

Iowa Community Empowerment  
Annual Report, Fiscal Year 2003  
July 1, 2002 to June 30, 2003

ANNUAL REPORT COVER SHEET

Name of Community Empowerment Area: **JOHNSON COUNTY EMPOWERMENT**

Counties/Area Served: **Johnson County**

Website: **www.jcempowerment.org**

Board Chairperson: Mary Aquilino

Fiscal Agent: Johnson County  
Pat Harney

Signature: \_\_\_\_\_

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## EXECUTIVE SUMMARY 2003

### JOHNSON COUNTY EMPOWERMENT AREA

#### JOHNSON COUNTY

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#### Vision

The Johnson County Empowerment Area strives for safe and healthy children and families at home and in the community. The Empowerment Area is a place where all people share responsibility for creating safe and healthy conditions in which to learn, work, and live.

#### Mission

The goal of the Empowerment programs is to ensure that young children are properly nurtured and stimulated in safe, healthy, and stimulating environments so that they are ready to learn and succeed when they enter kindergarten. The Johnson County Empowerment Area Board will lead the community in responding to human needs through public/private collaborative partnerships.

#### Overview of Community Plan

The Johnson County Empowerment Area Plan addresses early childhood environments for children prenatal to age five years. The Plan includes three primary components: early education, health, and parent education/family support. Community Work Groups have been designated for each area of the Plan to develop and support implementation strategies. An Early Childhood Specialist provides consultation and training to families, early education providers, participating staff at family resource centers, Community Work Groups, and the general public. Priorities in each of the three primary components include:

**Early Education:** improving availability, accessibility, and quality of early childhood environments outside of the home.

**Parent Education/Family Support:** encouraging safe, stable, nurturing home environments by providing neighborhood based services and building natural networks of support within neighborhoods.

**Health:** increasing access to quality health care for children, early identification of health concerns, increasing accessibility of health insurance for children, and providing consultation to child care providers.

Johnson County has a long history of successful cross-system collaboration. For several years, our efforts have been directed towards the dual goals of achieving measurable results for children and families and the creation of a service delivery system that is integrated, preventive, accessible, and efficient. These collaborations provide a crucial foundation for the success of the Johnson County Empowerment Area. The Johnson County Empowerment Area Board is working to formalize the existing relationships among the health, education, and human service communities and to coordinate the identified agreed-upon community priorities into a comprehensive community plan.

#### Local Indicators

The **primary indicators** being measured for the Johnson County Empowerment Area are:

1. rate of low birth weight births
2. Immunization rate at age 2 years
3. Teen birth rate
4. Number of founded child abuse reports
5. Kindergarten readiness
6. Incidence of abuse in child care settings
7. Number of child care slots; including percent for children birth to two years and percent that are licensed/registered/NAEYC accredited

## Summary of Selected Services Provided with Empowerment Funding

### **EARLY EDUCATION**

**Best Beginnings:** Community Coordinated Child Care (4Cs) program to recruit and increase quality of home providers of infant child care. Includes a class, equipment, training vouchers, resource materials, support and home visits.

**Continue Care:** Temporary child care funding to assist families to maintain stability for a child in their current child care arrangement even though a family situation has changed.

**Handicare & NCJC Wraparound Child Care:** Child care funding to expand existing State Assisted Child Care and/or Promise Jobs part-day/part-year child care slots into full-time/full-year slots.

**Home Child Care Mentor Program:** 4Cs program to recruit, retain, and increase quality of home based child care. Child Care Consultant provides technical support, resource information, equipment, materials, and training stipends.

**ICCSA Twain Preschool Before-And-After School:** Before-and-after school care for the Twain Preschool program so students may attend 7:30 am-5:30 pm in their classroom, providing consistency in early childhood environments.

**PREP (Preschoolers Reaching Educational Potential):** Neighborhood Centers of Johnson County summer school readiness program. Preschool program, parent consultation, and home visits create an early link between home and school.

**Little Engine Preschool:** Preschool scholarships for 3 and 4 year old children living in rural areas without access to Head Start.

**Shared Visions Programs:** Funding to 7 Shared Visions programs to compensate for the shortfall caused by state budget cuts.

### **PARENT EDUCATION AND FAMILY SUPPORT**

**Family Support Program:** Home visiting program which assists families in learning about child growth and development and provides assistance locating quality child care, accessing health care, and providing a child-safe environment. Home visits focus on observing child behavior and development and applying parenting knowledge on a daily basis. Offered through 3 community based agencies at 8 local sites.

**Informal Networking Mini-Grants:** Offered through 4 community based agencies, provide opportunities for families to participate in Family Fun Nights, Parent Support Groups, Neighborhood Advisory Councils, Health Fairs, Play Groups, and educational programs. Provide funds to build resource and toy lending libraries for families prenatal to 3 years.

**Parent Education Classes:** Six-week parenting sessions offered at the Iowa Children's Museum, Little Engine Preschool in Lone Tree, and Lakeview Preschool in Solon. The workshop objectives are to enhance parent support and education, build support networks, reduce isolation, and promote positive parent-child interactions.

### **HEALTH**

**Pediatric Nurse Practitioner:** Collaboration with United Action for Youth and Mercy Hospital Iowa City to employ a pediatric nurse practitioner to provide health screening, pre- and post-natal care, well-child services, nutrition counseling and referrals to teen parents and their children.

**Children's Health Insurance Outreach:** Collaboration with Visiting Nurse Association to employ a half-time outreach coordinator to market and recruit for the hawk-i program and to assist families in securing healthcare coverage for their children.

### "Showcase" of Cooperation/Collaboration Efforts; Accomplishments/Results; Successes

**Community Resource Council (CRC):** The Community Resource Council is a partnership with representation from many human service agencies in Johnson County. Participants in the CRC include service providers currently serving the Empowerment Area as well as providers who may work cooperatively with Empowerment but not receive direct funding.

**Medicaid Administrative Claiming (MAC):** Through Johnson County Public Health, the Johnson County Empowerment Area Board received funds generated through the Medicaid Administrative Claiming process. These funds were made available as community-based mini-grants to address local children's health issues including child care provider training, car seat distribution and education programs, crisis diapers, purchase of mental health testing items.

**Johnson County Community Council:** Collaboration between Empowerment, Johnson County Public Health, Mercy Iowa City, United Way, University of Iowa College of Public Health, and Johnson County Council of Governments to coordinate community planning. This collaboration may result in an Empowerment Board that has a more broad community focus and will address all areas of community and individual service needs. Began as an independent council but evolved in to an ad hoc committee of the Johnson County Empowerment Area Board.

**Decat:** The Johnson County Empowerment Area Board has enjoyed a strong partnership with the Johnson County Decat Project from the outset of the Empowerment initiative. Over the years, Decat has provided in-kind staff support, funding for evaluation, and funding support for Empowerment services. Funding cuts in the Department of Human services made the continuation of any Decat funding – for staff or services – untenable, so the Decat and Empowerment boards have worked closely together to make the necessary transition. For example, administrative responsibility for Home Ties, a locally funded emergency child care program, was transferred from Decat to Empowerment this year.

**SECTION I – Community Empowerment Board Composition**

A. Number of Board Members (Board Size) **28**

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
<b>Name</b>	<b>Representation</b>	<b>Other Community Affiliations</b>	<b>Citizen/ Elected</b>
Ron Berg (Chair)	Substance Abuse	ZIM; MECCA; SIEDA	X
Jan Peterson (Vice Chair)	United Way	United Way of Johnson County; Decat; Juvenile Justice Youth Development Program Policy Board; Local Homeless Coordinating Board; ICCSD At-Risk Committee	X
Heather Martens (Secretary)	Parent/Adult Education-Kirkwood Community College	Bethany Lutheran Church; Johnson County Case Management; Tipton Schools	X
Cathy Fitzmaurice-Hill (Treasurer)	City of Hills	Mayor, City of Hills; Hills Town & Country Organization; Housing Task Force; ICCSD Facility Advisory Committee; Johnson County Bar Association	X
Mary Aquilino	Volunteer	Visiting Nurse Association; U of Iowa	X
Jim Behle	*Education	Iowa City Schools; Juvenile Court Services Attendance Task Force	
Anne Burnside	Volunteer	Iowa City Human Rights; Iowa City Zen Center	X
Jodie Cue	Parent/Volunteer	Mid-Prairie Schools; Sharon Center United Methodist Church; Band Boosters	X
Charles Eastham	Volunteer	Greater Iowa City Housing Fellowship; Unitarian Universalist Society; Eagles' Flight	X
Kim Ecklor	Consumer	Iowa City Community Schools	X
Donna Epley	Volunteer	Coralville Public Library; Sharon Center United Methodist Church	X
Sara Gustafson	Consumer	Head Start	X
Chris Harms	Consumer	Habitat for Humanity; PTO Secretary	X
Lisa Kiefer Haverkamp	Education/ICCSD	Iowa City Schools	
Jennifer Kindon	Consumer	Community Action Program	X
Judy McRoberts	Volunteer	Consultation for Religious Communities; First United Methodist Church; Opportunity Fund; Teen Parent Advisory Board	X
Justine Retz	Child Care	4Cs Child Care Resource & Referral; Chamber of Commerce; JC Human Rights Education Commission	
Ann Rouse	Faith	Pastor at United Presbyterian Church	X
Jeanne Saunders	Volunteer	Creative Visions Human Development Center	X
Mary Scamman	Adult Education	Kirkwood College Learning Center; Zion Lutheran Church; University Club	X
Linda Severson	Johnson County	Johnson County Council of Governments; Community Action Program	
Sally Stutsman	Johnson County BOS	Chamber of Commerce; Decat; Kiwanis; Johnson County Community Foundation	X
Phyllis Tucker	Education/ICCSD	Iowa City Schools; Delta Kappa Gamma	
Cheryl Whitney	*Human Services/DHS		
Ginny Wildman	Education/AEA	Area Education Agency	X
Ralph Wilmoth	*Health/Public Health	Johnson County Public Health; Iowa City Free Medical Clinic	
Bill Wirth	Business	United Way; Iowa City Free Medical Clinic	X
Gloria Witzberger	Community Action	Hawkeye Area Community Action Program	

