

2024-2025 ANNUAL REPORT



INDIANA TRANSITION RESOURCES CORPORATION HEAD START PROGRAMS

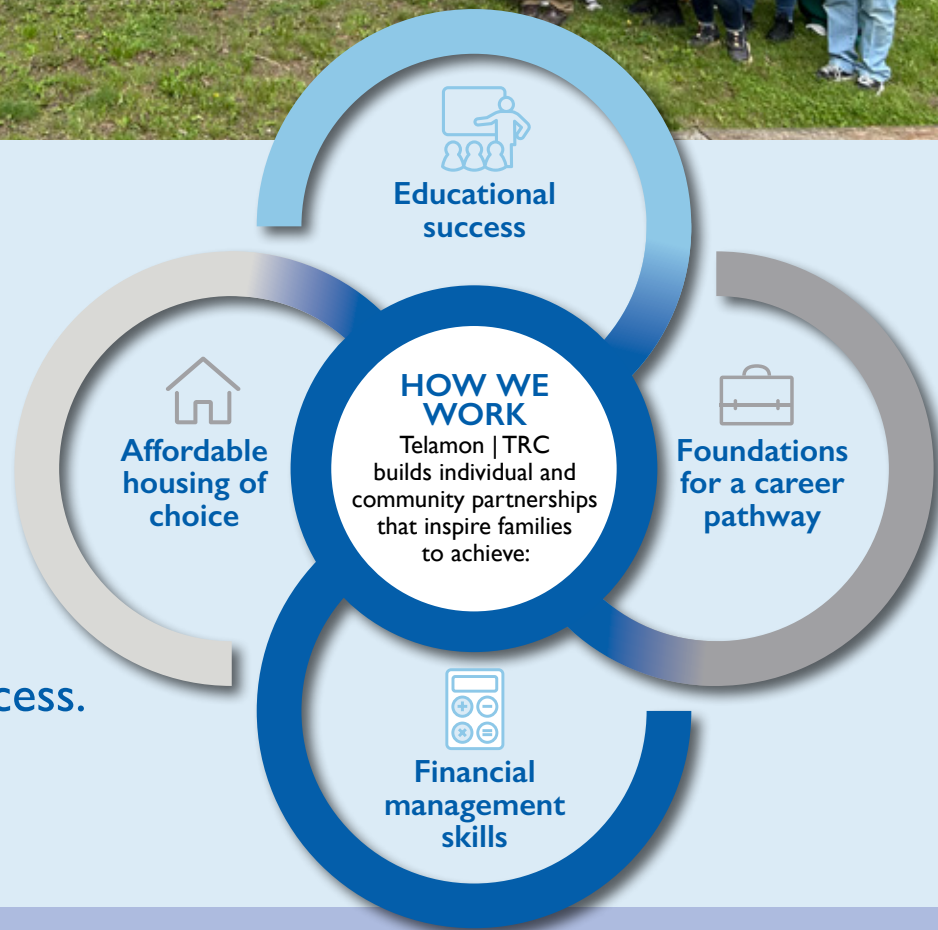
The Telamon|TRC Head Start program's annual report is shared with the public to promote transparency and accountability. Electronic copies are posted on the organization's website and the program's internal SharePoint site, and programs may print copies to distribute to staff, community partners, and 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

Transition Resources Corporation (TRC) Head Start programs are dedicated to preparing our communities' most vulnerable young children for success in school and beyond. Through comprehensive services in early learning, health, and family well-being, we support children and families while actively engaging parents as partners in their child's development.

Our Head Start program primarily serves 3- and 4-year-olds, while Early Head Start supports infants, toddlers, and pregnant

