

LULAC Head Start Inc.
ANNUAL REPORT 2023



Celebrating 4 years
of Community Impact





4  **years**



LULAC Head Start Inc.

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WHAT LULAC STANDS FOR

MISSION

Developing children, families and the community for life.

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.



LULAC VALUES:



Service

We are committed to providing childcare and family services that promote school readiness skills and enhances our community.



Collaboration

We collaborate with a diverse community to achieve a shared vision of advocating for and providing early childhood learning and development.



Health

We promote the health, safety and wellness of our children, families, staff, workplace culture and community.



Organization

We organize as a professional team of staff, stakeholders and partners who effectively support our work and business structure.



LULAC Head Start Inc.

DEVELOPING CHILDREN, FAMILIES AND THE COMMUNITY FOR LIFE

500 Main Street New Haven, CT



Leadership

We lead compassionately and boldly in our commitment to creating a positive difference in our community.



Advancement

We promote a love of learning with meaningful knowledge that empowers and promotes the development of lifelong learners and community leaders.



Respect

We honor all individuals and abilities, creating an inclusive and equitable environment where diversity is valued and celebrated.



Success

We champion individual achievement and success of our children, families and staff and partner with them to meet their goals.

LETTER FROM THE EXECUTIVE DIRECTOR

Happy 40th Birthday!



This year, we celebrated our 40th year of being a childcare provider in the New Haven area. And of course, we celebrated this AMAZING milestone all year long. LULAC has grown a lot over the years, and we have provided excellent childcare and family services to thousands of families over the years. From our humble beginnings in a church basement to owning two large state of the art facilities that provide high-quality learning environments and safe workplaces, we have remained true to the reason why LULAC Head Start exists – developing our children, families and staff for life, and providing equitable access to high quality childcare services.

Our theme this year was “Restoring Relationships” – a focus on re-establishing relationships with our families and in our community now that the global pandemic has ended. Examples of this theme in action were **(1) re-introducing our onsite family engagement activities**, bringing families back into our centers and resulting in 100% of families surveyed involved in their child’s learning; and **(2), providing free mental health support and counseling services onsite for employees**. We continue to strengthen our program through strengthening our employees, resulting in 90% of LULAC employees surveyed feeling reporting that they feel supported by their supervisors to be successful and committed to our mission.



We continue to provide transformative services to the children, families, and greater community. We continued to develop strong partnerships with local, state and federal agencies, allowing us to further our work towards our mission and to receive recognition from state and federal leaders, including **visits from Congresswoman Rosa DeLauro, Governor Ned Lamont, and OEC Commissioner Beth Bye**. We even had **the first visit to our Head Start Region 1 states by the Director of the Office of Head Start, Khari Garvin**. I received an award by the Office of Head Start for recognition of my early childhood advocacy work. We greatly appreciate the acknowledgment for our innovative programming and show of support to LULAC!

The meaningful work of early childhood education impacts children and their families for many years beyond preschool, and we value our partnerships with families to support children’s development with high-quality teachers, a nurturing learning environment, and a research-based curriculum. Our teachers and staff are truly committed to our mission and hard work, and we thank them for helping make LULAC the high-quality program that we are. In addition, we greatly appreciate everyone who supports and partners with us in our efforts to ensure that children and families receive the support they need. LULAC remains a strong and bold leader in the childcare community - *Thank you all for your continued support!*

DEMOGRAPHICS: Health and Family Services

LULAC proudly serves children and families in East Haven and New Haven for its infant/toddler program (Early Head Start funding) and children in New Haven for its preschool program (School Readiness and Head Start funding), ages 8 weeks to 5 years old, preparing children for Kindergarten.



