



2021 Annual Report



Impact of COVID-19 on people's livelihoods, their health and our food systems

The world began to change in December 2019, when the novel coronavirus disease of 2019 (COVID-19) was discovered and began infecting vast numbers of people on a global scale. The first case in the United States was confirmed by the Centers for Disease Control and Prevention on January 21, 2020 and by July 8, 2020, 2.9 million people were impacted by the virus in all 50 states. What started as a global health pandemic evolved into an economic and social convulsion which is threatening the well-being of future generations of persons of color in America.

Distribution of COVID-19 deaths and population distributions by race and ethnicity

The distribution of COVID-19 deaths differs by race and ethnicity in the United States as well as by jurisdiction (state or District of Columbia). Data on race and ethnicity for more than 90% of people who died from COVID-19 reveal that the percent of Hispanic or Latino, non-Hispanic Black, and non-Hispanic American Indian or Alaska Native people who have died from COVID-19 is higher than the percent of these racial and ethnic groups among the total U.S. population. This disparity is even greater when the percentages are age-standardized. Hispanic or Latino, non-Hispanic Black, and non-Hispanic American Indian or Alaska Native people also have a disproportionate burden of COVID-19 deaths among specific age groups across the lifespan – children, youth, adults, and older adults.

Poverty, Facts and Myths

While all types of people are getting sick from the disease, older adults and people of any age who experience serious underlying medical conditions are at increased risk for severe symptoms from COVID-19. Culminating factors have placed African Americans, LatinX, and Native Americans in the center of its impact. This is exacerbated for persons of color due to limited access to affordable health care, reliable transportation, high-quality childcare and education, safe and affordable housing, and quality elder care. Overexposure to unsanitary conditions inside of detention centers, prisons, and jails have also not helped. Sources confirm that LatinX and African-American persons are three times as likely to contract COVID-19, are



twice as likely to die, and their impact spans state lines and regions. It is important to note that many persons of color have frontline jobs that limit their ability to work from home and most likely do so with inadequate personal protective equipment (PPE). The impact of this exposure is further intensified by disproportionate underlying health conditions linked to poverty, discrimination in medical care, and higher rates of job loss. Small business owners of color are also more likely to experience fragility due to their limited access to credit or loan services, which connects to the Paycheck Protection Program (PPP). Their lack of PPE can also impede business productivity. Finally, given that persons of color are more likely to own businesses in high-touch industries, they have experienced higher levels of service disruption as a result of the pandemic.

Accomplishments & Opportunities

Upward Mobility

Providing training, career development and growth opportunities for staff, in order to create a work culture of advancement and retention, while effectively utilizing personnel resources.

PaHoua Lee-Yang, CCAP NCRT, Community and Economic Services Program Director, successfully completed the requirements for becoming a Certified Community Action Professional. Ms. Lee-Yang was honored, among other peers who also successfully completed the requirements, and welcomed as new CCAP's who validated their commitment to Community Action and changing the lives of the disadvantaged and disenfranchised.



The Family Development Credential Program provides frontline workers with the knowledge and skills they need to coach families to set and reach their own goals for healthy self-reliance in their communities. To earn the FDC, front-line workers take 90 hours of classes based on Empowerment Skills for Family Workers, complete a portfolio documenting their ability to apply these concepts and skills, and pass a standardized exam. Congratulations to Anna Holmes, Juanita Deloera, Erica Freeman, Kelcey Williams, Cynthia Thomas and Rhonda McBride. Job well done!



Accomplishments & Opportunities

During the 2019-2020 program year, The Agricultural and Labor Program, Inc. (ALPI) continued to work in partnership with communities in a coordinated and comprehensive manner to develop programs and deliver optimum services to continue making a critical difference in the lives of people in need. ALPI, like many community action agencies, is grounded in helping families and communities build this social capital for movement to self-sufficiency. ACCOMPLISHMENTS & OPPORTUNITIES included in this year's Annual Report continue to validate the organization's positive outcomes as demonstrated in the following CSBG Organizational Standards Center of Excellence (COE) focus areas:

- Maximum Feasible Participation
- Vision and Direction
- Operations and Accountability



Accomplishments & Opportunities

ALPI Client Receives New Car

The Agricultural and Labor Program Inc., (ALPI), headquartered in Lake Alfred, Florida, held its 52nd Annual Corporate Meeting and Luncheon on January 25, 2020, in Lake Buena Vista, FL.

Board Chairman, William Holt, started this great event, with his annual message, followed by a presentation by Arlene Dobison, CEO on "What is Community Action", poverty in the nation today and ALPI's impact, in the over 21 counties it serves. The dynamic keynote speaker was Dr. Dennis Kimbro, a tireless educator and leader.

The Highlight of the Corporate Luncheon, a special presentation by ALPI's CEO. A single mother, with three children, struggling to make ends meet, with an income of less than \$12,000. A nurturer, with resilience, working to ensure her children have a better life. Enrolling in ALPI's Family Self-Sufficiency Program, not for her, but for her son JanMichael Ojeda, a recent high school graduate with hopes of making a difference in his life and the life of his family. A protector, leader, taking on the role of a father. Ensuring that Mr. Ojeda doesn't miss training hours, to become a master barber, Mr. Ojeda is dropped off at 6:00 a.m., awaiting the barber school to open at 9:00 a.m. Unfortunately, this is the only option for Mr. Ojeda's mother, as she has to drop off two other children to school, and then off to work for her, in the family's substandard vehicle.

Helping People, Changing Lives, is the Community Action way. ALPI's CEO, Arlene Dobison, through negotiations with Jarrett-Gordon Ford General Manager, Anthony Gordon, presented Mr. Ojeda, with the keys to his very own car, paid in full.

Mr. JanMicheal Ojeda stated, "my life has turned around for the better", when he entered the doors of The Agricultural and Labor Program, Inc. Upon receiving his keys, he noted, "I don't know what the future will bring, but nothing will ever top what Ms. Dobison and ALPI have done for me. For as long as I live, nothing will ever top today."

Top-Left Picture: Arlene Dobison, CEO, William Holt, ALPI Board Chairman, JanMichael Ojeda (recipient), and Anthony Gordon, Jarrett-Gordon Ford General Manager.



Accomplishments & Opportunities

Another ALPI Success Story

Dagoberto Palenzuela is a single male who was unemployed and living with his grandparents. He came to ALPI desperately seeking assistance. Mr. Palenzuela was determined to obtain his Commercial Driver License and dreamed of becoming a truck driver. However, he knew trying to find funds in Highlands County would be a challenge. He was so determined, he traveled outside the county, seeking opportunities. Someone provided him information on a company that advertised training and hiring in Tampa. However, he became extremely disappointed and frustrated, after his enrollment was denied.

Mr. Palenzuela knew he couldn't infringe on his grandparents much longer. He was referred to the ALPI from Career Source Highlands. After stopping by ALPI to speak to a case manager, he was informed, that at the time, ALPI also didn't have the funds for that particular training.

Although disappointed, it never stopped Mr. Palenzuela from chasing his dream. Again, weeks later, he stopped by the office and yes, funds were now available. Mr. Palenzuela attended orientation and was enrolled in the Family Self-Sufficiency Program. He enrolled in South Florida State College for the training.

Four weeks later, Mr. Palenzuela's hard work and determination finally paid off. Not only did he graduate the training as scheduled, he also obtained employment, the day after graduating, and obtained his Commercial Driver's License. Mr. Palenzuela says, "I am more than pleased with my starting salary." He is now financially positioned to assist his grandparents. Overwhelmed with joy, he stated, "I am so grateful for ALPI and its Self-Sufficiency Program. This program has allowed me the chance to get a career, and live my dream."



Accomplishments & Opportunities

ALPI In The Community



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Accomplishments & Opportunities

ALPI In The Community

THE AGRICULTURAL AND LABOR PROGRAM, INC.



Accomplishments & Opportunities

ALPI In The Community



Accomplishments & Opportunities

FOCUS AREA: Maximum Feasible Participation

Community Engagement

ALPI, like many other CSBG eligible entities, cannot meet all of a community's needs independently. However, through many established formal and informal partnerships, ongoing community planning, advocacy, engagement of people with low incomes, faith-based organizations, educational institutions, government and businesses, ALPI works together with other Community Action Agencies and CSBG eligible entities to move families up the self-sufficiency ladder and revitalize communities.

Between 2013 and 2020, ALPI partnered with more than 351 different organizations, including, but not limited, to the following.

ALP Housing Development Corporation

Area Agency on Aging

Bank of America

Big Brothers/Big Sisters of Highlands County

Center for Independent Living of Florida

Children's Services Council of St. Lucie County

Coalition of Florida Farmworkers Organizations

School Boards of Polk and St. Lucie Counties

Early Learning Coalitions of Polk and St. Lucie Counties

Florida Non-Profit Housing (FNPH)

Goodwill Industries of Southwest Florida

Heartland Homeless Coalition

Lakeview Park Homeowners Association

Macedonia Baptist Church of Naples

Salvation Army

Wells Fargo Bank

Women's Resource Center of Winter Haven



Accomplishments & Opportunities

FOCUS AREA: Maximum Feasible Participation

Consumer Input and Involvement

Consumer Input and Involvement Community Action is rooted in the belief that people with low incomes are in the best position to express what they need to make a difference in their lives.

During the 2019-2020 program year, ALPI worked in partnership with people and communities via it's Regional Advisory Councils and Head Start Policy Council. ALPI worked in a coordinated and comprehensive manner to develop programs and services in order to make a critical difference in the lives of families and farmworkers. Individuals and families were afforded opportunities to identify and share their needs and thus, enabled the organization to enhance its abilities to continue the implementation of high impact programs and services.



Accomplishments & Opportunities

FOCUS AREA: Maximum Feasible Participation

Regional Advisory Councils

Central Regional Advisory Council

This year due to the pandemic, many of the face-to-face conferences and meetings, normally attended annually, went virtual and CRAC members did not attend the conferences. It has been a tough year for everyone, but CRAC members continue to keep their meetings, whether by telephone conference call or Zoom. The 2020-2021 officers elected include, Glenda Jones, Chairperson; Johnnie McNair, Vice Chairperson; Josephine Howard, Secretary; and, Patricia Gamble, Treasurer. CRAC Sub-Committee Reports include the following: Scholarship Committee was able to review applicants and selected two recipients for the Arabell Wiggins Scholarships. Recipients this year were Aria McDaniels and Robin Coley, II. Community Relation Committee chair advised that their family is giving out food for those in need during this pandemic. Started giving out food to families once every month (24 families) and increased to twice every month, for at least 54 families. Benevolence Committee has a balance of \$225.00 left this year. Community Service Award goes to Pastor Frank Adams from Haines City.

