

THE ALABAMA COUNCIL ON HUMAN RELATIONS, INC.
ADMINISTRATIVE BOARD REPORT for February – April 2021

Nancy Spears, CEO; Tim King, Programs Coordinator; Dianne Kent, Fiscal Coordinator
Janet Burns, Administrative Coordinator

GRANT APPLICATIONS, REPORTS AND RELATED ITEMS

- Head Start/Early Head Start Grant. Status: Received notification that the FY21 continuation plan, including the conversion and the waiver of Non-Federal Share has been approved.
- Still no word on waiver request for FY20.

STAFF CHANGES/NEWS IN CENTRAL POSITIONS

- We have continued to have some staff who have gotten COVID. A few have had severe, lingering problems after recovery from COVID, including our Fiscal Coordinator, Dianne Kent. We currently actively are searching for an accountant who can learn grants management.
- JoAnn Harper, who began with us as our WIC clerk and accepted the position as Purchasing/Property Assistant which opened at about the same time we lost our WIC program due to sequestration is retiring effective May 31. JoAnn pays attention to detail and has been very effective in this position. Following our normal process, we first advertised the position within our centers. Our *Policy and Procedure Manual* states that we consider, and if qualified, accept requests for transfers first.

Ryan Martin, who has been working in our Head Start program as substitute for two years, applied. He has a Masters in Communication. He has worked in the business world, including doing inventory. He says he does not like the ethos of the for-profit world. He also has excellent computer skills. During the COVID shut down and shift to virtual, he helped both teachers and parents when they needed to learn how to resolve technology problems. He also did some excellent videos for us (they are on our YouTube channel) including one explaining and “selling” our virtual program. He has agreed to be the back-up for our website. Ryan will work with JoAnn for at least a month and move into the position at her retirement.

OTHER ITEMS

- Gathered last of Board Certifications that DHR requires and submitted. A thank you to Virginia Transue for her help in getting all of them completed. As soon as we have the 12th board member we will need to get that certification to DHR.
- Review/revision of Purchasing/Property Procedures in process. To meet CSBG Organizational standards, we must review/revise P/P Procedures for board review every five years. This is the 5th year, and with the change in P/P staff it is the right time to review this area.
- Received and distributed PPE supplies and a tote bag from the Community Action Partnership of Alabama. These were sent to all programs for staff. That kind gesture inspired us to consider other things we can do to encourage staff, especially during this period. Educators have taken the lead in this.
- Worked with Head Start staff to review/revise the forms sets for Parent Orientation. One set is forms mailed to parents to complete and bring to orientation. The second is forms staff use or hand out during orientation, and two manuals, *Hand in Hand* (our parent handbook), and the *Emergency Disaster and Preparedness Plan* (DHR requirement that every parent have one). Once sets were complete, compiled print instructions with numbers of each needed, and expected cost for staff and printer.

Through the Alabama Association of Non-Profits, Office Depot (OD) again will print BW copies on white paper for \$.02/page. There is an additional charge for staples and for colored paper, which we use for three forms and sometimes covers. Though our printers will print at a similar cost, the savings in staff time running copies is tremendous.

- Reviewed the Community Needs Assessment client survey with staff. Natalie Stephens posted a fillable version on achr.com. Via text and other communication staff encouraged parents to complete it on line so the program we use will tally the information. Previously we had to tally it by hand. Parents who could not do it at home were offered tablets at Parent Orientation to complete the survey. We will be sending links out to partner agencies and asking them to complete the community partner survey.
- Worked with Education and Family Engagement to consider a new virtual program for parents. Applied for and received a small grant from Ready4K for a text based program. Plan to implement with the start of the Darden year in July.
- Staff new hire package reviewed, revised and seated in staff Drop Box for use.
- Insurance company denied the claim for the January leak at King Center.
- We had a major build-up of boxes to be shredded. Shredding was completed at King Center. Boxes from Edelman and Darden to be shredded were taken to the garage storage area. The shredder truck has come twice. We need one more run.
- Completed and circulated request for quote on taking down the parapet wall at King, adding sheet metal and re-routing gutters outside the building. Though several companies considered the project, only one gave a quote, which was breathtaking, though not unreasonable for the work that must be done. Our maintenance manager has negotiated it down. Waiting to plan the funding and for the Head Start year to end so children will not be in the building when the work is done. Meanwhile, despite rains, the leaks have been minimal.
- Our health insurance for staff renews May 1. This year fiscal coordinator was told the increase would be 20%. Last year we began working with Will Parsons to help us secure and compare quotes on various plans. He introduced us to gap insurance plans, which pick up part of the costs of the insurance such as the deductible, which means it is possible to choose a higher deductible plan with better benefits. After the presentation of the initial plan, which included co-pays of \$45 for primary provider and \$60 for specialist including mental health (up from \$30 for all) Janet challenged Mr. Parsons to find a way to keep the co-pay at \$30 so that staff will be more likely to use the insurance and to keep coverage, including family coverage that some staff pay for at an affordable cost.

Two years ago staff had to contribute to the cost of their insurance and some made comments that they would prefer to pay a little than to have a higher copay. After that first round, we formed a team with more staff representation. Team members were: Dianne Kent, Fiscal Coordinator, Janet Burns, Administrative Coordinator, Natalie Stephens, Health Services Coordinator and Debbie Chism, King Center Educator. Natalie and Debbie kept staff in the loop and polled staff on various options and preferences.

Mr. Parsons was able to get us a Blue Cross plan + a new gap insurance plan (MedPlus) that will keep co-pays at \$30 for all office visits and a maximum out of pocket for an individual for medical care at \$2,050. Unfortunately, ACHR cannot pay the entire cost of the plan, so staff will pay \$15.97 per pay period.

- A double billing problem with AT&T (phone and internet provider) was finally resolved. We heavily credit Lisa Hornsby, our Accounts Payable Assistant who just kept documenting, with resolution of the problem. After that was resolved, Janet reached out to companies we work with that had wanted to suggest other sources. One of those, though based across the state, has a representative in our area. That company checked our facilities, listened to our needs and helped us create a document specifying our needs, which was sent at the end of April to any company that has expressed interest. Quotes are due May 14 and we would like to be able to make a decision soon after.

