

## In This Issue

HEAD START: Working To Fulfill the Vision .....	1
Child Development & Education .....	2
ESL Program Families Graduate .....	2
Head Start/Early Head Start Policy Council .....	2
Feeding and Work Experience Program .....	3
Summer Art Camp Scholarships .....	4
ALPI Changes Lives ... Forever .....	4
Farmworker Jobs and Education Program .....	4
Camp Ready 2013 .....	5
Pre-Service Training and Development.....	5
RIVHSA 2013 Leadership Summit.....	5



**ALPI  
HEAD  
START:**

## WORKING TO FULFILL THE VISION

Every day, nearly one million children across the country walk through the doors of their local Head Start center and begin working, playing and learning their way toward success in Kindergarten and in life. During the month of October we celebrate the rich history of Head Start. For more than 46 years, Head Start has served over 28 million children and their families by promoting school readiness through providing educational, health, nutritional, social and other services.

Thirty-one years after proclaiming October Head Start Awareness Month, President Ronald Reagan's words still inspire us to celebrate this amazing program: "Perhaps the most significant factor in the success of Head Start has been the involvement of parents, volunteers, and the community. Their commitment and the services provided by dedicated Head Start staff have been instrumental in creating a quality program that truly provides young children with a 'head start' in life."

The Head Start program includes many program performance standards, among them the initial screening of children. Screenings must be completed within an initial time period of 45/90 days after the child enters the program. Iris Rivera, ALPI's Health Services Manager for St. Lucie County, led coordinating efforts for the completion of the 45/90 day screenings. This screening is carried out to identify evidence of developmental, sensory, or behavioral disabilities. ALPI parents, staff and appropriate professionals work



*Pictured are some of the Screening Team members, including members of the Indian River State College and ALPI staff (Pictured Standing: Iris Rivera (far left) and Ana Cedejas (far right). Other members not shown include the following ALPI staff: LaTonya Robinson, Donita Brunson, Alisa Thornton, Kevin Singletary, Lisandra Concepcion, and Germain Louis.*

***"Perhaps the most significant factor in the success of Head Start has been the involvement of parents, volunteers, and the community."***

together to gather and complete screening results, thus creating an effective plan based on the child's individual needs. It is a collaborative process that helps identify strengths, learning needs, and support that a child requires. Appropriate screenings include: Height and Weight, Blood Pressure, Hemoglobin, Vision, Hearing, Speech, Lead, Dental, and Developmental. Special thanks to Indian River State College for the additional assistance and valuable support they provided in order to help ALPI complete this project.

Our Head Start children and families deserve the highest quality services from highly trained and dedicated professionals. ALPI Head Start staff strive to ensure all enrolled children benefit from quality Head Start and that those benefits continue through the children's school years. Despite the challenges our children and families often face, ALPI Head Start staff continue to endeavor to provide a consistent, caring, and stimulating environment to meet the educational and developmental needs of all its children.

## CEO's CORNER

As we acknowledge **Head Start Awareness Month**, let's not forget how we got here and our mission to address the social and educational needs of poor children and families. According to the history of Head Start, as so noted on the ACF Office of Head Start website, "Head Start was designed to help break the cycle of poverty, providing preschool children of low-income families with a comprehensive program to meet their emotional, social, health, nutritional and psychological needs. A key tenet of the program established that it be culturally responsive to the communities served and that the communities have an investment in its success through the contribution of volunteer hours and other donations as nonfederal share."

Since the inception of Project Head Start in 1965, we continue to forge ahead to catch up and keep up in order to conquer ongoing challenges and changes brought about due in part to the lack of adequate child development opportunities, family stability and self-sufficiency opportunities, community involvement opportunities and resources.

As so reminded by the National Community Action Partnership, January 2014 will mark the 50th anniversary of the War on Poverty, a time when our nation came together to make a national commitment to reduce poverty in America. Anti-poverty advocates must continue to be well-equipped to face the challenges and opportunities that this important anniversary brings.