Northern Regional Advisory Council

Due to the COVID-19 pandemic, the Annual Meeting was conducted virtually, via a zoom conference on Saturday, October 10, 2020. The theme was "Families in Crisis ... Surviving in a Pandemic". The meeting was attended by corporate and staff members. Each 2019/2020 Council member was presented with a virtual Certificate of Appreciation for their untiring support and service to the ALPI organization during the program year (originals to follow via mail). The 2020-2021 officers elected include, Donald Tillman, Chairperson; David Rucker, Vice Chairperson; Constance Anderson, Secretary; Shelia Dixon, Assistant Secretary; Evelyn Seabrook, Treasurer; and, Nereida Jackson, Parliamentarian. The Advisory Council participated/hosted (in) many Agency sponsored activities, including: NR/ATEC Annual Meeting, held in Mount Dora, FL on October 12, 2019; Annual Planning Retreat, held in Orlando, FL on November 15-17, 2019; Annual Corporate Meeting and Luncheon held in Orlando, FL on January 25, 2020; Shared Governance Orientation held in Orlando, FL on February 22, 2020, and more. Recognized New Hope Human Services (NHHS) of Deltona, FL as the recipient for the NR/ATEC 2020 Community Service Award during the ALPI Annual Corporate Meeting and Luncheon held in Orlando, FL. Awarded the 2020 Marva Hawkins \$500 Scholarship to Apopka High School graduate, Kimbria Michel.

Southern Regional Advisory Council

The 2019 year started with the Advisory Council's Annual Membership Meeting, held in Frost-proof on October 21, 2019. The Council also participated in the following agency sponsored activities: Annual Board of Directors Planning Retreat, held in Orlando on November 22-24, 2019; Annual Board of Directors Corporate Meeting and Luncheon, held in Orlando on January 25, 2020; the Council recognized Janet Taylor as the recipient for the 2020 Community Service Award presented at the Annual Board of Directors Corporate Meeting and Luncheon, held on January 25, 2020; Shared Governance Orientation, held in Orlando on February 22, 2020; the bi-monthly Southern Regional Advisory Council meetings, held in March, May and August of 2020, via teleconference and ZOOM; Council members were identified to serve on the following committees: Membership, Nominating, Scholarship, Benevolence and Special Events.

Eastern Regional Advisory Council

During the year, the Eastern Region Advisory Council submitted tasks and timelines for the approval of the ALPI Board of Directors and worked from those timelines to ensure the success of the program, community and the families being served. The ERAC participated in the following activities: The ALPI Annual Corporate Meeting was held in Orlando, FL, on January 25, 2020; Shared Governance and Strategic Planning, on February 21-22, 2020; quarterly Zoom meetings on April 16, May 18, and August 21, 2020. During the August 21, 2020 Zoom meeting, the Council made a motion to award two recipients the Arie Lou Perkins scholarship in the amount of \$500 each. The Council also selected the community award recipient, Audria Moore-Wells, of the City of Fort Pierce.



**COVID-19
Coronavirus**

Due to the pandemic, meetings were conducted virtually. Pictures are not available this year.

Accomplishments & Opportunities

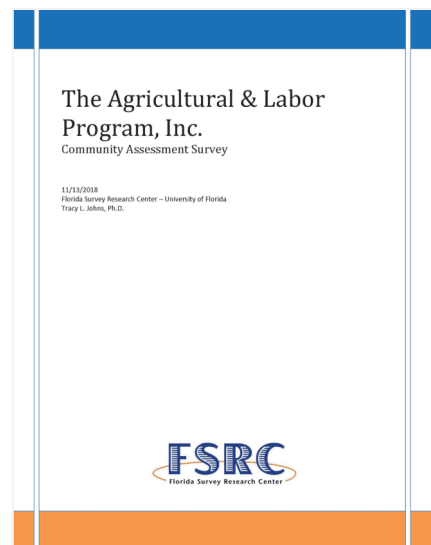
FOCUS AREA: Maximum Feasible Participation

Community Assessment

Local control of Federal CSBG resources is predicated on regular comprehensive community assessments that take into account the breadth of community needs, as well as the partners and resources available in a community to meet those needs. Regular assessment of needs and resources at the community level is the foundation of Community Action and a vital management and leadership tool that is used across the organization and utilized by the community to set the course for both CSBG and all agency resources.

In 2018, the Agricultural and Labor Program, Inc. (ALPI) engaged the services of Florida Survey Research Center – University of Florida to assist the organization in better understanding the changes, service needs and demographic characteristics of low-income children and families in the ALPI service area, which includes Polk, Highlands, St. Lucie, Indian River, Okeechobee, Martin, Volusia, Hillsborough (Plant City, Wimauma), Palm Beach (Belle Glade, South Bay), Hendry, Glades, Collier, Orange, Seminole, and Hardee Counties. To this end, two surveys were completed – one with ALPI service recipients and one with community organizations that serve this population.

The survey of low-income families in the ALPI service area was conducted jointly by the Florida Survey Research Center (FSRC) and ALPI. The universe of the study is low-income families with children in the Florida counties who are served by ALPI, which includes Polk, Highlands, St. Lucie, Indian River, Okeechobee, Martin, Volusia, Hillsborough (Plant City, Wimauma), Palm Beach (Belle Glade, South Bay), Hendry, Glades, Collier, Orange, Seminole, and Hardee Counties.



REPORT: HIGHLIGHTS

Adult Services

More than two in five (45.3%) respondents reported household need for “Emergency Assistance for Rent, Utilities, Housing, Food, etc.” and similar number (43.6%) of respondents said they had used “Emergency Assistance for Rent, Utilities, Housing and Food.” The largest unmet need for adult services is “Home-Ownership Programs.”

Social Services

The highest level of satisfaction is with the “Agricultural and Labor Program (ALPI)” – more than four in five (87.7%) respondents who received services from ALPI were “Very Satisfied” with those services.

Children’s Services

Nearly three in five (56.5%) respondents with children under age five reported needing “Pre-Kindergarten Programs” for their children, with more than four in five (85.3%) saying they had used such services.

About two in five (38.3%) respondents with children under age five reported needing “Child Care” for their children, with about half (50.8%) saying they had used such services.

Accomplishments & Opportunities

FOCUS AREA: Maximum Feasible Participation

Governance Requirements: CSBG Organizational Standards

Maximum Feasible Participation – Category 1: Consumer Input and Involvement

<i>CSBG Organizational Standard 1.3: The organization has a systematic approach for collecting, analyzing, and reporting customer satisfaction data to the governing board.</i>		
Governance	Compliance	Validation
Board of Directors	Met Continue to comply	Community Needs Assessment 2018 Approved Board of Director's meeting minutes

Maximum Feasible Participation – Category 3: Community Assessment

<i>CSBG Organizational Standard 3.5: The board formally accepts the completed community assessment. Every Three (3) Years</i>		
Governance	Compliance	Validation
Board of Directors	Met	Community Needs Assessment 2018 Approved Board of Director's meeting minutes

Governance Requirements: Head Start Act: Head Start Program Performance Standards

<i>HSPPS § 1302.102(b)(2) The organization's governing body must communicate and collaborate with programs and policy council when conducting the annual self-assessment of progress meeting program goals.</i>		
Governance	Compliance	Validation
Board of Directors	Met	Annual Self-Assessment Programmatic Requirement Training and deadlines Attendance Roster Sign-In Sheet
Policy Council	Met	Annual Self-Assessment Programmatic Requirement Training and deadlines Attendance Roster Sign-In Sheet

Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Organizational Leadership

Community Action leadership is exemplified at all levels across the organization and starts with a mission that clarifies Community Action's work on poverty. A well-functioning board, and a focused chief executive officer/executive director, well-trained and dedicated staff and volunteers giving of themselves to help others will establish Community Action as the cornerstone and leverage point to address poverty across the community. Ensuring strong leadership, both for today and into the future, is critical.

Annual Board of Directors Retreat

The ALPI hosts its annual board management retreat to present board issues for discussion and approval agency-wide, if required. Board of Directors, Policy Council, CEO and Leadership team come together to access prior year performance and upcoming goals. This retreat is to review strategic goals and address the performance and outcomes for the past program year.

The Board's assessment includes program planning; annual Financial Overview of Financial Position; Management Audit Findings and Recommendations; (draft) audit engagement proposal/timeline; Succession Plan Update; Risk Management; final closeout report, operating budget revisions; Workers Compensation assessment and Renewal; Fixed Assets and Property Improvement policy; Board Fundraising; fundraising activities; Board/Employee annual assessment; Review and/or revise Personnel Policies and Procedures.

Shared Governance Orientation

The purpose of the Shared Governance Orientation Session is to provide newly elected and experienced Board members, Head Start/EHS Policy Council Members and Regional Advisory Council Members with an overview of the agency's governance practices and regulatory requirements. The session ensures ongoing effective management oversight of the agency's governance practices by the Board of Directors and active participation in the decision-making process by the Head Start/EHS Policy Council and Regional Advisory Councils when applicable.

This formal Shared Governance Orientation session is the first step to ensure that board members, Head Start/EHS Policy Council Members, and Regional Advisory Council Members are active, engaged, educated, and ready to move forward collectively, in a participatory democracy, self-determined and in a genuinely shared governance partnership manner.



Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Governance Requirements: CSBG Organizational Standards

Vision and Direction – Category 4: Organizational Leadership

CSBG Organizational Standard 4.1: The board has reviewed the organization's mission statement within the past 5 years and assured that: 1. The mission addresses poverty; and 2. The organization's programs and services are in alignment with the mission.

Governance	Compliance	Validation
Board of Directors	Met	Five-Year Strategic Plan 2013-2018, Extended June 2020 Approved Board of Director's meeting minutes

CSBG Organizational Standard 4.4: The board receives an annual update on the success of specific strategies included in the Community Action plan.

Governance	Compliance	Validation
Board of Directors	Met	Final CSBG FOCAS Report Board Retreat Approved Board of Director's meeting minutes

CSBG Organizational Standard 4.5: The organization has a written succession plan in place for the CEO/ED, approved by the board, containing procedures for covering an emergency/unplanned, short-term absence of 3 months or less, as well as outlines the process for filling a permanent vacancy.

