

# Annual Report

## 2019-2020

SPARTANBURG COUNTY



## THE NEED

### IN SPARTANBURG COUNTY:

# 18,323

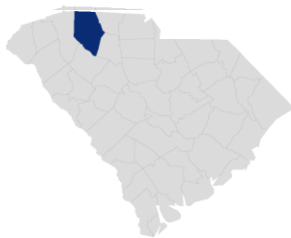
children under age 5

# 50.3%

of young children live in poverty or low-income households

# 59.5%

of kindergartners are considered "not ready" for school



### THREE MOST COMMON RISK FACTORS:

1. Supplemental Nutrition Assistance Program (SNAP, formerly Food Stamps) or Free School Lunches eligibility
2. English is not the primary language spoke in the home
3. Low maternal education (less than high school diploma)

## OUR MISSION

To ensure that all children arrive at kindergarten with the skills necessary to be successful.

## OUR APPROACH



High quality programs and services for children and families



Intensive training, resources and support for childcare providers



Strategic partnerships and community education

## OUR IMPACT

# 7278

number of children and adults served by Spartanburg County First Step in 2019-2020

## JOIN US

We rely on a community of partners, donors, and volunteers – **people like you** – who believe in a brighter future for children and families in our community.

# MESSAGE FROM THE EXECUTIVE DIRECTOR



**Barbara Manoski**

Executive Director  
Spartanburg County  
First Steps

This past year an invisible enemy, the COVID-19 virus, invaded our community and greatly influenced the service of Spartanburg County First Steps. Balancing health, safety, economic, and child development concerns, while keeping CDC recommendations in place, we had to brainstorm new ways to meet the needs of the early care and education centers, families and children we serve. The result was both inspiring and uplifting. The pandemic reminded us what we already knew, we are better when we work together. Turn to page 18 to read more about the community partners who supported the child care community during this time and the unique ideas our teams put in place to fill the gaps our families and center staff experienced.

I am grateful to have the opportunity to lead such a dedicated staff and to collaborate with many talented, committed community partners. Special thanks to the Spartanburg County First Steps Board of Directors and especially to Sarah Love, Board Chair, for their unwavering support of our work. We appreciate all of you! We could not do this work alone. Despite the pandemic, we will continue to work together until every child in Spartanburg County can arrive at school ready to learn and reach their potential. We believe the best is still to come.

With gratitude,

*Barbara Manoski*



Spartanburg County First Steps has been a long-time partner of the Mary Black Foundation. Whether it is the capacity building and technical assistance that Quality Counts brings to early care and education centers, or the dedication that they have shown in supporting parents in understanding how they are their child's first teacher through their family engagement efforts, First Steps' commitment to children and families has been unwavering. When considering the African greeting of, "How well are your children," we can all say with confidence that our community's children are becoming well because of Spartanburg County First Steps.

**Keisha Gray, Director of Early Childhood Programs  
Mary Black Foundation**

## MESSAGE FROM THE BOARD CHAIR

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I want to take this opportunity to share my thanks and praise with our Spartanburg County First Steps team. As a parent and an educator, I saw the toll a pandemic can have on children, families, child care, and schools. What an amazing job every member of this organization did to mitigate those effects for our most precious community members. I am proud to say that these challenging times did not stop First Steps from connecting families with resources, checking on them regularly, and supporting their children.

I am grateful for every member of this team and especially our director, Barbara Manoski, for encouraging us all to continue to build relationships and put children first. As we continue to navigate these uncertain times, our goal remains that each child arrive at school ready to learn. We are so appreciative of all our community does to help further these efforts and look to continue to nurture the partnerships so valuable to this critical work.

