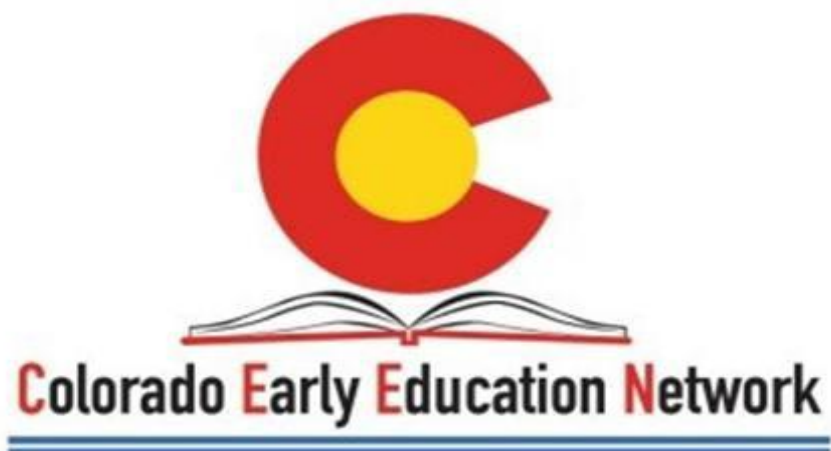




2024-2025
ANNUAL REPORT
HEAD START
AND
EARLY HEAD START





Colorado Early Education Network (CEEN); a 501(c)3 Non-Profit organization was established in 2012 and administers the federally awarded grants for three programs: Head Start, Early Head Start, and Early Head Start-Child Care Partnership.

Colorado Early Education Network (CEEN) creates and distributes an Annual Report. The Annual Report includes information about the progress and services that were provided to the children and families enrolled in the completed program year.

The Annual Report is distributed to all CEEN staff and Head Start/Early Head Start families at every center and ensuring each family receives a hand delivered copy. The community and all families can view the Annual Report on the CEEN website at www.ceen.org.

CEEN presents the Annual Report to the CEEN Board of Directors and Policy Council. During this meeting the Board of Directors and Policy Council receive copies to distribute in the community or their place of business. During the Spring Meeting for United Way Council, CEEN presents the Annual Report and is asked to distribute to other community partners that are interested in the information. During Advisory Meetings such as, the Health Service Advisory Committee Meeting in the month of January, the attendees receive a copy of the Annual Report and are asked to distribute it in the Community. Community Partners such as, School District 6 Greeley/Evans, and School District RE-1 La Salle receive copies of the Annual Report.

CEEN MISSION STATEMENT

The mission of the Colorado Early Education Network (CEEN) is to facilitate and enhance productive programming and services for children, staff, and parenting partnerships, along with partnering with educational entities, community resources, and local, state and federal agencies. CEEN is designed to create a collaborative network bridge between resources, programs and participants.

GENERAL INFORMATION

- ❖ CEEN Head Start and Early Head Start serves children 6 weeks – 5 years.
- ❖ 7 Head Start preschool centers located in Greeley, 1 Head Start Center in La Salle.
- ❖ 3 Early Head Start infant/toddler centers located in Greeley
- ❖ Enrollment information contact Patricia Najera Valdez the ERSEA Manager at (970) 515-6665 ext. 132
- ❖ Education information contact Kelly Paiz, Director of Education at (970)515-6664 ext. 116
- ❖ Job opportunities contact Debra Alvarado-Rocha, Director of HR/Fiscal at (970) 515-6664 ext. 110



FINANCIAL INFORMATION

Head Start & Early Head Start 5/1/2024-4/30/2025
Early Head Start CCP 9/1/2024-8/31/2025

