Providing a Foundation for Success...
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Agency Mission

Child, Family and Community Services, Inc. (CFCS) is a comprehensive child development agency that enhances self-sufficiency of families and provides children a foundation to be successful.

Program Goals

- Develop Service Area Wide Spread Approach to School Readiness and Family Engagement
- Meet the Needs of Parents who are Working/School/Training by Converting Part-Day/Part Year Slots to Full Day Slots
- Support Employee Health and Wellness and Job Satisfaction

Agency Overview

Child, Family and Community Services, Inc. is a nonprofit organization providing education and family support services to qualified low income families and children with special needs living in Southern Alameda County. The agency began in 1965 as a summer program and was incorporated in 1974 to become the Grantee agency for the Head Start Program of Southern Alameda County. The State funded California Child Care Alternative Payment Program was added to the agency in 1980, and the Early Head Start Program for infants and toddlers began in 1996. The programs of CFCS currently serve over 1,500 families each year throughout the south county areas. The Board of Directors of CFCS has maintained the original agency mission while continuing to add funding and programs to expand services for children, families and communities.

CFCS also funds a Head Start/Early Head Start Delegate, Community Association for Preschool Education, Inc. (CAPE) that serves 203 Head Start and 50 Early Head Start children throughout the Tri Valley area of Livermore, Pleasanton and Dublin.

CFCS Programs

- Southern Alameda County Head Start Program
- Southern Alameda County Early Head Start Program
- California Child Care Alternative Payment Program (State Funded)
PROGRAM SITES

**Fremont**
- Blacow School
  - Full Day & Part Day

**Hayward**
- Cal SAFE Burke Center
  - Full Day
- Bidwell School
  - Part Day
- Glassbrook School
  - Part Day
- Hansen School
  - Full Day
- Home Base
  - Full Day

**Hayward Cont.**
- John Muir School
  - Part Day
- Lorenzo Manor School
  - Part Day
- Peixoto School
  - Full Day & Part Day
- Ruus Park
  - Full Day
- Sunset Adult School
  - Part Day

**Newark**
- Ash School
  - Part Day
- Musick School
  - Part Day

**San Leandro**
- Hillside School
  - Part Day
- Jefferson School
  - Full Day
- Madison School
  - Part Day
- San Leandro Adult School
  - Part Day

**Union City**
- Decoto Plaza Center
  - Part Day
- Dowe Administrative Offices

**Partner Sites:**
- Chabot College Early Childhood Center
- Eden Center
- Kidango, Inc.
- Li’l Angels

**Special Education Programs:**
- Hayward Unified School District
- Fremont Unified School District
- Regional Center of the East Bay

**California Child Care Alternative Payment Program**
*(Funded by the State of California, Early Education & Support Division)*

CFCS also oversees the California Child Care Alternative Payment Program, assisting with child care payments and allowing parents their choice of the type of care that best meets the needs of the child and family through three sub-programs. Serving children from 0-12, and through 21 for those with exceptional needs, the program served 430 children with a funding amount of $2,661,103.
**PROGRAM HIGHLIGHTS**

**Children and Families Served: 2017 – 2018**

CFCS had a total funded enrollment of 1,121 and served over 1,300 children in the 2017-2018 Program Year.

<table>
<thead>
<tr>
<th>Program Type</th>
<th>Funded Enrollment</th>
<th>Children Served</th>
<th>Families Served</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early Head Start</td>
<td>189</td>
<td>199</td>
<td>182</td>
</tr>
<tr>
<td>Head Start</td>
<td>932</td>
<td>1,046</td>
<td>1,003</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Program Type</th>
<th>Average Monthly Enrollment</th>
<th>% of Eligible Children Served*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early Head Start</td>
<td>100%</td>
<td>23%</td>
</tr>
<tr>
<td>Head Start</td>
<td>100%</td>
<td>80%</td>
</tr>
</tbody>
</table>

*Based on estimate of all Head Start/Early Head Start eligible children in Southern Alameda County

