

Section B. Program Staff and Qualifications:

Total Staff:

	HS/EHS Staff	Contracted Staff
1. Total number of staff members, regardless of the funding source for their salary or number of hours worked:	4,973	208
a. Staff who are former or current Head Start or Early Head Start parents:	1,238	28
b. Staff who left the program and were replaced during the year:	697	34

Volunteer Information:

2. The total number of persons providing any volunteer services to your program:	26,316
a. Volunteers who are former or current Head Start or Early Head Start parents:	17,361

Education and Experience of Management Staff:

	Number of Programs	Average Education Level	Average Years in Position	Average Annual Salary	Average % Paid by Head Start
3.a. Executive Director:	35	Baccalaureate degree	16	\$0.00	44.20%
3.b. Program Director:	38	Baccalaureate degree	9	\$0.00	95.95%
4. Child Development and Education Manager:	38	Baccalaureate degree	6	\$0.00	92.95%
5. Health Services Manager:	33	Baccalaureate degree	8	\$0.00	98.48%
6. Family and Community Partnerships Manager:	39	Baccalaureate degree	9	\$0.00	94.05%

Disability Services Manager:

7. Average number of hours worked per week by the person with lead responsibility for coordinating disabilities services:	25.05
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Qualifications of Child Development Staff:

	Teachers	Assistant Teachers	Home Visitors	Family Child Care Providers	Child Development Supervisors	Home-Based Supervisors
8. Total number of staff by category:	1,508	1,294	4	0	125	0
9. Staff credentials:						
a. An Associate degree, ECE/Related:	625	81	0	0	25	0
(i) enrolled in Baccalaureate Program:	132	18	0	0	5	0
b. A Baccalaureate degree, ECE/Related:	315	18	0	0	42	0
c. A Graduate degree, ECE/Related:	38	1	0	0	12	0
d. A CDA credential or State Equivalent:	420	554	1	0	21	0
10. Staff without degrees:						
a. With a CDA/Equivalent, but enrolled in an ECE/Related degree program:	207	93	1	0	5	0
b. Without a CDA/Equivalent, but enrolled in an ECE/Related degree program:	36	74	0	0	2	0
c. Without a CDA/Equivalent, but in any type of CDA equivalent training:	11	81	0	0	1	0
11. Staff (in B.8.) who are staff of a child care center partnering with Head Start or Early Head Start:	116	89	0	0	0	0

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Average Annual Teacher Salary by Level of Education:

12. a. An Associate degree in Early Childhood Education or a related degree:	(39 Programs)	\$22,524.46
b. A Baccalaureate degree in Early Childhood Education or a related degree:	(33 Programs)	\$26,744.09
b. A Graduate degree in Early Childhood Education or a related degree:	(16 Programs)	\$35,812.63
d. A Child Development Associate credential or State equivalent:	(36 Programs)	\$19,789.11

Average Salary of Direct Child Development Staff:

		<i>Annual Salary</i>	<i>Hourly Rate</i>
13. Average Salary - Teachers:	(39 Programs)	\$23,644.92	\$13.03
14. Average Salary - Assistant Teachers:	(32 Programs)	\$15,903.19	\$9.05
15. Average Salary - Home Based Visitors:	(1 Program)	\$20,059.00	\$10.00

Ethnicity and Race of Direct Child Development Staff:

16. a. Ethnicity:			
(i) Hispanic or Latino Origin:	137	(ii) Non-Hispanic/Non-Latino Origin:	2,669
a. Race:			
(i) American Indian or Alaska Native:	0	(v) White:	728
(ii) Asian:	13	(vi) Bi-Racial or Multi-Racial:	5
(iii) Black or African American:	1,978	(vii) Other (Comments Required):	0
(iv) Native Hawaiian or other Pacific Islander:	9	(viii) Unspecified:	73

Language of Direct Child Development Staff:

17. Of the direct child development staff in B.8(1-4), the number proficient in a language other than English:	141
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Teacher Turnover:

18. Total number of teachers who left the program during the year:	288
19. Of the teachers who left the program, the number who left for the following reasons:	
a. Higher compensation/benefits package in the same field (to school system, etc.):	100
b. Change in job field:	54
c. Other (Comments Required):	134
20. Number of teacher vacancies that remained unfilled for a period of 3 months or longer:	34
21. Number of teachers hired during the year due to turnover:	263

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Qualifications of Family and Community Partnerships and Supervisory Staff:

	<i>Family Workers</i>	<i>Family and Community Partnerships Supervisors</i>
22.a. Total number of Family and Community Partnerships staff:	519	78
b.. Number of case managers and other staff who work directly with families: (i.e., Staff with a family caseload)	515	39
23. Family and Community Partnerships staff with the following levels of education:		
a. GED or High School diploma:	229	31
b. A related Associate degree:	47	6
c. A related Baccalaureate degree:	204	26
d. A related Graduate degree:	22	9
24. Of the Family and Community Partnerships staff who do not have one of the degrees above, the number in training leading to a related degree or credential:	57	1

Family Worker Experience:

25. The number of family workers with the following years of experience in this position:			
a. Less than 1 Year:	61	c. 6 to 10 years:	152
b. 1 to 5 years:	228	d. More than 10 years:	78