

# GRACE, GRATITUDE & GRIT

## LULAC HEAD START INC. Annual Report 2021-2022

Elisa, mom, LULAC Coach,  
& Erianis, daughter, LULAC Student  
**GRACE**



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[www.LULACHeadStart.org](http://www.LULACHeadStart.org)







**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 WILL

- 1** Strengthen children's transitions across the program and into kindergarten.
- 2** Increase the social-emotional school readiness skills for all children enrolled.
- 3** Increase parent engagement in the program and in their children's early learning.
- 4** Create a culture of health and safety across the agency for an optimal learning environment.
- 5** The program will enhance staff and families' understanding of the purpose and meaning of data to support the needs of children, families, and community.



## LULAC VALUES:

# S

### Service

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

# C

### Collaboration

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

# H

### Health

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

# O

### Organization

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

# L

### Leadership

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

# A

### Advancement

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

# R

### Respect

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

# S

### Success

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



“ I am blessed to pass on this legacy of love, passion, and development to the children I teach. Let’s see what the future holds. I thank LULAC for its guidance, knowledge, and for offering me a second home. You show staff, children, and families only the best care. ”

— Ashley Fernandez,  
Teacher

**GRATITUDE**

# LETTER FROM OUR DIRECTOR



## DEAR LULAC COMMUNITY AND FRIENDS,

This year, we all entered another year of extraordinary change and uncertainty in this unprecedented global pandemic. Yet, while the world continues to change around us, three things remain the same – **(1)** children NEED a high-quality early childhood experience, **(2)** families NEED affordable childcare and **(3)** New Haven NEEDS LULAC. As a team of dedicated professionals, we continued to provide meaningful and transformative services to the children, families, and greater community, remaining committed to our mission, vision and values.

Our theme this program year was “Grit, Grace & Gratitude”, which we defined as having the courage to lead in these trying times with character, kindness and resiliency. This focus helped us take on this year of challenges with innovation of thought, compassion for self and others, and motivation to achieve. Collectively, we have been bold leaders who met the childcare needs of children and families with humanity in our service to others, and appreciation to our employees and families for being a part of our community.

Childcare, like many other industries, is also facing other challenges that should be considered a crucial opportunity for leaders to redefine systems that have been broken before the tumultuous year of 2020. We need to bring attention to the brokenness of childcare funding, the mental health crisis, increase in number of those experiencing poverty and homelessness, and a decrease in quality childcare options for families. LULAC has put awareness on these issues and is doing our part to address them in our agency.

### Some of our major accomplishments this year include achievements in these areas, such as:

- ✔ Providing salary increases to staff
- ✔ Developing a robust Employee Retention Program that include retention incentives
- ✔ Maintaining approved safety protocols to allow the centers to operate safely during a pandemic
- ✔ Constructing a new state of the art facility to serve more families in New Haven
- ✔ Partnering with state to mentor other childcare programs and provide housing for families
- ✔ Achieving an employee retention rate higher than regional and national industry averages
- ✔ Increasing mental health and sick days for all employees
- ✔ Supporting 8 staff in earning their Associate's, Bachelor's or Master's degrees
- ✔ Providing free mental health services to employees, children, and their families
- ✔ Developing a Dual Language and Literacy Program for our ESL employees
- ✔ Establishing a language and literacy program that provides free books to families
- ✔ Establishing student internship programs with Southern Connecticut State University and Quinnipiac University
- ✔ Having a successful state financial audit

We continue to meet our challenges with a robust sense of purpose and strong collaborative efforts – staying focused on the program's commitment to the children and families. The meaningful work of early childhood education impacts children and their families for many years beyond preschool, and we value our role in partnering with families to support children's development with high-quality teachers, a nurturing learning environment, and a research-based curriculum. We greatly appreciate everyone who supported and partnered with us in our efforts to ensure that children and families received the support they need. LULAC strives to excel as a leader in the community and an essential childcare provider for New Haven County. And we will continue to do so with **Grit, Grace & Gratitude**.

