

2023 -2024

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# ANNUAL REPORT

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You Thrive FL  
Early Learning Programs



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## A Message from the Director

To the many families that have entrusted You Thrive FL Early Learning Programs across the counties of Volusia, Sumter, and Hernando, THANK YOU! The last couple of years have been an honor to serve you. In 2023-2024 YTF ELP experienced an immense level of growth in our HS and EHS programs. The year began with a challenging start as the teacher shortage was very high. Most families faced the dilemma of returning to work while balancing the frequent closures of a classroom due to staffing changes. While staff shortage is still a nationwide challenge, we have continued to support our families and strive to address this challenge head on. With the trust in our leadership and alignment through Core Values, we were able to restore processes and strengthen our YTF culture. Our team of professionals truly came together and dedicated themselves to the mission. Staff from all comprehensive service areas gathered together in a present and active role within the classrooms in an effort to prevent closures due to staff shortages.

While this effort was uniting as a team, it also pulled our comprehensive specialists away from their primary supportive roles. Our goal was to return in the fall stronger to serve children on our waitlist and achieve a minimum 75% of our funded enrollment across all programs. Even with all our efforts, our program continued to experience challenges in 2023 due to staff shortages, making it difficult to support all classrooms, thus causing children to remain on wait lists. In addition, returning in the fall resulted in a record number of behavior challenges placing additional stress on families, staff, and program specialists. It was at this time our program began to experience a series of shifts in order to address staffing, mental health, and staff morale in the workplace environment.



This shift involved a new organizational structure, wellness programs, wage incentives and classroom material upgrades all intended to provide a stronger foundation in the classroom to support teachers and children with challenging behaviors. Our program is continuing to experience growth in what we call our "Growth Year"; 2024-2025. There are many exciting implementations and outcomes as we strive to deliver nothing less than a program of excellence for our HS and EHS children!

## You Thrive FL Mission Statement

You Thrive Florida provides life changing services and opportunities to individuals and families, in an effort to improve their ability to thrive.

## You Thrive FL Core Values

**Teamwork**  
**Honesty**  
**Respect**  
**Inclusion**  
**Vision**  
**Empathy**  
**Synergy**

## The Executive Leadership Team

**Mat Kline**  
CCAP  
CEO



**Kris Bates**  
CPA, CGMA  
CFO



**Lisa Becker**  
CAO



**Steve Homan**  
CCAP  
COO



## You Thrive FL Early Learning Programs Leadership Team

### The Senior Leadership Team



**Anna Ventura**  
Senior Program Manager

### The Management Team



**Seth Williams**  
Program Manager



**Jennifer Fowler**  
ERSEA Manager



**Lee Ann Vega**  
Education Manager



**Michele Hann**  
Mental Health Manager

## **You Thrive FL Early Learning Programs Mission**

Our mission at You Thrive FL Early Learning Programs is to provide comprehensive early childhood services that enhance the lives of children and families to collaboratively foster school readiness and self-sufficiency. We provide services in Hernando, Sumter, and Volusia counties of Florida.

We collaborate with local business partners and organizations to assist families, provide referrals, and to increase overall program quality.

YTF ELP is consistently working on securing additional funding for the entire program, with the goal of increasing professional development for staff, and increasing wellness program in an effort to support improving employee's financial, mental health, physical health, and social well-being.

## **What is Head Start/Early Head Start?**

Head Start/Early Head Start is a nationwide, federally-funded program whose purpose is to promote school readiness by enhancing the social, physical, and cognitive development of children. Head Start was launched in 1965 by President Lyndon B. Johnson to provide comprehensive health, nutrition, and education services to children living in poverty.

For 60 years, more than 37 million children have benefited from Head Start's unique approach, which is built on the premise that every child, regardless of circumstances at birth, has the ability to reach their full potential. Today, Head Start serves more than one million children, families and pregnant women each year on their path to success.

## Our Program

YTF Early Head Start provides early, continuous, intensive, and comprehensive child development and family support services to pregnant women, infants and toddlers and their families for Hernando, Sumter, and Volusia counties. Care is provided both in the home and center-based. Both options provide early learning, care and enrichment to our enrolled children for 11 months out of the year.