Governance	Compliance	Validation
Board of Directors	Met	Succession Plan 2017 Approved Board of Director's meeting minutes

CSBG Organizational Standard 4.6: An organization-wide, comprehensive risk assessment has been completed within the past 2 years and reported to the board.

Governance	Compliance	Validation
Board of Directors	Met	Risk Assessment 2019 Board Retreat Approved Board of Director's meeting minutes

Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Board Governance

The Agricultural and Labor Program, Inc. (ALPI) Board, like many other community action boards, is uniquely structured to ensure maximum feasible participation by the entire community, including those the organization serves. The ALPI Community Action boards are comprised of at least 1/3 low-income individuals, 1/3 elected public officials (or their representative), and 1/3 private-sector. To make this structure work as intended, ALPI recruits board members thoughtfully, working within communities to promote opportunities for board service. We provide orientation and training, and support members in their oversight role. Boards are foundational to good organizational performance and the time invested to keep them healthy and active is significant, but necessary.

Thank You
2020 Board of Directors



Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Governance Requirements: CSBG Organizational Standards

Vision and Direction – Category 5: Board Governance

<i>CSBG Organizational Standard 5.1: The organization's board is structured in compliance with the CSBG Act: 1. At least one third democratically-selected representatives of the low-income community; 2. One-third local elected officials (or their representatives); and 3. The remaining membership from major groups and interests in the community.</i>		
Governance	Compliance	Validation
Board of Directors	Met	Board of Director's By-Laws Board of Directors Roster Seven Low-Income Seven Local Elected Officials or their representatives Seven Private Sector

<i>CSBG Organizational Standard 5.2: The organization's board has written procedures that document a democratic selection process for low-income board members adequate to assure that they are representative of the low-income community.</i>		
Governance	Compliance	Validation
Board of Directors	Met	Board of Director's By-Laws Regional Advisory Councils Election Procedures Approved Board of Directors Meeting Minutes

Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Governance Requirements: CSBG Organizational Standards

CSBG Organizational Standard 5.3: The organization's bylaws have been reviewed by an attorney within the past 5 years.

Governance	Compliance	Validation
Board of Directors	Met	Annual Shared Governance Training Attendance Signature Roster Board of Director's Meeting Minutes

CSBG Organizational Standard 5.4: The organization documents that each board member has received a copy of the bylaws within the past 2 years.

Governance	Compliance	Validation
Board of Directors	Met	Annual Shared Governance Training Attendance Signature Roster

CSBG Organizational Standard 5.5: The organization's board meets in accordance with the frequency and quorum requirements and fills board vacancies as set out in its bylaws.

Governance	Compliance	Validation
Board of Directors	Met	Board of Director's By-Laws Approved Board of Directors Meeting Minutes

CSBG Organizational Standard 5.6: Each board member has signed a conflict of interest policy within the past 2 years.

Governance	Compliance	Validation
Board of Directors	Met	ALPI Policies and Procedures Manual Required signed copy on File

CSBG Organizational Standard 5.7: The organization has a process to provide a structured orientation for board members within 6 months of being seated.

Governance	Compliance	Validation
Board of Directors	Met	Annual Shared Governance Orientation Training Board Governance Cohort Trainings Attendance Signature Roster

Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Governance Requirements: CSBG Organizational Standards

<i>CSBG Organizational Standard 5.8: Board members have been provided with training on their duties and responsibilities within the past 2 years.</i>		
Governance	Compliance	Validation
Board of Directors	Met	Annual Shared Governance Orientation Training Board Governance Cohort Trainings - 2019 Attendance Signature Roster

<i>CSBG Organizational Standard 5.9: The organization's board receives programmatic reports at each regular board meeting.</i>		
Governance	Compliance	Validation
Board of Directors	Met	Board of Directors Tasks and Timelines Board of Directors Meeting Agenda ALPI's Board Portal



Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Governance Requirements: Head Start Act: Head Start Program Performance Standards

Grantees are required to ensure the sharing of accurate and regular information for use by the governing body and the policy council, about program planning, policies, and grantee operations.

Head Start Act § 642(c)(1)(E)(iv)(IV) The organization's governing body has established procedures and guidelines for accessing and collecting information described in the Head Start Act at 642(d)(2).

Governance	Compliance	Validation
Board of Directors	Met	Head Start Operational Policies and Procedures
Policy Council	Met	Head Start Operational Policies and Procedures

HSPPS § 1302.101(b)(4) The organization's governing body has approved procedures on data management.

Governance	Compliance	Validation
Board of Directors	Met	Head Start Operational Policies and Procedures
Policy Council	Met	Head Start Operational Policies and Procedures

HSPPS § 1302.102(a) The organization's governing body and policy council have jointly established goals and measurable objectives.

Governance	Compliance	Validation
Board of Directors	Met	Five-Year Strategic Plan Community Needs Assessment
Policy Council	Met	Five-Year Strategic Plan Community Needs Assessment

Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Governance Requirements: Head Start Act: Head Start Program Performance Standards

Head Start Act § 642(c)(1)(E)(iv)(II) The organization has procedures and criteria for recruitment, selection, and enrollment of children which have been established by the governing board.

Governance	Compliance	Validation
Board of Directors	Met	Annual Shared Governance Orientation Training; Annual Board Retreat Approved Board of Director's Meeting Minutes
Policy Council	Met	Annual Shared Governance Orientation Training; Annual Board Retreat Policy Council Annual Training Approved Board of Director's Meeting Minutes

Head Start Act § 642(c)(1)(E)(iv)(VIII) and HSPPS § 1302.102(b) The organization's governing body reviews results from a Head Start monitoring, including follow-up activities. It also works with program staff and the policy council to address issues during the ongoing oversight and correction process and during a monitoring.

Governance	Compliance	Validation
Board of Directors	Met	Board of Director's Task's and Timelines Board of Director's Meeting Program Reports and Monitoring Results Approved Board of Directors Meeting Minutes

Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Governance Requirements: Head Start Act: Head Start Program Performance Standards

Head Start Act § 642(c)(1)(e)(iv)(V) The organization's governing body reviews and approves all major policies of the organization.

Governance	Compliance	Validation
Board of Directors	Met	Annual Shared Governance Orientation Training; Annual Board Retreat; Approved Board of Director's Meeting Minutes
Policy Council	Met	Annual Shared Governance Orientation Training; Annual Board Retreat; Policy Council Board of Director's Meeting Minutes

Head Start Act § 642(c)(1)(E)(iv)(V), (IX) and HSPPS § 1302.90(a) The organization has written personnel policies and procedures that are available to all staff, and approved by the governing body. They include policies and procedures regarding the hiring, evaluation, compensation, and termination of all Head Start staff and those CAA employees primarily paid with Head Start funds (i.e., a majority of the salary) such as the Executive Director, Director of Human Resources, Chief Fiscal Officer and any other person in an equivalent position.

Governance	Compliance	Validation
Board of Directors	Met	Employee Acknowledgment Receipt ALPI Policies and Procedures Manual Approved Board of Director's Meeting Minutes

Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Governance Requirements: Head Start Act: Head Start Program Performance Standards

<i>Head Start Act § 642(c)(1)(E)(iv)(VII) The organization's governing body has approved the organization's financial management, accounting, and reporting policies.</i>		
Governance	Compliance	Validation
Board of Directors	Met	ALPI's Accounting Procedures Manual, approved 2004 and annual review. Approved Board of Director's Meeting Minutes

<i>Head Start Act § 642(c)(1)(E)(iv) The organization keeps track of progress in carrying out the programmatic and fiscal provisions in the grantee's grant application, which is approved by the governing body.</i>		
Governance	Compliance	Validation
Board of Directors	Met	Board of Director's Meeting Program Reports; Board of Director's Meeting Budget vs Actual Financial Report Approved Board of Director's Meeting Minutes
Policy Council	Met	Policy Council Meeting Program Reports; Policy Council Meeting Budget vs Actual Financial Report Approved Policy Council Meeting Minutes

Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Policy Council Governance

Head Start Policy Council

ALPI successfully organized and maintained the 2019-2020 Policy Council and Parent Committees at each of our centers providing Head Start and Early Head Start services.

During the 2019-2020 program year; the Parent Committees and Policy Council were established during the month of September and October 2019 at all the directly operated and contracted centers. The Parent Committees consisted of parents of children enrolled in the Head Start and Early Head Start Program. The Policy Council membership consisted of fourteen (14) parents whose children were enrolled in the program and five (5) were Community Representatives.



The ALPI's Policy Council Chairperson along with other members participated in at least three joint events with the Board of Directors. These joint events included the following: Annual Board of Director's Retreat in November 2019, Annual Corporate Board of Director's Meeting in January 2020, Annual Board of Director's Orientation in February 2020.

During the 2019-2020 program year, the Policy Council conducted several tasks and monthly meetings. The Policy Council in their decision-making role; was able to approve the following:

- Agency Personnel Policies and Procedures
- Agency Financial Management Policies and Procedures
- Impasse and Community Compliant Policies and Procedures
- Program Annual Self-Assessment and Improvement Plan
- Funding Grant Applications
- Human Resources Actions
- Financial Reports
- Program Progress Reports
- School Readiness/Child Outcomes Reports

The Policy Council conducted a total of nine (9) business scheduled meetings; participated in a three-day Program Governance Orientation/Training and participated in a joint decision-making meeting with the Board of Directors. Overall, successfully executed their purpose as described by the Head Start Performance Standards 45 CFR Charter XIII Part 1301 and Head Start Act.

Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Governance Requirements: Head Start Act: Head Start Program Performance Standards

Head Start Act § 642(c)(1)(E)(iv)(IV) The organization's governing body has established procedures and guidelines for accessing and collecting information described in the Head Start Act at 642(d)(2).

Governance	Compliance	Validation
Board of Directors	Met	Head Start Operational Policies and Procedures
Policy Council	Met	Head Start Operational Policies and Procedures

HSPPS § 1301.2(b) The organization's governing body uses ongoing monitoring results, data on school readiness goals, and other information found in Head Start Performance Standards at § 1302.102 to conduct, and information described in the Head Start Act at 642(d)(2) to conduct its responsibilities.

Governance	Compliance	Validation
Policy Council	Met	<p>Monthly Financial Statements</p> <p>Credit Card Expenditure Reports</p> <p>Program Information Summary (i.e. enrollment reports, attendance reports, subsidized care, meals and snacks report)</p> <p>Annual External Financial Audit</p> <p>Annual Self-Assessment</p> <p>Communication and Guidance from the Secretary of State</p> <p>Program Information Report</p>



Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Governance Requirements: Head Start Act: Head Start Program Performance Standards

HSPPS § 1302.101(b)(4) The organization's governing body has approved procedures on data management.

