

2024-2025 ANNUAL REPORT



GEORGIA MIGRANT SEASONAL HEAD START

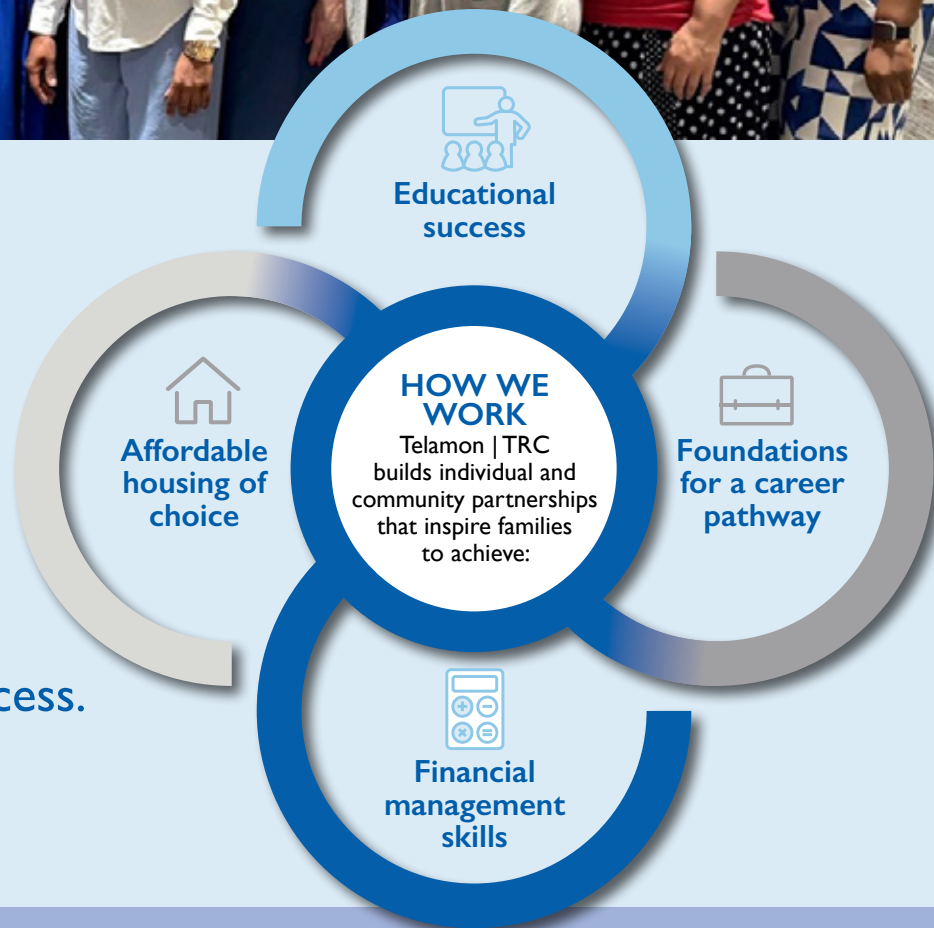
The Telamon|TRC Head Start program's annual report is shared with the public to promote transparency and accountability. Electronic copies are posted on the organization's website and the program's internal SharePoint site, and programs may print copies to distribute to staff, community partners, and parents. The report is also presented at Policy Council and Governing Board meetings. This approach ensures that families, stakeholders, and the broader community are informed about the program's performance, financials, and overall impact.



Our Team

Our Mission

Telamon | TRC disrupts the cycle of poverty by empowering families to overcome barriers to success.



Our Commitment to Safety

We believe every child has the right to be safe.

- We commit to protecting the safety of all children enrolled in our program.
- We will not tolerate the mistreatment or abuse of any child in our program.
- We commit to speaking up if we believe anyone is violating our code of ethics, standards of conduct, Telamon/TRC policies, the law or has questions or concern about a child's safety and well-being.

