



FIREFLY

ENGAGE. EDUCATE. INSPIRE.

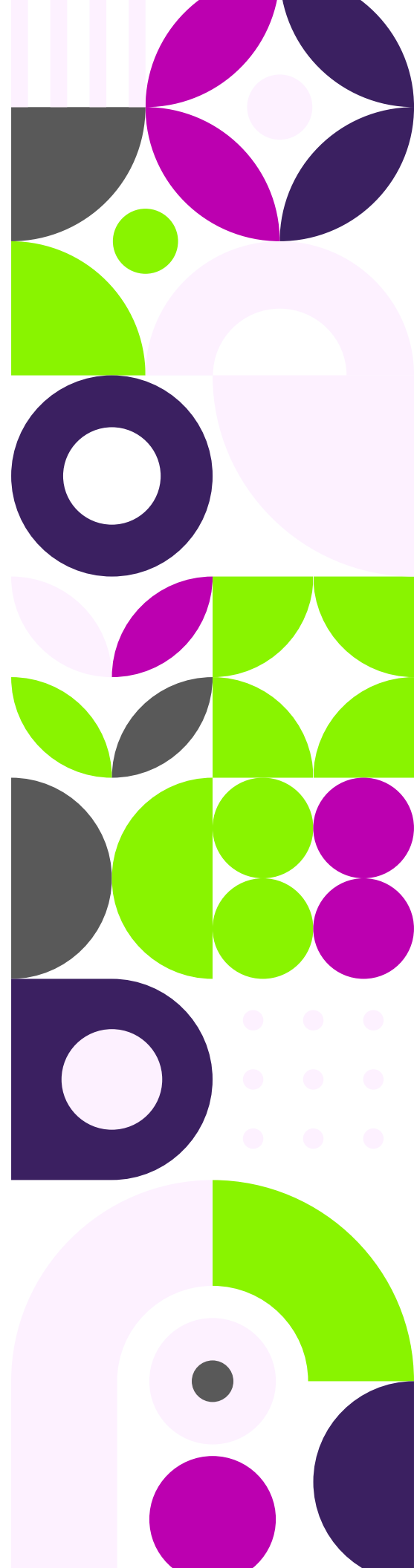


**Early
Head Start**

2023-2024

Early Head Start

Annual Report





Mission

To **engage** and **educate** our community, **inspiring** a healthy future through literacy, family, and public health services.



ENGAGE.EDUCATE.INSPIRE.

EVERY YEAR, our annual report is our chance to share with you our proudest achievements for children and families. In these pages, you'll read about the many transformative victories we couldn't have done without your support. This year, we've made tremendous progress in our home visitation services.