Governance	Compliance	Validation
Board of Directors	Met	Head Start Operational Policies and Procedures
Policy Council	Met	Head Start Operational Policies and Procedures

HSPPS § 1302.102(a) The organization's governing body and policy council have jointly established goals and measurable objectives.

Governance	Compliance	Validation
Board of Directors	Met	Five-Year Strategic Plan Community Needs Assessment
Policy Council	Met	Five-Year Strategic Plan Community Needs Assessment

HSPPS § 1302.102(b)(2) The organization's governing body must communicate and collaborate with programs and policy council when conducting the annual self-assessment of progress meeting program goals.

Governance	Compliance	Validation
Board of Directors	Met	Annual Self-Assessment Programmatic Requirement Training and deadlines Attendance Roster Sign-In Sheet
Policy Council	Met	Annual Self-Assessment Programmatic Requirement Training and deadlines Attendance Roster Sign-In Sheet

Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Governance Requirements: Head Start Act: Head Start Program Performance Standards

Head Start Act § 642(c)(1)(E)(iv)(VIII) and HSPPS § 1302.102(b) The organization's governing body reviews results from a Head Start monitoring, including follow-up activities. It also works with program staff and the policy council to address issues during the ongoing oversight and correction process and during a monitoring.

Governance	Compliance	Validation
Policy Council		Policy Council Task's and Timelines Policy Council Meeting Program Reports and Monitoring Results Approved Policy Council Meeting Minutes

Head Start Act § 642(c)(1)(E)(iv) The organization keeps track of progress in carrying out the programmatic and fiscal provisions in the grantee's grant application, which is approved by the governing body.

Governance	Compliance	Validation
Board of Directors	Met	Board of Director's Meeting - Program Reports; Board of Director's Meeting Budget vs Actual Financial Report Approved Board of Director's Meeting Minutes
Policy Council	Met	Policy Council Meeting Program Reports; Policy Council Meeting Budget vs Actual Financial Report Approved Policy Council Meeting Minutes

Head Start Act § 642(c)(1)(E)(iv)(II) The organization has procedures and criteria for recruitment, selection, and enrollment of children which have been established by the governing board.

Governance	Compliance	Validation
Board of Directors	Met	Annual Shared Governance Orientation Training; Annual Board Retreat Approved Board of Director's Meeting Minutes
Policy Council	Met	Annual Shared Governance Orientation Training; Annual Board Retreat Policy Council Annual Training Approved Board of Director's Meeting Minutes

Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Governance Requirements: Head Start Act: Head Start Program Performance Standards

Head Start Act § 642(c)(1)(e)(iv)(V) The organization's governing body reviews and approves all major policies of the organization.

Governance	Compliance	Validation
Board of Directors	Met	Annual Shared Governance Orientation Training; Annual Board Retreat; Approved Board of Director's Meeting Minutes
Policy Council	Met	Annual Shared Governance Orientation Training; Annual Board Retreat; Policy Council Board of Director's Meeting Minutes

Head Start Act § 642(c)(1)(E)(iv)(V), (IX) and HSPPS § 1302.90(a) The organization has written personnel policies and procedures that are available to all staff, and approved by the governing body. They include policies and procedures regarding the hiring, evaluation, compensation, and termination of all Head Start staff and those CAA employees primarily paid with Head Start funds (i.e., a majority of the salary) such as the Executive Director, Director of Human Resources, Chief Fiscal Officer and any other person in an equivalent position.

Governance	Compliance	Validation
Policy Council	Met	ALPI Policies and Procedures Manual; Head Start Program Operations Polices; Approved Policy Council Meeting Minutes



Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Strategic Planning

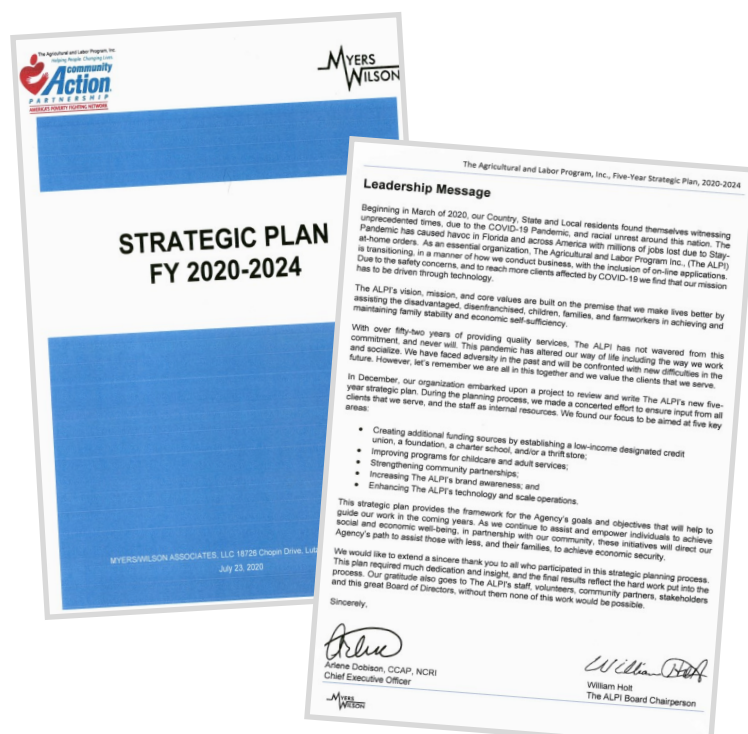
Establishing the vision for a Community Action Agency is a big task and setting the course to reach it through strategic planning is serious business. CSBG eligible entities take on this task by looking both at internal functioning and at the community's needs. An efficient organization knows where it is headed, how the board and staff fit into that future and how it will measure its success in achieving what it has set out to do. This agency-wide process is board-led and ongoing. A “living, breathing” strategic plan with measurable outcomes is the goal, rather than a plan that gets written, but sits on a shelf and stagnates. Often set with an ambitious vision, strategic plans set the tone for the staff and board and are a key leadership and management tool for the organization.

At the end of 2019, the Board and the Chief Executive Officer determined that the organization would benefit from external leadership for the strategic planning process. By soliciting outside consultation, this allowed all key staff members to fully participate in the planning process, but also benefit from an objective voice. As a result, Myers/Wilson Associates, a human resource consulting firm, was selected to lead the Board and Staff in developing The ALPI's new five-year strategic plan.

On November 22-24, 2019, the Board, Policy Council, and Management Staff participated in an annual planning retreat. Under the direction of Myers/Wilson, the group participated in a Pre-SWOT analysis session that identified The ALPI's strengths, weaknesses, opportunities, and threats.

The 2019 report is intended to provide a summation of the attainment of benchmarks by ALPI, thereby allowing the Board of Directors to better measure ALPI's overall success in attainment of various goals.

- Goal 1: Broaden partnerships with Human Service entities.
- Goal 2: Increase service: funding capacity.
- Goal 3: Enhance brand identity and marketing.
- Goal 4: Connect community resources to enhance family services.
- Goal 5: Scale operations for future growth.



Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

ALPI Strategic Plan Performance Indicators

Governance Requirements: CSBG Organizational Standards

Vision and Direction – Category 6: Strategic Planning

<i>CSBG Organizational Standard 6.1: The organization has an agency-wide strategic plan in place that has been approved by the board within the past 5 years.</i>		
Governance	Compliance	Validation
Board of Directors	Met	Five Year Strategic Plan - Extended through 2019 Approved Board of Directors Meeting Minutes

<i>CSBG Organizational Standard 6.5: The board has received an update(s) on progress meeting the goals of the strategic plan within the past 12 months.</i>		
Governance	Compliance	Validation
Board of Directors	Met	Annual Board Retreat Board of Directors Meeting Reports Approved Board of Directors Meeting Minutes



Accomplishments & Opportunities

FOCUS AREA: Operations and Accountability

Human Resources Management

The human element of ALPI's work is evident at all levels of the organization and the relationship an organization has with its staff often reflects the organization's values and mission. Oversight of the chief executive officer/executive director and maintaining a strong human resources infrastructure are key responsibilities of board oversight. Attention to organizational elements, such as policies and procedures, performance appraisals and training, lead to strong organizations with the capacity to deliver high quality services in low-income communities.

ALPI STRATEGIC GOAL 1 – Create Additional Educational Experiences and Opportunities for Staff

OBJECTIVE: Develop a better educated and more highly skilled workforce.

BENCHMARK: Every employee will participate in and maintain a professional development plan as provided for in ALPI's Policies and Procedures.

PERFORMANCE: Annually, 100% of all employees update his/her professional development plan as a requirement of their annual evaluations.

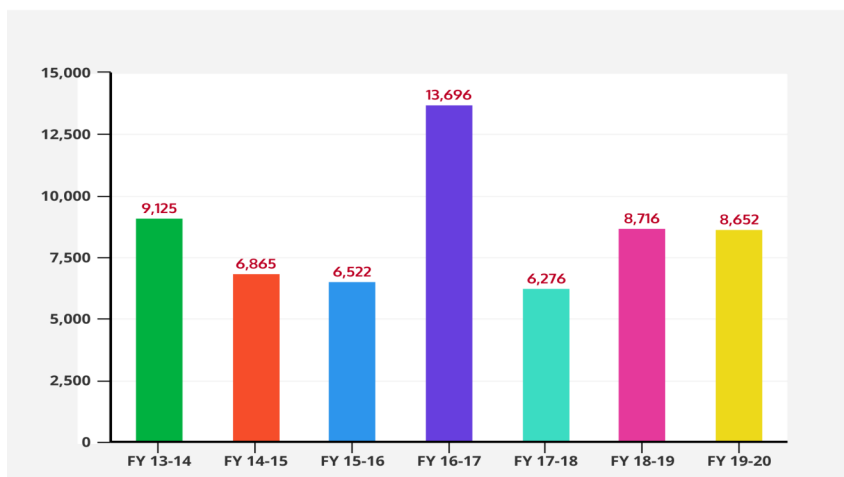
On an ongoing basis, 100% of newly hired employees complete a Professional Development Plan at the time of his/her hiring and then update it annually at the time of his/her evaluation.

OBJECTIVE: Provide more professional development opportunities.

BENCHMARK: Professional development opportunities will be provided annually for a minimum of 50% of the total staff.

