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ANNUAL REPORT 2024-2025

Early Education and Care, Inc.

850-818-9003

PO BOX 920

Panama City, FL 32402



TO OUR SUPPORTERS

Dear Friends,

On behalf of the Board of Directors, Early Education and Care staff and all of our families, I would like to say thank you for the in-kind and generous support that you have given to this agency. So many of you have volunteered in our classrooms and at our events. You have served our children and families as community role models by reading stories, sharing your life stories, chaperoning field trips, fostering dreams, encouraging self-reliance, etc. Together, we are improving the lives of people in our community, embodying the spirit of hope, and making our community a better place to live. Please contact me at squinn@eeckids.org to learn more about the programs we offer.

Sincerely,

Sabara Quinn



Early Education and Care, Inc.

Our Mission

“To provide quality comprehensive services that will enhance the overall development of children and families.”

Guiding Principles

- **Children First**
- **Mission Minded**
- **Quality Services**
- **Programs of Excellence**



OUR GOVERNING BODIES

Board of Directors:

Todd Brister-*President*

Kristian Chapman-*Vice President*

Erica Lester-*Treasurer*

Irene Field-*Secretary*

Members

Hollee Hansen

Elizabeth Humphries

Ashley McDaniel

Brenda Parker

Aaron Rich

Tim Thompson

Genia Robison

Jeannette Chapman-*Emeritus Member*

Executive Leadership

Sabara Quinn- Executive Director

Janice Flowers- Head Start Director

Ed Cox-Finance Director

Michelle Lewis -Human Resources Director

Millie Tizol -Training Director

Amy Slay- Communication and IT Director

Cheryl Burnside- Quality Assurance Director

Head Start Policy Council

Dr. V. Johnson--*President*

Members

Oleksandra Malinorska

Alexa Butler

Veronica Santiago

Crystal Suliman

Ana Diaz

Tomeka Smith

Timothy Johnson

Eriana Telfair

Brianna Brown

Ben Morgan

Ashlyn Walden

Tia Johnson Rhodes

Joy Griffin

Alvin Peters

Matthew Shack

Yarely Harmon

OUR HISTORY

Early Education and Care, Inc., a non-profit organization, began in 1972 as the Bay County Day Care Center, Inc. with the goal of providing quality child care for 20 disadvantaged preschoolers. Over the years, the organization expanded its services and geographic reach, changing its name multiple times to reflect its evolving mission. Key milestones include becoming a United Way agency, administering child care subsidies, and operating Head Start and Early Head Start programs. The organization also became a training coordinating agency for child care workers in response to new legislation. Its final name change to Early Education and Care, Inc. occurred in 2003, reflecting its role as a school readiness coalition. The agency's focus remains on helping children and families and preparing children for kindergarten.

Organizational Name Changes

The organization underwent several name changes throughout its history, each reflecting a new phase or expansion of its services:

- **Bay County Day Care Center, Inc. (1972):** The original name when the organization was founded.
- **Bay County Community Coordinated Child Care Council, Inc. (1983):** Adopted after the agency began administering child care subsidy dollars and expanding to six surrounding counties.
- **Early Childhood Services, Inc. (1988):** Changed to this name to reflect the expansion of its training services to child care workers in 14 counties.
- **Early Education and Care, Inc. (2003):** The current name, adopted after the agency became a school readiness coalition as part of the School Readiness Act.

Key Milestones and Programs

- **1972:** Founded as the **Bay County Day Care Center, Inc.**, serving 20 disadvantaged preschoolers.
- **1976:** Became an official agency of the **United Way**.
- **1983:** Began administering **child care subsidies** and received a federal grant to operate the **Head Start program**.
- **1986:** Became a **training coordinating agency** for child care workers in 14 surrounding counties following new state legislation.
- **2001:** Partnered with other organizations across the state to become a **school readiness coalition**.
- **2009:** Received an **Early Head Start Expansion Grant**, allowing it to serve 68 additional infants, toddlers, and pregnant women.

The organization's mission has consistently focused on the optimal development and educational success of all children, particularly those from disadvantaged backgrounds. The Head Start and Early Head Start programs are central to this mission, preparing children to be ready for kindergarten and supporting their families.

