

Health Information Statistics:

	HEAD START			EARLY HEAD START		
	'19-'20	'20-'21	'21-'22	'19-'20	'20-'21	'21-'22
1. # of enrolled children with health insurance.	94%	97%	100%	86%	84%	79%
2. # of children who are up-to-date on a schedule of age-appropriate preventative primary health care.	95%	94%	88%	62%	72%	69%
3. # of children who are up-to-date on all immunizations appropriate for their age.	84%	97%	87%	61%	74%	59%
4. # of children who are up-to-date on a schedule of age-appropriate preventative primary oral health care.	79%	82%	78%	65%	65%	67%
5. # of children with a dental home.	83%	94%	90%	45%	69%	59%
6. # of children with a medical home.	95%	97%	94%	72%	80%	76%

Professional Development System:

At Family Forum, professional development begins with onboarding. Additional components of our Professional Development System are:

- Agency, center and individual trainings.
- Paid opportunities to attend local, state and national workshops.
- Job-specific supports, coaching and mentoring programs.
- Conscious Discipline training opportunities.
- Paid time and registration for all mandated courses such as First Aid, Abusive Head Trauma, Civil Rights and Mandated Reporting of Child Abuse and Neglect.

All employees receive an annual membership for WHSA (Wisconsin Head Start Association) and NHSA (National Head Start Association).

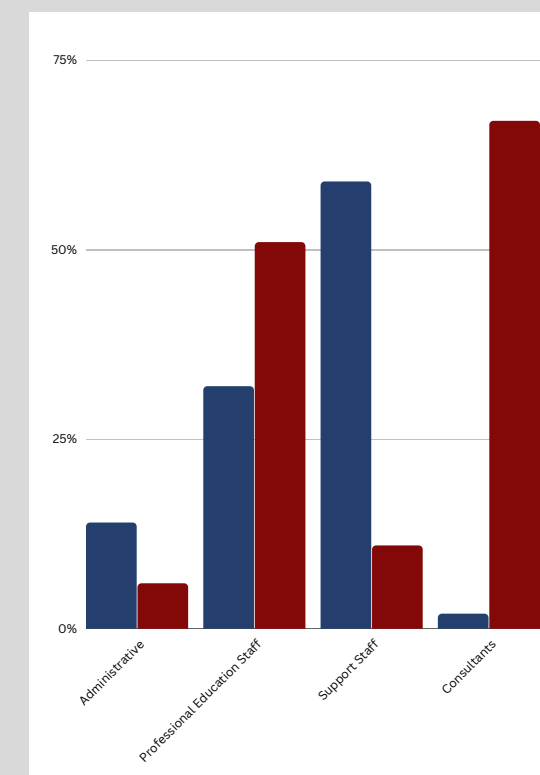
We pride ourselves in having a process in which employees are able to gain foundational knowledge at the beginning of their employment and continue their learning by shifting from being knowledgeable about their job to becoming experts that offer support to others, making Family Forum, Inc. a great place to grow and learn.

Going forward, we will continue to strengthen our onboarding process and the many professional development opportunities and supports we have available to our employees.



Family Forum Workforce & Turnover/Retention:

12/1/2021 - 11/30/2022 Fiscal Year	Workforce	Turnover
Administrative:	14%	6%
Professional Education Staff:	32%	51%
Support Staff:	59%	11%
Consultants:	2%	67%
Current/Previous Parents:	53%	NA
Positions not filled for 3 or more months:	9%	NA



Achievements

- Increased employee assistance utilization from 9.7% (Quarter 3) to 12.7% (Quarter 4). **Our 2022 annual utilization was 8.94%.*
- Increased retention in the fourth quarter of 2022 to 92% after a 64% turnover rate since June 2020 (the beginning of the pandemic).
- 53% of employees are current or previous Head Start/Early Head Start parents/caregivers.
- 81% of employees believe the culture of the agency helps us be successful.

