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 Goals

Our Program Will:

1. Strengthen children’s transitions from infant/toddler care into Preschool, and from Pre-K into Kindergarten.
2. Increase the social emotional school readiness skills for all children enrolled.
3. Increase parent engagement so parents are empowered as advocates and leaders to build productive lives within their community.
4. Create a culture of safety across the agency for an optimal learning environment.
5. Enhance program data systems and staff and families’ understanding of data to support the needs of children, families, and community.

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.
Dear LULAC Community and Friends,

This was an extraordinary year of opportunity and trials as we navigated this unprecedented global pandemic together. There were many firsts for us this year, and we met our challenges with a robust sense of purpose - staying focused on the program's commitment to the children and families. In the face of crisis, we reimagined childcare in a virtual setting and addressed the needs of families and staff by tapping into the myriad of resources that our strong partnerships and resilient team enabled us to utilize. We did our best to be of service, and I am prouder than ever to lead an agency with amazing and fearless employees who showed resilience and unwavering dedication to our essential children and families. Together, we created a safer learning and work environment where 97% of staff surveyed felt that LULAC responded well to the pandemic and safely reopened to onsite services.

Some of our major accomplishments this year include:

- Developing approved safety protocols to allow the centers to operate safely during a pandemic
- Maintaining all employees at a full-time status with full salary and benefits
- Providing free, virtual mental health support services to staff and families during the pandemic
- Partnering with the city and state to distribute COVID-safety supplies to childcare providers
- Training all staff in the Pyramid Model, a curriculum that fosters social and emotional intelligence
- Increasing the number of credentialed teachers in the program
- Supporting 5 staff in earning their Associate's, Bachelor’s and Master’s degrees
- Converting all part-time positions to full-time to enhance classroom support
- Providing meals, diapers, wipes, formula and learning materials to families during the pandemic-related closure
- Creating a volunteer program for middle school students for job training skills
- Having a successful Federal monitoring event with the Office of Head Start, state financial audit and review by the New Haven Board of Education

More than ever, we recognize that the work that we do in achieving our mission, vision and goals makes a difference in the lives of the children we teach and the community in which we live. The meaningful work of early childhood education impacts children and their families for many years beyond preschool, and we value our role in partnering with families to support children's development with high-quality teachers, a nurturing learning environment, a research-based curriculum. We greatly appreciate everyone who supported and partnered with us in all our efforts to make sure that children and families received the support they needed, virtually and in person. LULAC continues to strive to do our best as a leader in the community and an important childcare provider for New Haven County.

With gratitude,

Mikyle Byrd-Vaughn

Dr. Mikyle Byrd-Vaughn, MS, MBA, EdM
**Program Leadership**

- **Lenor Cortes**
  Fiscal/ERSEA Specialist
- **Kelly Davis**
  Program Manager
- **Adeli Dearce**
  Education/Disabilities Coordinator
- **Anite Geling**
  Education/Disabilities Coordinator
- **Angelina Corena**
  Compliance Coordinator
- **Debra Hughes**
  Data and Quality Assurance Manager
- **Katie Liljedahl**
  Education/Disabilities Coordinator
- **Janie Maysonet**
  Family Services Coordinator
- **Paul Perrelli**
  Individual Support Specialist
- **Holly Pierre**
  Health Promotion Specialist
- **Kristen Provo**
  HR Director
- **Edita Tamulionyte**
  Social Services Manager
- **Jessica Vega**
  Education/Disabilities Coordinator
- **Shaunda Williams**
  Executive Assistant

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**Board Members**

- **Noel Grant**
  President
  "The Board and I are very proud to lead an organization that thinks very highly of service to our families and community. 2020 was a year of uncertainty due to the pandemic. Leadership and staff collaborated to ensure that our families, the community and staff safety were protected. They observed the guidance of CDC, Local and State Health Department, and used their expertise to create innovative methods to provide safety for all."

- **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
Demographics

Race

- Caucasian: 206
- Black: 136
- Pacific Islander: 19
- Asian: 7
- Bi-Racial/Multi-Racial: 34
- Unspecified: 7
- Other: 13

Family Status

- Single: 327
- Teen: 6
- Disabled: 3
- Foster: 10
- Homeless: 13
- Guardian: 17
- Two Parent: 115
- Dual Custody: 2

Ethnicity

- Non-Hispanic: 37%
- Hispanic: 63%

- 253 preschool
- 189 early head start

324 low-income families
245 employed families at end of year

Team Demographics

- Hispanic: 63%
- Black: 27%
- White: 22%
- Asian: 3%

120 Team Members

Special Needs

- Individual Education Plan (IEP): 32 for children 5-5 Years
- Individual Family Service Plan (IFSP): 39 for children under 3 years
- Suspected: 9

In partnership with families and the New Haven School District professionals, LULAC provides early intervention support services for children who are suspected of or are diagnosed with developmental disabilities delays and learning differences onsite.