Dr. Mikyle Byrd-Vaughn, MS, MBA, EdM

# PROGRAM LEADERS & BOARD MEMBERS



**MIKYLE BYRD-VAUGHN**

Executive Director



**MAYRA OSSA**

HR Manager



**KELLY DAVIS**

Program Manager



**LEONOR CORTES**

Fiscal/ ERSEA Specialist



**ADELI DEARCE**

Education/Disabilities Coordinator



**ANITE GELIN**

Education/Disabilities Coordinator



**ANGELINA GERENA**

Compliance Coordinator



**DEBRA HUGHES**

Data and Quality Assurance Manager



**JANIC MAYSONET**

Family Service Coordinator



**PAUL PERRELLI**

Individual Support Specialist



**HOLLY PIERRE**

Health Promotion Specialist



**EDITA TAMULIONYTE**

Social Services Manager



**JESSICA VEGA**

Education/Disabilities Coordinator



**SHAUNDA WILLIAMS**

Executive Assistant



**NOEL GRANT**

President



**DONNA HENRY**

Vice President



**WILLSON LUNA**

Secretary



**ORLANDO JACKSON**

Treasurer



**NICOLE BROWN**

Board Member



**DILICE ROBERTSON**

Board Member



**BETHANY WATKINS**

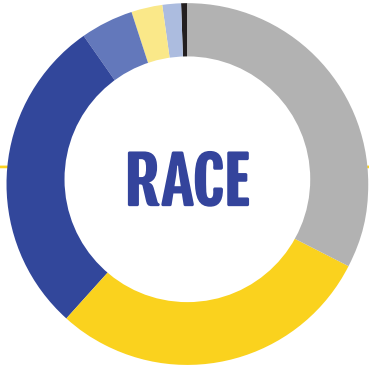
Board Member



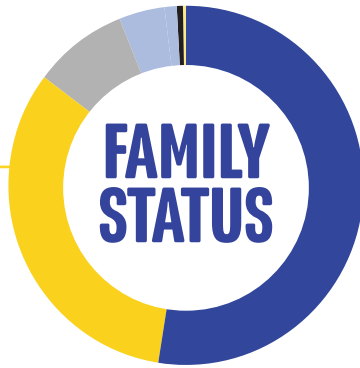
**ELSA JONES**

Board Member

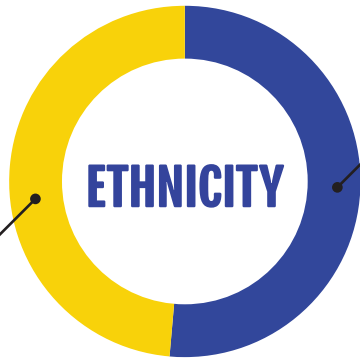
# DEMOGRAPHICS: OF OUR CHILDREN SERVED



White:	159
Black:	139
Asian:	8
Pac. IS:	2
Multi/Bi:	22
Other:	14
Unspec.:	142



Two Parents:	159
Single Parent:	256
Foster Parents:	5
Grandparents:	3
Homeless:	20
Other:	1
Unspec.:	42



Non Hispanic:	236
Hispanic:	250



ISFP:	21
IEP:	8



Unemployed:	33%
Full time:	43%*
Part time:	18%*
Retired/Disabled:	1%

\*Of the 43%:  
1 is self-employed  
4 are also in training

\*Of the 18%:  
3 are also in training



**486**

Total Children Served



**236**

Infants/  
Toddlers



**250**

Preschool  
Children



**66%**

Low Income  
Families



# DEMOGRAPHICS: OUR TEAM



Hispanic:	50.5%
Black:	13.9%
White:	11.9%
Asian:	1%
Other:	1%
Unspec.:	21.8%



Non Hispanic  
**55**

Hispanic  
**51**

Staff who feel that LULAC is a safe place to work

**96% SAID YES**

**12%** turnover rate

**96%** of staff recommend working at LULAC

**7 YEARS**

Average years of employment for current employees

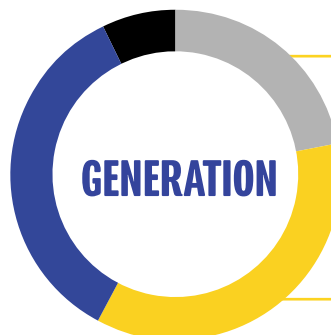
Staff who see themselves working at LULAC one year from now

**98.7% SAID YES**

## GENDER (LEGAL)

**93% Female** **7% Male**

**100 Team Members**



Baby Boomer:	22%
Generation X:	36%
Millennial:	35%
Generation Z:	7%

# HEALTH NUTRITION & EDUCATION



**77%** Average Daily Attendance



**484** Children Had Medical Homes



**100%** Children Had Dental Exams

## STUDENT SCHOOL READINESS

Percentage of Children Meeting or Exceeding Developmental Expectations

AREA	LEH	FMC	MRC
Social Emotional	100%	91.53%	83.34%
Physical	100%	89.83%	78.95%
Language	83.33%	77.59%	62.16%
Cognitive	83.33%	89.65%	80.56%
Literacy	100%	89.29%	62.51%
Mathematics	100%	85.45%	63.04%