**Deloris Johnson**

*Chief Executive Officer & Editor*



## ALPI Head Start Families Graduate from ESL Program

ALPI congratulates all Head Start families who recently graduated from the Parent Academy of St. Lucie County's English as a Second Language Program (Level 1). ESL programs provide English learners with life skills and the opportunity to improve speaking, listening, reading, writing, vocabulary development and grammar. The Parent Academy continues to be an instrumental part of ALPI's support system for parents and their children. The Academy provides assistance in a wide variety of areas including mentoring and homework, health and safety, parent-child reading engagement, citizenship preparation, employment, credit counseling and much more. Various workshops are held throughout the year at different ALPI locations.

For more information, visit [www.parentacademyslc.org](http://www.parentacademyslc.org).



## Child Development & Education Department:

### Moving Forward Through Collaborative Resources & Technical Assistance



Child Development & Education Services have started off the 2013-2014 Program Year in full swing by planning ways to better promote, provide, and evaluate the needs of all teaching staff. The Child Development & Education Team, which includes Child Development Center Managers, Child Development & Education Services Manager, and the Houghton

Mifflin Harcourt (HMH) coaches, planned most of the summer to introduce the newest concept of providing hands on technical assistance through modeling based on requests made by the teaching staff. This initiative provides teachers with the opportunity to work towards meeting goals related to their own professional development while receiving one on one guidance and ongoing support to practice, observe others, work together to plan and evaluate curriculum.

In addition, Child Development & Education Services teamed up with the Houghton Mifflin Harcourt (HMH) coaches to address the needs of the children and teaching staff in the three-year-old classrooms.



*HMH coach Cindy Parrish goes through parts of the curriculum resources that teachers will use in the classroom to promote school readiness and trains teachers on how to use the HMH curriculum.*

During these activities the HMH curriculum was revised to accommodate the needs of the children. The objective was to increase the chances of three-year-old children retaining the age appropriate concepts relating to the five critical domain areas of school readiness. These changes will be supplemented in the classrooms as a way to enhance or reinforce skills from the Creative Curriculum. This supplemental

curriculum was introduced to all three year old teachers during the agency's pre-service activities in August, which kicked off a fun filled, hands on training presented by the HMH coaches. After the training, each classroom was supplied with materials needed for full implementation. This change was implemented in each Head Start three year old classroom as of September 30, 2013. The supplemental curriculum will reintroduce intentional teaching through both child-guided experiences and adult guided-experiences, as well as promote best practice of both the child and teacher taking advantage of planned and unexpected learning opportunities.

## ALPI 2012-2013 Head Start/Early Head Start Policy Council

ALPI Head Start/Early Head Start is a family focused program with operating principles of parent involvement and empowerment. Parent involvement at all of our centers continues to be a corner stone for our program. ALPI parents are a vital part of our operations and the education of our children.

The Agricultural and Labor Program, Inc. extends sincere thanks to the 2012-2013 Head Start/Early Head Start Policy Council. Thank you for your commitment and passion, but most of all for a job well done!



*FROM LEFT TO RIGHT: Standing: Bertram Smith, J. Ray Carmichael Sr., Dwight Wright, Michelle Akins, Heather Dannie, Shatell Hypolite, Sonya Rue. Sitting: Jessie Charoo, Donna Brewster, Antonia Jackson, Joseph P. Gore*



# 2013 Summer Feeding and Work Experience Program

The ALPI Child Development and Family Services Division and Community Services and Economic Development Division continue to collaborate with the Polk County School Board to provide services to the community of Frostproof through the Summer Feeding and Work Experience Program. The Summer Feeding and Work Experience program provides much needed services to the children of this economically challenged community over the summer break. This year, the program was located at the ALPI owned Lakeview Community Center and operated from June 6th thru August 9th, 2013 from 8 a.m. to 4 p.m. providing breakfast and lunch to children in the community. The program provided meals to children between the ages of 1 and 18 years of age and served over 80 meals daily. Adequate supervision and fun educational age appropriate activities were coordinated by ALPI Child Development Services staff between meals and throughout the day. Activities included sports, arts and



crafts, and presentations from community providers. Through the Summer Work Experience program the agency was able to employ youths and provided hands on work experience assisting with feeding the children and activities at the center. The program provided summer activities in a safe environment, nutritious meals, and employment for young people who may not otherwise have had an income over the summer. This was an excellent opportunity for the youths in the community to be mentored and develop skills for today's workforce.



