

Prepared by Region IX Office of Head Start

***Arizona Head Start Association
Office of Head Start Region 9 Updates
August 18, 2022***



Agenda



- ▶ CARES, CRRSA, and ARP spend down
- ▶ Workforce Compensation and Incentives
- ▶ Enrollment
- ▶ Monitoring
- ▶ Region IX Training and Technical Assistance Events
- ▶ National Training and Technical Assistance Events
- ▶ Questions?

CARES, CRRSA, and ARP Funds



- ▶ Example of activities to spend down CARES, CRRSA, and ARP funds
 - Outdoor environments for services and wellness
 - New center signs
 - Automated and enhanced security systems for safety
 - Warehouse lifts for supplies
 - Marketing consultants/recruitment consultants
 - Apprenticeship programs targeting parents and high school, college students, and succession planning
 - Targeted media such as social media, radio, tv
 - Vehicles for transportation
 - Building repairs and maintenance
 - Renovations to increase space, rearrange layouts
 - Outdoor playgrounds
 - Staff bonuses, stipends, incentive pay
- ▶ COLA and QI Update
 - Funds will be awarded before September 30, 2022

Disbursed Funding Percentage- CARES, CRRSA, and ARP



State	Percentage Disbursed
Arizona	43.5%
California	46.8%
Hawaii	66.1%
Nevada	48.8%
Outer Pacific	33.5%
Region 9	46.6%

Current as of 08/15/22

Disbursed and Authorized CARES, CRRSA, and ARP Funding



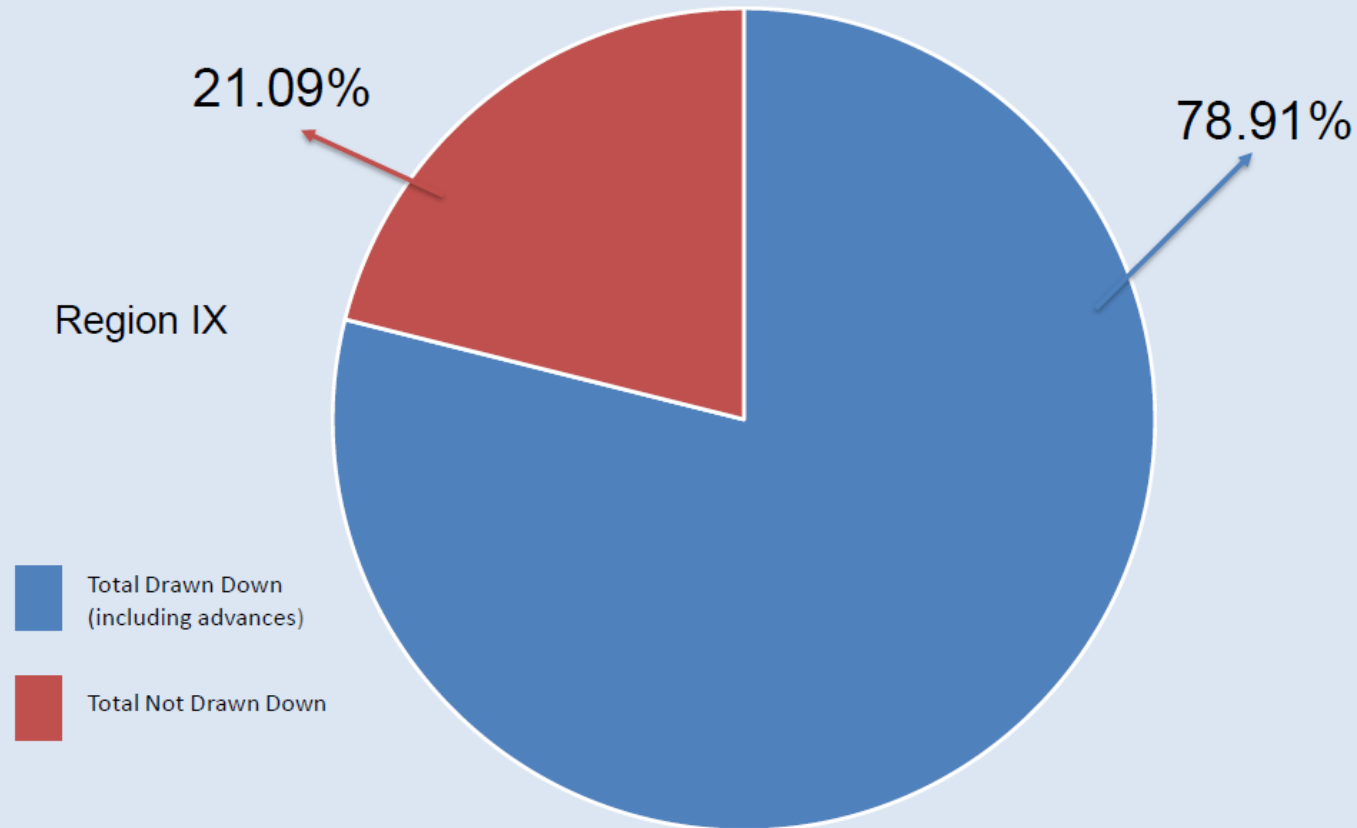
State	Disbursed Amount	Authorized Amount	Difference
Arizona	\$12,274,256.97	\$28,219,582.60	-\$15,945,325.63
California	\$89,140,114.80	\$190,405,635.30	-\$101,265,520.50
Hawaii	\$4,146,611.56	\$6,271,786.90	-\$2,125,175.34
Nevada	\$2,697,314.97	\$5,531,725.20	-\$2,834,410.23
Outer Pacific	\$2,111,534.09	\$6,302,674.00	-\$4,191,139.91
Region 9	\$110,369,832.39	\$236,731,404.00	-\$126,361,571.61

