



# ANNUAL REPORT

2022–2023

SCHOOL YEAR



**Family Development Services**

*— A Head Start Organization —*



# A LETTER FROM FAMILY DEVELOPMENT SERVICES EXECUTIVE DIRECTOR, KIM RHODES

I am filled with immense joy and gratitude as we celebrate the 25th anniversary of Family Development Services. As the Executive Director, it has been an honor to serve our community and watch our children, families, and staff flourish.

In 1996, Olga Jefferson-Kerr, the Parent Policy Council, Board, and staff had a vision to take over the torch from community action to operate the Head Start program in central Indiana, and today, we continue that legacy by serving our community through early childhood education. Head Start was launched by President Lyndon B. Johnson as a part of his war against poverty efforts. It was his belief that every child deserves an opportunity to receive a quality education, regardless of their economic background. At FDS, we believe in that mission and have seen its impact.

Some of our accomplishments include our centers being rated and acknowledged as high-quality centers by the state (PTQ, Level 3 and 4) and nationally through NAEYC, which means we are providing high-quality early childhood services for children and families in our community.

**85% of our children are meeting or exceeding expectations in the 5 Early Learning Domains: Language, Literacy, Physical Development, Cognition, and Social Emotional Development in the Spring of 2023.**

**95% and greater of children in both EHS and HS have health insurance and access to medical providers.**

**85% and greater of both EHS and HS children have received their immunizations.**

**45% of the children referred for services received an IEP.**

## CLASS-TEACHER CHILD INTERACTIONS ASSESSMENT TOOL

Classroom staff have exceeded quantitative CLASS Scores in 2 domain areas and exceeded qualitative scores in 1 area.

**5.863**

**EMOTIONAL SUPPORT**

**5.384**

**CLASSROOM ORGANIZATION**

**3.044**

**INSTRUCTIONAL SUPPORT**

For 25 years, FDS has provided equal opportunities and access to children and families living at 100% poverty level. We have served countless families in our community. We have not only provided quality early childhood education, but also health, mental health, and social service resources to children and parents.

Our staff is the backbone of our program, and their commitment and dedication are unparalleled. They have achieved world-class training that provides the skills necessary for early childhood education and beyond. Our staff not only help our community but also take their training to other agencies and careers.

I am proud of our children, staff, parents, Board, and Parent Policy Council for their hard work, commitment, and sacrifice for these 25 years. Our community partnerships, such as those with Arts for Learning, the Indianapolis Zoo, and the Indiana State Museum, have helped expose our children, parents, and staff to the wonders and possibilities of the world. Our partnerships in health, dental, and education have been strong and have helped keep our children healthy. We also continue to value our long-standing relationships and partnerships with our Community Centers: CAFE, Mary Riggs, and St. Peter's Church.

As we celebrate 25 years of FDS, we would like to thank our remarkable community partners, our parents and children for being a part of this journey, and our dedicated current and past staff, Board, and Parent Policy Council for their unwavering commitment to our mission, vision, and values.

Sincerely,



**Kimberly Rhodes**  
Executive Director



## MUNCHING WITH MOMMY

Recognizing that mothers have a huge impact on their children's lives goes a long way toward helping our young people develop personally, and academically. This year, Windsor Village hosted a "Munching with Mommy". Snacks, drinks, paints, and art supplies, were provided, and moms with their precious little ones spent an afternoon filled with drawing, reading, painting, gluing, glittering, playing games, and just having fun spending an afternoon together.



## 25<sup>TH</sup> ANNIVERSARY EVENT

On June 15, 2023 we celebrated 25 years of Family Development Services operating two dynamic programs in our community: Head Start and Early Head Start. In attendance were community partners, current and past employees, volunteers and children and families of our programs. In fact, one of our former Head Start children now entrepreneur, Crystal Gibson, co-owns the Neidhammer Event Center where the anniversary event was held.

Crystal was also a speaker at the event among other former Head Start children and families such as Crystal Wright, Former Early Head Start Parent and current Director at Eagledale and her daughter and former Early Head Start child, Karri Wright. Crystal Wright and her daughter discussed their journey, the support that was received through the Early Head Start program and the success Karri is experiencing academically.

