



**LULAC Head Start Inc.**  
ANNUAL REPORT 2022

**“ WE ARE ESSENTIAL ”**





## **LULAC Head Start Inc.**

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# NEW YEAR, NEW LULAC

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In 2019, LULAC received federal funding to construct a new facility and replace its oldest center, Mill River Center located at 375 James Street in New Haven. We have worked tirelessly with the architects and construction team to create a beautiful facility that reflects our progress and commitment in being a staple in the community. This new state of the art childcare facility is 15,000 square feet and has 9 classrooms and an onsite playground with plans to add a large gross motor learning area and children's resource center. This new center remains in the Fair Haven neighborhood of New Haven, allowing LULAC to continue providing services in this community. The new center allows us to update our programming for our children, families and staff, and maintain our commitment to providing our LULAC families with high-quality services.

This new center was officially opened on January 26, 2023, and leadership asked the LULAC community to name the new center with a name that demonstrates who LULAC is and our focus on meeting our mission. The selected name is "Future Leaders Center" and was proposed by Mrs. Kashonda Lawrence, an amazing LULAC teacher who has been with the program for almost 20 years. Kashonda believes that LULAC and the Future Leaders Center (FLC) promote the highest quality childcare, as well as embracing the development of children and families for life! FLC inspires individuality and prepares each child for school and the future! FLC embodies independent thinkers, innovators, and lifelong learners! And all of this can be summarized in the Quote: ***"FLC is where I will succeed, at FLC I can grow up to be anything I want to be!"***



# WHAT LULAC STANDS FOR

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## 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 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.



# HEALTH

 **81%**  
Average Daily Attendance

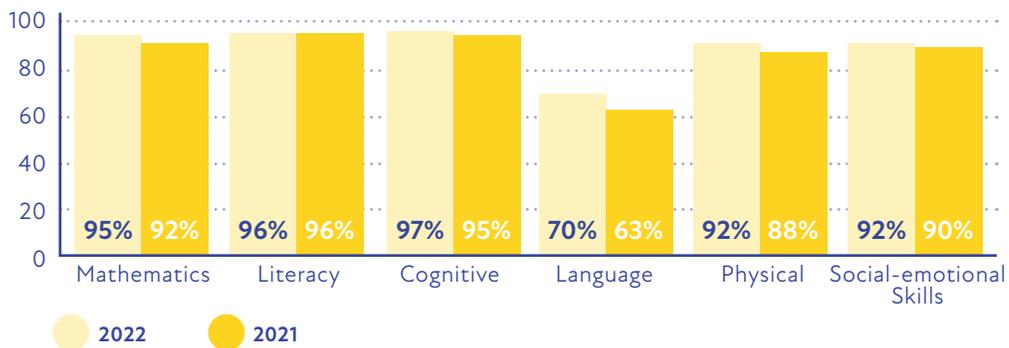
 **100%**  
Children Had Medical Homes

 **94%**  
Children Had Dental Exams

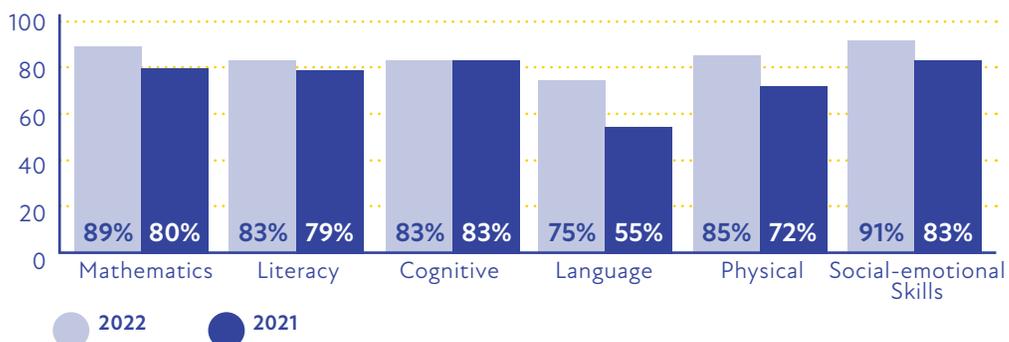
# CHILDREN'S SCHOOL READINESS PROGRESS

## EDUCATION

### INFANTS/TODDLERS SCHOOL READINESS SKILL DEVELOPMENT



### PRESCHOOL SCHOOL READINESS SKILL DEVELOPMENT





# DEMOGRAPHICS: CHILDREN & FAMILIES

LULAC proudly serves children and families in East Haven and New Haven for its infant/toddler program (Early Head Start funding) and children in New Haven for its preschool program (School Readiness and Head Start funding), ages 8 weeks to 5 years old, preparing children for Kindergarten.