Current as of 08/15/22

CARES Act Spending



Awarded as a supplement to CH/HP, CI/HI, CM/HM grants.

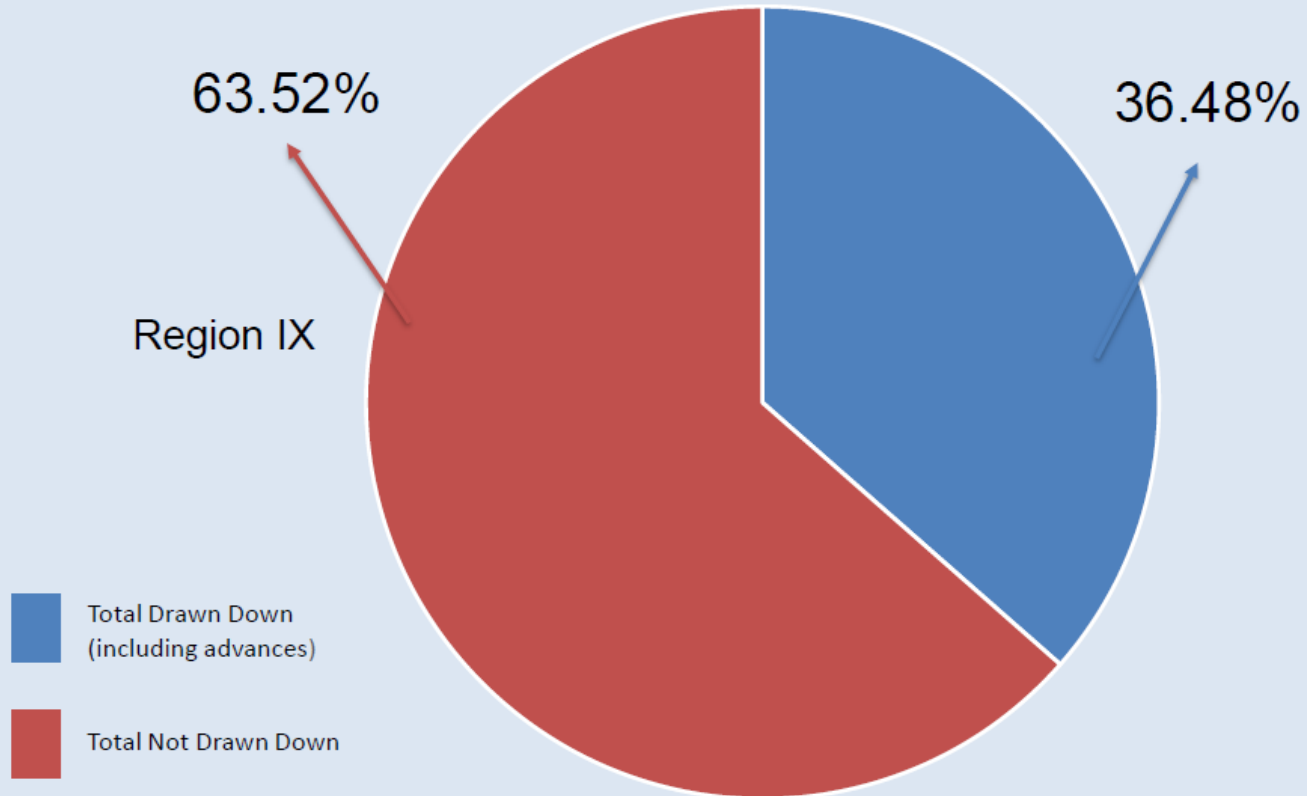


Data from Region 9 Fiscal Institute

CRRSA Spending



Awarded as new HE,HA,HN grants.

