



CHICANOS POR LA CAUSA

EARLY CHILDHOOD DEVELOPMENT

Annual Report

OUR HISTORY

Chicanos Por La Causa, Inc. (CPLC) has a 54 year history as an organization dedicated to advocating for and empowering disadvantaged communities. Our founders were young Mexican American women and men who sought to improve living conditions for Latino families in Arizona by eliminating discrimination and advocating for systemic economic, educational, and political change. Our roots are in the national farmworker rights movement made famous by historical icons like Dolores Huerta and César Chávez, and in the largely student-led struggle for educational equity in Phoenix’s public schools, most active in the 1960s and ’70s.

Mission Statement: We drive economic and political empowerment

Vision: Empowered lives

Today, CPLCs service area includes Arizona, Texas, New Mexico, California, Nevada, and Colorado and is one of the region’s largest Latino serving community development corporations. We offer a comprehensive array of educational, social, and human service programs as well as opportunities for stable housing and economic development.

CPLC’s **Early Childhood Development (ECD)** unit has been a Head Start provider since 1996, when we first became the sole grantee for Migrant and Seasonal Head Start (MSHS) services in Arizona. Since that time, the program has grown to include several MSHS and Early Head Start options in Arizona, Texas, and New Mexico with program settings to fit the needs of local populations (e.g., with center-based, home-based, family child home care and childcare center providers). Each of these federally funded programs offers comprehensive education and development program services, which provide nutrition, health, disabilities, and educational services to children from birth to age five. Our objective is to ensure that all children who come through our doors are prepared to enter school healthy and equipped with the tools needed to learn and be successful in their future educational journey, and that parents are prepared and empowered to be full partners in the education of their children.

TX-NM MSHS Program Structure

CPLC ECD’s program options, services, and locations are based upon data evidencing concentrated areas of high need for early childhood education (ECE) and family support services and are designed to fit the needs of individual communities. Across Texas and New Mexico, we are funded to serve 1,026 children ages 12 months to five years from low-income migrant and seasonal farmworking families each year.



CHICANOS POR LA CAUSA

EARLY CHILDHOOD DEVELOPMENT

CPLC TX-NM MSHS 14 sites in Clovis county in New Mexico and Jim Wells, Dimmit, Zavala, Maverick, Floyd, Webb, San Patricio, Bailey, Frio, Hale, and Uvalde counties in Texas. Administrative functions are organized into two regions—a Wintergarden region in south-Texas and a Texas Panhandle/New Mexico region.

Centers are located at the following sites:

CPLC TX-NM MSHS CENTER LOCATIONS	
New Mexico	Clovis Center : 700 Sheldon St. Clovis, NM 88101 Mesquite Center : 205 New Mexico Hwy 228, Mesquite, NM 88048 * Mesquite II (Formerly La Mesa) Center : 110 Florida St., La Mesa, NM 88044
Texas	Alice Center: 1200 South Texas Blvd., Alice, TX 78332 Carrizo Center: 904 S. 5th Street, Carrizo Springs, TX 78834 Crystal City I: 209 Cypress Ave. Lot 212, Chula Vista Subdivision, Crystal City, TX 78839 Eagle Pass I Center: 687 FM 2030, Eagle Pass, TX 78852 Eagle Pass II Seco Mines Center: 2990 Diaz St, Eagle Pass, TX 78852 Eagle Pass EHS Center: 302 Balcones Blvd., Eagle Pass, TX 78852 Floydada Center: 802 North 2nd Street, Floydada, TX 79235 Laredo Center: 515 Sierra Vista Blvd, Laredo, TX 78046 Lubbock Center: 2003 Baylor Street, Lubbock, TX 79415 Mathis Center: 599 North Highway 9, Mathis, TX 78368 Muleshoe Center: 719 E Gum Ave, Muleshoe, TX 79347 Pearsall Center: 809 W. Frio Street, Pearsall, TX 78061 Plainview Center: 1110 El Camino St, Plainview, TX 79072 Uvalde Center: 801 Vanessa St., Uvalde, TX 78801

CPLC TX-NM ECD centers remained open for in-person services throughout 2023, with some modifications associated with the ongoing COVID-19 pandemic. In March of 2023, staff in tandem with the Health Advisory Committee input a Covid19 Mitigation Policy and Procedure was created. This year, Parents were offered more opportunities to participate in-person activities in their child’s education. Staff scheduled in-person parent-child activities at the center with some modifications. For example, some centers held these activities outdoors while others planned activities in larger classrooms in order to follow social-distancing protocols.