\*indicates standing members of the Board representing Education, Health, and Human Services

## SECTION II – Collaborative Efforts

### A. Narrative Report

1. Report on all collaborative efforts within the community empowerment area. Describe actions to avoid duplication, enhance efforts, combine planning, and/or other steps taken to best meet the needs of families.
  - a. Beginning in FY00 and as an ongoing activity, the Parent Education & Family Support Work Group diligently promoted the evolution of the **Community Resource Council (CRC)**, a group of providers of family services from throughout Johnson County who work together to assess community needs and advocate for program development based on their experience. The CRC provides information to the Empowerment Board regarding community trends in service needs, community wide funding issues, and legislative
  - b. Johnson County Empowerment, through its Community Resource Council, is working with other community members to reestablish the local **Child Abuse Prevention Council**. The CRC has functioned as the Johnson County Child Abuse Prevention Council and provided the structure under which the Council has grown. With participants and chair-persons now firmly in place, the Johnson County Empowerment Board will continue to participate on the Council but will no longer be needed as a parent-organization.
  - c. In response to a number of small initiatives to coordinate needs assessments, grant writing activities, and service provision through the county, Johnson County Empowerment has partnered with Mercy Hospital Iowa City, the University of Iowa College of Public Health, Johnson County Public Health, United Way of Johnson County, and Johnson County Council of Governments to form the **Johnson County Community Council (JCCC)**. The purpose of the JCCC is to coordinate community planning. Coordination activities will have a broad community focus and will include coordination of needs assessments, work plan development, identification of resources, linking resources with needs, and assessing results of these efforts.
2. Specifically include the following (if applicable in area):
  - Healthy Families Iowa (HOPES)  
We do not have a state grant Healthy Families Iowa (HOPES) project in our area
  - Parent education programs funded through the **Child Development Coordinating Council**
    - a. As a result of Shared Visions funding cuts dating back to fiscal year 2002, the Johnson County Empowerment Board awarded approximately **\$9,239.00** of support to CDCC Parent Education programs so that providers could continue to operate the programs that were in place.
    - b. **Neighborhood Centers of Johnson County (NCJC)** has an informal parenting group, funded through the Child Development Coordinating Council, called the Family Development group which focuses on families with children 0-3 years. This networking opportunity gives families who are participating in the Empowerment Family Support Program another way to interact with and support each other. The parenting group is sometimes used as a “transitional” program for families who no longer need the more formal support offered through the Empowerment Family Support Program but are not ready to be without a structured support group. In addition to the funding support mentioned above, additional Empowerment funding is used to provide a comprehensive child component while parents attend Family Development groups. This child component involves not only child care but increases the children’s competency in the areas of self-esteem, anger management, and social skills building.

## SECTION II – Collaborative Efforts CONTINUED

- c. **United Action for youth (UAY)** provides home visiting services, funded through the Child Development Coordinating Council, to families who are not eligible for other home visiting programs offered by UAY. This home visiting program complements the Empowerment Family Support Program by providing funding for families who are not eligible for the Empowerment program. Included with home visits are some services by a pediatric nurse practitioner regarding children's growth, health, and development.  
UAY's CDCC grant also provides funding for staff during support groups. In addition to the general financial support provided by Empowerment, incentives for parents participating in these groups are funded through Empowerment. These support groups are often utilized as another less-intensive form of support by families who also participate in the Empowerment Family Support Program.
- Pre-school at-risk programs (**Shared Visions** funded through the Child Development Coordinating Council);
  - a. As a result of Shared Visions funding cuts from fiscal year 2002 and an increase in actual costs for program implementation, the Johnson County Empowerment Board awarded approximately **\$36,896.00** of support to Shared Visions programs so that providers could continue to operate the programs that were in place.
  - b. The **Iowa City Community School District** has two Shared Visions Preschool programs, one at Twain Elementary serving 4-year-olds and one at Hills Elementary serving 3- and 4-year-olds. The preschools serve populations of families from neighborhoods that include a high concentration of need for child care support and preschool programming. In addition to the Empowerment support mentioned above, the Twain Preschool has Empowerment funds for a wraparound component. Before funding was available from the Empowerment grant, the Twain Shared Visions preschool provided preschool programming and services during regular school day hours and days only. Empowerment funding provides wraparound child care and seamless service for these children in their preschool room and school facilities before and after the school day program hours (7:30-8:30 am and 3:00-5:30 pm). The collaboration of the Empowerment wraparound childcare component with the school district's Shared Visions preschool has provided a comprehensive, and critically needed, early childhood care program for children.
  - c. **United Action for Youth (UAY)** has a Shared Visions respite child care program which is available to families who are active in a UAY program, including the families who participate in the Empowerment Family Support Program. The Shared Visions funded program allows parents to utilize respite care while allowing their children the opportunity to interact with other children and participate in developmentally appropriate activities. It also provides the parents an additional opportunity to interact with UAY staff regarding their child's growth and development and is often a place of informal networking among parents. UAY's Shared Visions grant also provides funding for child care during support groups. In addition to the general financial assistance mentioned above, incentives for parents participating in the support group are funded through Empowerment.
  - d. **Neighborhood Centers of Johnson County (NCJC)** has a Shared Visions preschool program for 4-year-old children in the Pheasant Ridge neighborhood. Families of children in this classroom may participate in the Neighborhood Advisory Council and activities it sponsors through Empowerment funding for informal networks, which is in addition to the general support mentioned above.

## SECTION II – Collaborative Efforts CONTINUED

- e. **Hawkeye Area Community Action Program (HACAP)** has two preschool programs for 4-year-old children, one in Coralville and one on Waterfront Street. These programs utilize Head Start funding as well as Shared Visions funds. Families of children in these classrooms may participate in the informal networking Family Nights and Family Development Classes provided through Empowerment funding which is in addition to the general support mentioned above.
  - Home visitation and parent support through child abuse prevention grants  
We do not have any grants through PCA-IA in our area.
  - Home visitation and parent support funding through the Department of Human Services safe and stable families grant programs
    - a. We do not have any home visitation and parent support funding through the safe and stable families grant programs. Previously, Neighborhood Centers of Johnson County (NCJC) administered the Successful Families Initiative (SFI), but in FY03 the SFI funding was eliminated. For Empowerment, that meant more families with 4- and 5-year-olds were served through the Empowerment Family Support Program, due to no availability of SFI.
3. Other
- a. **Families Developing Self-Sufficiency (FaDSS)**  
Johnson County Empowerment, Four Oaks, and United Action for Youth (UAY) have teamed to provide families with opportunities for dual enrollment in the Empowerment Family Support Program and FaDSS. UAY is contracted to provide both FaDSS and the Empowerment Family Support Program. Through a special arrangement with UAY, families may receive service components from both programs, including the FaDSS self-sufficiency aspects and the Empowerment Ages & Stages Child Monitoring Tool. Families are able to work with the same counselor regardless of funding stream. When appropriate, FaDSS provides reimbursement for families to receive services. When families are no longer eligible for FaDSS, Empowerment provides reimbursement.
  - b. **Children’s Health Insurance Outreach**  
Johnson County Empowerment has combined funding from the Medicaid Administrative Claiming and School Ready grants to provide outreach services in Johnson County for hawk-i. The Visiting Nurse Association employs the outreach specialist. Outreach activities include advertising and public awareness and assisting families on an individual basis to complete and track hawk-i, Medicaid, and private insurance applications.
  - c. **Medicaid Administrative Claiming (MAC) Funds**  
Through Johnson County Public Health, the Johnson County Empowerment Area Board has access to funds generated through the Medicaid Administrative Claiming process. These funds have been made available to the Health Work Group of the Board, which has then made them available as community-based mini-grants to address local children’s health issues. Funded programs have included health-related child care provider training, safe car seat distribution and education programs, reduced cost reproductive health and awareness services, no-cost pediatric health services in a rural area, crisis diapers, purchase of mental health testing items, purchase of fire-safety educational items, and awareness activities regarding adolescent services through the local Sexual Assault Response Team.

## SECTION II – Collaborative Efforts CONTINUED

### d. Pediatric Nurse Practitioner for Teen Parents

In collaboration with United Action for Youth and Mercy Hospital Iowa City, Johnson County Empowerment has provided funding to United Action for Youth to contract with Mercy to provide home-based pediatric nurse practitioner services for pregnant and newly parenting teens. The PNP provides a number of health services including health screening, pre-and post-natal care, well-child services, nutrition counseling and referrals.

### B. Describe the Community Empowerment Area's (CEA's) organizational structure and relationship to other collaborative efforts in the community.

See Table of Organization on page 36 at the end of this report for the CEA's organizational structure.

Describe how the Community Empowerment Board serves as the coordinating board for other community initiatives such as Decategorization, Child Abuse Council, Early ACCESS, etc.?

