

Head Start Committee Update



January 29, 2026

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MJ Robb, Community Services Bureau Interim Director, Head Start Director

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Outline

| Topic | Federal Head Start | State Child Care |
|-------------------------------|--------------------|------------------|
| Federal Environment Updates | To date | |
| Child Care Center Services | Nov 2025 | Nov 2025 |
| Policy Council Actions | Dec 2025 | |
| Budget | Nov 2025 | Nov 2025 |
| Monitoring | Nov 2025 | Nov 2025 |
| Official Funder Communication | Dec 2025 | Dec 2025 |
| Appendices | For Information | |
| Recommendation | ✓ | |

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Federal Environment Updates

Sources of Information

1. Project 2025
2. Executive Orders
3. Federal Department Actions
4. Congressional Actions

Categories of Impact

1. Potential Funding Reduction
2. Potential Funding Increase
3. Changes to Program Regulations
4. Change that may Impact Customers
5. Change that may Impact Contracts with Partners

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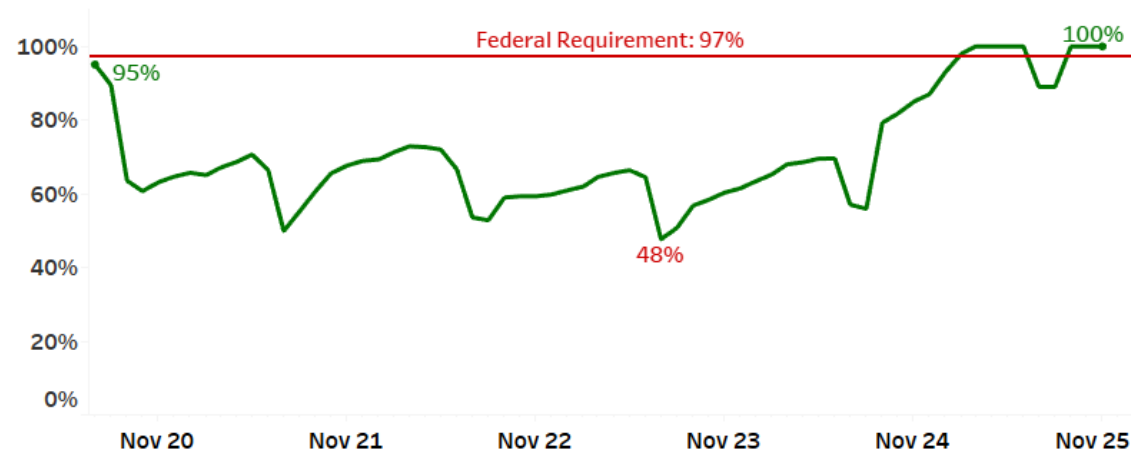
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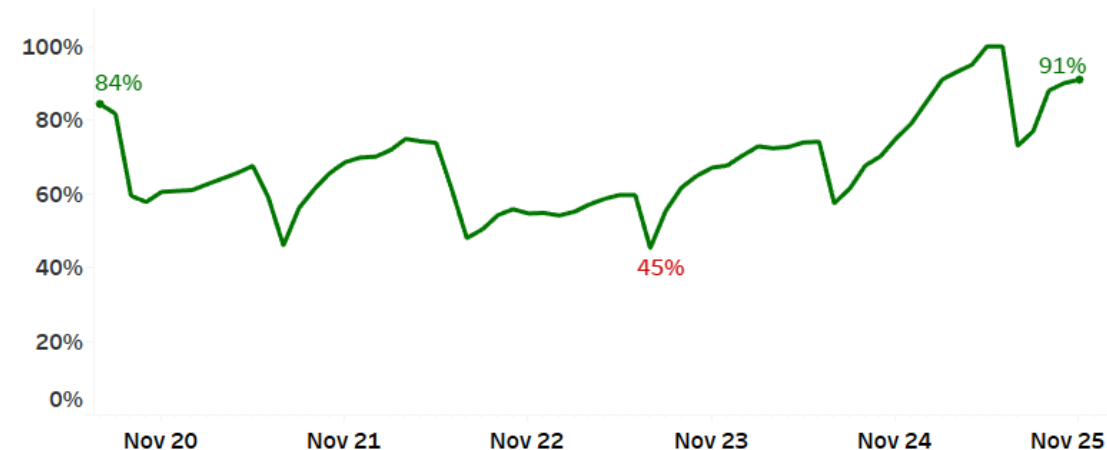


Center Enrollment Rates

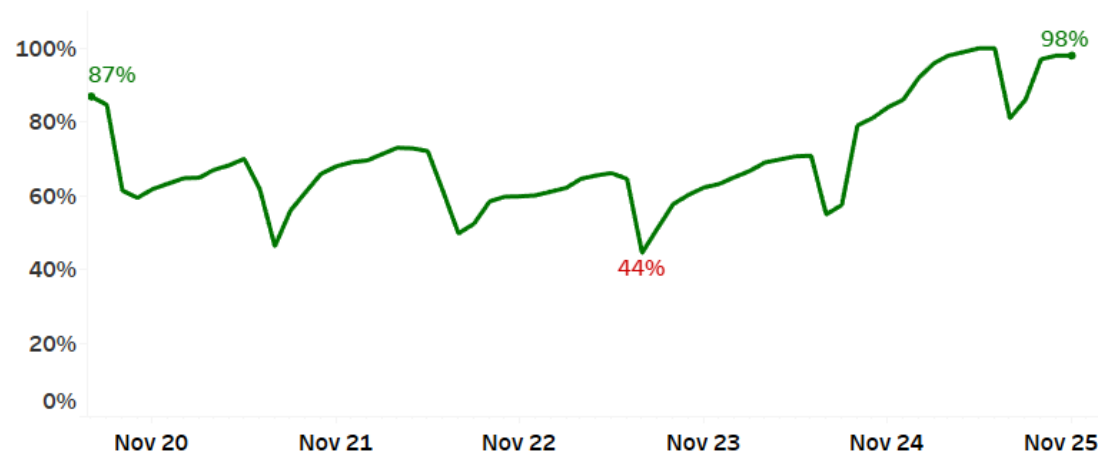
Federal Filled Slots



State Filled Slots



Total Filled Slots



Current Slot Allotments:

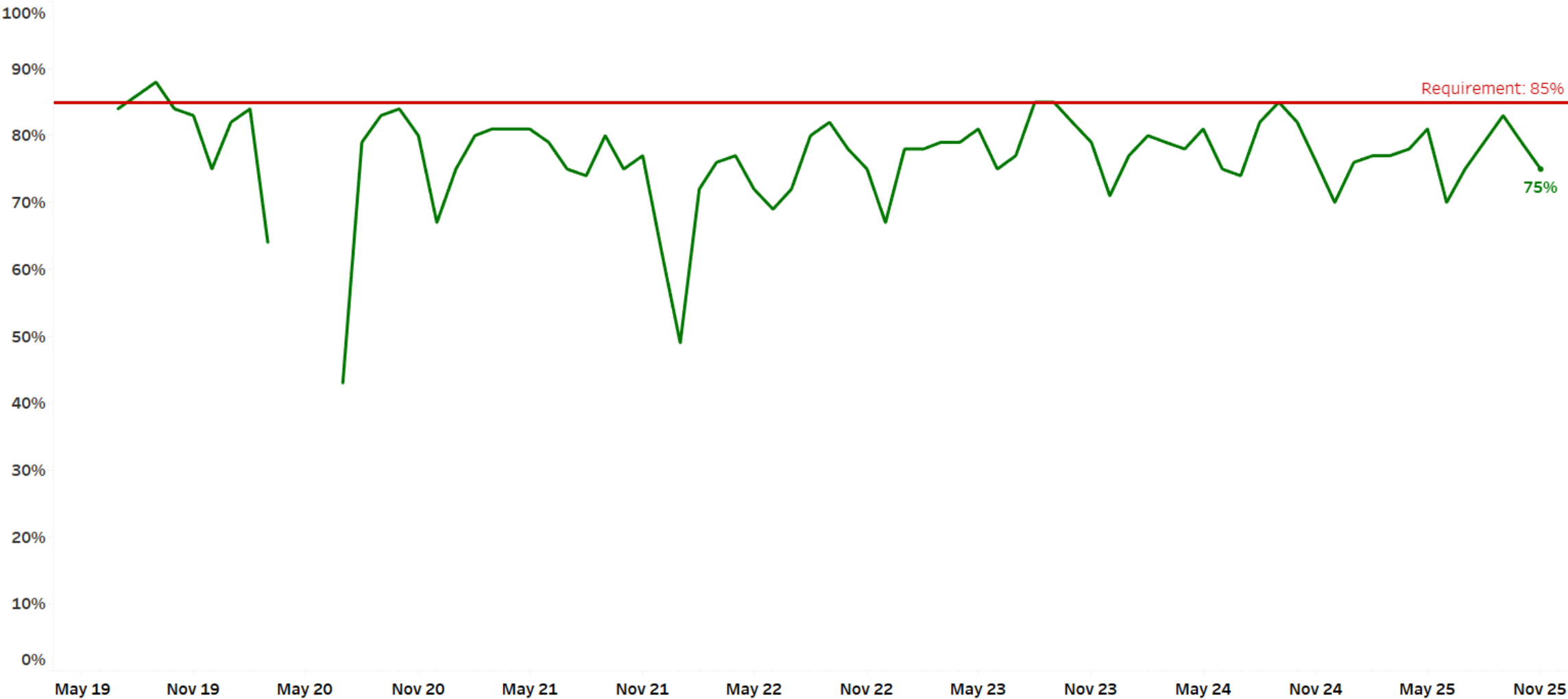
- Federal Slots (Head Start) = 1,201 (1,201 filled slots as of November 2025)
- State Slots (CDE and CDSS) = 764 (696 filled slots as of November 2025)
- Total Unique Slots = 1,345 (1,324 filled slots as of November 2025)

Current Enrollment Requirements:

- Federally Funded = 97% slots filled
- State Funded = Currently “hold harmless” meaning no penalties for not filling all slots. When “hold harmless” ends in June 2026, we will no longer be funded for unfilled slots.