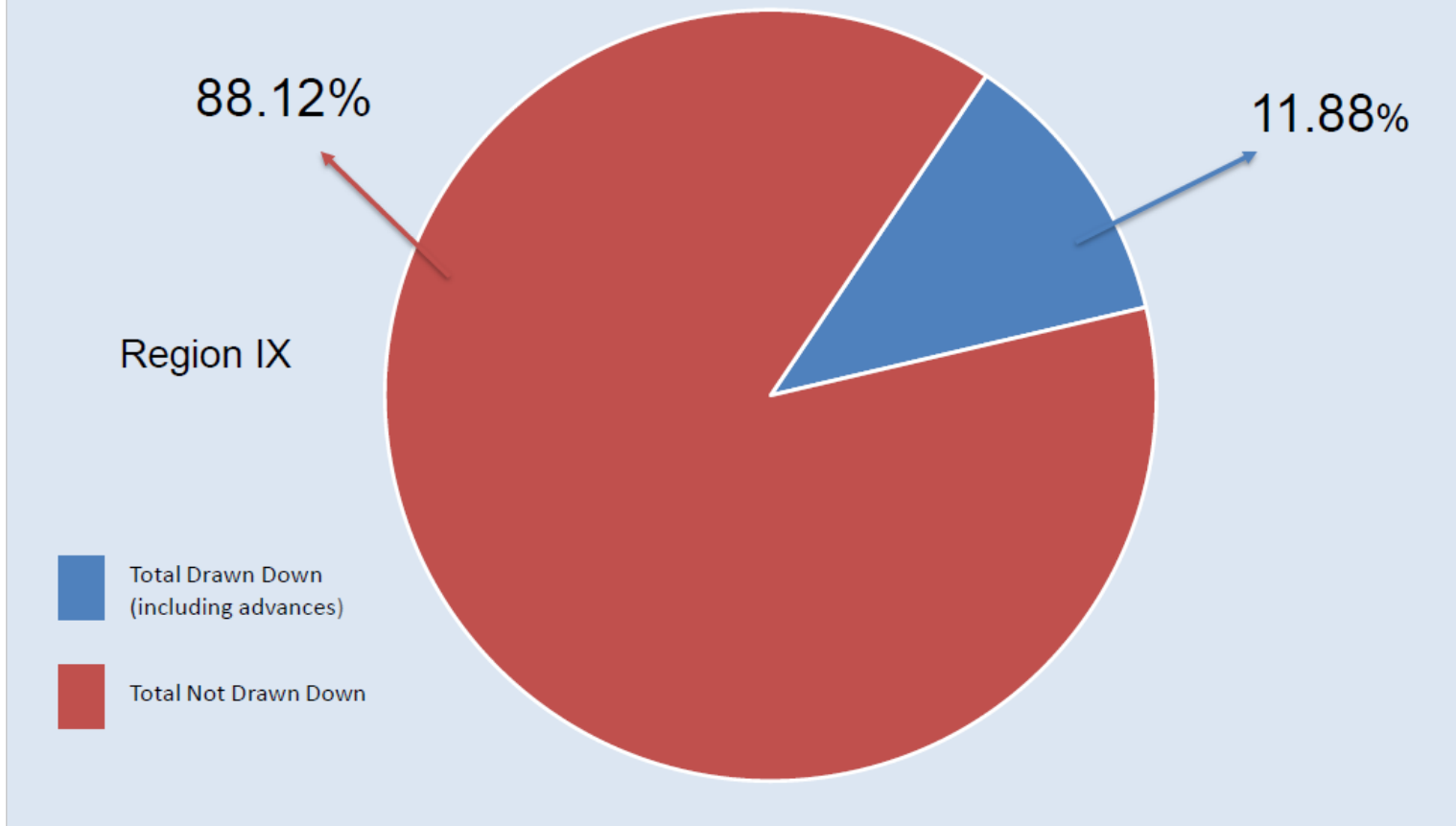


Data from Region 9 Fiscal Institute

ARP Spending



Awarded as a supplement to HE,HA,HN grants.



Data from Region 9 Fiscal Institute



Workforce Development Strategies

- ▶ Evaluate strategic planning efforts related to workforce, human resources, and organizational development
- ▶ Develop incentive and retention plans, policies, and practices
- ▶ Examine the budget and funding available to increase staff wages (e.g. enrollment reduction, conversions, etc.)
- ▶ Explore improved benefit packages
- ▶ Update Wage Comparability Studies to include comparison with elementary school staff
- ▶ Conduct frequent staff surveys, including “stay surveys,” use data for planning
- ▶ Other ideas?

Competitive Bonuses for the Head Start Workforce



[ACF-IM-HS-22-04](#) (released on 6-21-2022)

The IM includes strategies for how to identifying and documenting appropriate bonuses to support the retention and recruitment of Head Start program staff.

- ▶ OHS recognizes programs are seeking strategies to provide immediate relief to current staff and ways to fill vacancies.
- ▶ Outlines strategies and potential justifications for programs to offer financial incentives as part of their retention and recruitment approach.
- ▶ As outlined in [ACF-IM-HS-21-01](#), reasonableness during the COVID-19 pandemic likely looks different than in pre-pandemic times.
- ▶ [OHS Webinar on Competitive Bonuses](#)