At this time, existing coordinating boards for other community initiatives have not been integrated into the Empowerment Board. Coordinated planning is ensured by substantial cross-representation on governing and planning bodies, including Empowerment, Decat, the Juvenile Justice Youth Development Program, Johnson County Board of Supervisors, and the Johnson County Council of Governments. While the Decat board continues to exist as a separate entity, the absence of Decat funding and staff support has required Empowerment to take a more active and visible leadership role in collaborative community planning.

Broad community involvement in Board and Committee meetings has allowed the Johnson County Empowerment Board to be active in many areas of the community. It is through cross-representation that 1) Shared Visions funding cuts were brought to the attention of the Board and the programs encouraged to apply for funds; 2) the need for rural preschool scholarships was identified, an RFP issued and funds awarded in FY03; 3) rural preschools were assisted by the Empowerment Early Childhood Specialist in exploring ways to expand Head Start in to the rural areas; and 4) Empowerment became involved in the Johnson County Community Council (see below).

This year, Empowerment has begun working with United Way of Johnson County, the University of Iowa College of Public Health, Mercy Hospital Iowa City, Johnson County Public Health, and Johnson County Council of Governments to explore the possibility of collaborating on a comprehensive community planning initiative. The initial planning group was called the Johnson County Community Council (JCCC) and has since become an ad hoc committee of the Empowerment Board. This is an exciting new partnership with great potential to broaden community awareness of Empowerment goals and programs. This collaboration may also result in an Empowerment Board that has a more broad community focus and will address all areas of community and individual service needs. The purpose of the JCCC is to coordinate community planning including needs assessments, work plan development, identification of resources, linking resources with needs, and assessing results of these efforts.

## SECTION II – Collaborative Efforts CONTINUED

- C. Describe the communication, planning and interaction of the Community Empowerment Board with the community.
1. Meeting agendas are posted at the Johnson County Board of Supervisors, Community Coordinated Child Care (4Cs), Coralville Public Library, Department of Human Services, Johnson County Public Health, Hills Post Office, Hills Recreation Center, Iowa City Civic Center, Iowa City Community School District administrative offices, Iowa City Public Library, Lone Tree Elementary School, and the Solon Elementary School.
  2. The Johnson County Empowerment website contains meeting agendas and minutes. Applications for some Empowerment programs, the Board membership application, press releases, and Requests for Proposals are available online.
  3. The Community Awareness & Education Committee is responsible for coordinating the communication of the Board with the community, including increasing public awareness of what Empowerment is and how people can become involved with Empowerment.
  4. The Empowerment Early Childhood Specialist participates on a number of local committees, including the Johnson County Coalition Against Domestic Violence, the Iowa City Housing Authority Family Self Sufficiency Program Coordinating Committee, the Iowa City Community Schools Health Advisory Committee, Prevent Child Abuse – Johnson County, The Nest Education Planning Committee, the Success4 local planning committee, and the Week of the Young Child planning committee.





## SECTION IV – Local Community-Wide Indicators

When completing this section, each column should be completed for each indicator, even if it is to explain that the information is 'not available.'

Local Community-Wide Indicators (From Above)*	Baseline Data (Include date and actual data)	Sub-Subsequent Years Data (Trend Line)					Goal (Projected Timeline)	Progress Update (Analysis)
	1998	1999	2000	2001	2002	2003		
Rate of low birth weight births per 1,000 live births; Source:FACITS	LBW=69 VLBW=9  (state LBW=64 VLBW=13)	LBW 60.1 (80) VLBW 13.5 (18)  (state LBW=61.8 VLBW=11.3)	LBW 54 (74) VLBW 13 (18)  (state LBW=61 VLBW=12.9)	LBW 74 (102) VLBW 10.9 (15)  (state LBW=64 VLBW=11.6)	LBW 56 VLBW 8  (state LBW=67 VLBW=12)	NCA	Decrease LBW & VLBW by 5% by 2005; by 2010 reduce LBW rate to 50 and VLBW rate to 10	Evaluation Committee may recommend changing this to low birth weight births to teen mothers
Infant/child mortality rates per 1,000 live births <1 year Source:FACITS	7.8 (state 6.5)	5.3 (state 3.4)	5.1 (7) (state 6.3)	3.6 (5) (state 5.6)	2.8 (state 5.6)	NCA	Maintain rate at or below 5 per 1,000 live births	Because the numbers locally are small, may change to # of eligible children w/health insurance
Immunization rate at age 2 years percentage Source:FACITS	87 (state 89)	73.2 (state 85)	63 (state 86)	82 (state 88)	81	88.9	Increase to 90% by 2005	May change to number of eligible children with health insurance coverage
Teen birth rate (% of all live births) (per 1,000 population) Source:FACITS	10-14 yr=0.75 15-17 yr=9.7 (state 10-14 = 0.4 15-17=22.3)	10-14 yr=0.75 15-17 yr=12.5 (state 10-14=0.4 15-17=18.2)	15-17 yr=13 (state 15-17=18)	5.1 38.6 (53)	4.3 (state 9.1)	3.4 (state 7.5)	Maintain rates; continue less than state rate	Johnson County rates have remained relatively stable for past 5 years

\*All figures have rates or percentages first and then actual numbers in parentheses.

NA=not available

NCA=not currently available

**SECTION IV – Local Community-Wide Indicators - CONTINUED**

Local Community-Wide Indicators (From Above)	Baseline Data (Include date and actual data)	Sub-Subsequent Years Data (Trend Line)					Goal (Projected Timeline)	Progress Update (Analysis)
	1998	1999	2000	2001	2002	2003		
Number of founded child abuse reports Source: KidsCount; DHS	239 (12.4 rate)	238 (12.3 rate)	235 (12.2 rate) (state 13.5)	224 (11.6) (state 17.4)	211 (10.9 rate)	208 (10.8 rate)	Decrease by 5% by 2005	Decreases in availability of other sources of parent support may hinder progress of these two. May change to or add # of family support activities offered & attended in the community or increase in supportive parenting skills
Number of CINAs (termination of parental rights) Source: DHS	99 CINA 19 TPR	93 CINA 28 TPR	114 CINA 37 TPR	Not available NA	NCA 37 TPR	NCA NCA	Decrease by 2005	
Skill level and school readiness – kindergarten and first grade Source: ICCSD	Not available	NA	Reading: K=85.46% 1=27.09% proficient 46.43% above proficiency	Reading: K=84.12% 1=23% proficient 48.31% above proficiency	Reading: K=89.17% 1=20.56% proficient 52.02% above proficiency	Reading: K=90.88 1=72.93 2=84.96 proficient and above	Gathering baseline data	May change these two to % of children in Empowerment sponsored child care who gained or maintained total protective factors as measured on the DECA
Average daily attendance rate – kindergarten, 1st, 2nd grade Source: ICCSD, CCACSD	NA  <u>CCA</u> K 87.5% 1 91.6% 2 92.4%	<u>IC</u> K 95.7% 1 96.0% 2 96.5% <u>CCA</u> K 91.5% 1 89.5% 2 93.8%	<u>IC</u> K 95.0% 1 95.8% 2 96.0% <u>CCA</u> K 91.8% 1 92.9% 2 92.9%	<u>IC</u> K 94.9% 1 95.5% 2 95.8% <u>CCA</u> K 92.5% 1 95% 2 94.4%	NA  <u>CCA</u> K 94.88% 1 96.11% 2 95.61%	<u>IC</u> K 94.8% 1 95.6% 2 95.8%  NCA	Gathering baseline data	
Percent of kindergarten students who attended preschool Source: LTSD	97-98 Lone Tree 61%	98-99 Lone Tree 64%	99-00 Lone Tree 62%	00-01 Lone Tree 67%	01-02 Lone Tree 75%	02-03 Lone Tree 85%	All areas will have 75% of kdgnrs with preschool experience	Project 03-04 school year will have 75% in Lone Tree school district

\* All figures have rates or percentages first and then actual numbers in parentheses.

NA=not available

NCA=not currently available

**SECTION IV – Local Community-Wide Indicators - CONTINUED**

Local Community-Wide Indicators (From Above)	Baseline Data (Include date and actual data)	Sub-Subsequent Years Data (Trend Line)					Goal (Projected Timeline)	Progress Update (Analysis)
	1998	1999	2000	2001	2002	2003		
Number of licensed and registered child care slots Sources: 4Cs & DHS	Not available	NA	NA	Licensed 1,403 Registered 761 Total: 2,164	Total Licensed & Registered  3,932	Licensed 4,289 Registered 1,800 Total: 6,089	Increase by 2003	Annual increases; also have a better tracking system in place
Number of infant slots per child care setting Source: 4Cs	Not available	NA	NA	Centers 271 Homes Unavailable	Centers 351 Homes 1076	Centers 1605 Homes 976	Increase # of child care settings caring for infants by 2005	May change indicator to the new infant slots created through 4Cs: FY02 - 86 FY03 - 80 Recently improved tracking system for centers
Incidence of child abuse in child care settings Source: DHS	Not available	NA	NA	49 reports 22 confirmed	31 reports 9 confirmed	42 reports 20 confirmed	Decrease incidence of abuse in care settings	May eliminate this indicator as the numbers are relatively small and difficult to obtain.
Number of in-home child care providers participating in training Source: 4Cs	Not available	NA	NA	Registered 347 Non-reg. 72	639 providers (duplicate)	Registered 935 Non-reg. 140 (duplicate)	Increase participation in training	Numbers of training participants have increased annually

\*All figures have rates or percentages first and then actual numbers in parentheses.