YTF Head Start serves children across Hernando and Volusia Counties. Services are provided for ages 3-5 years of age. The Head Start program provides comprehensive services in the core areas of early learning, health, and family well-being while engaging parents as partners as we prepare the children for school readiness.

YTF is the grantee for grants serving a total of 1,011 children. HS/EHS Grant serves 723 HS children and 32 EHS children. EHS 1 Grant serves 256 EHS children.

## Our Services

Our programs support children's growth and development in a positive learning environment through a variety of services. These services include:

- Providing nurturing, responsive, and effective interactions and engaging environments
- Ensuring frequent medical screenings, immunizations and dental services
- Healthy nutritional assistance, including free meals & formula for center based options
- Referral services for a range of individual child and family needs
- Opportunities for parents to participate in school decision making
- Diapering & Toilet Training, including free diapers for center based options

# PARENT TESTIMONIALS

## Parent Testimonies

"Hello my name is Kendra Lamb and I would love to share my experience since being involved in the head Start Program. I have a son that attends the Head Start Program, and since him being there, I have seen such a huge improvement. I can understand him much better. Learning new things every day. Teachers bring home activities to improve my child in areas that need improvement. I'm just happy with the outcome so far....I thank staff and the program for helping me and my family."

Mom has been working many hours to save for housing. Mom informed FA, she has found a residence for her and the children. They'll spending the holidays in their new apartment!

Mom Sulay and her family are Spanish Speaking only. She and her son are trying to learn English. Her son is learning English in school (the TA in the classroom is Spanish Speaking and one child who also helps him). The child hugged the TA and told her he loved her in English. The child is learning words and phrases related to the classroom and interacting with the non-spanish speaking classmates. Mom has enrolled in an ESOL class!



## Parent Success Story

Meet Tykia. Her 1 year old son attends Highland EHS. She has gained a new sense of understanding and better communication with her family. Due to listening to her mother and staying focused, she was able to get a new car- a white Mini Cooper to transport her and her baby. Tykia is in the process of working on her CNA licensure.

Our Family Advocate, Bernadette, encouraged the mother to stay focused and to keep on doing great things by making small goals, and most of all listen when others try to help. Tykia has expressed her appreciation for the encouraging words. Bernadette states: "You may get tired of me because I am going to push you to greatness because that's what I do!" and her reply was "Yes ma'am! I understand and thank you so much!" Made my day!



## Health Services

You Thrive FL Early Learning Programs Head Start & Early Head Start (HS/EHS) Health Services Team has been working hard and has been restructured. This team is led by a Senior Health Services Supervisor, who oversees nutrition, medical, and oral health. This design provides more individualized support which has resulted in increased productivity and efficiency within the Health Services Team.

The Head Start Program Performance Standards mandate that all children receive sensory and developmental screenings within 45 days of entry. This includes blood pressure, hearing, vision, growth assessments, social/emotional, developmental, lead and hemoglobin screenings, and dental exams/screenings.

For the 2023-2024 school year, the Health Services Team completed over 1000 screenings, a large task completed by the Medical/Oral Health Services Coordinators and Nutrition Supervisor. In addition to screenings, the dental bus did their tour in Brooksville and Spring Hill and our local dentists visited our Volusia sites!

Here are some meal highlights from the '23 - '24 program year:

Breakfast - 94,729 meals

AM Snack - 1,796 meals

Lunch - 94,901 meals

PM Snack - 22,681 meals

Total - 214,107 meals were served last program year.

We continue to partner with the Dairy Counsel to send fun activities and recipes to families!

# PARENT ENGAGEMENT



## Parent Engagement

Parent Engagement is essential to the functions of HS/EHS programs at YTF. Through family engagement, resources are provided and offered to all of our families.

We encourage families to volunteer in many different ways, such as assisting in the classrooms, attending Parent Meetings and participating in/on Policy Council.

Parents have opportunities to work individually with Family Advocates to set goals towards self-sufficiency. The Parent, Family, & Community Engagement committee, consisting of staff and Policy Council members, continues to increase engagement events, create opportunities among families, staff and community partners to network and develop lasting relationships.

