



HEAD START PROGRAM ANNUAL REPORT 2024-2025



PMS Mission

Presbyterian Medical Services designs and delivers quality, accessible, integrated health, education, and human services in response to identified community needs of the multicultural people of the Southwest.

PMS Vision

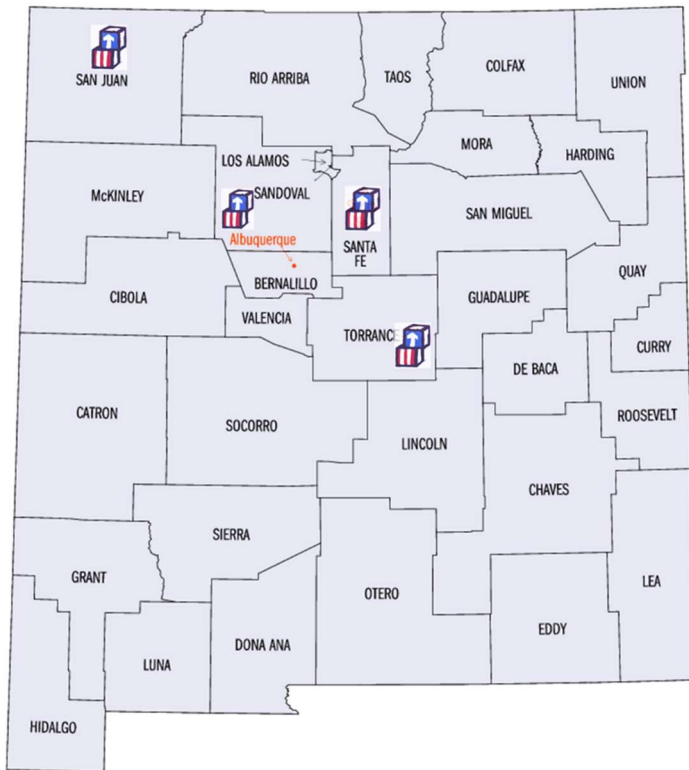
We are leaders in improving the health and lives of all people of the Southwest.

PMS Values

Customer Service • Leadership • Integrity
Respect • Excellence • Team Concept
Employee Wellbeing • Financial Stewardship



HEAD START PROGRAM: PRENATAL TO FIVE



FUNDED ENROLLMENT

Head Start (3-5) 495

Sandoval County: 66

San Juan County: 174

Santa Fe County: 184

Torrance County: 71

Early Head Start (0-3) 434

Sandoval County: 86

San Juan County: 96

Santa Fe County: 198

Torrance County: 54

OVERVIEW

Presbyterian Medical Services is the recipient of federal funds to provide Head Start Preschool and Early Head Start programming to eligible families in four counties in New Mexico.

The Head Start Program promotes the school readiness of participating children through the delivery of comprehensive services in the areas of education, health, nutrition, mental health, and social/emotional development.

The program supports parents and guardians in identifying and working towards goals for themselves and their family.

FIVE-YEAR PROGRAM GOALS

2024-2029

Goal 1:

Children are supported and engaged through positive, responsive, and individualized high-quality early childhood education and development services.

Goal 2:

Children, families, and staff are physically and mentally healthy.

Goal 3:

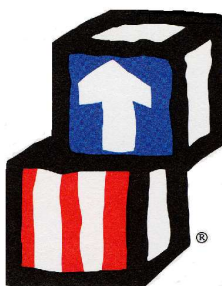
Families feel supported in achieving self-identified goals and engaging in their child's education.

Goal 4:

Head Start & Early Head Start team members feel confident, effective, and engaged in their role within the program.

Goal 5:

Program leadership is efficient, accountable, and proactive in providing safe, engaging, and high-quality learning environments.



GOVERNING BODIES

Board of Directors

Presbyterian Medical Services' Board of Directors has legal and fiscal responsibility for the Head Start Program including safeguarding federal funds, adoption of governance practices, and ensuring compliance with federal, state, and local laws and regulations.

Members of the PMS Board of Directors:

- | | |
|------------------------------|----------------------|
| ✿ Franklin McCasland, Chair | ✿ Lillie Lewis |
| ✿ Melissa Sharpe, Vice Chair | ✿ Scott Michlin |
| ✿ Mike Antiporda | ✿ Bryan Romkey |
| ✿ Julie Casaus | ✿ Susan Smith |
| ✿ Laura Jaramillo* | ✿ Cynthia Rael Vigil |
| ✿ Anna Krutsky | ✿ Marlene Waukazoo |
| ✿ Roberta Lee | |

*one Board member also sits on the Head Start Policy Council

Thank you for your service!