Head Start

Head Start and Early Head Start are comprehensive, federally funded programs that serve children from low-income families. Head Start focuses on preschoolers aged three to five, providing developmental and educational opportunities, as well as health, nutrition, and mental health services. Early Head Start serves pregnant women, infants, and toddlers up to age three.

Key Features of Head Start and Early Head Start

- **Age Groups:** Head Start serves children aged three to five. Early Head Start serves pregnant women, infants, and toddlers up to age three.
- **Services Provided:** Both programs offer a holistic approach to a child's well-being. This includes educational activities to prepare children for school and promote their mental, social, emotional, and physical growth. They also provide nutritious meals, and medical, dental, and mental health services.
- **Program Options:** The Early Head Start program offers both a center-based and home-based option. The center-based option is for parents who need a place for their child while they work, while the home-based option focuses on the child and family within their own home.

EEC's Head Start and Early Head Start Programs

EEC directly operates six Head Start and Early Head Start centers in Bay and Franklin counties. These centers work to prepare children for kindergarten and ensure they have a strong foundation for future success.



ENROLLMENT & SERVICES

OVERALL

Head Start Children	301
Early Head Start Children	216
Pregnant Women	31

Head Start/Early Head Start

100% of Poverty	277
101-130% of Poverty	0
Eligible Foster Care	2
Eligible TANF/SSI/SNAP	218
Eligible Homelessness	23

Head Start/Early Head Start

English	318
Spanish	144
Caribbean	12
European & Slavic	27
Native Central America	43

ENROLLMENT

Early Head Start Enrollment by age category at time of enrollment

- 31 Pregnant Women
- 74 Less than one year old
- 66 One year old
- 76 Two years old

Head Start Enrollment by age category at time of enrollment

- 109 Three years old
- 192 Four years old
- 0 Five years old

Additional Information

- 10 - Children with an Individual Family Support Plan (IFSP)
- 51- Children with and Individual Education Plan (IEP)



Health & Dental Services

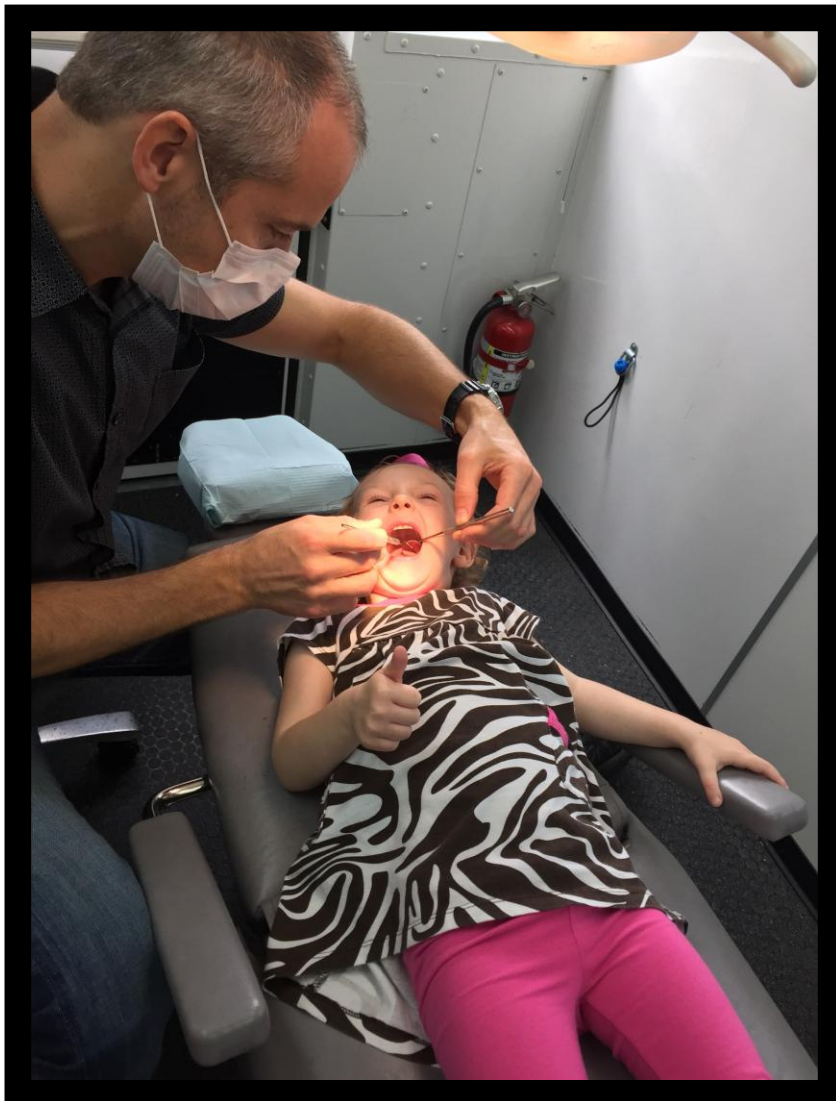
Percentage of children with health insurance at the end of the enrollment year.