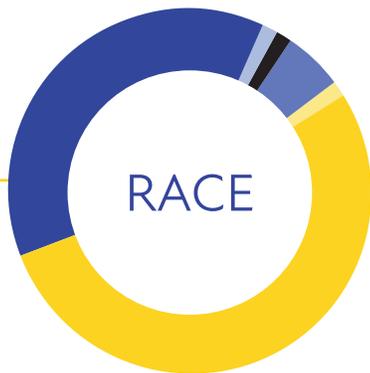
**182**  
Infants/  
Toddlers



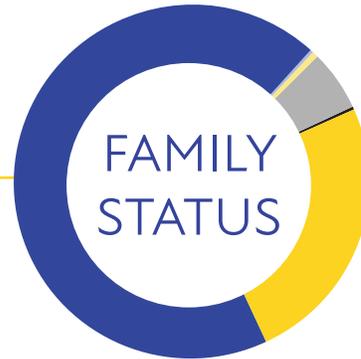
**227**  
Preschool  
Children



**249**  
Low Income  
Families



White:	217
Black:	154
Asian:	6
Pac. IS:	5
Multi/Bi:	22
Other:	5
Unspec.:	0



Two Parents:	109
Single Parent:	299
Foster Parents:	2
Grandparents:	2
Homeless:	24
Other:	1



100%

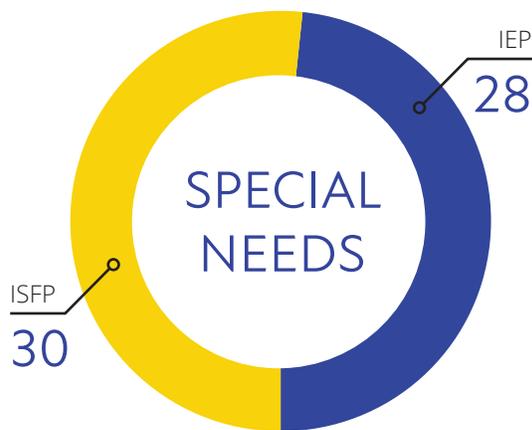
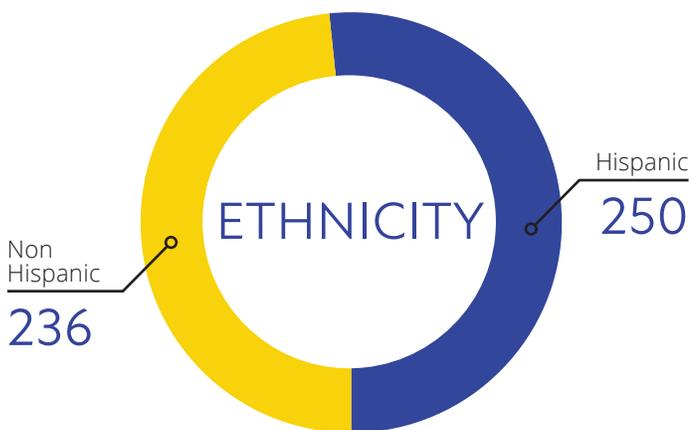
of families surveyed feel that their child is developing or learning

99%

of families feel more involved in the child's learning by being able to enter the building again

98%

of families feel that LULAC is their partner in their child's development





## DEMOGRAPHICS: THE LULAC TEAM

LULAC is dedicated to creating a workplace environment where employees feel valued and supported, and can grow professionally. **When surveyed, 90% of LULAC staff responded that LULAC is a GREAT place to work, and 98% see themselves working with LULAC next year.** The average time that a LULAC employee stays with the company is ten years, and the longest tenure of a current employee is 39 years, and that awesome employee is Angelina Gerena.