CHICANOS POR LA CAUSA
EARLY CHILDHOOD DEVELOPMENT

PY 2022-2023 ENROLLMENT SUMMARY

In our two three years of operation as a transition grantee, CPLC TX- NM ECD has yet to reach complete enrollment. To gain insight into this challenge, we conducted a Self-Assessment and comprehensive Community Assessment, which together reflected a need further to evaluate the needs and assets of each center and redesign the program accordingly. The Eligibility, Recruitment, Selection, Enrollment, Attendance, and Transition (ERSEAT) team is committed to closely monitoring our recruitment, marketing, and outreach efforts. While we are currently on an Under-enrollment action plan, we have gradually increased enrollment, and we are proud to report that we have enrolled 626 children from September 1, 2022, to August 31, 2023. Active enrollment is 61% (626 children) as of July 2023.

Program	Funded Enrollment
Funded Enrollment	1,026
Total Served PY 2021-2022	626
Average Monthly Enrollment	488
% Eligible Children Served	61%

Based on data from the 2022-2023 PIR report runs from August 1, 2022, to July 31, 2023, 72.5% of enrolled children were up to date on an age-appropriate preventative and primary health care schedule at the end of the enrollment year, an increase over 2022.

TX-NM MSHS Health Screenings – PY 2023-2024	
Children with an Identified Disability	6.8%
Children up to date on EPSDT	97%
Children Up to Date on Dental Screenings	98%

Additional information regarding our approach to addressing challenges during the pandemic can be found in our annual Community Assessment.

PROMOTING SCHOOL READINESS

CPLC ECD’s programs are designed to prepare children to succeed in school by supporting their physical, social-emotional, and cognitive development, and by providing a solid foundation for learning. The curricula that we implement are culturally, linguistically, and developmentally appropriate, research-based, and aligned with the Office of Head Start’s Early Learning Outcomes Framework (ELOF) in addition to state early learning and development standards. CPLC TX-NM ECD School Readiness Review Committee completed a School Readiness (SR) Plan in PY 2022-2023, with goals that align with the Head Start Early Learning Outcomes Framework (ELOF) and with the early learning and child development standards of Texas and New Mexico. These goals reflect five developmental domains as identified by the National Center on Early Childhood Development Teaching and Learning, which are critical to a child’s



CHICANOS POR LA CAUSA EARLY CHILDHOOD DEVELOPMENT

preparedness to enter kindergarten ready to learn: 1) Approaches to Learning; 2) Language & Literacy; 3) Social and Emotional; 4) Cognition (subdomain Mathematics); and 5) Perceptual, Motor, and Physical Development. They are developed through a deeply collaborative process involving program wide leadership and staff, members of our parent-led Policy Council and Parent Committees, and the CPLC Board of Directors and tracked annually using a variety of assessment tools aimed at promoting continuous quality improvement.

We strive to provide effective and appropriate services to children with disabilities and their families, in collaboration with HSPPS and Parts B and C of the Individuals with Disabilities Education Act (IDEA). Our Disabilities and Mental Health team works closely with families to coordinate services with community partners, contracted consultants, therapists, and state and local agencies as needed including early intervention specialists, local school districts, Medicare Part C and Part B providers, and others as needed and prescribed in the Individual Family Service Plan (IFSP).

FAMILY SERVICE & COMMUNITY PARTNERSHIP

CPLC's family engagement strategy continues to center on empowering families through education to become self-sufficient in their position as advocates and full partners in their child's learning and development. The cornerstone of this approach is the dual-language *Abriendo Puertas/Opening Doors (AP/OD)* curriculum promoting school readiness, family engagement, and advocacy. Over the past year, we have observed a notable rise in AP/OD participation, as well as increased parental involvement in governance activities, such as the parent-led Policy Council.