Some of our other dynamic speakers included Courtney Penn, Director, Office of Early Education and Out-of-School Learning Speech, Brittany Crone, Director of Community Outreach for the Office of Mayor Joe Hogsett, and Jessica Garcia, Community Outreach Director, for the Office of Congressman Andre Carson.

The anniversary event was filled with joy, laughter, tears, and appreciation for the community supporting Head Start and Early Head Start programs over the last 25 years. Family Development Services evolution

and growth would not be possible without our Board of Directors, Parent Policy Council, Community partners, and amazing, dedicated staff.

We look forward to the next 25 years of providing our services to the Marion and Hamilton County communities.





## ARTS FOR LEARNING: WOLFTRAP

Windsor Village East was pleased to work with Ploi Pagdalian and Arts for Learning this year. Arts for Learning 2020 became the central Indiana affiliate of Wolftrap. Wolftrap, with its trained teaching artists, works with preschool teachers to teach literacy and math. This year Windsor Village East had the pleasure of working with an amazing teaching artist, Mr. Kahlil Mwaafrika. Mr. Kahlil spent six weeks at Windsor Village East, visiting two classrooms twice a week for a period of about 30-45 minutes per session. The book chosen for his session of creative artist teaching was Thank You Omu by Oge Mora. Each week, the children collectively engaged in a dramatic read of the book, with a host of questions and answer sessions. The smiles and sense of curiosity

on their faces, their eagerness to participate in the activity, how engaged and interactive they were with Mr. Kahlil, and the story were strong indications of how valuable and meaningful this event was for our children's continued learning, growth, and development.





# LEVEL UP FOR EDUCATION

THIS PROGRAM WAS MADE POSSIBLE BY THE LILLY ENDOWMENT'S ENHANCING OPPORTUNITY IN INDIANAPOLIS (EOI).

## HEAD START LEVEL UP APPRENTICESHIP PROGRAM

Family Development Services Head Start has had the opportunity to partner with Ivy Tech Community College of Marion County to increase the professional development of their teaching staff. Head Start has created a Level Up Apprenticeship Program that focuses on developing the teaching staff through professional development training and support with obtaining their educational qualifications to be preschool teachers.

Ivy Tech has been a great partner in this apprenticeship program as we have had two tour sessions with Ivy Tech Early Childhood Education Program Chair, Rose Wilson. Rose has come to speak in person with our apprentices about the benefits of receiving their associate degree in early childhood, and she has been their counselor. Rose has created academic plans for the apprentices, made phone calls to the apprentices about their progress and continues to be available for any support.

Head Start launched the apprenticeship program in May of 2022 with a cohort of 29 teachers. Ten of those teachers have a professional development plan that leads them on a pathway to receive their associate degree from Ivy Tech. The second group of apprentices joined the program in May of 2023 with a total of 24 teaching staff. This group will have 12 teachers on a professional development plan with a pathway to receive their associate degree from Ivy Tech. We had our first class where teachers from both cohorts came together and took a math class and ended the summer class with 75% passing.

Every apprentice who enters the program has their own unique educational pathway to becoming a preschool teacher. Head Start has done an amazing job of providing different avenues for the teachers to gain their qualifications. One of the qualifications to be a teacher is to obtain your Child Development Associate or CDA. We have had 5 teachers from the cohorts complete their CDA and are now qualified preschool teachers. Another qualification is to receive a bachelor's degree. We have one apprentice who has completed their bachelor's and two apprentices who will receive their bachelor's degree in December of 2023.

## HEAD START LEVEL UP BEFORE AND AFTER CARE

Head Start has partnered with Lilly Endowment to fill a service need of their school families. Head Start is a well-known program in the community but has a challenge of providing the service hours needed for working families. This partnership has given Head Start the opportunity to address this challenge and provide Before and After Care hours to the families through the Child Care Development Fund of Indiana or CCDF. This allows our families that are working or in school to use their CCDF funding to extend their service hours with Head Start. We are now able to have families attend the program as early as 7:30 am and stay as late as 5:30 pm. We have also been able to provide summer, winter and spring break care.

