



*"Opportunity thru Education"*

# ANNUAL REPORT

2017/2018 School Year



*"Logic will get you from A to B. Imagination will take you everywhere." – Albert Einstein*

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## EDUCATION



The Leaguers Inc. strives to give our children a world class education by supporting each child's ability to succeed in a preschool setting. The Education Service Area supports children's school readiness success (birth through five) with the implementation of high-quality teaching practices that results in desired outcomes for children and their families.

Fortunately, with the support of Suzanne Burnett, Director of NJ Head Start State Collaboration, and Andrea Breitwieser, Project Manager for Grow NJ Kids (NJ Department of Human Services), The Leaguers, Inc., was able to rate at a standard of high quality in the following areas:

1. Safe, Healthy Learning Environments
2. Curriculum and Learning Environments
3. Family and Community Engagement
4. Work/Professional Development
5. Administration and Management

We are proud to announce that, thus far, 14 out of our 16 sites have been rated by Grow NJ Kids—Quality Rating Improvement System for New Jersey.

***Sites with Four Star Rating—***

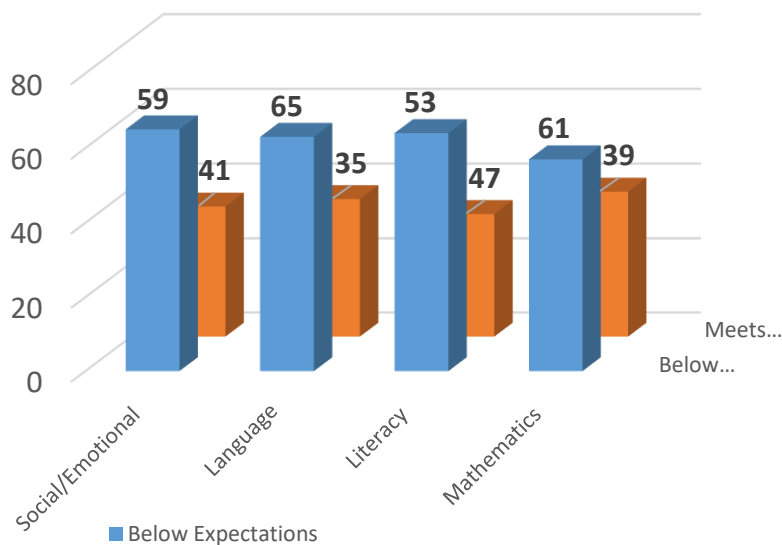
1. Marshall, Irvington
2. 100 Linden Avenue, Irvington
3. 177 Central Avenue, Newark
4. Metropolitan, Newark

***Sites with Three Star Rating—***

- |  |                                    |
|--|------------------------------------|
| 1. 731 Clinton Avenue, Newark (site was rated in 2017) | 6. Elm Street, Newark              |
| 2. 750 Clinton Avenue, Newark                          | 7. Judith Diggs, Newark            |
| 3. Orange Street, Newark                               | 8. Springfield Plaza, Newark       |
| 4. University Avenue, Newark                           | 9. 1189 E. Broad Street, Elizabeth |
| 5. 999 Broad Street, Newark                            | 10. 1111 Chandler Avenue, Roselle  |

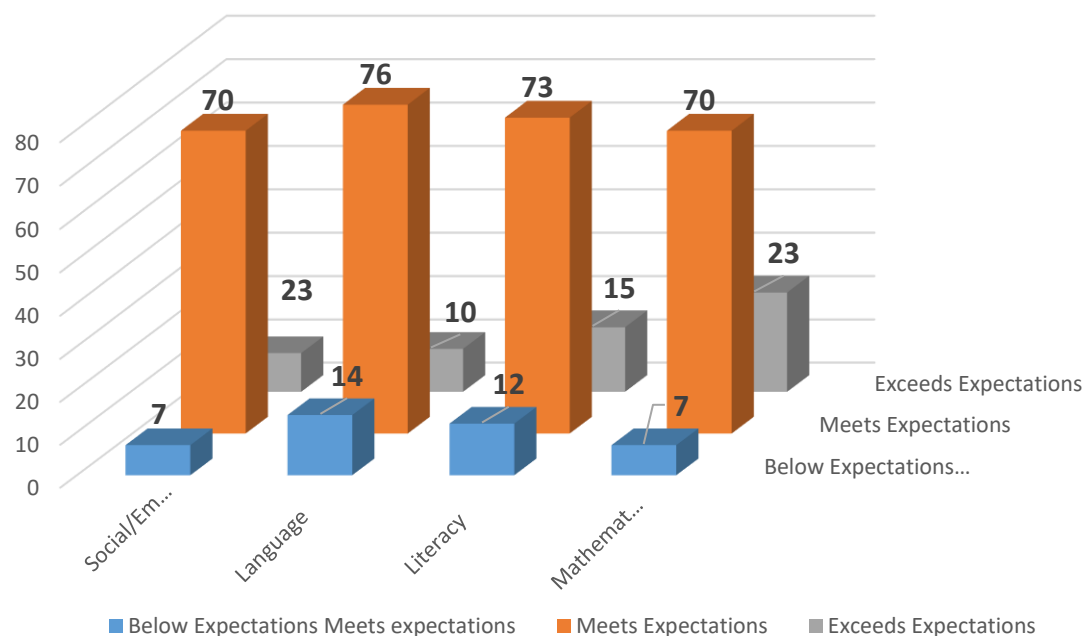
The Leaguers Inc. Head Start Program supports our children and families by providing the fundamental building blocks of a safe and healthy learning environment where children can thrive. The Leaguers Inc., Head Start/Early Head Start Program is a comprehensive program; thus helping our families and communities to understand that school readiness is the result of the interaction between the child and a series of environmental and cultural experiences to maximize positive child outcomes. As a result, The Leaguers Inc., focused on four (4) developmental areas—Social and Emotional Development, Language, Literacy and Math to support our children and families in school readiness.