FAMILY ENGAGEMENT
Darden, Edelman & King Centers
Board Report February-April 2021

A. SUCCESS STORIES

1. FEA provided resources-Parent able to get caught up on light bill by getting a resource through Presbyterian Church to pay for a utility bill. She also was able to get clothing items needed through the Sunshine Shop. She also is taking ESL Classes as well. She is making great improvements within her family. Ms. Breah Ferreras
2. February, 2021 – Parent obtained CDA.....Ms. Elaine Jackson
3. March, 2021 – parent family purchased a home...Ms. Elaine Jackson
4. My parent is a Hispanic male who needed an up-to-date immunization for his child health file, the immunization record on file was in Spanish, I do not speak Spanish and he is not clear on English, for him to understand what was needed to be done I called Formeeca and asked her to be our translator. Parent did not want his child missing too many days of school. I called Stacy and asked if she could get him enrolled in the virtual learning, she did. I called Glenda to see what we could do, she called and made an appointment at ped clinic for him to get his shots. Parent took him to his appointment on the scheduled date, his immunization record is now up to date, he has all his shots, he is back in school, also now he is receiving Medicaid to assist his medical needs. Ms. Carolyn Davis
5. Parent able to regain employment in her field as a Library Assistant. Because of her child's attendance in the ACHR EHS Program, she was able to accept a part time position in a field relevant to the degree program that she is currently pursuing. Ms. Kambria Tolbert

FEBRUARY 2021

- **CASELOAD NUMBERS & CHILDREN ENROLLED**
 - Ms. Lucinda Aldridge – (32/ 1)
 - Ms. Carolyn Davis – (37/ 5)
 - Ms. Cleo Day – (54/ 0)
 - Ms. Breah Ferreras – (66/ 0)
 - Ms. Elaine Jackson – (56 /EHS-2 & HS-2)
 - Ms. Kambria Tolbert – (66/ 3)
- **RECRUITMENT EFFORTS**
 - Posted Head Start Flyers in the community
 - Distribution of Flyers and applications to each of the Partnerships that were sent out by Coordinator
 - Hurtsboro Post Office
 - Hurtsboro Medical Clinic
 - Gave Flyers & Applications to Church Members
 - **NUMBER OF FAMILY ENGAGEMENT SUMMARY COMPLETED (51)**

- COMMUNITY RESOURCES
 - Parents received the following information:
 1. Goodwill Career Center – JOB ANNOUNCEMENTS
 2. Lee County Literacy Coalition Program – Financial Literacy Workshop
 3. ACHR Exercise Classes – Monday & Wednesday
 - Family Engagement Advocate put together a folder with Financial Literacy Information, Money Management Memo, Set & Achieve your Savings Goals, The How to Guide to Goal Setting & Household Budgeting Worksheets for (1) Parent
 - Family Engagement Advocate assisted (1) parent with following-up on status of her Application for ACHR-COVID Emergency Energy & Rental Assistance & suggestion to Landlord...OUTCOME: Parent received an approved award letter to receive assistance with her power bill & rent
 - Dad’s League Parenting Classes – (6) Parents Attended
 - Dad’s League Movie Night – (1)
 - Family Engagement Advocate referred (6) Parents – Family Guidance Applications
 - Family Engagement Advocate referred & services provided (1) parent – GED/CVCC
 - Family Engagement Advocate referred (1) Parent – ACHR Energy Assistance
 - Family Engagement Advocate referred (1) Parent – Presbyterian Church Energy Assistance
 - Family Engagement Advocate referred (2) parents to Sunshine Shop
 - Family Engagement Advocate referred (1) parent to Sunshine Shop
 - Hurtsboro Rolling Store from Beyond harvest
 - Family Movie Night (Dad’s League) Popcorn for families
 - Advanced Directive Freewill for Southern Poverty Law Center
 - Grand Program/Parent Classes – Introduce to Managers/FEA sponsor by BECCO
 - Feed the children boxes

- WEBINARS/TRAINING
 - Child Abuse & Mandated Reporter Training – ALL FEAs and FEC
 - Anti-Bias Teaching & Learning Environments in Head Start & Early Head Start Programs-Carolyn
 - Preschool Play for Physical Development-Carolyn
 - Multi-Tiered Systems of Support for Family Engagement- Lucinda, Elaine, Breah
 - Self-care for educators-Elaine and Lucinda
 - COVID -19 Center level Reporting-Elaine
 - DHR Child Abuse Training 2021-Elaine, Carolyn. Tina

MARCH 2021

A. CASELOAD NUMBERS & CHILDREN ENROLLED

- Ms. Lucinda Aldridge – (38/3)
- Ms. Carolyn Davis – (41/3)
- Ms. Cleo Day – (54 / 0)
- Ms. Breah Ferreras – (67 /2)
- Ms. Elaine Jackson – (58/2)

- Ms. Kambria Tolbert – (62/8)

B. RECRUITMENT EFFORTS

- Posted Head Start Flyers in the community
- Sent e-mails & attached Head Start Flyers to Community Partners
- Sent e-mails & attached Head Start Flyers to Head Start families & requested that they send family and friends to the program
- Distributed Head Start Flyers and Applications at the Auburn Housing Authority
- Passed out applications and flyers door to door in Moton, Ridgecrest & Drake Auburn housing projects
- Phenix City; Alabama Library
- Phenix City; Central Laundromat
- Russell County; DHR

C. NUMBER FAMILY ENGAGEMENT SUMMARY COMPLETED (13)

D. COMMUNITY RESOURCES

- Parents received the following information:
- Lee County Literacy Coalition Program FREE Virtual Financial Literacy Workshop – ANNOUNCEMENT
- Opelika Career Center Multi-Employer JOB FAIR
- Russell County Health Department COVID-19 Vaccine Info.
- Extended Alabama Mask Mandate
- Valley Parent Magazine/Parenting Resources/March 2021
- Alabama Healthy Marriage/Elevate Your Relationship/Free Education Classes
- ACHR Job Openings
- Booster Seat
- ACHR PARENT CAFÉ MEETING – (1) Parent Attended
- Family Engagement Advocate referred (1) parent to Ms. Mary Turnbull (PCM-Community Partner)...OUTCOME: Parent received assistance with her power bill
- Family Engagement Advocate referred (1) parent to Ms. Sharon Smith (ACHR Sunshine Shop Manager)...OUTCOME: Parent received clothing for children
- Family Engagement Advocate referred (1) Parent...received clothing for children/on-site
- Dad's League Parenting Classes – (10)
- Scale Back Alabama 2021
- Loachapoka food box program

E. WEBINARS/TRAINING

- Music together: The Power of music in the Head Start Classroom-Kambria, Elaine, Breah, Carolyn
- The rise of fraud & ID theft in the COVID-19 Era- Breah, Carolyn
- Enhancing parent – child relationships during virtual learning & transitions- Carolyn
- Supporting positive family responsiveness to children's communication
- COVID-19's Impact on Food Insecurity-Breah
- NEA Family Engagement Micro Credential-Lucinda