NA=not available

NCA=not currently available

**Section IV – Local Community-Wide Indicators - CONTINUED**

Local Community-Wide Indicators (From Above)	Baseline Data (Include date and actual data)	Sub-Subsequent Years Data (Trend Line)					Goal (Projected Timeline)	Progress Update (Analysis)
	1998	1999	2000	2001	2002	2003		
a) Number of unregistered in-home child care providers listed with 4Cs (Resource & Referral)	a) not available	a) not available	a) not available	a) 52	a) 58	a) 32	a) increase total # of providers: registered w/DHS + listed w/4Cs	a) was meant to combine with b) to capture # of providers receiving some sort of education and oversight, may eliminate due to reasons below
b) Number of registered &/or licensed child care providers and centers	b) not available	b) not available	b) not available	b) 48 centers 8 preschools 22 BASP 347 registered	b) 73 centers	b) 78 centers 8 preschools 22 BASP 192 registered	b) increase total # of providers registered/licensed with DHS	b) may eliminate this item as it is the number of slots we are actually concerned with, less than the number of sites
c) Number of in-home day care providers who meet NAEYC criteria	c) 0	c) 0	c) 0	c) 0	c) 0	c) 0	c) increase	c) may change to % of child development homes that make improvement in one or more areas of the FDCRS
d) Number of child care centers that meet NAEYC criteria Source: 4Cs	d) 5	d) 6	d) 6	d) 6	d) 6	d) 7	d) increase	d) may eliminate as this number has been fairly static and is a multi-faceted issue

As a result of the Board's concern about the lack of information and difficulty in analyzing progress, the Evaluation Committee reviewed all indicators and data collection methods during FY03. The Evaluation Committee requested and received assistance from Jeff Anderson (DHS) and Dee Gethmann (DOE) regarding program evaluation and data collection procedures. During FY04, new evaluation tools will be used and local indicators may be changed. Child abuse statistics have been especially difficult to obtain.

All figures have rates or percentages first and then actual numbers in parentheses. NA=not available NCA=not currently available

**SECTION V – Performance Measures: Early Childhood and School Ready Using Common Language Framework**

**1. Early Childhood**

<b>Early Childhood Services Provided (Coincide w/ Budget Line Items)</b>	<b>How Much Did We Put In? (Input Measures)</b>	<b>How Much Did We Do? (Output Measures)</b>	<b>How Well Did We Do It? (Quality/ Efficiency Measures)</b>	<b>What Difference Did It Make? (Outcome Measures)</b>
PREP (Preschoolers Reaching their Educational Potential) Summer 2002	<ul style="list-style-type: none"> <li>• \$10,300 of Community Empowerment funds</li> <li>• \$11,500 State Child Care Assistance</li> <li>• \$1,579 Child and Adult Food Program</li> <li>• \$2,094 local funds (United Way, city, county)</li> <li>• \$4,951 Wendell-Johnson Speech and Hearing Center in-kind</li> <li>• 20 hr per week in-kind America Reads</li> <li>• ICCSD in-kind classroom space</li> </ul>	<ul style="list-style-type: none"> <li>• 14 children received intensive summer school-readiness services</li> <li>• all children received an enrollment and parent-teacher conference home visit, with an additional 41 home visits occurring during the summer</li> </ul>	<ul style="list-style-type: none"> <li>• in addition to home visits, staff met with parents and school personnel at the child’s future school to share information and review child’s progress including Wendell-Johnson Speech center report, PREP report card, and Kindergarten Skill Checklist results</li> <li>• local resources such as expertise of Wendell-Johnson and America Reads were utilized</li> </ul>	<ul style="list-style-type: none"> <li>• children made gains in areas of classroom rules, work skills, social behavior, communication skills, and self-management skills (Kindergarten Skill Assessment)</li> <li>• children and families were introduced to school facilities and staff, and school staff to incoming children, prior to the start of kindergarten</li> </ul>
Best Beginnings	<ul style="list-style-type: none"> <li>• \$22,510 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• 9 classes held for 49 participants</li> <li>• 55 home visits to program participants</li> </ul>	<ul style="list-style-type: none"> <li>• 80% of respondents strongly agreed that the equipment they received through the program helped them provide infant care, 20% were not sure</li> <li>• 100% of respondents strongly agreed that they were able to use Best Beginnings information to provide infant care</li> </ul>	<ul style="list-style-type: none"> <li>• 80 new infant slots have been created</li> <li>• 185 current infant slots in Best Beginnings programs, with potential for 312 infant slots</li> </ul>

**1. SECTION V – Performance Measures: Early Childhood - CONTINUED**

Early Childhood Services Provided (Coincide w/ Budget Line Items)	How Much Did We Put In? (Input Measures)	How Much Did We Do? (Output Measures)	How Well Did We Do It? (Quality/ Efficiency Measures)	What Difference Did It Make? (Outcome Measures)
Play Together/Learn Together	<ul style="list-style-type: none"> <li>• \$7,210 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• 4 two-session workshops were provided in different rural areas (Tiffin, Solon, Hills, Lone Tree)</li> </ul>	<ul style="list-style-type: none"> <li>• 12 total child care provider participants from 10 child development homes participated in training with the 58 children in their care</li> <li>• due to workshop structure, providers did not need to take time off work, work additional hours, or arrange substitute care and were able to practice the activities learned in a hands-on manner</li> </ul>	<ul style="list-style-type: none"> <li>• rural home providers who are less likely to attend training sessions were able to receive hands-on training and network with other home providers in their area</li> </ul>
PITC	<ul style="list-style-type: none"> <li>• \$2,250 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• provided a series of 10 weekly workshops (Modules 3 &amp; 4 of PITC series)</li> </ul>	<ul style="list-style-type: none"> <li>• a total of 33 providers attended at least one of the workshops, for 187 duplicated attendance</li> <li>• 5 providers who missed a workshop were offered the chance to attend a “make-up” session or attend the workshop in Cedar Rapids</li> </ul>	<ul style="list-style-type: none"> <li>• many “veteran” providers identify a need for advanced educational opportunities – 13 providers received a series of classes comparable to a college course</li> <li>• 11 providers have now completed 40 hours of training and are certified in Modules 1-4</li> </ul>
Child Development Home Mentoring Program	<ul style="list-style-type: none"> <li>• \$41,200 of Community Empowerment Funds</li> </ul>	<ul style="list-style-type: none"> <li>• 88 home visits to child development homes</li> <li>• over 260 telephone consultations</li> <li>• 16 provider packets distributed</li> </ul>	<ul style="list-style-type: none"> <li>• 19 “rookie” providers added to program, with a total of 63 providers participating in the program this year</li> <li>• Along with DHS, Mentor hosted an informational exchange regarding new DHS regulations; 22 providers attended</li> </ul>	<ul style="list-style-type: none"> <li>• 9 home providers received assistance in becoming registered with DHS</li> </ul>

**SECTION V – Performance Measures: Early Childhood - CONTINUED**

Early Childhood Services Provided (Coincide w/ Budget Line Items)	How Much Did We Put In? (Input Measures)	How Much Did We Do? (Output Measures)	How Well Did We Do It? (Quality/ Efficiency Measures)	What Difference Did It Make? (Outcome Measures)
HACCPN (Hawkeye Area Child Care Providers Network) Outreach	<ul style="list-style-type: none"> <li>• \$1,987 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• new website developed – <a href="http://www.haccpn.com">www.haccpn.com</a> or <a href="http://www.haccpn.org">www.haccpn.org</a></li> </ul>	<ul style="list-style-type: none"> <li>• as of July 21, 2003 the website had 7,553 hits, most active time between 1 and 2 pm (naptime!)</li> <li>• 82 informational articles have been posted on the website by 14 registered users</li> <li>• Business Practices directory has been accessed 111 times during its first month, with “Contracts and Policies” the most active topic</li> </ul>	<ul style="list-style-type: none"> <li>• 48 families have completed online intake form, with 22 having successfully found child care</li> <li>• family intake forms have been accessed by HACCPN providers 1,067 times</li> <li>• Especially for Parents articles have been accessed 260 times</li> <li>• Development of HACCPN's Tools Of the Trade (TOT) Book, 80 page guidebook for home providers</li> <li>• HACCPN's membership increased 78% in 5 months</li> </ul>
Handicare Wraparound Child Care	<ul style="list-style-type: none"> <li>• \$11,030 of Community Empowerment funds</li> <li>• \$22,468 State Child Care Assistance</li> <li>• \$919 JTPA funds</li> <li>• \$675 Americorp funds</li> <li>• \$101 agency in-kind</li> </ul>	<ul style="list-style-type: none"> <li>• 13 children had access to full-day, full-year child care</li> </ul>	<ul style="list-style-type: none"> <li>• Combined with State Child Care Assistance, Job Training Partnership Act, and Americorp funds to provide full-time care to children</li> <li>• Children with part-time funding able to access full-time educational experiences</li> </ul>	<ul style="list-style-type: none"> <li>• Children's daily attendance and stabilized with access to full-time care</li> <li>• Children able to attend a single program rather than multiple environments in one day</li> <li>• Children able to stay in current child care setting while parents on school breaks, between work shifts, or participating in job search</li> </ul>

