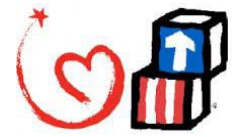




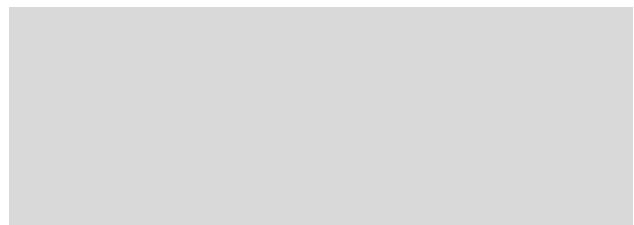
Drake
UNIVERSITY
HEAD START



2024-2025

ANNUAL REPORT

DRAKE UNIVERSITY HEAD START



Contents

2024-2025.....	1
ANNUAL REPORT	1
DRAKE UNIVERSITY HEAD START	1
PROGRAM OVERVIEW	3
PROGRAM GOALS.....	5
FUNDING.....	6
STAFFING ASSESSMENT	8
COMMUNITY ASSESSMENT	9
ENROLLMENT.....	11
<i>Head Start Enrollment</i>	11
<i>Early Head Start Enrollment</i>	11
HEALTH	12
FAMILY ENGAGEMENT.....	13
SCHOOL READINESS	15
HEAD START PREPARES CHILDREN FOR KINDERGARTEN.....	17
FEDERAL MONITORING REVIEW.....	18
AUDIT REPORT.....	18
EARLY HEAD START CHILD CARE PARTNERSHIP (EHS-CCP).....	19
PROGRAM GOALS.....	19
EHS-CCP: FUNDING	20
EHS-CCP: COMMUNITY ASSESSMENT.....	22
EHS-CCP: ENROLLMENT.....	23
EHS-CCP: HEALTH.....	24
EHS-CCP: FAMILY ENGAGEMENT.....	25
EHS-CCP: SCHOOL READINESS.....	26
EHS-CCP: REVIEW RESULTS	27
AUDIT REPORT.....	27

PROGRAM OVERVIEW

Head Start and Early Head Start programs provide early childhood education to children ages birth to five. The majority of the families served by Head Start and Early Head Start face significant challenges such as poverty, homelessness, disability, or trauma.

The US Department of Health and Human Services – Administration for Children and Family Services – Office of Head Start (ACF-OHS) provides funding for Head Start/Early Head Start grantees across the nation. Drake University has served children and families in Central Iowa through the Head Start/Early Head Start grant since 1977.

During the 2024-2025 program year, Drake University operated two grants: the Head Start/Early Head Start (HS/EHS) grant and the Early Head Start - Child Care Partnership (EHS-CCP) grant.

The EHS-CCP grant was designed to improve the quality of existing child care programs and expand access to high-quality care for infants and toddlers. **The Drake University EHS-CCP 2024-2025 Annual Report can be found within this report following the Head Start/Early Head Start section.**

Head Start

Drake University is the Grantee for the largest Head Start grant in the state of Iowa. Drake University provides Head Start services to children ages three to five across six counties: Polk, Boone, Warren, Jasper, Marion, and Story (Ames only). Drake University Head Start programs are located in the following cities:

- Ames
- Ankeny
- Boone
- Des Moines
- Knoxville
- Newton
- Norwalk
- West Des Moines

Families in Polk County also have the option for home-based Head Start services.

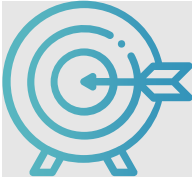
Des Moines Public Schools (DMPS), the largest school district in the state, provides Head Start services in the DMPS enrollment area as a Delegate of Drake University Head Start.

Early Head Start

Early Head Start (EHS) programming is available to children from birth to three years of age who reside in Polk County. The EHS home visiting program is available to children ages birth to three. Children between the ages of two and three have the option to attend a center-based program uniquely designed to suit the specific needs of toddlers.

PROGRAM GOALS

Program goals are determined at the start of each 5-year project period. Drake University Head Start's goals for the 2020-2025 project period are:



GOAL #1

Children will be better prepared for school success.



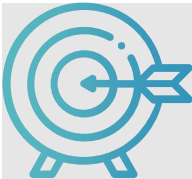
GOAL #2

Enhance the monitoring system to fully utilize data to make informed program decisions.



GOAL #3

Foster a positive culture and climate built upon collaboration and strengths.



GOAL #4

Empower families to be their child's first, most important, and forever teacher.

FUNDING

Drake University Head Start receives federal funding from the U.S. Department of Health and Human Services through the Administration for Children and Families – Office of Head Start (ACF-OHS).

The agency was awarded a total of \$11,400,013 for the 2024-2025 program year. This figure includes \$525,196 for carryover of 2023–2024 program year operating funds, and a cost-of-living adjustment of 2.35% (based on operating funds) awarded to all Head Start grantees in the 2024-2025 program year.

The following tables and charts detail the funding allocation, proposed budget, and actual expenditures for the Drake University HS/EHS grant for the 2024-2025 program year.