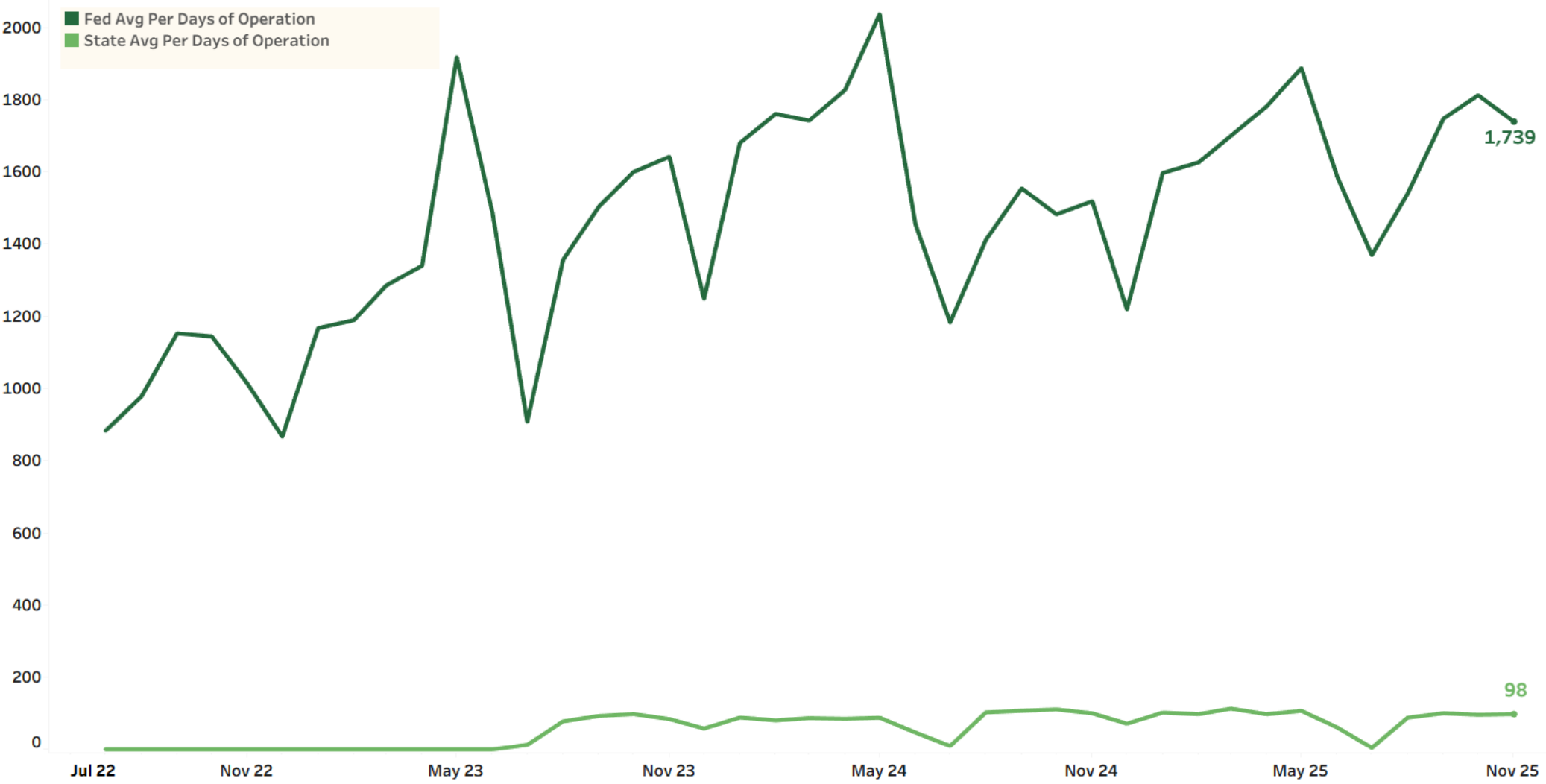
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Center Attendance Rates



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Average Center Meals & Snacks Per Day



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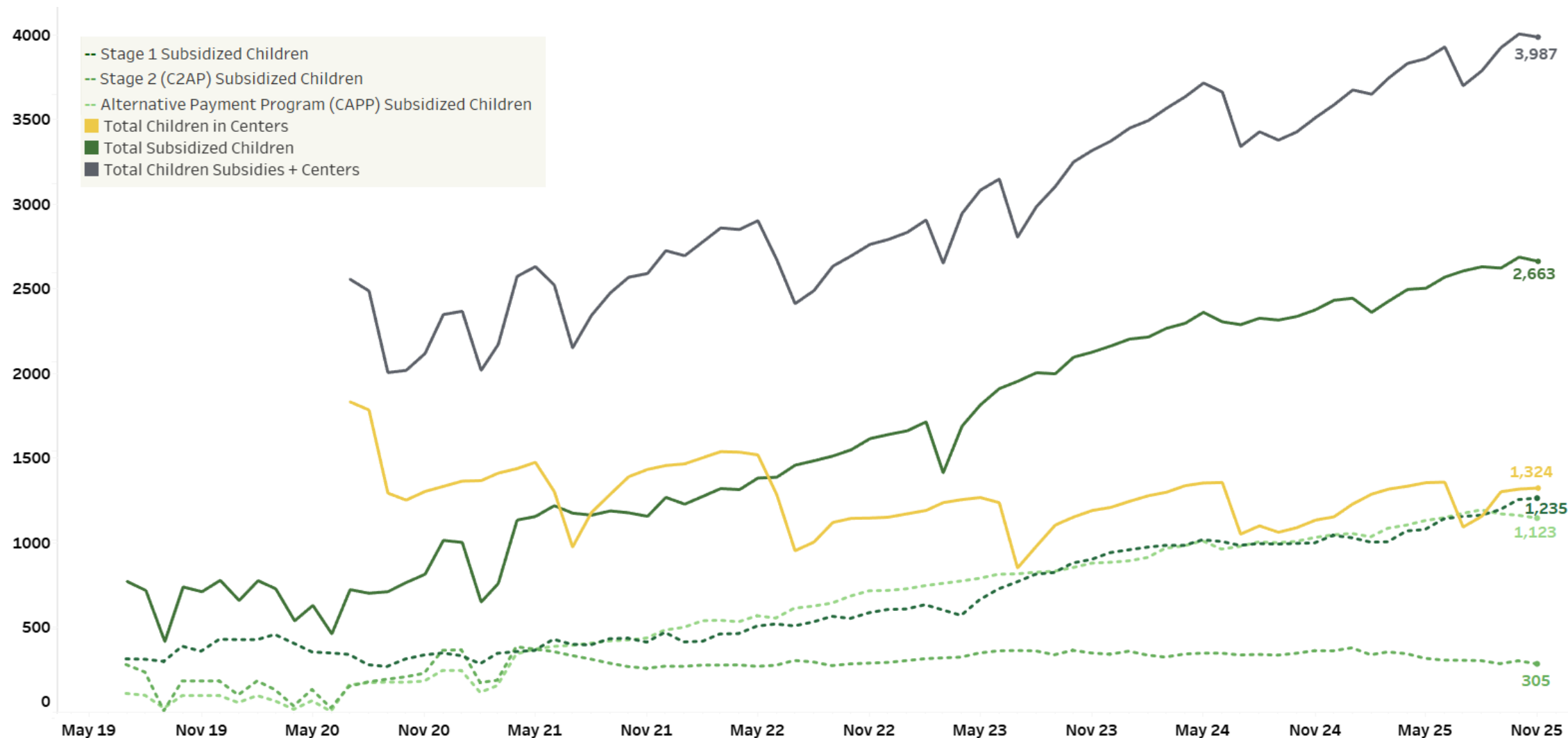
Vended Meal Services