ENROLLMENT AND ATTENDANCE INFORMATION

420
Total Children



189
Infants/
Toddlers



41 IFSP
Individual
Family Support
Plans



231
Preschool
Children



81%
Average Daily
Attendance

23 IEP
Individual
Education Plans

HEALTH



64
Total Disabilities
(15% of actual
total enrollment)



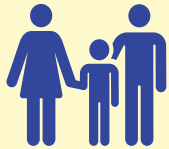
100%
Children Had
Medical Homes



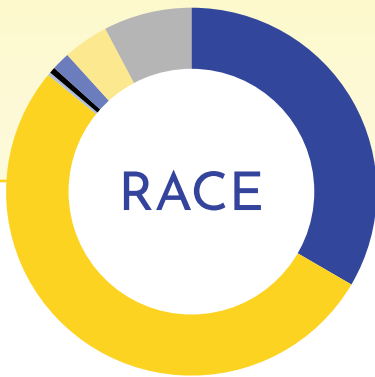
93%
Children Had
Dental Homes

FAMILY STATUS

●	Two Parents:	104
●	Single Parent:	281
●	Foster Parents:	5
●	Grandparents:	2
●	Other:	1



FAMILY DEMOGRAPHICS



●	Black:	198
●	White:	126
●	Indian Alaskan:	1
●	Pac. Is:	2
●	Asian:	6
●	Other:	15
●	Multi/Biracial:	29

178

Low Income Families

33

Families Experiencing Homelessness

6

Families Placed in Permanent Housing

through LULAC's Head Start on Housing Project in partnership with the Office of Early Childhood



PARENT SURVEY DATA

98%

of families feel as if they have good relations.

97%

of families feel that LULAC is their partner in their child's development. (3% unsure due to recent enrollment)

100%

of families feel that their children are learning and developing due to LULAC's childcare program.

93%

of families have received and utilized support from LULAC's Family Support Team for resources and services for their families outside of the classroom.

99%

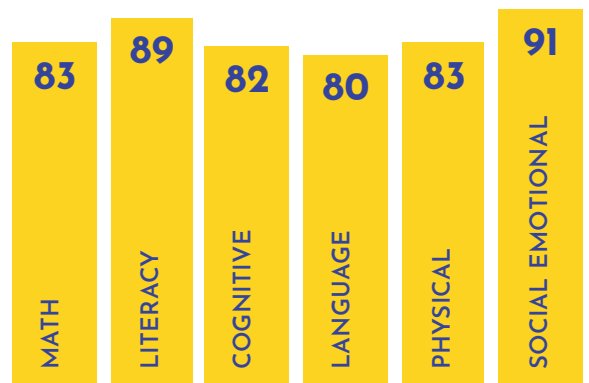
feel that LULAC is preparing their child for kindergarten.



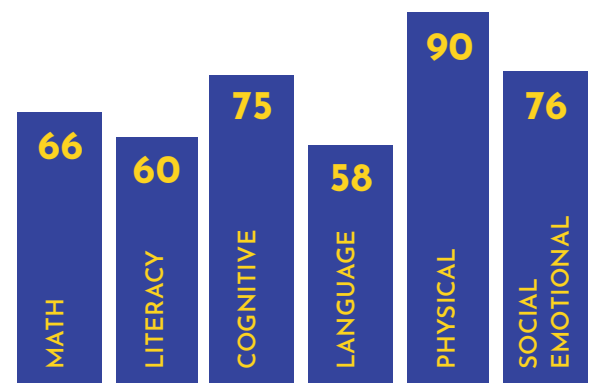
CHILDREN'S OUTCOME DATA

Percentage of Children Meeting or Exceeding Areas of School Readiness Development

Infant/Toddler - Spring 2023-2024



Preschool - Spring 2023-2024



PROGRAM ACHIEVEMENTS



Served over 400 families during the 2023 program year

with infant, toddler and preschool childcare and family services.



Became a program site for the Office of Early Childhood's (OEC) Workforce Pilot Program

focusing on increasing the early childhood workforce through mentorship, where we partner newly hired teachers with more experienced mentor teachers to support the new teachers in obtaining their credentials for being a qualified early childhood professional through coaching, training and college level coursework.



Provided mental health support services for onsite employees

in response to the increased mental health needs in our community, we have partnered with The Integrated Medical Group.



Partnered with a local childcare partner, The Friends Center of New Haven,

to provide Early Head Start services to more families and increase the number of children served.



Supported 19 teachers in obtaining their credentials and degrees in early childhood education.



Awarded \$2 million-dollar Urban Act Award

by the State of Connecticut's Department of Education and Community Development's Urban Act to complete the construction of the Future Leaders' Center.

DEMOGRAPHICS: The LULAC Team

Everyone made me feel welcome as a new staff member. I feel 100% welcomed.