Best regards,  
*Sarah Love*



**Sarah Love**  
Chair, Board of Trustees  
Spartanburg County First Steps

“ The Franklin School has been such a wonderful place to send my kids. I have recommended this program to other parents. I feel so much confidence in the teachers and know my children are loved and in good hands. My children are meeting their developmental milestones and learning so much. Truly an exceptional facility! ”

**Michelle S., parent**  
**The Franklin School**

# GETTING CHILDREN READY FOR SCHOOL

All children are ready to benefit from a quality kindergarten experience when they are five years old by September 1 of that school year. But kindergarten readiness—the critical stage at which children are prepared for learning and success—is more than a matter of age. For a strong start in school, children need positive relationships and supportive learning environments beginning at birth. At First Steps, we partner with families, caregivers, and communities to ensure that all children are prepared for success.

## South Carolina's Profile of the Ready Kindergartner

Developed by SC First Steps and the SC Department of Education, the state's description of school readiness includes 60 developmental milestones across 5 categories:



**Approaches to learning & inquiry**



**Emotional & social development**



**Physical development, self-help & motor skills**



**Mathematical thinking**



**Language & literacy development**



## OUR GOALS

In support of the Profile of the Ready Kindergartner, our approach is focused on advancing Spartanburg County toward the following strategic goals:

- Goal 1 To successfully administer the Early Head Start program
- Goal 2 To successfully administer and expand Quality Counts
- Goal 3 To promote the ASQ-3 screener in our community
- Goal 4 To promote Palmetto Basics to our community

# PIVOTING FOR COVID-19

When the coronavirus pandemic forced South Carolina to shut down in March 2020, Spartanburg County First Steps quickly pivoted to provide much-needed support to young children, their families and child care providers.

Our work has never been more critical. While children are at low risk for the serious health effects of the virus, the crisis is having a profound impact on their wellbeing and development. For children of color and low-income communities, these impacts are expected to be even more damaging. That is why Spartanburg County First Steps is enhancing our efforts to provide parents and caregivers with the services and resources they need to weather this storm.

## IMPACT ON SPARTANBURG COUNTY

### HEALTH

Through June 30, Spartanburg County had a total of **1,666** confirmed COVID-19 cases and **60** COVID-19 deaths.

### JOB LOSS

**214.8%**

increase in unemployment, 2019-2020

### CHILD CARE

**46.1%**

children under 5 in Spartanburg County lived in a child care desert\* before COVID-19

**55.7%**

children under 5 in Spartanburg County lived in a child care desert as of May 28, 2020



The Quality Counts team implemented a project to help alleviate children's anxiety, fear, or confusion that may arise from not being able to fully see their teacher's/caregiver's facial expressions. They created a mask-wearing Quality Counts Teddy Bear and located a book to help children understand why adults are wearing masks. The team delivered hundreds of masked bears, books, tip sheets, and adult masks to 36 Quality Counts centers in Spartanburg County!

\*The Center for American Progress defines a child care desert as a ZIP code with at least 30 children under the age of 5 and either no 6 child care centers or so few centers that there are more than three times as many children under age 5 as there are spaces in centers.



# 4K

## FOUR-YEAR-OLD KINDERGARTEN



*an evidence-based program*

South Carolina First Steps provides eligible children with free enrollment in full-day four-year-old kindergarten. In coordination with First Steps local partnerships and more than 230 private, community and faith-based preschool providers, First Steps 4K expands access to quality early education across the state.



### ELIGIBILITY

To qualify for enrollment, a child must be:

- ✓ 4 years old on or before September 1
- ✓ Eligible for Medicaid, SNAP or TANF, experiencing homelessness or transiency, or in foster care

### FIRST STEPS 4K IN Spartanburg COUNTY 2019-2020

# 208

children enrolled

# 18

First Steps 4K providers

### PIVOTING FOR COVID-19

When schools closed due to COVID-19, First Steps 4K classroom converted to distance-learning, with teachers creatively supporting their young learners through video chat, take-home materials, and hands-on projects that caregivers could facilitate at home.