Contract with vendor (Ordo, Inc.) began August 1, 2025 following Board approval on July 22, 2025 (C31)

Working with vendor to address initial challenges such as ensuring all meals and snacks are prepared daily, meeting federal requirements for meal components, and quality of meals

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Children Served in Child Care



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Head Start Annual Reports & Community Assessment Report

Federal Requirement: Head Start Act Sec. 644 (a)(2) – Each Head Start agency shall make available to the public a report published at least once in each fiscal year that discloses the following information from the most recently concluded fiscal year [...].

We published the FY23-24 and FY24-25 annual reports to <https://ehsd.org/community-services/> for public access.

We incorporate results from our annual Community Assessment in the annual reports to provide context for the results. Community Assessment findings also inform our annual grant planning and non-competitive application.



1. Annual Report FY23-24
2. Annual Report FY24-25

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December 2025 Policy Council Actions

The Head Start Policy Council did not convene in December 2025, as per their annual calendar.

Members of the Policy Council Executive Team participated in the Head Start Federal Review January 6-8, 2026.

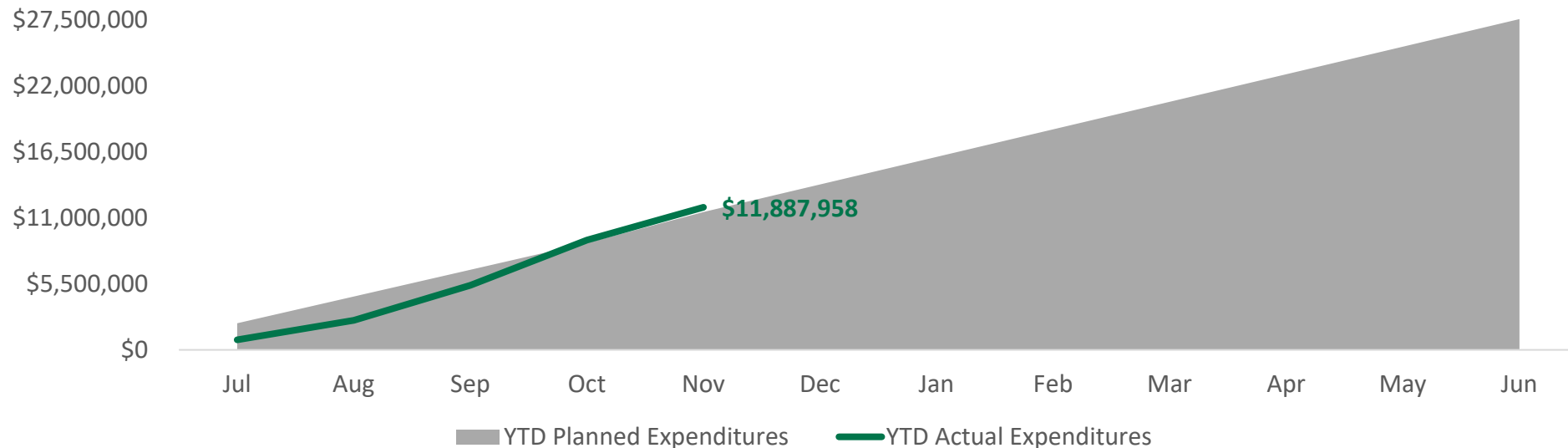
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Head Start Budget Expenditures



| Category | FY25-26 Funding | Nov 2025 Expenditures | YTD Expenditures | Remaining Balance |
|--------------------------------------|---------------------|--------------------------|---------------------|----------------------|
| Total Federal Funding | \$20,577,342 | \$2,168,091 | \$9,338,553 | \$11,238,789 |
| Required Non-Federal Share | \$5,144,336 | \$542,023 | \$2,334,638 | \$2,809,698 |
| Measure X Overmatch* | \$1,859,690 | \$29,542 | \$214,767 | \$1,644,923 |
| Total Federal and Non-Federal | \$27,581,368 | \$2,739,655 | \$11,887,958 | \$15,693,410 |

*Measure X Overmatch includes roll over funds as of 1/20/26.