Head Start / Early Head Start **99%**

Percentage of children with up-to-date or all immunizations to date or exempt

Head Start / Early Head Start **98 %**

Percentage of children with continuous, accessible dental care by a dentist **Head Start/ Early Head Start** **89%**



Family Engagement

Head Start emphasizes family engagement as a core component of its program, ensuring parents are active partners in their child's development and the program's operations. This engagement begins at enrollment and continues through various activities and opportunities for involvement.

How Head Start Promotes Family Engagement

- **Initial Involvement:** The process starts with parents providing information during enrollment and completing the Ages and Stages Social Emotional Questionnaire, which helps staff understand the child's developmental starting point.
- **Ongoing Communication:** Teachers conduct home visits and parent conferences to discuss a child's progress and offer guidance on at-home activities that support learning and growth.
- **Family Partnership Agreements:** A Family Advocate works with parents to create a family partnership agreement. This involves assessing family strengths and challenges, and identifying interests in further education, training, and program participation.
- **Program Oversight and Development:** Parents have a voice in the program's direction through their participation in the Policy Council, Self-Assessment, Community Assessment, and HSAC (Head Start Advisory Committee).
- **Workshops and Events:** The program offers various workshops and training sessions designed to meet the interests and needs of parents. Events like Parent Orientation, Health Ready fest, Reading Festivals, Lap-Sits, and Family Fun Nights are organized to foster community and provide valuable resources.
- **Physical Activity:** To combat obesity and promote family health, the program encourages involvement in sports like T-Ball, Basketball, and Soccer.
- **Early Head Start Home-Based Program:** This specific program provides 24 socializations annually to support family engagement directly within their home environment.



Community Involvement

Volunteers and community partners are essential to the success of the Head Start program. They enhance services and provide critical support for the children and their families.

Types of Volunteers and Community Involvement

The Head Start program relies on a diverse group of volunteers, including:

- **Parents:** They are an essential part of the program's success, providing direct support and guidance.
- **Military personnel, students, police officers, and firefighters:** These community members offer a wide range of support, from mentoring to event assistance.
- **Health Services Advisory Committee:** This group includes professionals like doctors, nurses, and social workers who help ensure the program's policies promote the health of children and families.

Community Partnerships

The organization collaborates with various community partners to provide specialized services and opportunities:

- **T-Ball and Soccer leagues:** Partnerships with these local leagues help children and families transition from Head Start into broader community activities.
- **Bay County Health Department and Pan Care:** These partnerships provide essential dental services for the children enrolled in the program.
- **Kissing Hands:** An annual event held during Florida's Children's Week that brings together families and the community to focus on issues affecting children and families in the state.
- **Kidfest:** This celebratory event features approximately 100 local organizations offering activities and information about educational experiences and community services for children and families.



School Readiness

The core goal of the early childhood curriculum is to cultivate enthusiastic, independent, and confident learners. The program aims to teach children "how to learn" for life by encouraging them to be creative and inquisitive explorers.

Key Principles of the Curriculum

- **Fostering Independent Learning:** The curriculum is designed to help children become independent, self-confident, and inquisitive learners. It allows them to learn at their own pace and in ways that suit their individual styles.
- **Encouraging Exploration:** The program promotes active and creative exploration, empowering children to try out new ideas and think their own thoughts without fear.
- **Building Positive Habits and Attitudes:** A major focus is on developing positive habits, attitudes, and a strong sense of self-worth, which are seen as critical for lifelong success.
- **Positive Behavior Support:** **Positive Behavior Support** is used as a supplemental resource to help guide children and reinforce positive behaviors in the classroom.

