

DCPS HEAD START FUNDING ELIMINATION

Summary

Head Start funding loss of \$14.6 million includes losses of resources now in place, approximate amounts:

- \$2.1 million funding salaries of 72 aides in 52 schools all included in their budgets
- \$2.3 million for salaries of 26 centrally funded staff working with students and families in student recruitment, attendance, mental health, and social services referrals
- \$1.7 million for salaries of 17 early childhood professional development staff
- \$3.6 million for salaries of 40 staff providing curriculum, program monitoring, supervisory and administrative services
- \$1.9 million for staff fringe benefits
- \$0.8 million in funded vacant positions
- \$2.0 million for supplies, contracts, and miscellaneous non-personnel resources, specific purposes of which are unclear

Head Start funds pay for 155 people on the DCPS payroll as of January 2020. If the number of early childhood classrooms is maintained next year, almost \$2.5 million will have to be taken from elsewhere in the budget to cover the salaries and benefits of 72 aides now funded by Head Start. DCPS plans to abolish 83 positions, which would account for all of the centrally paid staff. In addition to administrative and instructional support staff, this will eliminate social workers and others who work directly with Head Start students and families. All non-personnel funds will also disappear including money for all kinds of classroom supplies and food and perhaps contracted social/emotional support services.

Budget & Personnel Analysis January 2020

Note: DCPS Head Start budget, from the District's SOAR system, displays all personnel data, including Head Start aides in central accounts, and does not show job titles or otherwise differentiate spending on aides and family services from other categories of staff. The position roster, from the PeopleSoft system, displays salary costs for aides at each school and, through job titles and position numbers, permits the differentiation of salaries for staff who work directly with students and families from those performing other functions such as curriculum, program monitoring, professional development, and administration. It also specifies which positions are vacant. Therefore, personnel data below are taken from the position roster and the non-personnel data from the budget.

DCPS total FY 2020 Head Start budget is \$14.6 million, including \$10.6 million for salaries, \$1.9 million for benefits and other personnel costs, and \$2.0 million for non-personnel (OTPS). The approved budget covers 112 positions.

According to the position roster, Head Start salary funding is spent on aides in local schools and on staff in three different central office units: Office of the Chief Financial Officer (OCFO), Office of Elementary Schools, and Office of Equity. While \$10.6 million is budgeted for salaries, position roster salaries total \$12.6 million, with filled positions consuming \$9.8 million. Vacant positions add up to \$2.7 million, but are apparently funded at only \$800,000. The unfunded positions all appear to be in the Office of Elementary Schools central accounts. As of January 2020:

- Schools: 72 aides on board and 3 vacant positions in 52 schools, total salary budget \$2.1 million. **This funding is apparently built into local school budgets**, though not identified as such. The FY 2020 local school budgets on the DCPS website include \$12,900,985 for PK3 and PK4 aides. The DCPS total SOAR budget only includes \$10,586,961 in local funds for salaries for these aides.
- OCFO: 4 positions, all filled, costing \$301,000.
- Early Stages, a citywide program to identify special education needs in young children, to which Head Start funds contribute 3 positions, all filled at a cost of \$205,000.
- Office of Equity, which houses the LEAP professional development unit for Head Start: 17 staff on board costing about \$1.7 million and 8 vacant positions budgeted at \$677,000.
- Office of Elementary Schools Early Childhood staff working in functions such administration, curriculum, and program monitoring: 33 filled positions costing about \$3.1 million, and 18 vacant positions budgeted at \$1.5 million
- Office of Elementary Schools Early Childhood staff recruiting students and providing family and mental health services and referrals: 26 staff on board, costing \$2.3 million and 8 vacant positions budgeted at \$555,000.

Non-personnel spending of \$2.0 million is concentrated almost exclusively in the Early Childhood program. The data do not reflect how much is for classrooms or family services versus office functions nor do other public information sources.

- Educational supplies and food: \$432,000
- Other supplies: \$205,000
- Travel, printing, fees: \$68,000
- Contracts & professional services: \$1,280,000
- Hardware & software: \$38,000

Head Start Background Information

DCPS has two sets of Head Start grants, Head Start and Head Start School Wide Model. Both grants flow directly from the federal government to DCPS. I.e., they are not allocated by or overseen by OSSE.

Head Start programs are offered in all DCPS Title I schools. In SY 2018-19 DCPS operated 326 HSSWM classrooms serving 2,782 HS eligible children. In SY 2019-20 DCPS was operating 341 HSSWM classrooms serving 2,537 HS eligible children. (DCPS Performance Oversight Hearing responses)

Purpose: “to promote school readiness by enhancing the social and cognitive development of low-income children through the provision of comprehensive health, educational, nutritional, social and other services; and to involve parents in their children’s learning and to help parents make progress toward their educational, literacy and employment goals. Head Start also emphasizes the significant involvement of parents in the administration of their local Head Start programs.” (ditto, Attachment to Q 93)

Head Start funding supports (FY 2020 Local School Budget Guide, pp. 69-70)

- Family engagement support (Family Services Coordinator or Specialist), assistance in recruitment, enrollment and attendance support
- Professional development
- Two field trips per year per classroom
- Health and safety supplies, including pull-ups, wipes, cleaning products, first-aid kits, toothbrushes and toothpaste
- Thermal Cambros, serving dishes and utensils, and cold and hot bags for lunch
- Curricular – furnishings and instructional materials
- Replenishment of consumable early childhood classroom materials (paint, glue, crayons, markers, etc.)
- Annual stipends and administrative premium for training of a grade level chair who supports to implementation and maintenance of Head Start requirements.

HHS Monitoring Report (December 16, 2019, based on October 9, 2019 monitoring review)

- Non-compliance for “inappropriate release”: “The grantee did not ensure all staff and consultants followed appropriate practices to keep children safe during all activities, including, at a minimum only releasing children to an authorized adult. On August 30, 2019, school staff released a Head Start child enrolled at the Tacoma [sic] Elementary School to the incorrect adult.” Family friend authorized to pick up Child A was presented with and left with Child B. Timeframe for correction is 120 days.
- Deficiency for “discipline”: “On September 24, 2019, a Head Start child enrolled at Wheatley Elementary School was forcibly moved by a foster Grandparent volunteer which resulted in the child hitting his head against a bookshelf.” Volunteer forcefully dragged child by upper arm and slammed him in a chair, causing his head to jerk back and hit the bookshelf. Timeframe for correction is 30 days

HHS Program Performance Summary Report (December 16, 2019, based on monitoring review from October 1-7, 2019 covering previously identified findings). Deficiency was in failure to submit reports to

HHS involving sexual incidents. Deficiency found to be corrected by new Incident Report tracking system.

Head Start mandates a parent policy council, through which parents have been able to express concerns and secure behavioral health support for students, and potentially this may be disbanded.