- Goal Setting to make progress towards outcomes-Lucinda
- Goal Setting deepening practice- Kambria, Lucinda, Elaine
- Changing mental models and systems- Kambria
- Cut the Cooties! Communicable disease prevention in child care- Lucinda, Carolyn, Tina, Elaine, Cleo
- Safe sleep & sweet dreams for infants- Lucinda, Carolyn, Tina, Elaine, Cleo
- From food to physical activity - Lucinda, Carolyn, Tina, Elaine, Cleo
- Keeping our children safe: Planning ahead & being prepared- Lucinda, Carolyn, Tina, Elaine, Cleo
- Understanding child abuse & prevention- Lucinda, Carolyn, Tina, Elaine, Cleo
- Traveling with precious cargo- Lucinda, Carolyn, Tina, Elaine, Cleo
- Creating positive connections- Lucinda, Carolyn, Tina, Elaine, Cleo
- NEA family engagement micro credential - Kambria
- Disrupting implicit bias- Kambria. Breah,
- We make a difference- Kambria
- Quorum: Creating Positive Connections-Lucinda, Carolyn, Tina, Elaine, Cleo
- Consumer Action: The Rise of Fraud and ID Theft in the COVID-19 Era Webinar starts in 1 Hour- Elaine

APRIL 2021

A. CASELOAD NUMBERS & CHILDREN ENROLLED

- Ms. Lucinda Aldridge – (39/0)
- Ms. Carolyn Davis – (42/2)
- Ms. Cleo Day – (51 /0)
- Ms. Breah Ferreras – (67/1)
- Ms. Elaine Jackson – (56/7)
- Ms. Kambria Tolbert – (59/2)

B. RECRUITMENT EFFORTS

- Posted Head Start Flyers in the community
- Posted Head Start Flyers in the Salem & Smith Station area
- Cultivating new relationship with Women’s Hope to recruit pregnant mothers for 2022 EHS increase
- Gave out Head Start applications to individuals while out in the field
- Set-up Recruitment table at both Dollar Tree Stores in Opelika, on (2) separate days...passed out several applications
- Sent parents texts & e-mails
- Center Activity Center, Phenix City, AL, Park & Recreation
- Susie E. Allen Health Care, Phenix City, AL

C. NUMBER OF FAMILY ENGAGEMENT SUMMARY COMPLETED (3)

D. COMMUNITY RESOURCES

- Parents received the following information

1. FLYER – Lee County Habitat Homeowner Application Meetings: May 14 & 15, 2021
 2. FREE FUN EVENT: Books, Balls & Blocks
 3. Financial Literacy Month: 30 Steps to Financial Wellness
 4. Financial Literacy – www.annualcreditreport.com
 5. Financial Wellness Group – Home/Facebook
 6. Financial Literacy – Full Video - YouTube
 7. Employment opportunities: Ala. Trade Foods, Phenix City: www.alatrade.com
- Family Engagement Advocate referred (1) parent to Sunshine Shop

E. WEBINARS/TRAINING

- Preventing fetal alcohol spectrum disorders-Luicnda
- How to increase & monitor family engagement (and in-kind) while we're virtual solutions
- Connecting with nature: Using the natural world to support children's development across learning domains-Lucinda
- Listening to Transgender Children, Transforming Ourselves-Breah
- Anti-Bias Classroom/QUORUM- Elaine
- ACF & CDC Early Childhood Vaccine Priority Stakeholder -Elaine
- Engaging families in re-entry planning- engaging families-Lucinda, Tina
- No instructions: Development Across the Early Years – The imagined versus the Real - Kambria
- Learning to Listen 2021- Kambria
- 4-22-21 – Certificate of Participation /The Region 9 HS Association/Assessment Solutions Webinar/1 hour professional development- Elaine
- Health and Safety trainings- All FEA's and FE Coordinator

F. ADDITIONAL INFORMATION:

- (1) Family Engagement Advocate processed (14) applications that have been approved for upcoming School Year
- (40) Orientation bags including toys, books, updated hand in hand, rags forms, etc., vitamins and bags donated to Family Engagement Advocate by Opelika Auburn Tourism...Caseload has completed orientation received packets
- State Commissioned Notary Public- Kambria
- Beyond Expectations provided 96 children with 1152 meals. The 96 children were served out of the Edelman Center and included Head Start children and their siblings.



ALABAMA COUNCIL ON HUMAN RELATIONS, INC.
Child Development Program
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AUBURN, AL 36831-3770 Phone (334) 821-8336

EDUCATION BOARD REPORT
February-April, 2021

February

- An inclement weather day closed public schools and HS/EHS on Wednesday, Feb 5th.
- Educators gave up February training day to keep school open to give children extra day for school readiness to give extra help during quarantine.
- COR time period 2 ended and time period 3 began.
- Teachers sent out notes to parents to sign up for virtual home visits in March.
- Nurse from ADPH came to do several sessions of Health & Safety Training and CPR to meet CCDF requirements for DHR and Head Start.
- Child at King Center passed away from injuries sustained in drive-by shooting while visiting family in Tuskegee.
- All centers held successful fire, weather, and lock down drills.
- A Darden Head Start Intern resigned to go to another job.
- Karen Lusk and Sue Williams worked on child data aggregation, analysis, and information for teachers to assist with period 3. Report attached at end of Education Board Report.
- Valentine's/Spring Curriculum packets by Karen Lusk shared with HS classroom Staff.
- Karen Lusk/Sue Williams assisted with Annual Report
- Low enrollment in HS still an issue: Head Start 226/344 (66%). There have been children who left and were replaced. Recruitment efforts are ongoing.
 - Darden HS 102/185
 - King HS 93/108
 - Edelman 31/51
- Low Enrollment in EHS (Home based) is still an issue:
 - Darden Center Based 40/40
 - Edelman Center Based 24/24
 - Home-Based EHS 64/104
- Karen Lusk/Sue Williams with help from Health Services and Family Engagement Coordinators are ordering items to help with outdoor recruitment efforts (safer during COVID). Items include T-shirts for staff and parents who enroll, business cards with HS/EHS information and ACHR logo, table cloths with logo/name; hand sanitizer, pens, sticky notes and water bottle labels w/ logo, folding tables and banners etc. Additional "yard signs" ordered as used in previous year.
- Some staff getting COVID vaccinations, others are wary of vaccine.