# NURSE-FAMILY PARTNERSHIP



*an evidence-based program*

Nurse-Family Partnership (NFP) helps transform the lives of first-time mothers and their babies. Through ongoing home visits from registered nurses, moms receive the care and support they need to have a healthy pregnancy, provide responsible and competent care for their children, and become more economically self-sufficient. From pregnancy until the child turns two years old, Nurse-Family Partnership Nurse Home Visitors form a much-needed, trusting relationship with their clients, instilling confidence and empowering them to achieve a better life for their children – and themselves.

## BY THE NUMBERS 2019-2020

**128**

children served

**6896**

number of home  
visits provided

Nurse Family Partnership is the only consistent support  
that I have had during my pregnancy.

**K. Stephenson, client  
Nurse Family Partnership**







## Early Head Start



*an evidence-based program*

Early Head Start is an evidence-based program that promotes school readiness through implementation of the Parent, Family & Community Engagement (PFCE) framework, Curriculum Fidelity, T.S. GOLD Assessment, and an evidence-based parenting curriculum.



The Ready Rosie parent education curriculum was successfully implemented this program year. 138 families participated in Ready Rosie and 502 videos were viewed by parents. 11, 384 parent engagement opportunities were offered to EHS and EHS-CCP families. The engagement topics were based upon the needs/interests of families.

### Early Head Start BY THE NUMBERS 2018-2019

**201**

Early Head Start served 201 pregnant women and children, representing 138 families

**122**

EHS - Child Care Partnership served 122 children, representing 101 families

**323**

total children/pregnant women were served, representing 239 families

**4%**

based on the Community Assessment, 4% of eligible children were served

**100%**

average monthly enrollment for both EHS and EHS-CCP programs

My experience with First Steps EHS was amazing. Being a teen mom, I was terrified of what my future would bring. After getting with the program my life was so much easier. Because of them, I was able to go off to college and get my bachelor's degree in nursing. The staff was always helpful with setting goals and accomplishing them. I would recommend the program to anyone.

**Jasana S., EHS Parent**

# Early Head Start



an evidence-based program

## Receipt of Medical & Dental Care:

- EHS Children – 72 children received a health exam., 11 received a dental exam, 41 children received a dental screening, 91 children received a vision exam and 50 children received a hearing screening . 20 Baby Net eligible children were served.
- EHS-CCP children - 39 children received a health exam, 6 children received a dental exam, 28 children received a dental screening, 64 children received a vision exam and 28 children received a hearing screening. 11 Baby Net eligible children were served.

## Early Head Start BY THE NUMBERS 2019-2020

**22**

socialization activities were held, 20 families attended

**1,197**

home visits were provided and 101 parent-teacher conferences were completed

**94%**

of children served, met or exceeded their developmental expectations

**6**

The EHS and EHS-CCP programs received the following grants: COVID (2), Quality Improvement (2) and COLA (2)

**350**

referrals to community resources were made for EHS families

### EHS-CCP Grant

The Early Head Start – Childcare Partnership grant was awarded to SCFS effective 9/1/2020. The grant application was submitted in November 2019 and was up for re-competition. The award of the new EHS-CCP grant enables EHS-CCP to continue to provide seamless service delivery to 80 children.

### EHS Grant

The Early Head Start grant started a new five year grant cycle on 7/1/2020. The program goals were revised to reflect the new comprehensive Community Assessment, which was completed in 2019.



Early Head Start has helped my children interact with others and to set them up to be prepared to enter school. Teachers treat the children as if they were their own. I am never concerned that my children are not being taken care of. The small classroom settings are a huge benefit.