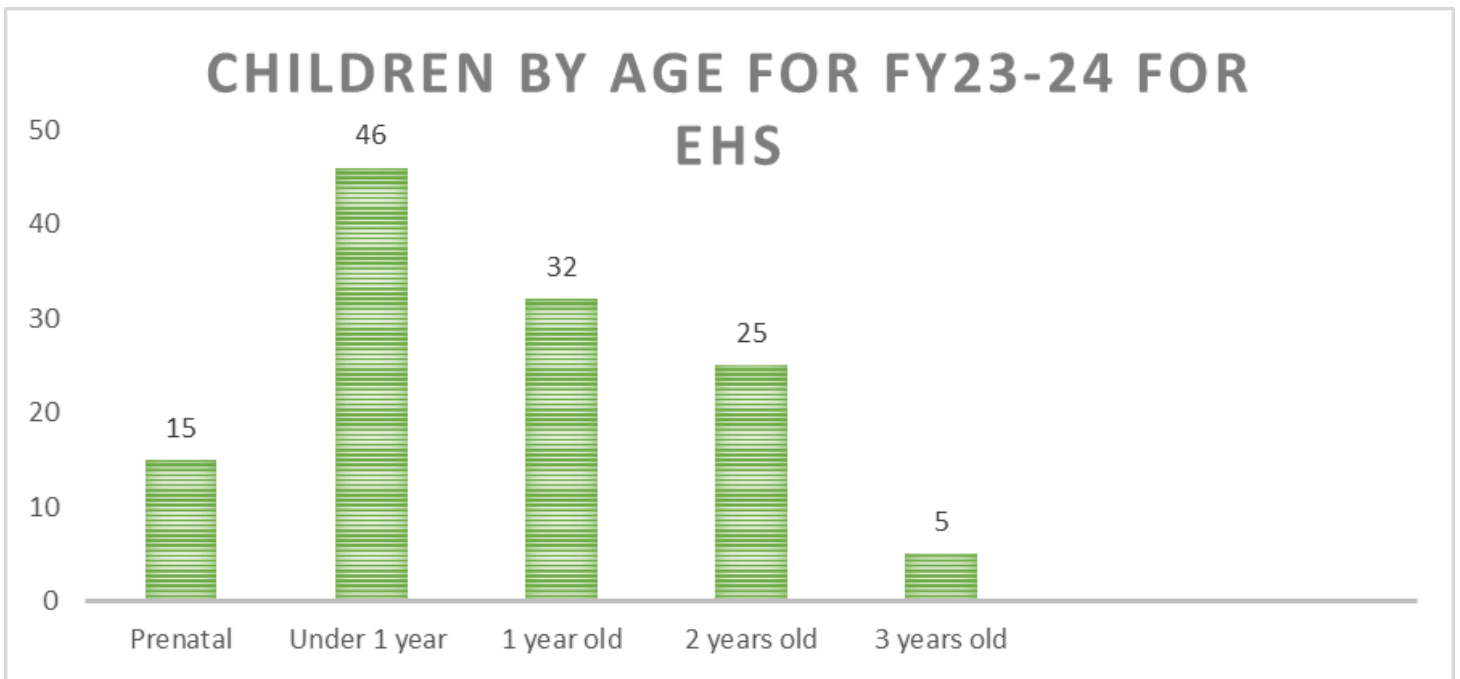
Program Goals

- 1. To enhance school readiness by partnering with families to provide high quality early education and child development services to enrolled children, including those with disabilities and dual language learners, to promote children’s growth cross each domain of development.
- 2. To work in partnership with parents to meet the health, oral health, nutritional, mental health and social emotional needs of children that support children’s growth and school readiness.
- 3. To strengthen the approach to training/professional development and data collection that aligns with program goals.
- 4. Collaborate with families in a family partnership process that identifies needs, interests, strengths, goals, services and resources that support family wellbeing, including family safety, health, and economic stability.

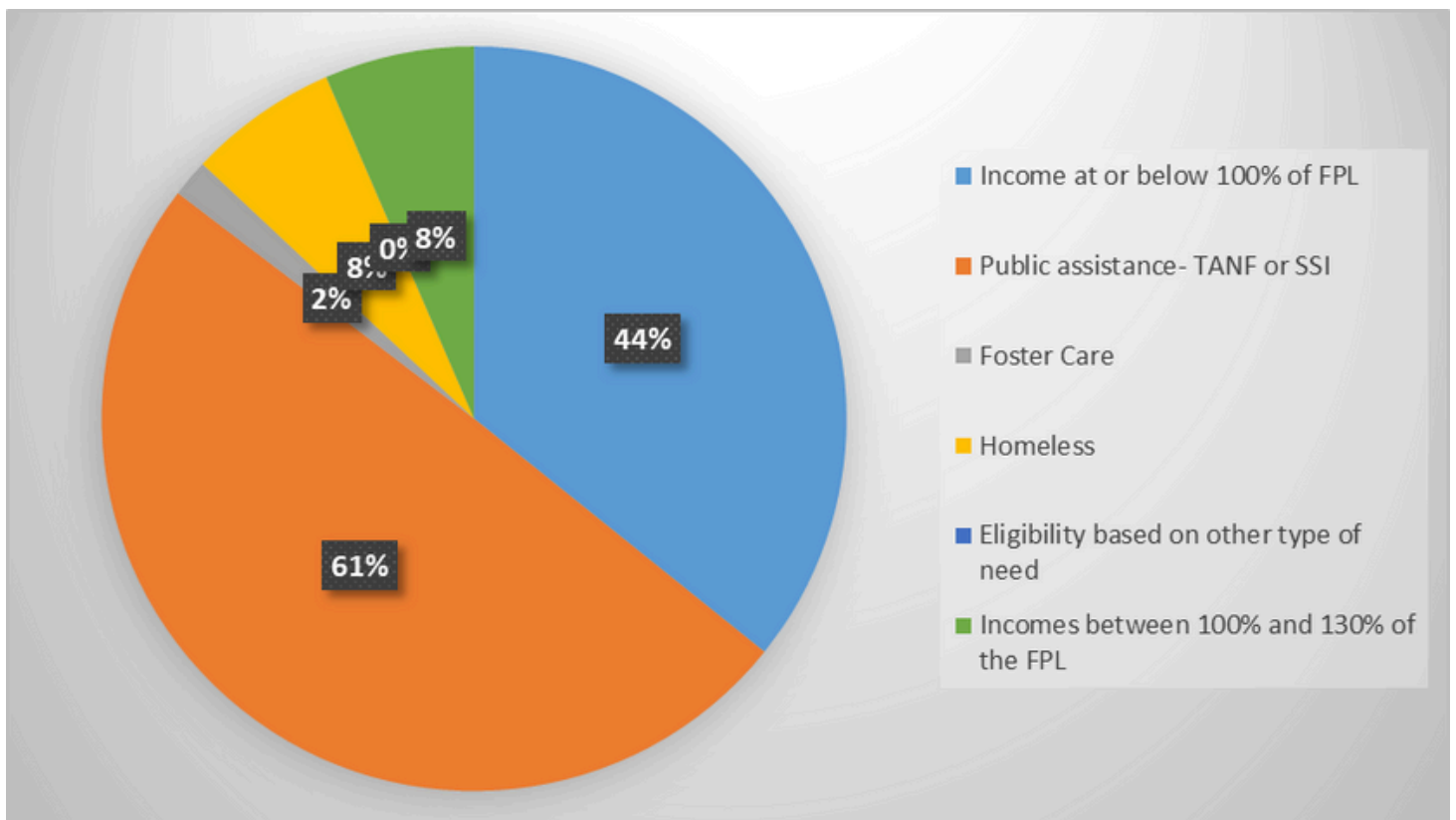
Enrollment

Firefly, (formerly FAMILY Inc.) serves families in both rural and urban Pottawattamie County. Early Head Start is a home based program with flexible hours, including evening and weekend hours for one on one home visits in order to facilitate participation for all enrolled families, including working families.