 **ACHR**
Child Development
Program is...



- Infants
- Toddlers
- Preschool/Pre-K
- Parent Partnerships
- School & Life Readiness
- Love

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T-shirt front & back

March

- Virtual home visits were held for HS and EHS children throughout the month of March. COR child growth reports were sent home to families.
- Focus First came to each center to do vision screenings on new children and children who were absent at previous screening.
- Catina Chambers recertified as a Classroom Assessment Scoring System Observer.
- Most staff completed Health and Safety Training and Child Abuse and Neglect Prevention training online through QUORUM and Alabama DHR. Staff printed certificates and turned them in along with individual training data forms.
- Nurse from ADPH came to do several sessions of Health & Safety Training with other staff who had not been able to do the training online with Quorum in order to meet CCDF requirements for DHR and Head Start.
- Head Start had spring break week of March 15 –19. Teachers worked on task lists and started assembling child portfolio notebooks. HS teachers had 3 days off for spring break.
- King Center Educator completed CLASS certification renewal.
- Some staff received COVID vaccination, as it was opened to childcare staff.
- All centers held successful fire, weather, and lock down drills.
- Low enrollment in HS still an issue in March: Head Start 247/344 (66%). Recruitment efforts are ongoing. Several EHS children at Darden who were eligible, ready and had turned 3 moved up to Head Start. There have also been children who left and were replaced.
 - Darden HS 119 /185
 - King HS 96/108
 - Edelman 32/51
- Low Enrollment in EHS (Home based) is still an issue:
 - Darden Center Based 40/40
 - Edelman Center Based 24/24
 - Home-Based EHS 79/104
- Drive-through parent-orientations began for Darden Center HS and EHS. Families received additional materials such as toothbrushes/toothpaste and children's books, food and personal hygiene items as well as copies of Hand In Hand (parent hand book) and the Emergency Disaster and Preparedness Plan.

April

- April 2 – all staff were off.
- New teacher assistant was hired to start training to replace Edward Allen, King Center floater. He is retiring in May.
- Debbie Chism and Yolanda Pittman recertified as a Classroom Assessment Scoring System Observers.
- 1 HS Intern at King Center received her CDA!
- 2 King Center HS Interns completed CDA process, including taking their exam and will have their CDA review first week in May. That will give King Center all qualified second persons in the classrooms. 2 Interns at Edelman HS are working on their CDAs. At Darden we have 2 HS Interns and 6 EHS and wrap care staff working on CDAs.
- Nurse from ADPH came to do several sessions of Health & Safety Training and CPR to meet CCDF requirements for DHR and Head Start. She will return one more time in May to complete training for those who missed training sessions.
- Meetings were held between Educators at each center for HS/EHS to discuss Week of Young Child and virtual graduation plans.

- Additional drive through parent orientations for returning and new children continued at Darden approx. every two weeks. Edelman and King held drive through orientations for returning children.
- Activities took place for celebrating Week of Young Child April 12 – 16. Some activities including body tracing, handprints, planting seeds, making signs and banners, and a distanced parade at each center.
- Early Childhood Coordinator, Trainer, and 3 EHS Educators joined the virtual Health Advisory meeting. Reports on summary of program year so far and plans for next program year were discussed. Reports on new and continuing services from community representative.
- HS teachers sent home end of year virtual parent-teacher conference invitations. King and Edelman HS Teachers did conferences for a few walk-in parents April 26 – 30, including collecting their tablet and charger.
- Kindergarten registration information sent home to families of children going on to Kindergarten.
- Educators + health coordinator met to discuss suggestions for 2021-2022 school year regarding health and safety protocols and procedures. Changes were approved by administrative staff group and the new document for families was posted on our web site.
- Educators checked child portfolio notebooks and made some copies for school readiness notebook.
- Educators began setting up transition meetings with local kindergarten schools to discuss children that will be transitioning to each school.
- Auburn City School brought questionnaires to send home to children that will transition to them in August. Parents are responding well and returning them.
- Opelika Kiwanis gave 3 more books to give each child in special distribution for April!
- Edelman Center experienced a center-wide quarantine due to COVID among staff, with one additional class having a longer quarantine due to later COVID cases. Teachers immediately went to virtual teaching and learning for the days the center was closed.
- Set up CPR summer training sessions with CPR trainer.
- Darden HS substitute, Ryan Martin, accepted position as purchasing/property assistant for agency, as current PP Assistant is retiring at end of May.
- Policy council did interviews with new staff at all centers.
- Agency emergency preparedness plan was updated and given to staff.
- HS teachers and interns completed professional development questionnaires for use in their professional development plans.
- Educators began working on staff evaluations and updating return to work letters.
- King HS turned in HS summer work order list.
- All centers held successful fire, weather, and lock down drills.
- All agency staff received PPE supplies and tote bag from Community Action Association.
- Low enrollment in HS still an issue in March: Head Start 251/344 (66%). Recruitment efforts are ongoing. There have also been children who left and were replaced.
 - Darden HS 123 /185
 - King HS 96/108
 - Edelman 32/51
- Low Enrollment in EHS (Home based) is still an issue:
 - Darden Center Based 40/40
 - Edelman Center Based 24/24
 - Home-Based EHS 82/104

SCHOOL READINESS REPORT: Analysis of Period 1 to Period 2, 2020-21

- As per Head Start requirements, ACHR tracks children's development and progress toward school readiness goals. ACHR uses the *Child Observation Record (COR Advantage)* to document ongoing assessment of Early Head Start and Head Start children. COR is aligned with the HighScope Curriculum and the Head Start Early Learning Outcomes Framework (HSELOF). Teachers and Parent Educators (home visitors) gather and score observations using the COR Advantage online tool. COR Advantage is organized around 8 Categories and has 34 observation items. The tool covers birth through the end of kindergarten. It has scores that range from 0-7.

Head Start requires programs to aggregate and analyze child data three times per year; a baseline, in the middle, and at the end of each program year to determine the effectiveness of its program on child outcomes.

COR categories include:

Approaches to Learning	Social & Emotional Development	Physical Development & Health
Language, Literacy & Communication	Mathematics	Creative Arts
Science & Technology	Social Studies'	

Group Data after Period 2 (ended in Mid-February) helps determine growth in children's developmental levels and progress towards school readiness goals at the midpoint of the program year. Children are compared by age groups, centers, gender, home language, ethnicity, and typically developing verses children with special needs.

Older Toddler Group:

- Overall ACHR COR score: Typically Developing children grew from 2.18 in period one to 2.47 in period two, a score increase of 16.34% (Special Needs: [2 ch] went from 1.87 in period one to 2.08 in period two, a score increase of 11.12%)
- Highest Category Score for typically developing children (after *Physical Development and Health*, which always scores high) was *Creative Arts* 2.55. Lowest Category: *Social Studies* at 2.37.

3 YR Old Group:

- Overall ACHR COR score: Typically Developing children grew from 2.54 in period one to 3.01 in period two, a score increase of 18.5% (Special Needs [2 ch.] went from 2.45 in period one to 3.01 in period two, a score increase of 21.2%).
- For typically developing children the highest Category (after *Physical Development and Health*, which always scores high) was tied by *Science & Technology* AND *Social Studies*, both at 3.09. Lowest Category: *Language, Literacy, and Communication* at 2.84.