**Denise B., EHS Parent**

# Early Head Start

## Budgetary Expenditure by Grant

### EHS 04CH Grant

EHS - 04CH Grant		SOURCES OF FUNDING	
		FY 1819	FY 1920
South Carolina First Steps		\$ 16,977	\$ 17,878
Federal Grant		\$ 1,546,079	\$ 1,572,819
Child and Adult Care Food Program		\$ 24,385	\$ 8,747
ABC Childcare Program		\$ 27,894	\$ 50,463
Parent Co-Pays		\$ 2,548	\$ 1,395
EHS - 04CH Grant		BUDGETARY EXPENDITURES	
	Awarded	Expended	Unobligated
Personnel	\$ 775,007	\$ 739,864	\$ 35,143
Fringe Benefits	\$ 333,042	\$ 349,862	-\$ 16,820
Travel	\$ 22,980	\$ 16,494	\$ 6,486
Equipment	\$ 0	\$ 0	\$ 0
Supplies	\$ 30,636	\$ 34,382	-\$ 3,746
Contractual	\$ 236,040	\$ 221,714	\$ 14,326
Facilities/Construction	\$ 0		\$ 0
Renovations	\$ 0		\$ 0
Other	\$ 146,524	\$ 143,120	\$ 3,404
<b>Total Direct Costs</b>	<b>\$ 1,544,229</b>	<b>\$ 1,505,436</b>	<b>\$ 38,793</b>
Indirect Charges	\$ 28,590	\$ 44,186	-\$ 15,596
<b>Total Expenses</b>	<b>\$ 1,572,819</b>	<b>\$ 1,549,623</b>	<b>\$ 23,196</b>

### EHS CCP 04HP Grant

CCP - 04HP Grant		SOURCES OF FUNDING	
		FY 1819	FY 1920
South Carolina First Steps		\$ 16,977	\$ 17,878
Federal Grant		\$ 1,128,386	\$ 1,218,201
Child and Adult Care Food Program		\$ 25,902	\$ 18,380
ABC Childcare Program		\$ 27,544	\$ 27,815
Parent Co-Pays		\$ 5,679	\$ 2,999
CCP - 04HP Grant		BUDGETARY EXPENDITURES	
	Awarded	Expended	Unobligated
Personnel	\$ 474,164	\$ 535,568	-\$ 61,404
Fringe Benefits	\$ 209,468	\$ 237,293	-\$ 27,825
Travel	\$ 15,331	\$ 13,289	\$ 2,042
Equipment	\$ 13,367	\$ 2,520	\$ 10,847
Supplies	\$ 28,695	\$ 18,643	\$ 10,052
Contractual	\$ 325,978	\$ 277,783	\$ 48,195
Facilities/Construction	\$ 0		\$ 0
Renovations	\$ 0		\$ 0
Other	\$ 119,586	\$ 69,729	\$ 49,857
<b>Total Direct Costs</b>	<b>\$ 1,186,589</b>	<b>\$ 1,154,824</b>	<b>\$ 31,765</b>
Indirect Charges	\$ 31,612	\$ 53,276	-\$ 21,664
<b>Total Expenses</b>	<b>\$ 1,218,201</b>	<b>\$ 1,208,100</b>	<b>\$ 10,101</b>



## CHILD CARE QUALITY ENHANCEMENT



*an evidence-based program*

Many private child care centers strive to provide high quality care but lack the resources often available to publicly-funded early childhood programs. Our Child Care Quality Enhancement (QE) program aims to produce measurable improvements in the quality of care provided to young children.

Our services include:



Rigorous quality assessments



On-site technical assistance at least twice monthly



Funding for equipment and materials



Training and workforce development



Coordination with community partners

### QE BY THE NUMBERS 2019-2020

**51**

child care providers served

**559**

number of TA visits provided

**2589**

number of children 0-5 enrolled in provider classrooms

“

Quality Counts enabled me to lead with an understanding of the most relevant practices in early care and education. Quality Counts provides guidance, support, and professional grounding in my efforts to carry out our mission and ministry at St. Matthew's, which is to attend to the whole child and their family.