Whom We Help

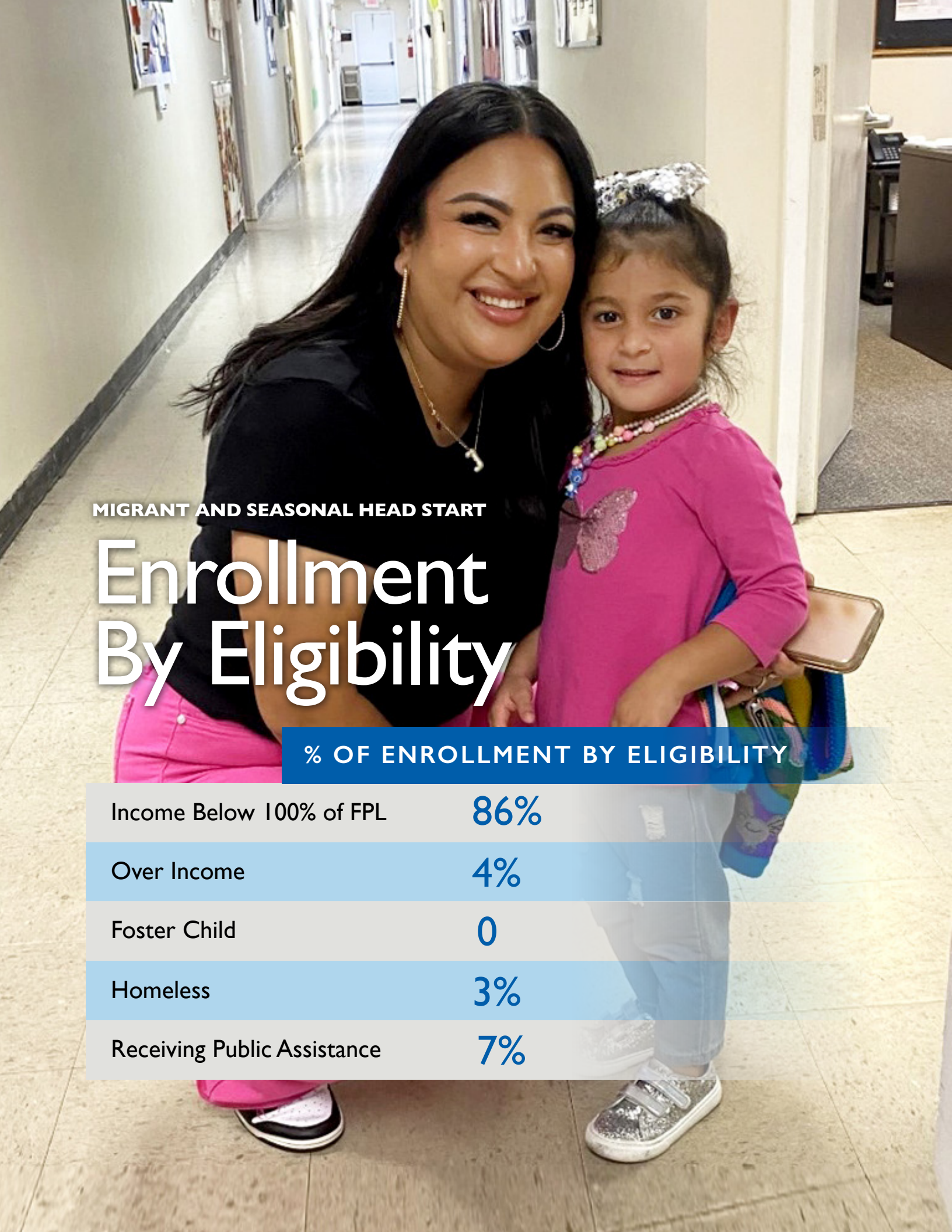
Telamon Georgia Head Start is a licensed center-based program that provides comprehensive services in the areas of Education, Health, Mental Health, Family and Community Engagement in 16 counties in Georgia. We serve children aged 6 weeks to 5 years old or school age in Dual Language Learner settings to essential farm working families working in agriculture. Over 50% of our staff are bilingual (Spanish and English) to help ensure we foster the primary home language of the students we

serve and to maximize language and literacy opportunities. We currently have four Head Start centers located in Glennville, Lyons, Norman Park, and Douglas Georgia. Three of our centers are Quality Rated while our center in Douglas is in the process of licensing and becoming quality rated. Our months of operation depend on the needs of the families we serve and the community assessment, but mostly we operate for 8 months (April–November) of the year.

TELAMON GEORGIA HEAD START

Total Number of Children Served	222
Total Number of Families Served	169
Total Number of Parent Volunteers	266
Avg. Monthly Enrollment as a Percentage of Funded Enrollment	63%
Percentage of Eligible Served	100%
Percentage Served Above 100% of Federal Poverty Guideline	4%





MIGRANT AND SEASONAL HEAD START

Enrollment By Eligibility

% OF ENROLLMENT BY ELIGIBILITY

Income Below 100% of FPL	86%
Over Income	4%
Foster Child	0
Homeless	3%
Receiving Public Assistance	7%

What We Believe

GUIDING PRINCIPLES

- **Each child is unique** and can succeed.
- **Learning occurs** within the context of relationships.
- **Parents are children's first** and most important caregivers.
- **Children learn best** when they are emotionally and physically safe and secure.
- **Children learn many concepts** and skills at the same time.
- **Teaching must be intentional** and focused on how children learn and grow.
- **Every child has strengths** rooted in their culture, background, language, and beliefs.