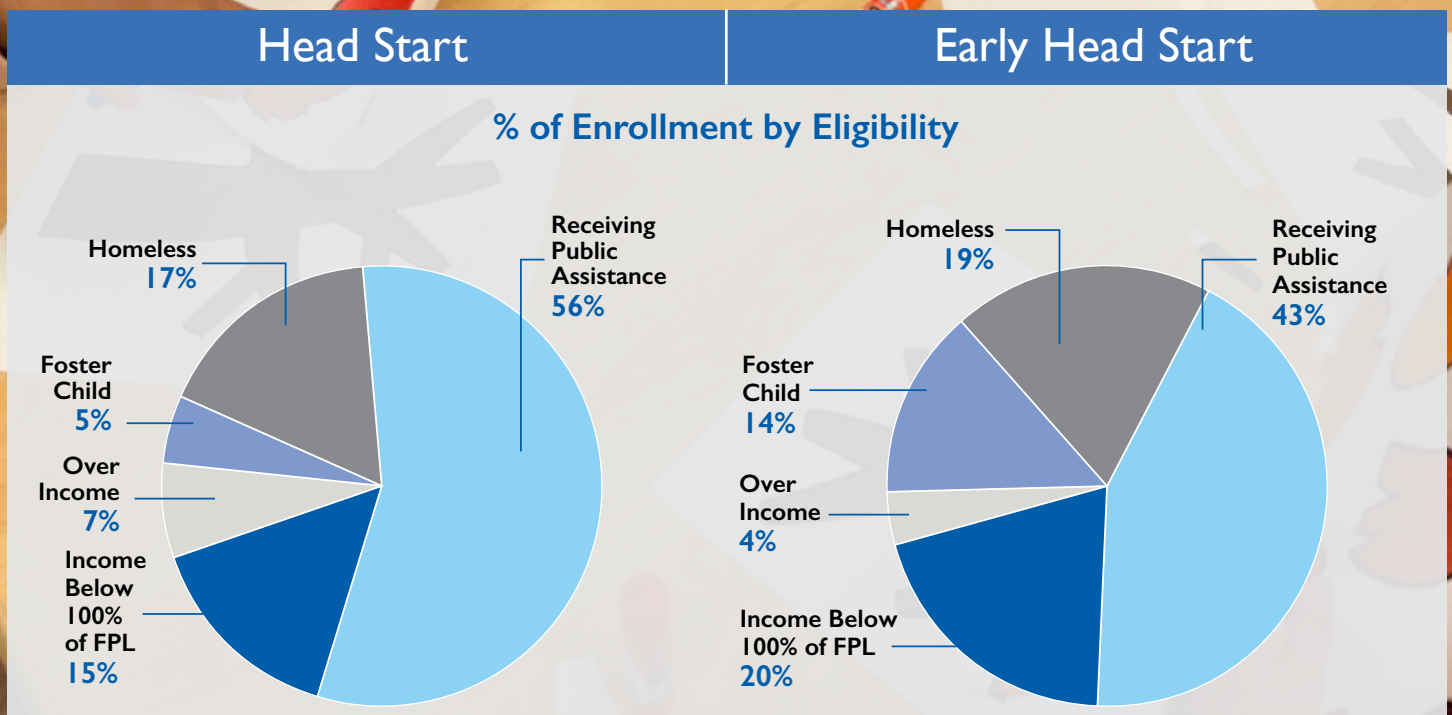
women. In Delaware and Madison counties, we are funded to serve 238 preschoolers and 154 infants, toddlers, and pregnant women—representing a significant portion of eligible families in our communities.

Parents participate in decision-making, volunteer activities, and educational workshops, ensuring that family voices shape our program. By fostering school readiness, healthy development, and family empowerment, TRC helps children build the skills and confidence needed for lifelong success.

	Total # of	Children Served	Families Served	Parent Volunteers
Head Start	Center-based	244	216	251
Early Head Start	Home-based	63	201	93
	Pregnant Women	11		
	Center-based	165		

		Avg. Monthly Enrollment as % of Funded Enrollment	% of Eligible Served	% Served Above 100% of Federal Poverty Guideline
Head Start	Center-based	86%	93%	7%
Early Head Start	Home-based & Pregnant Women	93%	95%	5%
	Center-based	90%	97%	3%

Enrollment By Eligibility



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

The Boyd Family – A Journey of Perseverance and Empowerment

In 2023, Amara Boyd was a dedicated single mother raising two children, one enrolled in Early Head Start (EHS) and the other in Head Start Preschool (HSP). Though life presented its challenges, Amara was engaged to Dennis Boyd, the father of their three children, and together they were determined to build a better future for their growing family.