PERFORMANCE: As shown below, between FY 13-14 through FY 19-20, employees received a total of 60,563 hours of professional development training for an average of 8,652 staff training hours per year. Based on an average staff size of 207 employees, this equates to 42 hours of training per employee, per year.

OVERALL STAFF TRAINING HOURS



Accomplishments & Opportunities

FOCUS AREA: Operations and Accountability

Governance Requirements: CSBG Organizational Standards

Operations and Accountability – Category 7: Human Resources Management

CSBG Organizational Standard 7.1: The organization has written personnel policies that have been reviewed by an attorney and approved by the board within the past 5 years.

Governance	Compliance	Validation
Board of Directors	Met	ALPI's Policies and Procedures – Last revisions 2020 Approved Board of Directors Meeting Minutes

CSBG Organizational Standard 7.4: The board conducts a performance appraisal of the CEO/ executive director within each calendar year.

Governance	Compliance	Validation
Board of Directors	Met	A. Dobison 2019 Approved Board of Director's Meeting Minutes

CSBG Organizational Standard 7.5: The board reviews and approves CEO/executive director compensation within every calendar year.

Governance	Compliance	Validation
Board of Directors	Met	Annual Performance Evaluation Approved Board of Director's Meeting Minutes

CSBG Organizational Standard 7.7: The organization has a whistleblower policy that has been approved by the board.

Governance	Compliance	Validation
Board of Directors	Met	ALPI's Policies and Procedures Manual , Effective 2010 and annual review; Approved Board of Director's Meeting Minutes

Accomplishments & Opportunities

FOCUS AREA: Operations and Accountability

Financial Operations and Oversight

The fiscal bottom line of ALPI is not isolated from its mission, it is a joint consideration. ALPI board and staff maintain a high level of fiscal accountability through audits, monitoring by State and Federal agencies and compliance with Federal Office of Management Budget circulars. The management of federal funds is taken seriously by the ALPI organization and reflect the board's oversight role as well as the day-to-day operational functions.

The Agricultural and Labor Program, Incorporated			
Schedule of Findings and Questioned Costs Year Ended June 30, 2020			
Section I. Summary of Auditor's Results			
<u>Financial Statements</u>			
Type of auditor's report issued:	Unmodified		
Internal control over financial reporting:			
Material weakness(es) identified?	Yes	X	No
Significant deficiency(ies) identified?	Yes	X	None Reported
Noncompliance material to financial statements noted?	Yes	X	No
<u>Federal Awards</u>			
Internal control over major programs:			
Material weakness(es) identified?	Yes	X	No
Significant deficiency(ies) identified?	Yes	X	None Reported
Type of auditor's report issued on compliance for major programs:	Unmodified		
Any audit findings disclosed that are required to be reported in accordance with Section 2 CFR 200.516(a)?	Yes	X	No
Identification of major programs:			
<u>CFDA Number(s)</u>	<u>Name of Federal Program or Cluster</u>		
93.600	Head Start		
Dollar threshold used to distinguish between Type A and type B programs:	\$750,000		
Auditee qualified as low-risk auditee?	X	Yes	No
Section II. Financial Statement Findings			
No matters to report.			
Section III. Findings and Questioned Costs for Federal Awards			
No matters to report.			
Section IV. Other Reporting			
1. No Corrective Action Plan is presented because there were no findings required to be reported under the Federal Single Audit Act.			
2. No Summary Schedule of Prior Audit Findings is presented because there were no prior audit findings.			

The Agricultural and Labor Program, Inc.

SUMMARY OF FINANCIAL AND COMPLIANCE REPORT FOR YEAR ENDED - JUNE 30, 2020

FINANCIAL STATEMENTS

- No weaknesses identified.
- No significant deficiencies identified.
- No noncompliance material to Financial Statement noted.

FEDERAL AWARDS

- No weaknesses identified.
- No significant deficiencies identified.
- No audit findings disclosed that are required to be reported in accordance with Section 2 CFR 200.516 (a).
- Qualified as low-risk auditee.

FINANCIAL STATEMENT FINDINGS

- No matters to report.

FINDING & QUESTIONED COSTS FOR FEDERAL AWARDS


- No matters to report.

Accomplishments & Opportunities

FOCUS AREA: Operations and Accountability

Head Start monitoring protocols are used by the Office of Head Start (OHS) to gather data and other information to assess grantee program operation and performance. Reviews are held for the Classroom Assessment Scoring System (CLASS®), Focus Area One, and Focus Area Two. OHS uses the information collected during reviews to understand the grantee's approach to program design and services. The information is also used to evaluate their performance and continuous program improvement.

In Compliance




**ADMINISTRATION FOR
CHILDREN & FAMILIES**

Office of Head Start | 4th Floor - Switzer Memorial Building, 330 C Street SW, Washington DC 20024 eclic.ohs.acf.hhs.gov

Program Performance Summary Report

To: Authorizing Official/Board Chairperson
 Mr. William Holt
 The Agricultural & Labor Program, Inc.
 300 Lynchburg Road
 Lake Alfred, FL 33850 - 2576

From: Responsible HHS Official

 Date: 03/20/2020
 Dr. Deborah Bergeron
 Director, Office of Head Start

Glossary of Terms

From December 9, 2019 to December 13, 2019, the Administration for Children & Families (ACF) conducted a review of the The Agricultural & Labor Program, Inc. Head Start (FA1) monitoring review of the grantee's performance and compliance with the Head Start Standards (HSPPS) or Public Law 110-134, Improving Head Start for School Readiness Act.

The Office of Head Start (OHS) would like to thank your governing body, for the review process. The FA1 review allows the OHS to understand how program performance is. The report includes the performance measures used to understand program performance. This report to identify where your program was able to describe progress toward outcomes for children and families. Please contact your Regional Office for grant outcomes. Your Regional Office will follow up on the content of this report and can work with your program's continuous improvement.

DISTRIBUTION OF THE REPORT
 Dr. Calvin Moore, Regional Program Manager
 Ms. Arlene Dobson, Chief Executive Officer/Executive Director
 Mrs. Caroline W Looney, Head Start Director
 Mrs. Caroline W Looney, Early Head Start Director

Opportunity for Continuous Improvement (OCI)	An OCI is identified when the grantee is determined compliant in an area; however, through intentional, continuous improvement strategies, the agency has the opportunity to enhance overall program quality.
Area of Concern (AOC)	An area for which the agency needs to improve performance. These issues should be discussed with the grantee's Regional Office of Head Start for possible technical assistance.
Area of Noncompliance (ANC)	An area for which the agency is out of compliance with Federal requirements (including but not limited to the Head Start Act or one or more of the regulations) in one or more areas of performance. This status requires a written timeline of correction and possible technical assistance or guidance from the grantee's program specialist. If not corrected within the specified timeline, this status becomes a deficiency.
Deficiency	As defined in the Head Start Act, the term "deficiency" means: (A) a systemic or substantial material failure of an agency in an area of performance that the Secretary determines involves: (i) a threat to the health, safety, or civil rights of children or staff; (ii) a denial to parents of the exercise of their full roles and responsibilities related to program operations; (iii) a failure to comply with standards related to early childhood development and health services, family and community partnerships, or program design and management; (iv) the misuse of funds received under this subchapter; (v) loss of legal status (as determined by the Secretary) or financial viability, loss of permits, debarment from receiving Federal grants or contracts, or the improper use of Federal funds; or (vi) failure to meet any other Federal or State requirement that the agency has shown an unwillingness or inability to correct, after notice from the Secretary, within the period specified; (B) systemic or material failure of the governing body of an agency to fully exercise its legal and fiduciary responsibilities; or (C) an unresolved area of noncompliance.

Accomplishments & Opportunities

FOCUS AREA: Operations and Accountability

Governance Requirements: Head Start Act: Head Start

Operations and Accountability – Category 8: Financial Operations and Oversight

<i>CSBG Organizational Standard 8.2: All findings from the prior year's annual audit have been assessed by the organization and addressed where the board has deemed it appropriate.</i>		
Governance	Compliance	Validation
Board of Directors	Met	Prior Year's annual audit resulted in no findings

<i>CSBG Organization Standard 8.3: The organization's auditor presents the audit to the governing board.</i>		
Governance	Compliance	Validation
Board of Directors	Met	Annual Board Retreat Approved Board of Director's Meeting Minutes

<i>CSBG Organization Standard 8.4: and Head Start Act § 642(c)(1)(E)(iv) The governing body/board formally receives, reviews, and approves the financial audit.</i>		
Governance	Compliance	Validation
Board of Directors	Met	Annual Board Retreat Board of Director's Meeting Approved Board of Director's Meeting Minutes

<i>CSBG Organization Standard 8.6: The IRS Form 990 is completed annually and made available to the board for review.</i>		
Governance	Compliance	Validation
Board of Directors	Met	Executive, Budget and Finance Committee Meeting's and Board of Director's Meeting Approved Board of Director's Meeting Minutes

Accomplishments & Opportunities

FOCUS AREA: Operations and Accountability

Governance Requirements: CSBG Organizational Standards

Operations and Accountability – Category 8: Financial Operations and Oversight

CSBG Organization Standard 8.7: The board receives financial reports at each regular meeting that include the following: 1. Organization-wide report on revenue and expenditures that compares budget to actual, categorized by program; and 2. Balance sheet/statement of financial position.

Governance	Compliance	Validation
Board of Directors	Met	Board of Director's Meeting Agenda; Board of Director's Meeting Financial Reports; Organization Wide, revenue and expenditures, budget to actual, balance sheet/statement Approved Board of Director's Meeting Minutes (Information)

CSBG Organization Standard 8.9 and Head Start Act § 642(c)(1)(E)(iv)(VII)(bb): The governing body annually approves an organization-wide budget, including a Head Start operating budget, including all major financial expenditures of the CAA.

Governance	Compliance	Validation
Board of Directors	Met	Annual Board Retreat Board of Director's Finance Report; Approved Board of Director's Meeting Minutes

CSBG Organization Standard 8.10: The fiscal policies have been reviewed by staff within the past 2 years, updated as necessary, with changes approved by the board.

Governance	Compliance	Validation
Board of Directors	Met	Last Review August 2018, no update required.

CSBG Organization Standard 8.11: A written procurement policy is in place and has been reviewed by the board within the past 5 years.