2024-2025 Drake University Head Start Funding Allocation	
Head Start Programming*	\$8,953,361
Head Start Training**	\$77,587
Early Head Start Programming	\$2,333,861
Early Head Start Training	\$35,204
Total Funding Award	\$11,400,013

**Includes \$2,475,449 in Head Start funds for contractual Delegate programming.*

***Includes \$11,448 training funds for contractual Delegate training.*

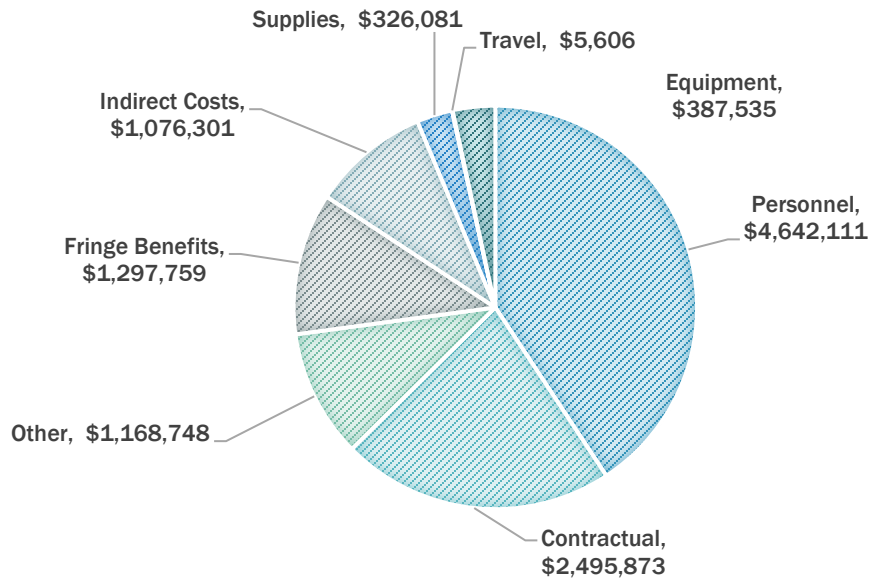
FUNDING (cont.)

2024-2025 Proposed Budget

Personnel	\$4,781,973
Contractual (DMPS Delegate)	\$2,486,897
Fringe Benefits	\$1,353,298
Indirect Costs	\$1,124,041
Supplies	\$105,009
Equipment*	\$34,455
Travel	\$60,985
Other	\$1,453,355
Construction	\$0
Total	\$11,400,013

*"Equipment" refers to capital equipment with a value of \$5,000 or greater.

2024-2025 ACTUAL EXPENDITURES



*Other includes expenditures such as repair/maintenance, space and construction costs, interpretation/translation services, software, etc.

STAFFING ASSESSMENT

National Early Childhood Workforce Data

According to a 2022 [report](#) from the Center for American Progress (CAP), early childhood education workers “are compensated with low to poverty wages for their work... workers remain nearly at the bottom of all U.S. occupations when ranked by annual pay”. The CAP report includes National Survey of Early Care and Education (NSECE) data collected in early 2019. The data shows that over 95% of the early childhood education ECE workforce is female. It was found that in the Midwest region 70% of the ECE workforce is white, however, women of color were found to be overrepresented in early childhood education across the U.S. Nearly 80% of the educators have some college education with 59% holding a bachelor’s degree or higher.

NSECE completed a Covid-19 Longitudinal follow-up study to learn how the pandemic was affecting ECE providers and the individuals who work directly with children in ECE settings. The study found that among individuals in the center-based childcare and early education workforce in 2019, a survey-based measure of risk of depression increased from 8.4% in 2019 to 28.2% in 2021 and 27.0% in 2022.

Since 2020, the ECE workforce has decreased by about 7.5 percent according to the US Dept. of Health and Human Services. These national statistics explain the condition of staff shortages both nationally and locally, and help to demonstrate one of Drake University Head Starts largest ongoing challenges.

Recruitment & Retention Efforts

Drake University Head Start has participated in various employment events during the program year including engaging with Polk County high school students during their job fairs, participating in recruiting events on Drake University’s campus, partnering with Iowa Workforce Development to hold job fairs at Merle Hay Mall, and participating in job fairs at area community colleges and at the Evelyn K. Davis Center for Working Families.

Additionally, current Head Start staff have played an integral role in sharing potential applicant information with the HR Manager and directing family and friends to apply for open positions. The leadership team makes continual, extensive efforts to engage staff, gather feedback, provide timely support, and make necessary improvements to ensure staff satisfaction, wellbeing, and development.

STAFFING ASSESSMENT (cont)

Hiring & Turnover

New staff members have joined the Drake Head Start team at a steady rate, including both full-time positions and part-time student employees. Between July 1, 2024, and June 30, 2025, 18 new staff members were hired, 2 staff members were transferred, 20 staff members resigned, and 2 staff members were terminated.

COMMUNITY ASSESSMENT

Poverty

Data from the United States Census Bureau's American Community Survey (2023 Five-Year Estimates) provides a snapshot of the need that exists within the Drake University Head Start service area.

2024 FEDERAL POVERTY GUIDELINES

FAMILY SIZE	ANNUAL INCOME
2	\$20,440
3	\$25,820
4	\$31,200



THERE ARE MORE THAN 16,800 FAMILIES WITH CHILDREN UNDER 5 YEARS IN THE DRAKE UNIVERSITY HEAD START SERVICE AREA LIVING BELOW THE FEDERAL POVERTY LEVEL

The term “poverty,” as it is used here, refers to families who fall below the Federal Poverty Level (FPL) established by the US government.

In the Drake University HS/EHS service area, the percentage of families living below poverty levels ranges from 3.1% to 8.3% by county. This may create the illusion that poverty is not a significant issue within this service area; however, 3-8% of the families in each of the counties served by Drake University Head Start equates to almost 14,000 families with children under five years living below the FPL across the service area.

