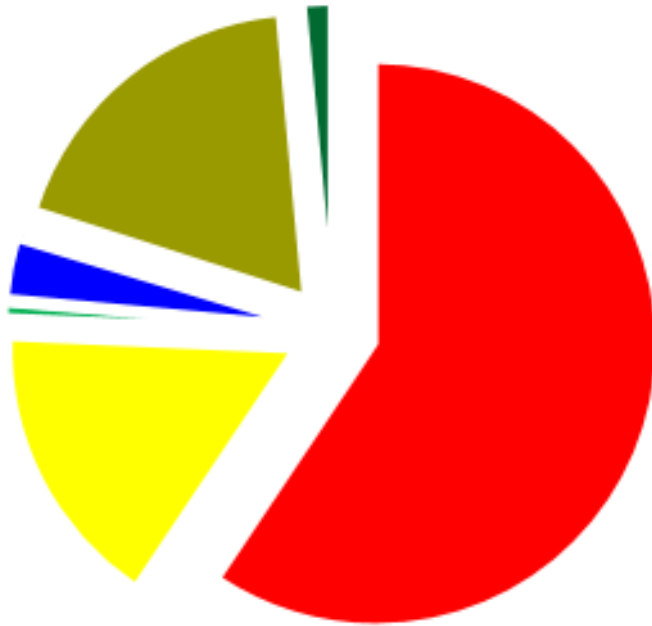
- Cost of Living Adjustment funds of \$159,419 were received for a 2% increase.
- One-Time Quality Improvement funds of \$254,730 were received July 2020. The funds were spent to add an additional 1% increase to staff salaries, provide trauma informed training, and purchase emotional support kits for all classrooms.
- COVID-19 funds were received as part of the CARES Act. Amounts were based on the funded enrollment for each Head Start/Early Head Start program. EHS received \$224,095, HS received \$351,524 and SWC received \$149,397. Total funds received were \$725,016. The agency utilized this funding to purchase masks, cleaning supplies, materials for students and classrooms, technology for virtual learning, and staff salaries while on COVID leave. Funds remaining in these awards at the end of the 2019-2020 fiscal year have been requested to be carried forward into the 2020-2021 fiscal year.
- For ABC, Operational and Maintenance funds were received as part of the CARES Act. Total funds received were \$112,000. These funds were not restricted to the 2019-2020 fiscal year. We continue to utilize this money for COVID related expenses.

HS/EHS Budgets



HS/EHS Budget Total: \$9,298,933

*Other includes Rent, Mortgage, Utilities, Telephone, Internet, Maintenance & Repair, Building & Child Liability Insurance, Child Travel, Child Services, Unreimbursed Nutrition Services, Parent Services/ Involvement, Accounting & Legal Services, Advertising & Recruitment, Computer Technology, Dues & Memberships, and any miscellaneous expenses.



- Personnel - \$5,522,012
- Fringe Benefits - \$1,516,479
- Travel - \$54,800
- Equipment - \$14,920
- Supplies - \$298,019
- Contractual - \$27,800
- Construction - \$0
- Other* - \$1,727,40
- T & TA - \$137,501





ABC

Budgets

ABC Budget Total: \$993,200.00



- Personnel - \$575,085
- Fringe Benefits - \$178,336
- Administrative Costs* - \$150,177
- Nutrition - \$43,165
- Curriculum/Equipment - \$20,000
- Parent Involvement - \$5,000
- Transportation - \$0
- Accountability (Audit Exp.) - \$3,000
- Professional Development - \$13,650
- Screenings - \$254
- Technology - \$4,533

*Administrative Costs include Administrative Salaries/ Fringe Benefits, Maintenance, Office Supplies, Rent, Mortgage, Insurance, Utilities, Telephone, and Miscellaneous Expenses.

All centers closed March 16, 2020 due to a state mandated closure regarding COVID-19 and did not reopen until program year 2020-2021. This created an excess in the budget that allowed for updates to playgrounds and a carry forward request for needed large expenses like a new roof at West Woods (anticipated in 2021).