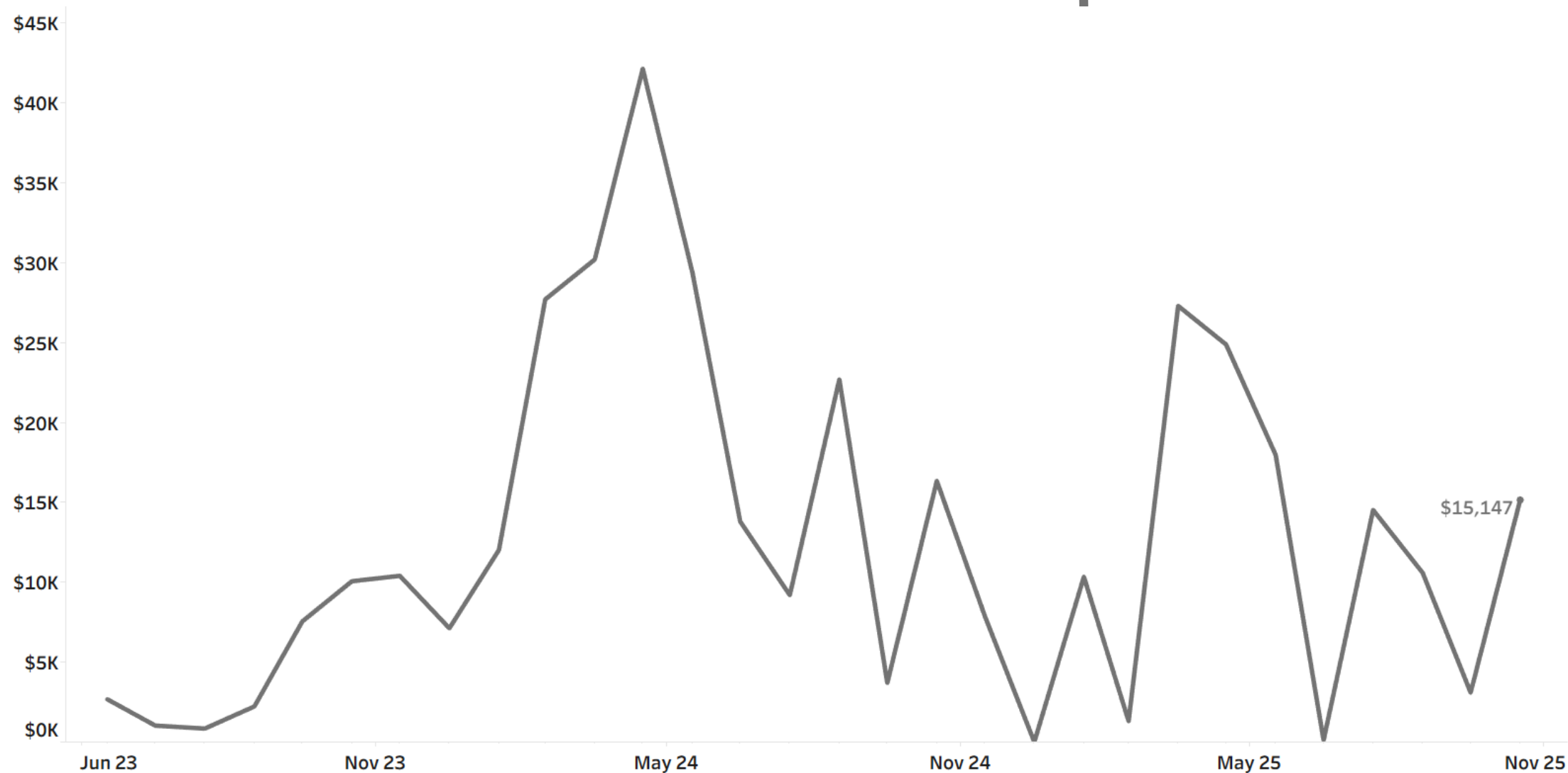
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Head Start Grant Budget

Budget Year Completed – 42%

| | A | B | C | D |
|--------------------------|---------------------|--------------------|---------------------|-------------------------|
| | Budget | YTD ACTUAL | % YTD ACTUAL | Remaining Budget |
| 1. Personnel | \$6,261,244 | \$3,571,236 | 57% | \$2,690,008 |
| 2. Benefits | \$4,136,150 | \$1,909,910 | 46% | \$2,226,240 |
| 3. Equipment | \$0 | N/A | N/A | N/A |
| 4. Supplies | \$365,797 | \$78,850 | 22% | \$286,947 |
| 5. Travel | \$57,213 | \$10,523 | 18% | \$46,690 |
| 6. Construction | \$0 | N/A | N/A | N/A |
| 7. Other | \$2,497,266 | \$1,050,077 | 42% | \$1,447,189 |
| 8. Contractual | \$6,057,509 | \$2,188,253 | 36% | \$3,869,256 |
| 9. Indirect Costs | \$1,202,163 | \$529,704 | 44% | \$672,459 |
| TOTAL CHARGES | \$20,577,342 | \$9,338,553 | 45% | \$11,238,789 |

Head Start Credit Card Expenditures



All credit card expenditures are made by authorized staff for budgeted purchases to support reasonable program expenditures.

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OHS FY26 Federal Monitoring Review

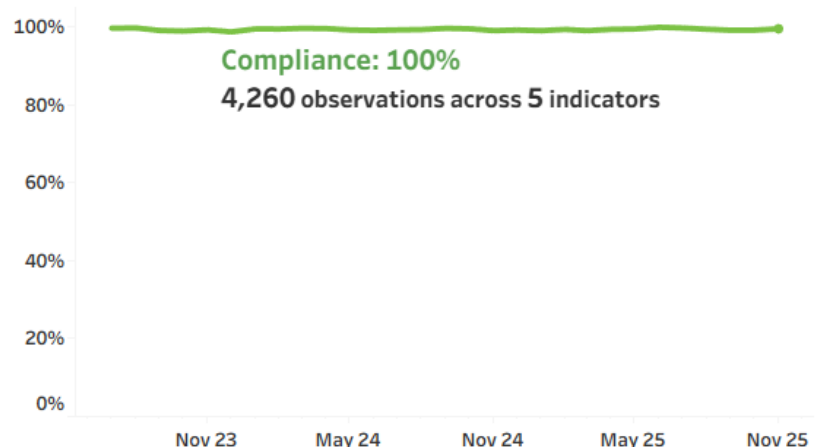
Notified on November 21, 2025 of our scheduled Focus Area 1 (FA1) review. Review conducted January 6-8, 2026.