COMMUNITY ASSESSMENT (cont)

Foster Care

There were 26 children in foster care served by Drake University Head Start during the 2023-2024 program year. Community Assessment data for this area comes from US Census Bureau's American Community Survey (ACS). According to the ACS, the number of children in foster care at a county level decreased 2% from 2022 to 2023 with the largest decrease in Boone County of 18%. Polk (-2%) and Story (-8%) counties also experiences a decrease in the number of children in foster care. Jasper (+11%), Marion (+5%) and Warren (+1%) counties all experienced increases in the number of children in foster care.

Free and Reduced-Price Meals

The school districts Drake University Head Start serves are generally those with a high percentage of families receiving free and reduced-price meals. Free and reduced-price meal data from the Iowa Department of Education for the 2023-2024 school year reflects that the districts in which Drake University Head Start operates had a free and reduced meals rate of around 44%. Des Moines Public Schools, the district that operates the agency's Delegate program, had a free and reduced lunch rate of 76.49%. The free and reduced meal rate has increased 9% from the prior year for Des Moines Public Schools. Decreases ranging from 2 - 7% and increases from 1 - 26% were seen in some districts.





ENROLLMENT

Funded Enrollment

Drake University Head Start receives funding to serve 845 Head Start/Early Head Start children ages birth to five across a six-county service area. Of the 845 children Drake University Head Start is funded to serve, DMPS serves 420 Head Start children in the district attendance area. Drake University provides Head Start services for 321 preschool-age children and 104 Early Head Start children.

**DRAKE UNIVERSITY HEAD START SERVED
830 CHILDREN AND THEIR FAMILIES
OVER THE COURSE OF THE 2024-2025 PROGRAM YEAR**



One of the lingering effects of the COVID-19 pandemic experienced by Head Start agencies across the nation is reduced child enrollment.

Head Start Enrollment

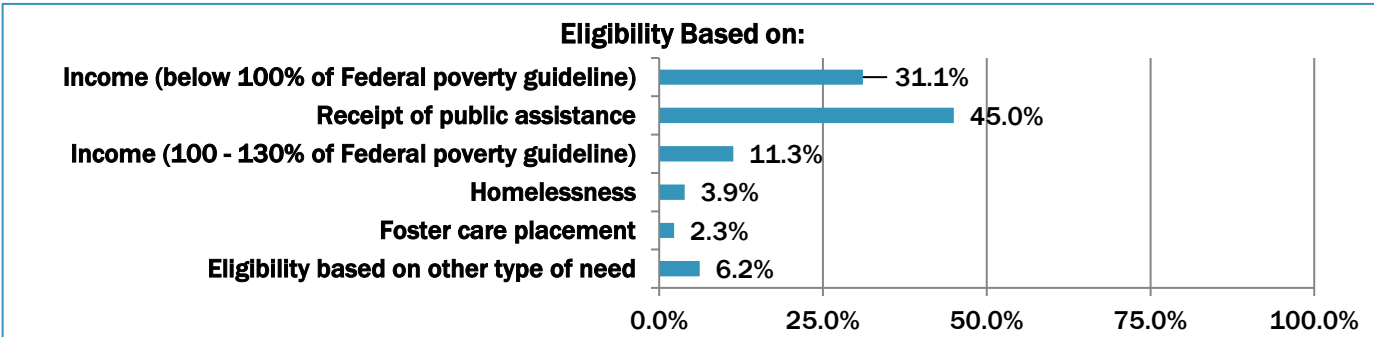
Head Start Funded Enrollment: 741
Average monthly Head Start Enrollment: 91.75%*
*Average monthly HS enrollment (Sept-May)

Early Head Start Enrollment

Early Head Start Funded Enrollment: 104
Average monthly Early Head Start Enrollment: 99%*
*Average monthly EHS enrollment (July-June)

Eligibility

Many families served by the program are eligible in multiple categories; however, Head Start programs may report only one eligibility category per family to the US Department of Health and Human Services. The percentage of eligible children in each category is reported below.



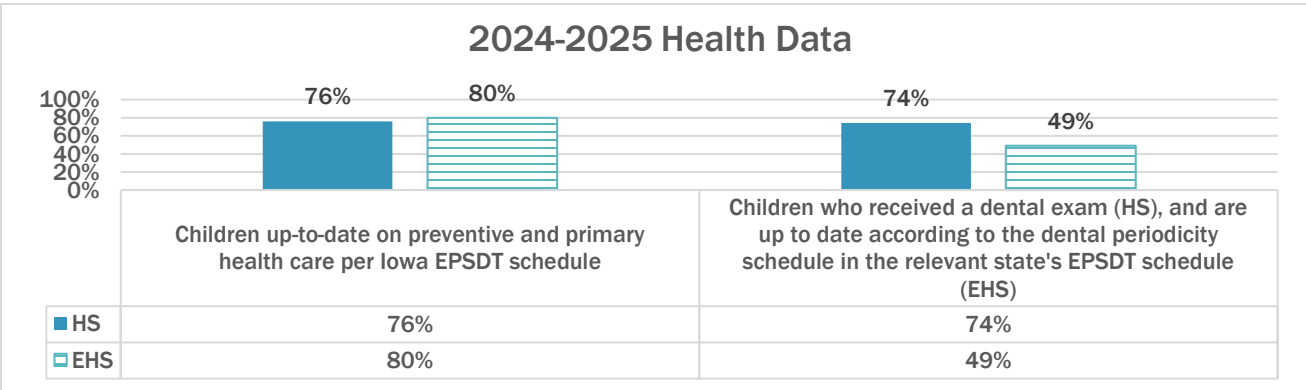


HEALTH

Along with conducting hearing, vision, and developmental screenings for enrolled children, Head Start provides families with educational materials and resources that underscore the importance of keeping children healthy.