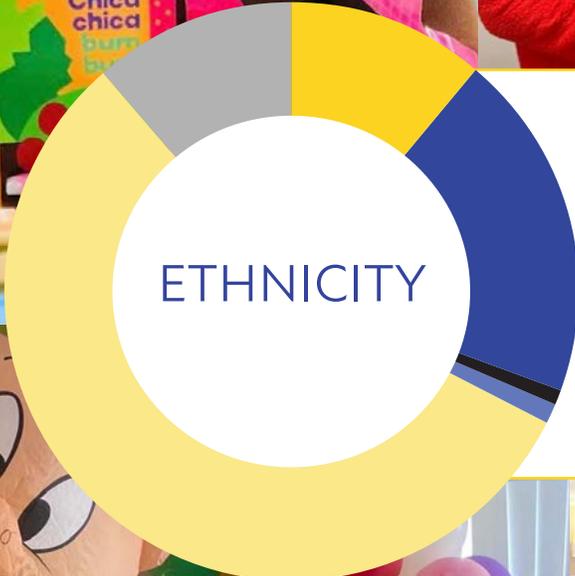
“

My name is Angelina Gerena. Since I began working at LULAC forty years ago, I have gained extensive experience in the industry. As I have progressed through my time at LULAC, I have learned how to be a good leader for my program. Throughout the years, there have been challenges, but I have overcome them. In addition to being enthusiastic, energetic and determined, I have a clear vision of my role within the program. It has been my pleasure to witness the impact that LULAC has had on many children, families, and communities. As a result of LULAC, I have been able to advance in my educational career. Helping others was something I enjoyed.

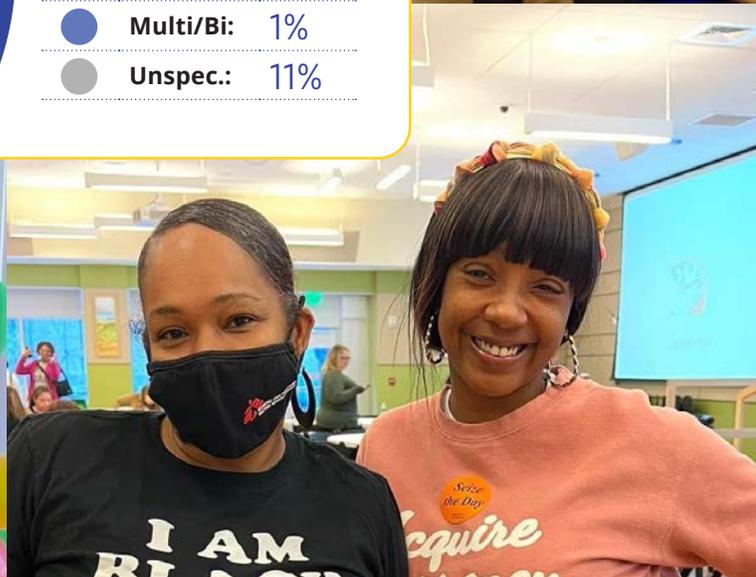
During my time at LULAC, I have gained a thorough understanding of all the departments. It is my belief that the more you learn, the better leader you will become. In my opinion, the most important characteristics of a leader are respect for people, a vision, and the ability to lead by example. Leading is not an easy task, but when you apply these qualities, you will be a successful leader.

In the future, I would like to be remembered as a person who was always happy, who was always willing to help others and who fostered a healthy work environment.

**- ANGELINA GERENA**  
*Compliance Coordinator*



● White:	11%
● Black:	19%
● Hispanic:	55%
● Pac. IS:	1%
● Multi/Bi:	1%
● Unspec.:	11%



# PROGRAM FUNDING

## FEDERAL FUNDING

EHS-CCP	\$2,208,721
OEC Stabilization	\$506,440
Coronavirus relief	\$35,960
CACFP	\$298,514
Head Start	\$724,370
Early Head Start	\$1,104,041
EHS/HS COVID	\$248,755
<b>Subtotal</b>	<b>\$5,126,801</b>

## STATE FUNDING

School Readiness	\$1,243,480
CHEFA	\$76,700
OEC/ CDC	\$665,723
State Head Start	\$200,000
Other State Funding	\$376,327
<b>Subtotal</b>	<b>\$2,562,230</b>