Policy Council

Presbyterian Medical Services' Policy Council is made up of parents/caregivers of currently enrolled children and community members. The Council is responsible for the direction of the program, including design and operation, and long-term and short-term planning.

Members of the PMS Policy Council:

- | | |
|-----------------------------------|----------------------|
| ✿ Walker Monaghan, Chair | ✿ Jereme Santistevan |
| ✿ Jennifer Manzanares, Vice Chair | ✿ Monica Ruvalcaba |
| ✿ Ashlynn Atcity, Secretary | ✿ Angela Creamer |
| ✿ Stephanie Moore | ✿ Mary Neely |
| ✿ Alisha Herbig | ✿ Lydia Benally |
| ✿ Krystal George | ✿ Laura Jaramillo* |
| ✿ Saron Stingley | ✿ Francis Peters |
| ✿ Jaden Greene | ✿ Annalicia Swartz |
| ✿ April Troncosa | |

FINANCIAL STEWARDSHIP

Presbyterian Medical Services receives federal funds to operate the Head Start Program. Controls and monitoring systems are in place to ensure responsible use of funds.

ANNUAL AUDIT RESULTS

REDW, LLC. Conducted an independent audit for the year ending December 31, 2024. The audit report is shared with the Board of Directors and Policy Council. The auditor's report was unmodified for both financial statements and federal awards. There were no material weaknesses or significant deficiencies identified for internal control over financial reporting. There were no material weaknesses found for major federal programs. There was one deficiency noted in relation to the Health Center Program cluster and one for all major programs due to timeliness of submission of the single audit for 2023.

REVIEW BY THE SECRETARY (ACF/OFFICE OF HEAD START)

The most recent program review by the Office of Head Start was a Focus Area One monitoring review in January 2020. The review found no deficiencies, areas of non-compliance, or areas of concern.

The program had a Risk Assessment Notification monitoring review in December 2024. The review identified two areas of non-compliance. The program worked with Training and Technical Assistance Specialists to develop and implement corrective action measures.

IN-KIND / NON-FEDERAL SHARE

The Office of Head Start provides 80% of the budget required to operate the program. Each Head Start Program is required to match 25% of federal funds through cash or in-kind contributions. The non-federal match reflects the investment and commitment of the local community in this vital program.

In FY2024, the program generated a total of \$7,473,904 in cash or in-kind donations, exceeding the required \$4,444,754.

CHILD & ADULT CARE FOOD PROGRAM (CACFP)

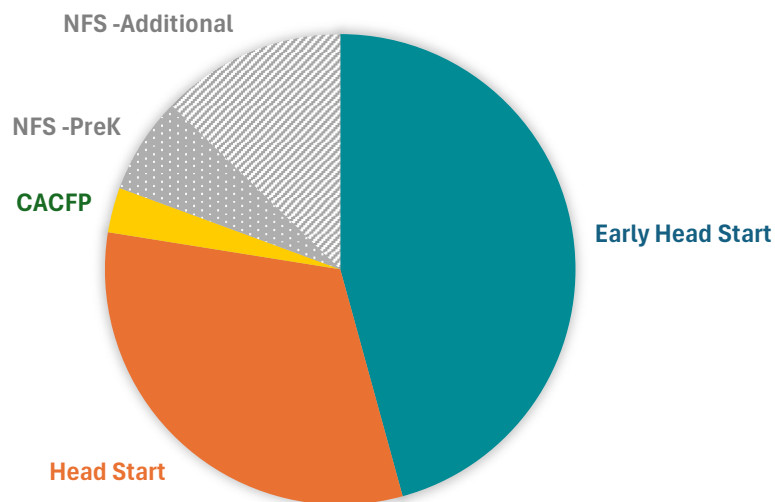
PMS participates in the Child & Adult Care Food Program, a federal program which reimburses the organization for providing nutritious meals and snacks to children in center-based classrooms. During the 2023-2024 program year, PMS received \$763,602 in reimbursements for dietary services.

