



RWCFS

# Head Start / Early Head Start

Serving Rock County & Walworth County, Wisconsin

# 2024-2025 ANNUAL REPORT

Rock-Walworth Comprehensive  
Family Services, Inc.

Prepared by

**Emily  
Coddington**

***Executive Director***

*In partnership with:  
RWCFS Staff,  
Members of the Policy  
Council, and the  
RWCFS Board of  
Directors*



[rwcfs.org](http://rwcfs.org)

(608) 299-1500



**PROUDLY  
SERVING  
SINCE 1979**

## **ABOUT THE AGENCY**

For the past 45 years, Rock-Walworth Comprehensive Family Services, Inc. has provided Head Start programming to thousands of households, positively impacting children, families, schools, and communities. Through our two-generation approach focused on early care and education, as well as wraparound services for the family, the agency promotes:

- school-readiness and positive educational outcomes;
- family preservation, health, and economic mobility; and
- safer, stronger communities.



## **OUR SERVICES**

Focused on the well-being of children and families, our services are designed to mitigate the impacts of poverty and ensure children have the critical supports necessary to achieve school success and thrive!

Prenatal Home Visitation

Home and Center-based Services for Infants & Toddlers

Preschool Education

Health, Mental Health, and Nutritional Support/Education



In partnership with parents, and collaborating with stakeholders, RWCFS will support children's readiness for school and life success by developing independence and self-sufficiency, strengthening families, and promoting social justice.

## CORE VALUES

1. We celebrate every individual's strength, as well as each family's definition of itself.
2. We believe in providing healthy, safe environments and encouraging life-long learning.
3. We believe in shared leadership where opportunities are present for everyone to develop to their fullest potential.
4. We believe every family is its child's most influential teacher and most powerful prevention mechanism.
5. We know we are stronger when we have meaningful partnerships within the community.
6. We believe healthy relationships will result when we reflect compassion, dignity and mutual respect for diversity.
7. We believe all activities should promote the wellness and growth of our communities.
8. We embrace and encourage change to improve opportunities for our staff, children and families.
9. We believe that our children and families deserve excellence in service provision.

## LEADERSHIP TEAM

Emily Coddington, Executive Director  
Vicky Mortimer, Finance Director  
Brian Stults, Human Resources Specialist  
Chelsea Miller, Early Head Start Manager  
Tammy Johnson, Head Start Manager  
Erik Perez, Family Services Manager  
Michelle Genthe, Health & Nutrition Manager

Eileen Scheehle, Transportation Coordinator  
Christopher Koepke, Maintenance Coordinator  
Bri O'Brien, Enrollment Specialist  
Jennifer Webb, Site Team Leader  
Allison Kestol-Bauer, Site Team Leader  
Angel Richardson, Site Team Leader  
Pamela Allcorn, Site Team Leader





# A MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear Staff, Parents, and Partners,

On behalf of the agency and its governing bodies, I am proud to share this edition of the agency's annual report. I joined the organization in January 2025, and immediately felt the passion and commitment of all connected to the work. No role is more meaningful than one that allows you to make a difference in the life of a child. Doing so in partnership with others who care just as deeply is an added bonus.

As you take in the information provided over the next several pages, I invite you to jot down questions, comments, and/or ideas that spring to mind and reach out to share those with me. Additionally, if you have positive feedback for any members of our team, feel free to share those as well. This work is equal parts challenge and reward. Your kindness and ongoing support goes a long way. I look forward to continuing our work together in the coming year!

## BOARD OF DIRECTORS

Chair: Jeanne Chernik-Kruger

Vice Chair: Kelsey McCarthy

Secretary: Sharon Grover

Treasurer: Rachael Lindermann

Member: Syretha Washington

Member: LaMikka James

Member: Kelly Campbell

Member: Cori Tucker

Member: Brian Stults

Member: Shannon Frye

Member: Lisa Krolow



In partnership,

A handwritten signature in black ink that reads "Emily Addington".