	Head Start and Early Head Start YR3 Budget	Head Start and Early Head Start YR3	Early Head Start CCP YR1 Budget	Early Head Start CCP YR1	Non-Federal Share HS, EHS, &EHS CCP
Revenue					
Program Revenue	6,108,524.00	6,095,958.44	1,075,312.00	1,075,312.00	2,254,372.55
Program Income-CCCAP Revenue	128,607.00	118,054.43	397,537.00	508,870.26	0.00
Total Revenue	6,237,131.00	6,214,012.87	1,472,849.00	1,584,182.26	2,254,372.55
Total Revenue	6,237,131.00	6,214,012.87	1,472,849.00	1,584,182.26	2,254,372.55
Expenditures					
Personnel Expenses	4,201,006.00	4,014,101.31	1,034,247.00	1,078,804.26	634,182.80
Fringe Benefits	762,922.00	927,443.32	188,391.00	256,544.91	0.00
Supplies	230,846.00	191,834.95	50,300.00	46,870.05	0.00
Contractual	393,612.00	403,469.23	89,200.00	90,337.64	0.00
Other	592,052.00	620,471.06	90,623.00	91,537.40	1,620,189.75
Training & Technical Assistance	56,693.00	56,693.00	20,088.00	20,088.00	0.00
Total Expenditures	6,237,131.00	6,214,012.87	1,472,849.00	1,584,182.26	2,254,372.55
Net Revenue Over Expenditures	0.00	0.00	0.00	0.00	0.00

* Expended all CCCAP Funds

*\$626,924.69

* Expended all CACFP Funds

*\$463,370.13

The **Independent Financial Audit** was completed on November 17, 2025 for the 2024-2025 grant year. There were no deficiencies and no areas of non-compliance.

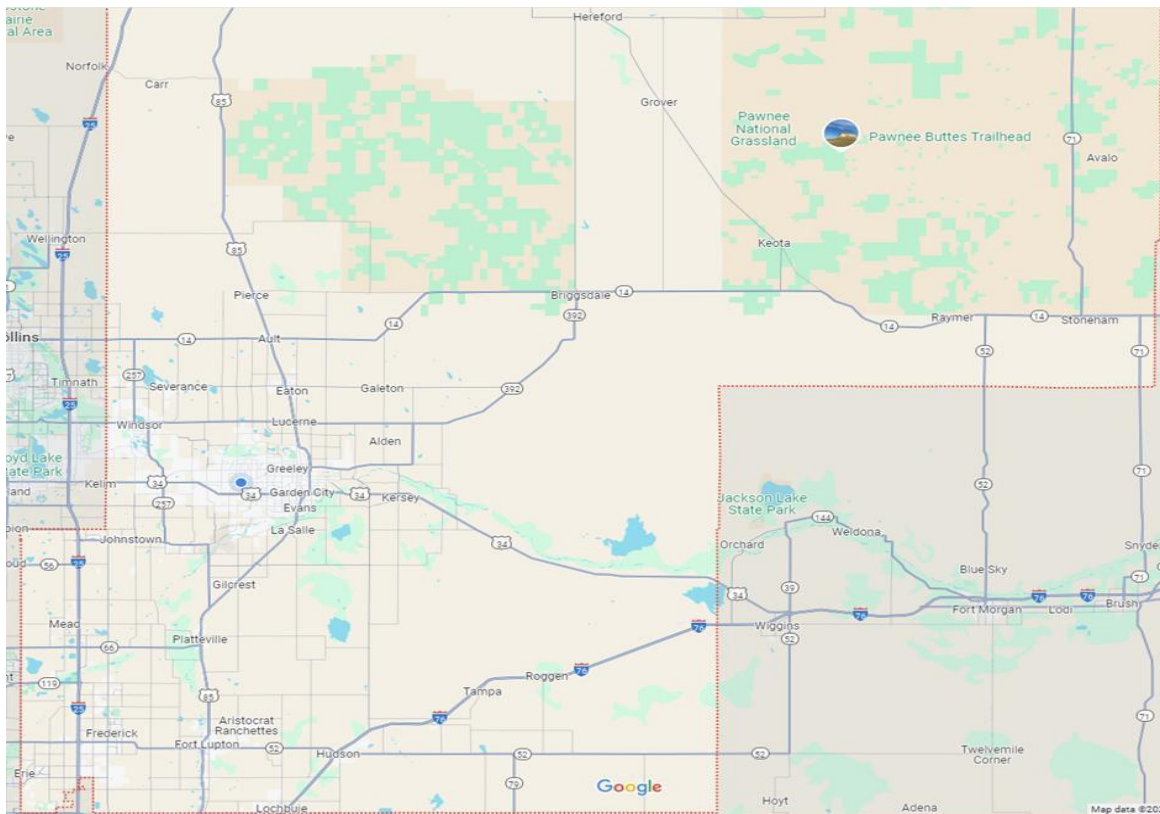
The **401K Plan Audit** was completed on December 3, 2025 for the 2024-2025 grant year. There were no deficiencies and no areas of non-compliance.