### Agency Highlights

- Peixoto hosted a Spruce Up day with Parent Volunteers on November 27th, with a Gardening Project to enhance the outdoor environment.
- The Male Engagement event, Tandem Sharing Feelings was successful. Fathers and Male Community Representatives participated in the father-focused workshop where raising children from a male perspective was shared.
- The Home-Based Program option for Early Head Start was approved through Region IX. Our Home-Based Program will include the capacity to serve 11 pregnant women, pregnant teens, infants, and/or toddlers in the community who will receive education and family services in the home.
- CFCS received 425 gifts from the Union City Lions Club, Fremont Elks Club, The Family Giving Tree, and individuals from the community.
- CFCS successfully passed our CACFP Meals Program Administrative Review with the California Department of Education.
- CFCS successfully launched *Make Parenting a Pleasure* parent workshop; a parent curriculum opportunity from the City of Fremont.
- CFCS staff and policy council members participated in the California Head Start Family Engagement Conference as well as the Families and Fathers Conference.
- The Native American Dental Health Center, Inc. will continue to provide dental exams, follow-up and dental education to all Head Start and Early Head Start children.
Agency Highlights cont.

- CFCS continues to host a quarterly Nutrition Advisory Meeting with Nutrition and Health Professionals in the community.
- Cal State East Bay Nursing Students provided training at Site Parent Meetings and Parent Activities for Families.
- During the week of the young child, CFCS encouraged all dads and male caregivers to come dressed as your HERO with your child. Photos were taken of the activities conducted throughout the day.
- CFCS sites participated in the City Slickers Gardening Program, where children experienced planting, harvesting, and sampling the different fruits and vegetables they planted.
- ERSEA staff attended community events to support recruitment of children into the program. They attended the Health Expo as well as the 4C’s Alameda County Annual Faire.
- Grantee, Partner, and Delegate staff members participated in certification training to become certified to Provide Hearing Screenings for children.
- A total of 7 career fairs were attended by the Human Resources team and one career fair was held in house.
- College Level Infant & Toddler Coursework was offered to our teachers in the Fall and Spring. More than 20 teachers completed each course.
- CFCS Staff launched an internal Staff Newsletter in February.
- In February, CFCS worked with Smart Lite to post 2 Ads in Southland and Bayfair Malls providing information about CFCS and our enrollment services.
- CFCS held a staff appreciation event at the Union Landing Century Theatres.
Early Childhood Education

CFCS utilizes the Creative Curriculum, a research validated system that supports school readiness by building on the strengths and interests of each of our children. In addition to academic preparation, children develop socially, physically and emotionally.

School Readiness

School Readiness goals have been created for Head Start / Early Head Start and address all learning domains: Social, Emotional, Approaches to Learning, Cognitive, Physical Development, and Language & Literacy. CFCS promotes school readiness by engaging families in developing educational goals for their children through the IDLP (Individual Development Learning Plan) process. Teaching Strategies GOLD assessment system is utilized to assess children three times per year. Through hands-on, engaging and interactive activities, TS GOLD data indicates that children are showing progress in all learning domains. In 2017-2018, children showed progress in all learning domains including in CFCS’s targeted areas of learning in Math, Science and Literary concepts. (See Appendices)

Transition

CFCS provides an array of activities to support families in a smooth transition in and out of our program. Every child/family has a transition plan. Kindergarten teachers attend the Parent Meetings held at each center and CFCS staff plan visits to local elementary schools. Follow-up on kindergarten placement continues when children leave our program.
Medical, Dental, Nutrition, Mental Health

Every child at CFCS receives a comprehensive health, nutrition, speech, hearing, vision and developmental screening, with regular monitoring. We also provide dental care and health care, immunizations, nutrition education for children and their families, disability-related services, mental health services and referrals to community resources when needed.

<table>
<thead>
<tr>
<th>Type of Exam</th>
<th>Early Head Start</th>
<th>Head Start</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical</td>
<td>93%</td>
<td>94%</td>
</tr>
<tr>
<td>Dental</td>
<td>93%</td>
<td>92%</td>
</tr>
</tbody>
</table>

Through the collaboration of our program with the surrounding community and families, we are able to identify and assess each child’s development and basic health needs in an early and preventative manner and link our families to an ongoing health care provider easily accessible to them.