## POLICY COUNCIL

Chair: Nailah Adama Beloit (EHS)

Vice Chair: Lori Harvel Beloit

Community Rep: Treasure Lopez

Janesville Rep: Helena Fatoba

Beloit Rep: Jacer Tapia

Walworth Co. Rep: Shared Valdez





## Revenues 2024-2025

Federal Head Start/ /Early Head Start	\$5,545,057
School Districts 4K	\$146,460
USDA Child Nutrition	\$218,125
Wisconsin State Head Start Supplemental	\$142,240
Child Care Counts	\$300,778
Other Grants	\$199,630
Donations	\$11,998
Program Revenue	\$18,527
In-Kind Contributions*	\$751,589
<b>Total Revenues</b>	<b>\$7,334,404</b>

## FUNDING

We received funding for the fiscal year 2024-2025 from the Department of Health and Human Services to serve 301 children and their families. At any given time, federal funds were used to serve 195 children through Head Start Preschool, and 98 children through center- and home-based Early Head Start programming.

We also received stipends from the School District of Beloit and the School District of Janesville for 4-year-old kindergarten collaboration, and funding from the Wisconsin Department of Public Instruction for our child nutrition program.

The State of Wisconsin funded 8 additional Early Head Start children through a supplemental grant, and provided incentive dollars through Child Care Counts to help us recruit and retain qualified staff.

The agency made use of other grant opportunities to support children and families, including funds to support literacy and strengthen parent child connections through PBS Kids, UW Madison, and Stateline Community Foundation.

Lastly, donations and in-kind contributions helped the agency meet a variety of needs, and we would like to extend our thanks to all who: donated a book, or took time to read in a classroom; gave of their time to serve on our Policy Council or Board of Directors; contributed to a family event or playgroup; and parents who completed additional work at home with their children. Without these efforts, we would not be able to carry out our mission each and every day. **THANK YOU!**

<u>2024-2025</u>	Budgeted	Actual
<b>Personnel</b>	\$3,475,384	\$3,880,413
<b>Fringe Benefits</b>	\$1,227,170	\$1,349,709
<b>Contractual</b>	\$389,413	\$411,346
<b>Travel/ Transportation</b>	\$162,128	\$173,603
<b>Supplies/Food</b>	\$325,204	\$285,433
<b>Facility/ Construction</b>	\$0	\$0
<b>Space/ Occupancy</b>	\$231,809	\$239,643
<b>Minor Equipment/ Equipment</b>	\$50,281	\$45,325
<b>Other (includes insurance, phone, etc.</b>	\$183,516	\$184,619
<b>Other (Donations)</b>	0	\$4,380
<b>In-Kind Contributions*</b>	\$777,370	\$751,589
<b>Total Expenses</b>	<b>\$6,822,275</b>	<b>\$7,326,060</b>

\* Federal requirements stipulate that our agency must gather in-kind in the amount equal to 20% of the financial award granted. In-kind is not comprised of actual dollars, but rather a value of donated services, materials, and space.

## EXPENSES

The majority of the agency's funding goes to support the staff who dedicate themselves to serving their community.

RWCFS employs nearly 100 individuals, including parents of children receiving services, individuals who were formerly Head Start children themselves, licensed educators, CDL drivers, and many more.

Each year, the organization receives an independent audit from a reputable company, to ensure all expenses are allowable and that the agency is prudently managing its funds.

## WIPFLI

### Results of FY 2024-2025 Independent Fiscal Audit by WIPFLI LLP

- Met/exceeded all necessary audit requirements.
- Major federal award programs audit: Questioned Costs, NONE
- No audit exceptions or changes recommended

**FINAL RESULT: Low risk audit**

# PROGRAM OFFERINGS

Early Head Start services were provided in family homes throughout Rock and Walworth Counties, as well as in classrooms in Beloit. Our Head Start Preschool program operated primarily in centers throughout both counties, many in partnership with local school districts. Daytime events and family nights were provided in each program, and in all locations.

Early Head Start services were offered year-round for prenatal moms and children birth to three.

Home-based families received weekly home visits and monthly play group opportunities.

Center-based programming was provided for 6 hours per day, with extended care options available through our partnership with Community Kids.

