

HEAD START OF WASHINGTON COUNTY, INC.



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2024-2025 ANNUAL REPORT

Head Start of Washington County's Annual Report is published to our website for public viewing (www.headstartwashco.org).

The Need for Head Start Services in Washington County, Maryland

The need for Head Start preschool and Early Head Start services is apparent within the community as evidenced in community assessment data. Providing parents with an extended day has allowed more parents to work longer hours, enabling them to provide additional resources to their families. Enrollment throughout the program has remained at 100% with healthy waiting lists for any openings that did occur. Attendance has been a focus during the 2024-2025 program year. Partnerships with the Together With Families Community Foundation fund and the Hagerstown Boxcars has allowed us to provide meaningful experiences to children and families that have proven successful in getting children to school and decreasing the rates of unexcused absences.



Hagerstown Boxcar Players reading to Head Start classrooms as part of the Attendance Works project, funded through Community Foundation's Together With Families fund.



Our Mission:

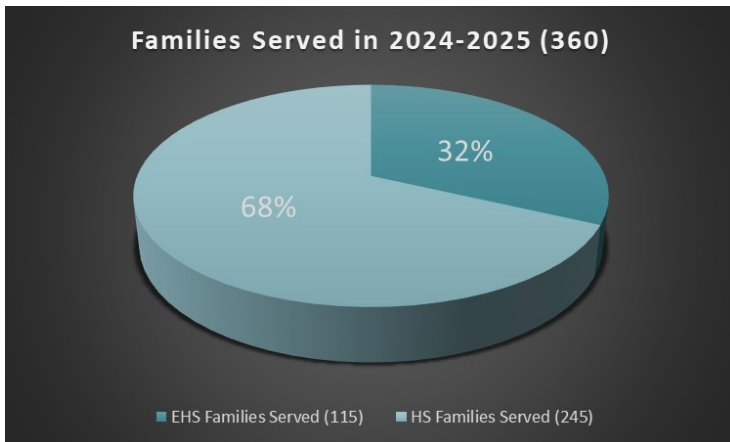
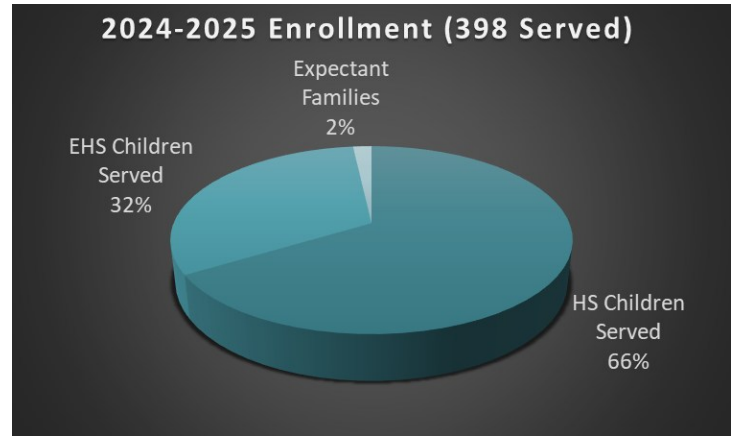
Head Start of Washington County, Inc. is dedicated to making a difference in our community through comprehensive child and family development services.

Our mission is to provide all children with nurturing experiences, a strong foundation for developmental growth and opportunities to achieve school readiness.

We strive to empower families to take an active role in their child's development and to reach their full potential.

Enrollment Information

Head Start of Washington County is funded to serve 227 Head Start and 104 Early Head Start children annually. As the chart on the right illustrates, 398 were served during the 2024-2025 school year (264 Head Start and 127 Early Head Start children and 7 expectant families). Services were provided in four facilities located throughout Washington County.



Family Engagement Activities: 2024-2025

Chicago Parenting Parent Education Program– held virtually in the fall and spring with 15 families completing the program

October 2024– Fall Fest. 282 parents, caregivers, and children attended

November 2024 – Bee Thankful Event. 150 parents, caregivers, and children attended.

March-April 2025– APPLES Parenting Program. 8 parents attended.

March 2025-Bee Healthy Night. 75 parents, caregivers, and children attended.