Governance	Compliance	Validation
Board of Directors	Met	Annual Shared Governance Orientation; Attendance Roster Sign in Sheet

Accomplishments & Opportunities

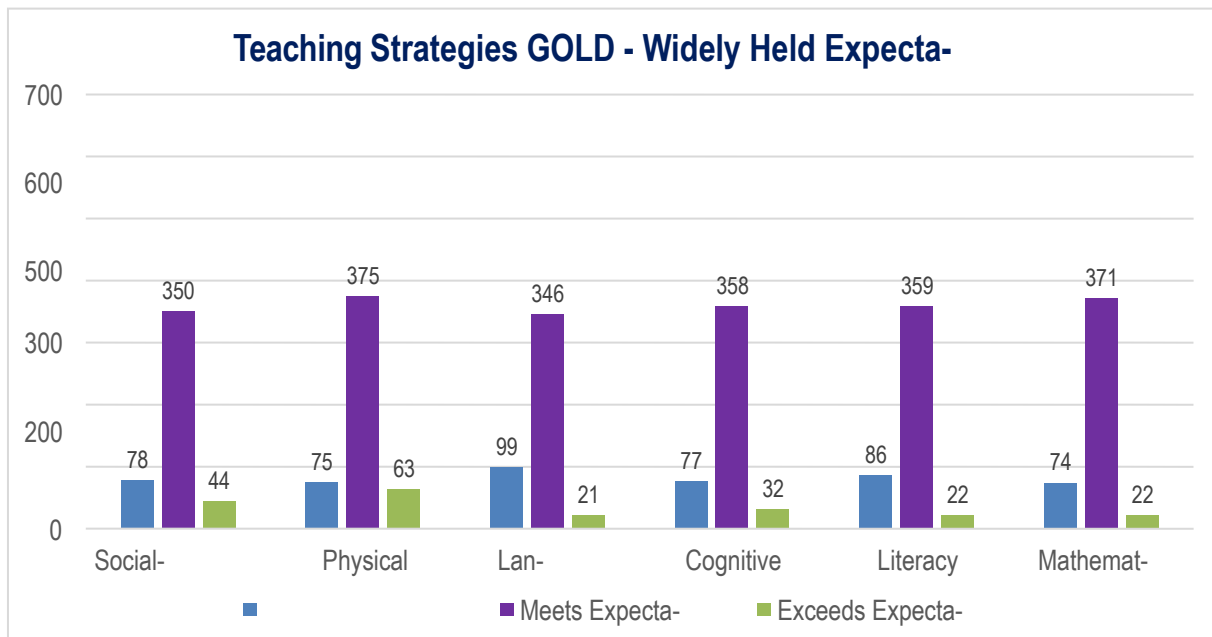
FOCUS AREA: Operations and Accountability

Data and Analysis

The ALPI's Head Start and Early Head Start Program provides high-quality early education and child development services, including children with disabilities, that promote children's cognitive, social and emotional growth for later success in school. This report represents a summary of the 2019-2020 Program's approach to service delivery and accomplished goals and objectives as mandated by federal and state regulations and requirements. The report includes data obtained from the unofficial Program Information Reports, Program Database Systems, and other formal and informal reports.

The charts to follow represent ALPI's efforts to prepare children for kindergarten; such efforts are represented below through the demonstration of the ongoing assessment and collection of data for the 2019-2020 school year: The following chart represents the final Teaching Strategies GOLD School Readiness results for the 2019-2020 school year. Due to the COVID-19 Pandemic, the Centers closed on March 13, 2020.

Final Child Outcomes 2019-2020



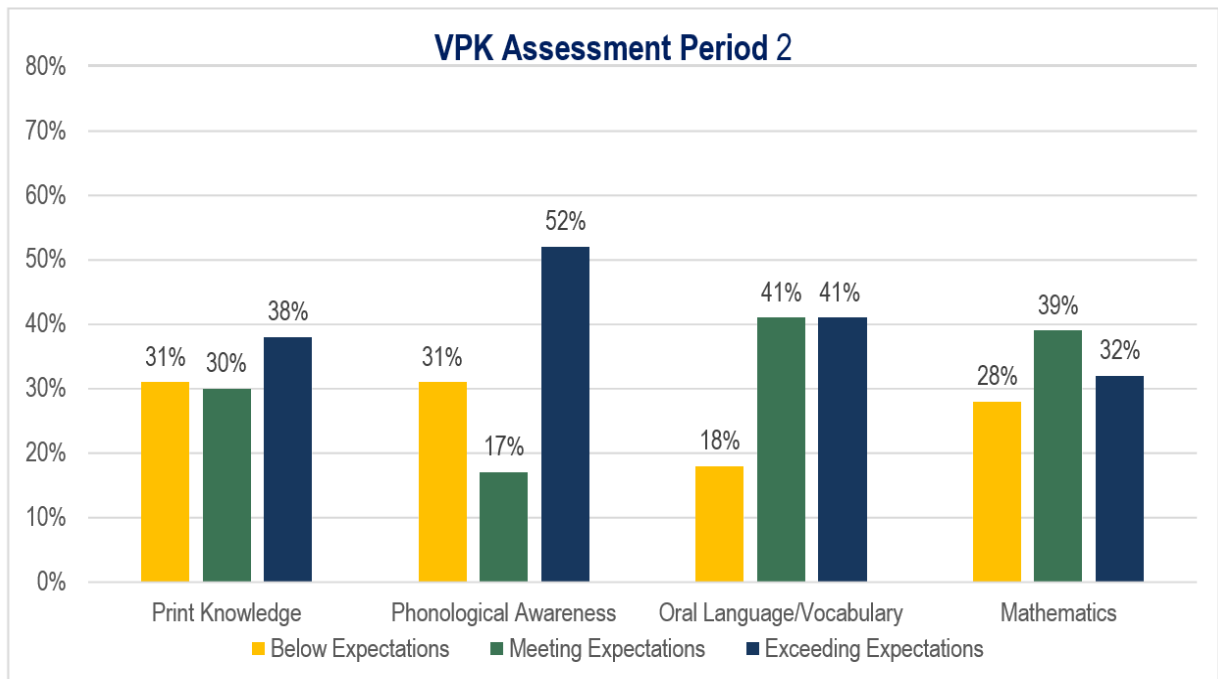
Accomplishments & Opportunities

FOCUS AREA: Operations and Accountability

Florida Department of Education VPK Assessment Online Reporting System

Voluntary Prekindergarten Services: The ALPI provided VPK services to approximately 425 children at the directly operated Head Start centers in St. Lucie and Polk Counties. The program offers an additional three hours of instructional directed activities, of which are hands on and support language and literacy domains. The following chart represents the VPK Assessment AP 2 Report for the 2019-2020 school year's percentage of children that have made progress or advancement in each of the measured areas as of March 13, 2020. Due to the COVID-19 Pandemic, the VPK Assessment AP 3 was not administered as planned.

VPK Assessment Final Report 2019-2020



Accomplishments & Opportunities

FOCUS AREA: Operations and Accountability

The CLASS Observations were conducted in the preschool, infants and toddlers classrooms using the Classroom Assessment Scoring System (CLASS) for the particular age. The CLASS tool observes teacher-child interactions and measures those interactions on a seven-point scale. The following results show the comparison between the National 2020 Grantee Pre-School CLASS Scores vs. The ALPI 2019-2020 CLASS Scores.