”

**Barbara Coleman, Director  
St. Matthew's Episcopal Church Preschool**

# QUALITY COUNTS



## NIGHT OF THE STARS AWARDS PROGRAM

Research reflects a high quality learning environment and supportive, trusting relationships with teachers build children's brains for success. Quality Counts celebrated teachers for their success in achieving both in their centers. The 3<sup>rd</sup> annual *Night of the Stars* recognized the top 5 ITERS and ECERS classrooms, as well as ALL scoring a 5 or higher.

"The *Night of the Stars*" celebration and dinner was very special. It was the most celebrated and appreciative night I have ever had. It inspired and encouraged me to keep making a difference in the lives of children and families."

**Sandra Cooper, Director/4 Year Head Start Teacher,  
Fairforest Early Head Start**

## COVID ASSISTANCE

During the onset of the COVID pandemic, the Quality Counts team rallied with the support of community partners to support centers across Spartanburg County.

### COVID by the Numbers

- QC team assisted 20 QC centers in securing "Paycheck Protection Program" Funds
- Delivered disinfectant spray, gloves, 4000 masks, COVID posters, and hand sanitizer to ALL 138 child care centers AND to all 25 family child care and group child care homes in Spartanburg County
- QC assisted 18 Family Child Care Homes in receiving the \$1000 SC Home Grown Grant



Quality Counts is very supportive and are always providing assistance. Quality Counts helped get us PPE supplies and continued to coach us on providing high quality care during the pandemic. We recommend child care centers participate in Quality Counts.

**Felicia Spurgeon-Norris, Director  
Creative Learning Kids**



## CHILD CARE TRAINING



*an evidence-based program*

High-quality child care hinges on high-quality professional development that meets the needs of the local child care workforce. Our training programs are certified through SC Endeavors and include topics in the areas of nutrition, health and safety, curriculum, child guidance, professional development and program administration. Our 2019-2020 trainings included:

**ABC Nutrition & Physical Activity  
BASICS  
Brain Development  
CLASS: Classroom Assessment  
Scoring System  
Conscious Discipline  
Creative Curriculum  
Early Language & Literacy  
Early Math Skills  
Early Science Exploration**

**Environment Rating Scales  
Health & Safety  
Importance of Relationships  
Inquiry Based Learning  
Pyramid Model  
Responsive Caregiving  
Schedule & Routines  
Self Regulation  
Social & Emotional Development**

### TRAINING BY THE NUMBERS 2019-2020

**1275**

total training attendance

**409**

child care teachers and  
directors served

**43**

number of training  
sessions offered



Quality Counts means that I have the best resources so that I can provide the children with the best possible learning according the SC Early learning Standards. These resources are high quality training, learning materials, personalized technical assistance, and an evidence-based assessment for us to continue to build quality.

**Mr. Alex Peters, 3 & 4 year old Preschool Teacher,  
Legacy Christian School**







# The Franklin School



*an evidence-based program*

While Spartanburg County First Steps operates and administrates The Franklin School, seven community partners collaborate to govern and address the early learning gaps in the Northside of Spartanburg. The Franklin School was closed for 10 weeks due to the COVID-19 virus. The program implements stringent health and safety practices to keep children and staff safe. Family engagement is a cornerstone of The Franklin School, more than 15 family events and activities were held before the beginning of COVID-19.

## The Franklin School BY THE NUMBERS 2019-2020

**138**

children served

**82%**

Of enrolled children  
come from economically  
challenged homes



“

The Franklin School is an amazing place where they treat my baby like he is their own. As full-time working parents it is comforting to know that his needs are being met. As an early learning center I know his developmental milestones are being met and he will be prepared when the time comes to transition to 5K.

**Cathy V., Parent**

For our son, Kahlo, The Franklin School fosters creativity and challenges him academically.

**Kendra S., Parent**

”



## FAMILY ENGAGEMENT

Our Family Engagement program engages families of young children to ensure everyone has the knowledge needed to help children be successful and ready for Kindergarten. Community partners play a key role in promoting the ASQ 3, a developmental screening tool, and The Palmetto Basics.