Early Head Start	Number of Classrooms/Home Visitors	Total Funded Enrollment
<b>Beloit Child and Family Center</b>	4	32
<b>Rock County Home-Based</b>	5	55
<b>Walworth County Home-Based</b>	2	19
<b>Combined Total</b>	<b>106</b>	

Head Start Preschool	Number Of Classrooms	Total Funded Enrollment
<b>Beloit Child and Family Center</b>	5	81
<b>Jackson Elementary (Elkhorn)</b>	1	16
<b>Janesville Child and Family Center</b>	3	50
<b>Star Center Elementary (Lake Geneva)</b>	1	16
<b>Merrill Elementary (Beloit)</b>	1	16
<b>Turtle Creek Elementary (Delavan)</b>	1	16
<b>Combined Total</b>	<b>12</b>	<b>195</b>

## 2024-25 SCHOOL YEAR

Head Start Preschool served children ages three to five, at all different stages of learning and development.

Our community assessment informs where services are delivered each year, as well as the days and hours classrooms are in session.

This past year, classes ran five days a week for a minimum of 1,020 hours per year.

**PAGE 06**

*All of our centers are licensed by the State of Wisconsin and meet the highest YoungStar rating.*





# FAMILY FUN!

Playgroups,  
AND field trips,  
AND literacy events...

**OH MY!**

**We had amazing family engagement for PY 2024-25 in all of our sites and classrooms!**

**107**

**family events  
across all  
locations**

Carnivals  
Butterfly releases  
The Rainbow Fish Musical  
Car Show  
Fall Festival

Neon Number Night  
Fireman Phil Visit  
Winter Wonderland Family Event  
Paint Night  
Scavenger Hunts

**In addition to fun, playgroups, parent center meetings, and events highlighted important topics for skill development, such as:**

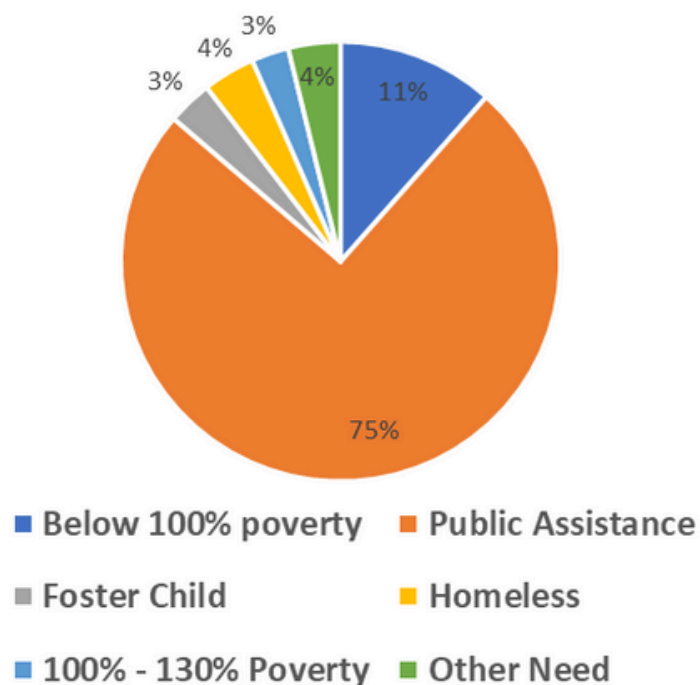
Child & Adult Mental Health	Oral Health
Physical Health & Nutrition	Financial Literacy
Stress Management	Music
Physical Movement/Exercise	Fine Motor Skills





# ENROLLMENT - EARLY HEAD START

EARLY HEAD START  
ENROLLMENT BY ELIGIBILITY



We have been working with our home visitor for a couple of years. I feel supported as a parent, and my kids feel supported by her. I could not have picked a better person to work with.



I love that they are fully attentive to my child, and that they take their time out the day to even dedicate spending time with her.