We are continuing to use the parent curriculum Ready Rosie, which connects classroom curriculum to home activities. The information is shared to families on a weekly basis and aligns to what they are learning in the classroom in a fun and creative way.

Parent engagement has increased and parents are now more connected and active in their child's learning.



*Photos above are from the Arts on the Grow event at the DeLand Museum of Art. This event allows the kids to create pieces of art work and have them displayed in the museum for family and friends to see.*

## Community Impact

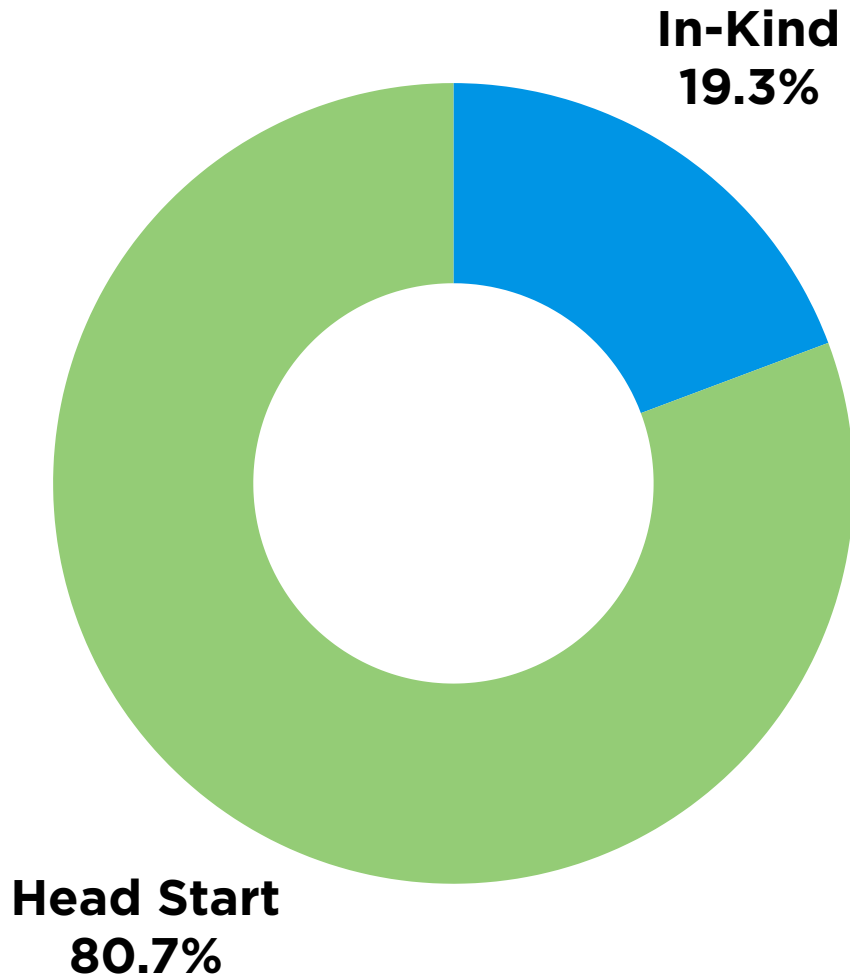
YTF ELP knows just how essential our community partners are to our program's success. Our goal is to maintain and grow existing partnerships, along with starting fresh new ones with new partners and local businesses. Alongside community partners we have the amazing opportunity to participate in a wide variety of community events throughout the year.

We have participated in fun events. Some of those events included: MLK Parade, Mardi Gras Dog Parade, Family Fun Days in October and March, and Arts on the Grow. In addition, our Community Outreach Coordinator has been a part of early childhood advocacy training in Tallahassee, as well as attended the Health and Human Services Summit, Volusia County's Chamber Alliance Mixer, Deland, Daytona Beach, and Hernando Chamber events, and even Volusia County and Hernando County Days at the Capitol!

To date, we have done more than 30 events in Volusia County, 17 events in Hernando County, and 5 events in Sumter County!

