

2019
2020

Annual Report



Telamon TN Early Head Start



Our mission is to provide educational services that lead to better jobs, better lives, and better communities.



EARLY HEAD START

Center-based

96

Total # of Children Served

82

Total # of Families Served

79

Total # of Parent Volunteers

Whom we help

Telamon TN's Early Head Start (EHS) program serves children 6 weeks to 3 years of age and their families. Children experiencing poverty or homelessness, children living in foster care, and families who receive federal benefits such as TANF (Families First) and SSI are prioritized for enrollment. We also serve a significant number of children with disabilities.

Telamon TN strives to provide high quality early childhood education services that build a strong foundation and prepare children for success in preschool, kindergarten, and beyond. In the classroom, Telamon teaching staff work to prepare children for their next academic placement by providing individualized education services that focus on language and literacy, social and emotional skills, cognitive development, and fine and gross motor skills.

Telamon TN also provides comprehensive support in the areas of health, nutrition, and family services. These services are offered at licensed childcare facilities in Carter, Greene, and Unicoi Counties. We also serve the surrounding counties of Hamblen, Hawkins, and Washington. We are funded to provide full-day, center-based EHS services to 72 children total.

Telamon TN believes that parents are their children's first, and most important, teachers. As such, we strive to support parents by providing frequent family engagement opportunities, including an evidence-based parenting curriculum, a wide range of trainings, and take-home activity calendars that extend classroom learning to the home environment.

EARLY HEAD START

Center-based

100

Avg. Monthly Enrollment as % of Funded Enrollment

3

% of Eligible Served*

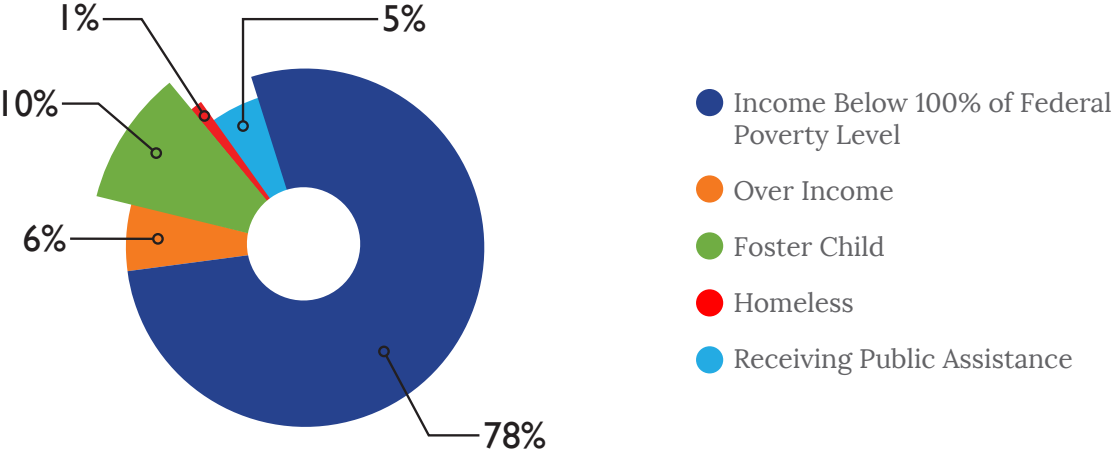
89

% Served below 100% of Federal Poverty Guideline



Enrollment by eligibility

Early Head Start



What we believe

GUIDING PRINCIPLES

- Each child is unique and can succeed.
- Learning occurs within the context of relationships.
- Families are children's first and most important caregivers.
- Children learn best when they are emotionally and physically safe and secure.
- Children learn many concepts and skills at the same time.
- Teaching must be intentional and focused on how children learn and grow.
- Every child has strengths rooted in their culture, background, language and beliefs.

Success story

When Stefany first moved to Elizabethton, TN she was a teen mom, unemployed and struggling to provide for her daughter. Without a job she could not afford childcare, and without childcare, she could not get a job. She heard about Telamon's Early Head Start program from a woman at the grocery store and decided to apply. Once her daughter was enrolled, Stefany took a job at a local fast-food restaurant and started working to find stable housing. Felicia Adkins, the Family Service Specialist at Telamon's Elizabethton center, helped with this process, and Stefany was able to secure a spot in public housing. This, however, would prove to be a temporary solution as Stefany wanted a house with a yard her daughter could play in. Felicia again helped her gather information, and after being promoted to a manager position at work,



Stefany was able to move her family out of public housing and into a house with a yard.

