

2020
2021

Annual Report



Telamon TN Migrant and Seasonal Head Start

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



MIGRANT AND SEASONAL HEAD START

Center-based

106

Total # of Children Served

71

Total # of Families Served

69

Total # of Parent Volunteers

Whom we help

Telamon TN's Migrant and Seasonal Head Start (MSHS) program serves children ages 6 weeks to 5 years. To qualify, families must show that they work in agriculture and that income from agricultural work comprises most of their annual income. This program serves migrant families that follow crop cycles up and down the East Coast and seasonal families that live in Tennessee year-round and work in agriculture when such work is available. Migrant families are prioritized for enrollment. We operate four MSHS centers across the eastern part of the state and are funded to serve 225 children.

The 2020 season was, of course, like none other. The COVID-19 pandemic forced Telamon to change to virtual services. We invested heavily in technology to ensure that all families and staff had the resources they needed to actively participate. We continued to support the early learning and development of enrolled children with individualized lesson plans that we shared with parents each week. Family Services and Health staff checked in regularly and provided support on child and family needs. Additional federal funding helped the program provide families with supplies such as food, formula, diapers, wipes and cleaning supplies.

MIGRANT AND SEASONAL HEAD START

Center-based

36

Avg. Monthly
Enrollment as % of
Funded Enrollment

96

% of Eligible Served

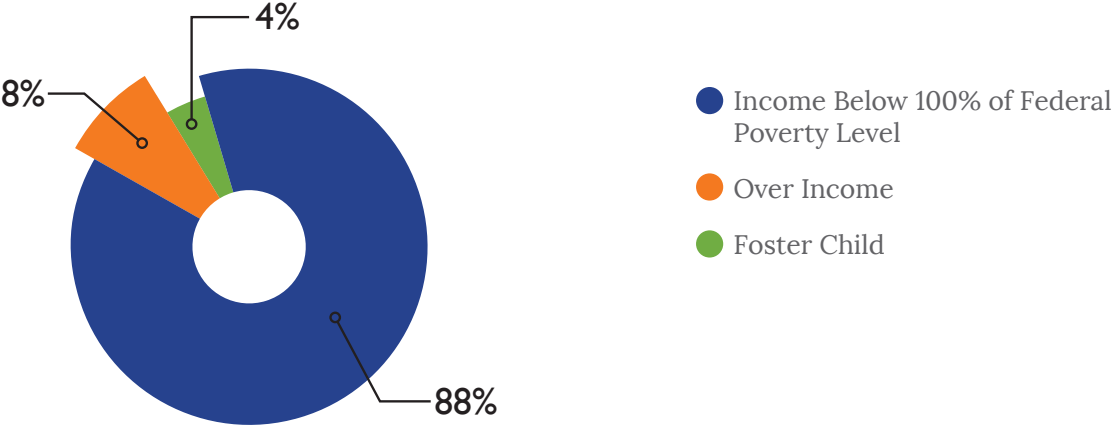
88

% Served Below 100%
of Federal Poverty
Guideline



Enrollment by eligibility

Migrant and Seasonal 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

Wendy Salas grew up in a migrant farmworker family, moving between Florida and Tennessee, where she attended Telamon's Migrant and Seasonal Head Start center in Summer City as a child. When she graduated from high school, she worked in agriculture to pay her way through school, earning an associate degree in science and medical assistant certification.

After working a few years as a medical assistant, her father asked her to help him work in agriculture. Wendy felt the opportunities for medical assistants were limited and she was ready for a change. She accepted her father's offer, left her job in a doctor's office, and returned to her roots. She married a farmworker and moved to and from Florida each year, as did her parents. When



she enrolled her daughter at Telamon, a friend told Wendy she could apply to work at the center. Wendy was interested but didn't follow through until the center director contacted her and asked her to apply. Wendy completed the application and was hired as a teacher assistant. Telamon helped her complete her child development associate. She is working toward her early childhood associate degree, again with Telamon's help.

Wendy says the job with Telamon gave her the opportunity to try something new. She discovered she really enjoys teaching, especially working with children with disabilities. She finds it rewarding to see their progress and know that she is contributing to that growth. She also appreciates the history she has with Telamon. "Telamon has seen me grow and has seen my kids grow. It's like a family here in Telamon."

How we make a difference

Health is the foundation of school readiness. To ensure the health of each child, Telamon TN works to connect each family with a medical and dental home and help families keep their children up to date on vaccinations and well-child checks. For children who are uninsured, Telamon TN is the payer of last resort, ensuring that all enrolled children receive the dental and medical care they need.

Telamon TN strives to promote good health among enrolled parents by offering innovative training. During the 2020 season, we completed our participation in the UCLA Health Care Institute, a three-year program to increase parents' knowledge of common childhood illnesses, oral hygiene, nutrition and mental health.

% of Children Received Medical Exam



Migrant and Seasonal Head Start

% of Children Received Dental Exam or Screening



Migrant and Seasonal Head Start

Telamon TN believes nutrition is an essential part of early development. We help establish healthful eating habits by providing breakfast, lunch and snacks to enrolled children.

Nutritionally balanced meals featuring whole grains and fresh fruits and vegetables are served daily in a family-style setting. All meals are low in fat, sugar and salt.