**SECTION V – Performance Measures: Early Childhood – CONTINUED**

<b>Early Childhood Services Provided (Coincide w/ Budget Line Items)</b>	<b>How Much Did We Put In? (Input Measures)</b>	<b>How Much Did We Do? (Output Measures)</b>	<b>How Well Did We Do It? (Quality/ Efficiency Measures)</b>	<b>What Difference Did It Make? (Outcome Measures)</b>
<p>ICCSD Twain Shared Visions Wraparound Child Care</p>	<ul style="list-style-type: none"> <li>• \$11,398 of Empowerment Wraparound funds</li> <li>• \$8,441 Empowerment preschool funds</li> <li>• \$74,139 Shared Visions funds</li> <li>• \$17,594 in-kind funds</li> </ul>	<ul style="list-style-type: none"> <li>• Full-day preschool and childcare for 16 children in school setting</li> </ul>	<ul style="list-style-type: none"> <li>• By utilizing Shared Visions classroom, dollars were saved on equipment and materials for before-and-after care</li> </ul>	<ul style="list-style-type: none"> <li>• 2 children began program with IEPs, only 1 child still in need of IEP after enrollment</li> <li>• A single mom who was unemployed at enrollment was able to secure employment since her child had full-day care without need to transfer during the day</li> <li>• Children’s attendance was more consistent than in part-day program</li> </ul>
<p>NCJC Wraparound Child Care</p>	<ul style="list-style-type: none"> <li>• \$8,342 of Community Empowerment funds</li> <li>• \$14,648 of State Child Care funds</li> <li>• \$4,000 of UI Campis funds</li> <li>• \$1,594 of Promise Jobs funds</li> </ul>	<ul style="list-style-type: none"> <li>• 13 children utilized wraparound funding</li> <li>• 1,203 days of child care funding</li> </ul>	<ul style="list-style-type: none"> <li>• utilized existing part-time State Child Care Assistance and Promise Jobs funding to turn 13 part-time slots in to full-time slots with minimal Empowerment funding required</li> </ul>	<ul style="list-style-type: none"> <li>• 14 parents were able to continue with employment and/or education because their children had reliable, full-time child care</li> </ul>
<p>Shared Visions Preschools</p>	<ul style="list-style-type: none"> <li>• \$36,896 of Community Empowerment funds</li> <li>• \$308,807 Shared Visions funds</li> <li>• \$215,413 in-kind supports</li> </ul>	<ul style="list-style-type: none"> <li>• Five (5) preschool classrooms served 86 children</li> </ul>	<ul style="list-style-type: none"> <li>• By combining with other funding sources children received preschool and before-and-after care in same setting</li> <li>• \$6,439 per child for full-day care, preschool and wraparound childcare</li> </ul>	<ul style="list-style-type: none"> <li>• 86 children received developmental screenings</li> <li>• 10 children had IEPs at enrollment; only 6 were still in need of IEPs after enrollment</li> <li>• One child learned English before starting kindergarten</li> </ul>
<p>Shared Visions Parent Education/Support</p>	<ul style="list-style-type: none"> <li>• \$9,239 of Community Empowerment funds</li> <li>• \$94,140 Shared Visions funds</li> <li>• \$56,631 in-kind supports</li> </ul>	<ul style="list-style-type: none"> <li>• Two Parent Support opportunities for 158 families</li> <li>• Developmental screenings for 168 children</li> </ul>	<ul style="list-style-type: none"> <li>• \$1,520 per child for parent classes, enhanced respite care, home visiting, developmental screening, and other support services</li> </ul>	<ul style="list-style-type: none"> <li>• In one program, no children had IEPs at enrollment, but 6 were identified with special needs and had IEPs after enrollment</li> </ul>

**SECTION V – Performance Measures: Early Childhood and School Ready Using Common Language Framework**

**1. Early Childhood – CONTINUED**

Early Childhood Services Provided (Coincide w/ Budget Line Items)	How Much Did We Put In? (Input Measures)	How Much Did We Do? (Output Measures)	How Well Did We Do It? (Quality/ Efficiency Measures)	What Difference Did It Make? (Outcome Measures)
Early Educator Training Stipends	<ul style="list-style-type: none"> <li>• \$4,166 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• 96 applications received</li> <li>• 92 training events reimbursed through Empowerment grant</li> </ul>	<ul style="list-style-type: none"> <li>• funding was provided to 7 licensed child care centers, 7 day care homes, and 4 preschools to attend training</li> </ul>	<ul style="list-style-type: none"> <li>• 67 providers received funding to attend training</li> <li>• providers attended 14 different events, including one college class, the state AEYC conference, Shared Visions training, and making a presentation at the Northwest Teachers Conference</li> </ul>
Home Ties Child Care	<ul style="list-style-type: none"> <li>• \$20,250 of Community Empowerment funds</li> <li>• \$75,000 Johnson County, \$10,212 other grants, \$8,091 donations, \$7,851 State Child Care Assistance, \$5,914 Food Program funds</li> <li>• in-kind support from AEA, Center for Disabilities and Development, and University of Iowa Dental Clinics</li> </ul>	<ul style="list-style-type: none"> <li>• emergency child care for 100 children</li> <li>• 86 participating families had individualized plan and specific goals</li> <li>• 11 family referrals to community agencies</li> <li>• transportation to local shelters and specific housing areas</li> </ul>	<ul style="list-style-type: none"> <li>• 140 referrals from community agencies for children needing services</li> <li>• Other sources of income where appropriate, including State Child Care Assistance utilized</li> <li>• Local expertise in behavior, guidance, and discipline for group and individual planning utilized</li> </ul>	<ul style="list-style-type: none"> <li>• Over 85 children received a developmental screening</li> <li>• 8 children referred to AEA for further testing after a developmental screening identified possibly delay</li> <li>• 76% of families looking for housing secured housing</li> <li>• 43% of families searching for employment found employment</li> </ul>
Child Care Center equipment – Good Shepherd Center	<ul style="list-style-type: none"> <li>• \$1,372 of Community Empowerment funds</li> <li>• \$998 of Good Shepherd Center funds</li> </ul>	<ul style="list-style-type: none"> <li>• purchased 11 tables and 84 chairs</li> </ul>	<ul style="list-style-type: none"> <li>• equipment will be used at new child care facility for child care program during the day and will be utilized for provider training, parenting events, etc during evening and weekend hours</li> </ul>	<ul style="list-style-type: none"> <li>• child care center that previously utilized church equipment needed to move, requiring additional equipment to maintain existing learning environment for 76 children</li> </ul>

**SECTION V – Performance Measures: Early Childhood – CONTINUED**

Early Childhood Services Provided (Coincide w/ Budget Line Items)	How Much Did We Put In? (Input Measures)	How Much Did We Do? (Output Measures)	How Well Did We Do It? (Quality/ Efficiency Measures)	What Difference Did It Make? (Outcome Measures)
Early Childhood Specialist	<ul style="list-style-type: none"> <li>• \$18,734 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• processed 96 applications for early educator training stipends</li> <li>• attended 10 Evaluation meetings and spoke individually with 5 programs regarding a community-wide child care evaluation tool</li> </ul>	<ul style="list-style-type: none"> <li>• a single Empowerment staff person is able to perform the administrative duties of contract administration and utilize that knowledge in providing program-specific support and consultation</li> <li>• avoid duplication of staff time – a single staff person can attend Work Group meetings and represent the program and administrative perspectives of Empowerment</li> </ul>	<ul style="list-style-type: none"> <li>• worked with programs, consultants, and the State to identify and purchase an evaluation tool that will be utilized by child care programs</li> <li>• worked with AEA and program staff to arrange 3 training sessions on the use of the DECA</li> <li>• participated on the Success4 work group to organize a local educational event, “Building Blocks to Positive Behavior”, for local providers to receive information about preventing and managing challenging behaviors</li> </ul>
Program expenses (materials, etc)	<ul style="list-style-type: none"> <li>• \$573 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• printing, postage, mileage for program implementation</li> </ul>	<ul style="list-style-type: none"> <li>• by combining program expenses, Empowerment can utilize a bulk rate less than each program alone</li> </ul>	<ul style="list-style-type: none"> <li>• promotion and coordination of Empowerment child development programs, including implementation of Early Educator Training Stipends</li> </ul>
Program evaluation - DECA	<ul style="list-style-type: none"> <li>• \$4,752 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• purchased 12 DECA kits and additional protocols through FY04</li> <li>• purchased ITERS and ECERS rating scales and instructional videos</li> </ul>	<ul style="list-style-type: none"> <li>• by purchasing in bulk we were able to save on postage and will only provide the tools after programs attend an AEA approved or Empowerment sponsored training event on the use of the tools</li> <li>• AEA is providing in-kind staff to do the DECA training in FY04</li> </ul>	<ul style="list-style-type: none"> <li>• 5 child care programs have received training on initial use of the DECA and have taken the tools back to their sites to begin implementation in FY04 (two additional training sessions will occur before June 2004). Kits are available for programs that join mid-year or in FY05.</li> </ul>

**SECTION V – Performance Measures: Early Childhood and School Ready Using Common Language Framework**

**1. School Ready**

School Ready Services Provided (Coincide w/ Budget Line Items)	How Much Did We Put In? (Input Measures)	How Much Did We Do? (Output Measures)	How Well Did We Do It? (Quality/ Efficiency Measures)	What Difference Did It Make? (Outcome Measures)
Continue Care	<ul style="list-style-type: none"> <li>• \$78,598 of Community Empowerment funds (with another \$19,000 already encumbered into next year)</li> </ul>	<ul style="list-style-type: none"> <li>• 90 children received continued care</li> </ul>	<ul style="list-style-type: none"> <li>• 72% of children remained in same care after funding ended</li> <li>• 68% remained in same care at least 3 months after funding ended</li> </ul>	<ul style="list-style-type: none"> <li>• children were able to remain in their current child care arrangement even though a family situation has changed</li> <li>• children whose State Child Care Assistance eligibility fluctuated due to parent student breaks, job search, parent medical needs, or decreased work hours (seasonal jobs) received continued short-term funding</li> </ul>
Family Support Program	<ul style="list-style-type: none"> <li>• \$182,403 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• home visiting services to 159 families, including 14 pregnant women, 215 children birth to 3 years and more than 18 children 4-5 years</li> </ul>	<ul style="list-style-type: none"> <li>• Cost of \$1,147 per family per year</li> <li>• Cost of \$848 per child per year</li> <li>• Home visits provided to an average of 84 families per month, totaling 1007 duplicated families served monthly</li> </ul>	<ul style="list-style-type: none"> <li>• Over 200 children received developmental screenings</li> <li>• Over 98% of children had up to date immunizations</li> <li>• 100% of families who identified a need for domestic violence, mental health, or substance abuse services were either currently receiving services or received a referral for services</li> </ul>