The Leaguers, Inc.  
2017-2018 GOLD Assessment Report  
Three Year Olds  
(Beginning Checkpoint Period-Fall)



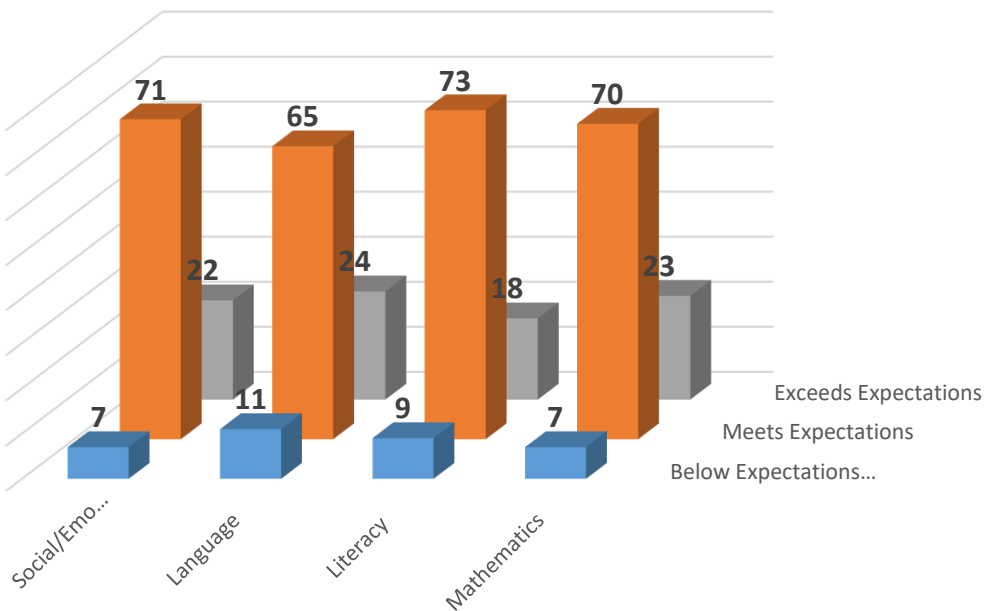
*The graphs reflect data collected to show the percentage of children in 4 Key Areas of Development and their progress towards Mastery when compared to the Teaching Strategies GOLD widely held expectations for preschoolers between 3-4 years old. The data captures two periods during the 2017-2018 School Year, September—November and March—June.*

The Leaguers Inc.  
2017-2018 GOLD Assessment Report  
Three Year Olds  
(End Year Checkpoint Period- Summer)

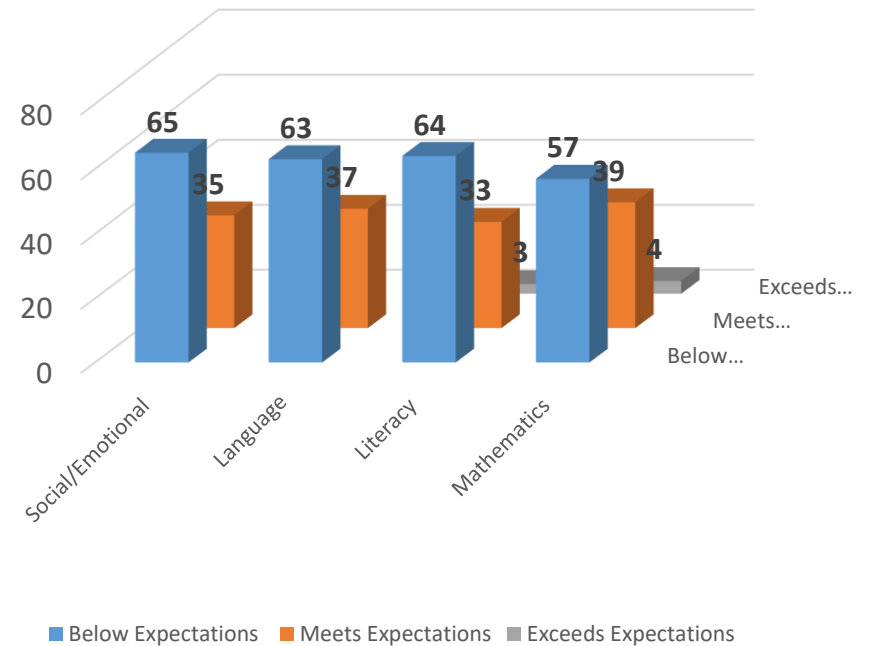


*The graphs reflects data collected to show the percentage of children in 4 Key Areas of Development and their progress towards Mastery was when compared to the Teaching Strategies GOLD widely held expectations for preschoolers between 4-5 years old. The data captures two periods during the School Year September – November and March – June.*

The Leaguers Inc.  
2017-2018 GOLD Assessment Report  
Four Year Olds  
(End Year Checkpoint Period- Summer)



The Leaguers Inc.  
2017-2018 GOLD Assessment Report  
Four Year Olds  
(Beginning Checkpoint Period- Fall)





### **School Readiness**

The Leaguers Education Team establish goals that will prepare children and families for kindergarten success and beyond.



### **Child Outcome Data:**

The Leaguers Early Head Start Program helps children become ready for school by supporting: Social and Emotional, Physical, Language, Literacy, and Cognitive Development.



### **Special Initiatives**

During the 2016/2017 school year, The Leaguers Inc. introduced a new initiative, **STEAM**. STEAM is a create acronym, which is an extension of STEM: Science, Technology, Engineering, and Math.

***School Readiness*** is the foundation of The Leaguers Inc., which means we are committed to:

1. Preparing our children for school.
2. Preparing our families so that they are ready to support their children's learning.
3. Preparing schools within our community so they are ready to receive our children.

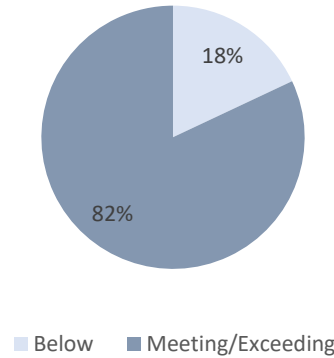
During the 2017/2018 School Year the Leaguers Inc. education team revamped our school readiness goals to align with the ***Head Start Early Learning Outcome Framework***. We also aligned our goals with the ***Creative Curriculum***, which is the curriculum we utilize for our infant, toddlers, and preschoolers. The Creative Curriculum supports our mission to provide high quality instruction and settings. We also utilize The ***Creative Curriculum Teaching Strategies GOLD*** system to assess our student's educational development. The GOLD system is an authentic, ongoing, observation-based assessment system that supports our teachers to focus on what matters most for our students success. Reports from system are conducted quarterly to determine how well children are meeting development and school readiness goals.

## Early Head Start School Readiness Outcome Goals

### Social and Emotional Development Goal:

CHILDREN WILL ENGAGE IN POSITIVE INTERACTIONS THROUGH SECURE RELATIONSHIPS WITH CONSISTENT, RESPONSIVE ADULTS.

### Social and Emotional Development



### **Social & Emotional Development**

The data from our 2017/2018 Teaching Strategies GOLD report concluded that 82% of our Early Head Start children were meeting and/or exceeding widely held expectations.

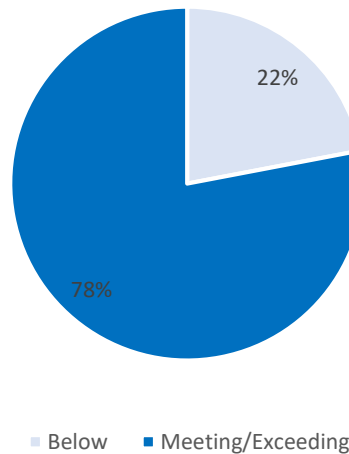


### **Cognitive Development**

The 2017/2018 end of the school year assessment data highlighted that 78% of our Early Head Start children are meeting/exceeding our Cognitive expectation.