In-Kind

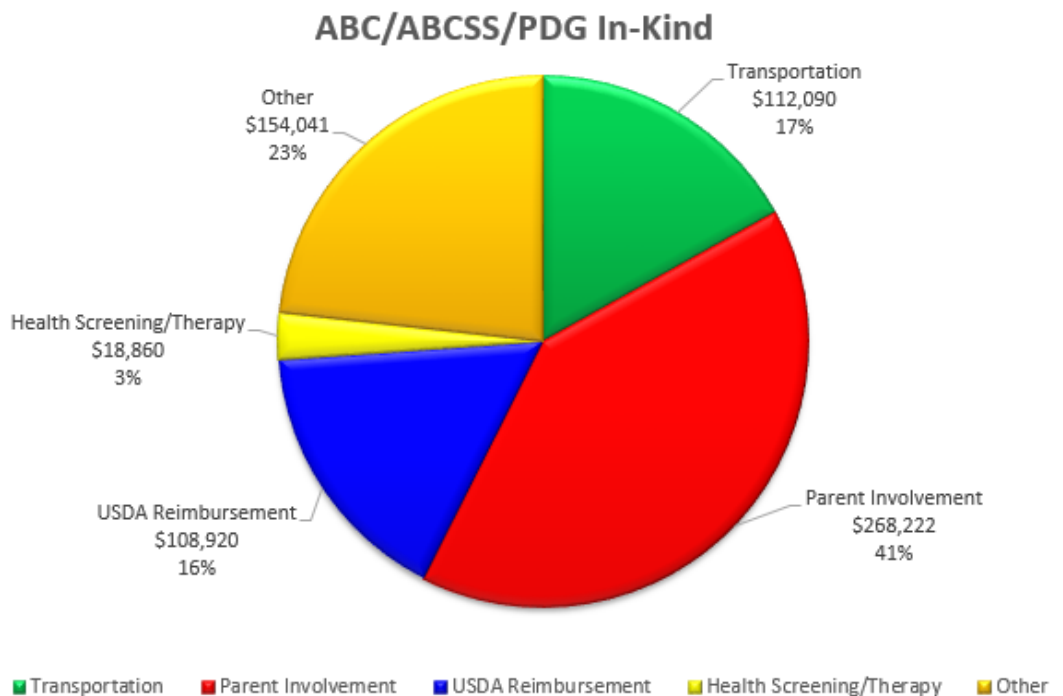


In-kind is a general requirement of most federal and state grants. To be counted as in-kind, services or items donated must be those things that the program would have had to pay for otherwise.

Head Start grantees must obtain a 20% in-kind match for every dollar awarded. This required FACT to generate \$1,677,877 total in volunteered dollars and the agency met this match 100% through parent and classroom volunteers.

Volunteers assist with laundry, art, and festivities throughout the year.

ABC requires a 40% in-kind match of the grant amount and their match comes from a variety of sources as indicated in the chart.



Junction City Parents came together and created a wonderful fall festival for the children! Animals, picture station, and pumpkins for the children were all part of the festivities.

Audits & Reviews

FACT's annual financial audit was conducted by a team of auditors from Cook & Morehart Certified Public Accountants of Shreveport, Louisiana. It took place in February 2020 for the fiscal year ending October 31, 2019. There were no findings or questioned costs in any major federal awards programs.

From June 8, 2020 to June 12, 2020, the Administration for Children and Families (ACF) conducted a Focus Area One (FA1) monitoring review of the Families and Children Together, Inc. Head Start and Early Head Start programs. FACT is happy to report that there were no findings of Opportunity for Continuous Improvement, Area of Concern, Area of Noncompliance, or Deficiency noted in the report.

All of FACT's preschools are Quality Approved through the state of Arkansas at the highest possible rating of 3 Stars.



