



ADMINISTRATION FOR
CHILDREN & FAMILIES

Office of Head Start | Region 4 | 61 Forsyth Street, Suite 4M60, Atlanta GA 30303 | eclkc.ohs.acf.hhs.gov

December 04, 2019

Mr. Robert Torbert Jr,
President
Alabama Council on Human Relations Inc.
950 Shelton Mill Rd
Auburn, AL 36830-2736

Re: Grant No. 04CH010844

Dear Mr. Torbert,

This letter is to inform you that Alabama Council on Human Relations Inc. is underenrolled under the criteria listed in the Head Start Act, requiring your agency to develop and implement a plan to eliminate underenrollment.

Full Enrollment Requirements

Section 641A(h)(3) of the Head Start Act requires the Secretary to determine which Head Start agencies are operating with an actual enrollment that is less than full funded enrollment for not less than 4 consecutive months, and to develop, in collaboration with such agencies, a plan and timetable for reducing or eliminating underenrollment.

Based on the Early Head Start enrollment level reported by Alabama Council on Human Relations Inc., the Office of Head Start (OHS) requests a meeting within the next two weeks to collaborate on development of a plan for reaching funded enrollment. The 12-month period wherein Alabama Council on Human Relations Inc. must eliminate or reduce underenrollment to at least 97 percent funded enrollment, as described in Section 641A(h)(5) of the Head Start Act, commences 10 days following the date of this letter, not later than December 14, 2019.

In preparation for the meeting, your organization should review available data and information including the community assessment as well as the factors in the Head Start Act, included as Attachment A. This review should guide your agency in identifying the factors which may be contributing to your program's underenrollment.

Your assigned Program Specialist, Diane Naranjo, will contact you to schedule the meeting.

Underenrollment Reporting Requirements

- **Center Level Enrollment Reporting** –Monthly enrollment **must be** reported by center and program option using the Center Level Reporting Spreadsheet. A webinar training on this requirement is available in the Head Start Enterprise System. Please watch, "Training –Center Level Reporting Spreadsheet", under the Enrollment tab of the Instructions page to learn how to download, complete, and upload this spreadsheet when reporting monthly enrollment.
- **Enrollment Plan Submission** –A working plan to reduce underenrollment **must be** submitted to the Regional Office within 30 days of the meeting. Please note, the Regional Office does not formally approve

plans; requiring submission of the plan facilitates collaboration and ongoing communication throughout the 12-month period.

Potential Consequences

After a period of 12 months, beginning 10 days from the date of this letter, should implementation of your plan result in at least 97 percent enrollment, the OHS will continue to evaluate enrollment to ensure your program maintains at least 97 percent enrollment for 6 consecutive months. If this is achieved, a Completion Letter will be issued, which will serve as formal recognition of completion of the underenrollment improvement process.

Should implementation of your plan not result in at least 97 percent enrollment, the OHS has the authority to designate your program as chronically underenrolled and to recapture, withhold, or reduce your base grant for redistribution to other programs. Any reduction in funding will adjust your funded enrollment to be consistent with the historical, actual enrollment level.

Based on your most recently reported enrollment levels, your Early Head Start program is underenrolled by 16 slots. If the OHS decreased your funded enrollment by this figure, it would equate to recapturing \$227,234 from your Early Head Start base grant. Please note, **the OHS is not recapturing any funds at this time** and the figures presented in this letter are provided to you for informational purposes only. Any potential reduction in funding and funded enrollment after the 12-month period is subject to change.

The OHS understands that there may be unobligated funds at the end of the current budget period due to ongoing underenrollment.

For more information about the Full Enrollment Initiative, please see [ACF-PI-HS-18-04](#).

Sincerely,

/Dr. Calvin Moore/

Dr. Calvin Moore
Regional Program Manager
Office of Head Start, Region 4

ATTACHMENT A

Sec. 641A Standards; Monitoring of Head Start Agencies and Programs

...

(h) Reduction of Grants and Redistribution of Funds in Cases of Underenrollment-

(1) DEFINITIONS- In this subsection:

(A) ACTUAL ENROLLMENT- The term 'actual enrollment' means, with respect to the program of a Head Start agency, the actual number of children enrolled in such program and reported by the agency (as required in paragraph (2)) in a given month.

(B) BASE GRANT- The term 'base grant' has the meaning given the term in section 640(a)(7).

(C) FUNDED ENROLLMENT- The term 'funded enrollment' means, with respect to the program of a Head

Start agency in a fiscal year, the number of children that the agency is funded to serve through a grant for the program during such fiscal year, as indicated in the grant agreement.