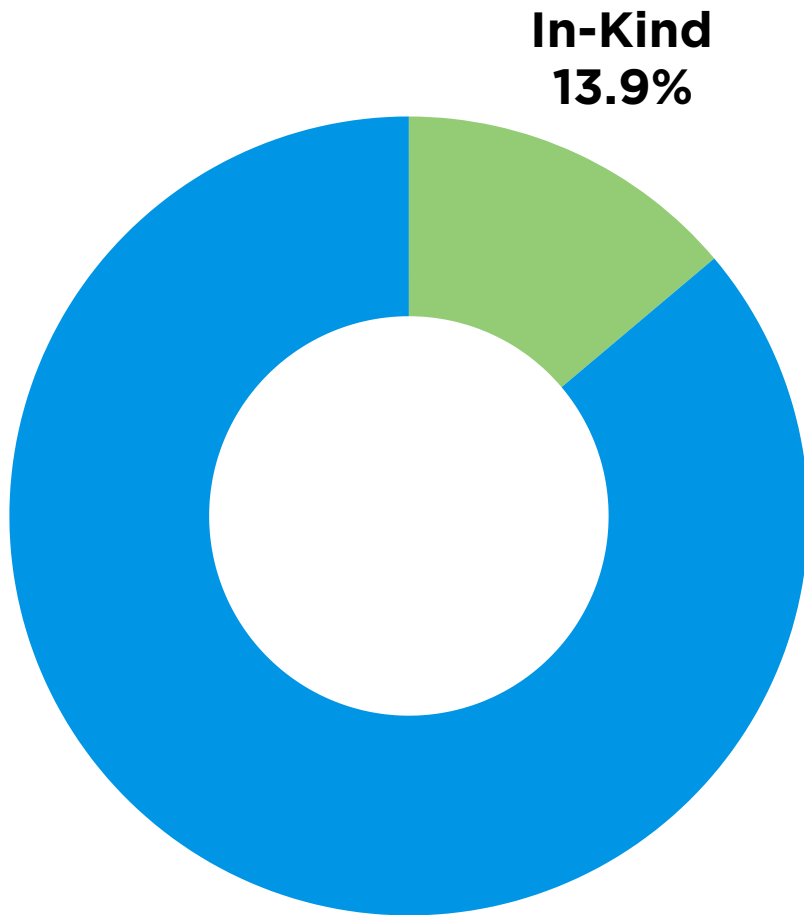
As our program grows, so do our community partners. We want the name of YTF ELP to be a positive and well-known program for all families in our community. With the help of our communities, we will remain the program of choice for many years to come.

## Head Start



Expenditures Budget to Actual				
Expenditure Category	Actual		Variance	Percentage
	Expenditures	Budget		
Personnel	\$ 7,964,857	\$ 13,095,883	\$ 5,131,026	39.18%
Fringes Benefits	2,390,445	4,755,974	2,365,529	49.74%
Travel - Staff and Teachers	91,304	116,170	24,866	21.40%
Contractual	312,861	417,741	104,880	25.11%
Other	2,115,208	1,792,631	(322,578)	-17.99%
Supplies	819,060	496,771	(322,289)	0.00%
Inkind	3,734,489	5,428,890	1,694,401	31.21%
Training	559,624	231,248	(328,376)	-142.00%
Indirect	1,370,910	2,360,930	990,020	41.93%
	<u>\$ 19,358,759</u>	<u>\$ 28,696,238</u>	<u>\$ 9,337,479</u>	<u>32.54%</u>

# Early Head Start



**Early Head Start  
86.1%**

Expenditures Budget to Actual				
Expenditure Category	Actual Expenditures	Budget	Variance	Percentage
Personnel	\$ 2,985,565	\$ 5,965,287	\$ 2,979,722	49.95%
Fringes Benefits	902,884	2,063,023	1,160,138	56.23%
Travel - Staff and Teachers	21,654	51,776	30,123	58.18%
Contractual	92,617	140,783	48,166	34.21%
Other	581,919	965,889	383,970	39.75%
Supplies	245,388	300,091	54,703	18.23%
Inkind	880,171	2,000,957	1,120,786	56.01%
Training	120,667	192,613	71,946	37.35%
Indirect	523,665	1,099,843	576,178	52.39%
	<u>\$ 6,354,529</u>	<u>\$ 12,780,260</u>	<u>\$ 6,425,731</u>	<u>50.28%</u>

