



2024 IMPACT REPORT





REGION NINE HEAD START ASSOCIATION

Elevating the Head Start Community™

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Introduction

In continued partnership with our members and allies, the Region 9 Head Start Association achieved significant milestones in 2024, strengthening the Head Start community. We extend our heartfelt gratitude to the dedicated staff, enrolled families, and community partners whose contributions inspire us to embrace the new year with optimism and purpose.

As we look ahead to 2025, I am enthusiastic about the launch of our new strategic plan. This plan prioritizes Head Start's core values and outlines goals that will elevate the essential activities critical to both our members' needs and the future of the organization. We will engage every facet of our community to ensure that emerging challenges are met with effective strategies that center on our most valuable asset—the children and families we serve.



Edward Condon
Executive Director

Our Leadership

R9HSA is comprised of representatives from Arizona, California, Hawaii, the Outer Pacific and Nevada, as well as individuals seated on the board as friends. Together, these individuals dedicated around 900 hours of service to the association.

Board of Directors - Executive Team

William Donaldson, Chairperson

Mindful Insurance

Larry Campbell, Vice-Chairperson

Campbell Coaching and Consulting

Natalie Alvarez, Secretary

Greater Phoenix Urban League

Yolanda Gonzales, Treasurer

Community Action Partnership of Kern

Wassy Tesfa, Ex-Officio

Pacific Clinics Head Start



Pictured Mattie Mendez, Dave Scahill, Yolanda Gonzales, Stacy Brown, William Donaldson, Ben Naki, Khari Garvin, Rory Sipp, Jolene Sablan, Alex Elliot, Debbie Amaral, Erendira Guerrero, Natalie Alvarez, Cynthia Yao, Alex Domingo, Michael Jenkins, Larry Campbell, Patricia Kirkland, Chris Jackson, Cheri Moring, Tiffany Alston, Patrice Gardner, Grant Kogami, Denyse Cardoza, Larae Balag, Edward Condon.

Board of Directors - Members

Tiffany Alston

Sunrise Children's Foundation

Stacy Brown

Family Support Services of West Hawaii

Denyse Cardoza

KidZCommunity

Alex Elliot

Tulare County Office of Education

Patrice Gardner

Nevada Department of Education

Karen Griffith

Sacramento Employment and Training Agency

Tameka Henry

Acelero Clark County Head Start

Michael Jenkins

KidZCommunity

Patricia Kirkland

City of Phoenix Head Start

Nadia McKernan

Southwest Human Development

Mattie Mendez

Community Action Partnership Madera County

Cheri Moring

Head Start of Northeastern Nevada

Ben Naki

Parents and Children Together

Charity Russell

Pinal Gila Community Child Services, Inc.

Jolene Sablan

Commonwealth of Northern Mariana Islands

Yvette Sanchez-Fuentes

Start Early

Dave Scahill

The Discovery Source

Silvia Sharrar

Parents and Children Together

Rory Sipp

Acelero Clark County Head Start

Suzie Uyeda

Honolulu Community Action Program

Conferences & Trainings

Region 9 Head Start Association continued our past years' successes with opportunities for professional development. In 2024, we hosted two completely in-person and one hybrid event - Family Engagement Conference. This enabled attendees to participate in live-streamed general sessions, pre-recorded, and live workshops. An agencies staff were engaged in a variety of topics, ranging from solutions for challenging behaviors, the importance of STEM in early childhood, strategies to grow as a leader, engaging families in their child's educational experience, and professional coaching to support and uplift agencies in their paths towards continued growth.



Pictured the Pinal Gila Community Child Services Inc. Team



Pictured Family Engagement Conference attendees

**Over 1,500 attendees
between all nine events**

**Three Conferences
Six Training West Events**



Pictured Pacific Clinics Head Start Table at First 1,000 Days Conference

Conferences

Early Childhood Stem Institute
First 1,000 Days Early Head Start Conference
Family Engagement Conference

Training West

The Leadership Challenge Workshop
Site Directors Academy
Managers Academy
Positive Solutions for Challenging Behaviors
Governance Training
Advanced Coaching Summit

Membership & Partnerships

2024 Scholarships
110 applicants, 27 winners,
\$56,000 awarded

Head Start Gear Zone
126 Unique Orders

Communications
Over 10.5k Subscribers to
weekly Heads Up!
Newsletter

New This Year

Created in 2024, this program now serves 900 individuals, representing close to 100 million. The Head Start Retirement Program is a Pooled quality, compliant, and cost-effective retirement plan solution for Head Start organizations of all sizes.