Funded Enrollment	75
Average Monthly Enrollment	60
Total Served for the 2023–2024 Program Year	123



Type of Eligibility

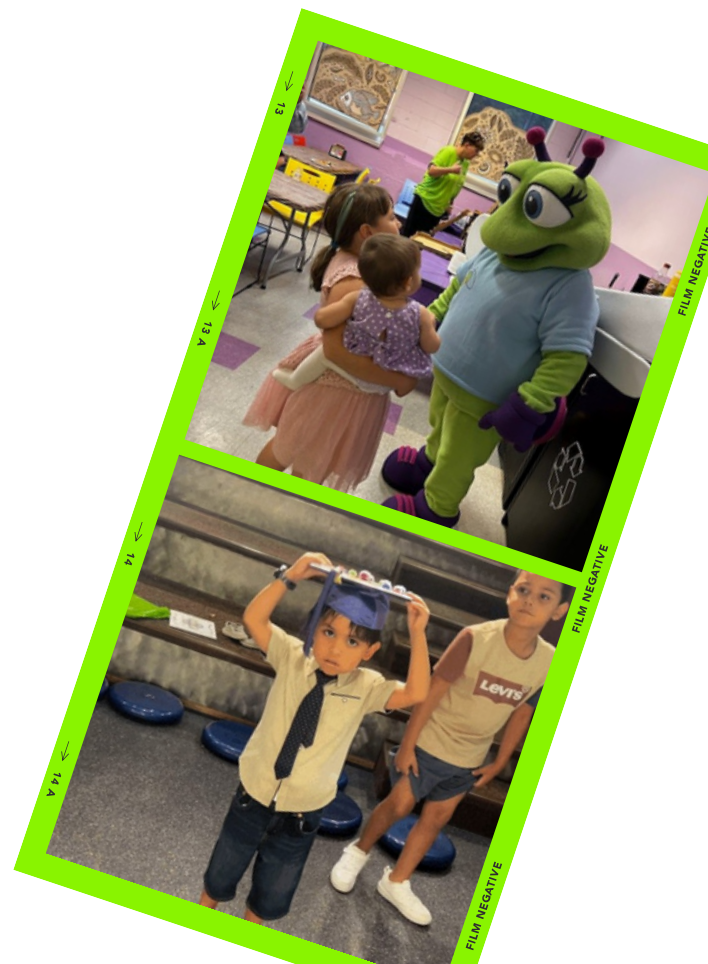


A significant number of children and families in Pottawattamie County are living at low-moderate income indicating a need for Early Head Start in Pottawattamie County. The median household income in Pottawattamie County is \$68,681, well below the Iowa state median income of \$70,571. The county poverty rate is 11.7%.

Program Year Highlights

Graduation Celebration

On July 19, 2024, Firefly, held a free graduation event that was open to families residing in Pottawattamie County at the Omaha Children's Museum. Families who had children graduating from Firefly's Early Head Start Home visitation program and moving into pre-school or another identified program were able to enjoy an evening at the museum riding the carousel, the train and eating pizza. Firefly had seventeen graduates this program year. Each participant who was graduating also participated in a graduation ceremony and received a graduation certificate and the book "Oh, the Places You'll GO" signed by their parent educator as a gift.





Mobile Wellness Unit

The Mobile Wellness Unit is ready to light up communities with the new Firefly branding! The program provided 916 preventative health screenings to 825 children during the year. Each child received individualized education and guidance based on the results of their screening. The bulk of the screenings provided were oral health screenings, which has allowed Firefly to triage the highest needs' cases in the midst of the Medicaid dental provider access to care crisis in Iowa. Screenings provided include oral health, vision, hearing, lead, adolescent depression, social emotional, and developmental screenings. The Mobile Wellness Unit was also utilized in tornado response after the tornadoes in Minden, Iowa in April and May 2024.

Diaper Bank Partner

In November 2021 Firefly, was accepted as the first Nebraska Diaper Bank partner in the state of Iowa. Through the Nebraska Diaper Bank, waitlist families and enrolled participants are eligible to receive free monthly diapers for up to two children in the family. In the 2023-2024 fiscal year families received 39,870 diapers.



Child Medical and Dental Health

Comprehensive Health Services are provided to all children enrolled in the program.

Children with up-to-date immunizations	92%
Children with physical up to date	53%
Children with dental up to date	71%
Children with health insurance	98%

*Two families were unable to obtain health insurance coverage due to Citizenship status.



Services for Children

The Ages and Stages Questionnaire (ASQ) is a screening tool that helps parents understand their child's developmental stages and can identify areas where the child may need extra support. Often times the parent can provide learning opportunities and activities in their daily routines that will improve their child's cognitive, language and motor development. In the event a child needs more targeted intervention, providing early access to intervention services is vital as a way to minimize the negative impacts of economic disadvantage, increase social mobility, and prevent some of the risks that can jeopardize a child's future success. Firefly completed 163 ASQ screenings throughout the program year.

Five children from their ASQ screenings were referred for an evaluation to determine eligibility under the Individuals with Disabilities Education Act (IDEA) during the program year. Nine children enrolled in the program had an Individualized Family Service Plan (IFSP) or an Individualized Education Plan (IEP) indicating they were determined eligible by the Area Education Association (AEA) to receive early intervention services under the IDEA. Firefly encourages parental involvement in the program by offering opportunities for engagement. Parents both past and present are invited to volunteer, join conferences, attend events, and participate in projects. The following two committees detailed below are required by Early Head Start Standards.