Success Story

“Telamon helped me break the cycle of poverty by giving my boys and me the tools to overcome the obstacles in our way. They empowered me to believe that a better future is possible.”

—Maria Teresa Jimenez

EMPOWERED TO THRIVE: Maria Teresa Jimenez’s Journey

When Maria Teresa Jimenez first connected with Telamon Georgia, she was seeking more than services, she was searching for stability and the chance to create a better future for her family.

A dedicated mother of two young sons, Maria Teresa faced significant challenges. Her youngest, Austin, had delayed speech development, while her eldest, Alan, was coping with behavioral issues linked to early trauma. At the same time, she was managing her own mental health needs and navigating financial instability with limited access to support systems.

Her journey took a positive turn when she found Telamon. Through our Farmworker Relief Program, Maria Teresa received essential financial support and food assistance, providing critical relief during times of uncertainty. But more than material support, she found a team that listened, responded with compassion, and walked alongside her every step of the way.

With Telamon’s help, Maria Teresa secured behavioral services for Alan and accessed on-site speech therapy for Austin through a partnership with Regional Therapy Services.

These tailored interventions made a measurable difference. Austin successfully completed speech therapy and showed strong improvements in communication and social development. Alan, too, began making progress through coordinated

behavioral support. Maria Teresa’s growth extended beyond her children’s development. Inspired by the support she received, she made the bold decision to pursue her GED, a long-held goal. With encouragement and resources from Telamon, she achieved it. She now serves as a Policy Council Representative, using her lived experience to advocate for other families and contribute to shaping programs that uplift entire communities.



Maria Teresa’s story reflects the heart of Telamon | TRC’s mission, to empower individuals and families to thrive through education, early childhood and family services, workforce development, and community partnerships. Her journey is one of many that demonstrates the power of comprehensive, compassionate support, and the lasting change that’s possible when people are given the opportunity to succeed.

How We Make A Difference

At Telamon GAMSHS, we are committed to promoting the health and well-being of every child in our care. In alignment with Head Start Performance Standard 1302.42, we have secured Memorandums of Understanding (MOUs) with local health departments and community providers to serve as medical homes for children without consistent access to healthcare. Our staff works closely with families to schedule necessary medical and dental appointments, helping to meet EPSDT (Early and Periodic Screening, Diagnostic, and Treatment) requirements. When transportation or cost poses a challenge, we collaborate with providers to arrange group transport and, when needed, use program funds to cover the cost of services.

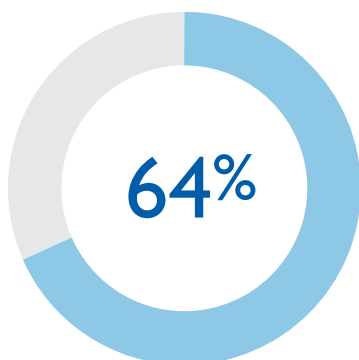
To further support children's health, we organize community health fairs and host Health and Mental Health Services Advisory Committee (HAMHSAC) meetings with parents and

partners to address needs and ensure ongoing compliance with health standards. In the area of nutrition, we participate annually in the USDA Child and Adult Care Food Program (CACFP) to provide well-balanced, developmentally appropriate meals. Our menus, created by licensed nutritionists/dietitians and reviewed by parents for cultural relevance, meet all CACFP guidelines. We provide breakfast, lunch, and afternoon snacks daily, while infants are fed on demand.

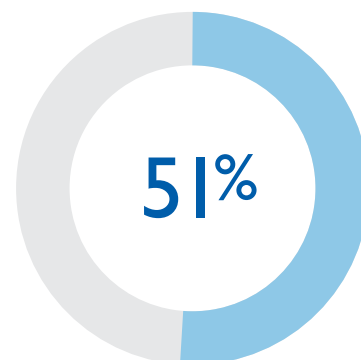
Recognizing the importance of mental and emotional well-being, we also engage a dedicated mental health consultant to observe classrooms, support staff, and promote strategies that foster positive social-emotional development in young children.

