

MET, INC.

HEAD START AND EARLY HEAD START 2010 ANNUAL REPORT

“GROWING CHILDREN FROM DAY 1”



We're Expanding by Leaps and Bounds!

MET HEAD START / EARLY HEAD START ADMINISTRATIVE STAFF

Executive Director
Mr. Luis Esparza

Deputy Director
Mr. Bill Johnson

Director of Finance
Mrs. Lori Butler

Head Start Director
Mrs. Renae Marx

Early Head Start Director
Mrs. Stacey Taylor

Operations Manager
Mrs. Angela Lee

2010 Brings Growth to Montgomery, Liberty, Northeast Harris County, Waller and Austin County!

The Birth of MET Early Head Start

Motivation Education and Training (MET) was an honored recipient for funding supported by the American Recovery and Reinvestment Act of 2009. Additional federal funding allowed MET to increase services to children from 760 preschool aged children (3-5 year olds) to 949 children birth through 5 years and 4 pregnant women.

In addition MET was also awarded the already existing Northeast Harris County Early Head Start, formerly run by Humble ISD. This added an additional 44 infants, toddlers, and 2 pregnant women to MET Head Start and Early Head Start's services.

Welcome Newest Additions!

Head Start

Waller County / Austin County – Home Base Program – 12 children
Montgomery County I – Home Base Program - 12 children
Montgomery County II – Center Base Program – 17 children

Early Head Start

Montgomery County Early Head Start – Conroe
Center Base Program – 40 children
Home Base Program – 33 children
Pregnant Women – 2

Liberty County Early Head Start – Cleveland
Center Base Program – 40 children
Home Base Program – 33 children
Pregnant Women – 2

Northeast Harris County Early Head Start – Humble
Center Base Program – 32 children
Home Base Program – 12 children
Pregnant Women – 2



Early Head Start Strengths

- Model program with ECHO for the Houston and surrounding area.
- Model program using Innovations, an Infant and Toddler Curriculum, by the author Kay Albrecht.
- All Family Educators are certified in Born to Learn – Parents as Teachers – Home Visiting Program
- MOU with ARROW Project – home visiting program for mothers battling maternal depression
- MET EHS screens all mothers in program for depression.
- Health Coordinator is a registered nurse
- Head Start and EHS Director have the Supervisors Credential through National Head Start Association.
- Provide transportation for Infants and Toddlers
- Cleveland EHS collaborates with the local high school to allow high school students to accumulate hours and graduate with a CDA.

ARRA = Expansion = 23% Growth in Services

County	HS / EHS 2009	HS / EHS 2010
Austin*	74	74*
Waller*	74	86*
Montgomery I	166	178
Montgomery II	93	110
Montgomery CO EHS	0	75
Liberty I	113	113
Liberty II	74	74
Liberty CO EHS	0	75
Chambers	74	74
Hardin	92	92
NE. Harris	0	46

Waller County Expansion serves Austin and Waller County



"If you build it, they will come." - Field of Dreams

PROGRAM INFORMATION REPORT



PROGRAM INFORMATION REPORT PUTS MET ABOVE REGIONAL AND NATIONAL AVERAGES

PERFORMANCE INDICATOR	PROGRAM	STATE	REGION	NATIONAL
HS % RECEIVING MEDICAL TREAT.	93.22	84.19	88.59	95.04
EHS % RECEIVING MEDICAL TREAT.	100	96.38	97.05	93.89
HS % OF CHILDREN WITH DENTAL HOME AT END OF ENROLLMENT	98.57	92.10	93.12	91.84
EHS % OF CHILDREN WITH DENTAL HOME AT END OF ENROLLMENT	91.27	83.27	77.51	68.7
HS % OF COMPLETE PROF. DENTAL EXAMS	100	96.04	96.16	92.15
HS % RECEIVING DENTAL TREATMENT	81.95	75.68	79.06	82.99
HS % OF TAS MEETING CREDENTIAL REQUIREMENT	78.05	70.13	73.34	77.014
HS % OF CLASS. TEACHERS THAT MEET CURRENT DEGREE REQUIRE.	100	94.56	95.49	97.33
HS % OF CHILDREN WITH IEP	13.61	8.43	10.88	13.53
EHS % OF CHILDREN WITH IFSP	26.02	14	12.63	13.72
HS % OF PRESCHOOL CHILDREN RECEIVING SPECIAL EDUCATION SERVICES FOR DISABILITY	100	98.8	97.69	96.69
HS % OF FAMILIES RECEIVING FAMILY SERVICES	68.32	65.05	66.34	75.53

MET's Mission: Always striving to meet the social, emotional, physical and cognitive needs of developing children through a comprehensive community based program that is family-focused and utilizes a collaborative approach.