GOVERNMENT GRANTS: **\$7,689,031**

SERVICE & PROGRAM FEES: **\$1,392,939**

INVESTMENT, CONTRIBUTIONS & OTHER INCOME **\$5,344**



# COMMUNITY PARTNERS

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- ✓ 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)
- ✓ Tia Russell Dance Studio
- ✓ The Diaper Bank
- ✓ Women, Infants, and Children Program
- ✓ Workforce Alliance
- ✓ Yale Child Study

# LEADERSHIP & BOARD

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## BOARD MEMBERS

**Noel Grant**  
*President*

**Donna Henry**  
*Vice President*

**Orlando Jackson**  
*Treasurer*

**Wilson Luna**  
*Secretary*

**Dilice Robertson**  
*Board Member*

**Elsa Jones**  
*Board Member*

**Nicole Brown**  
*Board Member*

## MANAGEMENT TEAM

**Mikyle Byrd-Vaughn**  
*Executive Director*

**Mayra Ossa**  
*HR Manager*

**Debbie Hughes**  
*Data and Quality Assurance Manager*

**Edita Tamulionyte**  
*Social Services Manager*

**Shaun Williams**  
*Executive Assistant*

**Yaritza Roman**  
*Education Manager*

**Danielle Abel**  
*Education/Disabilities Coordinator*

**Anite Gelin**  
*Education/Disabilities Coordinator*

**Angelina Gerena**  
*Compliance Coordinator*

**Janic Maysonet**  
*Family Services Coordinator*

**Paul Perrelli**  
*Individual Support Specialist*

**Leonor Cortes**  
*Fiscal /ERSEA Specialist*

**Ashley Tabb**  
*Health Promotion Specialist*

**Elijah Aviles**  
*Facilities Supervisor*

**Irma Marquez**  
*HR Coordinator*

# LETTER FROM DIRECTOR



## Dear LULAC Community and Friends,

New Year, New LULAC! SO many changes, yet our high-quality program remain the same. I am prouder than ever to lead an agency with amazing employees who show an unwavering dedication to our children and families. This year, we continued to provide meaningful and transformative services to the children, families, and greater community, remaining committed to our mission, vision, and values. In this new year, we had new opportunities that allowed us to further our work towards our mission and allowed us to receiving recognition from state and federal leaders, including visits from Congresswoman Rosa DeLauro, Governor Ned Lamont, Lieutenant Governor Susan Bysiewicz, and OEC Commissioner Beth Bye. We greatly appreciate their show of support to LULAC!

Our theme this program year was “Leading Through Connection” – a focus on re-establishing relationships in a post-pandemic world and developing leaders in our community. Examples of this theme in action was (1) re-introducing our families to entering the center (a practice that was paused during the pandemic for safety), resulting in 100% of families surveyed feeling involved in their child’s learning; and (2), development of the “Teacher Leader Committee”, empowering teaching staff to provide direct input to program policies and procedures. We continue to strengthen our program through strengthening our employees, resulting in 90% of LULAC employees surveyed feeling valued.

### Our major accomplishments this year include achievements in these areas, such as:

- ✓ Served over 400 families in 2022 ages 8 weeks to 5 years old.
- ✓ Reintroduced dental screenings and hygiene in the program for all children.
- ✓ Constructed an new state of the art childcare center with a Federal Award
- ✓ Creation of “Special Classes” in the areas of arts & sciences, including a music class, science for LULAC’s children, and dance classes for children and families.
- ✓ Participated as one of three Head Start programs in the state pilot project “Head Start on Housing”, the first project of it’s kind in the country.
- ✓ Participated in the State Pilot Project “Early Childhood Mentorship Pilot in Partnership with Early Head Start” to enhance the quality of childcare programming in program funded only by the state



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, especially our employees. And we thank our families for allowing us to be their partner in their children’s development. LULAC remains a strong and bold leader in the childcare community because we truly believe that our children and families are ESSENTIAL, our staff are ESSENTIAL, and high-quality childcare programming like LULAC is ESSENTIAL. Thank you for your continued support!

*Mikyle Byrd-Vaughn*

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

# PROGRAM ACHIEVEMENTS



## SERVED OVER 400 FAMILIES IN 2022

The program has served a total of 403 families in the 2022 program year with comprehensive childcare services, providing high-quality childcare services for children ages 8 weeks to 5 years old in New Haven and East Haven with comprehensive childcare services, and graduating 70 preschool children for kindergarten



## REINTRODUCED DENTAL SCREENINGS AND HYGIENE IN THE CLASSROOMS

Due the pandemic emergency in 2020, Head Start programs, including LULAC, paused many of its usual practices for enhanced safety practices to address COVID-19 safety. In 2022, the agency reintroduced onsite dental screenings and brushing in the classrooms for all children, restoring this important childhood screening and practice.