## ALPI Information Technology Data Management Specialist

ALPI is proud to introduce Edna Matos-Sanabria, IT/Data Management Specialist. The IT/Data Management Specialist monitors, analyzes, and maintains one of ALPI's



major web-based applications, PROMIS (Program Resources and Outcomes Management Information System). In order to provide complete, timely and accurate PROMIS reports, the IT/Data Management Specialist checks children's daily attendance, enrollment, demographics, health screenings, and resources. Weekly reports are provided to the Program Operations Directors for review to ensure follow-up, quality of data, and ultimately for improvement of services to children and their families.

## ALPI Staff Member Receives 2013 Strathmore WHO'S WHO Honor Award



On October 30, 2013, Vivian Swanigan became the recipient of the 2013 Strathmore's WHO'S WHO Honor Award for service to the community. Ms. Swanigan volunteers annually with the Community Outreach Partnership Action committee participating in Education and Health Fairs. She also sings with the Sankofa Chorale.

Based on one's position and lifetime of accomplishments, Strathmore's WHO'S WHO honors professional men and women in all academic areas and professions. Inclusion is limited to individuals who have demonstrated leadership and achievement in their occupation, industry or profession.

# ALPI Awards Eight Scholarships to the Polk Museum of Art Summer Art Camp 2013

The Polk Museum of Art has been offering Summer Art Camps at the Museum for over 23 years. Each year the Museum attracts students who have completed 1st grade through age 14. The Museum raises scholarship funds each year to allow children, otherwise financially unable, to participate. This past summer, in addition to the scholarships offered by the Polk Museum of Art,



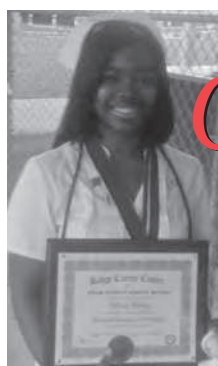
ALPI awarded 8 art scholarships to children in need from the Lakeland community. A few of the ALPI sponsored artists are featured below.

*Kazi Henry is a 9th grader at Mckeel Academy. Kazi was the winner of the Art Camps Purchase Award this summer. Kazi created a self-portrait by using computer graphics.*



*Kijani Henry is a 7th grader at Mckeel Academy. Her artwork (bottom picture on back wall) was titled "Jamaica the Beautiful".*

*Serenity Warren...age 9...student at Rochelle School of the Arts.*



## ALPI Changes Lives ... Forever

Ms. Felicia Henry was employed at Moffitt Cancer Center (Lakeland, FL) in the purchasing department until their vendor went out of business and she lost her job.

Felicia Henry, a single mother raising her son and living with her disabled mother, decided to pursue her dream of becoming a Practical Nurse (LPN). Ms. Henry became a client of the ALPI Family Self-Sufficiency Program in August 2012 and was assigned to a case manager, Sheila Armstead.

Ms. Henry was referred to the agency through Ridge Career Center, which partners with ALPI. She shared her dreams and goals with her case manager and her inability to obtain all the required materials for the Practical Nursing Program. As a solution for Ms. Henry, the required materials were purchased through the ALPI agency.

With Felicia's persistence to achieve her goal of becoming a nurse, she stayed focused and determined to complete the LPN program. She established her goals with the outcome as becoming a graduate with high honors. Felicia continued her studies and was honored on April 11, 2013 at a ceremony by the National Technical Honor Society, an honor bestowed upon students who exhibit the qualities of leadership, citizenship and scholarship.

Felicia graduated from the LPN program at Ridge Career Center on June 18, 2013 with full honors, after which she applied for and took the LPN State Board Exam for licensure.

Felicia Henry became a Licensed Practical Nurse on July 3, 2013. Felicia is now employed full time as a Licensed Practical Nurse at Winter Haven Rehabilitation Center, where she currently earns \$18.00 per hour, along with full benefits.