In addition to CFCS Inc. Head Start staff, the Health Services Advisory Committee is comprised of parents and representatives from various disciplines, professions and agencies. These include but are not limited to:

- Pediatricians
- Family Practitioners
- Public Health Nurses
- Ophthalmologists/Optometrists
- Nutritionists
- Dentists
- Public Health Department Staff
- Mental Health Consultants
- First Aid
- Environmental Health Specialists
- Tuberculosis Clinic
- Child Protective Services
- Immunization Board
- Insurance Agency Representative(s)
- Unified School District Parents
- Alameda County
- SAFE Kids
Our Services

CFCS Offers:

- Full Day/Full Year Centers
- Part Day/Part Year Centers
- Daily breakfast, lunch and snack *(depending on hours in attendance)*
- Parent Education and Training
- Developmental Screenings and Assessments
- Health Screenings and Assessments
- Nutrition Assessments and Screenings
- Monthly Nutrition Activity
- Referrals for follow-up services and care
- Parent/Family Goal Setting and Planning
- Inclusion programs for children with disabilities
- Mental Health services for children, families and staff
- Social Service Referrals
- Professional Development Support

Language Policy

CFCS honors, respects and preserves the over 7 home languages of all children and families in our programs. Activities are provided that support the home language while children continue to progress in learning English to provide a necessary link to building school readiness.

Family Services

CFCS support families as the primary educators of their children. Staff works with families to provide learning environments that support children in all aspects of their development, providing children with a foundation for lifelong learning.

Staff works with each family to complete developmental screenings and assessments, identify areas of concern and develop an individualized learning plan. Family conferences and home visits are held regularly to share information about the child’s development.

CFCS staff provides families with referrals in mental health, health, dental, nutrition, early intervention and follow-up support in accessing these services.
Parent Engagement

CFCS promotes the engagement of parents in all aspects of agency programs. Parents are involved in decision making for the program, developing their child’s learning plan and working on family goals. Parents are active volunteers in the program and participate in the following activities:

- Classroom Volunteers
- Center Parent Committees
- Policy Council
- Agency Advisory Committees
- Parent Trainings
- Parent/Family Events
- Site Spruce-up Projects
- Site Gardening Projects

Fathers / Male Involvement

CFCS encourages father figures to participate in all aspects of the program. Special agency events are planned for our dads, providing male role models for all children in our program. They are also encouraged to participate in local community male-focused events.
Agency Volunteers

Agency volunteers are valuable to us and play a huge role in the success of our programs. Over 1,900 people provided volunteer services this year, including 1,760 parents. Volunteers are always needed and welcomed.
CFCS Continues to engage community partners in our mission to enhance self-sufficiency of families and provides children a foundation to be successful. We sincerely appreciate the opportunity to collaborate with these great community members.
Special Education: Fremont and Hayward Unified School Districts

FUSD and HUSD place children with disabilities in CFCS classrooms as well as needed therapy and support services for children and their families.

Alameda County Office of Education

CFCS continues to partner with ACOE in providing child care services for the Cal SAFE Teen Parent Program at the Burke Academy in Hayward. The partnership has expanded to include the Infant & Toddler Special Education Program of Alameda County.

Alameda County Public Health Department

CFCS continues to partner with ACPHD in providing Asthma and Lead Poisoning Prevention Education for families. They also offered in-home inspections for Asthma triggers.

Chabot College

The Early Childhood Education Center on the Chabot College Campus serves Head Start children as a CFCS Child Care Program Partner. The collaboration also includes providing onsite classes at our Dowe Training Center for Grantee, Delegate and Partner staff in completing mandated training for meeting teacher qualification requirements.

Kidango, Inc.

Kidango serves Head Start and Early Head Start children in their centers as a CFCS Child Care Program Partner. The collaboration also includes partnering in staff training and sharing ongoing support for program development.