When Amara and Dennis completed their first Aspire survey in November 2023, they were met with eye-opening insights. The results highlighted key areas of concern: insufficient income and a lack of savings, both critical to achieving long-term stability. Despite these red indicators, the survey also revealed strengths within their family: supportive relatives, safe housing, and a nurturing community environment.

Motivated by these findings, Amara made the bold decision to return to college and complete her nursing degree. Dennis, equally committed, sought stable employment to support their family while

Amara pursued her education. Their determination quickly bore fruit. In 2024, Amara was accepted into the Ivy Tech Nursing Program, and Dennis secured a high-paying job that even took him to Italy for specialized training.

When they revisited the Aspire survey later that year, they were thrilled to see their red indicators turn green. The transformation was a testament to their perseverance, focus, and hard work. While they acknowledged that the journey included its share of “hiccups,” they remained steadfast, learning to navigate challenges together.

Looking ahead, Amara expresses her optimism: *“I want to show other parents that with determination and the right support, you can change your life. Our future is brighter than ever.”*

Community support played a vital role in their success. Access to local resources, community centers, job boards, and the encouragement of other families, provided ongoing motivation and practical help. These connections reminded them that success is possible with the right support and mindset.

Today, Amara is not only excelling academically but also serving as a leader in her community. She is the Vice President of the TRC Head Start Policy Council in Indiana and the President of the Madison County Head Start Parent Committee. Her story, alongside Dennis’s, is a powerful example of how families can rise above adversity through unity, resilience, and the support of Head Start programs.



How We Make A Difference

How TRC Made a Difference Through Health & Nutrition Services in 2024–2025

This year, TRC strengthened its commitment to child health and safety by expanding partnerships and introducing new services. Notably, our collaboration with the Indiana Department of Health enabled comprehensive lead screenings for all enrolled children, a first for our program. In Delaware County, our new partnership with Open Door Connections streamlined access to health resources and appointment scheduling for families.

On-Site Health Services:

- Lead, vision, and hearing screenings reached over 300 children, ensuring early identification of health concerns.
- 75% of children received medical exams (up 10% from last year), and 61% received dental exams (up 8%).

Oral Health Education:

- TRC Health Specialists delivered interactive lessons on brushing, cavity prevention, and the effects of sugar, resulting in improved oral hygiene habits.

Nutrition Initiatives:

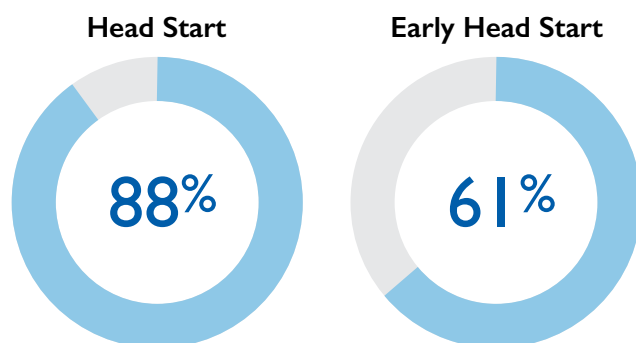
- New culturally diverse meal options and parent workshops promoted healthy eating. Family-style dining encouraged positive mealtime behaviors and social interaction.

Impact:

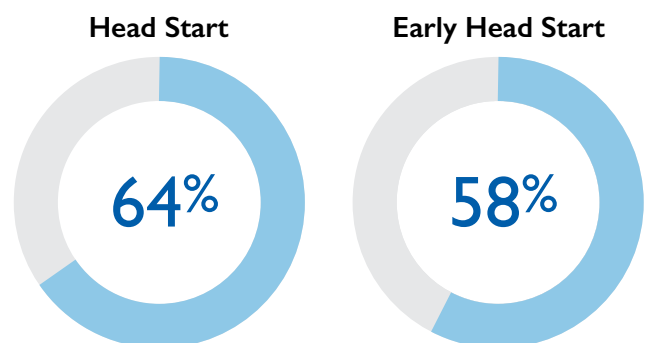
- Parents reported increased awareness of preventive health practices.
- Teachers observed healthier eating and hygiene habits among children.
- “The health screenings helped us catch a vision issue early, and now my child is thriving in school,” shared one parent.

By fostering a strong foundation of health and well-being, TRC continues to empower children and families to reach their fullest potential.