Family Involvement

Parent Advisory Committee: This committee is composed of parents, graduates of the program, community representatives, business leaders and other stakeholders who know the resources and services available to families in the community. The committee's purpose is to guide the program's direction and ensure its services remain high quality. Parents assist in planning socialization activities, fundraisers and community engagement events. This committee is held four times a year. Firefly is actively recruiting members to join this committee.

Policy Council: The policy council of Early Head Start program serves as a vital decision-making component, like a school board or PTO, for early childhood education. It is comprised of parents/guardians and community representatives that are elected each program term in August. The Council works closely with program management and governing bodies to provide strategic direction regarding funding, policies, and regulations, while fostering leadership skills and community involvement and investment in early childhood education and family wellbeing. Policy Council members received training overviews on the program budget & expenses, Parents as Teachers Curriculum Partner requirements and home visit components, ERSEA and Selection Criteria, etc. Firefly board members take turns attending monthly Policy Council meetings to assure the governance process remains in compliance with the HS Performance Standard regulations. Each attending board member acts as a liaison from the Policy Council to the Board. This year Firefly implemented a stipend for parent policy council members. This has increased parent participation in our policy council.

Family Engagement

Parent and family engagement in Early Head Start is about building relationships with families that support family well-being; supporting strong relationships between parents and their children; and nurturing ongoing learning and development for both parents and children.

The **Parent, Family, and Community Engagement** (PFCE) Framework is a road map for progress in achieving the types of outcomes that lead to positive and enduring change for children and families. During the 2023-2024 year, Firefly provided 24 socializations focusing on a variety of educational themes including social-emotional skills, sensory play, seasons, mind and body wellness, literacy etc. With the return of in person socializations, families have been provided the opportunity to step away from screen time and connect with others in the program and community. In an effort to help teen and young mothers connect with others and feel listened to and understood by their peers, a special socialization was held in May 2024. It was for parents 20 and younger with children under the age of 20 months. The mothers felt valued and heard and the infants in attendance were able to interact with other infants. Firefly, an advocate for early literacy development for infants and children at home and in preschool, hosted the **Pop your Bubbles literacy event** on June 17, 2024. Literacy opportunities were again available for both children and adults at this year's event in both English and Spanish. The event also hosted an interpreter to engage more of the Latino population enrolled in the program. In an effort to encourage families to spend time together reading at home, every child received a free book upon completion of the event that was culturally and linguistically appropriate.

Parent Phone

Survey Response

This is the second year Firefly implemented quality assurance calls to improve overall program performance. Randomly selected Early Head Start program participants were asked a series of questions surrounding quality of visit, engagement of their home visitor in their family's progress and were the activities provided age and developmentally appropriate. What did our parents have to say about how we are doing?



- 92% of parents said the program has helped increase their understanding of their child's development
- 100% of parents said they receive weekly visits with their parent educator
- 93% agreed the activities in the visits strengthen their relationship with their child

Several families commented that they have improved their knowledge of the developmental stages of their child and look forward to their weekly visits.

“All kids need is a little help, a little hope and somebody who believes in them.” – Magic Johnson



Moving into 2025 Firefly will be scheduling father-centered socializations with activities that appeal to fathers in a way to engage more fathers in the program. Research has shown that when a father is involved in a child's early development their cognitive, social skills and learning ability is more developed and those children have higher test scores in school.

Family Wellbeing Progress

The Life Skills Progression (LSP) is a tool that helps home visitors assess the life skills of families with children from birth to five years old. It is used to gather information on a family's strengths and needs which in turn helps home visitors plan interventions to address those needs and monitor a family's progress. This program term 88% of Firefly families completed their Life skills progression assessment and the information provided below displays that as a result of Early Head Start services, families maintain or improved in overall well-being during the program term.

The Life Skills Progress report data was analyzed for the reporting period of 07/01/2023 to 06/30/2024 and demonstrated the following results:

- 97% of families improved and maintained healthy family functioning, problem solving and communication.
- 97% of families improved and maintained social supports.
- 97% of families improved and maintained concrete supports.
- 94% of families improved and maintained child development and parenting.
- 93% of families improved and maintained nurturing and attachment between parents and children.

School Readiness

Children are born ready and eager to learn. Our school readiness goals and plan is to support all children, as they are entering preschool with the skills, knowledge, health, and attitude to be successful lifelong learners. Head Start defines school readiness as children possessing the skills, knowledge, and attitudes necessary for success in school and for later learning and life. A multi-disciplinary meeting was held with Firefly and several Council Bluffs educators in April 2024 to review the programs school readiness goals and ensure they align with the school districts goals. A refresher training was provided to staff on the programs school readiness goals. Our program uses Parents as Teachers (PAT) evidenced-based curriculum to promote the optimal early development, learning and health of children by supporting and engaging their parents and caregivers.