Through these comprehensive services, Telamon GAMSHS ensures that every child has the foundation for a healthy start and a brighter future.

**% of Children Received
Medical Exam**



**% of Children Received
Dental Exam**



Parent Engagement

Family engagement is at the heart of Telamon Georgia's mission.

We believe that fostering strong, positive partnerships with families from the moment of recruitment through enrollment and beyond lays the foundation for a child's school readiness and long-term academic success.

This year, we introduced the Aspire Strengths Assessment Survey to help build meaningful rapport between staff and families, ensuring that each family's strengths, goals, and needs are recognized and supported.

Parents are offered multiple opportunities to engage with our program and one another through a wide range of activities and events. Our parent curriculum, Abriendo Puertas/Opening Doors, is an interactive, culturally relevant program that empowers parents to share experiences and support one another in their parenting journey. Families participate in regular Parent Meetings and Policy Council sessions, where they take active roles in program planning and decision-making.

Throughout the year, our centers hosted a variety of events, including Literacy Nights, Health Fairs, Fall Festivals, and Health and Mental Health Services Advisory Committee (HAMHSAC) meetings, encouraging family participation and building a strong sense of community. Parents also had the opportunity to attend Strategic Planning sessions, Job Fairs, Pre-Service Trainings, and national conferences such as NHSA and NMSHS.

We offered training sessions on vital topics such as car seat safety, mental health, nutrition, and emergency preparedness. In addition, centers held themed activities such as Muffins for Mom, Donuts for Dad, Fatherhood Committee meetings, Multicultural Week, Spirit Week, and Fun in the

Sun. These events drew between 10 to 70 participants, demonstrating strong family engagement across the program.

Through Abriendo Puertas and our broad spectrum of center activities, families made measurable progress in the following Family Engagement Outcomes:

- Family Well-Being
- Positive Parent-Child Relationships
- Families as Lifelong Educators
- Families as Learners
- Family Engagement in Transitions
- Family Connections to Peers and Community
- Families as Advocates and Leaders

By creating inclusive, meaningful, and educational opportunities for parents, we support not only the growth of each child but also the strength and success of the entire family unit.



Preparing for Kindergarten

At Telamon Georgia, preparing children for kindergarten is a cornerstone of our mission. Serving 220 families of essential farmworkers with children under the age of six, we recognize the unique challenges faced by mobile and economically vulnerable populations. Our comprehensive School Readiness Plan is designed to support children from infancy through their transition to kindergarten, ensuring they enter school confident, capable, and ready to learn.

Our plan is aligned with the Georgia Early Learning and Development Standards (GELDS), the Head Start Early Learning Outcomes Framework (HSELOF), and the Teaching Strategies GOLD® objectives. It emphasizes growth across all key developmental domains:

- Approaches to Learning
- Social and Emotional Development
- Language and Literacy
- Cognition
- Perceptual, Motor, and Physical Development

Given that many of our children are dual language learners, we've established intentional goals to support second language acquisition in a culturally

and linguistically inclusive environment. Our readiness goals are continually refined using data and outcomes from previous program years to ensure continuous improvement.

Classroom teachers implement The Creative Curriculum® for Preschool and The Creative Curriculum® for Infants, Toddlers, and Twos, offering developmentally appropriate, individualized learning experiences. Activities are designed to nurture skills in math, science, art, dramatic play, language, and cultural understanding. The integration of Creative Curriculum® Cloud enhances lesson planning, staff collaboration, and communication with families.

Intentional teaching strategies support the unique needs of each child, promoting independence, social-emotional growth, and academic development. Through strong partnerships with families and community agencies, we foster a smooth transition from Head Start to kindergarten, ensuring that children, families, and schools are all prepared for the next step in the educational journey.

By building strong early foundations, Telamon Georgia is helping to set children on a path toward lifelong success.



Young learners on a field trip to elementary school.

School Readiness

Each year, Telamon Teachers collaborate with parents to assess the development and progress each child is making. Children are assessed in six broad areas of early learning, referred to as central domains. The domains are:

- Cognitive Skills
- Language
- Literacy
- Math
- Physical Development
- Social-Emotional Development

Telamon measures children's progress toward school readiness three times during the school year: at the beginning of the school year to determine

the developmental baseline level of children as they begin the program, midway through the school year to determine progress, and at the end of the school year to determine how much progress children made while receiving Head Start and Early Head Start services. Telamon uses the information to individualize teaching strategies for children and to make improvements in our approach. School readiness data is analyzed at an individual, classroom, center, and program level. This multi-level analysis supports the program in meeting the needs of individual children, as well as identifying areas for training and informing annual school readiness plan updates to include targeted goals for the lowest areas of growth.



