Annual Report
2018-2019

LULAC Head Start Inc.
DEVELOPING CHILDREN, FAMILIES AND THE COMMUNITY FOR LIFE

Our Mission: Developing children, families and the community for life.
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During my 36 years at LULAC, I have maintained a good relationship with parents and members of different organizations in New Haven. I feel that I’m working with professionals that I can learn from and I’ve enjoyed sharing the knowledge I’ve gained through the years with others. I have been given opportunities to succeed. I feel valued for what I bring to the LULAC community. Also, I am treated with respect by staff and parents. Everything that I do as a member of the management team is from the bottom of my heart.”

-Angelina Gerena, Compliance Coordinator
Program Vision

LULAC envisions setting the highest standard of quality and excellence in comprehensive early childhood programming in New England by increasing all children’s school readiness for kindergarten, fostering family development and creating lifelong learners in our communities.

Program Values

✔ Commitment
We are dedicated to the success of our families, staff and community by providing high quality comprehensive services.

✔ Health
We promote the health, safety and wellness of our families, staff and the community.

✔ Respect
We value our relationships by showing respect to all individuals.

✔ Learning
We promote the development of lifelong learning for successful futures.

✔ Teamwork
We value working together in a diverse community to achieve our shared vision.

“We have been very fortunate to be part of this wonderful program and the community that LULAC has provided for myself and my daughter Ella. Words cannot express the thanks that my family has for each and every teacher and staff person that has been a part of our family for almost five years. Ella started to attend LULAC when she was 9 months old. Ella is graduating and will be going to kindergarten this year. I’m confident that Ella has been provided with a solid foundation to embark on the new chapter in her life.”

- Edita Tamulionyte, LULAC Parent & Health Promotion Specialist
Dear LULAC Community and Friends,

Thank you for making this another remarkable year for our agency! The year included many great accomplishments for LULAC, and we appreciate everyone who supported us in all our efforts, especially our 125+ employees, 10 grandparent volunteers, 495 families and over 50 community partners. Our achievements are also a result of the hard work and dedication from LULAC’s leadership team, governing body and Policy Council. We remain committed to the mission of the agency and delivering high quality services to children and families, and to building a workplace where employees can meaningfully contribute to the development of all children.

Some of our proudest accomplishments this year include:
- Receiving a federal grant award to become a New Haven Grantee for Early Head Start/Head Start
- Increasing salaries for teachers to meet competitive wages
- Increasing the number of credentialed teachers and staff (36 staff earned credentials or degrees)
- Offering a Dual Language & Literacy program for all children and their families
- Hiring an Individual Support Specialist to increase support onsite for children with special needs
- Having a successful financial audit, Board of Ed monitoring event & CACFP (Child and Adult Care Food Program) review

The important work that we do makes a difference in the lives of children, families and the Greater New Haven community. The children we serve may be with us for only five years, but we understand that we are given an opportunity to give them a “head start” in their life’s journey as we partner with families in the beginning of their child’s learning journey. Early childhood education impacts children and their families for many years beyond preschool, and we value our role in creating an educational foundation with high-quality teachers, a nurturing learning environment, a research-based curriculum, and innovative professional development. We strive every day to make our program better than the year before, and we look forward to continued success in serving those who need us the most.