Firefly utilizes the Desired Results Developmental Profile (DRDP) which is a formative assessment instrument for young children and their families to be used to inform lesson plans (activities) and program development. It is administered in natural settings (home environment) through Parent Educator observations, family observations, and examples of children's work. Ongoing documentation of children's knowledge and skills in everyday environments is a recommended practice for early childhood assessment. Firefly administers the DRDP in the fall, Spring and Summer for children and families. If their observations indicate a child has demonstrated mastery for a developmental level and is also beginning to demonstrate knowledge, skills and behaviors described for the next level, the child may be emerging to the next level and displaying age appropriate developmental growth in school readiness skills.

Developmental Levels of the DRDP:

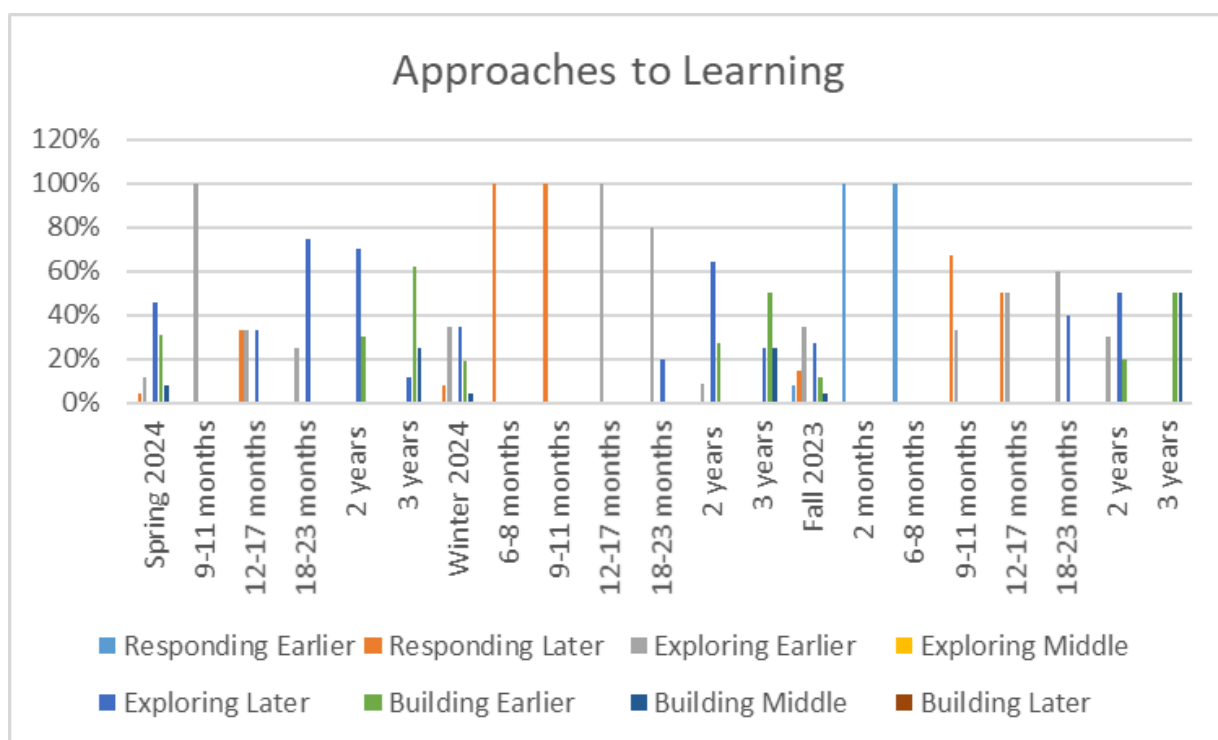
The number of levels in a measure varies depending on the competencies that are appropriate for that measure's developmental continuum. The levels are organized under four categories from early infancy up to kindergarten entry: Responding, Exploring, Building, and Integrating:

Responding (Earlier, Later) Knowledge, skills, or behaviors that develop from basic responses (through using senses and through actions) to differentiated responses. Children generally engage in back-and-forth interactions with familiar adults and communicate through nonverbal messages.

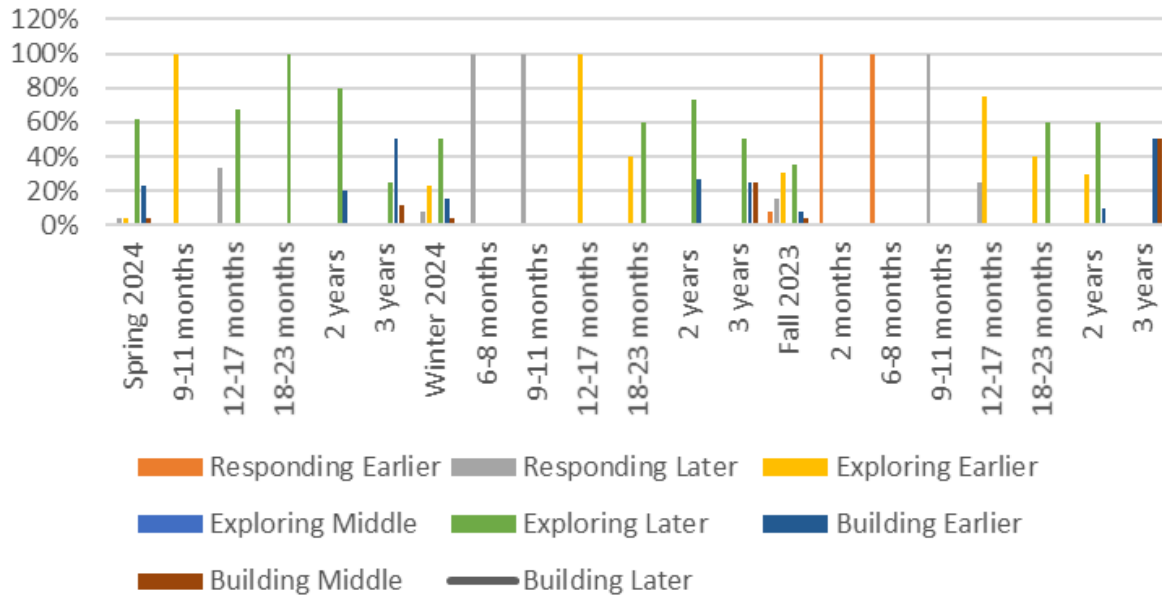
Exploring (Earlier, Middle, Later) Knowledge, skills, or behaviors that include active exploration including purposeful movement, purposeful exploration and manipulation of objects, purposeful communication, and the beginnings of cooperation with adults and peers. Children generally begin this period by using nonverbal means to communicate and, over time, grow in their ability to communicate verbally or use other conventional forms of language.