The program facilitates numerous opportunities aimed at promoting families as leaders and advocates for their children. Staff continue to provide families with technological support to promote engagement and increase participation, maintaining the connection between families and staff. In 2022, we successfully launched Learning Genie in the Winter Garden Region after a year-long pilot program in the Panhandle Region. The use of Learning Genie continued to the 2023 school year and offered an all-in-one data driven family engagement suite featuring two-way communication with auto-translation, a family engagement tool, a digital non-federal share (NFS) tool, and a flexible survey tool. The control panel delivers auto-generated real-time data for constant quality expansion. The family engagement component presents simple activity posts, two-way communications, agency wide notifications, and the ability to automatically translate all communication from the agency into 104 languages as needed. Although not all parents are currently using Learning Genie, our internal evaluation indicates a steady increase in both its usage and comfort level. We intend to continue integrating Learning Genie to facilitate effective communication between families and teachers. Furthermore, we remain committed to offering each family a Wi-Fi-capable tablet, enabling them to connect with our program for family engagement activities, parent meetings, and Parent Policy Council meetings, all free of charge.



CHICANOS POR LA CAUSA

EARLY CHILDHOOD DEVELOPMENT

TRANSITIONING CHILDREN TO KINDERGARTEN

Transitions are an important aspect of CPLC ECD programs, and staff guide families through them at various stages of enrollment – as infants transition from home to center, then to toddler classrooms, between centers and ultimately into a kindergarten program at a local school. The program maintains detailed transition procedures focused on identifying and setting expectations, arranging introductions and screenings, and providing a network for support when children are not in school. Staff collaborate with parents to create an individualized school entry transition plan for any child requiring additional support to successfully begin early learning services at our sites, and when it is time to prepare for the next year’s placement, parents receive school readiness materials and strategies to support continued growth and development.

The program plans for a seamless transition for children turning five years old by collaborating with local school districts to orient children to their new setting and to inform and educate parents on how to enroll and what is expected of them during their child’s academic learning. We maintain agreements with each local school district who may receive an ECD child. In addition, we support collaborative communication and school readiness with parents and school districts by providing an end-of-year report that illustrates the gains children have made in specific school readiness domains and skill areas.

PY 2022-2023 POLICY COUNCIL

President: Eliza Paiz (Mathis Center)

Vice-President: Gilbert Garcia (Mathis Center)

Secretary-Jasmine Jaime (Carrizo Springs Center)

Policy Council Members:

Gloria Laso-(Alice Center)

Cassy Debusk-(Alice Center)

Jasmine Jaime-(Carrizo Springs Center)

Julia Mendoza-(Carrizo Springs Center)

Julissa Hernandez-(Laredo I/T Center)

Gilbert Garcia-(Mathis Center)

Eliza Paiz-(Mathis Center)

Ruby Hernandez-(Eagle Pass EHS Center)

Anisha Rangel-(Eagle Pass EHS Center)

Hector Miranda-(Eagle Pass 1 Center)

Norma Miranda-(Eagle Pass 1 Center)



CHICANOS POR LA CAUSA

EARLY CHILDHOOD DEVELOPMENT

MANAGEMENT TEAM

Andres Contreras: Executive VP for Integrated Health, Social Services, and Education

Andrea Martinez: Senior VP Early Childhood Development

Francesca Brown: VP for TX-NM Early Childhood Development

Teresa Alvarado: Regional Program Director

Claudia Garcia: Education Coordinator

Margarita Olguin: Continuous Quality Improvement Coordinator

Ana Pola Flores Lopez: Regional Program Director

Izela Mora: Child Development Program Services Coordinator

Vickie Oliva: Family and Community Engagement Coordinator

ACCOUNTABILITY AND REVIEW

Federal Review Results

The Administration for Children and Families (ACF) Office of Head Start conducted a CLASS Video Pilot Observation from 11/16/2022 to 01/14/2023. The purpose of the monitoring was to “ascertain the feasibility, efficiency, and quality of classroom observations obtained through video recordings in comparison to those obtained during in-person visits. Scores from observations conducted during the 2022-23 program year for this CLASS® Video Pilot will not be used for Designation Renewal System (DRS) purposes.” The following were the scores that were reported to the team via a letter dated 03/07/2023:



CHICANOS POR LA CAUSA

EARLY CHILDHOOD DEVELOPMENT

The Head Start Program Performance Standards (HSPPS) include Quality and Competitive thresholds for each CLASS[®] domain(s). While scores from observations conducted during the 2022-23 program year for this CLASS[®] Video Pilot will not be used for DRS purposes, we offer the following information for your program's reference:

DOMAIN	SCORE	Quality Threshold	Competitive Threshold
Emotional Support*	5.5714	6	5
Classroom Organization	5.1548	6	5
Instructional Support	2.4643	3	2.3**

*To calculate the Emotional Support domain, subtract the Negative Climate score from 8, add the Positive Climate, Teacher Sensitivity, and Regard for Student Perspective scores, then divide by 4.

**The competitive threshold for Instructional Support is 2.3 for CLASS[®] reviews conducted through July 31, 2025 and then raises to 2.5 for CLASS[®] reviews conducted on and after August 1, 2025.

DIMENSION	SCORE
Positive Climate	5.61
Negative Climate	1.21
Teacher Sensitivity	5.43
Regard for Student Perspectives	4.46
Behavior Management	5.61
Productivity	5.39
Instructional Learning Formats	4.46
Concept Development	1.86
Quality of Feedback	2.50
Language Modeling	3.04

Financial

Funders for PY 2022-2023

Funder Name	Amount Funded	Type of Funding
Office of Head Start	\$21,599,332	Public



CHICANOS POR LA CAUSA

EARLY CHILDHOOD DEVELOPMENT

	FY 22-23 Budget
REVENUES	
Grant and Contract Revenues	
TOTAL GRANT & CONTRACT REVENUES	21,599,332
NON-CONTRACT REVENUES	0
TOTAL REVENUES	21,599,332
	0
	0
PERSONEL EXPENSES	0
Salaries and Wages	12,210,969
Payroll Taxes	1,252,523
Fringe Benefits	2,189,886
Consultant & Professional Services	5,250
Contractor Services	57,980
Occupancy Costs	910,846
Tech and Communications	120,188
Equip. Rental, Repair and Maint.	176,528
Depreciation	0
Consumable Supplies	818,402
Furniture & Fixtures	135,409
Travel	206,749
Capital Outlay	0
Staff Development	209,625
Insurance	149,897
Participant Wages and Taxes	0
Participant Activities	0
Monetary Assistance	0
Program Construction	24,900
Interest and Bank Fees	0
Licenses and Sales Tax	70,863
Promo Activities & Events	14,605
Miscellaneous	162,312
Training & Evaluation	0
In-Kind	0
Total Operational Expenses	18,716,933
NSP II Admin Costs	0
Allocated Indirect Cost (CCS)	2,882,408
TOTAL EXPENSES	21,599,341

ECD Budget PY 2022-2023

CPLC is the sole grantee for Migrant and Seasonal Head Start in Texas and New Mexico. The CPLC Head Start leadership includes parents, community members, and staff. All members of the various councils and committees govern the program efficiently and effectively to allow the



CHICANOS POR LA CAUSA

EARLY CHILDHOOD DEVELOPMENT

fullest potential to be reached. The governing boards review and approve funding applications, enrollment and recruitment plans, self-assessment process results, fiscal activities, and staffing needs.

Fiscal Activities

During the course of the most recently completed annual audit (2023) of Consolidated Financial Statements for Chicanos Por La Causa, Inc., our Subsidiaries and Affiliates, required by OMB Circular A-133 resulted in no findings. The audited financial statements and materials presented fairly in all material respects to the financial apposition of Chicanos Por La Causa, Inc., Subsidiaries and Affiliates.

A copy of the most recent annual audit report is available from our Corporate Compliance Department and may be requested during normal business hours.