SERVICE AREA

Colorado Early Education Network (CEEN) provides Head Start and Early Head Start center-based services in Weld County, Colorado. Many of the communities served are small, rural, and separated by large distances; the largest community is the city of Greeley (population of 112,816). The total funded enrollment is 487 Head Start preschool children, 48 Early Head Start-Child Care Partnership and 8 Early Head Start infant/toddler children. The program has a total of 11 centers; 8 are preschool centers and 3 are centers for infants and toddlers. Four preschool centers are located in Greeley/Evans in modular buildings located on School District 6 campuses; one additional preschool is located in the Plaza del Milagro center in Greeley; one preschool center is located in the annex of the ACS private school on 23rd Ave; the final preschool center is located at the John Evans campus. The remaining preschool center is located in La Salle.

The EHS-CCP Jefferson infant and toddler center has three classrooms located within the Weld County School District 6 Jefferson High School. The Steve Norgren Early Head Start center with three additional infant/toddler classrooms opened April 2018. The Keith McNeill EHS is located on the Weld County School District 6 Jefferson Jr. High School campus with one classroom of Toddlers 18 months to 36 months



Total Cumulative Number of Children and Families served:
 Head Start – 558; Early Head Start – 82.

Comparison of Actual Enrollment Vs. Funded Enrollment number for the 2024-2025

Program	September	October	November	December	January	February	March	April	May	June	July
Head Start	457/487 94%	460/487 94%	460/487 94%	462/487 95%	422/487 87%	392/487 80%	391/487 80%	390/487 80%	388/487 80%	325/402 67%	0
Early Head Start CCP	48/48 100%	48/48 100%	48/48 100%	48/48 100%	48/48 100%	48/48 100%	48/48 100%	48/48 100%	48/48 100%	47/48 98%	47/48 98%
Early Head Start: McNeill	8/8 100%	7/8 88%	8/8 100%	8/8 100%	8/8 100%	8/8 100%	8/8 100%	8/8 100%	8/8 100%	5/8 63%	0

- Percentage of Eligible Children Served:
 Head Start- 100%; Early Head Start-100%
- 24 Preschool Classrooms Operated:
 3 double-session “part-day” classrooms, 1 “full day” classroom, 20 “extended day” classrooms.
- 7 Infant/Toddler Classrooms Operated:
 3 full-day, full-year classrooms; 3 full-day & summer home visitation classrooms; and 1 extended-day, full-year classroom.
- 11 teen parent’s children were enrolled at the Jefferson EHS site.
 Of those 11 teen parents, 5 graduated during 2024-2025 school year.
- Average Monthly Attendance:
 85.04% for Head Start; 78.9% for Early Head Start-CCP; 85.63% for EHS.
- Enrolled Head Start Children by Age:
 2.5 yrs-3 yrs (14); 3-4 yrs (192) and 4-5 yrs (303)
- Enrolled Early Head Start Children by Age:
 6 wks-12 months (29); 12-23 months (28); 24-35 months (25).
- Primary/Home Language for Head Start Children:
 English (264), Spanish (217), Other-Swahili, Somali, Burmese, Karini (28).

QUALIFYING FACTORS

- Number of Preschool Children who had an Individualized Education Program (IEP) and received special education services: 80
- Number of Infant and Toddlers who had an Individualized Family Service Plan (IFSP) and received services: 4
- Total number of children referred by a child welfare agency: 7 Head Start; 2 Early Head Start
- Total number of families experiencing homelessness, 25 Head Start; 4 Early Head Start
- Number of families experiencing homelessness that acquired housing during the enrollment year: 8 Head Start; 2 Early Head Start
- Total number of children living *below* 100% of the federal poverty line: 168 Head Start; 41 Early Head Start.
 - Total number of children receiving SNAP benefits: 171 Head Start; 32 Early Head Start



FAMILY SERVICES AND FAMILY ENGAGEMENT

- CEEN families that received at least one service (crisis intervention, mental health, substance abuse prevention, domestic violence services, parent education, etc.): 471 Head Start; 77 Early Head Start
- Number of CEEN families that Volunteered in the program: 564 Head Start; 101 Early Head Start
- Total number of CEEN fathers who participated in regularly scheduled activities: 132 Head Start; 11 Early Head Start
- Number of Documented Hours Head Start Families Spent Completing Specific Educational Activities at Home: 13,791.75 hours
- Number of Documented Hours Early Head Start Families Spent Completing Specific Educational Activities at Home: 7,402 hours

- Total Amount of Head Start Family/Parent Non-Federal Share (In-Kind Contributions): \$423,222.63.
- Total Amount of Early Head Start Family/Parent Non-Federal Share (In-Kind Contributions): \$206,165.03.