Building (Earlier, Middle, Later) Knowledge, skills, or behaviors that demonstrate growing understanding of how people and objects relate to one another, how to investigate ideas, and how things work. Children use language to express thoughts and feelings, to learn specific early literacy and numeracy skills, and to increasingly participate in small group interactions and cooperative activities with others.

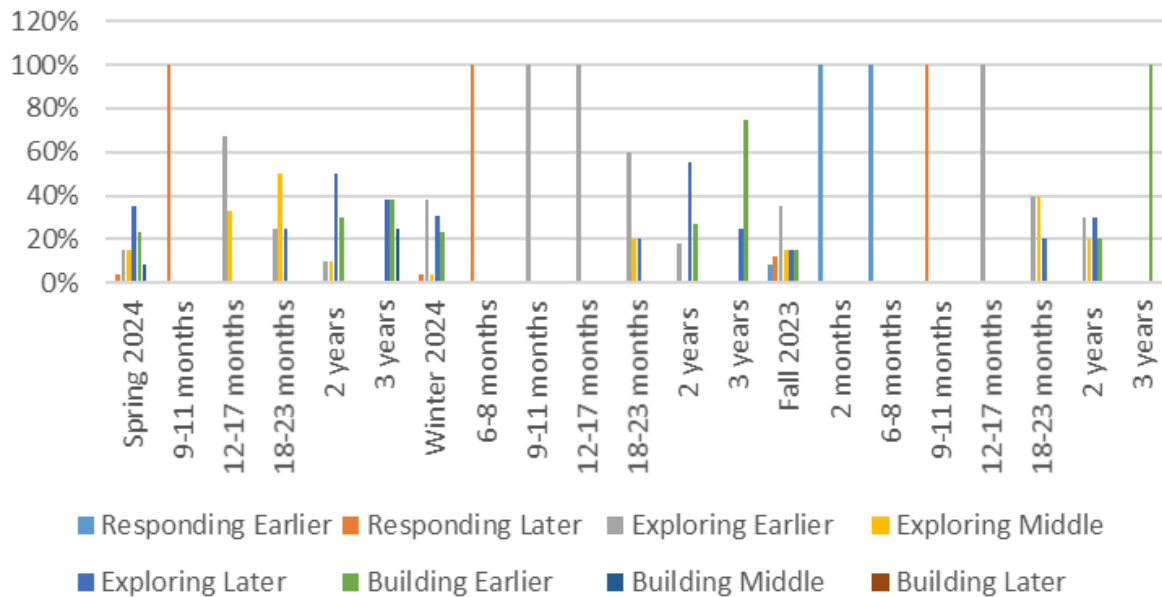
Integrating (Earlier) Knowledge, skills, or behaviors that demonstrate the ability to connect and combine strategies in order to express complex thoughts and feelings, solve multi-step problems, and participate in a wide range of activities that involve social-emotional, self-regulatory, cognitive, linguistic, and physical skills. Children begin to engage in mutually supportive relationships and interactions. Note that the developmental levels for the ELD domain differ from the above format as they represent the developmental progression for the acquisition of English as a second language during the early childhood years.