Assessment and Standards

The program uses **Smart Teach by Teaching Strategies GOLD** to assess children's progress. This assessment tool is aligned with key national and state standards, including:

- **Head Start Child Development and Early Learning Framework:** A federal framework that guides Head Start programs in supporting children's development.
- **State of Florida's Early Learning and Development Standards:** These standards promote positive outcomes for children from birth to age five.

By aligning with these standards, the curriculum ensures that it is effectively preparing children for future academic success while fostering their overall development.



Training

EEC, through its Professional Development Institute, offers state-mandated training courses to child care providers. These courses are essential for providers to earn the credentials required by the Department of Children and Families to work in a child care setting.

Training Services and Reach

- **Geographic Coverage:** EEC's training services extend across **18 counties** in the Central Panhandle area of Florida. This includes the Department of Children and Families' circuits **1, 2, and 14**.
 - **Circuit 1** covers Escambia, Okaloosa, Santa Rosa, and Walton counties.
 - **Circuit 2** covers Franklin, Gadsden, Jefferson, Leon, Liberty, and Wakulla counties.
 - **Circuit 14** covers Bay, Calhoun, Gulf, Holmes, Jackson, and Washington counties.
- **Course Purpose:** The training ensures that child care providers meet the minimum educational and professional standards set by the state.
- **Office Locations:** The Child Care Training offices are located in **Panama City** and **Mary Esther, Florida**.

Training Numbers:

Courses Held: 68

Enrolled in Class: 1,166

Instructor Hours: 395

Exam Passed: 10,827



EARLY EDUCATION AND CARE, INC.
FINANCIAL STATEMENTS
JUNE 30, 2024

Financial Statement

STATEMENT OF FINANCIAL POSITION

Assets

Cash/Cash equivalents	\$186,379
Accounts Receivable	\$1,515,974
Prepaid Expenses	\$38,479

Total Assets \$1,740,832

Property and Equipment \$4,973,373

Liabilities and Net Assets

Current Liabilities	\$2,259,896
Total Liabilities	\$2,259,896

Net Assets

Without donor restrictions	\$4,485,545
With donor restrictions	\$173,275

Total Liabilities and Net Assets \$ 7,236,924

STATEMENT OF ACTIVITIES

Revenue and Other Support

Directly operated fees	\$370,644
Donated services	\$569,538

Grant and contract revenue

FEMA	\$438,593
Food program	\$548,453
Head Start/Early Head Start	\$7,190,900
United Way	\$8,927
Other programs	\$438,467
Interest income	\$6,057
Other income	\$31,299
Program income	\$91,000

Total revenue and other support \$9,693,878

Expenses

Program services

Head Start/Early Head Start	\$8,361,480
Food program	\$664,153
Other programs	\$520,576
Total program services	\$9,546,209

Head Start Locations

Main Office
459 Grace Ave
Panama City, FL
850.818-9003
www.eecks.org

Chapman Head Start & Early Head Start
2928 E. 11th St.
Panama City, FL
850.818.9003

A.D Harris Head Start
819 E 11th St.
Panama City, FL
850.818.9003

J.R. Arnold High Head Start & Early Head Start
550 Alf Coleman Rd
Panama City Beach, FL
850.263.3070

Forest Park Early Learning Academy
700 W 23rd St. Bld. H
Panama City, FL
850.181.9003

Pana Villa Early Head Start
1801 1/2 Flowers St.
Panama City, FL
850.481.4675

Franklin County Early Head Start
162 Ave. E
Apalachicola, FL
850.653.3366



STAFFING

Administration

Executive Director

Resource Development Director
Quality Assurance Director

Finance Director

Accounts Payable/Receivable
Payroll

Training/PDI Director

Training Specialist
Exam Coordinator

Human Resources Director

Human Resources Assistant

2 - Center Receptionist

21 - Teachers

43 - Infant Toddler Caregivers

29 - Support Teachers

5- Cooks

Mental Health & Disability Coordinator

Health Coordinator, RN

Nurse, LPN

HS/EHS Family Services Coordinator

1 - Family Services Specialist

12 - HS/EHS Family Advocates

4 - Home Visitors

1 - Information Support Specialist

Head Start/Early Head Start

Head Start/EHS Director

Operations Specialist
Courier

Head Start/EHS Coordinator

5 – Education Specialists
3 – Center Directors
3 – Site Directors
3– Assistant Center Director