BUDGET AND EXPENSES

Fiscal Year 2024 – Federal Share

	Budget FY 2024	Actual Expenditures FY 2024	Percent of Total	Proposed Budget FY 2025
Category	BASE+T/TA	EXPENDITURES	%	BASE+T/TA
Personnel	\$ 10,360,871	\$ 10,397,176	58%	\$ 11,152,868
Fringe Benefits	\$ 2,466,180	\$ 2,368,003	13%	\$ 2,565,074
Travel (out of town)	\$ 48,500	\$ 56,662	0%	\$ 103,500
Equipment	\$ 292,000	\$ 275,928	2%	\$ -
Supplies	\$ 651,117	\$ 589,831	3%	\$ 607,017
Contractual	\$ 237,859	\$ 280,386	2%	\$ 209,276
Major Renovations	\$ -	\$ -	0%	\$ -
Other	\$ 2,156,872	\$ 2,380,753	13%	\$ 1,527,079
Indirect Costs	\$ 1,685,615	\$ 1,550,275	9%	\$ 1,734,200
Total Amount	\$ 17,899,014	\$ 17,899,014	100%	\$ 17,899,014

FUNDING SOURCES - FY24



Total Funds: \$23,087,468

ENROLLMENT (PY2024-2025)

	FUNDED	SERVED
EHS INFANTS & TODDLERS (0-3)	434	446
HEAD START PRE-SCHOOL (3-5)*	495	500
PREGNANT INDIVIDUALS	--	19

*In February 2025 Head Start funded enrollment was reduced to 431 slots.



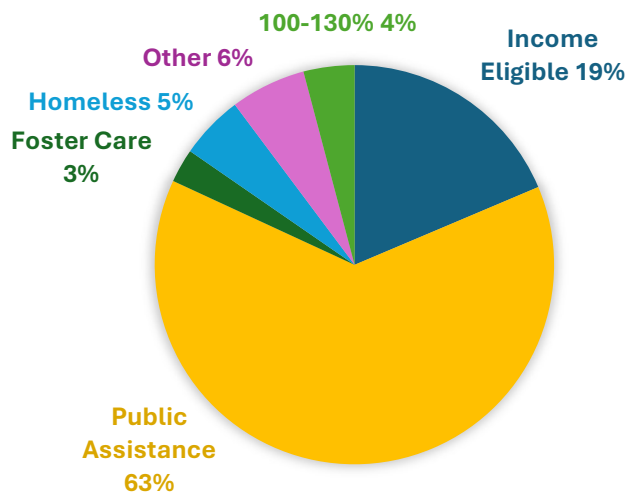
Average Monthly Enrollment

Head Start
87%

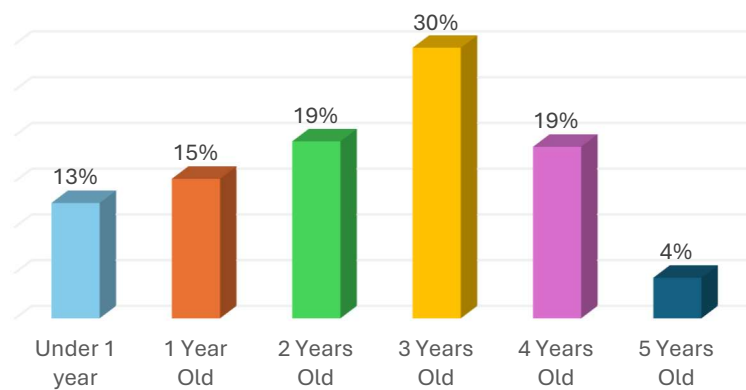
Early Head Start
79%

ELIGIBILITY & DEMOGRAPHICS

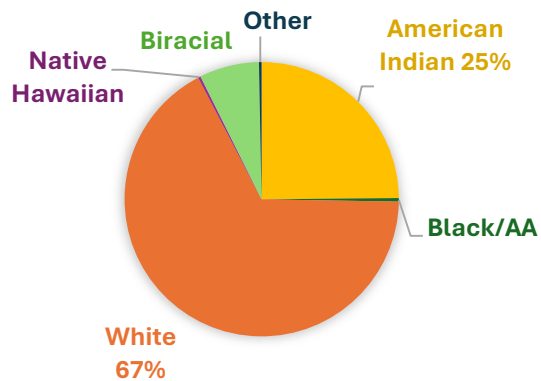
ENROLLMENT BY ELIGIBILITY TYPE



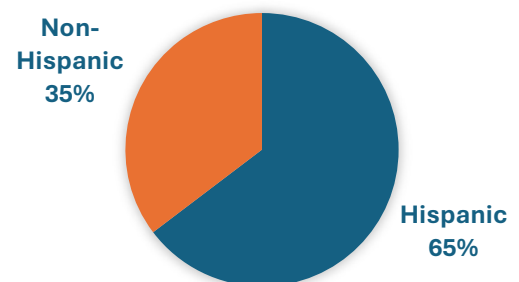
AGE AT ENROLLMENT



RACE OF PARTICIPANTS



ETHNICITY OF PARTICIPANTS



FAMILIES

Family Makeup	Single Parent:	444
	Two Parent:	430

Work /School Status	1+ Parent working:	639
	0 Parent Working:	235

Parent Education Level	Advanced/BA Degree:	8%
	AA/Some College:	33%
	High School/GED:	41%
	Less than High School:	18%