4 YR Old Group

- Overall ACHR COR score: Typically Developing children grew from 2.93 in period one to 3.6 in period two, an increase of 21.6% (Special Needs [7 ch] went from 2.27 to 2.73, an increase in score of 21.3%).
- For typically developing children the highest category (after *Physical Development and Health*, which always scores high) was *Social Studies* at 3.66. Lowest Category: *Approaches to Learning* at 3.39.

Conclusions:

Baseline data was typical of previous years; however, at the mid-point the Head Start children's gains were less than in previous years. Our main concern is that overall scores at the mid-point were lower for both three and four year old groups in comparison to previous years. For example, the typically developing 3 yr. old group at the mid-point was at an average of 3.3 in 2019-20 but this year are at 3.01, or 9.6% lower. The 4 yr. old group at the mid-point was at an average of 3.86 in 2019-20 but the same age group in 2020-21 was an average of 3.6 or 7.2% lower than at the same time in 2019-20.

Contributing causes of lower average scores after the mid-point may include:

- Changes in children's home lives since the pandemic began (loss of employment, changing homes, illness/death in the family) are stress inducing. Stress affects the functioning of the brain and learning.
- COVID quarantines when children went back and forth between center based services and virtual teaching.
- Sporadic child attendance of some center-based children, meaning they received less Head Start time than other children.

Note: Children who received virtual services from home verses classroom (virtual learners) did not have lower scores than other groups of children, but scores were lower than scores of classroom based children in previous years.

These causes mean two things: 1) children spending less direct time with teachers and peers in the classroom due to periods of quarantine, stress, or poor attendance have fewer gains, and 2) data collection is more challenging when center-based children are out of the classroom. In-depth observations are also more difficult to attain while distancing in the classroom and during virtual teaching of any kind.

In addition to overall COR data for the program, we look at child outcome data of various groups, including centers. King Center's typically developing 4 yr. old children started off an average of .8 behind Edelman and .5 behind Darden. After the mid-point, King remained behind Edelman by .4 and Darden by .5. While King Center had the most ongoing virtual children (3 rooms), the virtual classrooms were not lower scoring than the center-based children-- Nor were the virtual classrooms at Darden (2 rooms) and Edelman (1 room). The difference between King, Darden and Edelman is a little more than usual but King's trajectory is upward and we predict their outcomes will not be significantly different from the other center's outcomes after period three.

We also looked for differences among gender, race, home language and children with special needs (IEP/IFSP) verses typically developing children.

- There is no significant difference in the scores between genders and races.
- Approximately 9.6% of current HS children (3-5 yr. olds) are dual language learners. 6% Spanish, 2% Napali, and 1% each speaking Arabic and Bengali. There is no significant difference in COR scores between English language learners and dual language learners after period 2 in their respective age groups.
- Children with special needs: There has been low enrollment in HS and low numbers of children with IEPs/IFSPs during the pandemic this program year. Scores among these children vary with the severity and type of disability. As with previous years, this group of children tend to score significantly lower than typically developing children. Within their age groups the Older Toddlers with special needs scored 18.75% or .39 of a point lower than their typically developing peers. The 3 yr. old group had only 2 children in it and their scores were equal with their typically developing peers. In the 4 yr. old group the children scored 32% lower than their typically developing peers, and .87 of a point behind. Each child with an IEP/IFSP has their

own benchmarks established in their personalized plan overseen by the public school or Early Intervention. ACHR helps each child to move from wherever he/she starts towards their benchmarks and school readiness goals.

During this pandemic program year, in addition to lower overall COR score averages for Head Start at the mid-point, there are a higher number of individual COR items for 4 yr. olds at the mid-point that are .8 to 1.00 point from their school readiness goals. In years past, the typically developing 4 yr. olds had 8-10 out of 34 items that were 1 point away from their goals after the mid-point. This year there are 23 out of 34. It can be difficult in normal times for children to grow a whole score point in an item within one scoring period. With the effects of the COVID pandemic, it will be even more difficult. ACHR can predict that we may not reach our average school readiness goal of 4.59 for 4 yr. olds in 2021---but we are certainly going to try!

Teachers received data regarding mid-point COR scores and COR items farthest from the goal, along with information on how to assist children with some of the more difficult skills through specific materials, activities, and adult-child interaction. Teachers were encouraged to increase use of their scoring manual that provides explanations and examples that go with each learning item on the COR. Teachers can look forward to see what levels come next so that they can support the current level and offer gentle extensions towards the next level.

It takes time to learn the assessment tool and to know what you are observing for and how to score what you observed. Ongoing child assessment is a way for teachers to document each child's skill level in a variety of developmental items over time and information for the teacher to use in lesson planning.

It is the nature of things that children grow and develop constantly—thus the COR and daily lesson planning are a huge piece of the classroom staff's work. The ACHR Education Team want parents, Policy Counsel, and Board members to be aware of the dedication and hard work ACHR teachers do to implement the Early and Head Start programs. The ACHR Education Team is proud of the classroom staff's efforts and consistency during this very difficult time in our nation's history.

**REPORT TO THE BOARD OF
THE ALABAMA COUNCIL ON HUMAN RELATIONS, INC.
HEALTH/NUTRITION/SPECIAL SERVICES
for the period February 2021 – April 2021
Natalie Stephens RD LD CFI, Health Services Coordinator**

HEALTH/DENTAL/OTHER

- **Immunizations:** All are up-to-date at this writing. Health staff is able to pull the immunization forms from ADPH's online system, Imprint. This has made it easier to get all the immunization records. If the child's record is not in the system, we still request that the parents provide the shot record at orientation.
- **Dental:** Parents are able to take children to the dentist and Head Start centers are receiving the needed paperwork. If we do not receive the Dental Exam paperwork, we are notifying parents (via notes sent home and text messages) of our need for this required documentation. If able, we are obtaining the Dental Screen from the well child check-up.
- **Growth assessments:** Spring heights and weights were taken in March. If a child came in after the growth assessments were done, or was absent on that day, their height/weight was taken in the health area.
- **Vision:** Focus First came to all centers in March. All children that had any concerns in the fall were rescreened and all new children were screened. All children who needed treatment have been referred.
- **Hearing:** If a child came in after the fall hearing screens were completed, we are obtaining from the well child check-up if available.
- **Other required Health screenings:** Being completed within the 45 days.
 - We are continuing to encourage parents to provide the updated documentation from the pediatrician of the latest well child checkup.
 - Health staff have contacted parents who have not brought in this information multiple times. The names of these children have been given to family engagement advocates to continue to support parents in providing the needed information.