Total number of children served **191**

Average Monthly Enrollment **91.8%**

## Primary Language Spoken

- English **155**
- Spanish **36**
- American Sign Language **2**
- Learning a second Language **4**

Percentage of Children with Identified Disabilities **17%**





# LEARNING HAPPENS EVERYWHERE!



**IN OUR CLASSROOMS**



**DURING MEALTIME**



**AT HOME**



**OUTSIDE**



**WITH OUR  
FRIENDS**



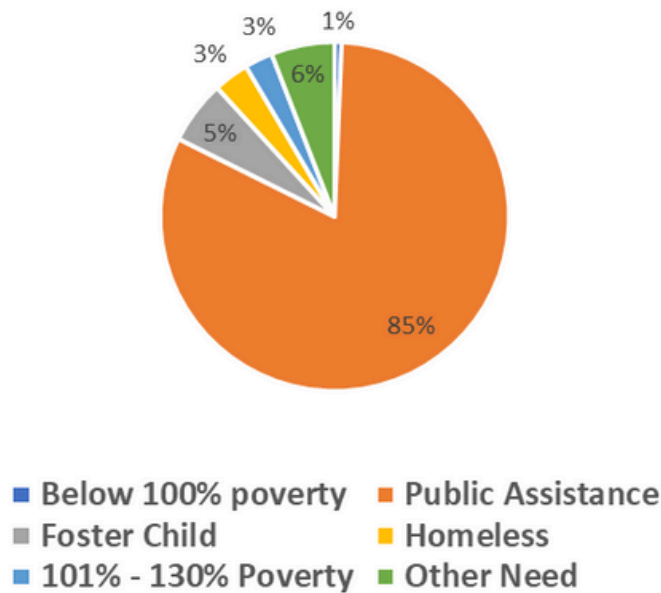
**AT THE LIBRARY**





# ENROLLMENT - HEAD START PRESCHOOL

HEAD START ENROLLMENT BY ELIGIBILITY



My son is getting social interactions and making friends with peers. He has somewhere he loves to be 5 days a week while I work.



The patience of the teachers and the help the program offers.  
My child is learning a lot and getting ready for school.

Total number of children served **217**

Average Monthly Enrollment **94.3%**

Primary Language Spoken

- English **181**
- Spanish **35**
- American Sign Language **1**
- Learning a second Language **11**

Percentage of Children with Identified Disabilities **22%**



# TRANSPORTATION

We are proud to have served  
**90 children**  
and traveled approximately  
**313 miles per day**  
during the 24-25 program year!

## OTHER SERVICES

Early Head Start home-based family transportation was offered to and from playgroups whenever staffing was available.

## OUR FLEET

All of our buses meet the highest safety standards in public transportation and are equipped with child safety restraints as required by Wisconsin Administrative Rule and federal Performance Standards. We also offer a bus monitor on each route to ensure the safety of the children we transport.



## NEW CHALLENGES

As we entered the second part of the program year 24-25, we experienced staffing challenges that left us with service disruptions in some locations for bussing. The Transportation industry has been facing a shortage of CDL drivers nationwide for years, with the shortage expected to continue in the future. Other barriers faced related to funding and department of transportation regulation changes. This led us to a redesign in bussing for the 25-26 program year, to include a tiered structure for decision making that will prioritize services for those families for whom a lack of transportation would truly be a barrier for children attending. In implementing the structure, we will consider all types of resources families may have access to, such as family, friends, public transportation, or walking if they live close to a center.

# SCHOOL READINESS

The Head Start Approach to School Readiness means that children are ready for school, families are ready to support their children's learning, and schools are ready for children.

With a focus on essential developmental domains - physical, cognitive, social, and emotional - in addition to language, math and literacy skills, the program works hard to ensure school readiness for every student while fostering strong partnerships with families.

All curricula used in RWCFS programming are research-based and support the agency in meeting and exceeding expectations of Head Start Program Performance Standards, the Head Start Early Learning Outcomes Framework and Wisconsin Early Model Learning Standards.

In all program options, instruction is intentional and individualized to meet each child and family's unique needs and developmental goals. Regular assessments help us measure our effectiveness, prioritize educator professional development, and implement meaningful Practice-Based Coaching.