The chart below reflects the percentage of children who were up to date on their preventive and primary health care, those who received a dental exam by the end of the program year for HS children, and those who are up to date according to the dental periodicity schedule in the relevant state’s EPSDT schedule. All families of children enrolled in the program are also offered to have fluoride varnish applied to their child’s teeth at least twice per year. This service comes with a dental screening and coordinated follow up dental care if needed.

A possible reason that the percentage of EHS children who have received oral health preventative care is low is because many dentists in our service area will not see patients until they are 3 years old.



Health Education

Health education events provide Grantee and Delegate families with resources and tools to meet their health goals. In the 2024-2025 program year, two Health Care Institute trainings were offered. The agency hopes to continue with more Health Care Institute trainings and engage parents to attend. CPR and First Aid for Friends and Family is offered in service areas where the Parent Needs and Interests Survey indicates high parent interest. Dental education opportunities were offered at all three of our parent and child events held at the Blank Park Zoo, Living History Farms and the Science Center of Des Moines.

FAMILY ENGAGEMENT

Drake University Head Start engages families in their child's learning and development through parent education, leadership opportunities in program governance, and parent/child activities and events. Additional ways to engage parents include Coffee and Connections, Parent Cafes, family picture nights, and food and nutrition specific home visits to support families in shopping, preparing and offering healthy food and snacks at home. Family Engagement staff have increased fatherhood engagement by implementing roundtable father/father figure coffee and connection time and craft nights.

Parent Resources

In addition to individualized resources, families receive:

- MONTHLY *KID FOOD AND SMART FOOD* BULLETINS
- PARENT EDUCATION CLASSES
 - HEALTH CARE INSTITUTE
 - FAMILY AND FRIENDS CPR and FIRST AID
 - POSITIVE SOLUTIONS FOR FAMILIES
 - CONSCIOUS DISCIPLINE
- ACCESS TO A FAMILY LENDING LIBRARY
- COFFEE AND CONNECTIONS
- PARENT CAFES
- PARENT AND CHILD TOGETHER (PACT) TIME TO PROMOTE PARENT/CHILD ENGAGEMENT AT SCHOOL IN THE CLASSROOM
 - WEEKLY FOR DMPS
 - MONTHLY FOR DRAKE UNIVERSITY HEAD START

Parent Education

Drake University Head Start staff work one-on-one with parents to learn more about their family's needs and to connect them with appropriate resources.

Drake University Head Start Family Engagement Specialists offer Positive Solutions for Families and Conscious Discipline parenting classes, both research-based curricula, in person twice a year in English and Spanish. Based on responses from fall and spring parent polling, needs assessments, and family partnership agreements, additional community connections and parent education opportunities are provided. Family Engagement staff share information and resources with families using Talking Points, which allows communication in each family's home language. Resources shared include seasonal and utility assistance, adult education, employment opportunities, clinics, housing support, financial education, and more.

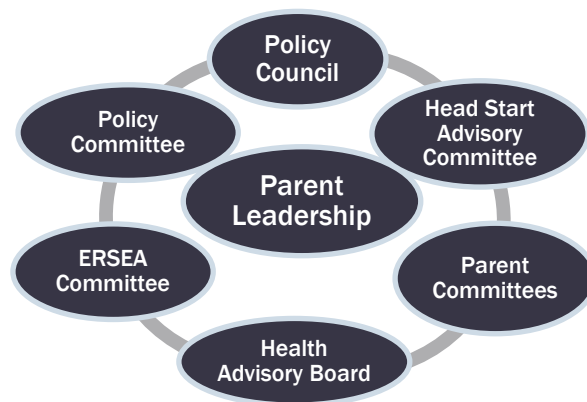
Des Moines Public Schools Early Education Programs offers parent education through virtual and social media platforms. These platforms were utilized in response to district health, safety, and security measures. Based upon

responses from fall and spring parent surveys, needs assessments, and family partnership agreements, community connections and evidence-based parent education opportunities were offered. Family Engagement Facilitators share information and resources with families using *SNAP! Connect*, a private media platform which translates into more than 75 languages. Families are notified of opportunities and resources related to health, safety, mental health, school readiness, and community connections. Resources shared with families include seasonal and utility assistance, adult education, employment opportunities, citizenship support, public libraries, clinics, housing and financial education and more. Families can request assistance in making connections through the *SNAP! Connect* app, with their messaging being translated to and from members of the Family Support Service Team.

DMPS Head Start partnered with Iowa State Extension University to offer virtual parent education titled *Our Bookshelf*, a 4-part, evidence-based series promoting early literacy home-based activities, available in both English and Spanish. ISU Extension’s Expanded Food and Nutrition programming is also promoted to families. Family Engagement Facilitators presented the *Positive Solutions for Families* training series to families in both English and Spanish via Microsoft Teams.

Parent Leadership

Parents are encouraged to develop their leadership skills by participating in a variety of committees and sub-committees within the agency’s governance structure. The image below displays the different opportunities Drake University Head Start and DMPS offer parents throughout the program year.