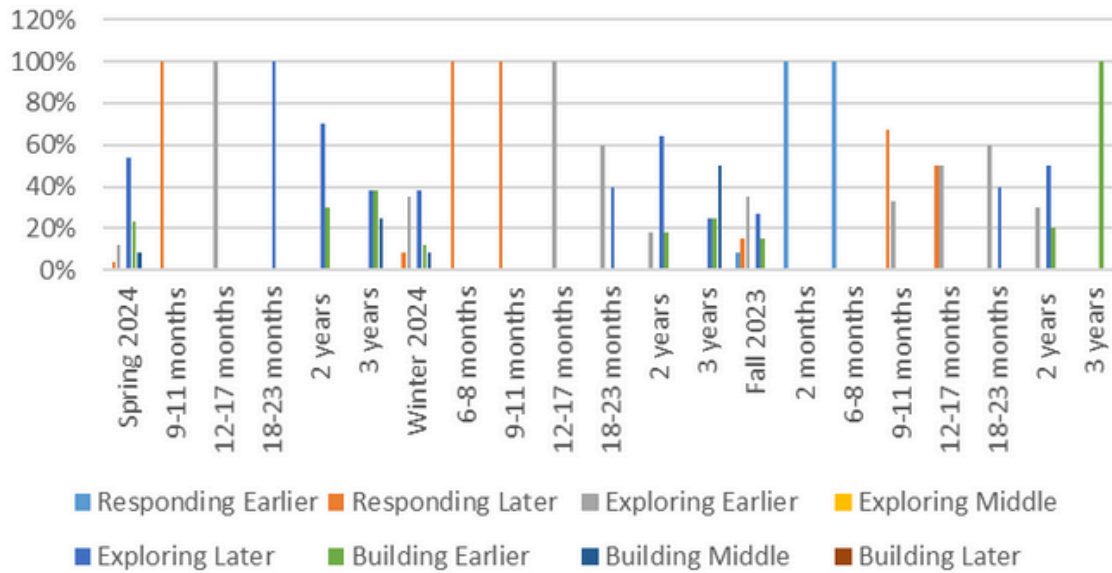
Social and Emotional Development



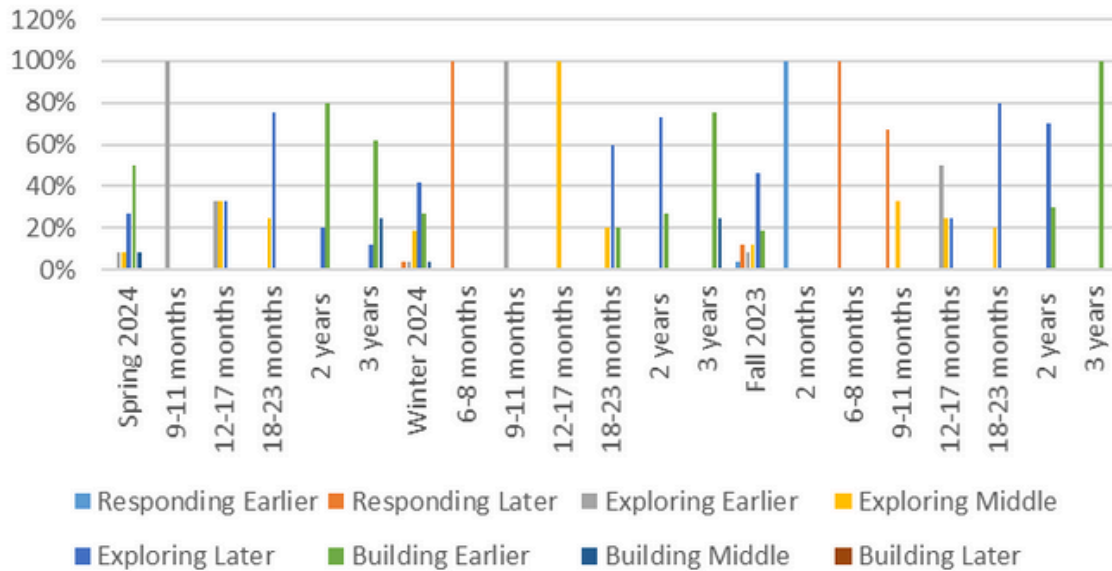
Language and Literacy Development



Cognition, including Math and Science



Physical Development-Health



Financial Data

Total Amount of Public and private Funds Received and Amount for Each Source

Explanation of budgetary expenditures
Proposed budget for fiscal year.

Public and Private Funding Fiscal Year 2/1/23-1/31/24

EHS Grant Funds	\$1,341,868
Supplemental	
Training and tech	\$12,179
COLA	\$106,770
Non-Federal Match	\$338,512
Private Funding-United Way	\$27,000

Federal Grant Funds Budgetary Expenditures for Fiscal Year 2/1/23-1/31/24

	Budget	Actual
Personnel	\$760,817	\$574,362
Fringe Benefits	\$195,509	\$118,271
Travel (out of town related to travel)	\$25,436	\$14,335
Training (training registration fee)	\$13,726	\$19,469
Equipment		
Supplies (office and program supplies, food service supplies)	\$25,436	\$14,335

Financial Data

Total Amount of Public and private Funds Received and Amount for Each Source

Explanation of budgetary expenditures
Proposed budget for fiscal year.

Federal Grant Funds Budgetary Expenditures for Fiscal Year 2/1/23-1/31/24

	Budget	Actual
Contractual (subcontract program supplies, food service supplies)	\$42,624	\$39,370
Other(professional fees, rural office rent, purchased services, incentives, insurance, mileage)	\$87,328	\$64,218
Indirect	\$203,107	\$147,251
Non-Federal Share (In-Kind)	\$338,512	\$300,257



Financial Data

Total Amount of Public and private Funds Received and Amount for Each Source

Explanation of budgetary expenditures
Proposed budget for fiscal year.