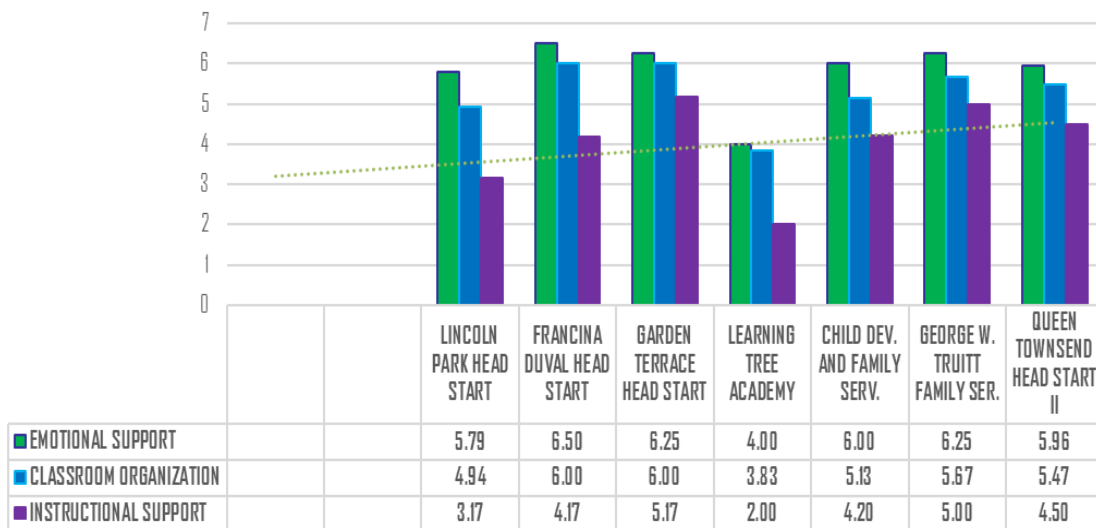
2020 National Grantee Median 50%

Emotional Support	6.05
Classroom Organization	5.80
Instructional Support	2.94

The ALPI 2019-2020 CLASS Scores

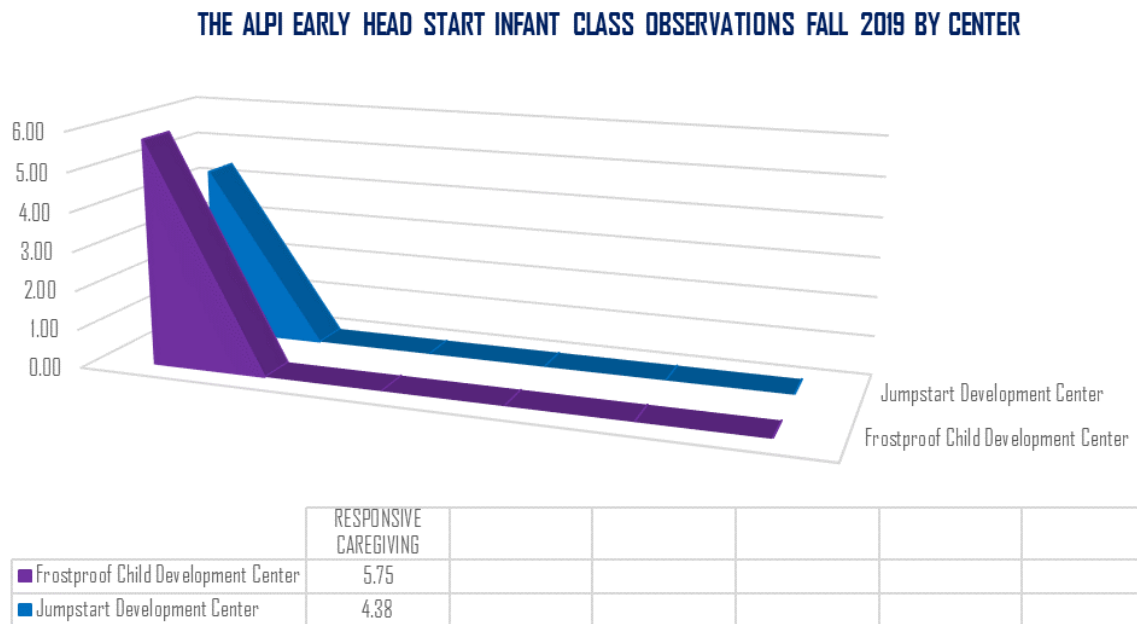
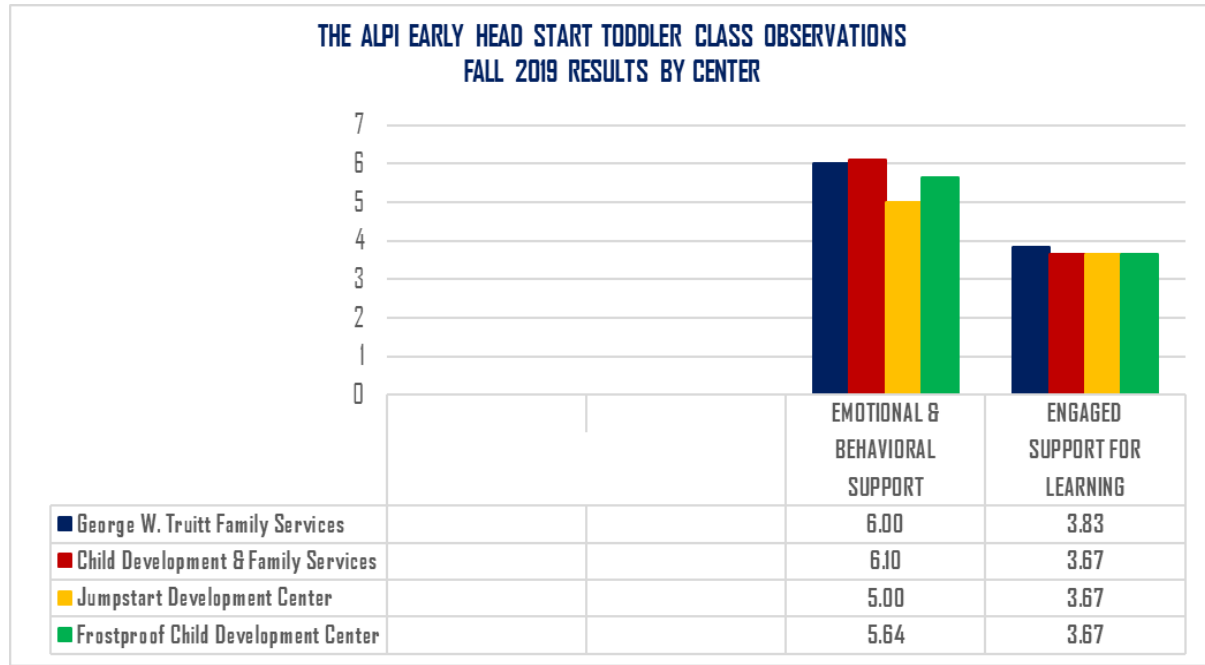
Emotional Support	5.82
Classroom Organization	5.41
Instructional Support	4.03

THE ALPI HEAD START PRE-K CLASS OBSERVATIONS
FALL 2019 RESULTS BY CENTER



Accomplishments & Opportunities

FOCUS AREA: Operations and Accountability

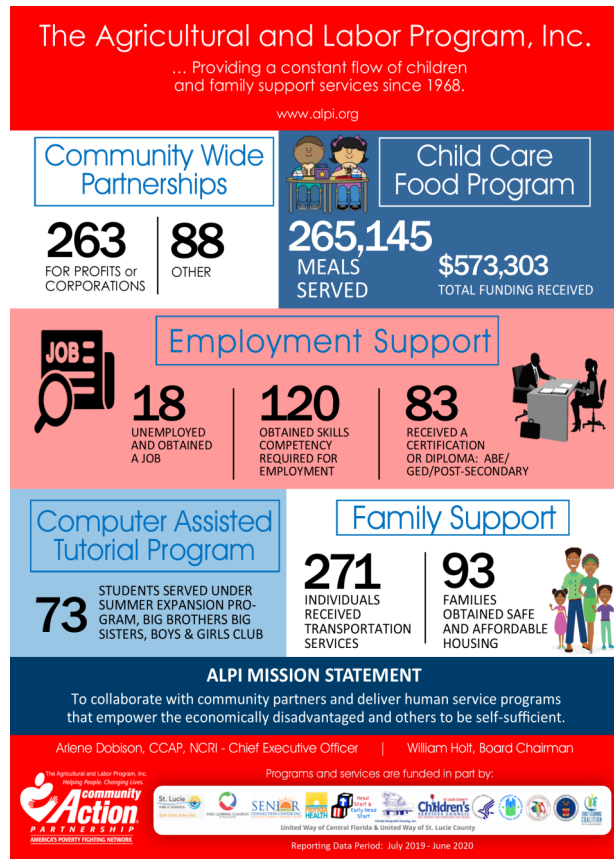
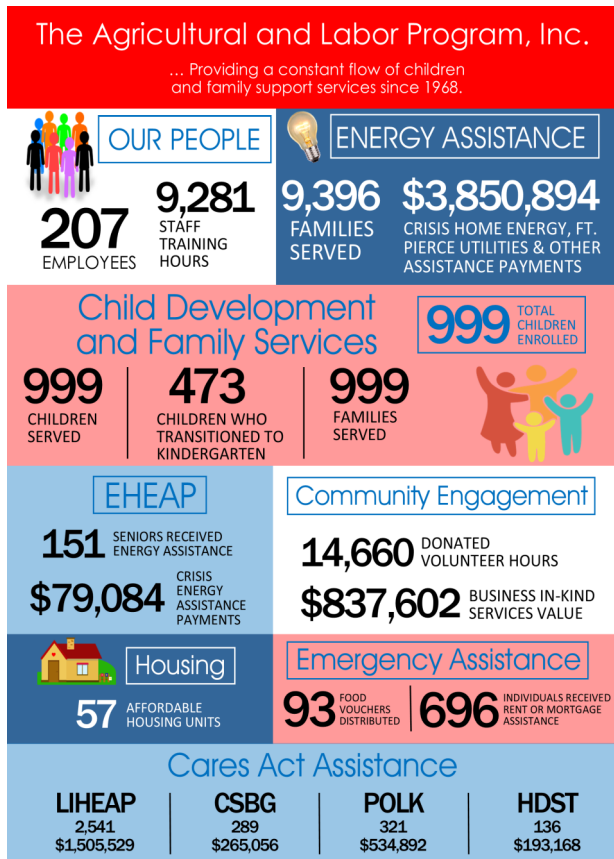


Accomplishments & Opportunities

FOCUS AREA: Operations and Accountability

Data and Analysis

Annually, ALPI is required to track and report on what happens to families, agencies and communities, as a result of services provided. The outcomes of clients and communities, as a result of agency program services and activities, are reported to the Board of Directors on an annual basis. The data is utilized as a planning tool to ensure the relevance of program services provided to children, families and farmworkers.



Accomplishments & Opportunities

FOCUS AREA: Operations and Accountability

Governance Requirements: CSBG Organizational Standards

Operations and Accountability – Category 9: Data and Analysis

CSBG Organization Standard 9.3: The organization has presented to the board for review or action, at least within the past 12 months, an analysis of the agency's outcomes and any operational or strategic program adjustments and improvements identified as necessary.

Governance	Compliance	Validation
Board of Directors	Met	Annual Corporate Meeting and Luncheon; Annual Board Retreat Approved Board of Director's Meeting Minutes

Governance Requirements: Head Start Act: Head Start Program Performance Standards

Head Start Act § 642(c)(1)(E)(iv)(VII)(aa) The governing body annually approves all major financial expenditures of the Head Start program.

Governance	Compliance	Validation
Board of Directors	Met	Annual Corporate Meeting and Luncheon Annual Board Retreat Approved Board of Director's Meeting Minutes

CSBG Organization Standard 8.11: A written procurement policy is in place and has been reviewed by the board within the past 5 years.

Governance	Compliance	Validation
Board of Directors	Met	Annual Shared Governance Orientation; Attendance Roster Sign in Sheet