Governing Bodies



2019—2020 Board of Directors

Eric Burton

Columbia/Hempstead/Lafayette/Nevada
Counties

Dr. James Fouse

Vice-Chair, Union County

Jeremy King

Chair, Union County

James McMenis

Union County

Lisa Oden

Columbia/Hempstead/Lafayette/Nevada
Counties

Dr. Levenis Penix

At-Large

Dale Smith

Calhoun/Dallas Counties

Vacant positions: Columbia/Hempstead/Lafayette/Nevada
Counties, Ouachita County

2019 - 2020 Policy Council

Markeith Cook

Vice Chair, Union County

Lauren Dennis

Chair, Columbia County

Kristen Williams

Calhoun/Dallas/Ouachita Counties

Barbara Libengood

Community Representative

Shonda Young

Hempstead/Lafayette/Nevada Counties

Steven Smart

Union County

Worntre Jacobs

Secretary, Union County

Haleigh McWhirter

Early Head Start

Kimberly Jackson

Early Head Start

Kaylee Butler

Calhoun/Dallas/Ouachita Counties

Yvonda Wilbon

Hempstead/Lafayette/Nevada Counties

Roshanda Gray

Home Based

Notables

- 1 ABC/HS dual funded classroom at Magnolia East changed to HS only.
- 1 Head Start Classroom moved from Prescott to Hope.
- 1 Head Start Classroom at Camden HS was eliminated.
- Two staff who are certified trainers for the Family Service Credential, Melissa Risher and Michelle Wayne, provided the 9-day training course for all 20 family service advocates and 6 home educators. Twenty-three completed the course and received the credential.
- FACT was chosen to participate in the Mathematica Policy Research: FACES 2019 (Family and Child Experiences Survey 2019). Two centers were chosen to participate in the survey from the SW area: 2 classrooms from Hope and 1 from Nevada.
- Coordinators, Family Service Advocates, and Teaching Staff participated in a 3-day ChildPlus training at Southern Arkansas University.
- Program managers, teacher directors, and an education coordinator participated in a three day Coaching Practicum: A Powerful Interactions Seminar for Administrators and Supervisors on January 14-16, 2020, in Magnolia.
- All new Head Start teaching staff attended Introduction To CLASS Training.
- CLASS Observers Virtual Training was provided for 2 days for new program managers.
- The Grandparent Support Group was originally created by FACT and later a partnership with the SHARE Foundation was formed to increase participation. This successful venture provides services to grandparents raising grandchildren.



Community



Assessment

The Community Assessment is a tool to make program decisions, determine the types of services most needed by families and children, to locate resources available for those needs, and to set long- and short-term objectives. Head Start leadership staff study most important changes in the communities and counties on a regular basis; however, the Community Assessment is performed every five years and updated annually for a more in-depth process.

Following is a brief summary of the latest Community Assessment. Anyone wishing to receive a copy of the full assessment may contact the FACT Central Office.

Poverty

Once an individual or family falls into poverty, a chain of events could possibly occur that perpetuates the situation: lower levels of education and job training leads to fewer occupational opportunities, which can lead to low/no income, which can lead to criminal activity for survival, which can lead to imprisonment, shattered health or even death. In the case of families, this can lead to an even bleaker future for the next generation.

In the service area, poverty rates for children ages 0-5 were higher than the state rate (27.2%) in all counties except Calhoun (23%), Columbia (28%), and Dallas County (27.2%). In addition, the poverty rate was significantly higher for female-only households with children ages 0-5 compared to married couples with children of the same ages. Reporting two of the highest female-only households were Ouachita (80.5%) and Lafayette (75.7%) Counties, significantly above the 52.5% state rate.

All it takes is ONE accident, ONE diagnosis, ONE employment closing to drastically alter the lives of families.





Community Assessment



Employment

A living wage is defined as the minimum income necessary for a worker to afford adequate shelter, food, and other basic necessities. The living wage within FACT’s service area is:

- 1 adult with 2 children \$26.08—\$31.68 vs Arkansas’s \$26.24.
- 2 adults (1 working) with 1 child \$21.48—\$22.13 vs Arkansas’s \$21.65
- 2 adults (1 working) with 2 children \$24.00—\$26.92 vs Arkansas’s \$24.16

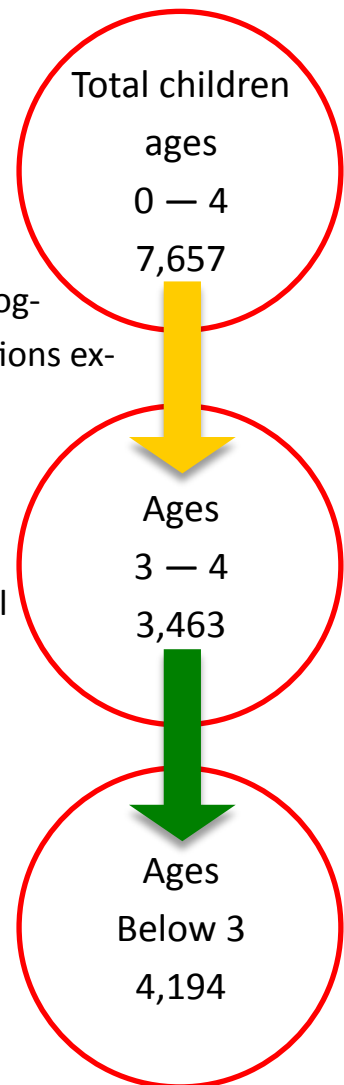
Minimum wage for the state is expected to increase in January 2021 to \$11.00 per hour.

Population

Population declined in each of Arkansas’ three rural regions. In the service area, Dallas and Lafayette Counties experienced the largest decrease at -13.7% and -13.3% whereas Calhoun County reported the smallest at -3.3%. This data reflects an overall decrease in population within the service area as compared to a previous growth of 3.5%. Demographers cite a national trend of rural areas contracting while urban locations experience expansion. Economists find this consistent with job growth patterns of more availability in cities.