April 2025 – Celebration of Spring Event. 150 parents, caregivers, and children attended.

Site	Funded Head Start Slots	Funded Early Head Start Slots
Elgin Station	34	14
Martin Luther King	68	44
Noland	20	N/A
Sargent Shriver	105	22
Home Base	N/A	24



Celebration of Spring Event– May 2025

Head Start is mandated to enroll at least 10% of children who have a professionally diagnosed disability . During the 2024-2025 school year, 16% of HSWC’s Head Start children (41 children) and 17% of HSWC’s Early Head Start children (21 children) had diagnosed disabilities.

92% of parents completing the 2024-2025 parent survey are aware that Head Start utilizes PBIS (Positive Behavioral Interventions & Support) to help with children’s behaviors both in the classroom and at home.

Medical and Dental Program Information

The health component of Head Start of Washington County ensures that children enrolled in the program receive proper medical and dental treatment, are up to date on immunizations, find proper dental and medical homes and have health insurance. Part of the Early Head Start component is providing services to expectant mothers. Expectant mothers receive visits from a Home Base Teacher and are provided with information on delivering a healthy baby. Pre- and Post-Natal visits are conducted in conjunction with a Registered Nurse.

In order to promote good health practices in the classrooms, all meals (breakfast, lunch & snack) are approved by a Registered Dietitian and meet the nutritional guidelines set by CACFP. Activities are utilized to teach the children the value of healthy eating and exercise. Children are given daily opportunities to use their large muscles, teaching them the value of staying active through exercise. The combination of proper screenings and treatments, nutritious meals, and exercise keeps children healthy while also teaching them important ideas and concepts about their health that help them both at school and home.

Performance Indicator	HS	EHS
% of children with a medical home	100%	100%
% of children with health insurance at the end of the program year	99.6%	100%
% of children diagnosed as needing medical attention from a chronic condition	33%	20%
Of these, the % of children receiving medical treatment	99%	100%
% of children with up to date immunizations	90%	100%



Performance Indicator	HS
% of children with a dental home	79%
% of preschool children completing professional dental exams	82%
% of preschool children needing professional dental treatment	6%
Of these, the % of preschool children receiving dental treatment	100%

2024-2025 School Readiness Goals:

1. Children will demonstrate positive approaches to learning to include attending and engaging, persistence, problem solving skills, curiosity, motivation, flexibility, and inventiveness in thinking.
2. Children will develop self-regulation skills to have positive social interactions to peers and adults and to follow expectations for an educational environment.
3. Children will understand and develop a progressively complex vocabulary. Children will demonstrate an awareness that language can be broken down into words, syllables, and smaller pieces of sounds.
4. Children will use mathematical skills to explore, experiment, question, and problem solve. Children will develop mathematical thinking skills to include counting, comparing, relating, and patterns.
5. Children will build and refine motor skills for such purposes such as movement, balancing, building, writing, and self-help skills. Children will demonstrate knowledge of positive health and safety practices.

Head Start Outcomes and Results

Head Start of Washington County has been utilizing the Early Learning Assessment (ELA) tool in all Head Start classrooms for the past four years. The ELA is intended to be a process through which early childhood teachers collect and use assessment information to tailor instruction to the individual needs of each child. It was developed on the belief that the formative assessment process is not a single measurement, but rather an on-going, planned, and intentional practice to evaluate learning. Maryland Department of Education (MSDE) discontinued the tool prior to the 2024-2025 program year and will be using a new assessment tool developed in partnership with Renaissance Learning during the 2025-2026 school year. HSWC will also use that new tool during the 2025-2026 program year. Below is a chart showing the percentage of children approaching and meeting/exceeding skills during the 2024-2025 program year.