### Cognitive Development



### Cognitive Goal:

CHILDREN WILL USE UNDERSTANDING OF RELATIONSHIPS TO ACT ON SOCIAL AND PHYSICAL ENVIRONMENTS; ULTIMATELY LEADING TO SCIENTIFIC COMMUNICATION.

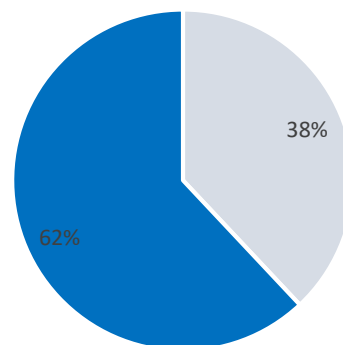


*During the 2017/2018 school year our infants-toddlers learned how to use various means of communication to express discomfort, solicit help and communicate interests and needs to others by use of combinations of words, natural conversations, simple sentences, signs from one or more languages in a variety of situations. In language development 62% of our students are meeting and/or exceeding widely held expectations, and 96% of our children are meeting/exceeding our literacy goals.*

### Language and Literacy Goal

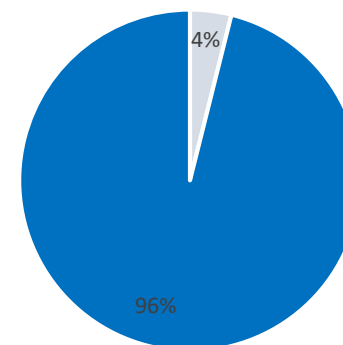
CHILDREN WILL UNDERSTAND AND USE AN INCREASING NUMBER OF WORDS TO COMMUNICATE AND ENGAGE IN CONVERSATIONS WITH OTHERS.

### Language Development



■ Below ■ Meeting/Exceeding

### Literacy Development

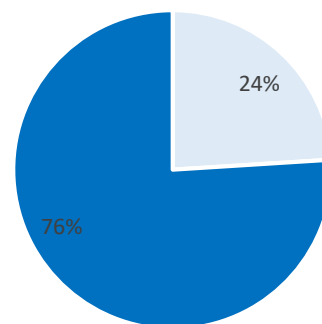


■ Below ■ Meeting/Exceeding

### Mathematics Goal

CHILDREN WILL APPLY EVERYDAY USE OF EARLY MATH CONCEPTS (IN DAILY ROUTINES AND EXPERIENCES); INCLUSIVE OF SENSE OF NUMBERS AND QUANTITY, SPACIAL AWARENESS, AND CLASSIFICATION.

### Mathematics Development



■ Below ■ Meeting/Exceeding

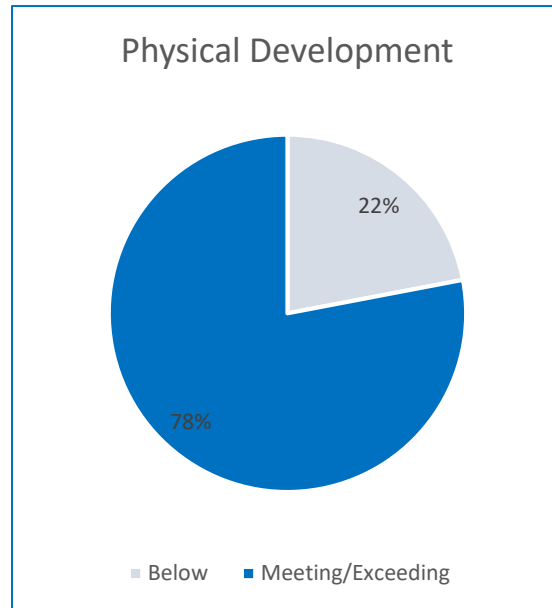
### Mathematics Development

The 2017/2018 end of the year assessment data highlighted that 76% of our Early Head Start children are meeting/exceeding the widely held Mathematic expectation.



### **Physical Development**

According to our 2017/2018 child outcome data 78% of our children are meeting and or exceeding widely held expectation in physical development.



### **Physical Goal**

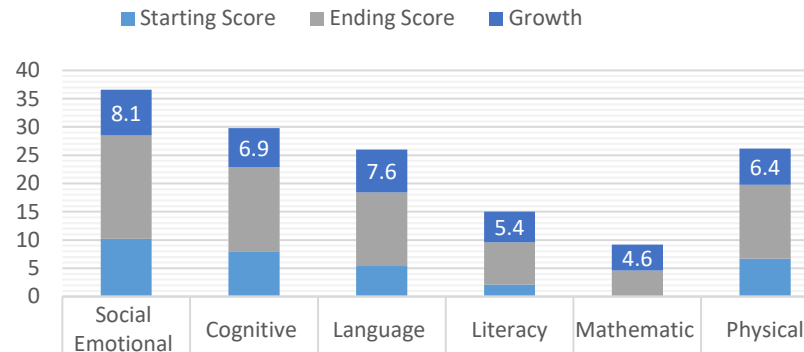
CHILDREN WILL  
DEMONSTRATE  
EFFECTIVE AND EFFICIENT  
USE OF LARGE MUSCLES  
TO EXPLORE THE  
ENVIRONMENT

### ***Yearly Growth Report***

The Teaching Strategies GOLD Growth Report provides the Leaguers with a big picture view of how children and how they're progressing toward meeting development and learning objectives. Data reflects children's progress at The Leaguers Inc. Early Head Start program within the 2017/2018 school year. The Leaguers uses the data from this report to answer the following questions:

- **Is this child or group of children meeting end of year expectations? (Performance)**
  - The performance information in the report enables teachers and administrators to identify the progress necessary to meet performance expectations.
- **Is this child or group of children demonstrating progress toward meeting expectations? (Growth)**
  - The growth information in the report shows evidence of change over time. Unlike performance information, which is tied directly to widely held expectations, growth information can show gain independent of these expectations.

## Infants Growth Rate



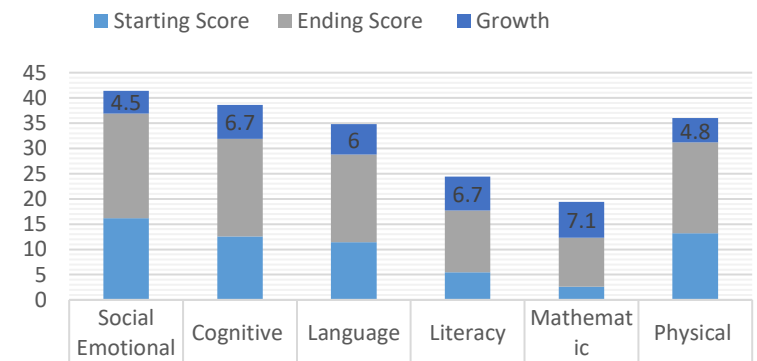
### During the 2017/2018 school year:

- 95% of our 0-12 month children met or exceeded Social & Emotional Development growth range.
- 82% of our 0-12 month children met or exceeded Cognitive Development growth range.
- 86% of our 0-12 month children met or exceeded Language Development growth range.
- 77% of our 0-12 month children met or exceeded Literacy Development growth range.
- 73% of our 0-12 month children met or exceeded Mathematic Development growth range.
- 95% of our 0-12 month children met or exceeded Physical Development growth range.