FAMILY ENGAGEMENT (cont)

Parent/Child Activities and Events

In addition to PACT times, most years, Drake University Head Start offers three agency-wide parent/child events for all enrolled children and their families:

- A Day at Living History Farms
- An Evening at the Science Center of Iowa
- Head Start Day at the Blank Park Zoo

DUHS will host it's second annual Block Party community event on the Drake University Campus in April 2026. This event aims to engage current Head Start families, the Drake University community and the broader, local community.

SCHOOL READINESS

School Readiness Goals

Drake University Head Start's foremost goal is that "Children will be better prepared for school success." Agency objectives assess progress toward this goal to address overall school performance with a focus on social-emotional development and literacy skills.

GOLD

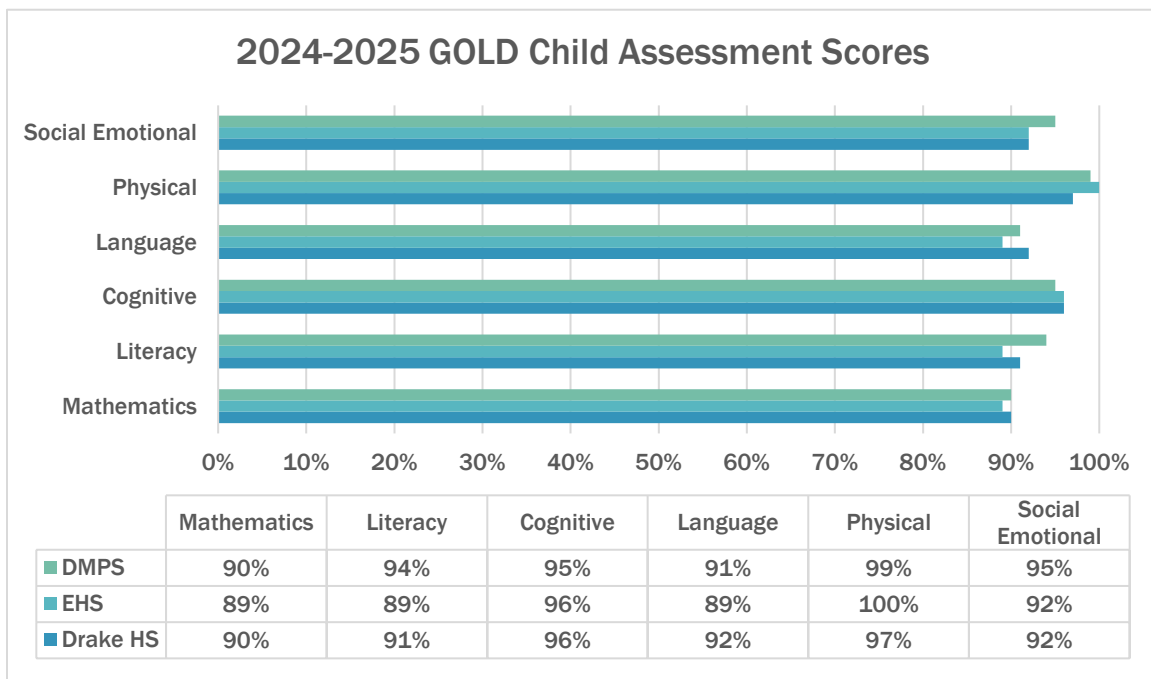
Drake University Head Start and Early Head Start programs conduct ongoing child assessment using the Teaching Strategies GOLD Online Assessment System. Teachers and Infant/Toddler Specialists enter anecdotal and media evidence into the GOLD database, assessing child progress at common checkpoints during the year.

SCHOOL READINESS (cont)

The following chart represents the percentage of children meeting or exceeding GOLD Widely Held Expectations at the end of the 2024-2025 program year. These numbers represent all children enrolled in the Grantee Head Start and Early Head Start programs as well as those enrolled in the DMPS Delegate Head Start program.

THE GOLD ONLINE ASSESSMENT SYSTEM MEASURES CHILD PROGRESS TOWARD AGE-APPROPRIATE, WIDELY HELD EXPECTATIONS IN THE FOLLOWING DEVELOPMENTAL DOMAINS:

- SOCIAL EMOTIONAL
- PHYSICAL
- COGNITIVE
- LANGUAGE
- LITERACY
- MATHEMATICS



HEAD START PREPARES CHILDREN FOR KINDERGARTEN

Drake University Head Start and Des Moines Public Schools partner with families to facilitate a successful transition to kindergarten. Head Start works closely with families, helping them plan for this change through:

- ✎ Discussions about transition during parent-teacher conferences;
- ✎ Information to parents about their child's neighborhood school, including information on registration/enrollment processes for kindergarten such as Kindergarten Round Up;
- ✎ Information to parents about summer learning opportunities; and
- ✎ Exchange of pertinent information and student records with parents and between programs as appropriate.



FEDERAL MONITORING REVIEW

The most recent federal monitoring review for Drake University Head Start took place in March, 2022. A federal monitoring review team conducted a Focus Area Two monitoring review with Drake University Head Start. Team members visited Grantee and Delegate classrooms, observing daily operations for compliance with the Head Start Act of 2007 and Head Start Program Performance Standards.