4 Year Old Data (48 children)	Developing	Approaching	Meeting/Exceeding	Meeting/Exceeding
Domains	Levels NE-1	Levels 2 & 3	24-25 Spring (Levels 4 & 5)	23-24 Spring (Levels 4 & 5)
Social Foundations	14%	51%	35%	25%
Language & Literacy	24%	39%	37%	37%
Mathematics	13%	56%	31%	38%
Science	6%	90%	4%	29%
Social Studies	9%	50%	41%	32%
Physical Well Being & Motor Development	9%	27%	64%	53%
Fine Arts	6%	40%	54%	15%

Key: Levels NE-1: Developing

Levels 2-3: Approaching

Levels 4-5: Meeting/Exceeding

Summer Learning Loss Assessment Data

During the summer of 2025, the Noland Head Start classroom provided in-person services to 16 children (8 three-year old's and 8 four-year old's). Pre- and Post-Assessment data was collected, reviewed, and aggregated to see overall benefits from attending the summer program. Below is a summary of the data based on providing services to 16 children.

Summer ELA Data Summary (8 Four Year Old's)										
	Assessment #1 (Pre)					Assessment #2 (Post)				Growth
	Level NE-1	Levels 2-3	Levels 4-5	% ready		Level NE-1	Levels 2-3	Levels 4-5	% ready	
SKB 7 Persisting with Tasks	1	5	2	25%		0	6	2	25%	0%
SKB 10 Using Logic	0	6	2	25%		0	6	2	25%	0%
SKB 14 Social Behaviors	2	4	2	25%		0	6	2	25%	0%
				0%						
SKB 15 Respond to Questions About Text	1	4	3	38%		0	5	3	38%	0%
SKB 18 Syllables/Onsets & Rimes/Phonemes	4	4	0	0%		0	7	1	13%	13%
SKB 21 Upper Case Letters	2	5	1	13%		0	7	1	13%	0%
SKB 23 Letters-Sounds	5	1	2	25%		0	6	2	25%	0%
SKB 24 Purposes & Situations	1	3	4	50%		0	2	6	75%	25%
SKB 25 Name Recognition and Writing	0	2	6	75%		0	2	6	75%	0%
SKB 26 Writing to Convey Messages	2	4	2	25%		0	6	2	25%	0%
SKB 27 Sentences	1	2	5	63%		0	3	5	63%	0%
				0%						
SKB 34 Object Counting	1	5	2	25%		0	4	4	50%	25%
SKB 37 Numeral Identification	2	5	1	13%		0	4	4	50%	38%
SKB 38 Addition Problems	3	4	1	13%		0	4	4	50%	38%
SKB 42 Sorting & Classifying	4	3	1	13%		0	6	2	25%	13%
SKB 45 Two Dimensional Shapes	0	7	1	13%		0	7	1	13%	0%

Summer ELA Data Summary (8 Three Year Old's)										
	Assessment #1 (Pre)					Assessment #2 (Post)				
	Level NE-D	Level 1	Levels 2-5	% ready		Level NE-D	Level 1	Levels 2-5	% ready	Growth
SKB 7 Persisting with Tasks	1	0	7	88%		0	0	8	100%	13%
SKB 10 Using Logic	1	0	7	88%		0	0	8	100%	13%
SKB 14 Social Behaviors	1	0	7	88%		0	0	8	100%	13%
SKB 15 Respond to Questions About Text	1	0	7	88%		0	0	8	100%	13%
SKB 18 Syllables/Onsets & Rimes/Phonemes	4	0	4	50%		1	0	7	88%	38%
SKB 21 Upper Case Letters	1	2	5	88%		0	2	6	100%	13%
SKB 23 Letters-Sounds	3	0	5	63%		1	0	7	88%	25%
SKB 24 Purposes & Situations	1	0	7	88%		0	0	8	100%	13%
SKB 25 Name Recognition and Writing	1	0	7	88%		0	0	8	100%	13%
SKB 26 Writing to Convey Messages	1	2	5	88%		0	0	8	100%	13%
SKB 27 Sentences	1	0	7	88%		0	0	8	100%	13%
SKB 34 Object Counting	1	1	6	88%		0	0	8	100%	13%
SKB 37 Numeral Identification	3	0	5	63%		0	0	8	100%	38%
SKB 38 Addition Problems	2	0	6	75%		0	0	8	100%	25%
SKB 42 Sorting & Classifying	1	1	6	88%		0	0	8	100%	13%
SKB 45 Two Dimensional Shapes	1	0	7	88%		0	0	8	100%	13%



United Way Day of Caring activities at the Elgin Station and Noland Centers.