Family Forum, Inc. partners with local dental clinics to provide free dental checks to Head Start children twice a year. Family Forum, Inc. also conducts vision and hearing screenings for children once a year.



**Family Forum, Inc.
2022 Annual Report**

Thank you for your undivided attention to Family Forum, Inc.'s Annual Report 2022. Over the past year, we have reground ourselves in our agency's mission and values. The following data shared on our annual report indicates strengths and challenges to the important and critical work of early learning. I am very proud of Family Forum, Inc.'s delivery of comprehensive services, some of which we will share with you inside this report.

Family Forum, Inc. offers quality training, education, and equitable pathways for career opportunities. With community support, our hope is to build a culture of inclusion and belonging to foster learning and teamwork.

Kindly,
Jeanne Myer
Jeanne Myer, Executive Director

Mission Statement

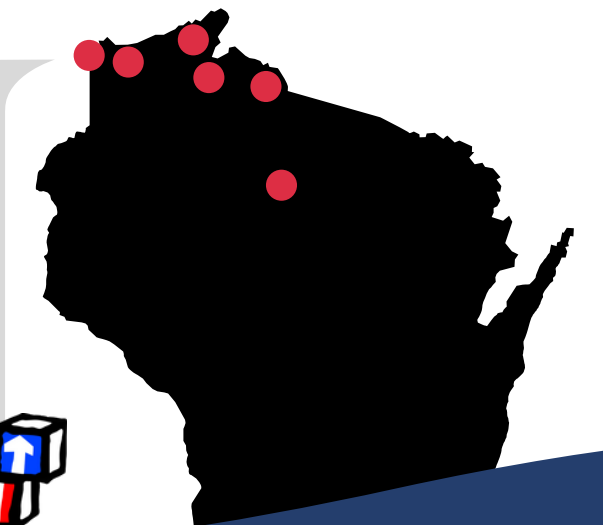
"We are dedicated to preparing children and their families for success; through high quality programming, family support, and wellness education, while fostering meaningful relationships."

Create partnerships with families and communities to build school readiness for all children through passionately committed relationships that connect families to goal orientated outcomes.

Vision Statement

Family Forum, Inc. can be found in **5 counties of Wisconsin.**
We operate **7 centers** & are funded to serve **476 children***.

**330 funded enrollment slots in the Head Start program, 146 in the Early Head Start program.*



Enrollment Snapshot:

	HEAD START	EARLY HEAD START
Funded Enrollment (children)	330	146 (100 Federal + 46 State)
Cumulative Enrollment (children)	259 (78.5%)	134 + 5 prenatal women (95%)
% of Children With a Disability	26%	7%
% of Families Enrolled At or Below the 100% of the Federal Poverty Line (FPL)	66%	60%
% of Families Enrolled in SSI/TANF	9%	18%
% of Children Enrolled Experiencing Homelessness/Foster Care	4%	10%
% of Families Enrolled at 100-130% FPL	11%	6%
% of Families Enrolled Over 130% FPL	10%	5%
% of Two-Parent Families Enrolled	53%	56%
% of Single-Parent Families Enrolled	47%	44%
% of Racial Diversity (Children)	27%	40%

Program Options:

Family Forum, Inc. Early Head Start (EHS) and Head Start (HS) programs provides stability, support, and enriching experiences to families that are primarily low-income. Our first priority for selection and enrollment are children and families that are experiencing homelessness and children in foster or kinship care.



Family Forum, Inc. offers a variety of program options:

- EHS classrooms that provides services to infants 6 weeks of age up to 34 months.
- EHS home-based program for prenatal women and children up to the age of 3 years old.
- Pre-School Head Start classrooms that offer a full-day and part day options.

All families are encouraged to apply.

Family Forum, Inc. is an equal opportunity institution.