The Palmetto Basics Campaign is inspired by the fact that 80% of brain growth happens in the first three years of life. Everyday interactions between children, their parents, and other caregivers provide abundant opportunities to give children from every background a more equal start in life. The Basics are five evidence-based parenting and caregiving principles that encompass much of what experts find is important for children from birth to age three.

### ASQ 3 and The Palmetto Basics

**779**

children screened  
with the ASQ

**832**

families served  
through The Basics



Parents are a child's first and most important teacher.

The Basics are five simple tools which enable parents to become a better teacher in the critical 0-5 year ages when the majority of brain growth occurs. Successfully doing this will help children become better people, students, and eventually the workforce of the future.



**Jack McBride, CEO  
Contec Inc.**



# COUNTDOWN TO KINDERGARTEN



*an evidence-informed program*

Developed by South Carolina First Steps – and identified as a promising state practice by the National Governor’s Association in 2005 – Countdown to Kindergarten (CTK) is a home visitation program pairing the families of rising kindergartners with their future teachers during the summer before school entry. Teachers complete six visits with each family, establishing strong connections during the summer that facilitate classroom learning throughout the year.

## CTK BY THE NUMBERS 2019-2020

5

kindergarten teachers  
trained as home visitors

16

children served

96

total home and school  
visits



“I am seeing progress with all of my students.  
I cant say enough good things about this  
program!”

**Teri Bagwell, 5k Teacher  
Spartanburg School District One**

COUNTDOWN to  
KINDERGARTEN

SOUTH CAROLINA





## COMMUNITY PARTNERSHIPS

Addressing the needs of young children is a shared endeavor. In addition to providing services to families and support for child care providers, Spartanburg County First Steps collaborates with community partners to ensure all children in Spartanburg County begin school ready to succeed.

We serve as:

### LOCAL PORTAL

connecting preschool children and  
their families to services

### CONVENER

of community stakeholders to develop an effective  
and comprehensive early childhood system

### CHAMPION

of the importance of school  
readiness to our children's future

## OUR PARTNERSHIPS BY THE NUMBERS 2019-2020

65

Community Partners

45

More than 45 million dollars  
leveraged outside of government  
sources since inception

United Way of the Piedmont is proud to partner with Spartanburg First Steps because ensuring school readiness is a key element in our Education focus area. It was a no-brainer to feature Spartanburg First Steps in our community conversation highlighting quality childcare as the “invisible foundation” to re-engaging the workforce in support of economic recovery.

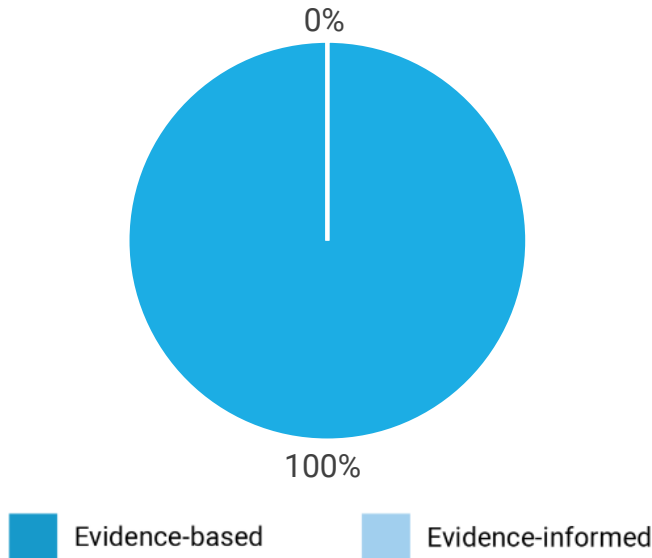
**Paige Stephenson, President & CEO**  
**United Way of the Piedmont**



## FINANCIAL HIGHLIGHTS

### OUR INVESTMENT IN QUALITY

Expenditures of State Funds by Program Type



### ESTIMATION OF COST SAVINGS

Since inception, Spartanburg County First Steps has leveraged **\$45,369,754.59** from sources outside of state government.