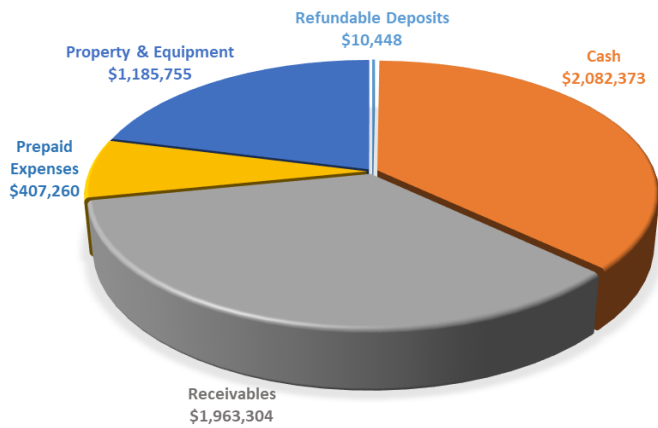
Financials

FY 2020 FINANCIAL HIGHLIGHTS

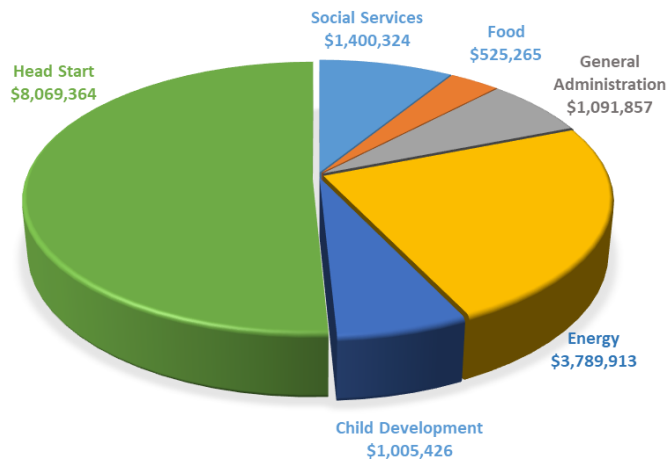
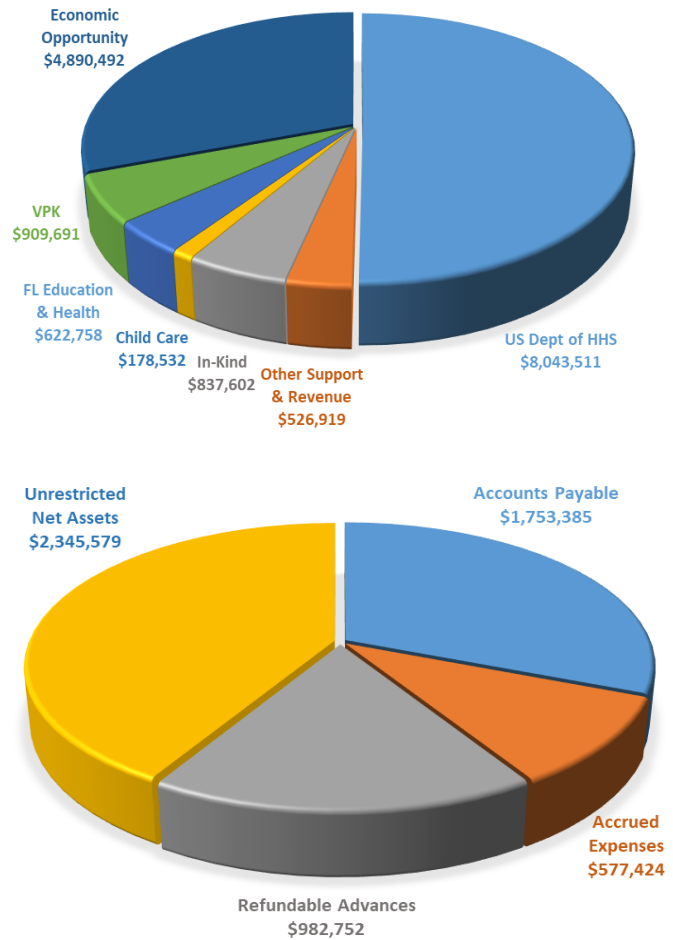
93%

OF ALL FUNDING RECEIVED GOES DIRECTLY TO PROGRAM SERVICES

STATEMENT OF FINANCIAL POSITION



STATEMENT OF ACTIVITIES



Change In Net Assets: \$127,356

Special Thanks and Recognition

Special thanks and recognition to all councils and housing board members who generously donate their time and energy to further the mission of the Agricultural and Labor Program, Inc.

Regional Advisory Councils

Central	Glenda Jones Dorothy Spencer Josephine Howard Patricia Gamble Jennie Calhoun Beulah Jones	Earnestine Davis Clora Dubose Dawnetta Haynes-Wearing Annie Larkins Johnnie McNair Doris Parker	Jacqueline Rentz Marian Owens Elizabeth Scaife Margaree Simon Ruby Willix Patricia Salary	Mary Shepherd Darthia Shular Vermell Brown Sandra Henry Linda Bailey
Eastern	William Holt Marjorie Gaskin Katherine Sims Bobby Byrd Beverly Richardson	Constance Griffin Frances Cooper Angela Jules Clarence Brown Betty Bradwell	Gena Spivey Debra Williams Margaret Porter Tiffany Wilder Mercadez Estime-Connelly	Sonya Allen-Baylor Victoria Frazier
Northern	Chester McNorton Shelia Dixon David Rucker	Donald Tillman Constance Anderson Charles Harris, Jr.	Joseph Washington Nereida Jackson Evelyn Seabrook	Maureen Lewis Annette Brown
Southern	John Ash Katie Clarke Noemi Cruz Ruth A. Gay	Rosa Hampton Annette Jones N'Kosi Jones Emma Malcolm	Tracy Maloy Bernice Lopez Annie Robinson Kimberly R. Ross	Terry Wellington Yvette Wingate Ty'Ree Mathews

Head Start/Early Head Start Policy Council

Josephine Howard	Joseph Young	Dr. George Grace	Cobie Tai	Shawonda Buckner
Yolanda Robinson	Kavir Alvarado	Vernea Jones	Andrea Joseph	Britni Danielle Wilkerson
Peter Negron, Jr.	Linda Halpin	Arellys Montes	Miriam De La Cruz	Khendra B. Daniels
Amaryllis Rosario	Teaira Reed	Donna Gibson	Sheryolanda Smith	Llena Hills
Kayla Taveras	Tomeka Lowery-Warren	Alternates	Sharon Zachery	Cristal Sanchez
Nikyta L. Woods	Barbara Jean Aponte	Shacora Harris	Correy Barron	
Anthony Smith	Tamarind L. Hill	Danielle Ryan	Chasity Bennett	

ALPI Housing Development Board

Josephine Howard Phillip Howard	Glenda Jones Patricia Gamble	Nathaniel Birdson Leola Lewis	Johnnie McNair Jacqueline Rentz	Elizabeth Scaife
------------------------------------	---------------------------------	----------------------------------	------------------------------------	------------------



Head Start/Early Head Start Centers

Locations

POLK COUNTY

Frostproof Child Development Center
701 Hopson Road
Frostproof, FL 33843

ST. LUCIE COUNTY

Lincoln Park Head Start Center
1400 Avenue M
Fort Pierce, FL 34950

Francina Duval Head Start Center
1035 South 27th Circle
Fort Pierce, FL 34950

G. W. Truitt Family Services Center
1814 North 13th Street
Fort Pierce, FL 34950

Garden Terrace Head Start Center
1110 North 32nd Street
Fort Pierce, FL 34950

Queen Townsend Head Start Center II
2202 Avenue Q
Ft. Pierce, FL 34950

ALPI Child Development and
Family Services Center
198 NW Marion Avenue
Port St. Lucie, FL 34983

CONTRACTED CENTERS

MARTIN COUNTY

Dunbar Early Learning Center
12100 SE Lantana Ave.
Hobe Sound, FL 33455

Gertrude Walden Child Care Center, Inc.
601 SE Lake St.
Stuart, FL 34994

Hobe Sound Early Learning Center
11580 SE Gomez Ave.
Hobe Sound, FL 33455

Little Scholars Child Development
Center, Inc. II
2721 NW Mall Circle
Jensen Beach, FL 34957

YMCA – Louis Dreyfus Citrus Branch
16451 SW Farm Road
Indiantown, FL 34956

POLK COUNTY

Jumpstart Development Center
1068 Pine Avenue
Lake Wales, FL 33853

ST. LUCIE COUNTY

Learning Tree Academy, Inc.
2808 Avenue D
Fort Pierce, FL 34947



Community Services Block Grant

Service Delivery Sites

The Community Services Block Grant (CSBG) Program is comprised of two components: the Family Self-Sufficiency Program (FSSP) and Emergency Services. Applicants may apply, through appointment only, for services at the following locations.

GLADES COUNTY

Glades County Community Development Dept.
Goodwill Industries of Southwest Florida

HENDRY COUNTY

Goodwill Industries of Southwest Florida

HIGHLANDS COUNTY

Big Brothers/Big Sisters of the Sun Coast, Inc.
Avon Park Housing Authority

POLK COUNTY

Agricultural and Labor Program, Inc.
Boys and Girls Club of Lakeland, Inc.
CareerSource Polk
Center for Independent Living
New Horizons Apartment Complex
Women's Resource Center
United Way of Central Florida



Low-Income Home Energy Assistance

Service Delivery Sites

The Low-Income Home Energy Assistance Program (LIHEAP) provides assistance through payment of electric bills on behalf of eligible households. A client can receive one home energy payment and crisis payment per year. Services are provided in six counties at the following locations.

COLLIER COUNTY

COFFO
Macedonia Baptist Church
Goodwill Industries
of Southwest Florida

HENDRY COUNTY GLADES COUNTY

Goodwill Industries
of Southwest Florida

HIGHLANDS COUNTY

ALPI - Avon Park Office

MARTIN COUNTY

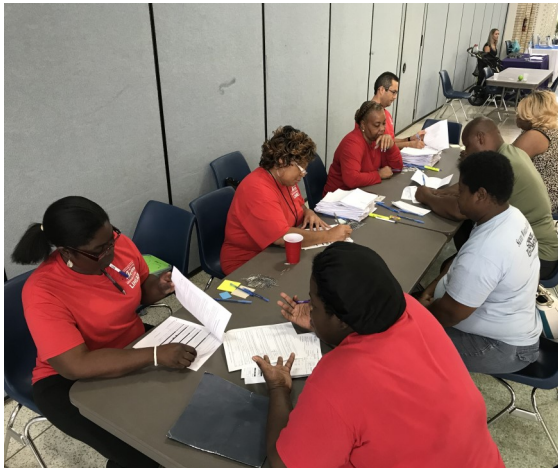
Jesus House of Hope
New Bethel AME
Port Salerno Church of God

POLK COUNTY

ALPI - Lake Alfred Corporate
Florence Villa CDC

ST. LUCIE COUNTY

In the Image of Christ, Inc.
Mustard Seed Ministries



Farmworker Emergency Assistance

Service Delivery Sites

COLLIER COUNTY

Collier County
Housing Authority
FCDP Immokalee
Technical College

MIAMI-DADE COUNTY

FCDP South Dade Skills Center

HILLSBOROUGH COUNTY

FCDP The Family Learning Center
RCMA Balm

MANATEE COUNTY

FCDP Manatee Adult, Career
and Technical Education

ORANGE COUNTY

Orange County School
District Westside Technical Center

PALM BEACH COUNTY

Farmworker Career Development

POLK COUNTY

Frostproof Care Center
FCDP East Area Adult School
Farmworker Ministry, Inc.
RCMA Mulberry

PUTNAM COUNTY

FCDP

ST. LUCIE COUNTY

FCDP Indian River State College

VOLUSIA COUNTY

ALPI Technical Education Center (ATEC)



Contact Information

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