### During the 2017/2018 school year:

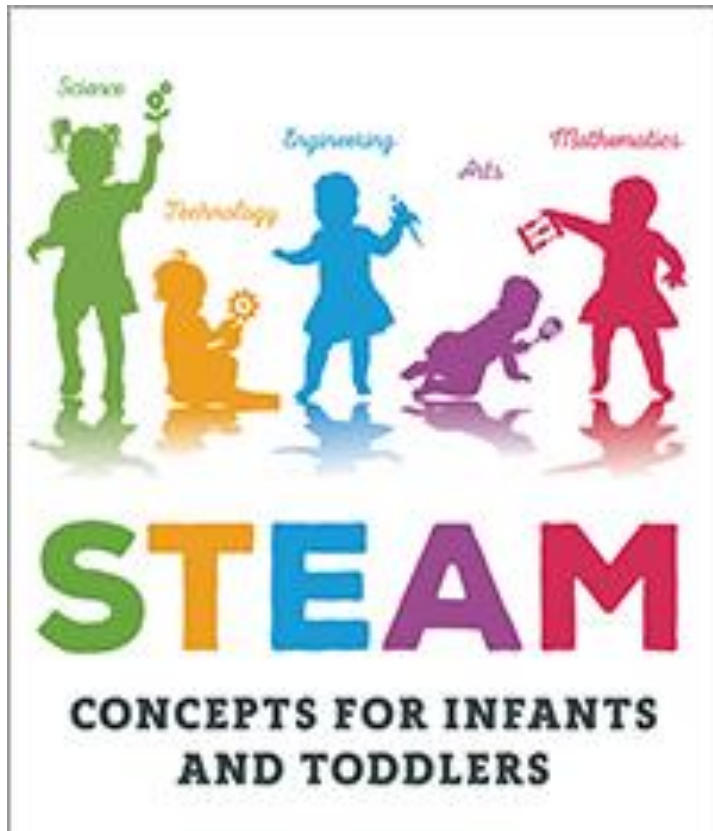
- 62% of our toddlers met or exceeded Social & Emotional Development growth range.
- 87% of our toddlers met or exceeded Cognitive Development growth range.
- 87% of our toddlers met or exceeded Language Development growth range.
- 62% of our 12-24 toddlers met or exceeded Literacy Development growth range.
- 96% of our 12-24 toddlers met or exceeded Mathematic Development growth range.
- 100% of our 12-24 toddlers met or exceeded Physical Development growth range.

## Toddlers Growth Rate



|                |      |      |      |      |     |      |
|----------------|------|------|------|------|-----|------|
| Growth         | 4.5  | 6.7  | 6    | 6.7  | 7.1 | 4.8  |
| Ending Score   | 20.7 | 19.3 | 17.4 | 12.2 | 9.7 | 18   |
| Starting Score | 16.2 | 12.6 | 11.4 | 5.5  | 2.6 | 13.2 |

### *Special Initiatives*



During the 2017/2018 school year, The Leaguers Inc. introduced a new initiative, STEAM. For many in early childhood education STEAM learning is a new term. STEAM is a create acronym, which is an extension of STEM: Science, Technology, Engineering, and Math. Unlike STEM. STEAM introduce a new inquiry and problem-based learning methods used in the creative process. STEAM includes all of the components of STEM plus the ARTS, which includes humanities, language arts, dance, drama, music, visual arts, and new media. Here at The Leaguers we believe that today's innovators are creative beast who also use creative thinking, creativity, communication, and artistic skills to bring their innovations to fruition.

Here at The Leaguers we have introduced the overall theme of STEAM learning while incorporating it into some of the agencies programs, such as, "The Week of the Young Child" and "STEAM to go" home school connection letters. All of these initiatives have been great and we look forward to doing more next school year.

## MENTAL HEALTH/DISIABILITES

### Summary

The Mental Health/ Disabilities Service Area hosted the agency's first Autism Awareness and Mental Health Awareness events during the 2017-2018 school year. During the month of April in recognition of Autism Awareness month parent and staff, workshops took place throughout the agency with a culminating event on April 26<sup>th</sup> with guest speaker, Nicholla Campbell-Bynum, MA, CCC-SLP. The event also included a panel of community representatives, parents, and teachers discussing their personal experiences and journey.

May was Mental Health Awareness; the national theme was **#4Mind4Body**. Similar to April's activities workshops took place throughout the agency for parents with the culminating event, May 24<sup>th</sup> with speaker, Beverly Canady, LPC. The event included several activities with professional facilitation in music therapy (Alecia Meila, MT-BC, Tempo!), holistic medicine (Dr. Kristine Griffith, ND, The Vita Centre), and yoga (Arthur Thornton, Leaguers-Floater Teacher, Choreographer). Each event was a success, and we look forward to continuing these events during the upcoming school year.

### Mental Health

The focus of this year's Mental Health service area was to educate staff and develop a trauma-informed care approach in our interactions and support of children and families. Our efforts in obtaining this goal were to provide training and information about the effects of adverse childhood experiences on an individual's cognitive development,



mental, and physiological health. Equipping staff to help them better understand our parents, children, and their colleagues helps create trauma-informed centers.

An emphasis on self-care was also infused in each workshop and training facilitated by the Mental Health service area for both staff and parents. Resources and strategies were provided in addition to identifying activities that promote overall wellness. An important aspect of the workshop was how to identify individual stressors and past trauma that may have a negative impact when engaging others.

The Leaguers, Inc. Mental Health Initiative that serves as a practicum site for doctoral psychology students under the clinical supervision of our mental health consultant Dr. Anice Thomas provided play therapy services to our Head Start children. A total of ten children received play therapy during the school year. Dr. Thomas provided training to our Head Start, Early Head Start, and collaborative partners' teachers. Also, parents and staff received counseling support and training from mental health consultant Beverly Canady, LPC.

## Disabilities

The Leaguers, Inc. Head Start, Early Head Start, and collaborative partners' classrooms are inclusive settings that support the development of children that may receive Part C and Part B services as outlined in the Individuals with Disabilities Education Act (IDEA). During the 2017-2018 school year, **122** children received special education and related services as stated in their Individual Education Plan (IEP) or Individual Family Service Plan (IFSP). In a total of **220** referrals, **30** children received support through a teacher support plan provided by the local district's Preschool Intervention and Referral Team (PIRT).