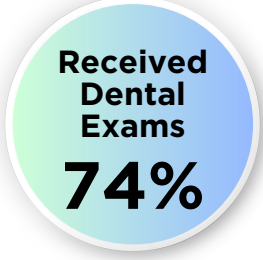
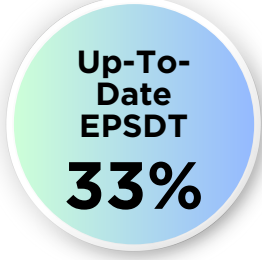
# BY THE NUMBERS

## Head Start



# Early Head Start

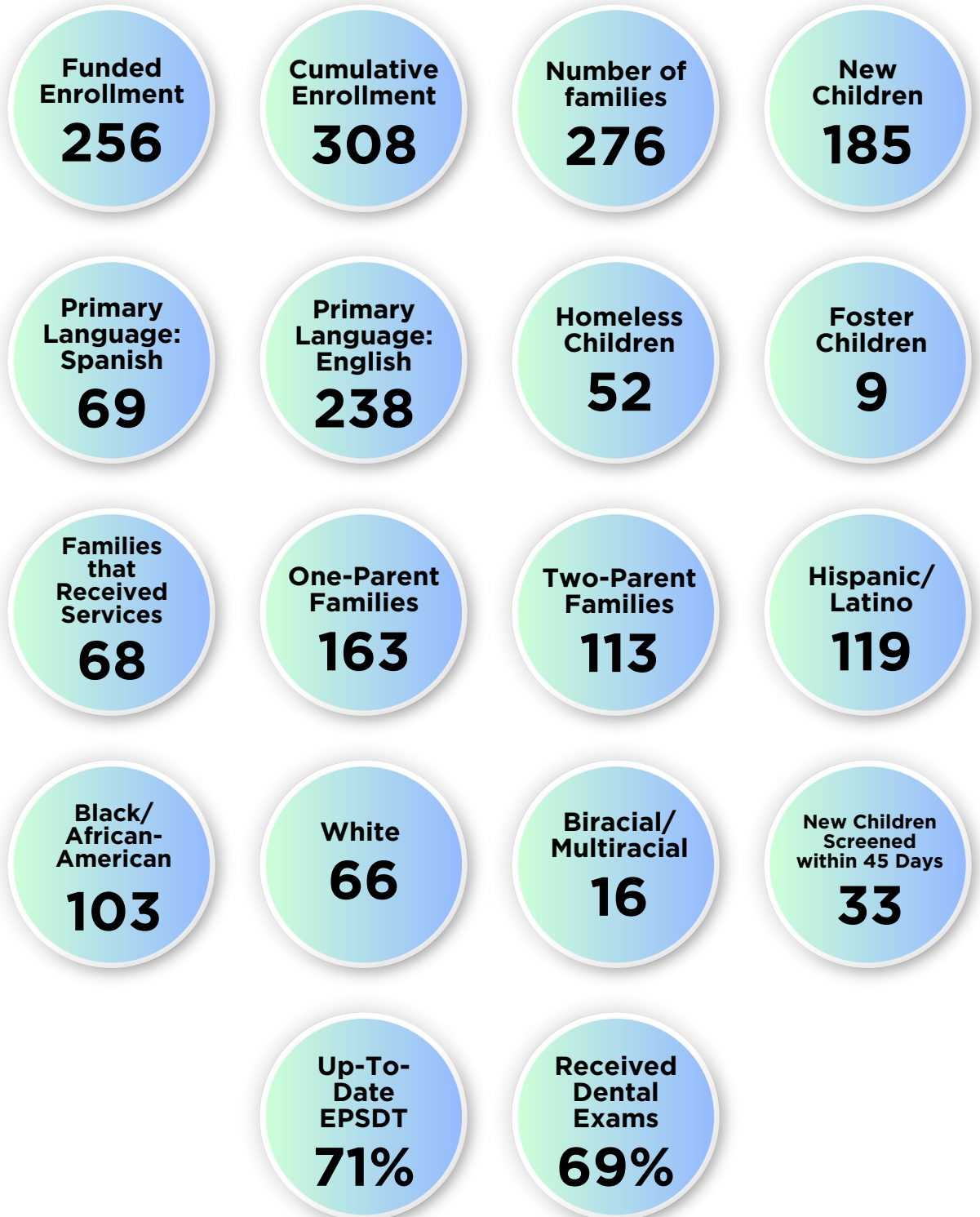
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## Early Head Start I