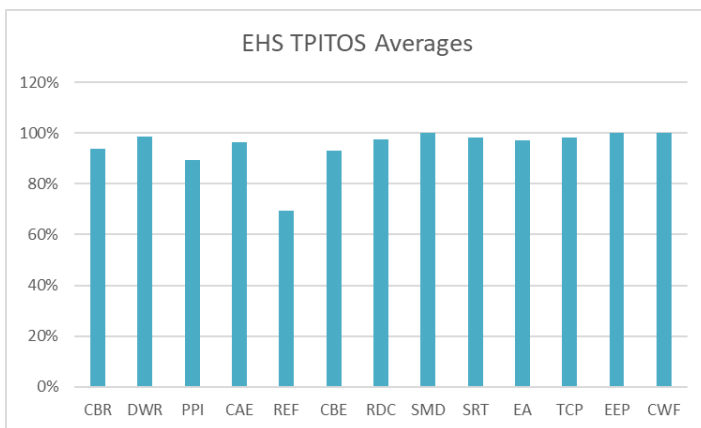
Head Start Classroom Observation Information

The CLASS (Classroom Assessment Scoring System) is an observation instrument that assesses the quality of teacher-child interactions in center-based Head Start classrooms. The CLASS tool includes three domains of teacher-child interactions that support children's learning and development. The three domains are Emotional Support, Classroom Organization, and Instructional Support. CLASS observations were conducted once throughout the program year in each classroom. Below is a chart detailing the CLASS scores for 2024-2025.

		Head Start CLASS Score Averages																		
		1	2	3	4	5	6	7	8	9	10	11	12	13		2025 Average	Fall 2023 Average	2024 CLASS- Review Scores	Re- competition Thresholds	OHS Quality Expectations
Head Start CLASS Scores by Domain	Emotional Support																			
		6.1	5.9	6.5	6.9	6.3	5.3	6.8	6.5	6.3	7.0	6.6	5.9	6.7		6.4	6.4	6.1	5.0	6.0
	Classroom Organization																			
5.4		4.1	6.0	6.0	6.0	4.1	6.6	5.4	5.7	7.0	6.0	3.6	6.5		5.6	5.4	6.15	5.0	6.0	
	Instructional Support																			
		2.8	2.0	3.2	3.5	3.6	1.9	4.7	2.7	4.1	5.7	2.8	2.1	5.0		3.4	2.7	3.86	2.3	3.0

Early Head Start Classroom Observation Information

Head Start of Washington County, Inc. began to utilize the Teaching Pyramid Infant-Toddler Observation Scale (TPITOS) to ensure high quality programming and interactions within the Early Head Start classrooms during the 2021-2022 program year. According to the guide book, TPITOS is an assessment tool designed to measure the fidelity of implementation of practices associated with the Pyramid Model in center-based infant and toddler classrooms. The tool provides a snapshot of adult behaviors and classroom environment variables associated with supporting and promoting the social-emotional development of infants and toddlers. In all, there are 13 observational items on the checklist. The chart below shows averages of 11 Early Head Start classrooms that were observed during the 2024-2025 program year. The 13 observational items are listed in detail beside the chart.



Abbreviation	Description of Observational Item
CBR	Communication and Building Relationships
DWR	Demonstrates Warmth and Responsivity
PPI	Positive Peer Interactions
CAE	Children's Active Engagement
REF	Responsive to children's Emotions/Feelings
CBE	Communicates about Behavioral Expectations
RDC	Responds to children in Distress/Challenging Behaviors
SMD	Uses Strategies or Modifications for children with Disabilities/DLL
SRT	Schedule, Routines, and Transitions
EA	Environment is Arranged
TCP	Teacher Collaborates with Peers
EEP	Effective strategies for Engaging Parents
CWF	Communicating with Families

A kindergarten transition meeting was held on May 13, 2025 in conjunction with Washington County Public Schools and the Judy Center. Fourteen families attended and learned ways to successfully transition their children from Head Start preschool to the Washington County Public School system.

96% of parents and guardians completing the 2024-2025 parent survey feel that Head Start works with them to plan their child's learning and development.