Hispanic:	54.2%
White:	13.5%
Black:	24%
Native Hawaiian/ Pac. Is:	1%
Asian:	1%
Two or More:	2.1%
Not Defined:	4.2%

I love my job.



Hispanic:	75%
White:	6.3%
Black:	18.8%



Hispanic:	40%
White:	20%
Black:	33.3%
Two or More:	6.7%

I'm grateful for being a part of the LULAC family.



100% of employees feel that LULAC is a safe place to work

OVER 90% of employees feel that LULAC is a great place to work and that they have a supportive supervisor

99% of employees surveyed see themselves working with LULAC one year from now

PROGRAM FUNDING

FEDERAL FUNDING

Head Start	\$758,040
Early Head Start	\$1,163,846
EHS-CCP	\$1,978,511
EHS/HS Covid	—
CACFP	\$285,008
OEC Stabilization	\$865,664
Coronavirus relief	\$22,287
Subtotal	\$5,073,355

STATE FUNDING

School Readiness	\$1,142,961
State Head Start	\$209,834
CHEFA	\$78,027
OEC/CDC	\$1,004,745
Other	—
Subtotal	\$2,435,567

GOVERNMENT GRANTS: **\$7,508,922**

SERVICE & PROGRAM FEES: **\$1,412,481**

INVESTMENT, CONTRIBUTIONS & OTHER INCOME: **\$5,344**

SUPPORT & REVENUE: \$9,087,314



COMMUNITY PARTNERS

- ✓ Agency on Aging
- ✓ 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 Bd of ED
- Fair Haven Community Health Center
- ✓ Family Centered Services of CT
- ✓ Greater New Haven Chamber of Commerce
- ✓ Griffin Hospital
- ✓ Integrated Refugee & Immigrant Services
- ✓ Integrated Wellness Group
- ✓ New Haven Board of Education
- ✓ New Haven Free Public Library
- ✓ New Haven Health Department
- ✓ New Haven Reads (through School Readiness)
- ✓ Tia Russell Dance Studio
- ✓ The Diaper Bank
- ✓ Women, Infants, and Children Program
- ✓ Workforce Alliance
- ✓ Yale Child Study



LEADERSHIP & BOARD

BOARD MEMBERS

- Noel Grant**
President
- Donna Henry**
Vice President
- Orlando Jackson**
Treasurer
- Wilson Luna**
Secretary
- Dilice Robertson**
Board Member
- Elsa Jones**
Board Member
- Nicole Brown**
Board Member

MANAGEMENT TEAM

- Mikyle Byrd-Vaughn**
Executive Director
- Stacy Aylward**
Assistant Director
- Mayra Ossa**
HR Manager
- Edita Tamulionyte**
Social Services Manager
- Danielle Abel**
Education & Inclusion Coordinator
- Anite Gelin**
Education & Inclusion Coordinator
- Bibiana Vargas-Acosta**
Education & Inclusion Coordinator
- Angelina Gerena**
Compliance Coordinator
- Janic Maysonet**
Family Services Manager
- Paul Perrelli**
Individual Support Specialist
- Leonor Cortes**
Fiscal /ERSEA Specialist
- Ashley Tabb**
Health Promotion Specialist
- Elijah Aviles**
Facilities Supervisor
- Irma Marquez**
HR Coordinator
- Elsa Rodriguez**
Data Coordinator

In Loving Memory of



FLORENCE MONDAY

*A beautiful, loving grandmother,
wife, mother, & friend*

December 26th, 1952 - June 8th, 2023

Ms. Florence Monday was a wonderful person, mother, grandmother and friend who worked at LULAC and touched the lives of the children, families and staff she encountered for 13 years as a Head Teacher at LULAC. A kindhearted woman, she was dedicated to her work, and was always willing to share a prayer, joyful smile or encouraging word. Ms. Monday often shared how much she loved LULAC and our children, and even wrote a book about her love for children and their development. Ms. Monday was an active member of the LULAC community and gave her time, voice and skills to doing what she loved. She was always willing to be a help and friend to others. She was the kind of teacher who will have a lasting impact on the lives of the many children she loved, and her life and memory will forever be cherished by the LULAC community.



CONTACT US

Fay Miller Center
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New Haven, CT 06519

Future Leaders Center
106 Haven Street,
New Haven, CT 06513

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