HEALTH & NUTRITION SERVICES

CURRENT PARTNERING PHYSICIANS AND PEDIATRICIANS

Austin Co. Medical Clinic	Sealy
Bayside Clinic	Anahuac
Bellville Clinic	Bellville
Calvary Medical Clinic	Cleveland
Dr. Hill	Bellville
Dr. Tahir	Hempstead
Fort Bend Family Health Care	Prairie View
Galeb S Awar	Silsbee
Gulf Coast Health Center	Silsbee
Livingston Pediatric Clinic	Cleveland
Lone Star Family Health Center	Conroe
Marshall Family Practice Clinic	Dayton
Redmans Family Practice Clinic	Dayton
Sealy Urgent care	Sealy
Susan Hyman	Beaumont
Talosigs Pediatric family Practice	Dayton
Taylor Pediatrics	Cleveland
Williams Family Practice	Cleveland
Community Wellness Clinic	Conroe

CURRENT PARTNERING DENTISTS

John F. Zummo DDS	Houston
Stephen Beyer DDS	Liberty
Rashalls Dentist Office	Libery
Charles Dyer DDS	Beaumont
Royal Dental	Baytown
Tina Bui DDS	Atascocita
Joe R Kenson DDS	Silsbee
Dentist USA	Katy
ABC Dental	Cleveland
Dept. of State Health Services - William Gray DDS	Houston
Conroe Pediatric Dentistry	Conroe
George Scott DDS	Nederland
Affordable Smiles	Porter
Conroe Dental	Conroe
Nader Kreit DDS	Cleveland
May Tape DDS	Rosenburg
Dr. Mora	Katy
Traylor and Trippie DDS	Baytown
David Nelams	Lumberton
NW Pediatric Dental	Houston



HEALTH SERVICES CONTINUE TO IMPROVE WITH STRONG PHYSICIAN AND DENTAL PARTNERSHIPS

Due to the location of MET centers in medically underserved rural counties, many families have little access to medical and dental homes in the county they reside in. MET takes great strides in partnering with local physicians and dentists in the area and provides transportation when necessary, so that children receive adequate and appropriate medical/dental care and are up to date on necessary immunizations.



*MET Early Head Start is the model center for Texas in the ECHO Initiative.
MET also has a collaboration with Pediatric Audiologist, Karen Ditty.*

EDUCATION SERVICES

EARLY HEAD START CENTER BASE PROGRAM



New Assessment Leads to Great Gains in Head Start Outcomes Framework!

MET Head Start adopted the Work Sampling System Online this past year to help monitor and evaluate proficiency in the Early Childhood Outcomes Framework.

Proficiency ratings for graduating 4 year olds for each Outcomes Domain are as follows:

1. Social and Emotional Development – 94.5%
2. Approaches to Learning – 93.4%
3. Language Development – 90.5%
4. Literacy – 91.4%
5. Mathematics – 89.4%
6. Science – 90.5%
7. Creative Arts – 98.9%
8. Physical Health and Development – 98.3%

All research proves that infants rely on emotionally secure relationships with their families and their infant care teachers as a base for exploration and learning. By seeking to create close caring relationships with children and meaningful connections with the children's families, teachers help children develop strong personal, family and cultural identities.

PITC uses 6 essential program policies: primary care, small groups, continuity of care, individualized care, culturally responsive care and the inclusion of children with disabilities or other special needs.

The responsive relationship that a teacher is able to establish enables the infant to seek interactions with others that strengthen emotional security, social competence, language learning, problem solving, exploration, knowledge development and skill development. (PITC)

MET Early Head Start has spent a great deal of time and money to train teaching staff in PITC and to assure that all children have caretakers familiar with and using PITC philosophy.

Along with PITC philosophy, Early Head Start teachers have been trained to use the Innovations Curriculum with the children in the EHS classroom. Innovations provides a platform for implementing developmentally appropriate curriculum for infants, toddlers and preschoolers while supporting teachers in a growing understanding of early childhood education, theory and best practices.