This program first launched in the summer of 2022 at three of our ten locations. We had 50 children across the three centers attend for the summer. We launched the Before and After Care hours at those same three locations in the fall with about five children per location. We grew the program at each location and ended the school year with 25 children across the three locations.

We have concluded our second summer camp with 100 children attending across four centers. The summer camp was full of laughter, fun, field trips and visits from the Indian's mascot and the ice cream truck. We had the Indian's mascot and the ice cream truck come to each of our centers. We are in our second year of offering Before and After Care hours and started the school year off with 22 children across the three centers which is an increase of 67% from last year.





## PAJAMA DAY

Jamie Dyce and Pajama Program provided each enrolled Hamilton County Early Head Start and Head Start child a new pair of pajamas and digital set of books. We distributed pajamas to promote Literacy Night on November 9th. Llama, Llama Red Pajamas was read virtually in English then translated in Spanish and Arabic. A recipient of our drawing for a Bedtime Box filled with books, bedtime routines and bath items was selected from families participating in Literacy Night.

On Thursday, November 10th each child received their own digital book set. This collaboration resulted in a \$2,000.00 donation to our Hamilton County center and great appreciation from children and families.





## WEEK OF THE CHILD

Week of the Young Child is a national week of recognition of our young learners. This year Windsor Village joined in the celebration by engaging our young learners in some amazing classroom activities. On Music Monday, the kids celebrated the joy of music and musical instruments, and on Tasty Tuesday made mini pizzas and bagel pizzas and fruit kabobs. On Work Together Wednesday, the kids collectively planted seeds to grow their own plants and on Artsy Thursday, our little friends created a handprint collages, blow-up chickens and turkeys with a plastic glove, feather and straw, and tie-dye t-shirts.



## FOOD DONATIONS FROM ITOWN CHURCH

Nancy Chance, Executive Director for Good Samaritan Network provided Thanksgiving assistance to Hamilton county parents and ITown Church. Nancy, along with one of her staff members, delivered boxes of nonperishable goods with \$15.00 off meat or seafood coupons from Kroger. These items were included in the boxes we distributed to our Early Head Start/ Head Start families.



## INDIANA STATE MUSEUM

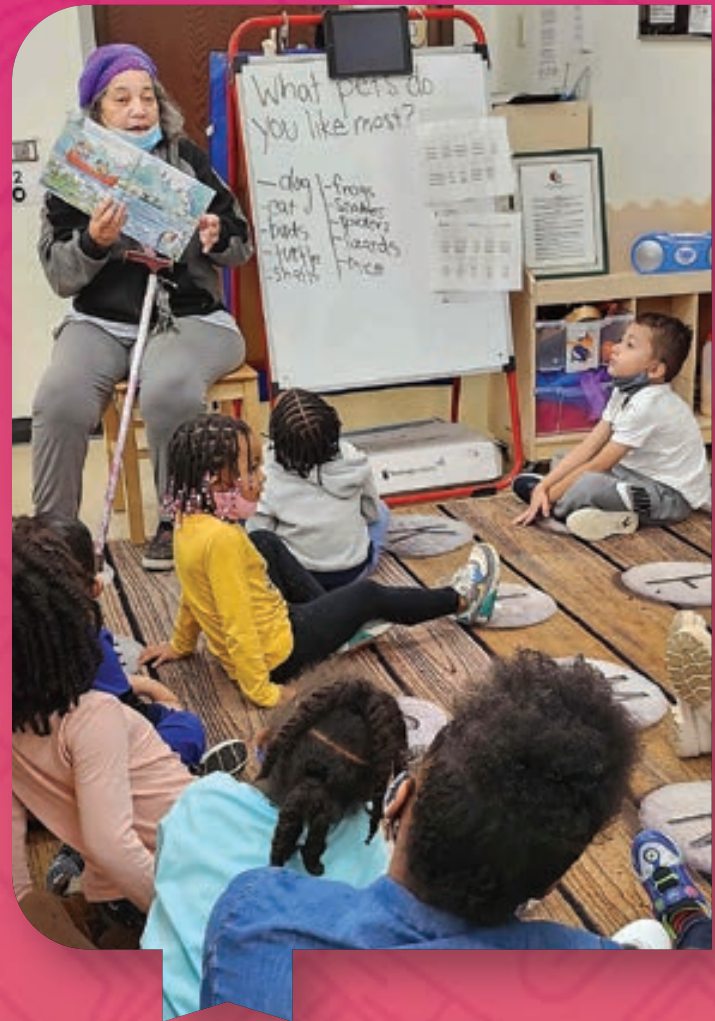
The Head Start and Indiana State Museum partnership resumed in person this fall with visits to 24 classrooms at multiple locations. Museum staff introduced the concept of engineering through a fun story and several hands-on activities. Children had the opportunity to create their own sculptures out of clay and loose parts. In Early Head Start classrooms we explored color mixing and how to use tools. Thanks to the generosity of PNC Grow Up Great grant, both teachers and students received books for their personal use and classroom materials for follow-up exploration. We look forward to more classroom visits starting in February. Be sure to mark your calendars for Head Start Family Night at the Indiana State Museum on April 5th, 2024. The museum will be open after hours for FREE, exclusively for Head Start families. We hope to see you there!