NUTRITION - KITCHENS

- Darden Health Score- **98**
- King Health Score- **100**
- Edelman Health Score- **100**

NUTRITION – LIFE (Learning Information about Food and Exercise)

- **Exercise classes:** Exercise classes ran the entire month of February.
 - Announcements about the classes were posted on the ACHR-Life Facebook page and flyers went home with children.

Board Report - Health/Nutrition/Special Services – February 2021 – April 2021

- **Nutrition/Exercise Counseling:** Nutrition counseling is offered to parents during parent meetings and/or other parent functions. One on one counselling also is offered to ACHR families.

SPECIAL SERVICES

- **Screenings:** All children are up to date with ASQ screenings.
- **Children with an IEP/IFSP:** 17 completed IEP/IFSPs.
- **Behavior/Developmental referrals:** 21 children from all centers
- **Mental Health:** East Alabama Mental Health continues to collaborate with us to cover the required mental health services and meet the needs of our children, families and staff. We are currently in the process of setting a date where they will be able to monitor the classrooms. Our I/B Specialist, is continuing to work with them using the Conscious Discipline techniques to better help our students, families, and classrooms.

OTHER

- **Discussions concerning Health Procedures and COVID Policies:** It was decided that COVID Health Procedures (including mask wearing and health screenings) will continue into the 2021-22 school year.
- **Mask Donations:** East Alabama Mask Makers approached us (saw our information on Facebook) to make masks for children and adults. They made and inked ACHR over 200 masks for children and adults that we distributed to our families.
- **Disability meetings**
 - In house Disability meetings to discuss children with IEP's, in process, services, and any referrals continue to take place.
 - Staff met with two of the local school systems (OCS and ACS) to help us build a better relationship for referrals and the IEP process.
 - Both school systems have since referred a few children who have/will have IEPs to us for the next school year.
- **Health/Disabilities/Infant-Toddler Advisory Committee:** The Spring meeting took place on April 23rd via zoom. Four agencies were represented.
- **Parent Café (Conscious Discipline Parenting Classes):** Parent Café was offered every week (every Wednesday from 12:30-1 pm via zoom) in February and March. Conscious Discipline parenting techniques were discussed. We had 6 parents and staff attend.



EMERGENCY SERVICES PROGRAMS QUARTERLY BOARD REPORT: FEB. — APR. 2021

<u>FEB.:</u>	HOUSEHOLDS ASSISTED:	CLIENTS' INFORMATION OBTAINED/UPDATED:	SERVICES & INDICATORS:				HOUSING COUNSELING PROGRAM
			FNPI: (I)	4i: Utility Payments			
			SRV: (S)	4j: Utility Deposits	4k: Arrears Payments	4z: Avoid Shut-off	
LIHEAP GEN./CARES:	000	000	Fi:	Fz:	Si:	Sk:	Tabitha assisted 7 clients by telephone counseling (approved by HUD due to COVID) with Locating, Securing or Maintaining Residence in Rental Housing.
LIHEAP CRISIS:	000	000	Fi:	Fz:	Si:	Sk:	
ABC TRUST:	000	000	Fi:	Fz:	Si:	Sk:	
EFSP/EFSP-COVID	008	023					
CSBG/CSBG-COVID	034	089	SRV7: Case Management				
NO SHOWS:	MISSING DOCUMENTATION:		SURVEY:				

<u>MAR.:</u>	HOUSEHOLDS ASSISTED:	CLIENTS' INFORMATION OBTAINED/UPDATED:	SERVICES & INDICATORS:				HOUSING COUNSELING PROGRAM
			FNPI: (I)	4i: Utility Payments			
			SRV: (S)	4j: Utility Deposits	4k: Arrears Payments	4z: Avoid Shut-off	
LIHEAP GEN./CARES:	584/213	880/333	Fi: 584	Fz: 584	Si: 584	Sk:	Tabitha assisted 3 clients by telephone (approved by HUD due to COVID) with counseling for Locating, Securing or Maintaining Residence in Rental Housing and 1 client with Pre-Purchase Home Buying Education who was referred through the City of Auburn's Down Payment Assistance Program.
LIHEAP CRISIS:	000	000	Fi:	Fz:	Si:	Sk:	
ABC TRUST:	005	005	Fi: 5	Fz: 5	Si: 5	Sk: 5	
EFSP/EFSP-COVID	000	000					
CSBG- COVID	7	11	SRV7: Case Management				
NO SHOWS:	MISSING DOCUMENTATION:		SURVEY:				

<u>APR.:</u>	HOUSEHOLDS ASSISTED:	CLIENTS' INFORMATION OBTAINED/UPDATED:	SERVICES & INDICATORS:				HOUSING COUNSELING PROGRAM
			FNPI: (I)	4i: Utility Payments			
			SRV: (S)	4j: Utility Deposits	4k: Arrears Payments	4z: Avoid Shut-off	
LIHEAP GEN./CARES:	146/083	252/140	Fi: 146	Fz: 146	Si:	Sk:	Tabitha assisted 5 clients by telephone (approved by HUD due to COVID) with counseling for Locating, Securing or Maintaining Residence in Rental Housing.
LIHEAP CRISIS:	000	000	Fi:	Fz:	Si:	Sk:	
ABC TRUST:	000	000	Fi:	Fz:	Si:	Sk:	
EFSP/EFSP-COVID	000	000					
CSBG- COVID	4	5	SRV7: Case Management				
NO SHOWS:	MISSING DOCUMENTATION:		SURVEY:				

LIHEAP (Low Income Home Energy Assistance Program)
ABC TRUST (Alabama Business Charitable Trust: Funded by Alabama Power)
EFSP (Emergency Food and Shelter Program)
CSBG (Community Service Block Grant Program)

Any questions, call Emergency Services at 334-821-8336 ext. 406 or you may send an email to:
 Tabitha.Perry@achr.com



EMERGENCY SERVICES PROGRAMS QUARTERLY BOARD REPORT: FEB. — APR. 2021

HAPPENINGS:

FEB: During the month of February, Tabitha offered three separate ROMA Trainings: ACHR's CAP-LC Board (emphasis on IM #82 Tripartite Boards), ACHR's Key Staff (emphasis on Strategic Planning) and Southeast Alabama Community Action Partnership (SEACAP) CSBG Board (emphasis on IM #82 Tripartite Boards).

The Emergency Services Program continued assisting the community with rental assistance through the CSBG COVID Assistance Program. The CSBG Program does not allow mortgage assistance, so Tabitha requested funds through the "Emergency Food and Shelter Program (EFSP)" during Lee-Russell Council of Government's Annual Board Meeting. The Emergency Services Program was awarded \$2000 on their Phase 37 Program and \$14,000 on their EFSP CARES Program. Both programs will allow rental and mortgage assistance.