Overview of Findings

The Overview of Findings is explicitly aligned with sections of the Head Start Program Performance Standards and Head Start Act of 2007. The Overview of Findings identifies areas of compliance, non-compliance, or concern for each section from the Head Start Monitoring Protocol. Results of the monitoring review showed one concern and one area of non-compliance with OHS standards and the Head Start Act of 2007 641A(c)(2)(F). Remediation measures were immediately implemented and both the concern and the non-compliance have been resolved.

AUDIT REPORT

An independent audit for Drake University, which included both grants, was conducted by Deloitte & Touche, LLP. No concerns were noted in the Independent Auditor's Report dated November 22, 2022.

EARLY HEAD START CHILD CARE PARTNERSHIP (EHS-CCP)



PROGRAM OVERVIEW

The Early Head Start Child Care Partnership (EHS-CCP) grant is a partnership between the Office of Head Start and the Office of Child Care, two branches of the U.S. Department of Health and Human Services. Through this grant, Drake University works with seven local child care centers to serve 90 infants and toddlers in Des Moines, Iowa. Partner centers are located within areas of the city where a high proportion of at-risk youth and families reside.

PROGRAM GOALS

The 2024-2025 school year marked Year Five of the grant's second five-year project period. Program goals for this project period are:



GOAL #1

Improve outcomes for children by providing comprehensive, full-day, full-year experiences in a quality learning environment facilitated by highly qualified staff.



GOAL #2

Provide support and education to parents to improve self-sufficiency and competency in their roles as parents.



GOAL #3

Increase staff qualifications and skills through instructional coaching and quality, comprehensive professional development.

The following child care centers are Drake University's EHS-CCP partners:

- Capitol Park Early Learning Center
- Children & Families of Iowa – Child Development Center
- Conmigo Early Education Center
- House of Mercy Child Development Center
- Little Sprouts Children's Center
- Oak Academy
- Wonder Years Academy

During this project period, Drake University Head Start has continued to recruit families, provide high quality family services to enrolled children, and provide innovative professional development and instructional coaching to teaching staff, directors, and administrators. Additionally, the agency has developed collaborative relationships with organizations that support children and families as they age out of the EHS-CCP program.

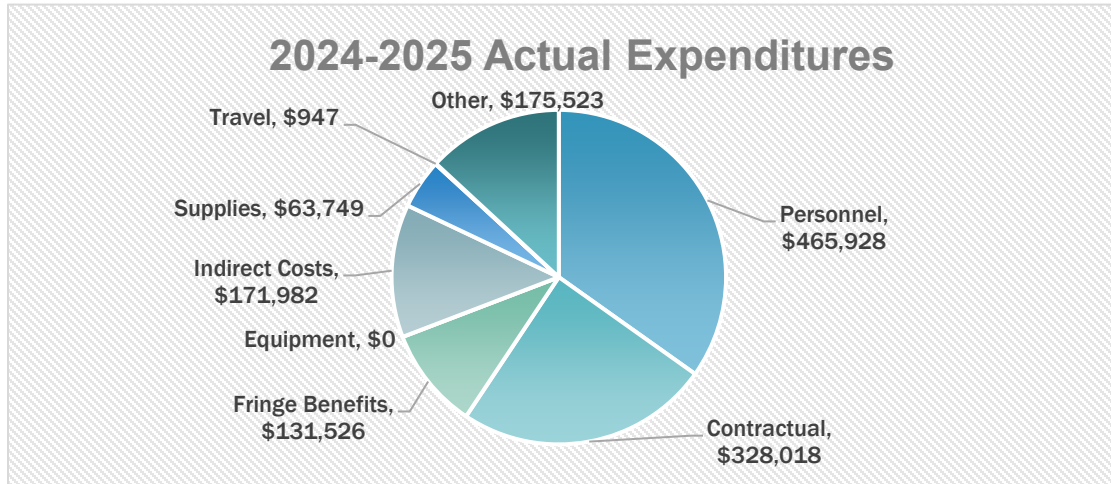
EHS-CCP: FUNDING

EHS-CCP funding is awarded by the same source as Head Start and Early Head Start funding: the U.S. Department of Health and Human Services' Administration for Children and Families' Office of Head Start. The agency was awarded a total of \$1,356,810 for the 2024-2025 program year. This figure includes a cost-of-living adjustment of 2.35% (based on operating funds) awarded to all Head Start grantees in the 2024-2025 program year. At the end of the program year, \$19,137 in the budget category Contractual was unspent and returned to the federal government. This remainder was due to the reduction of CCP partner sites from 7 to 5 during the program year.

2024-2025 Drake University EHS-CCP Funding Allocation	
Early Head Start Programming	\$1,331,904
Early Head Start Training	\$ 24,906
TOTAL FUNDING AWARD	\$ 1,356,810

2024-2025 EHS-CCP Proposed Budget	
Personnel	\$455,651
Contractual	\$345,000
Fringe Benefits	\$128,950
Indirect Costs	\$200,429
Supplies	\$46,168
Equipment	\$0
Travel	\$450
Other	\$180,162
Total	\$1,356,810

EHS-CCP: FUNDING (cont.)



*Other includes expenditures such as repair/maintenance, space and construction costs, interpretation/translation services, software, etc





EHS-CCP: COMMUNITY ASSESSMENT

EHS-CCP services are provided in areas of the city where the greatest concentration of at-risk families resides. Demographic data for Des Moines' Urban Core, where partner centers are located, reflects a low-income population where more residents rent than own and many do not pursue higher education. Census data over the course of this project period shows a decrease of Des Moines' population by about 1%.