# CURRICULUM

HS = HEAD START / EHS = EARLY HEAD START / B = BOTH

**SECOND  
STEP**

HS

**JOLLY  
PHONICS**

HS

**MICHAEL  
HEGGERTY**

HS

**CREATIVE  
CURRICULUM**

B

**BABY DOLL  
CIRCLE  
TIME**

EHS

**PARTNERS  
FOR A  
HEALTHY  
BABY**

EHS

**KINDERMUSIK**

EHS

**THE  
BASICS**

B

**CAVITY-  
FREE  
KIDS**

B

**TWO BITE  
CLUB**

B



# ASSESSMENT

The agency's school readiness goals align with our chosen birth to five assessment, SmartTeach, formerly known as Teaching Strategies Gold. All children are assessed in the fall, winter, and spring to determine where they are at developmentally. For Head Start Preschool (HS), this aligns well with the school year. Early Head Start (EHS) operates year round. The chart below reflects the percent of children meeting or exceeding expectations based on fall and spring assessment data. It should be noted that most Head Start Preschool (HS) children assessed in Fall 2024 persisted and were able to be assessed again in the spring. Not all children who enroll persist, and new children enter the program throughout the year.

DOMAIN OR SKILL ASSESSED	FALL 2024	SPRING 2025
PHYSICAL	90% EHS 63% HS	92% EHS 97% HS
COGNITIVE	91% EHS 59% HS	86% EHS 90% HS
SOCIAL/ EMOTIONAL	83% EHS 57% HS	83% EHS 87% HS
LANGUAGE	78% EHS 54% HS	77% EHS 85% HS
MATH	73% EHS 34% HS	76% EHS 86% HS
LITERACY	83% EHS 45% HS	81% EHS 85% HS

# PARENTS AS PARTNERS

The agency has incorporated family engagement goals into its school readiness framework to emphasize that parents are active partners in their child's progress. Parents regularly provide feedback via direct interactions with teachers/nurturers and family service coordinators, home visits, conferences, Learning Genie, parent center meetings, and surveys.

## What is your child's favorite part of their school day?

My child loves to read, play and learn. She loves learning new songs.

When he can run around. And playing with shaving cream.

Learning and playing with friends

Bus ride

Convivir con sus maestras y compañeros

Playing outside at recess

Seeing her teachers and friends and play time

Escribir pintar jugar

Riding the tricycle and playing with her friends and learning her letters

Playing tag, Cookie Monster game and playing with friends.



# FATHERHOOD



## Volunteer of the Year

Damien attended all fatherhood events and was a great helper with family nights. He was very involved in other areas of the program and in the classroom.

**Number of  
dads and male  
role models  
participating in  
events**

**290**



# HEALTH & MENTAL HEALTH

All children enrolled receive vision and hearing screenings on site and/or in their home. In response to ongoing community barriers related to access to care, RWCFS also provides additional opportunities for enrolled children to receive needed medical and dental care at Head Start and Early Head Start facilities. This includes health screenings/physicals, lead checks, teeth cleanings, and silver diamine fluoride applications. Our partnerships with the Beloit Community Health Center and local WIC programs helps us extend our reach and offer these vital services. The chart below summarizes the percent of Head Start and Early Head Start children who received physical and dental exams, as well as lead testing.



**87 children were referred for further dental treatment; 25 received follow-up care**

HEALTH / DENTAL SERVICE	HEAD START	EARLY HEAD START
PHYSICALS	69%	78%
DENTAL	93%	35%
LEAD	94%	95%



**41 children were referred for further vision testing; 12 received glasses**

## Mother-Infant Therapy Group

This past year, our home visiting program partnered with the University of Wisconsin - Madison to conduct a research study regarding implementation of the Mother-Infant Therapy Group (MITG). MITG is a 12-week program that offers moms the opportunity to connect with other moms who have similar feelings and experiences, while their children are cared for in a nearby infant room. As a group, the mothers participating gained support in coping with feelings of depression and anxiety and learned skills to reduce symptoms of those mental health conditions, while exploring enjoyable ways of connecting with and supporting their baby's development. After the mother's group, mothers reconnected with their baby for Mother-Baby group time to grow their relationship through observations, communication, and attachment-focused exercises.

To support implementation and replication of MITG, Home Visitors received intensive training focused on perinatal mood disorders and the Brief Early Relational Assessment - a tool that utilizes video recording as a component of helping parents assess their relationship with their child.

**100% of classrooms observed by ICC**

**16 Head Start students and 9 Early Head Start children received individual child observations.**

**58% of Early Head Start families receiving the Edinburgh Postnatal Depression Scale\* screening were referred for follow up.**

*\*This screening is done with all families prenatally and postpartum.*



# COMMUNITY ENGAGEMENT

In addition to the partnerships leveraged to support the health and mental health of the children and families we serve, we also partner with elementary schools, childcare providers, technical colleges and universities, and area businesses.