Financial Snapshot

Head Start programs are required to obtain at least a 25% match of local in-kind or cash contributions for all federal dollars received. In-kind contributions are predominately space and volunteer hours by Head Start parents and members of the local community. However, the COVID-19 pandemic greatly impacted the ability of programs to obtain in-person volunteer time and increasing regulations from the Office of Childcare for in-person volunteers have compounded the problem.

Head Start preschool and Early Head Start are very labor-intensive programs with the major operational costs being personnel and fringe benefits for over 130 full and part time positions. Over 350 children and families are being served in Washington County each year. However, waiting lists still exist, for all program components, where eligible children are currently waiting.

Head Start of Washington County, Inc.'s administrative costs during this period were less than 10%, significantly lower than the 15% maximum permitted.

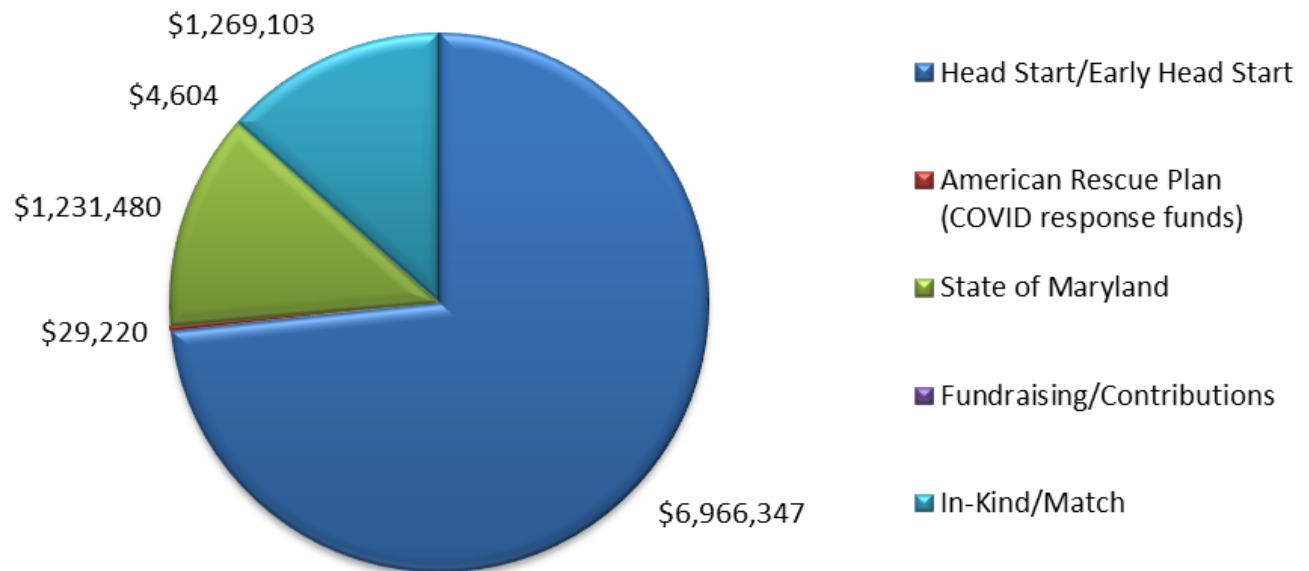
Results from most recent financial audit

The annual independent audit for fiscal year ending January 31, 2025, was conducted by Smith Elliott Kearns & Company, LLC. The firm issued a Qualified Opinion due to the accounting treatment of equipment, fixed assets, non-specialized volunteer in-kind hours, and encumbrances; however, they believe the financial statements present fairly, in all material respects, the financial position of Head Start of Washington County, Inc. as of January 31, 2025. A copy of the audit report is available for viewing upon request at 325 W. Memorial Blvd, Hagerstown, MD. The IRS Form 990 is also available for viewing at 325 W. Memorial Blvd., Hagerstown, Maryland, upon request or on our website www.headstartwashco.org.