## CAFE SHARING SENIORS

During Read Across America Day, we collaborated with our Cafe Community Center visiting seniors to read to our children. The seniors and children enjoyed being together so much, that we have continued to have the seniors visit our center every two weeks to read to our children.



## FROG: FATHERS AND FAMILIES CONFERENCE

After a three year hiatus due to COVID, we held our Fathers and Family Conference on April, 22, 2023 at the Indianapolis Zoo in the Dolphin Pavilion. We had Patrick Mitchell, from The National Dads Matter! Project as the keynote speaker. The fathers and their children created storyboards, and fathers also engaged in educational activities that they can do with their children at home.





## COMMUNITY ASSESSMENT 2022-23

During the 2022-23 school year, our agency continued to analyze data in our community assessment and identified specific areas that affect our families and the communities they live in. The top trends from the community assessment are:

**TRANSPORTATION**      **OPIOID EPIDEMIC**  
**HOMELESSNESS**      **FOOD INSECURITY**

## FAMILY DEVELOPMENT SERVICES LONG-TERM PROGRAM GOALS

- 1** Family Development Services will provide culturally responsive practices that support diverse and inclusive environments with high-quality services that meet the needs of all learners, families, and staff to advance equity and equality.
- 2** Family Development Services will foster and advance strong partnerships with families, in collaboration with the community, to ensure family well-being and promote positive parent-child relationships that will drive child and family outcomes and increase quality of life.
- 3** Family Development Services will promote and maintain a data-informed culture that will drive continuous improvement and progress within the agency.
- 4** Family Development Services will secure additional funding streams to increase services to children, parents, and staff to increase education and career opportunities.
- 5** **School Readiness Goal:** To equip children with developmentally and age-appropriate skills that will prepare them for the transition into kindergarten, promoting their success in school and life.