ALPI is proud to count Ms. Felicia Henry among its many success stories!

## ALPI'S FLORIDA DEPARTMENT OF EDUCATION

### Farmworker Jobs and Education Program

Recently, ALPI staff member Yaritza Diaz (Client Services Specialist II) was re-assigned to work with ALPI's FJEP and Florida Non-Profit Housing (FNPH) grants.

The Florida Department of Education Farmworker Jobs and Education Program (FJEP) is funded through the Workforce Investment Act of 1998, Section 167, by the United States Department of Labor, Division of Migrant and Seasonal Farmworker Programs. The purpose of the FJEP is to provide workforce training leading to year-round, unsubsidized employment to eligible migrant and seasonal farmworkers and to provide emergency stabilization services such as food, rent, etc. to those who choose to stay in farm work. The program makes available pesticide safety and heat stress prevention training to eligible farmworkers.

It is the intent and vision of the FJEP to provide educational and supportive services to chronically unemployed and underemployed farmworkers to obtain the education needed to prepare to enter or advance in the workforce; prepare their children for success in school; and exercise their rights as citizens in their communities.

Eligible farmworkers must be disadvantaged, prove a history of farm work, and reside legally in the United States. Most program participants are Florida home-based farmworkers and reside in the state year-round.



*Shirley Caban-Tellez (Program Specialist, Florida Farmworker Jobs and Education Program) and Yaritza Diaz during training at the Department of Education's office in Tampa, FL.*

## Summer Enrichment Program –

# Camp Ready 2013



Through collaboration with the Learning Resource Center of Polk County, ALPI was able to host (for the third consecutive year) the Summer Enrichment Program – Camp Ready. This program offered an opportunity for preschoolers entering kindergarten to have an extended school year of activities geared toward preparing them for kindergarten. The goals of the program were: (1) Assist children

to enter kindergarten “ready to learn”, and (2) Enhance children’s skills with remedial activities to transition to kindergarten and be successful. The program’s targeted population was children going into kindergarten for the upcoming school year of 2013-2014, from in and around the Frostproof area. The program also included parent engagement through volunteering in the classroom, weekly family take home activities, and child outcome reports. The ALPI Frostproof Child Development Center was utilized to accommodate the program and provided capacity for the participation of at least 30 preschool children. Instructional staff was provided by the Learning Resource Center and were certified kindergarten teachers from the local public school. The program lasted for 4 weeks, from June 10 through July 3, 2013.

## Pre-Service Training and Professional Development 2013

# The Difference is Action!

## Action Happens with Accountability!

One of ALPI’s key goals for its staff is to create additional educational experiences and opportunities for staff in the agency. One objective/benchmark for this goal is to provide professional development opportunities annually for staff.

Within the ALPI Child Development and Family Services Division, annual pre-service training and professional development occur prior to children and families returning to school. The training provided for staff follows the agency’s approved 2013-2014 Training & Technical Assistance Plan developed from required state and federal rules, together with the professional development needs of staff. Staff professional development is on-going throughout the year and begins with the foundation of pre-service training. In attendance were staff from St. Lucie and Polk County. Staff also received updated federal and state regulations on child abuse and neglect reporting, and employee benefits.



## RIVHSA 2013 Leadership Summit:

# Standards of Excellence

The Region IV Head Start Association 2013 Leadership Summit was held in Atlanta, GA from June 18 to 21, 2013. The summit hosted hundreds of Head Start and Early Head Start professionals and Federal representatives. The summit’s goal was to expand the understanding and application of quality services and best practices in the areas of fiscal, program design and management, program governance, and human resources management. The summit also incorporated early childhood education breakout sessions, state forum sessions, and Public Policy Luncheon. ALPI staff in attendance were HS/EHS Program Operations Directors and Interim Finance Director. The summit was an extremely unique learning experience and beneficial to emerging and seasoned professionals in focusing on strategies needed to meet new opportunities, in addition to existing challenges we face today.