Professional Development Program

CFCS utilizes agency funding for the Professional Development Program in supporting staff’s completion of mandated degree requirements. Funds are used for tuition, supplies, etc. for staff to attend classes.

Bookmobile Hot Wheels

In support of the agency goal of building school readiness through literacy development, the Alameda County Library Bookmobile visits CFCS sites once a month to provide an onsite lending library and story time for children. Staff makes the library a regular part of the program to increase awareness of the importance of reading to young children.
**Fiscal Report**

Child, Family and Community Services, Inc. (CFCS) receives the majority of its funding from Federal and State Grants. This report details the 52nd year of the agency’s operation, covering March 2017 through February 2018.

### Public and Private Funding

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<th>Source</th>
<th>Amount</th>
<th>Percentage</th>
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<td>Federal</td>
<td>$13,949,236</td>
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<tr>
<td>State</td>
<td>1,096,761</td>
<td>13%</td>
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<tr>
<td>In-Kind Contributions</td>
<td>3,838,728</td>
<td>20%</td>
</tr>
<tr>
<td>Other</td>
<td>132,187</td>
<td>3%</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$19,016,912</strong></td>
<td><strong>100%</strong></td>
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### Expenditures

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<tr>
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<th>Percentage</th>
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<tbody>
<tr>
<td>Personnel Costs</td>
<td>$6,844,485</td>
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<tr>
<td>Contractual Services</td>
<td>5,019,955</td>
<td>26%</td>
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<tr>
<td>Occupancy and Facilities</td>
<td>1,137,998</td>
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<tr>
<td>Supplies and Equipment</td>
<td>518,509</td>
<td>2.5%</td>
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<tr>
<td>Children Food</td>
<td>394,193</td>
<td>2%</td>
</tr>
<tr>
<td>Children Services</td>
<td>588,930</td>
<td>3%</td>
</tr>
<tr>
<td>Depreciation</td>
<td>193,543</td>
<td>1%</td>
</tr>
<tr>
<td>Training and Travel</td>
<td>113,515</td>
<td>.5%</td>
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<tr>
<td>In-Kind Expenditures</td>
<td>3,838,728</td>
<td>20%</td>
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<tr>
<td>Other</td>
<td>823,710</td>
<td>4%</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$19,443,566</strong></td>
<td><strong>100%</strong></td>
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### Proposed Budget

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<tr>
<th>Category</th>
<th>Amount</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Personnel Costs</td>
<td>$7,094,958</td>
<td>38%</td>
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<tr>
<td>Contractual Services</td>
<td>5,073,126</td>
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<tr>
<td>Occupancy and Facilities</td>
<td>922,211</td>
<td>5%</td>
</tr>
<tr>
<td>Supplies and Equipment</td>
<td>406,313</td>
<td>2%</td>
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<tr>
<td>Children Food</td>
<td>352,429</td>
<td>2%</td>
</tr>
<tr>
<td>Children Services</td>
<td>522,813</td>
<td>3%</td>
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<tr>
<td>Depreciation</td>
<td>193,543</td>
<td>1%</td>
</tr>
<tr>
<td>Training and Travel</td>
<td>103,375</td>
<td>1%</td>
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<tr>
<td>In-Kind Expenditures</td>
<td>3,475,991</td>
<td>19%</td>
</tr>
<tr>
<td>Other</td>
<td>458,502</td>
<td>2%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$18,603,261</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>
BOARD OF DIRECTORS

**President**
LaMont Connie

**Vice President**
Warren Pulley

**Secretary**
Robin Michel

**Treasurer**
Kamal Gelya

**Co-Sergeant at Arms:**
Steven Golden
Sharan Aminy

**Finance Committee Representative**
Monika Pointer
Enrollment Opportunities

**Head Start (ages 3 – 5 years):**
- Grantee: 729
- Delegate: 203

**Early Head Start (ages 0 – 3 years):**
- Grantee: 139
- Delegate: 50

**Totals:**
- Head Start: 932
- Early Head Start: 189

CFCS maintains full enrollment at all times as any occurring vacancy is immediately filled from the wait list.