Overview of Key Activities

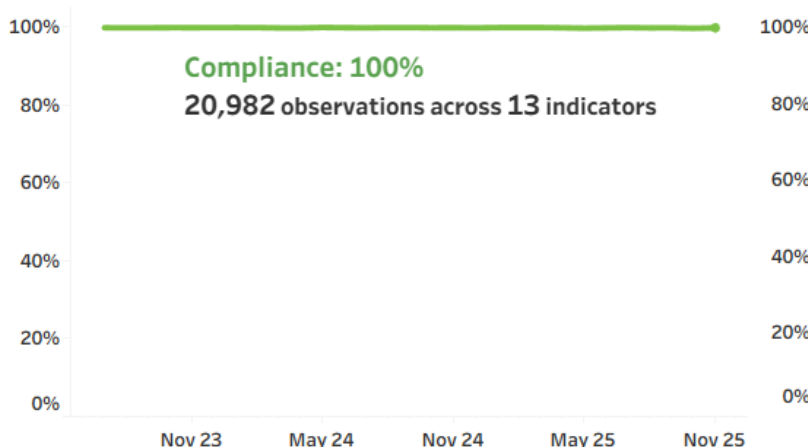
- Discussions with Board of Supervisor members (governing body), Policy Council members, program management staff, fiscal and teaching staff
- Observations of classrooms and centers – 23 centers
- Review of eligibility files – 86 files
- Review of data, documentation, and systems related to fiscal and human resources policies and procedures