We received ADECA's *LIHEAP CARES* (576,044) contract. They wanted agencies to begin distributing LIHEAP CARES before the LIHEAP grant so the LIHEAP grant has not been mailed yet. For the first four weeks we can only assist households that have never received LIHEAP assistance, so we are unable to assist other households until we receive the LIHEAP grant. The LIHEAP CARES grant will end September 30th unless ADECA gives an extension.

LIHEAP CARES will allow COVID related households to receive \$1000 on their utility bills regardless of the amount of the bill. A Disclosure Statement was added to the LIHEAP application: Has household experienced additional expenses due to COVID? Household contracted COVID? Household lost income due to COVID? Household lost job due to COVID?

MAR.: Every three years HUD's United Way of Central Alabama (UWCA) Intermediary Program has its HUD Monitoring Review for the agency's Housing Counseling Program. This year the agency's Housing Counseling Program was found in compliance; having at least one Certified HUD Counselor (Tabitha), assists 30+ households per year and the files obtain mandatory documentation of housing counseling sessions. An additional request is for the agency to find leveraging funds which is mandatory for all HUD approved agencies.

The Emergency Services Program also received its LIHEAP contract and we were able to begin the LIHEAP Heating Program. We are assisting qualifying households with the following programs: LIHEAP Heating, LIHEAP Heating Crisis, LIHEAP CARES, CSBG COVID, CSBG Emergency Assistance, CSBG General Assistance, EFSP Phase 37, EFSP CARES and Alabama Business Charitable Trust Fund (ABC) Energy Assistance.

APR.: During the month of April, Tabitha is working on her recertification as a ROMA Implementer (NCRI). Being a NCRI is not just about completing certification or recertification and maintaining active status, but it is about putting skills to work to help improve the agency's performance management; Organizational Standards and the implementation of the full ROMA Cycle. The recertification process consist of four stages: ROMA Audit (Agency), Impact Pathways Plan, In-service Continuing Education Program (ICEP) Report and the Development of Family Level Logic Module.

Tabitha has also completed her recertification as a NeighborWorks Housing Counselor.

**Alabama Council on Human Relations
Transportation Maintenance/Janitorial, Weatherization, Housing
Board Report Feb – April 2021
Michelle Cosper**

TRANSPORTATION

Due to COVID, we were only able to transport 11 children per bus. Drivers were required to sanitize their buses after each route. Drivers and bus aides did very well handling all the COVID requirements such as: taking parent and child's temperatures, asking the COVID questions, wearing masks, and encouraging children to wear their masks. The transportation department has been fortunate to keep all staff throughout this year.

All major mechanical issues were out sourced to Davis and Tire Company. Since then all buses have been running very well and without issues. The garage department has been cleaning up the area and servicing ACHR'S cars. The transportation staff and garage staff attended all required training.

The transportation supervisor, Therese Sampson and I have begun planning for the summer training and completing DHR transportation checklist. Therese has also attended all orientations held for the new year. She located all addresses and placed children on the proper bus routes.

MAINTENANCE/JANITORIAL

King Center

Janitorial staff at King Center does a good job performing daily routine duties such as cleaning, mopping, taking out trash, raking leaves, etc. King Hutchinson also performs some maintenance duties, including trimming trees, replacing light bulbs, repairing tricycles and other playground equipment, painting, etc. AMCO came in March to do the quarterly cleaning and filter replacement on all HVAC units.

King Center has been plagued with water leaks. After much discussion with many different metal building contractors, the decision was made to replace the gutters. This should take place this summer and be ready for the new school year.

Maintenance /janitorial staff at King Center also completed the following items:

Install emergency lights in room G, H, and kitchen	Repair lights in kitchen	Work on man lift
Help Mike install lights in stairways	Take plastic to king center	Take bulbs to king
Disinfect classrooms daily – (COVID)	Work on rainy day room lights	Hang plastic in hallway upstairs

Darden Center

Maintenance and janitorial staff at Darden have been busy. They continue with everyday tasks of cleaning and taking out trash as well as routine maintenance items such as changing a/c filters and performing building and playground inspections as well as a new responsibility of spraying building with a chemical to prevent the spread of COVID. A major accomplishment in April was the completion of our water heater installations in all classrooms, which was a huge undertaking, which involved installing new electrical breakers, conduit and wiring as well as water supply lines in every room!

This summer at Darden Center we will be converting HS rooms into EHS rooms. In order to serve more HS families, we will be building office space in the gym to free up classroom space.

Maintenance /janitorial staff at Darden Center also completed the following items:

Glue step tread back on step at entrance
Replace sewer cap near playground 2
Repair chair on playground 3
Repair gate on playground
Do playground inspections and send pictures to Mike
Work with Roto Rooter on smell wing 2
Replace cabinet lock in room S
Replace sink faucet in room Q
Bleach cabinet from leak in Room Q
Install new faucet in room P
Replace ceiling tile in hall at entrance and break room bath, and in diaper room
Install new safety lock on gate wing 3
Replace all supply lines under sink in rm P
Mop water up from leak in S&T and P
Replace faucet sensor in room S
Clean Bottom of Our House
Pick up Items from Valley (donation)
Change filters
Transport milk to King center
Snake toilet at garage
Replace fluid master in toilet at garage
Get hot water to large bath wing 2
Unstop sink drain wing 2
Replace lock on outside door in room Q
Plumb in water heaters on wing 1 & 2
Repair leaks on water heaters
Fill pot holes with gravel
Run wire to large bath on wing 1
Splice all wires together for water heaters
Repair leaks on water heaters again
Repair lock on cabinet room R
Fill hole where lock was on cabinet in room H
Install new magnet on fridge door in room E
Work on leaks on water heater in room p
Work on water heater leaks in room Q
Replace faucet in room G
Install conduit for water heater wire in all rooms
Wire water heaters
Install lock on bath door in kitchen
Take down part of fence on playground 3
Add sand to play ground 3
Cut lock from locker in room B
Tighten screws in front door latch
Remove wasp nest from playground 2
Repair floor in kitchen bath
Repair gate at wing 3 (twice)
Repair both gates at back door wing 3 again
Put together two office desks
Meet at Our House: glass people, Lee for AC repair
Put fence back together playground 3
Fastened conduit to wall in all classrooms
Repair floor in room L
Put together 2 chairs for Darden on the hill
Work on lock at Darden on the hill
Repair hot water in health
Repair window lock room P
Install escutcheon in classroom baths
Repair PVC around sand box playground 2
Repair door at supply room
Repair drawer in room
Repair doors and locks in room R
Repair gate at wing 3 entrance
Change filters wing three
Install soap disp in female bath at Darden on the hill
Help build steps for wash shed
Take down sink in sunshine shop bath
Change filters in school
Change three lights in hall at bathrooms
Change out motion light on outside of building
Change lock on men's bathroom at Darden on the hill
Install led bulbs in light fixture at Darden on the hill office
Repair bookshelf in room L
Spray weeds
Help install breakers for water heaters
Install conduit in Sue's office for water heater
Check for power loss in room B
Repair leak in bath in room Q
Repair toilet in room P
Change outlet cover in room S
Repair easel in room C
Change filter at Darden hill
Install total of 3 soap disp at Darden on the hill
Help install new sink and cabinet at the garage
Install new sink and cabinet at sunshine shop
Install new lock on cabinet in room R
Install new soap disp part in room Q
Repair toilet in hall bath wing 1
Lock all cabinets in room S
Rebuild toilet in room P
Bring supplies from truck down to Darden
Repair sink room L
Replace lock on fridge room P
Repair locks on drawers in room P
Add screws in warped boards on fence and lock gate wing 2