With gratitude, Mikyle Byrd-Vaughn, MBA
Program Leadership

Leadership Team

Ana Brown
Director of Human Resources

Dawn Carboni
Fiscal Manager

Kelly Davis
Social Services Manager

Adeli Dearce
Education/Disabilities Coordinator

Angelina Cerena
Compliance Coordinator

Debra Hughes
Data and Quality Assurance Manager

Kwanita McNeil
HR Generalist

Janic Maysonet
Family Services Coordinator

Paul Perrelli
Education/Disabilities Coordinator

Edita Tamulionyte
Health Promotion Specialist

Shaunda Williams
Executive Assistant

Board Members

Noel Grant
President

Donna Henry
Vice President

Wilson Luna
Secretary

Orlando Jackson
Treasurer

Nicole Brown
Board Member

Elsa Jones
Board Member

Dilice Robertson
Board Member

Bethany Watkins
Board Member

LULAC is an amazing school. My kids have been coming here for over four years. The staff is friendly and very professional. They have helped me so much. They taught my kids their ABC’s and how to spell their names. Two of my kids needed extra services due to speech and LULAC helped put those services in place so that my kids would get that extra one on one. When I wasn’t financially stable and struggling, the staff at LULAC put me on a payment plan and worked with me on it. They listened to me vent about my struggles and the stress I was going through with court and my children’s father. They always had an open ear and gave me great encouraging advice. I am truly blessed and thankful to be able to bring my children to such an amazing facility.”

-Lexi Rzepecki, Parent
### Student School Readiness

<table>
<thead>
<tr>
<th>Area</th>
<th>Infants &amp; Toddlers</th>
<th>Preschoolers</th>
</tr>
</thead>
<tbody>
<tr>
<td>% of children who meet/exceed developmental expectations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social Emotional Skills</td>
<td>80%</td>
<td>80%</td>
</tr>
<tr>
<td>Cognitive Skills</td>
<td>80%</td>
<td>80%</td>
</tr>
<tr>
<td>Language and Literacy Skills</td>
<td>70%</td>
<td>75%</td>
</tr>
<tr>
<td>Physical and Motor Skills</td>
<td>80%</td>
<td>85%</td>
</tr>
<tr>
<td>Shows curiosity and motivation for learning</td>
<td>85%</td>
<td>95%</td>
</tr>
<tr>
<td>English acquisition for English language learners</td>
<td>-</td>
<td>Over 85%</td>
</tr>
</tbody>
</table>

### Family Accomplishments

- 43 families gained employment or job training skills
- Children’s Average Daily Attendance is 85%
- 80% of families engaged/participated in the program
- 100% of children had medical homes
- 90% of children had dental exams

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### Alumni Spotlight

In 1988, I was a preschool student at LULAC Head Start Inc. In 2006, I became a LULAC parent and enrolled my oldest son Armani. I was a single mother of 3 young boys and didn’t realize the importance of early childhood education. My Family Advocate and my son’s teacher helped me understand how this experience will impact my son’s future and me as a parent. I was given the opportunity to work for this wonderful organization in 2006. I have been a part of this family for 14 years. I love what I do. LULAC is a family that develops children, families and staff and has also been a great influence in our community. My goal is to continue to motivate the families and equip them with the resources and tools they need to be their children’s best advocate and leader.

- Elsa Rodriguez, LULAC Alumni & Data Specialist
## Program Funding

### Revenue by Type

<table>
<thead>
<tr>
<th>Support &amp; Revenue</th>
<th>Total ($)</th>
<th>Revenue by Type (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government Grants</td>
<td>$6,257,390</td>
<td>80%</td>
</tr>
<tr>
<td>Service and Program Fees</td>
<td>$1,339,592</td>
<td>17%</td>
</tr>
<tr>
<td>Investment Return</td>
<td>$121,263</td>
<td>2%</td>
</tr>
<tr>
<td>Contributions and Grants</td>
<td>$62,477</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$7,780,722</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

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### Alumni Spotlight

Growing up in the Fair Haven area of New Haven, majority of young hispanic children attended LULAC Head Start, and I was no exception. LULAC launched my development, giving me a head start at learning. I still remember the smell of pancakes in the corner classroom as I stared out of the window anticipating my mother’s arrival to show her what exciting project I completed. Today, as a manager at LULAC, I give back to the program and community that helped get me to the place where I’m most needed. I thank Ms. Angie for her great instruction as a child and guidance as a staff member. Learning never stops.”

- Janic Maysonet, LULAC Alumni & Family Services Coordinator
Contact Us
LULACHeadStart.org
(203) 836-5850

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Mill River Center
375 James Street
New Haven, CT 06513

LULAC Observatory
400 Canner Street
New Haven, CT 06511

Fay Miller Center
250 Cedar Street
New Haven, CT 06519

LULAC Overbrook, East Haven
54 Gerrish Avenue
East Haven, CT 06512