Competitive Bonuses cont'd.



- ▶ Potential justifications for Financial Incentives - Determining Necessity and Reasonableness:
 - Competing employers can include public school settings.
 - OHS strongly encourages programs to structure incentives in a way that rewards the retention of existing staff.
 - Programs should use data on the extent of their workforce shortage and program needs to demonstrate necessity and reasonableness for competitive incentives.
 - Any incentives for staff are subject to an established written policy of the grant recipient for allowability.
 - Financial incentives may complement, but should not replace, intentional workforce planning practices.

Full Enrollment Initiative



- ▶ September 2022, OHS resumes evaluating monthly enrollment reports, tracking, and monitoring enrollment.
 - All instances of prior under-enrollment will reset in September 2022
 - Recipients previously designated as chronically under-enrolled will have their enrollment status reset
 - September 2022 is the first month of reported enrollment OHS will evaluate as part of the Full Enrollment Initiative
 - Initial focus on significantly under-enrolled recipients — those serving less than half their funded enrollment

Head Start Enrollment



State	HS Reported May	HS Funded May	HS % May
Arizona	7,367	9,810	75%
California	45,002	61,170	74%
Hawaii	1,696	2,220	76%
Nevada	1,627	2,008	81%
Pacific Islands	2,073	2,612	79%
Grand Total	57,765	77,820	74%