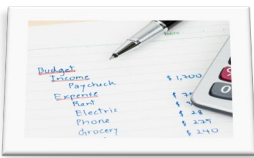
In the 2023 American Community Survey Five Year Estimates, the US Census Bureau reported that 5.9% of families with children under the age of five in Polk County were living below the federal poverty level. Census data shows that 8% of families with a child under the age of five in Des Moines are living below the federal poverty level. Due to the population size of Polk County and Des Moines, these percentages represent 10,556 and 4,460 families, respectively.

The percentage of DMPS families eligible for free and reduced-price meals was 76.49% during the 2023-2024 school year, showing a 7.5% increase from the 2022-2023 school year.



2024 FEDERAL POVERTY GUIDELINES

FAMILY SIZE	ANNUAL INCOME
2	\$20,440
3	\$25,820
4	\$31,200



OVER 5,000 FAMILIES IN DES MOINES WITH CHILDREN UNDER THE AGE OF 5 ARE LIVING IN POVERTY

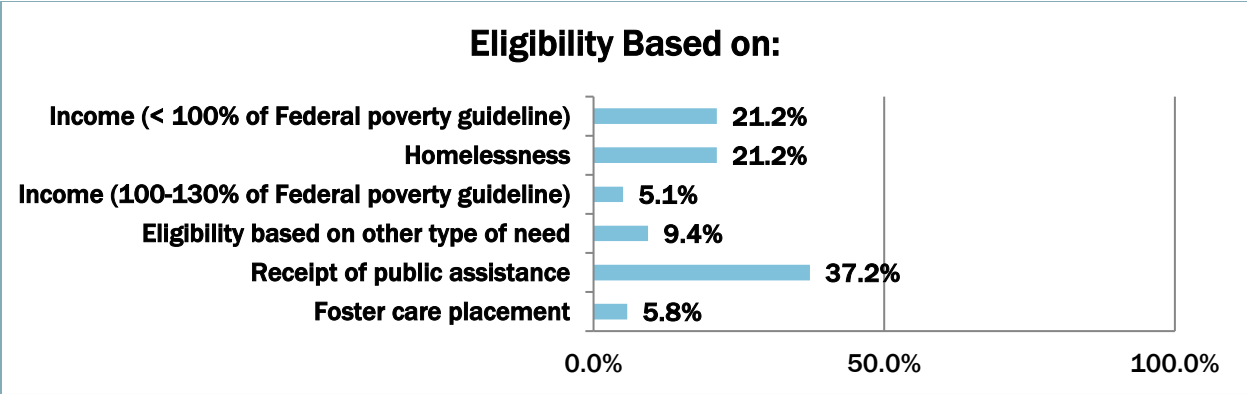




EHS-CCP: ENROLLMENT

Eligibility

During the 2024-2025 program year, cumulative enrollment for Drake University’s EHS-CCP program was 137 children. Many families served by the program are eligible in multiple categories. However, Head Start agencies report only one eligibility category per family to the U.S. Department of Health and Human Services. The percentage of children in each category is reported below.



Enrollment

The data below reflects the average enrollment throughout the 2023-2024 program year.

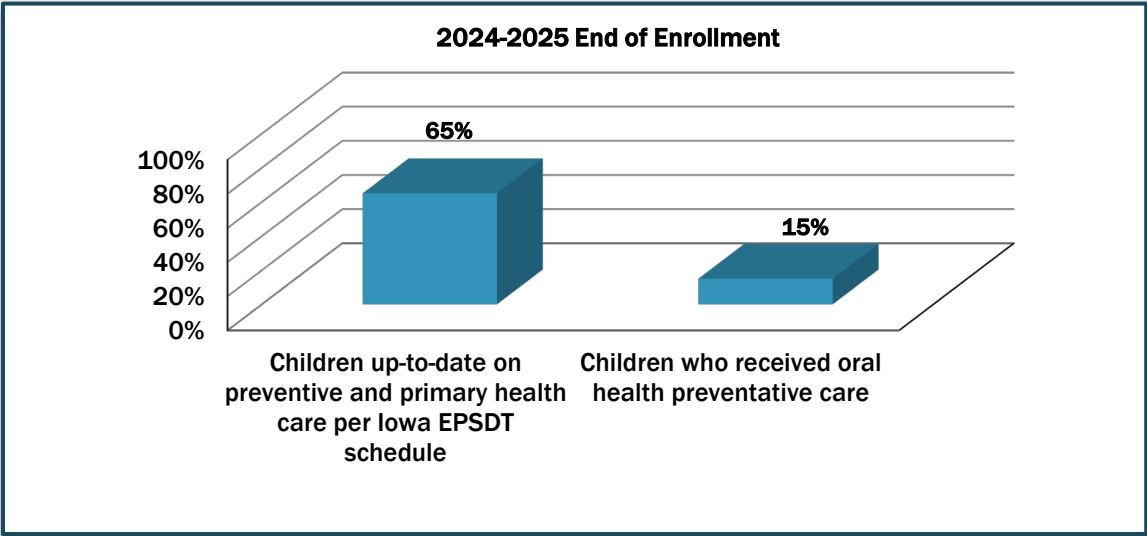
Monthly Funded Enrollment: 90 children
Average Monthly Enrollment: 99.8%



EHS-CCP: HEALTH

Drake University EHS-CCP staff provide resources and education to families then follow up with referrals to appropriate providers. Drake University EHS-CCP focuses on improving the overall health of families by encouraging healthy habits. Health education provide families with resources and tools to meet their health goals. In the 2024-2025 program year, two Health Care Institute trainings were offered. The agency hopes to continue with more Health Care Institute trainings and engage parents to attend. Dental education opportunities were offered at all three of our parent and child events held at the Blank Park Zoo, Living History Farms and the Science Center of Des Moines.