To ensure that support is available to all children a Memorandum of Understanding (MOU) is established with Pediatric and Adult Rehabilitation Center (PARC) to provide access to speech and occupational therapy services at our Leaguers locations. In addition to the MOU with PARC, an MOU has been established with the NJ Early Intervention System who has provided informative workshops available to staff and parents at our Leaguers and collaboration sites.

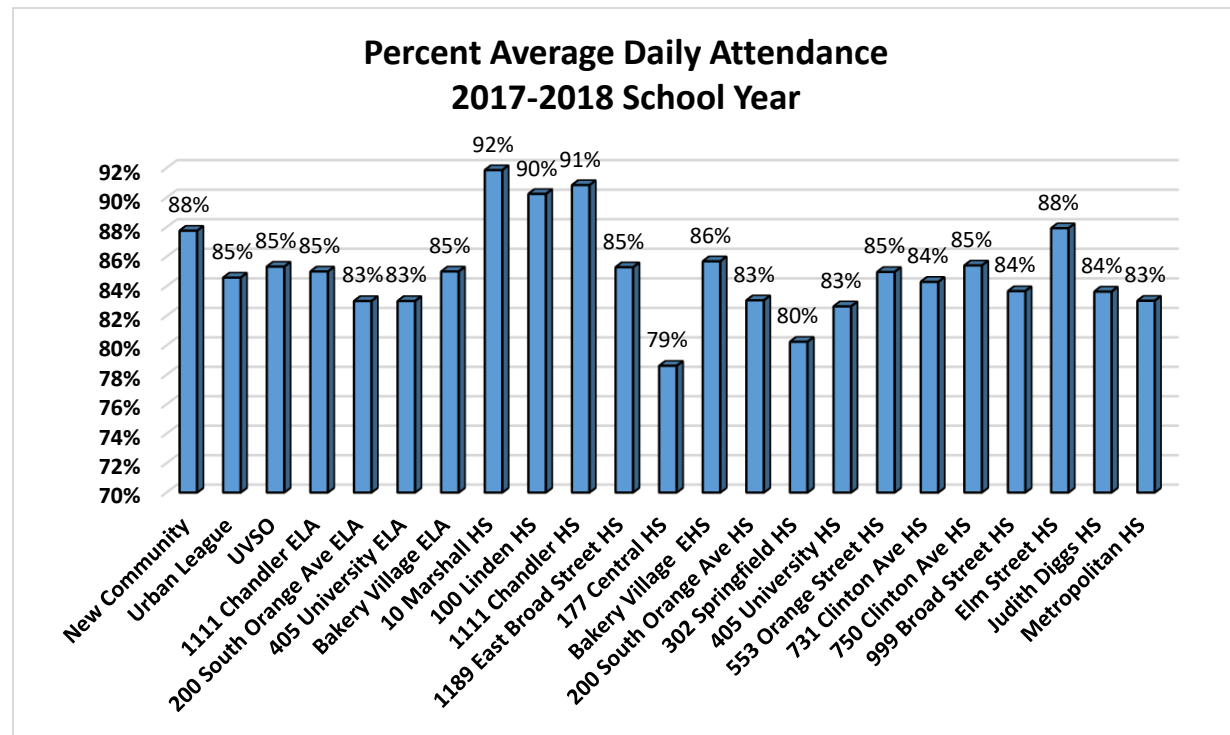
The pre-service trainings continue to support teachers in engaging children with various degrees of ability. "The Social Emotional Life of a Young Child in the Classroom through a Developmental Lens" training presented by Colette Ryan MsEd-DIRC to our EHS and collaborative partners' teachers. "Inclusion Practices: Supporting exceptional children in a preschool inclusion setting" training facilitated by Dr. Elizabeth Erwin of Montclair State University was provided to our Head Start teachers.



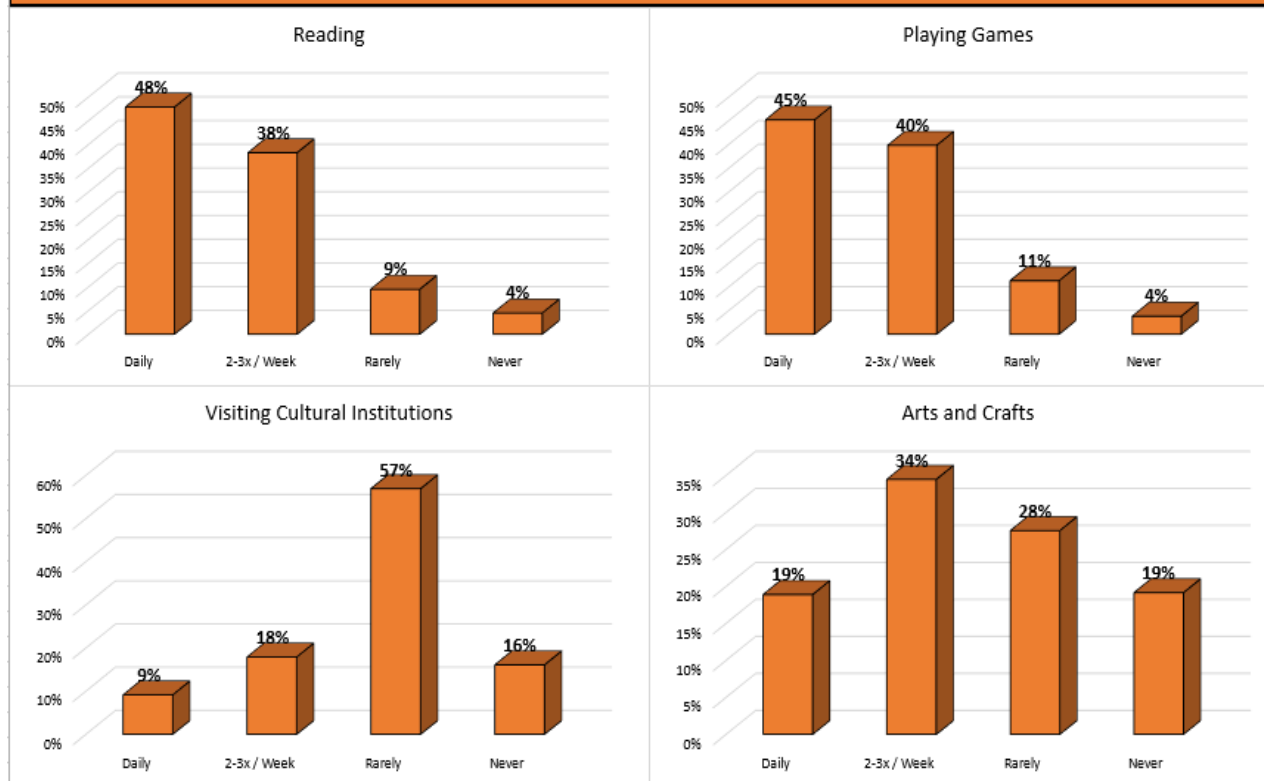
## PARENT FAMILY AND COMMUNITY ENGAGEMENT

The Parent, Family and Community Engagement team at The Leaguers, is very excited to have implement the research base parent curriculum *The Incredible years*. Our goal in facilitating The Incredible Years curriculum was to deliver an evidence-based program and materials that develop positive parent-teacher-child relationships and assist in preventing and addressing behavior problems and promoting social, emotional, and academic success. The agency had 25 parents complete a 14 week program for 3 hour weekly sessions. The group sessions focused on: strengthening parent-child interactions, nurturing relationships, reducing harsh discipline and fostering parents' ability to promote children's social, emotional and language development.