**SECTION V – Performance Measures: School Ready – CONTINUED**

School Ready Services Provided (Coincide w/ Budget Line Items)	How Much Did We Put In? (Input Measures)	How Much Did We Do? (Output Measures)	How Well Did We Do It? (Quality/ Efficiency Measures)	What Difference Did It Make? (Outcome Measures)
Support Activities/Informal Networks	<ul style="list-style-type: none"> <li>• \$36,947 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• 74 monthly activity/support activities w/ 878 adult and 1,279 child participants</li> <li>• 16 weekly class sessions w/ 19 families participating</li> <li>• 4 one-time events such as Health Fair, Halloween Party, neighborhood picnic</li> <li>• 3 monthly neighborhood events with 525 child/adult participants</li> <li>• 2 weekly, on-going support groups for young moms</li> <li>• all monthly activities included a meal, free child care, and topic specific gift</li> </ul>	<ul style="list-style-type: none"> <li>• activities build upon other events at the agency, including supplementing and complementing Consumer Education and Head Start Parent committee meetings, Even Start and Shared Visions programs</li> <li>• Empowerment distributed 117 books to kids 0-5 at the Child Health Fair which included 31 local agencies</li> <li>• Mobile monthly health clinic served 43 patients in an area where many are ineligible for hawk-i due to immigration status</li> <li>• 26 kids birth to 3 received enhanced child activities while parents attended ESL/GED classes</li> <li>• 38 regular participants at the weekly young moms support groups</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of North Liberty First Books respondents responded “definitely” to the question, “Is this program giving you ideas to use at home with your child?”</li> <li>• Families carpoled to HACAP events and 98% agreed or strongly agreed that the events have allowed them and their children to meet and interact with other families, evidence of building of informal networks of support</li> <li>• 98% of HACAP participants agreed or strongly agreed that through participation they have become more aware and involved in their child’s development</li> <li>• 100% of UAY Tots and Parents Play and Learn Together said “This class taught me new ways to stimulate my child’s development” and they arranged their own regular play dates for several weeks after the class had ended</li> <li>• Teen parent agency (UAY) purchased a membership to Iowa Children’s Museum, allowing many teen parents and their children access who otherwise couldn’t afford it</li> </ul>

**SECTION V – Performance Measures: School Ready – CONTINUED**

School Ready Services Provided (Coincide w/ Budget Line Items)	How Much Did We Put In? (Input Measures)	How Much Did We Do? (Output Measures)	How Well Did We Do It? (Quality/ Efficiency Measures)	What Difference Did It Make? (Outcome Measures)
Parent Classes	<ul style="list-style-type: none"> <li>• \$13,790 of Community Empowerment funds</li> <li>• Americorp, work-study, and practicum students</li> </ul>	<ul style="list-style-type: none"> <li>• 31 parents participated in one of the 3 six-week parenting workshops</li> <li>• 62 children received child focused activities while parents participated in workshops</li> </ul>	<ul style="list-style-type: none"> <li>• guest speakers from various community agencies presented at many of the workshops</li> <li>• workshops throughout county: Iowa Children’s Museum (Coralville), Little Engine Preschool (Lone Tree), Lakeview Preschool (Solon) utilizing local resources</li> <li>• workshops all included a meal, transportation, child care, and topic specific gifts</li> </ul>	<ul style="list-style-type: none"> <li>• All parents indicated they gained useful information about nightly topics</li> <li>• All parents enjoyed the opportunity to share with and hear from other parents on the given topic</li> <li>• 5 of 6 participant families in Lone Tree continued with monthly informal networking activities</li> </ul>
Kindermusik/RIF	<ul style="list-style-type: none"> <li>• \$1,191 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• 5-week Kindermusik for 4 teen parent families</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of participants agree or strongly agree that they were taught new ways to stimulate their child’s emotional and physical development</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of participants practiced skills learned in class at home 2-3 times per week</li> </ul>
PACE/Broadway Mental Health program	<ul style="list-style-type: none"> <li>• \$5,666 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• 8-week, 2-hour class “Parenting Well When You’re Depressed”</li> <li>• meal and weekly incentives for 15 families</li> <li>• childcare for 28 children</li> </ul>	<ul style="list-style-type: none"> <li>• collaboration with Mental Health Center staff facilitating class located at Neighborhood Centers, and Neighborhood Center staff providing transportation and childcare</li> </ul>	<ul style="list-style-type: none"> <li>• 28% of participants reported that their parenting skills improved during the 8-week course</li> <li>• 15% of participants report they would like continuing assistance with parenting and managing their depression</li> </ul>

**SECTION V – Performance Measures: School Ready – CONTINUED**

School Ready Services Provided (Coincide w/ Budget Line Items)	How Much Did We Put In? (Input Measures)	How Much Did We Do? (Output Measures)	How Well Did We Do It? (Quality/ Efficiency Measures)	What Difference Did It Make? (Outcome Measures)
ICCSA Kindergarten Transition Program	<ul style="list-style-type: none"> <li>• \$10,276 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• kindergarten transition activities at 5 schools</li> <li>• 94 kindergartners and their families participated</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of survey respondents agree or strongly agree that they have a better understanding of resources available at school</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of respondents agree or strongly agree that they have a better idea of how to help their child prepare for kindergarten</li> </ul>
NCJC Children First Initiative	<ul style="list-style-type: none"> <li>• \$13,223 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• 10 Family Events with 378 child and adult participants</li> <li>• Staff in-service by Community Mental Health Center</li> <li>• child care needs survey to rural community &amp; child care provider interview</li> </ul>	<ul style="list-style-type: none"> <li>• mental health center staff provided staff training at child care program so staff could implement plans rather than relying on more expensive mental health professionals</li> <li>• surveys sent to 2,390 residents with results indicating need for preschool and type of child care desired</li> <li>• interviews with 13 home providers resulting in follow-up to explore barriers to registration</li> </ul>	<ul style="list-style-type: none"> <li>• 18 staff increased knowledge of common childhood mental disorders, identifying mental health concerns, risk and protective factors, and classroom strategies</li> <li>• home child care providers were identified who are not listed with Resource &amp; Referral or registered with DHS but will be included in community child care planning</li> </ul>
Rural Preschool Scholarships (Little Engine Preschool)	<ul style="list-style-type: none"> <li>• \$4,194 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• 8 children subsidized for M-W-F class</li> <li>• 10 children subsidized for T-TH class</li> </ul>	<ul style="list-style-type: none"> <li>• Preschool administers own scholarship fund, avoiding cumbersome paperwork and intimidating application process</li> <li>• 85% of 02-03 kindergarten class in Lone Tree comprised of Little Engine graduates</li> </ul>	<ul style="list-style-type: none"> <li>• Improved communication with parents, as tuition not overriding issue</li> <li>• Children who otherwise would not have preschool experience have increased kindergarten readiness skills</li> <li>• Many parents describe scholarships as “a godsend”</li> </ul>

**SECTION V – Performance Measures: School Ready – CONTINUED**

School Ready Services Provided (Coincide w/ Budget Line Items)	How Much Did We Put In? (Input Measures)	How Much Did We Do? (Output Measures)	How Well Did We Do It? (Quality/ Efficiency Measures)	What Difference Did It Make? (Outcome Measures)
Hannah's Blessing Child Care Start-Up	<ul style="list-style-type: none"> <li>• \$17,860 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• full-time director employed to hire classroom staff, conduct outreach and facilitate enrollment</li> </ul>	<ul style="list-style-type: none"> <li>• child care became available June 2, 2003</li> <li>• 8 family information packets distributed</li> </ul>	<ul style="list-style-type: none"> <li>• will create 26 new child care slots</li> <li>• child care provided to 3 children</li> <li>• licensing application submitted to DHS</li> </ul>
NCJC Head Start Match	<ul style="list-style-type: none"> <li>• \$18,000 of Community Empowerment funds (plus an additional \$6,408 of Empowerment Family Support Program funds included and described above)</li> <li>• \$242,000 of Head Start, Shared Visions, Even Start, State Child Care Assistance, Child and Adult Food Program, and other funds</li> </ul>	<ul style="list-style-type: none"> <li>• 6 children with part-time funding utilized wraparound funding to access full-time care (the program only offers full-time slots)</li> </ul>	<ul style="list-style-type: none"> <li>• 32 children participated in full-day preschool and received home visiting services as a result of combining a number of different funding streams and</li> </ul>	<ul style="list-style-type: none"> <li>• Children enrolled in Broadway Neighborhood Center preschool programs showed improvements in all four primary areas of the Creative Curriculum Assessments – Social/Emotional, Physical, Cognitive, and Language. Most significant is the 74.4% improvement in language usage and language understanding observed in the children over the course of the year.</li> </ul>