## CONSTRUCTED A NEW STATE OF THE ART CHILDCARE CENTER WITH A FEDERAL AWARD

LULAC received a federal award in 2019 to allow them to build a new state of the art childcare facility to replace its aging Mill River Center, and upgrading our learning environment to meet a higher level of quality. The construction was completed in 2022, and the new center named “Future Leaders Center” by one of LULAC’s amazing teachers, opened its doors to children and families in January 2023



## CREATION OF “SPECIAL CLASSES” IN THE AREAS OF THE ARTS & SCIENCES

LULAC developed “Special Learning Classes” in the areas of the Arts and Sciences, including a music class, science for LULAC’s children, and dance classes for children and their families, increasing our efforts in social-emotional learning and STEAM (science, technology, engineering, arts, mathematics) to enhance our school readiness development.



## PARTICIPATED IN THE STATE PILOT PROJECT “HEAD START ON HOUSING”

LULAC participated in the state pilot project, one of three Head Start programs, in the State Project “Head Start on Housing”, the first of its kind in the country, receiving 5 vouchers to place 5 of our families experiencing homelessness in permanent housing, expediting the process for housing placement, and providing the children and families with home stability. This project is being continued and LULAC helped to launch it with Connecticut’s Office of Early Childhood and the Early Childhood Housing Outreach (ECHO) Teams..



## PARTICIPATED IN THE STATE PILOT PROJECT “EARLY CHILDHOOD MENTORSHIP PILOT IN PARTNERSHIP WITH EARLY HEAD START”

LULAC’s Executive Director, Mikyle Byrd-Vaughn, along with Directors from United Way of Greater New Haven (Karen Pascale) and TEAM, Inc. (Jaime Peterson), developed and participated in the Office of Early Childhood’s Pilot Project “Early Childhood Mentorship Pilot in Partnership with Early Head Start”, providing mentorship directly to Child Daycare state funded contractors in Connecticut, modeling LULAC’s high-quality Early Head Start programming to peer childcare programs in Bridgeport, New Haven, and Norwalk.



# A QUIET CHAMPION

## LULAC Remembers and Honors Abel Padro

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In 2022, LULAC lost one its most devoted supporters and former leaders, Abel Padro. To know him was to know his fierce love for children, a passion that led to a career that impacted the lives of more than 5,000 children and their families for over forty years. When LULAC was founded in 1983, Abel was appointed to be its first Executive Director in 1984. During his thirty years at LULAC, Abel left a legacy that was extraordinary even for a founding executive director. But his greatest contribution was that he ran LULAC consistent with the letter and spirit of Head Start philosophy: The best childcare targets the wellbeing of the child's entire family, and the best childcare programs share de facto governance with families and staff.

**Upon his retirement, Abel sent this message to LULAC's current Executive Director, Mikyle Byrd-Vaughn:**

“...you represent the best of our field, and the best of Head Start. I remember when you tried to recruit me for the association's leadership position. Yet I knew better. I saw the future in you. Smart, determined, and focused perhaps more than I had ever been. I was not wrong and am so proud of ... you. The journey you have started has a way to go, bring everyone along including your loved ones. I leave conflicted because the work is so important and has been a major part of most my life. When some asks you about your work, you can say, intriguing, energizing, powerful, life altering, and just who I am. Take care and make your mark on the work that defines the best in all of us.”

Abel was a tremendous and humble leader who made a lasting impact on the early childhood community and LULAC Head Start Inc., including the children, families, staff and fellow leaders who were fortunate to cross his path. His memory and passion for his work will be cherished forever by those who knew him.





## **LULAC Head Start Inc.**

DEVELOPING CHILDREN, FAMILIES AND THE COMMUNITY FOR LIFE

### CONTACT US

**Fay Miller Center**

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New Haven, CT 06519

**Future Leaders Center**

106 Haven Street,  
New Haven, CT 06513

(203) 777-4006 • [www.LULACHeadStart.org](http://www.LULACHeadStart.org)