MEDICAL, HEALTH AND DENTAL CHILD INFORMATION

- Number of children with source of continuous, accessible health care: 507 out of 509 or 99.6% of Head Start; 81 out of 82 or 98.7% Early Head Start.
- Number of Preschool Children who received preventative and primary health care per Colorado's EPSDT schedule: 12 at the beginning of the year; 454 out of 509 or 89.1% at the end of the school year.
- Number of Infant/Toddler Children who received preventative and primary health care per Colorado's EPSDT schedule: 18 at the beginning of the year; 61 out of 82 or 74.3% at the end of the school year.
- Number of children treated for chronic conditions diagnosed by a health care professional: 111 Head Start Children were diagnosed, of these 102 or 91.8% received medical treatment for their diagnosed chronic health condition. 10 Early Head Start Children were diagnosed, of these 7 or 78% of these Early Head Start children received medical treatment for their diagnosed chronic health condition.

- Number of Children with all possible up-to-date immunizations; or exempt: 506 or 99.4% of Head Start; 80 or 97.5% of Early Head Start.
- Number of Children with continuous, accessible care provided by a dentist: 507 out of 509 or 99.6% of Head Start children and 81 out of 82 or 98.7% of Early Head Start children.
- Number of HS/EHS Children who received preventive dental care: 521 out of 558 or 93.5% Head Start children; 90 out of 96 or 94.6% Early Head Start children.
- Number of Children who received a professional dental exam: 488 out of 509 or 95.8% of Head Start children.
- Number of Children who received treatment for dental conditions diagnosed by a dentist: 29 Head Start Children diagnosed as needing dental treatment during the program year, of those 29 or 100% received or are receiving dental treatment.