Early Head Start Enrollment



State	EHS Reported May	EHS Funded May	EHS % May
Arizona	2,353	3,236	73%
California	17,569	25,269	70%
Hawaii	526	721	73%
Nevada	583	929	63%
Pacific Islands	50	64	78%
Grand Total	21,081	30,219	70%

Reaching Children and Families: Identifying A Path Forward



- ▶ Programs must ensure Head Start services are responsive to community needs
 - Relocation of centers or services with approved service areas
 - Development of new community partnerships
 - New program initiatives (i.e., development of apprenticeship programs)
 - Shifting slots between existing, approved program options provided the program is not requesting to discontinue options currently offered or add an option not currently approved per the Notice of Award
 - Shifting slots within the designated service area per the Notice of Award
 - Change in Scope
 - Head Start to Early Head Start conversion
 - Part-day to full-working-day conversion
 - Enrollment reduction
 - Add or remove a program option
 - Other programmatic changes

Change of Scope



Change in Scope Requests - Region 9

Completed Requests:

26

Pending Requests:

19

Total Requests:

45

Slot Changes - Region 9

HS Slot Change:

-2970

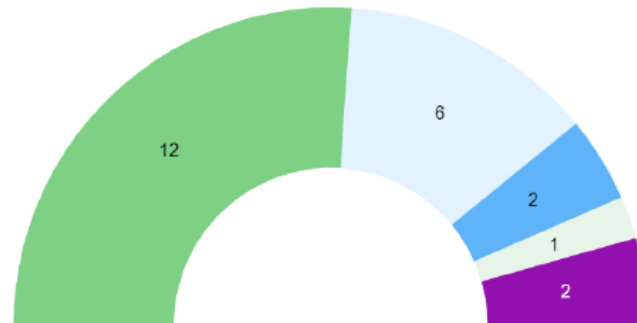
EHS Slot Change:

340

Total Slot Losses (HS/EHS):

-2630

Completed Requests by Type



- Community Need
- Staff Salaries
- Pre-K
- Change in Program Option
- Duration

Enrollment - ECLKC



Enrollment Tools and Resources:

- ERSEA Assessment Tool will help to identify ways to improve the program's services <https://eclkc.ohs.acf.hhs.gov/publication/ersea-assessment-tool>
- ERSEA tip sheet to identify ways to better reach and maintain enrollment <https://eclkc.ohs.acf.hhs.gov/publication/ersea-maintaining-full-enrollment>
- Intentional Workforce Planning <https://eclkc.ohs.acf.hhs.gov/video/intentional-workforce-planning>
- Grant Recipient Strategies to Address Challenges Related to Enrollment <https://eclkc.ohs.acf.hhs.gov/video/intentional-workforce-planning>

Vaccination for HS Children



- ▶ The CDC now recommends children ages 6 months through 4 years be vaccinated against COVID-19
- ▶ OHS wants to ensure recipients and families have access to accurate information about the pediatric vaccine
- ▶ See [this page](#) on ECLKC for vaccine information, Federal resources, and strategies for family and community vaccination outreach
- ▶ [Joint Letter about COVID-19 Vaccinations for Children 6 months to 5 years](#)
 - Letter from HHS Sec. Becerra and ED Sec. Cardona on vaccination information distribution and outreach

School Safety



- ▶ Preschool preparedness for an active shooter book
<https://www.gryphonhouse.com/books/details/preschool-preparedness-for-an-active-shooter>
- ▶ TEDtalk, [Surviving an Active Shooter Event](#)
- ▶ [Run, Hide Fight](#) workplace safety but can be tailored to any situation
- ▶ ECLKC Resources
 - <https://www.cisa.gov/translated-active-shooter-resources>
 - <https://www.cisa.gov/school-safety-and-security>
 - <https://eclkc.ohs.acf.hhs.gov/safety-practices/emergency-preparedness-manual-early-childhood-programs/emergency-preparedness-manual-early-childhood-programs>
 - <https://eclkc.ohs.acf.hhs.gov/publication/responding-potentially-violent-situations>
 - <https://eclkc.ohs.acf.hhs.gov/publication/helping-your-child-cope-after-disaster>
 - <https://eclkc.ohs.acf.hhs.gov/publication/guide-building-healthy-safe-early-childhood-facilities-after-natural-disaster>