% of Children Received Medical Exam



% of Children Received Dental Exam



Parent Engagement

Parent Engagement in TRC Head Start and Early Head Start Programs (2024–2025)

TRC Head Start and Early Head Start centers recognize parents as the first and most influential teachers in their children's lives. Our approach to family engagement is collaborative, respectful, and tailored to the unique goals and aspirations of each family. Throughout the year, we provided a variety of opportunities for parents to participate, learn, and lead within our programs.

Welcoming and Supporting Families

- Every family is welcomed into our centers with a focus on building trust and understanding. Staff take time to learn about each family's culture, values, and experiences, ensuring that our support is authentic and relevant.
- Families are encouraged to share their perspectives and help shape program activities, policies, and priorities.

Parent Committee Meetings and Leadership

- Over 150 parents participated in Parent Committee Meetings, where they discussed program updates, shared feedback, and made decisions affecting their children's education.
- Many parents took on leadership roles, serving as officers in committees and representing their peers at Policy Council meetings.

Conscious Discipline® Parenting Education

- The Conscious Discipline® curriculum was offered during Parent Committee Meetings, providing caregivers with practical tools to enhance family connections, improve self-regulation, and promote positive behavior management at home.
- Parents reported that these workshops helped them create healthier, happier home environments and improved their ability to support their children's emotional development.

Ongoing Communication and Collaboration

- Teachers, home visitors, and families maintained open and consistent communication throughout the

continued



Parent Engagement

(continued)

year. Regular check-ins, progress updates, and shared goal-setting ensured that each child's development was supported both at home and in the classroom.

- Families received individualized support to address challenges and celebrate successes.

Family Services and Resource Connections

- TRC's Family Services staff responded to diverse family needs by providing education and resources on topics such as:
 - o Domestic violence and substance abuse prevention
 - o Child and adult mental health
 - o Healthy relationships and nutritious meals
 - o Dental care and kindergarten transitions
 - o Adult education and job training opportunities
- Staff also assisted families with practical concerns, including:
 - o Car seat safety checks
 - o Energy assistance and health insurance enrollment
 - o FAFSA completion and food pantry access
 - o Budgeting, housing, and financial services



Parent Engagement Outcomes

- 80% of participating parents reported increased confidence in supporting their children's development.
- Families noted stronger relationships, improved home routines, and smoother transitions to kindergarten.
- One parent shared, "The workshops helped me connect better with my child and manage stress at home."
- Another parent said, "Being part of the Parent Committee made me feel heard and empowered to make a difference."

Inclusive and Empowering Environment

- TRC is committed to fostering a supportive, inclusive environment where families can access the resources they need and build strong, lasting connections that benefit both children and parents.
- By partnering with families, TRC helps ensure that every child is ready to learn, every family is empowered to thrive, and every community is strengthened through shared engagement.



Preparing for Kindergarten

TRC Head Start's Approach (2024–2025)

TRC Head Start serves families and children from birth to five years of age, ensuring every child develops the knowledge, skills, and confidence needed for a successful transition to kindergarten.

Comprehensive School Readiness Strategies:

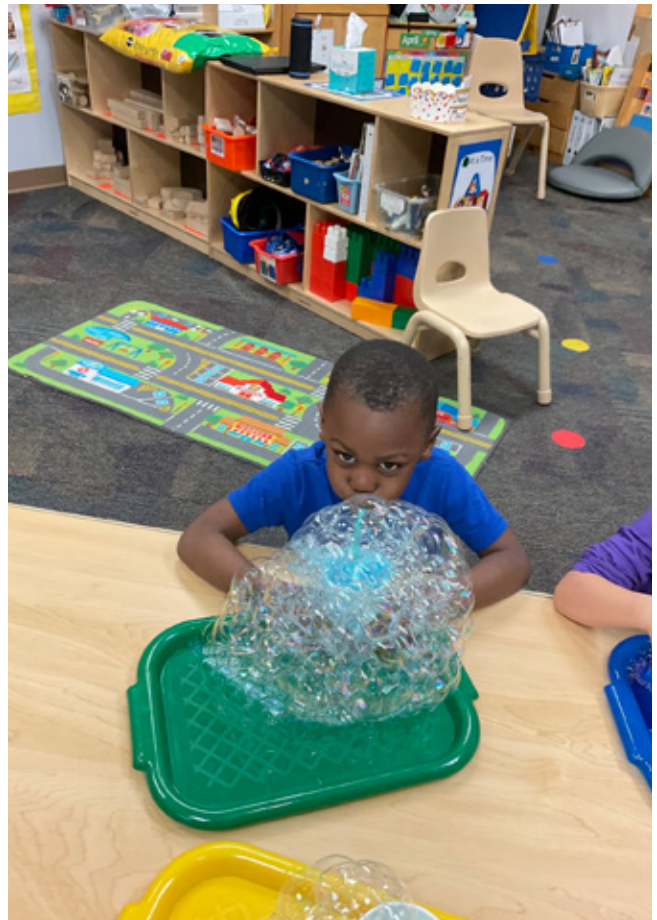
- **Research-Based Curriculum:** Addresses all domains of early learning, including literacy, math, and social-emotional development.
- **Hands-On Learning:** Children engage in group story time, math games, and science experiments to build foundational skills.
- **Family Engagement:** Parents participate in transition workshops and receive individualized support to help their children adjust to new routines.
- **Professional Development:** Staff receive ongoing training in trauma-informed care and best practices for early childhood education.
- **Community Partnerships:** Collaboration with local childcare providers and schools ensures continuity in learning and support.
- **Kindergarten Transition Process:** A structured plan begins in the final year of Head Start, involving children, families, and staff in activities that build readiness and confidence.



Results:

- By the end of the program year, 93% of children met or exceeded expectations in social-emotional development, and 91% in literacy.
- Families reported smoother transitions and increased confidence in supporting their children's learning.
- “The transition plan helped my child feel confident and excited about starting kindergarten,” shared one parent.

By focusing on these strategies, TRC continues to support children and families in building a strong foundation for lifelong learning and success.



School Readiness

At TRC, preparing children for kindergarten is a collaborative effort between teachers and families. Each year, our educators partner with parents to assess every child's development in six central domains: cognitive skills, language, literacy, math, physical development, and social-emotional growth. Children's progress is measured three times annually, at the start, midpoint, and end of the school year, allowing us to tailor teaching strategies and continuously improve our approach.

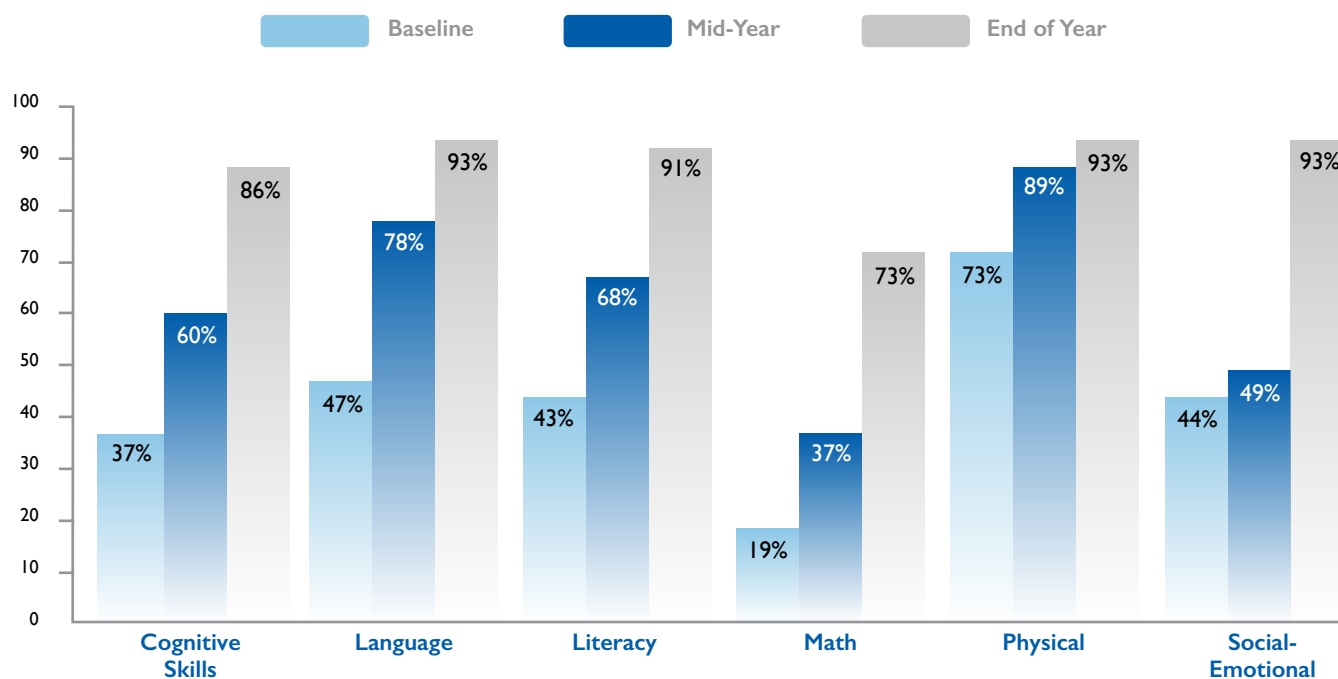
2024–2025 Outcomes:

By the end of the program year, 86% of children met or exceeded expectations in cognitive skills, 93% in language, and 91% in literacy. These results reflect the effectiveness of our evidence-based curriculum and commitment to individualized instruction.

Family engagement played a vital role, with parents actively involved in progress reviews and transition planning. One parent shared *"The regular assessments and support from TRC helped my child feel confident and excited about starting kindergarten."*

Through ongoing innovation and partnership, TRC continues to empower children and families, laying the groundwork for lifelong learning and success

MIGRANT & SEASONAL HEAD START PROGRAM: % of 4-Year-Old Children Meeting or Exceeding Widely Held Expectations



*The term widely held expectations describes the range of knowledge, skills and abilities that children of a particular age typically demonstrate from the beginning to the end of a program year. These widely held expectations are based on the latest research in early childhood education, are demonstrated in the progressions for GOLD® Objectives for Development and Learning I–23, and are used to help determine if a child's (or group of children's) knowledge, skills and abilities are below, meeting or exceeding their age's expected range of knowledge, skills and abilities.

How We Fund Our Program

Monitoring Review

During the 2024-2025 program year, all classrooms were assessed twice using the Classroom Assessment Scoring System (CLASS) tool. Teachers received detailed feedback based on these assessments to support their professional development. Individual coaching was also made available to teachers, based on their interest or specific needs, to further

enhance their growth and effectiveness in the classroom.

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 | TRC Head Start Funding Landscape: Program Year 2024–2025

Funding Source	Funding Amount
Head Start	\$6,238,557
Early Head Start	\$3,058,111
Training and Technical Assistance	\$122,346
Sub Total	\$9,419,014

Funding Source	Funding Amount
USDA Food Program	\$250,202
In-Kind Contributions	\$512,151
Sub Total	\$762,353
TOTAL FUNDING	\$10,181,367

Budgets & Expenditures: Program Year 2024–2025

Budget Category	Regional & Early Head Start		Early Head Start		Child Care Partnerships	
	Budget	Expenses	Budget	Expenses	Budget	Expenses
Salaries	\$3,243,991	\$2,881,727	\$470,965	\$462,787	\$743,363	\$581,936
Fringe	\$1,654,403	\$1,466,154	\$240,192	\$230,206	\$379,115	\$296,319
Travel	\$46,997	\$34,055	\$3,313	\$6,915	\$15,306	\$10,315
Equipment	\$0	\$0	\$0	\$0	\$0	\$0
Supplies	\$151,318	\$146,362	\$34,130	\$20,956	\$53,195	\$43,490
Contractual	\$0	\$0	\$0	\$0	\$610,391	\$650,989
Other	\$627,891	\$1,072,623	\$105,216	\$138,383	\$217,928	\$129,710
Sub Total	\$5,724,600	\$5,600,921	\$853,816	\$859,247	\$2,019,298	\$1,712,759
Indirect	\$597,597	\$555,980	\$86,761	\$85,296	\$136,942	\$113,496
TOTAL	\$6,322,197	\$6,156,901	\$940,577	\$944,586	\$2,156,240	\$1,826,255



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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.