874
Families
Served

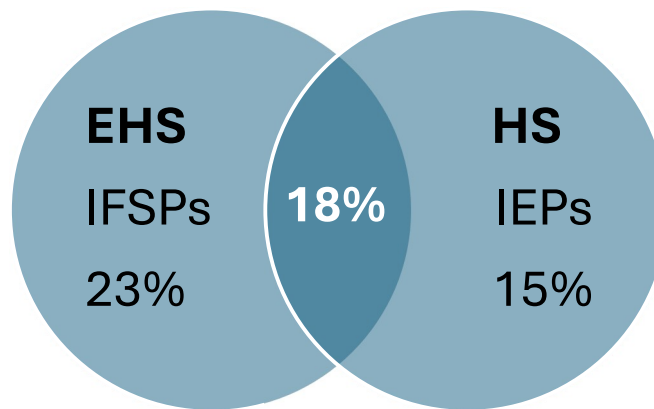


PROGRAM COMPONENTS

DISABILITIES

The Head Start Program makes available at least 10% of its total actual enrollment to children eligible for services under the Individuals with Disabilities Education Act (IDEA). All children are screened for developmental concerns, and the program assists families in connecting with Early Intervention or Special Education services as needed.

2024-2025 percentages of children determined eligible for services under IDEA by program and combined are shown below. The program exceeds the 10% requirement.



HEALTH MANAGEMENT

The Head Start Program emphasizes the importance of health and well-being for all children and families. Children receive health and developmental screening and program staff support parents in linking to community resources and staying on track with well-child schedules. Some health indicators for children enrolled in program year 2024-2025:



NUTRITION

The Head Start and Early Head Start Programs participate in the Child & Adult Care Food Program to provide nutritious and culturally appropriate meals to children. The program is responsible for providing 2/3 of a child's recommended daily nutrition.

The program conducts nutrition assessments on all children and supports families in accessing services and resources when a need is identified.

Educators facilitate learning through fun nutrition activities in the classroom. Three of our classrooms were recognized by CACFP for outstanding nutrition activities.



PMS served over 290,000 meals through the CACFP program in 2024-2025

MENTAL HEALTH

Presbyterian Medical Services is in its second year of learning and implementing the *Conscious Discipline* model. The second cohort of staff began their training journey, while coaching and support continued for the first group. Parents had the opportunity to learn about the model during parent engagement events.

Conscious Discipline is an evidence-based, trauma-informed approach to social-emotional learning. It provides an array of behavior management strategies and classroom structures for teachers to use in their day-to-day interactions with children.

Approximately 200 staff members completed training in the Conscious Discipline model.

EDUCATION

CLASS

The program utilizes CLASS observations to monitor and improve the quality of adult-child interactions in Head Start Preschool classrooms. CLASS®, *The Classroom Assessment Scoring System*, assesses interactions between children and teachers in three broad domains of classroom quality: Emotional Support, Classroom Organization, and Instructional Support. Each domain consists of multiple dimensions and is scored on a seven-point scale. PMS Children's Services conducts two CLASS assessments of each Head Start classroom per year. Internal assessors are trained and certified in the system. The Office of Head Start sets quality threshold targets at 6.00, 6.00, and 3.00 for the respective domains.

2024-2025 CLASS Results					
Domain	Domain Score Fall	Domain Score Spring	Dimension	Dimension Score Fall	Dimension Score Spring
Emotional Support	6.30	6.34	Positive Climate	6.68	6.58
			Negative Climate*	6.95	6.93
			Teacher Sensitivity	5.90	6.14
			Regard for Student Perspective	5.69	5.7
Classroom Organization	5.76	5.71	Behavior Management	6.11	6.19
			Productivity	6.03	5.82
			Instructional Learning Formats	5.13	5.13
Instructional Support	2.98	3.02	Concept Development	2.60	2.62
			Quality of Feedback	3.09	3.27
			Language Modeling	3.26	3.18