Monitoring in 2023



- CLASS observations **will** be conducted, but **will not** be used to make competitive determinations under DRS, however, recipients must continue to use the data to:
 - Provide high-quality programs to infants, toddlers, preschoolers, and their families
 - Address professional development and quality improvement efforts

FA1 and FA2 FY22 Monitoring Results



Fiscal Year	Focus Area 1	Focus Area 2	Other Reviews
2020	38	7	10
2021	29	22	4
2022	11	29	5
Total	78	58	19

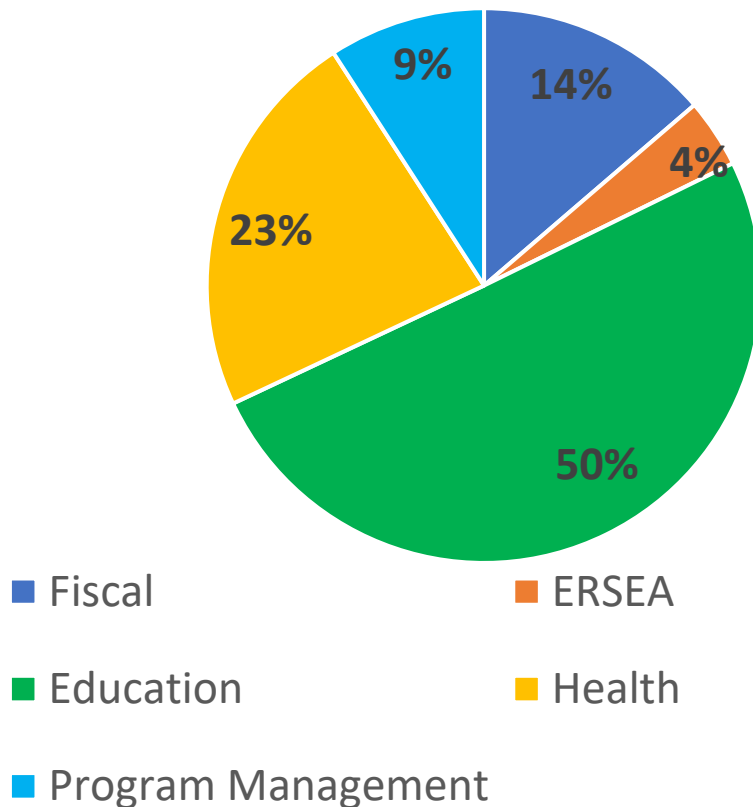
**There have been 155 reviews to date.*

OHS monitoring data as of 08/17/2022

Areas of Concern (AOC)



R9 AOC Findings FY2020 - Current



Digging Deeper into AOCs:

- ▶ 41% Teacher Qualifications
- ▶ 9% HSAC
- ▶ 9% Coaching
- ▶ 9% Health Status Determinations
- ▶ 9% Staffing
- ▶ 5% SF429 Form
- ▶ 5% Mental Health Consultant
- ▶ 5% Internal Controls
- ▶ 4% Procurement
- ▶ 4% Disabilities <10%

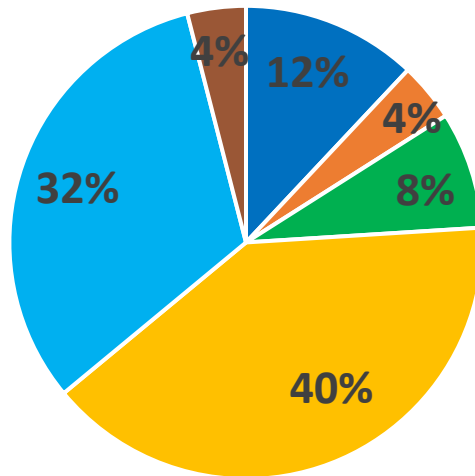
OHS monitoring data as of 8/08/2022

**Total AOCs to date: 22*

Areas of Non-Compliance



R9 ANC Findings FY2020 - Current



- Fiscal
- Education
- Program Management
- ERSEA
- Health
- Family Engagement

Digging Deeper into ANCs:

- ▶ 16% Health Status Determinations
- ▶ 12% Systemic Approach to PD
- ▶ 12% Health and Safety Reporting
- ▶ 12% Background Checks
- ▶ 8% Teacher Qualifications
- ▶ 8% Using Data for Continuous Improvement
- ▶ 8% Internal Controls
- ▶ 4% Recording Federal Interest
- ▶ 4% Family Engagement Approach
- ▶ 4% Disabilities <10%
- ▶ 4% Food Allergies
- ▶ 4% Safe Environments
- ▶ 4% Board Oversight

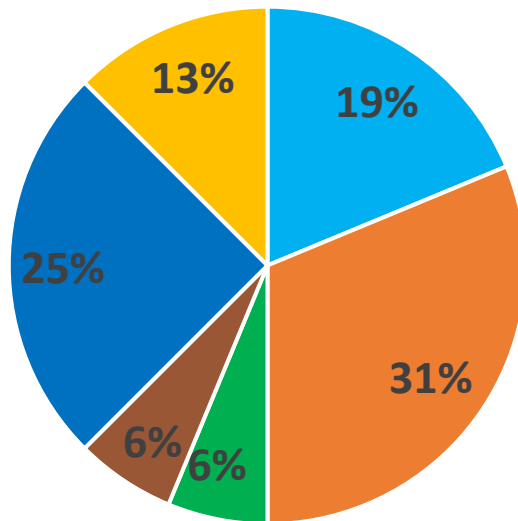
OHS monitoring data as of 8/08/2022

**Total ANCs to date: 25*

Deficiencies



R9 Deficiency Findings FY2020 - Current



- Program Management
- Child Supervision
- Education
- Family and Community

Digging Deeper into Deficiencies:

- ▶ **31%** Child Supervision
- ▶ **13%** Internal Controls
- ▶ **7%** Using Data for Continuous Improvement
- ▶ **7%** Child Rights
- ▶ **6%** Cost Allocation
- ▶ **6%** Program Oversight
- ▶ **6%** Teacher Qualifications
- ▶ **6%** Family Engagement Approach
- ▶ **6%** Recording Federal Interest
- ▶ **6%** Ongoing Monitoring
- ▶ **6%** Health and Safety Reporting

OHS monitoring data as of 8/08/2022

**Total Deficiencies to date: 16*

Upcoming National TTA Activities



Upcoming events on [ECLKC](#)

- ▶ Pediatric Vaccines and other COVID-19 Considerations for PY 2022-23
https://www.zoomgov.com/webinar/register/WN_itpmgNDwSpyRd6xkXX1eHw
 - August 29 at 11:00 AM PST
- ▶ Essential Elements of Effective Mental Health Consultation
https://us06web.zoom.us/webinar/register/WN_h4H9TQSgSimpJLfKp8rLfg
 - September 22 at 10:00 AM PST

Upcoming Regional TTA Activities*



Leading with Equity

- Informative Webinar September 8, 2022 at 1:00 PM PST
- Application open September 8 to 15, 2022
- October 19 to 21, 2022 – kick-off event at R9HSA Family Engagement and Cultural Effectiveness Conference

Pyramid Cohort

- Culminating cohort event October 4 & 5
- New cohort begins mid-November (TBD)

Webinar Series: Region 9 Successful Strategies for Full Enrollment

- September 29, 2022
- 1:30 PM PST
- Register: <https://www.zoomgov.com/meeting/register/vJltf-2prDsqHOlw1dQBRfe8nEgAbcG5Qmk>

*For more information on other regional TTA opportunities, please contact your assigned TTA Point of Contact (POC) or Program Specialist

Questions & Answers