PARENT ENGAGEMENT

Telamon TN works to involve parents as partners in their child's education. Dedicated to the Head Start mantra that parents are their child's first and most important teacher, we work to involve parents in every aspect of their child's Head Start experience. From the time of enrollment, we strive to build relationships with each family that are based on strengths and goals. Families are invited to participate in a partnership, completing a strengths assessment and creating a family goal. With this, we seek to increase family well-being, strengthen parent-child relationships, build connections to peers and community, support parents as learners and lifelong educators, steer families through

transitions, and encourage them as advocates and leaders.

In addition to our family partnerships, Telamon TN invites parents to attend regular training meetings. A policy council consisting primarily of parents plays a key role in establishing program goals and priorities. Parent-teacher conferences are held during the year to ensure frequent communication with parents about their child's learning and development, and all parents are offered the opportunity to participate in Abriendo Puertas/Opening Doors, curriculum developed by and for Latino parents.

PREPARING FOR KINDERGARTEN

Telamon TN emphasizes school readiness for enrolled children of all ages. We work to ensure that children transition to kindergarten with the skills and knowledge they need to be successful students. This includes parent, teacher, child and objectives that offer guidance and strategies to reach goals.

Center directors collaborate with the local education agency through a written Memorandum of Understanding. Staff work

closely with the parents of kindergarten-eligible students to help them transition from our program to the public school system. If language and literacy are barriers for parents, family services specialists will accompany them to kindergarten registration and assist with enrollment paperwork. Health specialists help collect the exam and immunization records needed for enrollment. Other bilingual staff will interpret for Spanish-speaking parents and children during the

kindergarten transition. All children moving up to kindergarten are provided with a backpack containing the supplies they need. Children transitioning to kindergarten are assessed using MyTeachingStrategies, and the child's data for each skill level are shared with the school system. For children who have an IEP/IFSP, Telamon staff work with the receiving school system or Early Intervention Program to ensure a smooth process.

DISABILITY SERVICES

Telamon TN screens enrolled children to determine individual needs. During the 2020 season, four children with an Individualized Family Service Plan were served. All had the IFSP in place before enrollment. The program served nine students with Individualized Education Plans – eight had an IEP before enrollment and one received the IEP while enrolled with us.

This process is critical for school readiness because children with early delays are often able to catch up with individualized support.

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.

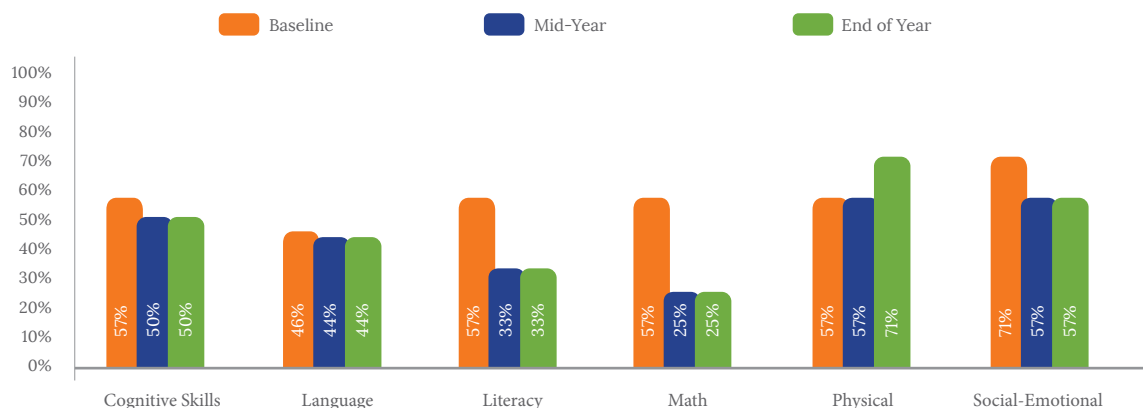
The domains are:

- 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 2020.

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

Telamon TN received a Focus Area 1 Federal Review in May 2021. All Telamon Head Start programs participated in this review, which included interviews with key staff on policies and procedures in program design, management and quality improvement; designing education and child

development services; health services; family and community engagement services; and developing effective Eligibility, Recruitment, Selection, Enrollment and Attendance (ERSEA) strategies and fiscal infrastructure. No instances of noncompliance were found and the review team raised no concerns.

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. No compliance issues were identified in this audit.

Telamon TN Migrant and Seasonal Head Start Funding Landscape

Funding Source	Funding Amount
Migrant and Seasonal Head Start	\$3,807,584
Training and Technical Assistance	\$47,262
Sub Total	\$3,854,846
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USDA Food Program	\$63,484.62
In-Kind Contributions	\$128,614.81
Sub Total	\$192,099.43
TOTAL FUNDING	\$4,046,945.43

Budgets & Expenditures

Budget Category	Migrant and Seasonal Head Start	
	Budget	Expenses
Salaries	\$1,732,673	\$1,447,256.75
Fringe	\$883,661	\$738,100.93
Travel	\$34,785	\$2,024.75
Equipment	\$85,519	\$115,891.32
Supplies	\$112,777	\$265,868.64
Contractual	\$7,500	\$270.00
Other	\$665,657	\$582,602.08
Subtotal	\$3,522,572	\$3,152,014.47
Indirect	\$332,274	\$277,540.41
TOTAL	\$3,854,846	\$3,429,554.88



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