A possible reason for the percentage of children who received oral health preventative care being low is because many dentists in our service area will not see patients until they are 3 years old.



EHS-CCP: FAMILY ENGAGEMENT

Family Goals and Parent Education

EHS-CCP family engagement activities include parent education, parent leadership opportunities, and home visits. EHS-CCP Family Engagement Specialists are trained in Parent as Teachers (PAT) curriculum and utilize it with families during visits. During the enrollment process, Family Engagement Specialists work with families to develop individualized goals based on the families' needs and interests. Family Engagement Specialists maintain routine contact with families throughout their child's enrollment to help them move toward goals.

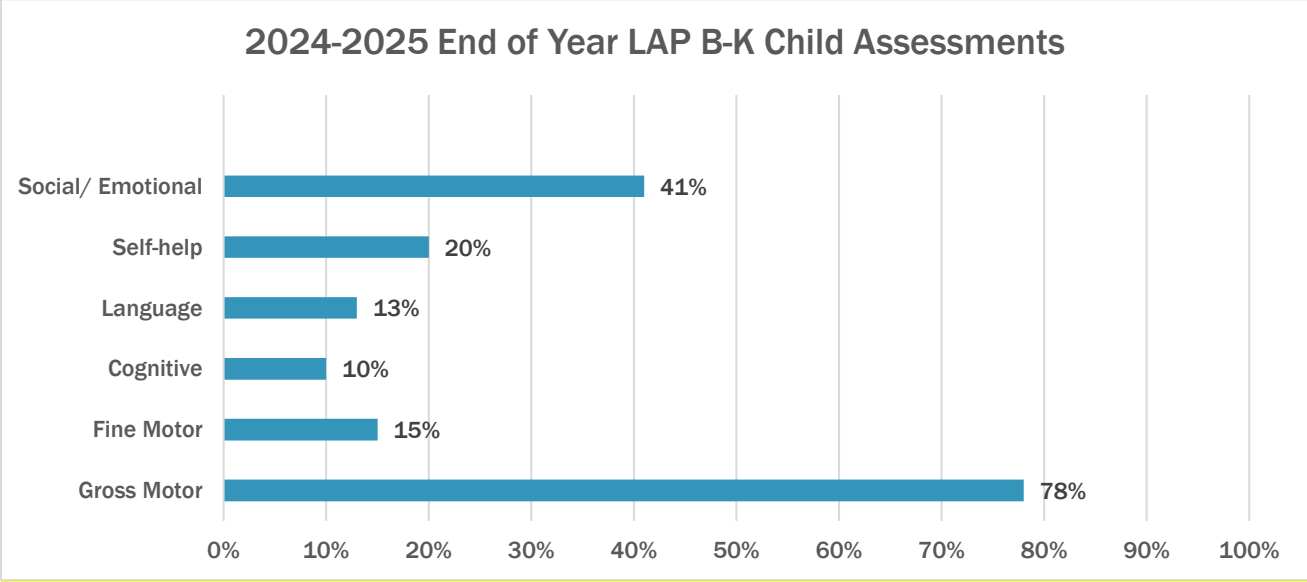
EHS-CCP families are invited to the agency's *Health Care Institute* to learn more about how to handle various childhood illnesses and when it is imperative for children to see a doctor. They are also invited to participate in three agency-wide parent/child events each year for all enrolled children and their families:

- A Day at Living History Farms
- An Evening at the Science Center of Iowa
- Head Start Day at the Blank Park Zoo

EHS-CCP: SCHOOL READINESS

In infant and toddler classrooms, school readiness skills are demonstrated through child/caregiver relationships rather than writing or drawing samples. EHS-CCP programming focuses on creating a secure base for the children and forming relationships.

EHS-CCP classrooms use Learning Accomplishment Profile Birth to Kindergarten (LAP B-K) to assess child progress toward widely held expectations in each domain. Aggregated spring 2025 assessment data for the seven Child Development Centers is depicted below. Percentages reported reflect children who have demonstrated proficiency in 51-100% of the domain items.



EHS-CCP: REVIEW RESULTS

The most recent federal monitoring review for Drake University Head Start took place in March, 2022. A federal monitoring review team conducted a Focus Area Two monitoring review with Drake University Head Start. Team members visited Grantee and Delegate classrooms, observing daily operations for compliance with the Head Start Act of 2007 and Head Start Program Performance Standards.

Overview of Findings

The Overview of Findings is explicitly aligned with sections of the Head Start Program Performance Standards and Head Start Act of 2007. The Overview of Findings identifies areas of compliance, non-compliance, or concern for each section from the Head Start Monitoring Protocol. Results of the monitoring review showed one concern and one area of non-compliance with OHS standards and the Head Start Act of 2007 641A(c)(2)(F). Remediation measures were immediately implemented, and both the concern and the non-compliance have been resolved.

AUDIT REPORT

An independent audit for Drake University, which included both grants, was conducted by Deloitte & Touche, LLP. No concerns were noted in the Independent Auditor's Report dated November 22, 2022.