Family and Community Engagement:



Results of our 2021-2022 Family Satisfaction Survey:

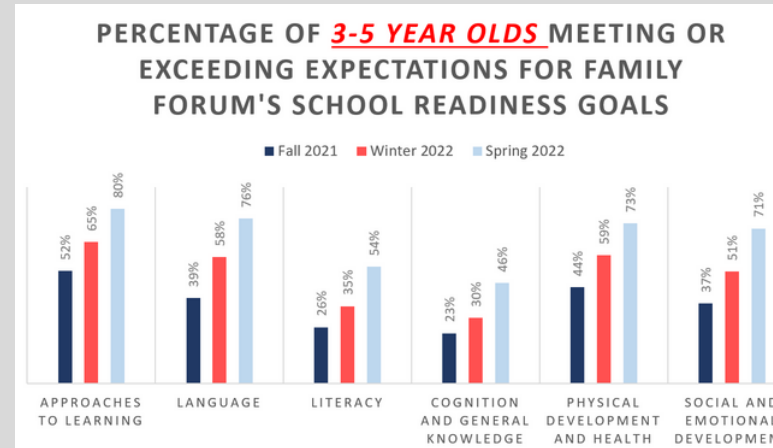
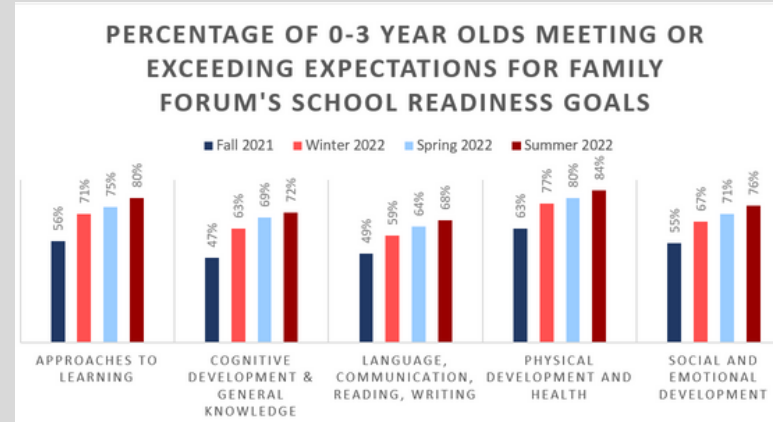
- 94% of our Head Start families reported a better understanding of their child's growth & development after being in Head Start.
- Over 90% of our Early Head Start & Head Start families said their teacher or home visitor shared ideas with them on how to work on school readiness skills at home.
- At least 94% or higher of our Early Head Start & Head Start families said they are better prepared for the next school year because they participated in our program.

Families reported the top five benefits of being in our Early Head Start & Head Start program were:

1. Participating in discussion about their child's development & learning new ideas for how to continue to build their child's skills.
2. Having their child receive dental & fluoride care at our center.
3. Receiving ideas for how to get their child ready for the next school setting.
4. Setting and achieving their family goals with support from our staff.
5. Participating in Child & Family Learning Days.

Education - Child Outcomes:

The graphs reflect the percentage of kids in our Head Start and Early Head Start programs that rated at the proficient level in the domain area.



Effectiveness is achieved if at least **80-85%** of children are meeting expectations at each age level by the end of the school/program year.

During the 2021-2022 program year, our goal was to begin to return to typical programming post Covid-19. This consisted of children attending our program 4 days a week and only participating in virtual learning if necessary. We accomplished this goal with the exception of needing to participate in virtual learning a few times throughout the year. We expect our Child Outcomes Data to reflect the impacts of the pandemic for years to come.

To increase the percentage of growth our children make throughout the year, we are working towards:

- Building our staff and children's social emotional skills using Conscious Discipline.
- Continuing to learn how to effectively use the Frog Street curriculum and individualize for each child.
- Training teachers on effective teaching practices and positive teaching interactions.