LEH: LULAC Overbrook in East Haven FMC: Fay Miller Center MRC: Mill River Center



“ #LULACSTRONG, has been one of our motivational chants of support and solidarity. The past two years have been some trying and difficult times. As a family, Lulac has held together and persevered for the families we serve, the community and each other. While most child care facilities had to shut down Lulac remained open to support its community. Lulac volunteers distributed diapers to our families and boxes of disinfectant products to surrounding child care facilities. Lulac offered mindfulness consultants for staff who needed and wanted the support.

Lulac has been my second home for 6 years. Lulac was my daughter’s home for the first five years of her life. I know how special Lulac is for our community. I watched the teachers love on and teach my child to be her best self. They held my hand during times when I was unsure of what to do as a first time mom. I was inspired by the teachers and management. That’s when I decided to apply for a teacher position and join the team and I have never looked back.

At Lulac children are loved so much by the amazing teachers. Teachers that think outside the box every day, making sure our children are developing appropriately through play and other fun activities. ”

– Pkanita Jones,  
Teacher  
GRIT

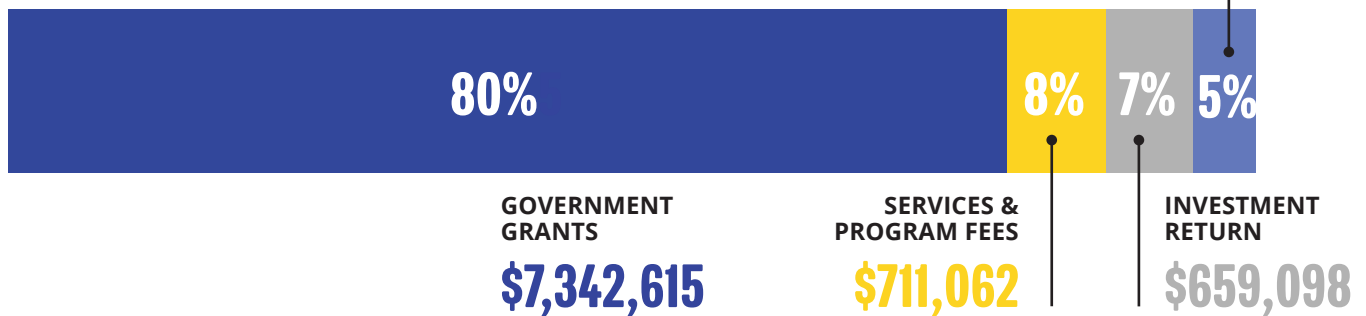
# PROGRAM FUNDING & ACHIEVEMENTS

## SUPPORT AND REVENUE

TOTAL: \$9,157,246

CONTRIBUTION & OTHER INCOME

\$444,471



## OUR ACHIEVEMENTS AND GOAL PROGRESS



### Created innovative protocols to meet CDC COVID-19 Safety Requirements

- ✓ 96% of employees reported feeling safe with safety protocols
- ✓ 90% of families reported feeling satisfied with COVID safety measures
- ✓ 99% of LULAC employees are vaccinated against COVID-19



### Prioritized Mental Health for LULAC Community

- ✓ Offered free mental health services for employees, children and families



### Updated Classroom Materials and Technology

- ✓ Installed smart boards for the classrooms
- ✓ Provided laptops to all teachers



### Developed a Competitive Employee Retention Program

- ✓ Provided stipend bonuses and stay interviews
- ✓ Maintained lower turnover rate (12%) than national average (56%)
- ✓ Developed Dual language program for ESL employees



### Provided Resources for Children and Families to Support School Readiness achievements

- ✓ Free monthly books for children's home libraries
- ✓ Provided virtual opportunities for family engagement and learning to support their children's development.