How to Apply

CFCS serves families living in Southern Alameda County. Enrollment applications can be requested by telephone, in person at any agency site, at the agency enrollment office or through our website. Families are enrolled into our program based on agency enrollment guidelines. Applicants for Head Start or Early Head Start must meet federal income guidelines. At least 10% of our placements are reserved for children with disabilities. CFCS serves children and families without regard to race, ethnicity, national origin, creed, religion, gender, sexual orientation, age, marital status, family status, disability, physical handicap or veteran status.
32980 Alvarado-Niles Road, Suite 856
Union City, CA 94587-3186

📞 (510) 796-9512  📧 (510) 489-2742

Email: info@cfcsinc.org
Web: www.cfcsinc.org

Facebook: www.facebook.com/CFCSInc
Appendices
The Head Start Program Performance Standard 1302.30, requires that CFCS provides comprehensive School Readiness services to children birth to five years of age.

School Readiness goals are the expectations set of children’s status and progress across domains of language and literacy development, cognition and general knowledge, approaches to learning, physical well-being and motor development, and social emotional development that will improve readiness for kindergarten. Data that we collect during the program year, informs the program of how children are progressing and what training and technical assistance is needed to support staff. This year training has been provided to teaching staff in lesson planning and curriculum implementation to support their work in using curriculum to progress children to the next level of development in a developmentally appropriate manner.

CFCS implements the Creative Curriculum in Head Start / Early Head Start programs to ensure children are provided with an engaging and comprehensive curriculum focused and aligned with The Head Start Early Learning Outcomes Framework: Ages Birth to Five in all learning domains.

Parents are introduced to the school readiness process at the initial Home visit through the developing relationship between the parent and teacher. Parents participate in two Home visits and two Parent Teacher conferences per year. Individual Development and Learning Plans are created with parent input and based on teacher observations. Through home visits and parent-teacher conferences, parents receive information on their child’s developmental and social emotional well-being, and the My Teaching Strategies GOLD assessment data.

My Teaching Strategies is the online assessment system utilized to assess children's developmental levels three times per program year. That data is used to complete School Readiness Outcome Reports. Those reports are then compiled with data received from our partner and delegate agencies to create and track our school readiness goals.

School Readiness goals have been created for Head Start / Early Head Start and address all learning domains.

**School Readiness Goals and Outcomes**

Head Start/Early Head Start Programs completed the 1st Assessment Cycle in November 2017:

- Analysis of the 1st Assessment Cycle data indicated that children have met or exceeded the target outcome goals for Head Start and noted the same in Early Head Start except in the area of Perceptual Motor and Physical Development as part of that domain includes social emotional development. During the first cycle it is typical to see that not all children will meet desired expectations due to the start of the new program year and children needing additional time to get acquainted to their new environment.

- Analysis of the 2nd and 3rd Assessment /cycle data indicated that children have met or exceeded the target outcome goals agency wide.
CLASS

CFCS conducts the Classroom Assessment Scoring System (CLASS) three times per program year, which is a measure for observing and assessing the effectiveness of interactions among teachers and children in classrooms. It is used to assess interactions for a variety of purposes, including professional development, monitoring and evaluation, and research. CLASS Training is provided to teaching staff to increase their knowledge of the importance of having positive teacher child interactions, being prepared for the day and using various types of communication with children.

Our Mentor Coaches provide coaching to classroom teams and/or individual staff to increase classroom management skills, curriculum development, and promote positive teacher-child interactions based on best practices and CLASS domains of Emotional Support, Classroom Organization, and Instructional Support

QRIS (Quality Rating and Improvement System)

To further support CLASS implementation and School Readiness Goals, CFCS is participating in QRIS, a 2 year grant program that provides consultation to staff to identify program strengths and challenges and provides resources to support our program to reach its goals for improved quality through CLASS and the Environmental Rating Scales. Each site received a budget to select classroom materials to enhance learning areas for children.