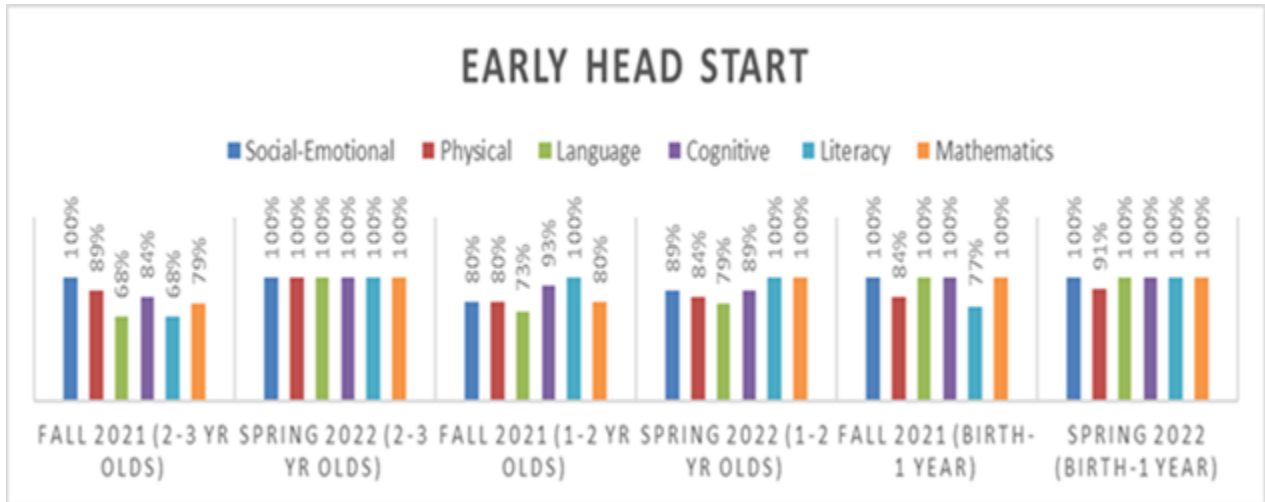


SCHOOL READINESS, EVIDENCE-BASED TEACHING STRATEGIES AND CURRICULUM

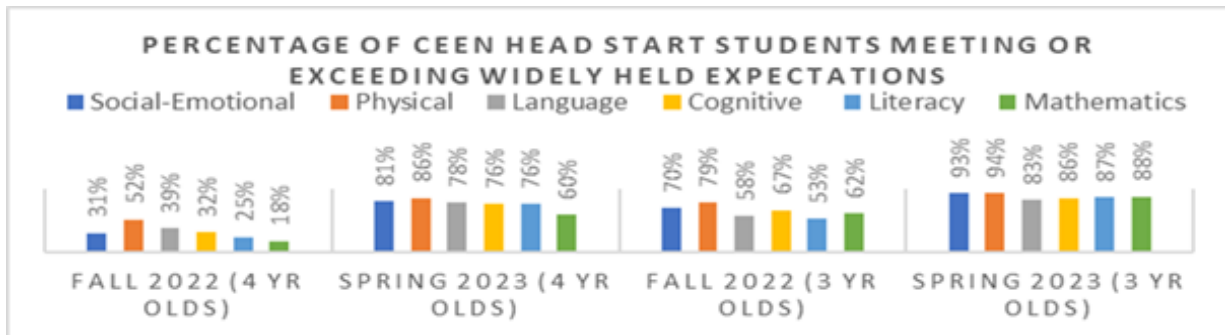
The Creative Curriculum for Preschool 5th Edition and 6th Edition with Expanded Daily Resources; GOLD Online Child Assessment system; and Conscious Discipline and CARES Social-Emotional strategies are used. Teaching Strategies GOLD is based on 38 research-based objectives that include predictors of school success and are aligned with the Colorado Academic Standards for Preschool and Kindergarten, Colorado Quality Standards for Early Childhood Care and Education Services and the Head Start Child Development and Early Learning Framework.

Outcome data for children’s growth and developmental progress is gathered three times this year. Here is the Fall 2024 Baseline child assessment data and the Spring 2025 Final child assessment outcome data.

The Creative Curriculum for Infants, Toddlers, & Two's 2nd Edition, GOLD Online Child Assessment system, and Conscious Discipline and the CARES Social-Emotional Strategies are used.



Teaching Strategies GOLD for preschool is based on 38 research-based objectives that include predictors of school success and are aligned with the Colorado Academic Standards for Preschool and Kindergarten, Colorado Quality Standards for Early Childhood Care and Education Services and the Head Start Early Learning Outcomes Framework.



TEACHER-CHILD INTERACTIONS

The purpose of the Social/Emotional monitoring is to monitor how the teachers are helping children with the social and emotional skills. This is completed by observing the teachers in their classroom settings to ensure that they are utilizing the components of their environment to provide safe places and the tools the children would need, as well as their skills of assisting the children with regulating their feelings and emotions by being able to calm down or solve their problems. It is also important for the teachers to remain calm themselves.

Head Start Monitoring Results:

Classroom Environment	
<ul style="list-style-type: none"> ➤ 21 out of 21 classrooms have the Safety Rules posted at children's level in English and Spanish (We Keep Ourselves Safe, We Keep Each Other Safe, We Keep Our Things Safe) ➤ 21 out of 21 classrooms have the classroom daily schedule posted at children's level and the schedule is being followed and tracked. ➤ 21 out of 21 classrooms have a Cozy Corner with materials to use while in the Cozy Corner. ➤ 21 out of 21 classrooms have at least 5 children that were asked the 3 classroom Safety Rules. ➤ 21 out of 21 classrooms have Conscious Discipline resources being used in the classroom. ➤ 20 out of 21 classrooms have meaningful job assigned daily/weekly. 	Note: Jobs were posted, they just weren't being followed and children didn't know the purpose.
Teacher	
<ul style="list-style-type: none"> ➤ 21 out of 21 classrooms have the problems solving kits and children are using them. ➤ 21 out of 21 classrooms see the Teachers trying to implement positive approaches to challenging behaviors and the redirection of children. ➤ The Teachers feel most successful: Circle Time, Center Choice Time, Morning Activities (Arrival, Large Group, Movement & Breakfast); Story Time, Small Groups, One-on-one time, after lunch, transitions, Clean Up from centers ➤ The Teachers feel most stressed: after lunch, transition to lunch from outside, all transitions, transitions to clean up and mealtimes, transitions inside from being outdoors and rest time, with children that don't participate/behaviors come up during Large Group, when AT is on break, when children don't use management system, transitions to outside, transition to choice time from lunch 	
Assistant Teacher	
<ul style="list-style-type: none"> ➤ The Assistant Teacher is most successful: Center Choice Time, Morning Routine, Music & Movement, Relationships and Connections with the children, Mealtimes, One-on-one time, singing transition songs, after lunch, arrival, transition from choice time to table, Outdoor play, art projects ➤ The Assistant Teachers feel most stressed: after lunch, clean-up from centers, when lead teacher is on break, transitions, mealtimes, coming inside for Center Choice Time from outside, when weather doesn't permit outdoor time, transition to/getting children settled for rest time, before lunch, transition from breakfast to toothbrushing, departure time, transition to outdoors 	