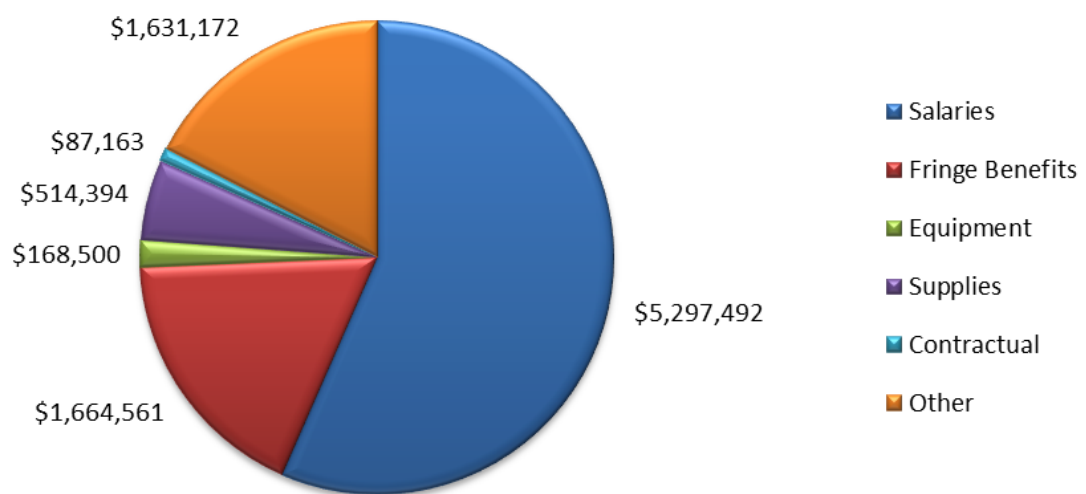
Proposed budget for fiscal year end January 31, 2026

Salaries	\$5,535,249
Fringe Benefits - Sec125 and retirement benefits and mandatory federal and state withholdings	\$1,960,606
Travel - lodging and per diem for out of town conferences and meetings	\$7,890
Equipment – Handicap accessible bus	\$0
Supplies – Office, classroom, and food service supplies	\$599,545
Contractual – Audit fees, health/disabilities services, and training/technical assistance	\$91,111
Other – Rent, mortgage, and utilities/telephone; insurance; cleaning and repairs/maintenance; policy council and parent services; T&TA; local travel including transportation services	\$1,726,504
Total Proposed Budget	\$9,920,905

Income - Fiscal Year 2025



Expenditures - Fiscal Year 2025



Board of Directors (as of 1/31/2025)

Brooke Kerbs, LMSW

Board President

Terri Lancaster

Vice President-Community Representative

Rosalinda Pascual, Attorney

Legal Representative

Emily Radaker , CPA**

Fiscal Representative

Justin Anderson**

Fiscal Representative

Claudia Martin

Early Childhood Representative

Carrol Lourie

Community Representative

Nicole Twigg, MS, SPHR, SHRM-SCP

Community Representative

Diane Verdier

Community Representative

Tonny George

Community Representative-Past Parent

Aleasa Price**

Policy Council Chairperson (non-voting member)

** Denotes Finance Committee Member

Leadership Team (as of 1/31/2025)

Vicki Robinson

Executive Director

Erica Parrotte

Director of Programming

Laura Harbaugh

Director of Education

Linda Blontz

Director of Human Resources

Rhonda Smith

Director of Finance

Cindy Perkowski

Data & Grants Manager

Tammy Keener

Family Services Manager

Eva Phillips

Early Childhood Manager

Charis Pomeroy

Early Childhood Manager

Laura Gery

Early Childhood Manager

Chrissy Heuer

Early Childhood Manager

Melissa McElroy

Early Childhood Professional Development Manager

Jennifer Barrett

Developmental Services Manager

Kaprice Vaughn-Smith

Behavioral Health Manager

Mary Beck

Health Manager

Cindy Gruber

Food Services Manager

Erica Ahalt

Transportation Manager

G. Diane Graham

Information Technology Manager

Our Locations:

Administrative Office:



325 West Memorial Blvd
Hagerstown, MD 21740

Martin Luther King Center:



131 West North Avenue
Hagerstown, MD 21740

Elgin Station Center:



40 Elgin Blvd
Hagerstown, MD 21740

Noland Center:



1048 Noland Drive
Hagerstown, MD 21740

Sargent Shriver Center:



837 Spruce Street
Hagerstown, MD 21740