Benefits include:

- Economies of scale leading to lower overall costs.
- Reduced fiduciary liability for participating employers.
- Streamlined compliance through centralized administration.
- Institutional-quality investment menu and services.



Partnerships & Contract Services

Throughout 2024, R9HSA continued our work connecting with community partners and providing contract services to continue our mission of providing valuable resources to our members and advancing Head Start. As noted in our Partnership Directory, we work with a variety of organizations seeking to build capacity in our community.

Additionally, R9HSA provides support to our member agencies as trainers, event planners and project support.



Pictured Volunteers of America Southwest Leadership Challenge Course, Facilitated by Ed Condon

R9HSA in practice

Since the inception of Head Start in 1965, staff education and development has always been a cornerstone of what makes Head Start extraordinary. The promise of Head Start is remarkable in its comprehensive services and two generational approaches. To this day, Head Start continues to serve over 1 million children and families at risk of educational failure. Our goal at Region 9 Head Start Association is to build a scholarship fund for all who serve these families. Student debt incurred from Higher Education is real, and the support from the Region 9 Head Start Association makes an enormous difference.

R9HSA By The Numbers

FY24 Grant Numbers	161
Funded Slots	97,584
Total Funding	\$2 billion
Total Enrolled Children	108,485
Children in Foster Care Served	3,690
Children Experiencing Homelessness Served	9,737
Dual Language Learners	64,458

**Information provided by Head Start | ECKLC Investments By State. R9HSA includes CA, AZ, NV, HI, and the O'P*

2024 Scholarship Winners

- Darcy McClendon**, UNR Early Head Start
- Haylie Torres**, Glenn County Office of Education
- Jolina Polly**, CNMI Preschool Service
- Patrina Eichman**, KidZCommunity
- Janelle Rama**, Guam Department of Education
- Jesbi Serrano Garcia**, MNC Inspiring Success
- Katie Kang**, Momentum - Pediatric Therapy Network
- Kayla Martinez**, Tulare County Office of Education
- Lindsay Knox**, Elk Grove Unified School District
- Mayra Puente**, Sierra Cascade Family Opportunities
- Perla Zuniga**, Orange County Head Start
- Yingmei Huang**, Wu Yee Children's Services
- Kristine Atoyán**, SETA Head Start
- Leslie Ledbetter**, Head Start of Northeastern Nevada
- Nadia McKernan**, Southwest Human Development
- Priscilla Marin**, Options For Learning
- Mayra Parra**, Southwest Human Development
- Suyapa Santos**, St. Anne's Family Services
- Renee Hulbrt**, Community Action Partnership of Kern
- Wendy Martinez**, SETA Head Start
- Tehya Cannon**, KidZCommunity
- Joanne Carcamo**, Options For Learning
- Leticia Cervantes**, Community Action Partnership San Luis Obispo County
- Nereida Bravo**, YMCA of the East Bay
- Maria Yubeta**, Pinal-Gila Child Community Services
- Adrianna Salas**, UNR Early Head Start
- Graciela Escobedo**, Pacific Clinics Head Start



2024 Legacy Scholarship Awardees Celebration



Pictured: George Fraser, Fraser Group, Nadia McKernan, Southwest Human Development, Mitchell Haber, Voya

2024 Legacy Scholarship



Thanks to our many donors! R9HSA has had the great blessing of the engagement and counsel of Financial Advisor George Fraser and Mitch Haber in the development of this fund for the past 6 years. They work to encourage companies to donate to the scholarship fund. Thanks to George, Mitch and so many others from the financial services industry, Region 9 Head Start Association has awarded close to \$350,000 dollars in the past 6 years to elevate the skills of our community.



Pictured Leticia Cervantes and the CAPSLO team

2024 Winner Spotlight...



Leticia Cervantes

Community Action Partnership
San Luis Obispo County

Leticia Cervantes has traveled a great distance to her current success.

CAPSLO shares "We're proud to share Leticia's inspiring journey with CAPSLO! Beginning her journey at CAPSLO as a client, she worked hard for herself and her son to build a stable life in SLO County. 18 years ago, she began working at CAPSLO in the kitchen at the Sunnyside Los Osos Head Start Center and today she continues to make a positive impact with families in our community as our Family Child Care Program Coordinator. Over the years, Leticia has grown tremendously, dedicating her time and passion to serving our community".

CAPSLO's CEO Biz Steinberg says "In her role, Leticia has played a pivotal role in enhancing the quality of our family childcare program and supporting the growth and development of our providers. Her passion for early childhood education and unwavering advocacy for children and families are evident in everything she does. Leticia is a natural leader who leads by example, inspiring those around her to strive for excellence. Beyond her professional responsibilities, Leticia has a rich background as a Disabilities and Mental Health Specialist, providing invaluable support to children, staff, and families facing diverse challenges. Her expertise in this area has been instrumental in creating inclusive environments where all children can thrive. Leticia's dedication to her own personal and professional growth is commendable." R9HSA is honored to award Leticia with this scholarship.