Felicia says that “not only does Stefany focus on accomplishing the family well-being goals she has set, she is also very attentive

to her daughter's development. She works actively with the teachers to accomplish the educational goals set for her daughter, always asks for suggestions and materials to work with her, and has attended numerous family involvement events at the center. Stefany and her family continue to prove that you can be successful, despite the odds stacked against you."

Stefany says that "if it wasn't for Telamon, I wouldn't have been able to go to work

because of the high cost of daycare." She often seeks guidance from her daughter's teacher, saying that "if I don't know what to do with her, her teacher helps. There are so many people that love and care for her, and she knows that." In addition to childcare and support from the Family Services Specialist, Stefany says Telamon has helped with food, diapers, and even applying for a program that provides Christmas gifts. "They are wonderful. I am very blessed for everything they've done for us."

How we make a difference

Telamon TN supports the health of enrolled children by working with families to ensure that children are up to date on all well child checks, screenings, and vaccinations and that timely follow up occurs for any issues that may be identified. We help parents and guardians establish medical and dental homes for their children and support nutrition through participation in the Child and Adult Care Food Program, which allows us to offer breakfast and lunch. All meals are nutritionally balanced with servings of whole grains and fresh fruits and vegetables and are low in fat, sugar, and salt.

As the COVID pandemic forced Telamon TN to transition to a virtual service model in

% of Children Received Medical Exam



Early Head Start

% of Children Received Dental Exam or Screening



Early Head Start

March 2020, providing these supports became more challenging. Despite the obstacles, staff continued to track major health indicators and support parents in keeping their children up to date on all medical and dental appointments. The program also provided

regular deliveries of food to all enrolled families to reduce the risk of food insecurity and worked individually with families in high-risk situations to connect them to other community resources that would ensure an adequate supply of food in the home.

PARENT ENGAGEMENT

Telamon TN values parents as their children's first, and most important, teacher. As such we seek to engage them as partners by including them in setting both educational goals for their children as well as family goals. We provide parents with training on a range of topics and offer them the opportunity to participate in an evidence-based parenting curriculum. The curriculum for Program Year 2019-2020 was the Center of the Social and Emotional Foundations Early Learning Curriculum, which focuses on supporting parents in promoting the social and emotional development and school readiness of young children birth to five.

2020 was of course a year like none other. Telamon centers closed in March 2020 due to the pandemic and did not reopen in the 2019-2020 Program Year. Despite these challenges, the program pivoted to a virtual service delivery model, offering weekly 1:1 virtual "home visits" with teachers and frequent contact with Family Service Specialists. These encounters gave parents the opportunity to learn about child development and receive individualized support for their child's education. Parents also continued to receive support from Family Services staff as they worked toward achieving their family goals.

PREPARING FOR KINDERGARTEN

Telamon TN takes a comprehensive approach to preparing children for kindergarten. This begins with initial home visits that are completed prior to enrollment. These visits set the groundwork a partnership between parents and teaching staff. Developmental and social and emotional screenings are completed on each child to gauge their individual needs and provide targeted

support. We use a research-based curriculum that provides detailed guidance for the foundations of all learning. The activities implemented in classrooms align with the program's School Readiness Goals, and children are typically assessed 3 times per year to track their learning. In 2020, due to the pandemic, we were not able to complete the final assessment. Detailed assessment

results are shared with parents, and teachers hold conferences with each parent to discuss these results as well as to partner with parents in working toward the achievement of individualized school readiness goals for each child.

Telamon TN provides a safe and stimulating environment for children that encourages them to explore and learn through play. A child-led schedule provides opportunities for children to gain self-help skills, independence, and autonomy. When children are two and half years old, staff begin working with parents to support the child's transition to their next placement.



SCHOOL READINESS

Children are assessed in five broad areas of early learning, referred to as central domains.

School readiness means children are prepared for school, families are prepared to support their children's learning, and schools are ready for children. Telamon-TRC views school readiness as children possessing the skills, knowledge and attitudes necessary for success in school and for later learning and life.