That's **\$2.92** for every state dollar.

### SUMMARY OF EXPENDITURES BY STRATEGY

FINANCIAL EXPENDITURES - ALL					
	State	Federal	Private	In-Kind	TOTAL
Admin	75,732		-	-	75,732
Child Care Partnership		1,092,774		288,988	1,381,762
Core Functions	67,789	-	74,892	-	142,680
Countdown to Kindergarten	-	3,200	-	-	3,200
Early Head Start	86,654	1,574,704	7,302	393,237	2,061,897
Franklin School		-	733,083	-	733,083
Nurse Family Partnership	-	320,412	15,844	-	336,256
Quality Counts	426,832	-	224,173	-	651,005
<b>TOTAL</b>	<b>657,008</b>	<b>2,991,091</b>	<b>1,055,293</b>	<b>682,225</b>	<b>5,385,617</b>



## OUR SUPPORTERS

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Through partnerships and collaborations, as well as financial support from grants and contributions, Spartanburg County First Steps leverages state dollars to enhance and expand services to children and families.

### FUNDING SUPPORT

Children's Trust of SC, \$361,415  
(Nurse Family Partnership)

Contec, Inc. \$40,000  
(Family Engagement)

Early Head Start Federal Grants, \$2,618,464

Mary Black Foundation, \$161,250  
(Quality Counts)

Northside Development Group, \$335,728  
(The Franklin School)

SC Education Oversight Committee Grant, \$116,828  
(Quality Counts – Public School 4K)

South Carolina First Steps, \$673,324  
(Partnership Grant)

United Way of the Piedmont, \$18,786  
(Nurse-Family Partnership)

## JOIN US

For more information on partnership opportunities, visit our website at [www.1steps.org](http://www.1steps.org)





## OUR SUPPORTERS

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Through partnerships and collaborations, as well as financial support from grants and contributions, Spartanburg County First Steps leverages state dollars to enhance and expand services to children and families.

### Community Partners

Contec, Inc.  
Mary Black Foundation  
Middle Tyger Community Center  
Northside Development Group  
Piedmont Community Action  
Spartanburg Academic Movement  
Spartanburg Chamber of Commerce  
Spartanburg Community College  
Spartanburg County School Districts 1, 2, 3, 4, 5, 6, & 7  
The Children's Museum of the Upstate, Spartanburg  
The United Way of the Piedmont  
The University of South Carolina, Upstate  
37 Early Care and Education Programs

### State Partners

Dorchester County First Steps  
Cherokee County First Steps  
Greenville County First Steps  
Institute for Child Success  
Help Me Grow  
Kershaw County First Steps  
Newberry County First Steps  
Orangeburg County First Steps  
Pickens County First Steps  
South Carolina Aquarium  
Together SC  
The Children's Museum of the Upstate, Greenville



## OUR SUPPORTERS

Through partnerships and collaborations, as well as financial support from grants and contributions, Spartanburg County First Steps leverages state dollars to enhance and expand services to children and families.

### IN-KIND

Cleveland Park Event Center  
Inman First Baptist  
Lakeshore Early Learning  
Mary Black Foundation  
North Spartanburg Fire Department  
Spartanburg County First Steps Board  
Spartanburg School Districts 1,2,3, & 7  
The Children's Museum of the Upstate, Spartanburg  
USC School of Law  
USC Upstate

#### Individuals

Dr. Arthur Brewton  
Tammy Byrd  
Chris Banks  
Denise Banks  
Brenda Berry  
Olga Campos  
Markesha Jackson  
Nyeisha Lyde  
Ella Miller  
Kathy Miller  
Amber Pennington  
Kaizer Robinson  
Beth Rutherford  
Angela Shippy  
Mary Wilford  
Viva Wheat  
Laura Turner