(2) ENROLLMENT REPORTING REQUIREMENT- Each entity carrying out a Head Start program shall report on a monthly basis to the Secretary and the relevant Head Start agency

(A) the actual enrollment in such program; and

(B) if such actual enrollment is less than the funded enrollment, any apparent reason for such enrollment shortfall.

(3) SECRETARIAL REVIEW AND PLAN- The Secretary shall

(A) on a semiannual basis, determine which Head Start agencies are operating with an actual enrollment that is less than the funded enrollment based on not less than 4 consecutive months of data;

(B) for each such Head Start agency operating a program with an actual enrollment that is less than its funded enrollment, as determined under subparagraph (A), develop, in collaboration with such agency, a plan and timetable for reducing or eliminating underenrollment taking into consideration--

(i) the quality and extent of the outreach, recruitment, and communitywide strategic planning and needs assessment conducted by such agency;

(ii) changing demographics, mobility of populations, and the identification of new underserved low-income populations;

(iii) facilities-related issues that may impact enrollment;

(iv) the ability to provide full-working-day programs, where needed, through funds made available under this subchapter or through collaboration with entities carrying out other early childhood education and development programs, or programs with other funding sources (where available);

(v) the availability and use by families of other early childhood education and development options in the community served; and

(vi) agency management procedures that may impact enrollment; and

(C) provide timely and ongoing technical assistance to each agency described in subparagraph (B) for the purpose of assisting the Head Start agency to implement the plan described in such subparagraph.

(4) IMPLEMENTATION- Upon receipt of the technical assistance described in paragraph (3)(C), a Head Start agency shall immediately implement the plan described in paragraph (3)(B). The Secretary shall, where determined appropriate, continue to provide technical assistance to such agency.

(5) SECRETARIAL REVIEW AND ADJUSTMENT FOR CHRONIC UNDERENROLLMENT-

(A) IN GENERAL- If, after receiving technical assistance and developing and implementing the plan as described in paragraphs (3) and (4) for 12 months, a Head Start agency is operating a program with an actual enrollment that is less than 97 percent of its funded enrollment, the Secretary may--

(i) designate such agency as chronically underenrolled; and

(ii) recapture, withhold, or reduce the base grant for the program by a percentage equal to the percentage difference between funded enrollment and actual enrollment for the program for the most recent year for which the agency is determined to be underenrolled under paragraph (3)(A).

(B) WAIVER OR LIMITATION OF REDUCTIONS- The Secretary may, as appropriate, waive or reduce the percentage recapturing, withholding, or reduction otherwise required by subparagraph (A), if, after the implementation of the plan described in paragraph (3)(B), the Secretary finds that--

(i) the causes of the enrollment shortfall, or a portion of the shortfall, are related to the agency's serving significant numbers of highly mobile children, or are other significant causes as determined by the Secretary;

(ii) the shortfall can reasonably be expected to be temporary; or

(iii) the number of slots allotted to the agency is small enough that underenrollment does not create a significant shortfall.

(6) REDISTRIBUTION OF FUNDS-

(A) IN GENERAL- Funds held by the Secretary as a result of recapturing, withholding, or reducing a base grant in a fiscal year shall be redistributed by the end of the following fiscal year as follows:

(i) INDIAN HEAD START PROGRAMS- If such funds are derived from an Indian Head Start program, then such funds shall be redistributed to increase enrollment by the end of the following fiscal year in 1 or more Indian Head Start programs.

(ii) MIGRANT AND SEASONAL HEAD START PROGRAMS- If such funds are derived from a migrant or seasonal Head Start program, then such funds shall be redistributed to increase enrollment by the end of the following fiscal year in 1 or more programs of the type from which such funds are derived.

(iii) EARLY HEAD START PROGRAMS- If such funds are derived from an Early Head Start program in a State, then such funds shall be redistributed to increase enrollment by the end of the following fiscal year in 1 or more Early Head Start programs in that State. If such funds are derived from an Indian Early Head Start program, then such funds shall be redistributed to increase enrollment by the end of the following fiscal year in 1 or more Indian Early Head Start programs.

(iv) OTHER HEAD START PROGRAMS- If such funds are derived from a Head Start program in a State (excluding programs described in clauses (i) through (iii)), then such funds shall be redistributed to increase enrollment by the end of the following fiscal year in 1 or more Head Start programs (excluding programs described in clauses (i) through (iii)) that are carried out in such State.

(B) ADJUSTMENT TO FUNDED ENROLLMENT- The Secretary shall adjust as necessary the requirements relating to funded enrollment indicated in the grant agreement of a Head Start agency receiving redistributed funds under this paragraph.