Based on the above average month attendance data in September 2017 PF&CE kicked off the agency wide *Attendance Works initiative*. Part of the initiative involved disseminating information about the link between attendance and school readiness. Attendance Works promoted the importance and benefits of coming to school regularly and the academic and social emotional benefits of good attendance. The Attendance Works campaign began with the Family Advocates having all enrolled families sign an Attendance Contract. Family Advocates also supported



### How often do you engage in the following activities with your Children?



families that may encounter attendance barriers by working with them on developing an Attendance Improvement Plan. In addition, the service area put in place monitoring reports and procedures as a safeguard to notify staff when a family may be in jeopardy of falling below 85% of the Head Start attendance threshold.

Based on the above data collected for the Needs Assessment report, PF&CE service area has established a new community partnership, the nonprofit Cool Cats organization (CAT=Cultured Artsy Toddler). Cool Cats provides preschool families access to free quality programs in the areas of arts, literacy, food and science. This partnership awards families

points for attending events, good student attendance and parent participation and engagement that can be redeemed for prizes such as family photography sessions, gift cards for groceries and restaurants and more. By helping to strengthen the family and encourage positive parenting behavior, social support networks for parents are linked to healthy development and school readiness for children.

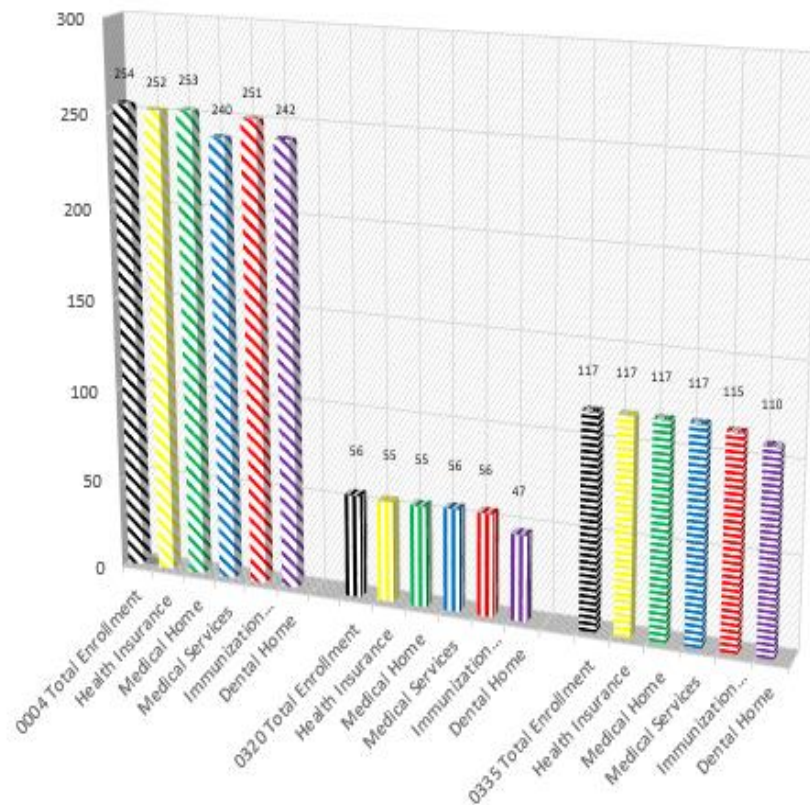
In an effort to respond to the needs of our families and to ending family abuse and intimate partner violence all of our PF&CE Managers have received the ***Intimate Partner Violence Advocate (IPVA)*** Certification. This certification has allowed our Managers to acquire the practical tools and essential information needed to provide safe and effective support to victims and support Family Advocates in working with families experiencing domestic violence. In addition all Family advocates have received training in DV101: Domestic Violence Intro and DV102: Understanding the Victim/Survivor.



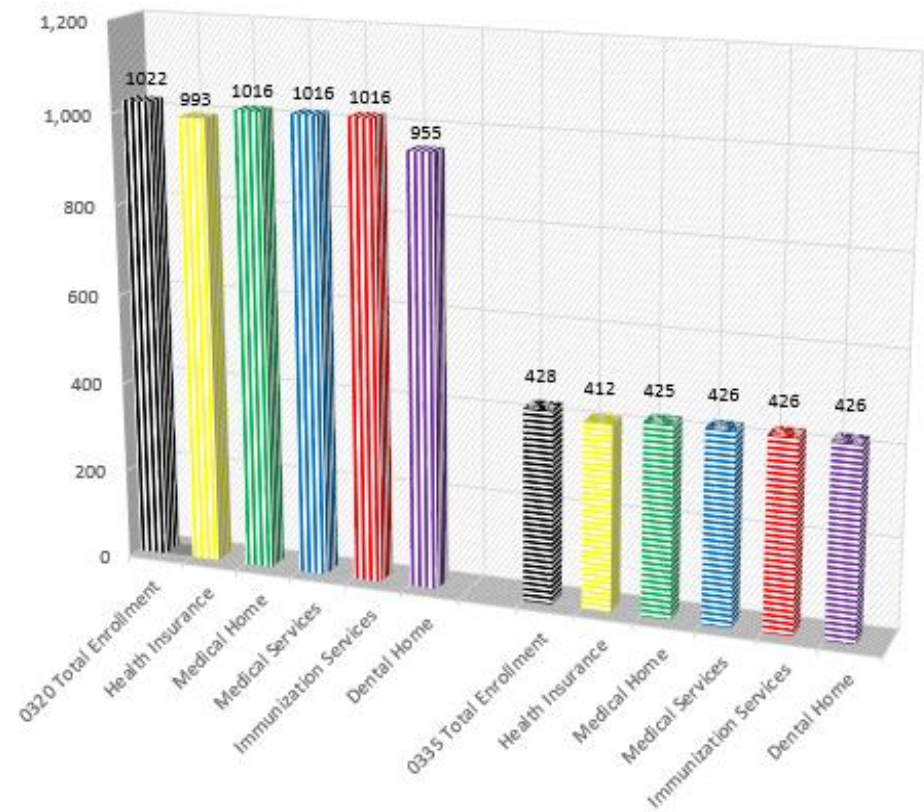
## HEALTH & NUTRITION

The Leaguers thrives only with the continued nurturing of the most valuable resources, the sharing of knowledge and assets, and an unrelenting emphasis on innovation - to ultimately prevent diseases. The agency is motivated every day to work together with parents and staff to enhance communication and collaboration across the care continuum, bringing forth more unified health care teams, like Jewish Renaissance Medical Center Dental Mobile Unit, Onsite Smiles, Rutgers School of Medicine and Dentistry and the Newark Health Department. That is the mission that drives our evolving services forward.