# BY THE NUMBERS



## **Monitoring**

Effective compliance and leadership in Early Learning Programs require a consistent approach to monitoring data and reporting in all service areas.

By regularly reviewing and analyzing performance metrics, leaders can ensure adherence to regulations, identify areas for improvement, and make informed decisions to enhance program quality and outcomes.

This ongoing oversight not only supports program integrity but also promotes a culture of accountability and continuous improvement.

## **Results of Audit**

Our certified audit for the period ending September 30, 2023, resulted in no material weaknesses or significant deficiencies identified.

Carr, Riggs, and Ingram, L.L.C. CPA

## B

### **BLUE LAKE HS BLENDED**

282 N. Blue Lake Avenue DeLand, FL 32724  
386-736-1891 ext. 243  
352-277-1619

### **BROOKSVILLE HS/EHS**

835 School Street  
Brooksville, FL 34601  
352-754-2464

### **BUSHNELL HS**

403 Lincoln Street  
Bushnell, FL 33513  
352-793-3737

## C

### **CHISHOLM HS/EHS**

531 Mary Avenue  
New Smyrna Beach, FL 32169  
386-427-8149

### **COLEMAN HS/EHS**

200 E. Blue Springs Avenue  
Orange City, FL 32763  
386-774-0730

## D

### **DELAND HS/EHS**

726 S. Woodward Boulevard  
DeLand, FL 32720  
386-873-4804

### **DELTONA LAKES HS BLENDED**

2022 Adelia Boulevard  
Deltona, FL 32725  
382-337-4820

## H

### **HIGHLAND EHS**

122 Highland Avenue  
Holly Hill, FL, 32117  
386-281-3600

### **HOLLY HILL HS/EHS**

721 Walker Street  
Holly Hill, FL 32117  
386-238-5333

### **HOLLY HILL ELEMENTARY BLENDED**

1500 Center Avenue  
Holly Hill, FL 32117  
386-258-4662

### **HOPE PLACE HS/EHS**

1340 Wright Street  
Daytona Beach, FL 32117  
386-281-3314

## J

### **JO SHEPPARD HS/EHS**

592 S. Volusia Avenue  
Pierson, FL 32180  
386-749-0300

## K

### **KEECH HS/EHS**

461 S. Keech Street  
Daytona Beach FL 32114  
386-323-7113

## M

### **MALLOY HS/EHS**

330 E. Retta Street  
De Leon Springs, FL 32130  
386-985-0807

## O

### **OAK RIDGE HS/EHS**

233 Oak Ridge Street  
Holly Hill, FL 32117  
386-366-8242

### **OSTEEN HS/EHS**

506 Doyle Rd  
Deltona, FL 32738  
386-

## S

### **SPRING HILL HS/EHS**

11245 Spring Hill Drive  
Spring Hill, FL 34609  
352-556-4800

## W

### **WOODLAND HS**

803 S. Woodland Boulevard  
DeLand, FL 32720  
386-736-1891 ext. 243

### **WOODWARD HS BLENDED**

1201 S. Woodland Boulevard  
DeLand, FL 32720  
386-774-1520



## **Hernando/Sumter Administration**

835 School St.  
Brooksville, FL 34601  
352-754-2464  
[www.youthrivefl.org](http://www.youthrivefl.org)

## **Volusia Administration**

803 S. Woodland Blvd  
DeLand, FL 32720  
386-736-1325  
[www.youthrivefl.org](http://www.youthrivefl.org)