Edelman Center

The maintenance/janitorial staff at Edelman continue to perform routine janitorial duties such as cleaning, sweeping, mopping and taking out trash. In addition to their normal duties, our janitors are now spraying all classrooms with a chemical called Fight Bac to prevent the spread of COVID. Joe and Morris also help with maintenance issues such as changing light bulbs, changing a/c filters, painting and routine inspections that they report any issues they are unable to repair to Michelle and/or Mike. Michelle and staff meet and planned for summer work list. We are holding out on large maintenance items, due to enrollment issues but still making sure, the buildings met health and safety regulations. The janitorial staff also attended required training.

WEATHERIZATION

The ACHR weatherization staff continues working on our goal of helping as many clients as possible. Due to the COVID-19 outbreak last year, we were unable to assess any new houses until January of 2021. Our two-weatherization grants – DOE and LIWAP – required we weatherize 17 houses for fiscal year 2020. We have been extremely busy the last few months performing assessments, holding bid openings, awarding houses to our contractors and performing final inspections. We were able to complete all the steps above on 17 houses and recently completed all of the paperwork involved and sent it to ADECA. Our plan moving forward is to try to complete one or two houses each month so we are not rushed to meet the deadline. We look forward to assisting many more of our clients as the weatherization program moves into the future.

HOUSING

Housing is moving along. There have been a few issues along the way such as Inverness Apartments. Inverness was up for a Rehab deal, which fell through. After a lot of hard work completing the 15-year ext., financial analysis, securing the 30% pay down and phase 1 environmental, the phase one failed. Due to current restrictions for AHFA, Inverness Apartments had two environmental issues that made the rehab project too expensive to complete. The issues were being too close to the railroad tracks and to a 30,000-gallon propane tank. When the apartments were built, both the railroad track and the propane tank were in place, but AHFA has changed its requirements. The added construction work to meet current AHFA qualifications, would have cost much more than the deal could handle. We are still working on ways to complete this project. There have been many meetings with HUD and AHFA on how to deal with this situation. Hopeful in the near future, the rehab deal will happen.

Last month the rehab deal for the new Jackson Village (formerly Jackson Johnson Apartments) had the first closing on the HOME Loan and tax credits. Construction has had a few delays due to weather. I have traveled to the site several times to assure ACHR'S property is being properly handled. The project is now on track and we are hoping to have a November grand opening.

The Alfred Radney Apartments Rehab deal was approved. The new apartments will be named High Pine, in reembrace of the town Roanoke's first name. We are dotting all the I's and crossing all the T's and hope to start construction soon.

Currently, I have been working on Brighton Way in Alexander City, which will be due February 2022. This will be a brand new deal, which will bring more revenue to ACHR Housing Corp. I have met with the mayor and he is excited to be building elderly housing in his city.

As was approved at the last meeting, ACHR Housing Corp. is in the process of selling two properties. Bedell Village and Darden Oaks Apartments. Both buyers intend to keep the apartments as low-income housing. Auburn Housing Authority is purchasing Bedell Village and Opelika Housing Authority is

purchasing Darden Oaks. This will benefit ACHR and citizens with low-incomes. The sale of these two properties could not have come at a better time. ACHR has three major projects that need funding, office space at Darden needed to facilitate the conversion from HS to EHS, the conversation itself and replacing the gutter system at the King Center. Additionally we need to replace the roof on the Sunshine Shop and assess the roof on the Darden gym. These projects could not happen without the sale of these properties, the current rehab deals, and obtaining the waterfall payments for current properties.

Updated list of where we are and what will be happening to each property.

Alfred Radney Apartments 241 County Road, Roanoke, AL

The rehab deal has been approved. The HOME Loan and tax credits have been secured. The construction should start soon.

Bedell Village Apartments 889 Lunsford Drive, Auburn, AL

Tax Credits expire in February 2021, there is no HOME Loan. A five-year extension has been approved. Currently working on selling the property to Auburn Housing Authority. The purchase price is \$2,500,000.00. After loan is paid, this should bring a profit of approximately a million dollars.

Crestview Senior Cottages 777 Wetumpka Street, Prattville, AL

Home Loan and Tax Credits that will mature in the year 2025

Darden Oaks Townhomes 212 Roden Ct., Opelika, AL

A five-year extension has been approved and will expire in November 2021. Property has a \$2.4 million HOME Loan. Working on selling the property to Opelika Housing Authority. This will pay of the huge HOME Loan and still be able to make approximately \$800,000.00.

Garden Greene Apartments 501 South 8th St., Lanett, AL

HOME Loan and Tax Credit that will mature in the year 2023

Glenwood Meadows Apts. 40 Glenwood Drive, Laverne, AL

HOME Loan and Tax Credits that will expire May 2021. A five-year extension will be submitted for approval by the end of the month.

Grace Point Apartments 700 Grace Ridge Dr. Auburn, AL

HOME LOAN and Tax Credits that will expire in the year 2034

Grace Ridge Apartments 826 Grace Ridge Dr. Auburn, AL

HOME Loan and Tax Credits that will expire in the year 2035

Inverness Apartments 100 Inverness Dr. Clanton, AL

A five-year extension has been approved. Trying to get a rehab deal approved.

Jackson-Johnson Townhomes renamed Jackson Village 147 Eutaw ST. Marion, AL

Rehab deal approved, under construction. Have had the closing of the HOME Loan and hope to have the grand opening in November 2021

Summerwood Apts. 1101 Thread gill Road, Camden, AL

HOME Loan with a 5 year extension approved, Tax credits have expired hoping to apply for a Rehab in 2023