Early Head Start and Early Head Start CCP Monitoring Results:

Building Relationships	
<ul style="list-style-type: none"> ➤ 7 out of 7 classrooms gave two examples of how the staff respond to children's emotions and needs. ➤ 7 out of 7 classrooms gave two examples of how staff acknowledge all children's communication efforts. ➤ 7 out of 7 classrooms gave two examples of how staff demonstrates respect for all children. ➤ 7 out of 7 classrooms gave 2 examples of a connection between staff and children. ➤ 7 out of 7 classrooms gave 2 examples of evidence of connections among children. ➤ 7 out of 7 classrooms gave two examples of how staff display enthusiasm and affection. 	
Guiding Behaviors	
<ul style="list-style-type: none"> ➤ 7 out of 7 classrooms gave two examples how staff provide opportunities for children to work/play together. ➤ 7 out of 7 classrooms gave two examples of staff acknowledging positive behavior. ➤ 7 out of 7 classrooms gave two examples of staff communicating clear expectations in a positive manner. ➤ 7 out of 7 classrooms gave two examples of children involved in fun, age-appropriate activities. ➤ 7 out of 7 classrooms gave two examples of staff on their eye level and within physical proximity. ➤ 7 out of 7 classrooms gave two examples of how staff use the calming down strategies and problem-solving strategies. 	
Physical Environment	
<ul style="list-style-type: none"> ➤ 7 out of 7 classrooms have children's photographs displayed at eye level. ➤ 7 out of 7 classrooms have children's names throughout the room. ➤ 7 out of 7 classrooms have enough materials in each area for three children to participate at 1 time. ➤ 7 out of 7 classrooms have individual and unique artwork (child-directed). ➤ 7 out of 7 classrooms have a cozy corner, class schedule and safety rules posted. 	

CENTER STAFF QUALIFICATIONS (PRESCHOOL)

- Teachers (25):
 - Advanced Degree (MA) in ECE or related field (2)
 - Bachelors in ECE or related field (10)
 - Associates in ECE or related field (10)
 - Waiver to complete AA degree in 3 years (3)
 - Avg. Number of Preschool Teaching Hrs of Experience = 5,688
 - Avg. ECE college credit hours = 33 credit hours.
- Assistant Teachers (23):
 - Bachelors in ECE or related field (1)
 - AA ECE or related field (3)
 - Preschool CDA (17)
 - ECT qualified and completing CDA Equivalency Training (2)
 - Avg. Number of Preschool Teaching Hrs of Experience = 4,484
 - Avg. ECE college credit hours = 30 credit hours.
- Site Education Managers (SEM's):
 - Bachelors in ECE or related field (4)
 - Associates in ECE or related field (3)
 - Avg. Number of Preschool Teaching Hrs of Experience = 9,905
 - Avg. ECE college credit hours = 42 hours.

CENTER STAFF QUALIFICATIONS (INFANT/TODDLER)

- Teachers (14):
 - BA ECE; focus on Infant/Toddler (2)
 - AA ECE; focus on Infant/Toddler (2)
 - Infant/Toddler CDA/Equivalent (10)
- EHS Site Education Managers (2):
 - Bachelors in ECE or related field (1)
 - Associates in ECE or related field (1)