EARLY HEAD START HEALTH SERVICES



HEAD START HEALTH SERVICES



### **ESSENTIAL SERVICES PROVIDED:**

The Leaguers monitors the health status of children and families to help prevent, identify and solve health and nutrition issues; responding to infectious disease outbreaks. Inform, educate, and empower parents about health issues by participating in health education efforts with parents and staff. Mobilize community partnerships to identify and solve health problems through our Health Service Advisory Committee. Develop policies and plans that support individual and community health efforts. Example: Developing policies to protect the health of the public.

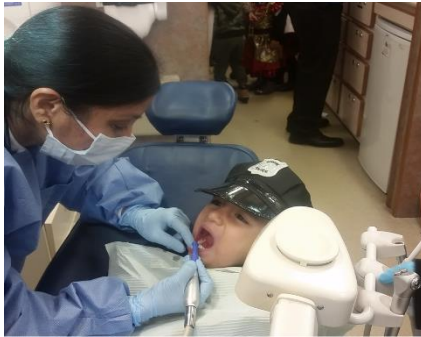
Link people to needed personal health services and assure the provision of health care when otherwise unavailable. Example: Providing outreach and education for special populations and to assure competent public and personal health care workforce. Example: Providing education, training and assessment of staff.

### **RECRUITMENT AND WELLNESS FAIR**



- The Annual Recruitment and Wellness Fair was held in collaboration with Prenatal Education Services' Annual Breast Fest at the Willing Heart Community Center in Newark, NJ. The theme was *"Healthy Building Blocks"*. With the support from all service areas in the agency, we were able to successfully educate children, families, and the community about various health and nutrition topics in addition to, recruiting children for the upcoming school years. The Annual Health Fair was called Recruitment and Wellness Fair thus combining recruitment along with health and nutrition vendors after the Brest-fest event.
- Initially 100 participants signed up, however, it can be concluded that there were over 100 people that participated. 24 vendors and 1 DJ participated in the Leaguers Annual Health Fair. DJ Rahiem played music and entertained the crowd as participants went by each vendor. All participants received a raffle ticket for a chance to win a prize. There were donations for our raffles throughout the event. Entertainment, food from our food vendors, promotion of healthy and nutritious meals, and raffles all attracted the crowd.

- In addition, there were a lot of resources for parents and children of all ages. Dental and vision screenings were done for both children and adults. Oral health and hygiene were demonstrated by our dental vendors. Karson Foods donated a VIP ticket to a Kevin Hart event. Blood Pressure, blood glucose, and diabetes screenings were done for adults. Education literature was also display for our participants in educating them on information and resources from a variety of health and wellness issues.
- Many of our volunteers were the Leaguers staff and their children. Overall, the Recruitment and Wellness Fair was a success because the quality of service provided by our vendors brought valuable information that was of great interest to the families in our community.



**Oral Health:** In assisting parents identify a dental home for the child multiple scheduled dates for both the Jewish Renaissance Medical Center mobile dental van and The Rutgers School of Dentistry were assigned to most of the sites in Essex and Union County for children to receive dental exams. On-Site Smiles provided dental examinations to a few children at 1189. Children were given tooth brushes during the event.

## FINANCE

The Leaguers, Inc. maintains a financial management system that provides accurate and complete disclosure of financial results. The Independent Auditor's Report expressed an unqualified opinion on the financial statements for the year ended January 31, 2018 and reported no findings on internal accounting and administrative controls and compliance. The audit was conducted in accordance with Federal Uniform Guidance and State of New Jersey Department of Treasury regulations.

For the Year Ended January 31, 2018

### **Federal Head Start/Early Head Start and Related Grant Revenues:**

|                 |              |
|-----------------|--------------|
| Federal         | \$20,810,606 |
| NJ State Abbott | 8,604,337    |
| CACFP           | 1,267,306    |

### **Head Start, Early Head Start, and Childcare Partnership Expenditures**

|                                     |             |
|-------------------------------------|-------------|
| Direct Program                      |             |
| • Personnel                         | \$9,245,426 |
| • Fringe benefits                   | 2,650,679   |
| • Training and technical assistance | 235,198     |
| • Supplies                          | 526,380     |
| • Contractual                       | 1,047,052   |
| • Partners                          | 1,907,275   |
| • Other                             | 1,413,329   |
| • Other: occupancy and depreciation | 2,194,244   |
| General and Admin                   | 943,401     |
| In-kind support                     | 647,622     |

*Audited financial statements and related footnotes are available upon request.*

## HUMAN RESOURCES & PROFESSIONAL DEVELOPMENT

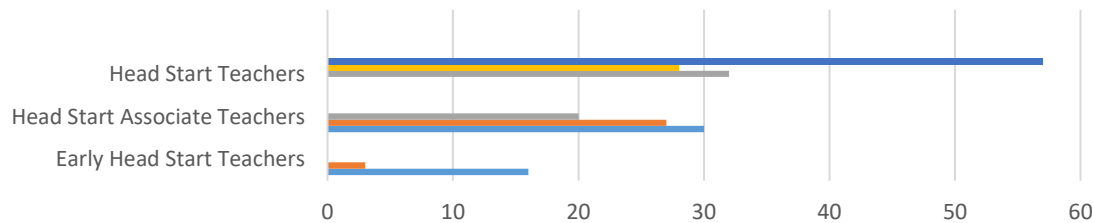
At the core of our quest for excellence is a workforce that is highly qualified, empowered, and always acquiring new skills, credentials, and expertise.

Human Resources ensures that our staff is always prepared and qualified to meet the needs of children and families, is treated fairly and equitably throughout their tenure, and is able to thrive in a safe and healthy work environment for everyone.

ESTABLISH AND IMPLEMENT A SYSTEMATIC APPROACH TO STAFF TRAINING AND PROFESSIONAL DEVELOPMENT TO ASSIST STAFF IN ACQUIRING OR INCREASING THE KNOWLEDGE AND SKILLS NEEDED TO PROVIDE HIGH-QUALITY, COMPREHENSIVE SERVICES WITHIN THE SCOPE OF THEIR JOB DESCRIPTIONS;

### Measures of Quality

#### Teaching Staff Measure of Degree and Certifications



|              | Early Head Start Teachers | Head Start Associate Teachers | Head Start Teachers |  |
|--------------|---------------------------|-------------------------------|---------------------|--|
| ■ P3's       |                           |                               | 57                  |  |
| ■ Masters    |                           |                               | 28                  |  |
| ■ Bachelors  |                           | 20                            | 32                  |  |
| ■ Associates | 3                         | 27                            |                     |  |
| ■ CDA        | 16                        | 30                            |                     |  |

■ P3's ■ Masters ■ Bachelors ■ Associates ■ CDA

- Once a year at the implementation of pre-service training every service area gears their trainings that are conducive of the needs of the staff and the program we serve.
- During the course of the year we have professional development days and outside conferences.
- Human resources ensures that every contracted teaching staff completes the required professional development hours. Together, we provide comprehensive services to 415 full-time, part-time and substitute staff members.