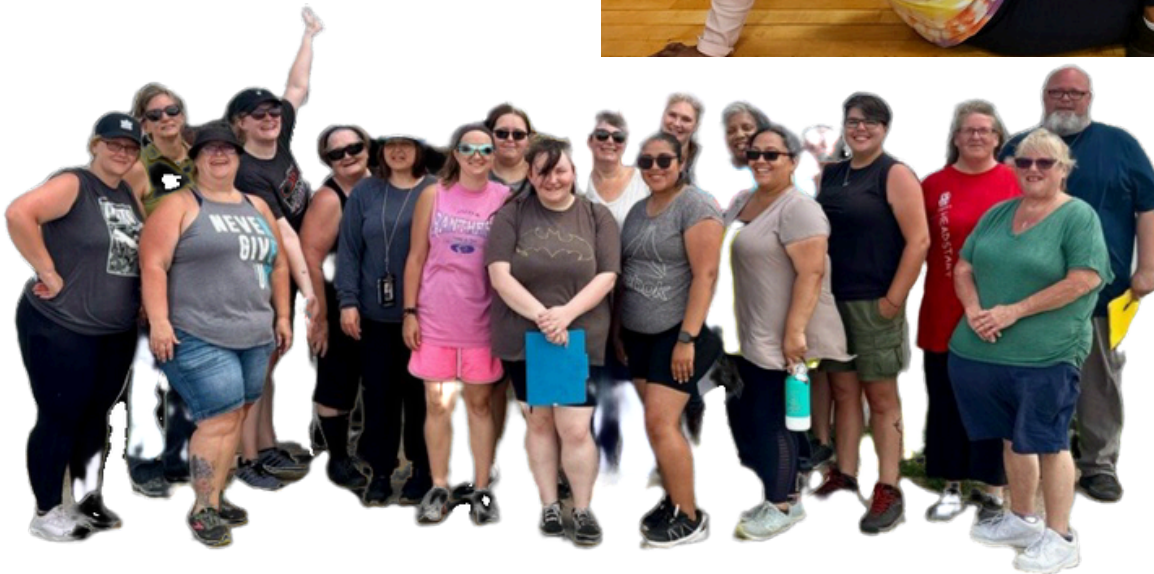
## Key Community Partnerships for program year 2024-25:

- Beloit and Janesville School District
- Community Action
- Stateline Community Foundation
- Family Services of Southern Wisconsin
- Open Arms
- Children's Wisconsin
- University of Wisconsin-Whitewater
- University of Wisconsin-Madison
- Blackhawk Technical College
- Beloit College
- PBS Wisconsin
- Rock County Human Services
- Walworth County Human Services
- Beloit Police Department
- Beloit Public Library
- Hedberg Public Library
- South-Central Area Health Education Center
- Serta Simmons
- Home Depot
- Cintas
- Beloit Area Community Health Center
- Childhood Autism Treatment Team (CHATT)
- Kerry Ingredients
- QPS of Walworth County
- UW-Extension Rock & Walworth County
- BookWorms™
- SSM Heath
- Rock & Walworth County WIC programs
- Janesville Rotary Garden
- Grand Geneva Resort
- Slumberland
- Frito-Lay & Pepsi
- Ecolab Inc.
- Welty Center
- AND ALL OF OUR AMAZING VOLUNTEERS!





**HERE'S TO  
ANOTHER  
SUCCESSFUL  
YEAR!**



*Pictured are many, but not quite all, of our amazing, dedicated RWCFS team members.*

This publication is supported by Grant Number 05CH011958 from the Office of Head Start within the Administration for Children and Families, a division of the U.S. Department of Health and Human Services. Neither the Administration for Children and Families nor any of its components operate, control, are responsible for, or necessarily endorse this publication. The opinions, findings, conclusions, and recommendations expressed are those of Rock Walworth Comprehensive Family Services, Inc. and do not necessarily reflect the views of the Administration for Children and Families and the Office of Head Start.