98% Employees surveyed feel that LULAC welcomes and celebrates diversity in its families and staff
98% Employees surveyed feel valued and respected at work and included as part of the LULAC community
99% Employees surveyed feel that the management team supports and fosters trust, collaboration and inclusion with all employees
100% Employees surveyed feel they have grown professionally while working with LULAC

## Student School Readiness

<table>
<thead>
<tr>
<th>Area</th>
<th>Infants &amp; Toddlers</th>
<th>Preschoolers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social/Emotional</td>
<td>91%</td>
<td>89%</td>
</tr>
<tr>
<td>Physical</td>
<td>91%</td>
<td>89%</td>
</tr>
<tr>
<td>Language</td>
<td>78%</td>
<td>88%</td>
</tr>
<tr>
<td>Cognitive</td>
<td>80%</td>
<td>84%</td>
</tr>
<tr>
<td>Literacy</td>
<td>93%</td>
<td>73%</td>
</tr>
<tr>
<td>Mathematics</td>
<td>90%</td>
<td>74%</td>
</tr>
</tbody>
</table>

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### Family Survey Responses

- **97%**
  
  Families feel their child is learning and growing while enrolled at LULAC.

- **85%**
  
  Families felt safe enough to re-enroll children at LULAC once centers reopened during the pandemic.

- **99%**
  
  Families felt supported by LULAC during the pandemic.

### Family Accomplishments

- **77%** of families are working or in job-training programs.
- Children’s Average Daily Attendance is **84%**.
- **100%** of children had medical homes.
- **100%** of children had dental homes.

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**Denise DuClos**

School Readiness Council Liaison

> LULAC Head Start has been an early childhood community leader during this Covid pandemic, developing innovative communications with families, policies/procedures to keep everyone safe and serving the broader EC community as a distribution site for PPE.
Family Engagement

During the COVID-19 pandemic, LULAC’s staff was my extended family. They cared for the whole family’s emotion, mental and physical well-being. They provided my child with education support via Zoom and YouTube. My daughter never lost the love of learning because of Lulac staff did not give up on the Love of Teaching.”

-Dagmar Santaella, LULAC Parent

I’ve been a parent at LULAC Head Start for 4 years and I will say that I’m very pleased with the program, especially during this COVID pandemic. The family advocate was always calling, checking in on my family to see if we needed anything. They always had resources for my family. My child was still able to connect with the teachers and classmates virtually. They also gave families diapers, wipes, baby food, art supplies during the pandemic. I’m so pleased that my child was able to return to her same class with the same teachers and classmates. She’s learned so much. She has the best teacher ever. Room 1 MRC Rocks!

-Toccara Harris, LULAC Parent

Family makes the world go round.
## Program Funding

<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>$5,704,468.00</td>
<td>81%</td>
</tr>
<tr>
<td>Service and Program Fees</td>
<td>$1,260,383.00</td>
<td>18%</td>
</tr>
<tr>
<td>Investment Return</td>
<td>($11,786.00)</td>
<td>0%</td>
</tr>
<tr>
<td>Contributions and Grants</td>
<td>$47,378.00</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$7,000,443.00</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

## Revenue by Type

- **Government Grants**: 81%
- **Service and Program Fees**: 18%
- **Contributions and Grants**: 1%

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“LULAC is a great place to work. I am grateful that they have kept me employed during these hard times. I am very appreciative that LULAC has enabled me to get training in OSHA and building maintenance and become certified.”

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*Elijah Aviles*
*Custodian*
All children deserve a fair and just world where they are equally given the tools needed to succeed.

Early Childhood Educators have the opportunity to change the world one child at a time. We meet this important responsibility with care and compassion for all children and families.

As an organization that values diversity, we are committed to the fight against racism, prejudice and discrimination. The deep-rooted systems of racial inequity and social injustice must be addressed - Change must happen.

#blacklivesmatter

“If you are neutral in situations of injustice, you have chosen the side of the oppressor.”

-Desmond Tutu
Community Partners

- Agency on Aging
- APT Foundation
- Clifford Beers Child Guidance Clinic
- Connecticut Children’s Museum
- Cornell Scott Hill Health Center
- CT Parent Advocacy Center
- Department of Children and Families (DCF)
- Department of Public Health
- East Haven Board of Education
- Fair Haven Community Health Center
- Family Centered Services of CT
- Greater New Haven Chamber of Commerce
- IRIS
- Nannies as Needed LLC
- New Haven Board of Education
- New Haven Free Public Library
- New Haven Health Department
- New Haven Reads (through School Readiness)
- The Diaper Bank
- West Haven Adult Education
- WIC
- Workforce Alliance
- Yale Child Study

Contact Us

LULACHeadStart.org  (203) 836-5850

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