Proposed Budget for Fiscal Year 2/1/24-1/31/25 (Includes Training and Technical Assistance \$12,179)

Personnel	\$755, 178
Fringe Benefits	\$178,137
Travel	\$27,856
Training	\$28,597
Equipment	
Supplies	\$25,000
Contractual	\$40,932
Other	\$186,232
Indirect	\$219,121

Firefly Financial Audit and Summary

For the year ended June 30, 2023

I. SUMMARY OF AUDIT RESULTS

Financial Statements

Type of auditor’s report issued: Unmodified

Internal controls over financial reporting:

Material weaknesses identified: 2023-001

Significant deficiencies identified: None reported

Noncompliance material to financial statements noted: None reported

Federal Awards

Internal control over major programs:

Material weaknesses identified: None reported

Significant deficiencies identified: 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 200.516 of

Uniform Guidance: No

Identification of major programs:

AL Number Name of Federal Program or Cluster

93.600 Head Start Cluster

Dollar threshold used to distinguish between

Type A and Type B programs: \$750,000

Audit qualified as low-risk auditee: No

Family, Inc.

SCHEDULE OF FINDINGS AND QUESTIONED COSTS – CONTINUED

For the year ended June 30, 2023

II. FINDINGS–FINANCIAL STATEMENTS

2023-001 – MATERIAL WEAKNESS

Adjusting Journal Entries

Condition: The Organization maintains its general ledger on the accrual basis of accounting which is consistent with accounting principles generally accepted in the United States of America; however, during our audit we identified significant adjustments that needed to be made in order to present the financial statements in accordance with accounting principles generally accepted in the United States of America.

Criteria: Management is responsible for achieving appropriate financial reporting objectives, including maintaining complete accounting records in conformity with accounting principles generally accepted in the United States of America. The Organization didn’t disclose additional information regarding their endowment fund. GAAP requires nonprofits to disclose specific endowment fund information in their annual financial statement notes.

The organization should detail the balance of the permanently restricted endowment fund and note the types of endowments they hold. They also must explain the nonprofit spending and investing policy for the endowment, as well as the board's understanding of the laws governing the endowments.

Cause: The Organization has minimal staff to perform accounting procedures and the yearend procedures in place did not include a review of required GAAP adjustments and disclosures.

Effect: Intentional and unintentional errors could be made and not detected within a timely period by Organization personnel in the normal course of performing their assigned functions.

Recommendation: A remedy for this situation would be for the Organization to implement additional yearend closing procedures and review of required GAAP adjustments and disclosures.

Response: Management will review its year-end accounting and internal control procedures and implement improvements where practical. See page number 30 for the management's corrective action plan.

III. FINDINGS AND QUESTIONED COSTS—MAJOR FEDERAL AWARD PROGRAMS

None reported

Family, Inc.

SUMMARY SCHEDULE OF PRIOR AUDIT FINDINGS

For the year ended June 30, 2023

II. FINDINGS—FINANCIAL STATEMENTS

2022-001 – MATERIAL WEAKNESS

Adjusting Journal Entries

Condition: The Organization maintains its general ledger on the accrual basis of accounting which is consistent with accounting principles generally accepted in the United States of America; however, during our audit we identified significant adjustments that needed to be made in order to present the financial statements in accordance with accounting principles generally accepted in the United States of America.

Criteria: Management is responsible for achieving appropriate financial reporting objectives, including maintaining complete accounting records in conformity with accounting principles generally accepted in the United States of America.

Cause: The Organization has minimal staff to perform accounting procedures and the yearend procedures in place did not include a review of required GAAP adjustments.

Effect: Intentional and unintentional errors could be made and not detected within a timely period by Organization personnel in the normal course of performing their assigned functions.

Recommendation: A remedy for this situation would be for the Organization to implement additional yearend closing procedures and review of required GAAP adjustments.

Follow up: During the audit of the fiscal year 2023 financial statements, material adjustments were needed to be made in order to present the financial statements in accordance with accounting principles generally accepted in the United States of America. See page number 30 for management's response.

Family, Inc.

SUMMARY SCHEDULE OF PRIOR AUDIT FINDINGS

For the year ended June 30, 2023

III. FINDINGS AND QUESTIONED COSTS—MAJOR FEDERAL AWARD PROGRAMS

2022-002 – SIGNIFICANT DEFICENCY

Payroll Allocations

Condition: The Organization performs manual allocations of employee payroll to the appropriate major federal award programs. During our audit we identified adjustments that needed to be made in order to ensure the proper amount is billed to the corresponding Federal program, and the proper payroll cost allocations are reflected in the Schedule of Expenditures of Federal Awards.

Criteria: Management is responsible for achieving appropriate financial reporting objectives, including maintaining complete accounting records in conformity with accounting principles generally accepted in the United States of America.

Cause: The Organization has minimal staff to perform accounting procedures and the payroll procedures in place did not include a review of payroll allocations.

Effect: Intentional and unintentional errors could be made and not detected within a timely period by Organization personnel in the normal course of performing their assigned functions resulting in the potential for improper billings and payments to staff.

Recommendation: A remedy for this situation would be for the Organization to implement additional payroll procedures and review of payroll allocations.

Follow up: The Organization implemented new procedures to allocate payroll to appropriate federal programs and utilizes a new payroll system that automatically calculates payroll allocations. No corrections to the allocation of the payroll to federal programs were necessary in fiscal year 2023.

In the News!

Firefly has been featured in the news, highlighting just a glimpse of the many accomplishments achieved this year as we continue to expand our reach and impact in the community.

- In March 2024 Firefly, was recognized by the Council Bluffs Chamber of Commerce as an “Unbelievable Workplace” for the 4th year in a row
- April 24, 2024 FAMILY Inc. officially rebranded as Firefly!
- July 17th Firefly cut the ribbon on their Mobile Wellness Unit.