Homeless

Research finds that housing instability can affect the mental and physical health of family members of all ages. In the service area a household must earn \$12.12-\$14.08/hour to afford a 2-bedroom rental unit.



Arkansas Hourly Rate needed for a 2-bedroom rental: \$14.19	
Highest Reported	Lowest Reported
Union County \$15.46	Ouachita County \$9.32
Columbia County \$12.77	Lafayette County \$9.06
Nevada County \$11.88	

Community



Partners

Adult Education	All Counties	County/City Libraries	All Counties
AHEC	El Dorado	Courage House	Arkadelphia
Ambulance Service	Calhoun County	Dallas County Literacy Council	Fordyce
Ambulance Service	Columbia County	Dayspring Behavioral Health Srvcs	All Counties
American Red Cross	El Dorado	Department of Human Services	All Counties
AR Dept of Workforce Services	All Counties	Fred W. Dietrich, DDS	Camden
AR Employment Division	All Counties	Domestic Violence/Assault Srvcs	Texarkana
AR Museum of Natural Resources	Smackover	Douglas Chapel Church	El Dorado
Bancorp South	Camden	East Main Kindergarten	El Dorado
Barbara's Day Care	McNeil	El Dorado Connections	El Dorado
Bearden Fire Department	Bearden	El Dorado Fire Department	El Dorado
Bearden Public Schools	Bearden	El Dorado Public Schools	El Dorado
James Bevan, PDS	Little Rock	Kristi Elia, DDS	El Dorado
Terry Boone, PDS	Pine Bluff	Randy Everett, DDS	Camden
Boys & Girls Club	El Dorado	Experience Works	Camden/El Dorado
Cabun Clinic	Hampton	Fairview Social & Arts Club	El Dorado
CADC	All Counties	First Connections	Arkadelphia/Hamburg
Camden Fire Department	Camden	Fordyce Public Schools	Fordyce
Camden Public Schools	Camden	Hampton Public Schools	Hampton
Robert Carter, DDS	Hope	Hannah Pregnancy Resource Cntr	El Dorado
CASA	El Dorado/Fordyce	Harmony Grove Public Schools	Harmony Grove
Child Support Enforcement Unit	All Counties	Health Unit	All Counties
Claiborne Parish Special Services	Junction City	Henderson State University	Arkadelphia
College Avenue Church of Christ	El Dorado	Home Health	Texarkana
Cooperative Extension Service	All Counties	Interfaith Clinic	El Dorado
Cossatot Technical College	Ashdown	Junction City Public Schools	Junction City
		Kids R Us	Hope
		Andy Kitchens, PDS	Little Rock



Community Partners

Kool Smiles
 Lafayette County Home Health
 Liberty Ministry Association
 Logoly State Park
 Magnolia Fire Department
 Magnolia Public Schools
 McNeil Public Schools
 Robert Milton, DDS
 Marshall Mitchell, DDS
 Ouachita County Extension Srvcs
 Mark Pickett, DDS
 Pride & Progress Club
 Rainbow of Challenges
 Rehabilitation Services
 James Rotton, DDS
 Ruby Snider Ministry Center
 Salvation Army
 SAU Tech
 Section 8 Rental Assistance
 Share Foundation
 Lester Sitzes, DDS
 Smiles of AR
 Southark Community College
 South AR Pregnancy Center
 South AR Regional Health Center
 Southern AR University
 Southside Child Development
 Southwest AR Counseling Center

Texarkana
 Stamps
 El Dorado
 McNeil
 Magnolia
 Magnolia
 McNeil
 Crossett
 Camden
 Camden
 Camden
 El Dorado
 Hope
 El Dorado
 Magnolia
 Camden
 El Dorado
 Camden
 All Counties
 El Dorado
 Hope
 Hope/Magnolia
 El Dorado
 El Dorado
 El Dorado
 Magnolia
 Prescott
 Texarkana

Southwest AR Crisis Center
 Southwest Regional Health Center
 Sparkman Learning Center
 Special Services Program (Co-Op)
 St. James Food & Clothing Ministry
 Strong/Huttig Public Schools
 Taylor/Emerson Public Schools
 Texas A&M University
 Turning Point
 U of A Community College
 Union County 4-H
 University of AR
 S. Wamble, DDS
 Wee Care Center
 Woman's Crisis Center

Dequeen
 Texarkana
 Sparkman
 Camden/Arkadelphia
 El Dorado
 Strong
 Taylor
 Texarkana
 El Dorado
 Hope
 El Dorado
 Fayetteville
 Pine Bluff
 Magnolia
 Camden



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