How We Fund Our Program

Monitoring Review

Telamon Georgia did not have a monitoring review in FY24-25.

Financial Audit

Annually, Telamon|TRC engages an independent, external audit firm to conduct a comprehensive review (Single Audit) of the nonprofit's financial statements and compliance with federal award requirements. The resulting Single Audit report is submitted to the Department of Health and Human Services and the Federal Audit Clearinghouse after review by the Governing Board. The 2024 audit included no findings. The single audit found that Telamon|TRC employs systems, procedures, and processes that comply with the Office of Management and Budget Uniform Guidance 2 CFR Part 200 Uniform Administrative Requirements, Cost Principles, and audit Requirements for Federal Awards.

Telamon Georgia Migrant & Seasonal Head Start Funding Landscape Program Year 2024–2025

Funding Source	Funding Amount
Head Start	\$5,970,793
Early Head Start	\$0
Training and Technical Assistance	\$95,733
Sub Total	\$6,066,526
USDA Food Program	\$113,567
In-Kind Contributions	\$197,024
Sub Total	\$310,591
TOTAL FUNDING	\$6,377,117

Budgets & Expenditures

In the 2024–2025 program year, the Georgia Head Start program overspent significantly in both the (Out-of-State) Travel and Supplies categories. The over-expenditure on Travel was a result of out-of-state meeting attendance for additional staff to

meetings not originally scheduled or budgeted made possible by realized savings in Salaries, Fringe Benefits, and Indirect Costs due to staffing vacancies. For Supplies, the program replaced many more laptop PCs for program staff on an as-needed basis than was planned at the start of the season. The budget for the 2025–2026 season incorporates a more realistic estimate for these categories based on shortfalls in the 2024–2025 season.

2302408 GA MSHS 2024–2025 (#90CM009863-01) Budget vs. Actuals

424A Category	Budget	Actual	Difference	
			\$	%
a. Salaries and Wages	\$2,921,727	\$2,612,280	\$309,447	-11%
b. Fringe Benefits	\$1,490,081	\$1,332,263	\$157,818	-11%
c. Travel	\$33,085	\$48,560	(\$15,475)	47%
d. Equipment	\$0	\$0	\$0	–
e. Supplies	\$114,665	\$170,209	(\$55,544)	48%
f. Contractual	\$0	\$0	\$0	–
g. Construction	\$0	\$0	\$0	–
h. Other*	\$968,728	\$851,783	\$116,945	-12%
j. Total Direct Costs	\$5,528,286	\$5,015,096	\$513,190	-9%
k. Indirect Costs	\$538,240	\$515,533	\$22,707	-4%
m. Federal Share	\$6,066,526	\$5,530,629	\$535,897	-9%
n. Non-Federal Share	\$319,290	\$197,024	\$122,266	-38%

*CACFP Reimbursement (113,567) deducted from **h. Other** expenses

2302508 GA MSHS 2025–2026 (#90CM009863-02) Approved Budget

424A Category	2024–2025 Budget	2025–2026 Budget	Difference	
			\$	%
a. Salaries and Wages	\$2,921,727	\$2,882,298	(\$39,429)	-1%
b. Fringe Benefits	\$1,490,081	\$1,464,605	(\$25,476)	-2%
c. Travel	\$33,085	\$68,078	\$34,993	106%
d. Equipment	\$0	\$0	\$0	–
e. Supplies	\$114,665	\$160,572	\$45,907	40%
f. Contractual	\$0	\$0	\$0	–
g. Construction	\$0	\$0	\$0	–
h. Other*	\$968,728	\$868,662	\$100,066	-10%
j. Total Direct Costs	\$5,528,286	\$5,444,215	\$84,071	2%
k. Indirect Costs	\$538,240	\$622,311	\$84,071	16%
m. Federal Share	\$6,066,526	\$6,066,526	\$0	0%
n. Non-Federal Share	\$319,290	\$319,291	\$1	0%



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The opinions, findings, conclusions, and recommendations expressed are those of the author(s) and do not necessarily reflect the views of the Administration for Children and Families and the Head Start or CSBG Program, the Department of Labor, the Department of Veteran Affairs or the Department of Housing and Urban Development.