### ***Personnel Report***

- No applicant is hired without the State and Federal criminal record check being completed and a signed declaration of all pending and prior criminal arrest. No applicant is hired without a State Child Abuse Record Information Report being completed, including Drug Testing.
- A program has 90 days after an employee is hired to complete the background check by obtaining; (a) Child Abuse and neglect state registry
- A program must ensure a newly hired employee, consultant, or contractor does not have unsupervised access to children until the complete background check process is complete.



### ***Staff Health and Wellness***

To ensure that staff and volunteers meet the licensing requirements for the State of New Jersey, 1309.93 section of the Head Start Performance Standards and other local requirements;

- The Human Resources Department ensures that all new staff and volunteers receive a health form to be completed by their physician detailing a comprehensive health exam (including screening for Tuberculosis) prior to beginning employment with the agency. The Human Resources Department also ensures that all returning staff and volunteers receive a health form annually to be completed by their physician detailing a comprehensive health exam, including a screening for Tuberculosis every two years to three years after initial test.
- The Human Resource Department make certain that mental health and wellness information is available to staff regarding issues that may affect their job performance, The Leaguers has contracted an agency providing EAP (Employee Assisting Program).
- The Leaguers, Inc. in conjunction with CIGNA (Heath Provider) held an event introducing staff to Healthy Snacking and how to make Nutritional Smoothies while other staff enjoyed a moment of relaxation of neck, hand, feet and back massages. The health and wellness event also included chair yoga sessions.







## INFORMATION TECHNOLOGY DEPARTMENT

The Leaguers Department of Information Technology is committed to delivering a strategic advantage to our sites by fostering creative and innovative use of technology to achieve the agency's objectives. IT promotes effective stewardship of information assets and provides a secure, highly reliable technology infrastructure along with high-quality, staff-oriented services and support.

In 2018 the IT department has responded to a total of 388 Service requests throughout all of our sites. The type of service requests that our department receives vary from end-user inquiries to major service requests. Internally we categorize each request that we receive based on urgency and are able to prioritize service requests that require immediate attention. Furthermore, at the end of the year we review the categories that each request falls under and IT studies the trends and patterns to take a proactive approach to correct issues before they happen, based on a detailed review of the tickets that the IT department receives.

Each incident and request is archived in our ticketing system for historical and administrative purposes. This helps to keep a record of all IT related issues that arise in all of our sites, which assists us in improving our processes and understand how our department is performing.

By using our service reports, IT can keep track of trends, productivity and staff satisfaction, all of which have a significant impact in the agency.

The IT Department has completed several IT Service Management projects, including Server Platform Upgrade, Access Point upgrade, voice and data vendor consolidation and Internet bandwidth upgrade. These projects are part of our commitment to develop an IT service portfolio and develop and automate key IT Service Management processes such as configuration management, asset management, change management and service catalog management.

## STRATEGIC PARTNERSHIPS

*“Do not go where the path may lead, go instead where there is no path and leave a trail.”— Ralph Waldo Emerson*



The Leaguers, Inc. continues the strong collaborative working relationship it has established with the entities listed below. In the spirit of strengthening our continued relationship we reaffirm our commitment, sharing of information whenever appropriate, collaborating on projects and working together to serve the interests of both parties. Below see the names of our expanded strategic partnership program and their contributions to the agency.

- ✚ Habitat for Humanity
- ✚ Student/Partner Alliance
- ✚ Berkeley College
- ✚ PSE&G
- ✚ New York Red Bull
- ✚ Peapack Gladstone Bank
- ✚ Investors Bank

- ✚ Bridges Outreach
- ✚ ESE Strategies
- ✚ Greater Life
- ✚ The YMCA
- ✚ HSBC Bank
- ✚ Family Promise

The Leaguers, Inc. would like to thank all of our partners for the contributions they have made to the agency.



## FACILITIES & TRANSPORTATION

This year our Facilities Department focus was to assess the various centers and work on enhancing the facilities by making necessary repairs and upgrades that are needed. The team has worked very hard on assessing the facilities and reporting back to the facilities director. These assessments and information are gathered from the ChildPlus System based upon information uploaded by the compliance team and management site visits also aided in the selection process to determine the order in which to prioritize what repairs are completed first.

We completed the following projects during this program year:

- Upgrade Lighting
- Installation of HVAC System
- Installation/repair of playgrounds

### Upgrade Cost Reduction Lighting

During the year Joe Rouse worked very closely with Roland Whitely, Neighborhood Planning and Architectural, Inc. (NAPAD) to secure a grant to provide cost savings on the monthly electric bill and enhance the current lighting systems at three of our center locations. This grant was secured for 731 Clinton Avenue, 750 Clinton Avenue and 1111 Chandler Avenue. Joe was very excited about this project and was looking forward to seeing this project completed, prior to his passing. This grant will decrease our monthly bill by 15% for an average cost savings per year of at least (\$700-\$1,000) annually. In addition, to the cost reduction the new lights installed are LED lights which are also a cost savings. According to claims from most manufactures LED lighting has a life expectancy of **20,000 to 50,000 hours**. At 8 hours per day this would be approximately 17 years. These lights make a difference in brightening-up the classrooms. Lights were also upgraded on the outside of the three facilities and sensor lights were added at the 731 Clinton Avenue location in order to deter unwanted visitors on the property.

It was quite refreshing to hear the wonderful comments and heartfelt love from staff and families in regards to 731 and 750 Clinton Avenue. The lights made such a huge difference. The staff was elated and so grateful that there is a new found energy. Since, the installation of lights the classroom have an entire new look; it is vibrant and bright. In addition, the 731 Clinton Avenue center received additional enhancements inclusive of painting and new carpets.

### Installation of HVAC System

The 1111 Chandler Avenue location was the recipient of a newly installed HVAC System through PSE& G's energy conservation program. The addressable system will provide the exact location of system trouble and allow for greater proficiency. Although, the new system is an improvement over the old zoning system the cost savings is based upon several factors, weather changes, facility use and the hours of operation.

### Installation /Repair of Playgrounds

The 731 Clinton Avenue location received a much needed makeover of their playground. Funding was received to install new playground equipment and surface. The center had major enhancements this year and other improvements are planned for the future. The children and staff are very happy with the new play equipment surrounded by a newly installed iron fence.