#### Interns

Erin Cato  
Brandy Jones  
Brienna Leamon  
Tonisha Lee  
Ashley Lyles  
Grace Masters  
Alexandria Walton

#### Centers

Abundant Blessing  
Early Learning Center  
Legacy Christian School  
Mother Goose  
Sunshine House



## LEADERSHIP

### BOARD OF DIRECTORS

Krishenda Alexander	Ann Hodge
Kim Ashby	Ava Hughes, <b>Secretary</b>
Jill Brady	Dr. Susan Little
Tamara Cook	Sarah Love, <b>Chair</b>
Payton Davis	Leverne McBeth
Loreta Dylgjeri	April Miller
Carolyn Gibson, <b>Vice-Chair</b>	Dr. Terry Pruitt
Kimberly Gist	Anna Strom, <b>Treasurer</b>
Amy Goulding	Jodi Wright

### First Steps Administration

Barbara Manoski, Executive Director	Pamela Jones, Director of Operations
Jennie Lamm, Operations Support Specialist	Mary Stone, Fiscal Administrator

### Quality Counts

Tammy Compton, Quality Counts Director	Cathleen Cullen, TA Provider/Rater
Courtney Cancer, Technical Assistance Provider	Teresa Phillip, Technical Assistance Provider

### Early Head Start Administration

Jeri Ross Hayes, Early Head Start Director	Jodie Martin, Family Services Program Director
Tamika Boyd, Center Director	Karen Parham ERSEA & Transition Program Specialist
Alisa Britt, ECE Program Specialist	Rosalyn Splawn Health/Nutrition Program Specialist
Natasha Doster, Program Support Specialist	Laresa Tate, Center Quality Specialist
Debra Hughes, Center Director	

## Early Head Start Staff

Diana Gomez-Lopez, Family Service Specialist

Tamara Manning-Dawkins, Family Service Specialist

Vanessa McNally, Family Service Specialist

Wonza Mercer, Family Service Specialist

Nikki Moton, Family Service Specialist

Ana Rodriquez, Family Service Specialist

Eugenia Young, Family Service Specialist

## Early Head Start Teachers & Assistant Teachers

Tanya Blanco, Classroom Teacher

Geraldine Broadus, Classroom Teacher

Samantha Dodd Rice, Classroom Teacher

Danielle Foster, Classroom Teacher

Alexis Gonzalez – Assistant Teacher

Erica Jefferson, Assistant Teacher

Dorothy Lassiter, Classroom Teacher

Brienna Leamon, Classroom Teacher

JaVona Lipscomb, Classroom Teacher

Lautofa Maloa, Classroom Teacher

Darlene McIntyre, Classroom Teacher

Coya Meadows, Classroom Teacher

Michelle Means, Assistant Teacher

Lauryn Moss, Classroom Teacher

Tia Nash, Classroom Teacher

Jocelyn Smith, Classroom Teacher

Jennifer Stepp, Classroom Teacher,

Deana Sullivan, Classroom Teacher

Cynthia Tucker, Assistant Teacher

## The Franklin School Administration

Shawna Bynum, Director

Tina Evans, Program Support Specialist

Jaleesa Drummond, Assistant Director

## The Franklin School Teachers & Assistant Teachers

Rebecca Adams, Kitchen Operator

Kioni Anderson, Assistant Teacher

Takeih Brown, Assistant Teacher

Shameka Dunlap, Classroom Teacher

Darlene Gaffney, Assistant Teacher

Alandria Haynes, Assistant Teacher

Ka-Niquee Henderson, Classroom Teacher

LaChanta Kennedy, Assistant Teacher

Eloise Lamm, Classroom Teacher

Paula Marlin, Assistant Teacher

Markeisha Morgan, Assistant Teacher

Christine Taliaferro, Classroom Teacher

Fallon Thomason, Classroom Teacher

## CONTACT US

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