Children are assessed in five broad areas of early learning, referred to as central domains.

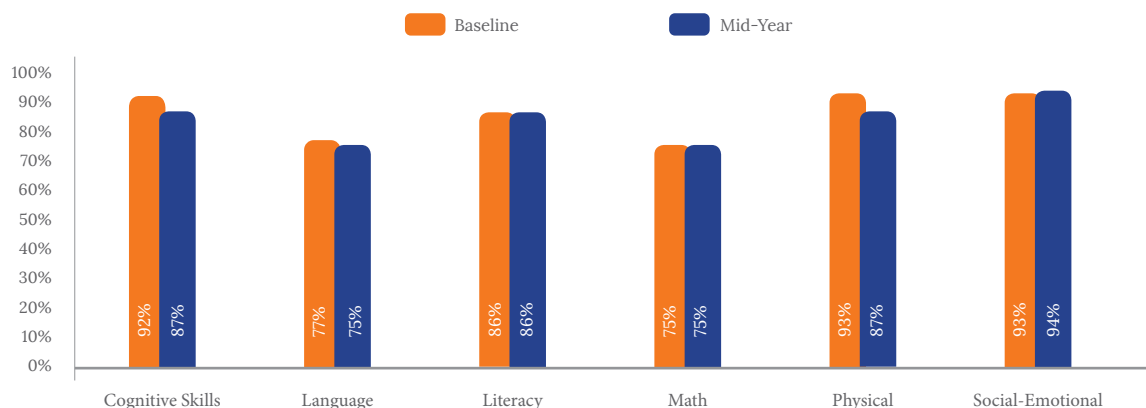
The domains are:

- Approaches to learning
- Social and emotional development
- Language and literacy
- Cognition – mathematics and scientific reasoning
- Perceptual, motor and physical development

Telamon-TRC measures children's progress towards school readiness three times during the school year: at the beginning to determine the developmental level of children as they begin the program, midway to determine progress, and at the end to determine how much progress children made while receiving Head Start and Early Head Start services. Telamon-TRC uses the information to individualize teaching strategies for children and to make improvements in our approach.

The school readiness outcomes chart identifies progress in each domain for the children who went on to kindergarten in fall 2019.

Children meeting or exceeding widely held expectations*



*The term "widely held expectations" describes the range of knowledge, skills and abilities that children of a particular age typically demonstrate from the beginning to the end of a program year. These widely held expectations are based on the latest research in early childhood education, are demonstrated in the progressions for GOLD® Objectives for Development and Learning 1–23, and are used to help determine if a child's (or group of children's) knowledge, skills and abilities are below, meeting or exceeding their age's expected range of knowledge, skills and abilities.

How we fund our program

MONITORING REVIEW

No federal reviews have been completed during the current grant cycle. The most recent federal review was a Comprehensive Services / School Readiness review conducted by the Administration for Children and Families from 8/1/16 through 8/5/16.

There were no areas of non-compliance identified during this review and no corrective actions were required. Telamon has been notified that a routine federal review will be completed at some point during Program Year 2020-2021.

FINANCIAL AUDIT

Telamon Corporation/TRC contracts with Cherry Bekhaert CPAs and Advisors LLP to conduct an annual financial audit. The

most recent audit for Fiscal Year 2019 was completed in May 2020. There were no compliance issues identified in this audit.

Telamon TN Early Head Start Funding Landscape

Funding Source	Funding Amount
Early Head Start	\$1,488,012
Training and Technical Assistance	\$33,177
Sub Total	\$1,521,189
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USDA Food Program	\$46,115.91
In-Kind Contributions	\$96,457
Sub Total	\$145,227.91
TOTAL FUNDING	\$1,666,416.91

Budgets & Expenditures

Budget Category	Early Head Start	
	Budget	Expenses
Salaries	\$740,186.00	\$731,608.23
Fringe	\$377,495.00	\$370,793.41
Travel	\$13,854.00	\$370,793.41
Equipment	\$5,800.00	\$5,997.00
Supplies	\$89,975.00	\$109,026.91
Contractual	\$0.00	\$290.69
Other	\$149,139.00	\$137,997.96
Sub Total	\$1,376,449.00	\$1,357,577.00
Indirect	\$144,740.00	\$138,892.58
Total	\$1,521,189.00	\$1,496,469.58



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