Health and Safety Compliance

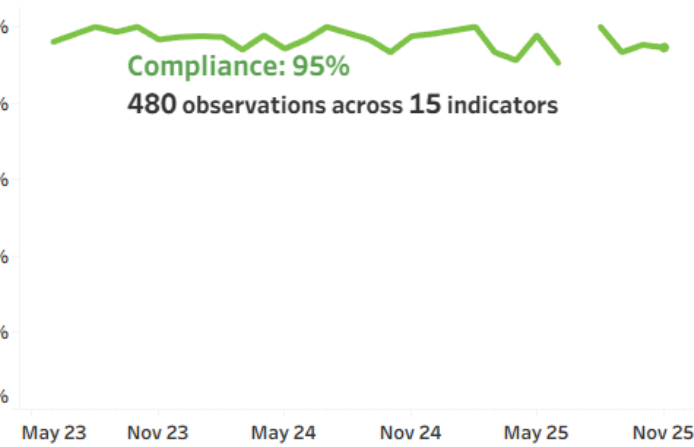
Daily Playground Safety



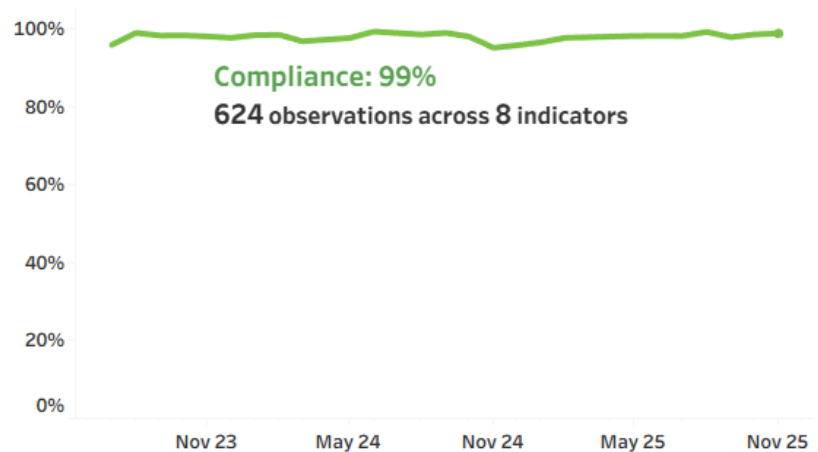
Daily Classroom Health & Safety



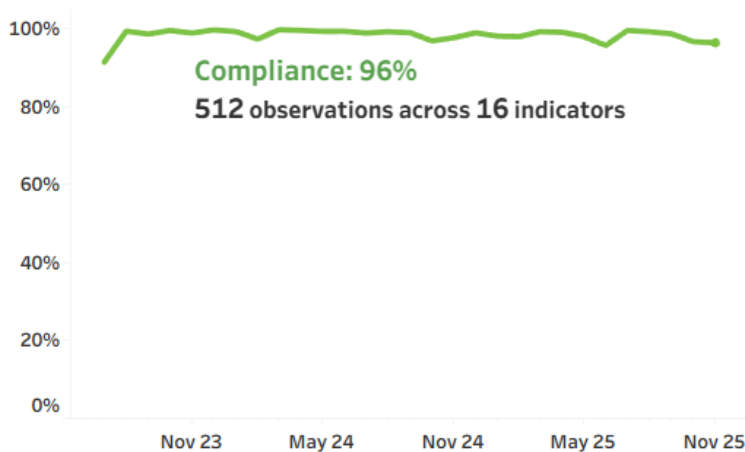
Child Transition & Safety



Weekly Facility Safety



Monthly Playground Safety

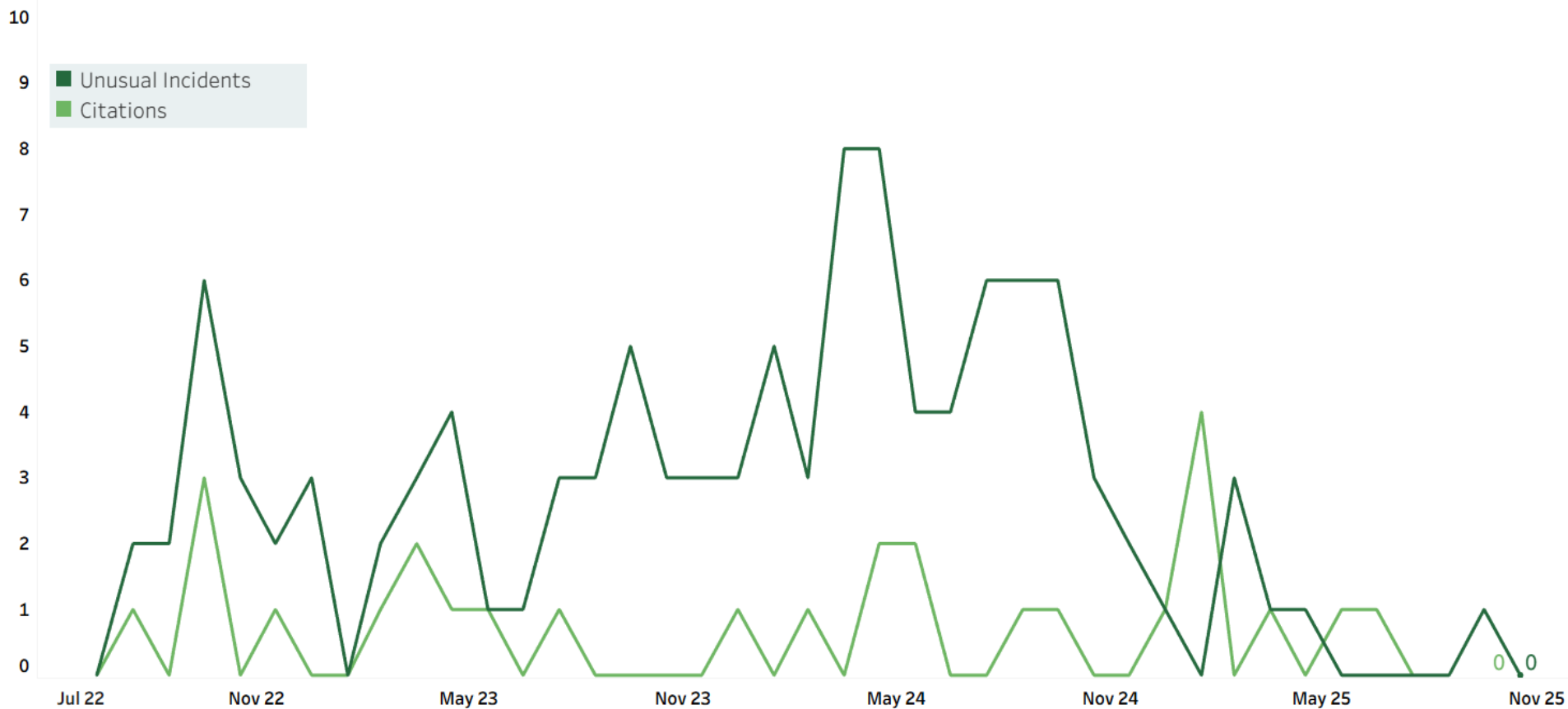


Indicators with non-compliance rates over 10% in November 2025:

1. Safe Environments are evident and promote active supervision of all children. (6/32 = 19%)
2. Wood on playground equipment: There are no splinters, cracks, rotting, or sharp ends. (5/32 = 16%)
3. Classroom Headcount White Board accurately reflects the number of children and staff in room. (4/31 = 13%)
4. Current lesson plan is posted and includes individualization activities and at least 1 Health & Safety component. (4/31 = 13%)

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Unusual Incidents & Citations



Reportable incidents as defined by the Office of Head Start (OHS)

OHS considers a “significant incident” to be any incident that results in serious injury or harm to a child, violates Head Start standards of conduct at [45 CFR §1302.90\(c\)](#), or results in a child being left alone, unsupervised, or released to an unauthorized adult. A program must report all significant incidents affecting the health and safety of children with 7 days.

California Department of Social Services Community Care Licensing Citations

Type A: An immediate risk to the health, safety or personal rights of children in care.
Type B: If not corrected right away, may be a risk to the health, safety, and personal rights of the children in care.

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CDSS Child Care Bulletin 25-33

Child Care Bulletin 25-33 issued: December 3, 2025

Subject: Collection of Social Security Numbers

Information: Reminds child care and development contractors that Social Security Numbers (SSNs) shall not be required to be collected from families receiving Child Care and Development (CCD) subsidized services. Accordingly, child care and development contractors shall not collect and report this information.

Action: No action needed as we are already in compliance.



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2026 Head Start Governance Updates Calendar

| | Federal Requirement* | 1/20/26 | 2/10/26 | 3/17/26 | 4/14/26 | 5/19/26 | 6/23/26 | 7/14/26 | 8/25/26 | 9/15/26 | 10/20/26 | 11/17/26 | 12/15/26 |
|--|--|---------|----------|---------------|---------|---------|----------------|---------|---------|---------|----------|---------------|----------|
| 1. Monthly Program Updates | HSA 642(d)(2) HSPPS 1301.2(b)(2) | Nov '25 | Dec '25 | Jan '26 | Feb '26 | Mar '26 | Apr '26 | May '26 | Jun '26 | Jul '26 | Aug '26 | Sep '26 | Oct '26 |
| 2. Monthly Financial Updates | HSA 642(d)(2) HSPPS 1301.2(b)(2) | Nov '25 | Dec '25 | Jan '26 | Feb '26 | Mar '26 | Apr '26 | May '26 | Jun '26 | Jul '26 | Aug '26 | Sep '26 | Oct '26 |
| 3. Funder Communications | HSA 642(d)(2) HSPPS 1301.2(b)(2) | Dec '25 | Jan '26 | Feb '26 | Mar '26 | Apr '26 | May '26 | Jun '26 | Jul '26 | Aug '26 | Sep '26 | Oct '26 | Nov '26 |
| 4. Annual HS Governance and Eligibility Training | HSA 642(d)(3) HSPPS 1301.5, 1302.12(m) | | Training | | | | | | | | | | |
| 5. Annual Goals and Objectives (included in Grant application) | HSPPS 1302.102(a) | | | Approval Item | | | | | | | | | |
| 6. Annual Non-Competitive Grant Renewal Application | HSA 642(c)(1)(E) HSPSS 1301.2(b)(1) | | | Approval Item | | | | | | | | | |
| 7. Annual Community Needs Assessment | HSA 640(g)(1)(C) HSPPS 1302.11(b), 1302.102(d)(2) | | | Share Results | | | | | | | | | |
| 8. Annual Self-Assessment | HSA 642(d)(2) HSPPS 1302.102(b)(2) | | | Approval Item | | | | | | | | | |
| 9. Annual Selection Criteria and Recruitment Plan | HSA 642(c)(1)(E) HSPPS 1302.13, 1302.14(a) | | | | | | Approval Item | | | | | | |
| 10. FY26-27 Planning Calendar | HSA 640(g)(1)(D) HSPPS 1302.11(b), 1302.102(d)(2) | | | | | | Approval Item | | | | | | |
| 11. Annual County Single Financial Audit | HSA 642(d)(2) HSPPS 1301.2(b)(2) | | | | | | Approval Item* | | | | | | |
| 12. Annual Program Information Report | 45 CFR Part 75 | | | | | | | | | | | Share Results | |