**SECTION V – Performance Measures: School Ready – CONTINUED**

School Ready Services Provided (Coincide w/ Budget Line Items)	How Much Did We Put In? (Input Measures)	How Much Did We Do? (Output Measures)	How Well Did We Do It? (Quality/ Efficiency Measures)	What Difference Did It Make? (Outcome Measures)
Children’s Health Insurance Outreach	<ul style="list-style-type: none"> <li>• \$12,408 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• half-time staff person employed to provide outreach</li> <li>• 9 presentations to staff; 237 persons attending</li> <li>• 28 information booths and presentations reaching 4,307 persons</li> </ul>	<ul style="list-style-type: none"> <li>• same person provided community-wide information and individual application assistance</li> <li>• presentations were made to human service, child care, and medical staff who work with many families who may be eligible for health care</li> <li>• presentations to parent classes, holiday parties, and conferences where large numbers of families were present</li> </ul>	<ul style="list-style-type: none"> <li>• average monthly new hawk-i and Medicaid enrollment increased dramatically since coordinator hired in mid-November, 2002:</li> </ul> <p><u>hawk-i</u>            *2.6 in 2001            *5.5 in 2002            *16.25 in 2003</p> <p><u>Medicaid</u>            *3.9 in 2001            *15.8 in 2002            *28 in 2003</p>
Children’s Health Promotion - PNP	<ul style="list-style-type: none"> <li>• \$10,000 of Community Empowerment funds</li> <li>• \$6,000 of DHS Community Adolescent Pregnancy Prevention grant funds</li> <li>• \$6,000 of in-kind from Mercy Hospital Iowa City</li> <li>• in-kind of indirect expenses (admin, mileage, supplies) from local funding and Transitional Living Program grant</li> </ul>	<ul style="list-style-type: none"> <li>• 21 young parents and 11 children of teen parents served</li> <li>• 9 young women received pre-natal education and referral service</li> <li>• pediatric health services provided to 11 infants/children</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of participating pregnant teens delivered healthy birth weight babies</li> <li>• 97% of the teen mothers 19 and younger did not have a subsequent birth</li> <li>• 100% of the families had a primary care doctor</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of children receiving health services are up-to-date on their immunizations</li> <li>• 95% of the children are performing developmental milestones on time</li> </ul>

**SECTION V – Performance Measures: School Ready – CONTINUED**

School Ready Services Provided (Coincide w/ Budget Line Items)	How Much Did We Put In? (Input Measures)	How Much Did We Do? (Output Measures)	How Well Did We Do It? (Quality/ Efficiency Measures)	What Difference Did It Make? (Outcome Measures)
Early Childhood Specialist	<ul style="list-style-type: none"> <li>• \$18,734 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• Early Childhood Specialist at 36% time on School Ready programs</li> </ul>	<ul style="list-style-type: none"> <li>• a single Empowerment staff person is able to perform the administrative duties of contract administration and utilize that knowledge in providing program-specific support and consultation</li> <li>• avoid duplication of staff time – a single staff person can attend Work Group meetings and represent the program and administrative perspectives of Empowerment</li> </ul>	<ul style="list-style-type: none"> <li>• provided training to 5 new family support counselors totaling 6 sessions</li> <li>• attended 5 site visits to Family Support Program contractors, providing program oversight and chart review/audits</li> <li>• participated in 8 home visits with Family Support Counselors</li> <li>• Continue Care program evaluated – ECS provided direction to student implementing evaluation component</li> <li>• Consultation to Hannah's Blessing on new program start-up considerations</li> </ul>
Program expenses – materials, etc	<ul style="list-style-type: none"> <li>• \$2,748 of Community Empowerment funds</li> </ul>	<ul style="list-style-type: none"> <li>• 314 books were distributed to children age birth to 5 years</li> <li>• 17 literacy kits were developed (many started with Technical Assistance funds) to be utilized by Family Support Program staff as well as other community agencies including DVIP, Shelter House, Home Ties, and others</li> </ul>	<ul style="list-style-type: none"> <li>• by utilizing the Celebration of the Young Child and All About Me Child Health Fair, a large number of families received information about early literacy during just 2 events, one in Iowa City and the other in North Liberty, a rural area</li> <li>• the ECS worked with Family Support Program staff to develop topics that address family identified areas of interest/concern and complement and enhance kits already available in Even Start and Iowa City Public Library</li> <li>• worked with U of Iowa students to develop age appropriate expansion activities for the books</li> </ul>	<ul style="list-style-type: none"> <li>• increased access to early literacy materials; 314 children received a book and parents received information explaining language development and the importance of early literacy</li> <li>• increased public awareness of early literacy development and the importance of promoting that development</li> <li>• 7 agencies have access to the literacy kits</li> <li>• other expenses included printing and postage for the Family Support Program referrals and coordination of services</li> </ul>

## SECTION VI – Achieving Results

If you had one key community-wide indicator or performance measure that would best tell the story of how your Community Empowerment Area is making a difference, what would it be? Please include:

### State Result Area:

Secure and Nurturing Child Care Environments

### Local Identified Need/Priority:

Requests for child care are greater than the number of vacant licensed and registered child care slots.

### Goal:

Increase number of licensed and registered child care slots to be 3 times greater than requests received by 4Cs.

Local Community-Wide Indicator(s) (Baseline and Trend)	Baseline 2000	2001	2002	2003	Trend
Number of licensed and registered child care slots	Not available	2,164	3,932	5,818	Goal was met in 2002, but due to factors identified below, we will continue to track this indicator.

### Partners:

4Cs (Community Coordinated Child Care; Resource & Referral)  
 Department of Human Services  
 HACCPN (Hawkeye Area Child Care Providers Network)

### Strategy (ies):

Through Best Beginnings, Play Together/Learn Together, and the Home Child Care Mentoring Program, 4Cs recruits and supports home providers with networking support, technical assistance, equipment and training incentives. HACCPN is a grassroots, provider-driven support for home-based child care providers. HACCPN offers monthly support and networking meetings as well as a large number of web-based supports.

Performance Measure(s) (Baseline and Trend)	Baseline 2000	2001	2002	2003	Trends
Total infant care slots	NA	271 <sup>1</sup>	1,427	2,581	New measurement item in 2002
New infant care slots	36	65 <sup>2</sup>	86	80	Increasing
New infant providers listed with 4Cs	28	35	46	30	Because Best Beginnings not continuing, decreased
Child care providers recruited by 4Cs	0	0	7	19	Mentoring program began October 2001
Home providers newly listed with 4Cs	NA	60	51	56	
Home providers 4Cs helped to register	0	0	1	9	Mentoring program began October 2001
Home providers participating in HACCPN	NA	NA	18	32	HACCPN received funding beginning February 2003
HACCPN providers registered with DHS	NA	NA	NA	27	5 members in the process of obtaining registration

<sup>1</sup> For centers only, home provider numbers unavailable

<sup>2</sup> Between January 2001 and June 2001

**The Story About the Data:**

The Johnson County Empowerment Area Board supports families in their efforts to secure quality child care for their children. In Johnson County, the number of requests for child care received by 4Cs (Resource & Referral) appeared to be greater than the numbers of available licensed and registered child care slots.

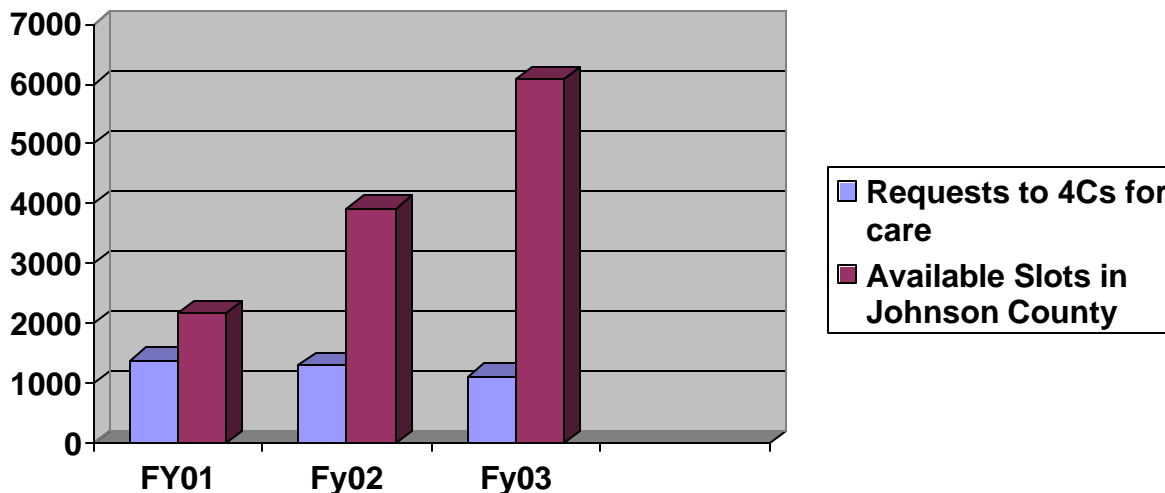
Empowerment contracted with 4Cs to provide a three-pronged approach: 1) recruiting new providers, including infant providers, through the Best Beginnings and the Home Mentor Program; 2) accessible training to “introduce” some home providers to continuing education and encourage registration through Play Together/Learn Together; and 3) supports to retain existing providers through the Home Mentor Program.

Best Beginnings has added over 267 new infant slots in Johnson County. There are two factors which make measuring the number of infant slots difficult. One is that children grow! This means that the infant slot of last year for a 12 month old is no longer an infant slot because that child is now 2 years old. The other factor is the high turn-over rate among providers. While Best Beginnings has added over 267 new infant slots, we are not sure how many slots have been eliminated by “aging out” or provider turnover in the meantime. One new measure is the current number of infant slots, which will assist us in tracking our progress toward the goal of increasing the overall number of child care slots.