*Myrna Rodriguez (ALPI Head Start/ Early Head Start Program Operations - St. Lucie Co.), Jeffrey L. Fredericks (Region IV OHS, Program Manager), Dennis Gniewek (ALPI Interim Finance Director), and Bertram Smith (ALPI Head Start/Early Head Start Program Operations – Polk County).*



# CONTACT INFORMATION

## CORPORATE OFFICE

P.O. Box 3126  
Winter Haven, Florida 33885  
(863) 956-3491  
(863) 956-3357 Fax  
Admin@ALPI.org

## Executive Office

Deloris Johnson  
Chief Executive Officer  
Extension 206  
DJohnson@ALPI.org

## ADMINISTRATION AND OPERATIONS QUALITY CONTROL

Twila Smith, Director  
Extension 204  
TSteward@ALPI.org

## Budget and Finance

Dennis Gniewek, Interim Director  
Extension 210  
DGniewek@ALPI.org

## Human Resources

Christine Samuel, Director  
Extension 202  
CSamuel@ALPI.org

## COMMUNITY SERVICES AND ECONOMIC DEVELOPMENT DIVISION

Albert Miller, Deputy Director  
Extension 212  
AMiller@ALPI.org

## LIHEAP/Community Services

Cheryl Burnham, Director  
Extension 224  
CBurnham@ALPI.org

## CSBG/Economic Development

PaHoua Lee-Yang, Director  
Extension 218  
PYang@ALPI.org

## CHILD DEVELOPMENT AND FAMILY SERVICES DIVISION

Elizabeth Young, Deputy Director  
Extension 215  
EYoung@ALPI.org

## Eastern Region

### Administration Office

720 Delaware Avenue  
Ft. Pierce, Florida 34950  
(772) 466-2631  
(772) 464-3035 Fax

### Head Start/Early Head Start Program Operations (St. Lucie Co.)

Myrna Rodriguez, Director  
(772) 466-2631 - Extension 11  
MRodriguez@ALPI.org

### Head Start/Early Head Start Program Operations (Polk Co.)

Bertram Smith, Director  
(863) 635-3396 - Extension 40  
BSmith@ALPI.org

## PROGRAMS AND SERVICES ARE FUNDED IN PART BY:



City of Ft. Pierce, County of St. Lucie, Department of Education (Adult Migrant Division),  
Florida Department of Health, Early Learning Coalition of Polk County, Florida Non-Profit  
Housing, Inc., Polk County School Board, St. Lucie County School Board,  
and Early Learning Coalition of St. Lucie County, Inc.

SAVE THE DATE

## 46TH ANNUAL CORPORATE MEETING AND LUNCHEON

Date: Saturday, January 25, 2014

Place: Rosen Centre Hotel – Orlando, FL

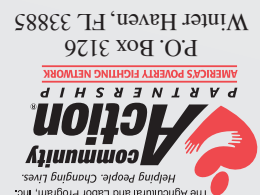
**“Embracing Diversity ... Empowering People”**

Invited Guest Speaker: **STEVE PEMBERTON**

Business Leader and Child Advocate, Chief Diversity Officer  
and Divisional Vice President for Walgreens

Information will be posted on the website as it becomes available: [www.alpi.org](http://www.alpi.org)  
Look for your invitation in the mail during the month of December.

The ALPI Newsletter is Published by  
The Agricultural and Labor Program, Inc.  
The ALPI Newsletter is a quarterly publication designed  
to inspire and inform all employees, volunteers, parents,  
partners, and supporters of ALPI who have helped us  
through the years to grow the organization into what it has  
become today. We welcome your suggestions, comments,  
and ideas. Have a question about a feature? Heard an  
interesting story? Share it with us by phone, mail, or fax  
(refer to Contact Information).  
Note: No permission is required to excerpt  
or make copies of articles, provided they are  
distributed at no cost. For other uses, please send  
written permission requests to ALPI's Corporate  
Office. Copyright ©2013 by The Agricultural  
and Labor Program, Inc.



Non-Profit Org.  
US Postage  
PAID  
Permit No. 1  
Lakeland, FL