As Needed

CSB Agency Policies (HSA 642(c)(1)(E)). Results from Head Start Monitoring Activities (HSA 641(A)(c)).

Contra Costa County Resolution 2023/274 includes all of these requirements.

*Pending approval by Finance Committee of FY24-25 Single Audit.

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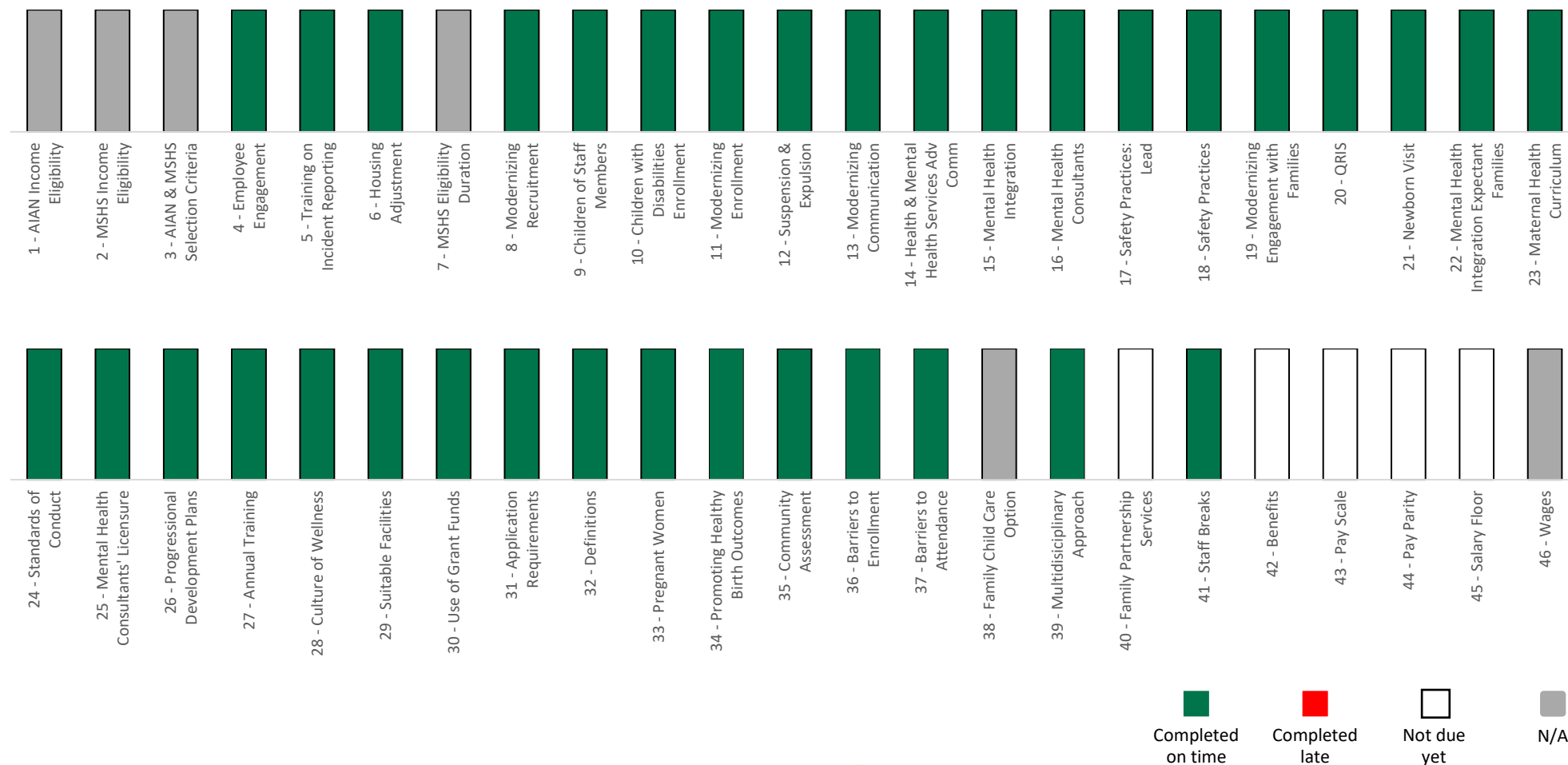


Planned



Completed

HSPPS Compliance Timeline Progress Chart



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Recommendation

DISCUSS and ACCEPT the Head Start Committee update, and provide guidance, as recommended by the Employment and Human Services Director.