The donors that made it possible!



Head Start Gear Zone

Head Start Gear Zone (HSGZ) was established with one very specific goal in mind – to elevate the Head Start community.

What did Gear Zone do for us in 2024?

Over \$70k in total sales from January 24' to December 24' with a **39.6% return customer rate**

The net proceeds from HSGZ fuels advocacy, communications, and selected efforts. The Region 9 Head Start Association Board of Directors guide the efforts of HSGZ.

Top Sellers 2024



1. Policy Council Welcome Kits
\$13.7k



2. Summer Bloom Unisex Polo
\$7.6k



3. Star Ready Bags
\$4.9k

Custom Orders

This year, Head Start Gear Zone had the opportunity to fulfill a custom order for KidZCommunity.

Nancy customized polo shirts, long and short sleeves, windbreakers, kids apparel (included youth t-shirts and onesies), and their welcome kits. These included a messenger bag, pen, notebook, and water bottle.



Head Start Gear Zone
A special thank you to KidZCommunity for allowing Head Start Gear Zone to customize their Welcome Kits!

Interested in custom items?
Contact us
Call or email Nancy for additional support!
916.259.0971 ext. 105
ngonzalez@region9hsa.org

Looking Forward...

2024 was chock-full of opportunities for our members and community. We saw continued growth in areas of professional development and networking avenues and plan to provide just as many offerings in 2025! Take a look to find your next adventure!

January

- 1/15: Directors Exchange Network Virtual
- 1/21: Managers Academy
- 1/23: Governance Training

February

- 2/3: HR Network Virtual
- 2/3: Board Meeting (Virtual)
- 2/7: Site Directors Network Virtual
- 2/18: Managers Academy
- 2/20: Advanced Coaching Summit Virtual Meet-Up
- 2/24-2/26: HS CA Annual Conference

March

- 3/25: Managers Academy
- 3/31: Board Meeting (hybrid, Las Vegas, NV)
- 3/31-4/2: EC STEM Institute

April

- 3/31-4/2: Early Childhood STEM Institute
- 4/2: Director's Exchange
- 4/11: HR Network (in-person, Southern California)
- T & Th 4/15-5/1: Family & Community Outreach Series

May

- 5/6: Managers Academy
- 5/8-5/9: The Leadership Challenge Workshop (in-person)
- 5/19-5/22: NHSA Conference (Columbus, OH)
- 5/28: HR Network Virtual

June

- 6/2: Board Meeting (hybrid, Santa Rosa, CA)
- 6/9-6/11: First 1,000 Days Conference
- 6/11: Director's Exchange
- 6/17: Managers Academy
- 6/18: Advanced Coaching Summit Virtual Meetup
- 6/23-6/24: C Suite Network (San Francisco, CA)

July

- T & Th 7/8-7/17: The Leadership Challenge Workshop (Virtual)
- 7/23-7/24: Managers Academy (in-person)

August

- 8/1-8/15: Membership Renewal
- 8/15: Director's Exchange
- 8/25: Board Meeting (virtual)

September



Pictured: Thiago (3) on first day of Preschool at Izzy Early Education, San Mateo County, CA

October

- 10/13: Board Meeting (hybrid, Maui, HI)
- 10/13-10/17: Family Engagement Conference (Honolulu, HI)
- 10/17: Director's Exchange
- T & Th 10/28-11/20: Positive Solutions for Challenging Behaviors

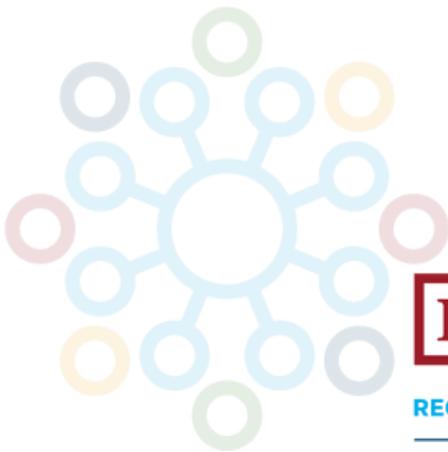
November

- T & Th 10/28-11/20: Positive Solutions for Challenging Behaviors
- 11/4: HS CA Health Institute
- 11/13: Advanced Coaching Summit (in-person)
- 11/13: Managers Academy

December

- 12/16-12/19: NHSA FEC Conference





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