Federal Reviews:

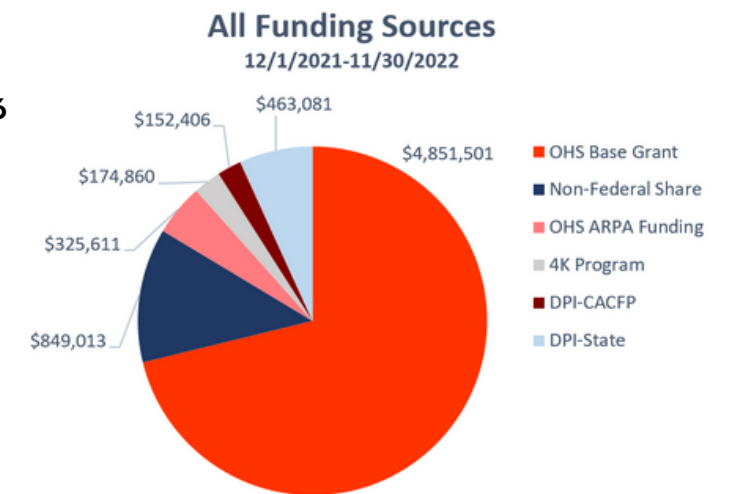
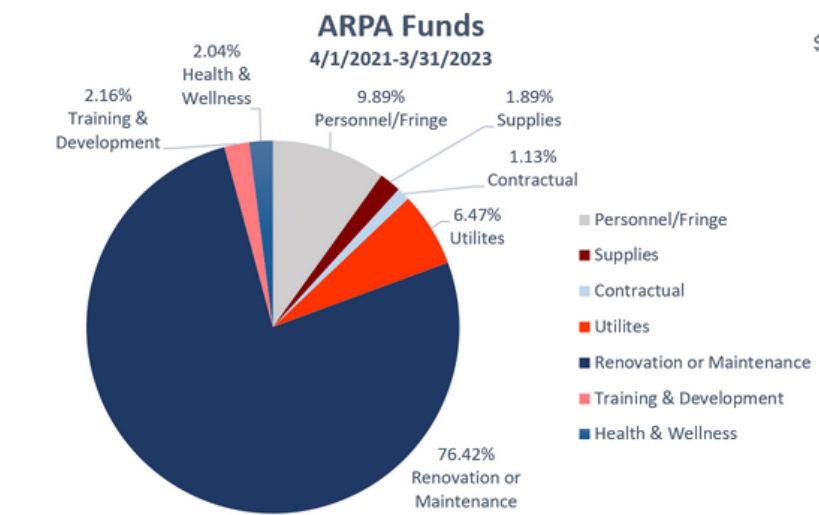
The Administration for Children and Families Office of Head Start (OHS) assesses grantee compliance through a monitoring system that is aligned with a comprehensive five-year continuous oversight plan. The Aligned Monitoring System ensures that all Head Start programs provide high-quality services to children and families by facilitating compliance with Head Start Program Performance Standards.

No Noncompliances were issued during the FA 1 and FA 2 Federal reviews, 2018-2023.

Finance Budget Breakdown:

BUDGET AREA: Family Forum, Inc. receives federal funds from the Department of Health and Human Services, Administration for Children and Families, and the Office of Head Start. **Of the 146 Early Head Start children, 46 are funded by state grants.**

All Head Start centers are licensed through the Wisconsin Department of Children and Families.



FINANCIAL AUDIT: The financial audit was conducted in December and March of 2022 by an independent auditor, Wipfli LLP.

Material Weakness was found on Capitalization. A correction plan has been submitted.

Transportation:

- 70% of our drivers have been here for more than 10 years making the transportation team the group with the greatest longevity at Family Forum, Inc.
- During the 2021-2022 school year, nine buses ran daily routes for approximately 917 miles a day equaling a total of 93,269 miles for the year: that's about 3 3/4 times around the earth!
- Collectively, 9,348 children have been transported to and from Family Forum, Inc. between five of our seven centers. Two of our centers are parent-transport only.
- All bus drivers possess a CDL with passenger and school bus endorsements.
- Our buses are DOT inspected annually and follow the Federal Motor Carrier Safety Administration requirements.