Play Together/Learn Together has been targeting providers in “hard to reach” areas, especially rural communities. This program strives to create a “community” of providers and a relationship between the providers and 4Cs by providing neighborhood-based workshops. Once this relationship is established the goal is to interest the providers in attending more formal trainings that 4cs has to offer. Collaboration with agencies that are well established in the community such as local preschools, family resource centers, and schools is critical for this project to identify local providers in rural areas and make initial contacts. Through the development of a provider support network and relationships with 4Cs, it is anticipated that provider burnout will be decreased and more providers will be retained doing child care.

The goal of the Home Provider Mentoring Program is to recruit and retain providers. Home providers often experience a sense of isolation, which can lead to frustration regarding registration requirements and the “business” aspect of child care. The Mentor provides technical assistance as well as support for those providers. This program is available to both new and veteran providers, to support the dual goals of recruiting and retaining home providers. HACCPN is a grass-roots, provider-driven network of home child care providers. HACCPN offers monthly support and networking meetings. Last year, with Empowerment funding, HACCPN developed a website. The website is utilized by providers to gather information about business practices, developmentally appropriate practices, and other support. The website also provides a forum for parents who are looking for childcare to complete an application and connect with providers who have available child care slots.

**Graph of Community-Wide Indicator or Performance Measure (Optional):**



**SECTION VII – Annual Financial Report: Early Childhood**

The purpose of this section is to cover only Empowerment funding.

	FY99	FY00	FY01	FY02	FY03
<b>Early Childhood Revenues</b>					
Community Empowerment Grant Award	47,750.00	71,997.00	131,264.00	130,847.00	125,838.00
Administration (not to exceed 5% of grant award)	2,388.00	3,600.00	6,563.00	6,542.00	6,291.00
Brought Forward – Admin. Funds	0.00	-1,894.00	4.24	2,098.97	0.00
Total Administration Budget	2,388.00	1,706.00	6,567.24	8,640.97	6,291.00
Program/Service Funds	45,362.00	68,397.00	124,701.00	124,305.00	119,547.00
Interest	2,252.00	4,822.00	5,759.00	4,927.00	1,456.00
Brought Forward – Program/Service Funds	0.00	44,614.00	67,787.00	103,495.44	120,792.56
Total Program/Service Budget	47,614.00	117,833.00	198,247.00	232,727.44	241,795.56
<b>Expenditures</b>					
Administration (Line Items)					
• Liability insurance	550.00	300.00	800.00	0.00	300.00
• Books and resource materials	0.00	53.90	26.40	111.75	0.00
• Computer equipment	3,587.00	16.98	257.56	0.00	68.76
• Office equipment	145.00	140.55	440.38	99.99	109.99
• Office Supplies	0.00	271.02	106.10	144.84	568.64
• Phone/Internet/e-mail	0.00	366.44	873.59	457.40	470.66
• Postage/fax/copies	0.00	203.79	314.77	572.50	-1,612.10
• Registration fees	0.00	0.00	190.00	105.00	67.00
• Travel (mileage, lodging, meals)	0.00	349.08	740.22	579.04	585.60
• Rent	0.00	0.00	600.00	600.00	1,200.00
• Administrative staff time	0.00	0.00	119.25	240.75	0.00
• Board Stipends	0.00	0.00	0.00	700.00	700.00
• Early Childhood Specialist	0.00	0.00	0.00	5,029.70	3,692.00
Total Administrative Expenses	4,282.00	1,701.76	4,468.27	8,640.97	6,150.55
Program/Service (Line Items)					
• Accessibility:Summer HeadStart/PREP	0.00	20,700.00	10,000.00	0.00	10,300.00
• Best Beginnings	3,000.00	17,000.00	20,000.00	0.00	22,510.00
• Child Care Provider Training	0.00	1,064.00	10,973.70	0.00	9,460.00
• Supports-Child Development Homes	0.00	0.00	18,500.00	40,000.00	43,186.60
• Wraparound–Handicare, Twain, NCJC	0.00	11,282.00	22,560.00	22,560.00	30,769.46
• Shared Visions Preschools	0.00	0.00	0.00	30,702.00	46,135.00
• Child Care Provider Training Stipends	0.00	0.00	0.00	0.00	4,165.80
• Home Ties Child Care	0.00	0.00	0.00	0.00	20,250.00
• Child Care Provider Equipment	0.00	0.00	0.00	0.00	1,372.00
• Early Childhood Specialist	0.00	0.00	12,615.00	18,188.00	18,734.00
• Program expenses – materials, etc.	0.00	0.00	102.32	484.88	572.76
• Program evaluation – DECA	0.00	0.00	0.00	0.00	4,751.85
Total Program/Service Expenses	3,000.00	50,046.00	94,751.56	111,934.88	212,207.47
Total Expended	7,282.00	51,747.76	99,219.83	120,575.85	218,358.02
Carry Forward Admin. Funds	-1,894.00	4.24	2,098.97	0.00	140.45
Carry Forward Program/Service Funds	44,614.00	67,787.00	103,495.44	120,792.56	29,588.09

**SECTION VIII -- Annual Financial Report: School Ready**

The purpose of this section is to cover only Empowerment funding.

	FY99	FY00	FY01	FY02	FY03
<b>School Ready Revenues</b>					
Community Empowerment Grant Award	296,718.00	148,359.00	296,718.00	278,915.00	256,612.00
Administration (up to 3% of grant award, not to exceed \$60,000)	0.00	4,451.00	8,902.00	8,367.00	7,698.00
Brought Forward – Admin. Funds	0.00	0.00	844.33	9,746.33	10,016.75
Total Administration Budget	0.00	4,451.00	9,746.33	18,113.33	17,714.75
Program/Service Funds	296,718.00	143,908.00	278,816.00	270,548.00	248,914.00
Interest	6,045.00	12,239.00	17,032.00	14,075.00	5,133.00
Brought Forward – Program/Service Funds	0.00	302,763.00	227,197.57	295,685.71	333,049.81
Total Program/Service Budget	302,763.00	458,910.00	532,045.57	580,308.71	587,096.81
<b>Expenditures</b>					
Administration (Line Items)					
• Computer Equipment	0.00	0.00	0.00	0.00	1,124.88
• Annual dues	0.00	0.00	0.00	0.00	185.00
• Liability insurance	0.00	0.00	0.00	0.00	800.00
• Mileage	0.00	0.00	0.00	0.00	93.24
• Office equipment	0.00	2,967.00	0.00	0.00	0.00
• Office Supplies	0.00	0.00	0.00	0.00	83.79
• Registration fees	0.00	85.00	0.00	0.00	190.00
• Travel (mileage, lodging & meals)	0.00	554.67	0.00	0.00	408.16
• Board communications	0.00	0.00	0.00	0.00	628.55
• Misc Board Meeting expenses	0.00	0.00	0.00	42.55	236.17
• Early Childhood Specialist	0.00	0.00	0.00	8,054.03	11,674.93
Total Administrative Expenses	0.00	3,606.67	0.00	8,096.58	15,424.72
Program/Service (Line Items)					
• Accessibility – Transportation	0.00	8,620.68	2,141.61	0.00	0.00
• Continue Care Child Care Funding	0.00	37,809.00	50,199.20	70,428.65	78,597.59
• Family Support Program	0.00	101,995.11	149,621.75	113,966.86	182,403.31
• Support Activities/Education/Networks	0.00	42,002.00	0.00	40,148.00	81,093.86
• Rural Preschool Scholarships	0.00	0.00	0.00	2,000.00	4,194.18
• Child Care Start-Up	0.00	0.00	0.00	0.00	17,860.32
• Head Start Match – NCJC	0.00	0.00	0.00	0.00	18,000.00
• Children’s Health Insurance Outreach	0.00	0.00	0.00	0.00	12,408.05
• Children’s Health Projects	0.00	0.00	0.00	0.00	10,000.00
• Early Childhood Specialist	0.00	41,284.94	34,397.30	18,188.00	18,734.00
• Program expense–materials, etc	0.00	0.00	0.00	1,027.39	2,747.72
• Program evaluation	0.00	0.00	0.00	1,500.00	0.00
Total Program/Service Expenses	0.00	231,712.43	236,359.86	247,258.90	426,039.03
Total Expended	0.00	235,319.10	236,359.86	255,355.48	441,463.75
Carry Forward Admin. Funds	0.00	844.33	9,746.33	10,016.75	2,290.03
Carry Forward Program/Service Funds	302,763.00	227,197.57	295,685.74	333,049.81	161,057.78

**SECTION IX –Other Community Investment and Support**

Identify and briefly describe other funding or support (as appropriate) the community empowerment area has been successful in obtaining and applying toward the community plan. Identify in-kind or cash amount of those sources that come directly to and those that flow through the community empowerment area.

Other Funding To Support Community Plan	Cash and Source	In-Kind Value and Source
Administrative Expenses	\$39,000.00 Johnson County	\$122.32 JCCOG \$1,870.00 MECCA
Board Meeting and Work Group time		\$26,082.00 various community members and agencies (estimate)
Fiscal Agent		\$1,196.00 Johnson County Board of Supervisors
Meeting space and refreshments		\$2,269.74 Mercy Hospital Iowa City
Office Space for Empowerment staff		\$1,200.00 4Cs Child Care Resource & Referral
Program evaluation		\$309.61 Johnson Co. Council of Governments
Program implementation	\$75,000.00 Johnson County (existing program) \$25,000.00 Johnson County (new programs)	\$5,700.00 Johnson County Social Services \$101.48 Handicare, Inc.
Staff administration/supervision		\$248.94 Johnson County Public Health \$2,730.00 MECCA