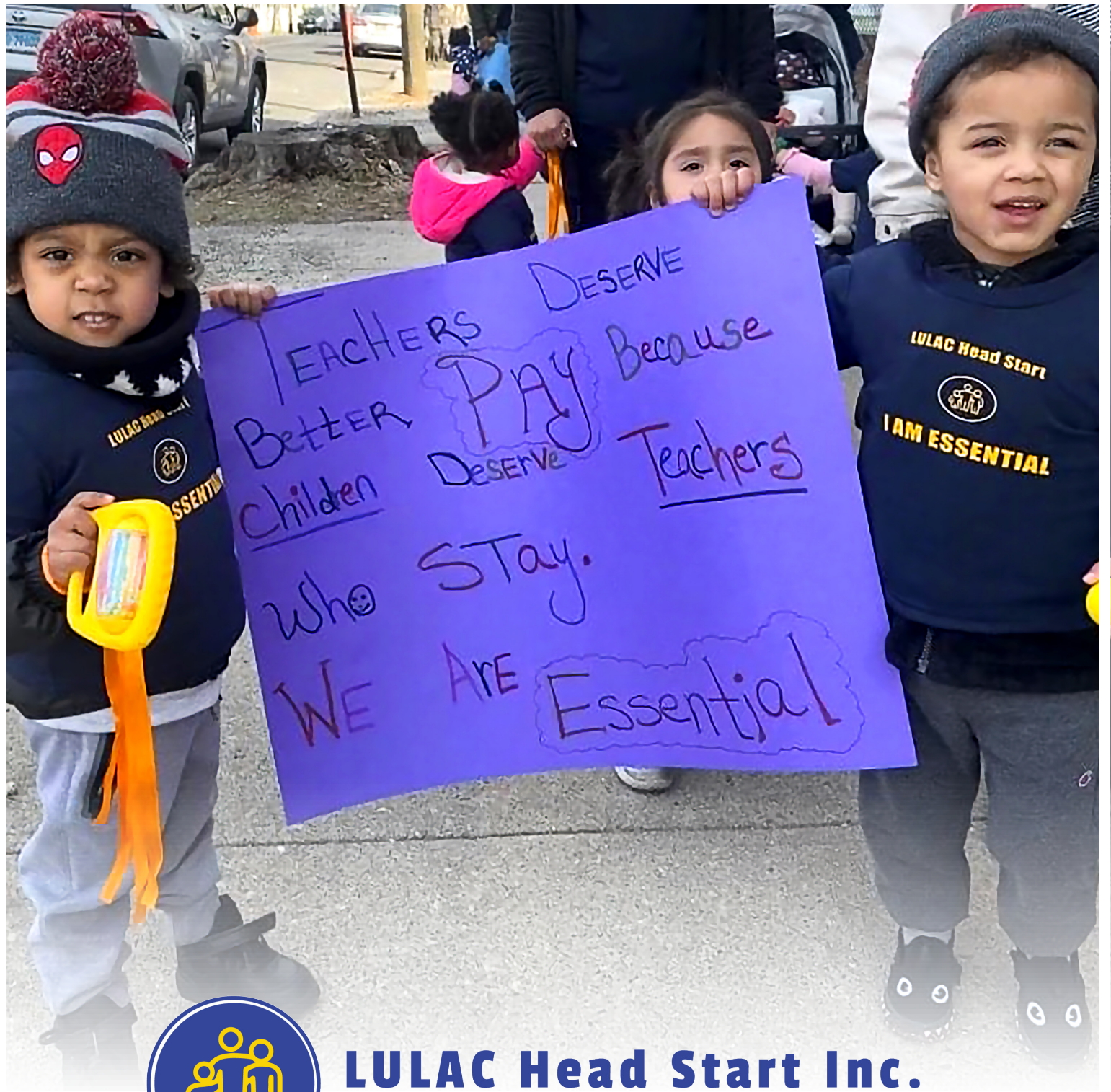


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# COMMUNITY PARTNERS

- ✓ 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 New Haven Board of Education
- ✓ 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)
- ✓ The Diaper Bank
- ✓ Women, Infants, and Children Program
- ✓ Workforce Alliance
- ✓ Yale Child Study





# LULAC Head Start Inc.

DEVELOPING CHILDREN, FAMILIES AND THE COMMUNITY FOR LIFE

## CONTACT US

(203) 777-4006

[www.LULACHeadStart.org](http://www.LULACHeadStart.org)

### Mill River Center

375 James Street,  
New Haven, CT 06513

### LULAC Observatory

400 Canner Street  
New Haven, CT 06511

### Fay Miller Center

250 Cedar Street,  
New Haven, CT 06519

### LULAC Overbrook, East Haven

54 Gerrish Avenue  
East Haven, CT 06512