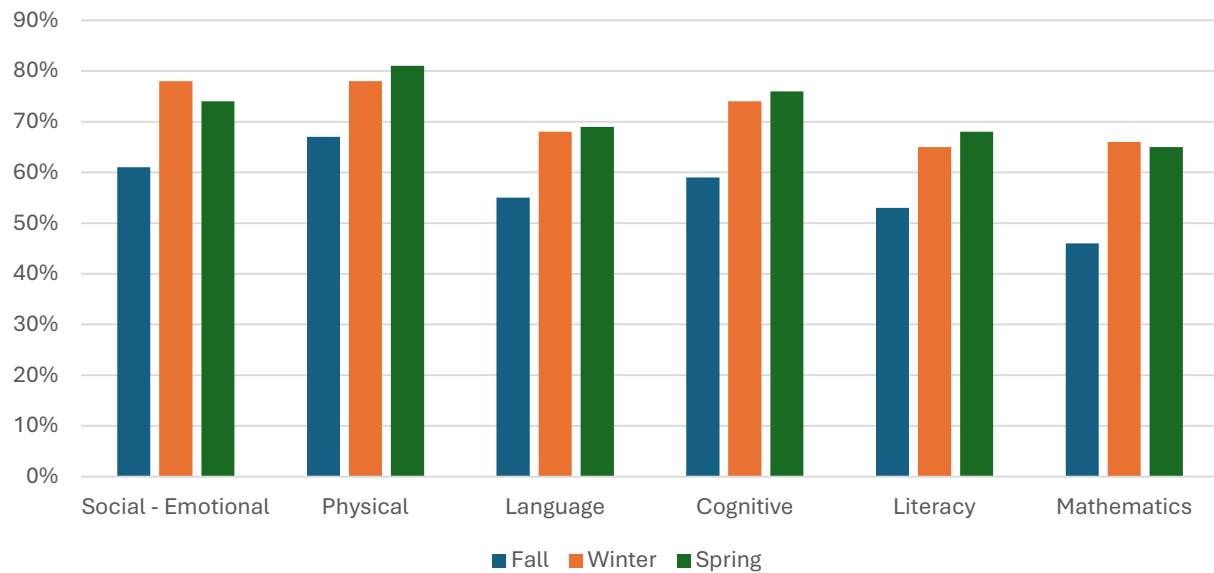
*inverse measure



School Readiness & Learning Outcomes

Presbyterian Medical Services supports the growth and development of all children participating in the program through implementation of a comprehensive, research-based curriculum—*The Creative Curriculum*. Teachers observe children throughout the program year and assess progress towards developmentally appropriate learning objectives at three checkpoint periods. Results from these assessments are shared with families and aggregated to inform program decision making.

Children Meeting or Exceeding
Widely Held Expectations PY2024-2025



COMMUNITY ENGAGEMENT

National Dance Institute of New Mexico

Head Start Preschool classrooms from Santa Fe County participated in a movement/dance program through a partnership with NDI New Mexico.



FAMILY ENGAGEMENT

PARENT TRAINING



Parent Advocacy & Leadership Institute

Members of PMS' Policy Council participated in the Parent Advocacy and Leadership Institute. They joined parents from other Head Start Programs from across New Mexico for training and opportunities to tour the State Capitol and meet state legislators. They learned about advocating for their family and how their voice can be heard.



Conscious Discipline

Parents learned about the *Conscious Discipline* model at Family Night presentations in all four counties.



READY ROSIE

PMS utilizes a research-based family engagement and early learning application called *Ready Rosie* to partner with families and improve outcomes. Parents and guardians are provided with access to digital parenting, educational, and family development resources.

Number of Skill-Building Activities Accessed by Families through Ready Rosie			
Learning Outcomes		Family Outcomes	
Language and Literacy	4,878	Family Well-Being	713
Math	2,676	Positive Parent-Child Relationships	3,081
Social Emotional	2,499	Families as Lifelong Educators	2,975
Health & Well-Being	5,684	Families as Learners	2,910
		Family Engagement in Transitions	178
		Family Connection to Peers & Community	187
		Families as Advocates and Leaders	4

PARENT EXPERIENCE

PMS conducted a survey to collect feedback from parents and guardians on their experience with the Head Start Program. Sixty-eight percent of enrolled families responded. Results are presented below:

89%	feel like they are an active member of their child's education team.
90%	feel like they are provided with opportunities to participate in their child's education.
96%	feel the program meets their child's individual educational needs.
94%	feel they can express concerns or ask questions & they will be addressed by the program.
83%	believe the program's hours of operation meet the needs of their family.
96%	feel like the program is welcoming, respectful, and accepting.
94%	feel the program communicates regularly.
95%	feel the program is respectful of their time.
96%	would recommend the program to family and friends.