The Innovations curricula

1. Views children's self-selected and self-directed play as an essential component of curriculum
2. Conceptualizes the learning environment to facilitate self-selected and self-directed play in a variety of activity areas supported by teachers as play partners and facilitators
3. Supports teaching in assuming a variety of roles to support children's play and learning.

MET Early Head Start has been selected as the model center for Houston and surrounding areas for implementing Innovations in the classroom.

**MET Head Start Teaching Staff
are Heading Back to School**

In 2007, the Head Start Act of 2007 placed higher credentialing standards for all teaching staff in Head Start and Early Head Start. Through the help of ARRA funding and yearly Training and Technical Assistance money, MET was able and is continuing to financially assist staff in pursuing their required degree or credential.

Currently MET Head Start has 52.38% of teachers with Bachelors degrees, 30.95% with Associates degrees and 16.67% with CDA's. 90% of staff with Associates and CDA's are currently enrolled in school working on their Associates or bachelors degree.

MET Head Start currently employs 7.32% of teacher assistants with Associates Degrees and 39.02% of Teacher Assistants with CDA's.

MET Early Head Start has 100% of teaching staff with CDA's. Many of those staff are currently enrolled in classes, working towards their Associates degree.

HEAD START CENTER BASE PROGRAM

The Doors to Discovery is designed to enhance early literacy development with a focus on vocabulary development and receptive/expressive language development. Doors to Discovery includes the following explorations for each child on their road to Kindergarten Readiness!

New Places, New Faces

Starting school and making friends

Vroom! Vroom!

Transportation and pedestrian safety

Tabby Tiger's Diner

Cooking and nutrition

Build It Big!

Construction, tools, and jobs

Healthy Me!

Staying safe and healthy

Discovery Street

The neighborhood

Our Water Wonderland

Water in our world

Backyard Detectives

Investigating nature

HEAD START / EARLY HEAD START HOME BASE PROGRAM

This past year, MET Head Start and Early Head Start sent all their family educators to become certified in Born to Learn: Parents as Teachers. Parents as Teachers mission is to provide the information, support and encouragement parents need to help their children develop optimally during the crucial early years of life. Parents as Teachers includes the following 4 components:

1. Personal / Home Visits by certified parent educator
2. Parent group meetings about early childhood development and parenting
3. Developmental and health screenings for young children
4. Linkages and referrals to community networks and resources.

MET Head Start establishes MOU's with each school district to allow for tours of the elementary schools and parent information meetings or round-ups specifically for Head Start children going to Kindergarten.

FAMILY SERVICES AND COMMUNITY PARTNERSHIPS

MET HAS PRESENCE IN THE COMMUNITIES THEY SERVE



MET encourages parent participation. Parents participate through volunteering, home connections, socializations, FRED, chaperoning field trips, taking on site ESL classes, Parent Committee, Policy Council, Family Literacy Activities and TIPS talks.

Parents are also considered for hire. Many parents start out as substitutes and through on the job training and continuing education become qualified to be an employee. Over 20% of staff are current or former parents / grandparents.

To enhance the educational experience of Head Start and Early Head Start children and families, MET has partnered with many local agencies and community partners to provide services and fun. These experiences are free to our families and MET appreciates the support the community offers to our family that they wouldn't normally be allowed to experience. At MET Education comes to life. At MET children bring life to the community.

Chambers County Community Partners – Anahuac Library, Winnie Arboretum, Wildlife Refuge, Liberty Water Park, Liberty John Deere, Liberty BJ Ford

Liberty County – HEB, Wal-Mart, Lowes, Austin Memorial Library, Cleveland Pet Store, USPS, Home Depot, Stencil Park

Austin County – Colonial Bell Nursing Home, Gordon memorial Library, Blue Bell Ice Cream Factory, Katy Visual and Performing Arts

Hardin County – Pets Mart, Whataburger, Kountze Nursing Home, Pine Arbor Nursing Home, Village Nursing Home, Big Thicket, Adventure Kingwom, Art Museum, HEB, Kountze Library, Fire Station, USPS, Regional Airport

Montgomery County – My Gym of the Woodlands, HEB, Montgomery County Libraries, Success by 6 and Bentwater.