# KEY STATISTICS

## HEADSTART

1,096

911

933

1,041

77,499

90,644

80,599



ENROLLMENT



PHYSICALS



DENTALS



IMMUNIZATIONS



BREAKFAST



LUNCH



SNACKS

## EARLY HEADSTART

217

140

162

170

13,971

15,982

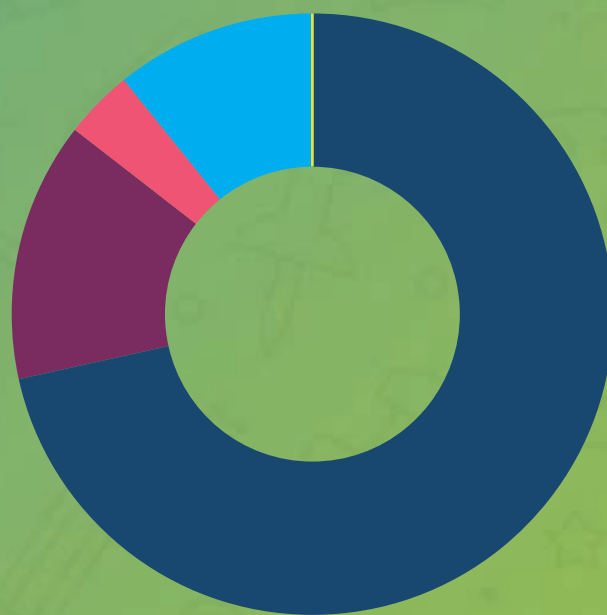
14,874

# SCHOOL READINESS AND CHILD OUTCOMES.

	APPROACHES TO LEARNING		SOCIAL & EMOTIONAL DEVELOPMENT		LANGUAGE & LITERACY		COGNITION		PERCEPTUAL, MOTOR & PHYSICAL DEVELOPMENT	
	FALL 2022	SPRING 2023	FALL 2022	SPRING 2023	FALL 2022	SPRING 2023	FALL 2022	SPRING 2023	FALL 2022	SPRING 2023
<b>6 WEEKS - 1 YEAR OLDS</b>	100.00%	100.00%	96.43%	100.00%	100.00%	100.00%	100.00%	100.00%	97.62%	97.22%
<b>1-2 YEAR OLDS</b>	100%	92.78%	90%	94.44%	100%	92.19%	100%	94.02%	93.34%	89.76%
<b>2-3 YEAR OLDS</b>	78.04%	93.36%	83.37%	90.65%	78.76%	90.67%	80.57%	95.14%	83.52%	94.63%
<b>EHS</b>	92.68%	95.38%	91.65%	95.03%	92.92%	94.29%	93.52%	96.39%	91.49%	93.87%
<b>3 YEAR OLDS</b>	63.15%	90.40%	61.11%	88.48%	54.03%	85.95%	70.55%	83.64%	87.18%	91.89%
<b>4 YEAR OLDS</b>	50.64%	82.02%	59.19%	85.38%	61.11%	87.60%	49.01%	81.41%	71.83%	90.17%
<b>HEAD START</b>	56.89%	86.21%	60.15%	86.93%	57.57%	86.77%	59.78%	82.52%	79.51%	91.03%

## ANNUAL FUNDING

FOR THE FISCAL YEAR ENDING  
FEBRUARY 28, 2023



BUDGET LINE ITEM	ACTUAL EXPENDITURES	FISCAL YEAR BUDGET
Personnel	\$10,242,500	\$12,112,012
Benefits	\$2,629,218	\$3,336,027
Travel	\$51,460	\$63,000
Equipment	\$54,817	\$110,000
Supplies	\$2,731,429	\$2,599,840
Contractual	\$653,231	\$ 628,956
Other	\$3,971,821	\$3,145,240
<b>TOTAL</b>	<b>\$20,334,476</b>	<b>\$21,995,075</b>

- HEADSTART \$16,404,535
- EARLY HEADSTART \$3,083,999
- USDA REVENUE \$845,942
- NON-FED GRANTS \$2,482,000
- DONATIONS \$14,610

## AUDIT RESULTS

There were no findings for the audited year ending February 2023.

This Final Audit Report for the year ended February 2023 will be available in November 2023.





## HEAD START AND EARLY HEAD START CENTERS

For more information, about  
our programs, please contact  
the center nearest you:

### Indianapolis Locations:

#### C.A.F.E

8902 E. 38th Street  
317-803-9607

#### Goodwin

3935 Mooresville Road  
317-472-6900

#### Eagledale

5425 W. 34th Street  
317-282-0126

#### Pike Plaza

5520 W. 38th Street  
317-563-8334

#### Service Center 2

3637 N. Meridian Street  
317-803-3804

#### Southeast

4024 S. Madison Avenue  
317-803-9480

#### Southeast Early Head Start

933 E. Hanna Avenue  
317-803-9480

#### Southwest

1130 S. Kappes Street  
317-803-9576

#### Windsor Village East & West

5950 E. 23rd Street  
317-536-2059  
317-803-4654

### Hamilton County Location:

17645 Oakmont Drive  
317-219-3839

### Family Development Services

3637 N. Meridian Street | Indianapolis, IN  
317-803-3803 | [fds.org](https://www.fds.org)





## Family Development Services

*— A Head Start Organization —*

3637 N. Meridian Street | Indianapolis, IN 46208

317-803-3803 | [fds.org](http://fds.org)