Multiple Counties Community Partners: Houston Zoo, Houston Downtown Aquarium, Children's Museum of Houston, Agri extension Services for each County, Woodlands Children Museum (Mont. And Liberty Counties)

MET ensures that Head Start and Early Head Start remain 100% enrolled and all children and families receiving services are eligible for the Head Start and Early Head Start program.

FINANCIAL INFORMATION

Head Start Fiscal Year 09-10:
Budget: \$5,334,023

In-Kind Required: \$1,333,505.75

In-Kind Received: \$1,695,135.05

Budget Category	Budget	YTD Actual
Personnel	\$2,650,718	\$2,650,664
Fringe Benefits	\$922,377	\$862,917
Supplies	\$123,300	\$84,494
Other	\$812,786	\$927,107
T & TA	\$62,783	\$62,783
Indirect	\$762,059	\$747,339
Totals	\$5,334,023	\$5,334,023

H.S. Expansion FY 09-10:
Budget: \$218,270.00

In-Kind Required: \$54,567.50

In-Kind Received: \$54,567.50

Budget Category	Budget	YTD Actual
Personnel	\$54,338	\$52,932
Fringe	\$22,940	\$22,563
Equipment	\$104,000	\$109,234
Supplies	\$16,298	\$13,252
T&TA	\$4,280	\$4,280
Indirect	\$16,414	\$16,009
Totals	\$218,270	\$218,270

Early Head Start FY 2010:
Budget: \$1,026,824.00

In-Kind Required: \$256,706.00

In-Kind Received: \$84,863.64

Budget Category	Budget	YTD Actual
Personnel	\$301,430	\$296,390
Fringe	\$101,768	\$101,159
Travel	\$500	\$562
Equipment	\$114,000	\$77,311
Supplies	\$239,102	\$126,872
Other	\$176,495	\$211,745
T&TA	\$17,511	\$17,511
Indirect Cost	\$81,391	\$86,438
Totals	\$1,032,197	\$917,898

EHS Expansion FY 2010:
Budget: \$1,800,096.00

In-Kind Required: \$450,024.00

In-Kind Received: \$462,678.14

Budget Category	Budget	YTD Actual
Personnel	\$659,246	\$500,637
Fringe	\$233,597	\$149,497
Travel	\$2,500	\$5,457
Equipment	\$225,000	\$217,201
Supplies	\$369,482	\$278,630
Contractual	\$6,000	\$7,184
Other	\$321,653	\$452,503
T&TA	\$87,979	\$52,598
Indirect	\$189,640	\$141,209
Totals	\$2,095,097	\$1,804,916



MEI says Thank You to Governing Board, Region VI Office and Office of Head Start for all their support in making our dreams a reality!

SUMMARY OF REVIEW AND AUDIT FINDINGS

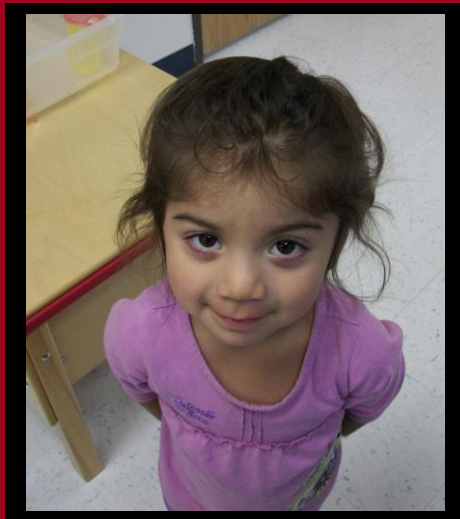


TRIENNIAL REVIEW

In March 2010, MET Head Start had its triennial review. The review team found the following three non-compliances.

- Grantee does not support social-emotional development of children through planning of routines and transitions in a timely and predictable manner.
- Professional Development Plans were not created for full time staff, providing direct services to children, that regularly evaluate the effectiveness of the staff member. Professional Development Plans lacked frequency and evaluation.
- Grantee did not have written standards of conduct governing the performance of its employees engaged in the award and administration of contracts in the Fiscal Policies and Procedures.

In December 2010, MET Head Start was re-visited and all 3 non-compliances were found to be in compliance and MET is now operating at 100% compliance of the Head Start Performance Standards.



FINANCIAL AUDIT

MET's financial audit was completed in March 2010 by Kahane, Franke and Associates., L.C. There were no findings or questioned costs, there was no management letter.