A LETTER FROM OUR CEO

As the CEO of Inspire Development Centers, I am humbled by the unwavering commitment of everyone within our organization to deliver exceptional service to our community, children, and families. I am immensely grateful for our team of dedicated and effective staff, whose tireless efforts have facilitated a smooth transition despite the persistent challenges posed by the lasting impacts of the pandemic.

Our programs and community have faced significant obstacles, yet the Inspire team has displayed remarkable diligence in providing the highest level of service to achieve the most favorable outcome and success of the children we serve.

I would like to commend the parents who recognize the invaluable importance of early learning and entrust us with their child’s educational growth. We are committed to creating safe and positive learning environments for all children in our care.

Being a part of an organization with such extraordinary values fills me with immense pride. I eagerly look forward to the promising years ahead as we continue to make a profound difference in the lives of our community, children, and families.
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MANAGEMENT TEAM

Jorge Castillo
CEO

Stephanie Mathews
CFO

Jason Gibbons
IT Director

Julie Jones
HR Director

Amanda Saenz
Executive Aide

Marina Garza.
Program Director

Rick Garza
Director of Operations

Angela Vargas
Program Support Manager

REGIONAL DIRECTORS

Brenda Ramirez
Region 1

Olivia Muzquiz
Region 2

Helen Alvarado
Region 3

Laura Ortiz
Region 4
BOARD OF DIRECTORS

2021-2022

PABLO VILLARREAL, CHAIR

JONATHEN HERNANDEZ, VICE CHAIR

BRYAN KETCHAM, SECRETARY

RODOLFO MENDOZA, TREASURER
FISCAL EXPERT

ARACELY CALVILLO, MEMBER

SEANN MUMFORD
ATTORNEY CONSULTANT

POLICY COUNCIL REPRESENTATIVES

RHS/EHS
EXECUTIVE COMMITTEE

ECEAP
EXECUTIVE COMMITTEE

MSHS/MEHS
EXECUTIVE COMMITTEE

PRESIDENT - JAIR RAMOS
VICE PRESIDENT - EVELYN MUNGUIA
SECRETARY - ANA GODINEZ
TREASURER - LYMKA GUILARTE
SERGEANT AT ARMS - KARINA LEUMS

PRESIDENT - VIVIANA CRUZ
VICE PRESIDENT - MARIA RODRIGUEZ
SECRETARY - ADRIANA VAZQUEZ
TREASURER - AMANDA VAZQUEZ
SERGEANT AT ARMS - LAURA SEGOVIA

PRESIDENT - CARLOS GIL
VICE PRESIDENT - MAYTE SANTIAGO
SECRETARY - IRMA MORALES
TREASURER - JULIAN AQUINO
SERGEANT AT ARMS - CIRILIA SANTOS
Since its inception in 1983, Inspire Development Centers’ focus has been to provide quality early childhood education to low-income families in agricultural and rural areas. Passionate parents, community members and a group of driven leaders came together to establish the vision for the agency, and since then, Inspire has grown from seven centers in the Yakima Valley to 27 Head Start centers across Washington State. For over 39 years, Inspire has provided families with quality early childhood education along with a host of many other services ranging from medical, dental, nutrition, and mental health. We strongly believe that families can succeed through education and opportunity.

OUR MISSION

To inspire learning, growth and success in life — one child, one family and one community at a time.
Inspire Development Centers is a community-based nonprofit organization committed to providing comprehensive, culturally-appropriate services to families and children in need. We promote a philosophy of meeting community needs by serving rural areas primarily supported by agriculture and ensuring responsive services. Inspire Development Centers has evolved into one of the largest community-based organizations in the Pacific Northwest, providing a range of direct human services to over 4,000 families across rural Washington.

**Migrant Early Head Start Program**

Our Migrant Early Head Start Program is federally funded for 96 slots and prioritizes enrollment of children six weeks to three years of age. This is a center-based program that also emphasizes serving pregnant mothers. The hours of service at the centers are determined by the agricultural activities and the working needs of the parents in each community.

“**I love the commitment, unity and collaborative approach between Program Office and Centers. Proud of how inspirational staff are, the work they do, the people they are and the difference they make in the lives of the children and families we serve.**"

- Marina Cossio de Garza

**Migrant & Seasonal Head Start**

Our Migrant & Seasonal Head Start Program is federally funded for 2200 slots and provides services to children six weeks to five years of age during the months of April through November. The hours of services at the centers are determined by the agricultural activities and the working needs of the parents in each community.
Our Region X Head Start Program is federally funded for 410 slots in seven child development centers. This program prioritizes the enrollment of children three to five years of age. There are two child development centers that offer part-day programming Monday through Thursday, and five child development centers that offer full-day programming Monday through Friday. Services run September through June.

Our Region X Early Head Start Program is federally funded for 160 slots and prioritizes enrollment of pregnant mothers and children birth to three years of age. This program is a year-round home-based program. All services are carried out through a weekly home visit that supports the home as the learning environment and promotes healthy family functioning.

Our Early Childhood Education & Assistance Program is state funded for 976 slots and prioritizes enrollment of children three to five years of age. This program offers full-day programming in six child development centers, and part-day programming in fourteen child development centers. Services are offered during the months of September through July.
MIGRANT EARLY HEAD START

INDIVIDUALS SERVED

0-1 Year Old 64.3%
2 Years Old 19%
1 Year Old 16.7%

FAMILIES SERVED

Two parent
Single parent

MEDICAL SERVICES: 61
73%

DENTAL SERVICES: 59
70%

AVERAGE MONTHLY ENROLLMENT

April
May
June
July
August
September
October
November
0-1 Year Old: 36.4%
1 Year Old: 27.8%
2 Years Old: 21.9%
Pregnant Moms: 13.9%

FAMILIES SERVED

REGULAR EARLY HEAD START

INDIVIDUALS SERVED

MEDICAL SERVICES: 120
75%

DENTAL SERVICES: 126
78%

AVERAGE MONTHLY ENROLLMENT
INDIVIDUALS SERVED

- 4 Years Old: 50.4% (217)
- 3 Years Old: 23.4% (194)
- 5+ Years Old: 26.2% (418)

FAMILIES SERVED

- Two parent: 92%
- Single parent: 91%

AVERAGE MONTHLY ENROLLMENT

- January: 720
- February: 700
- March: 680
- April: 660
- May: 640
- June: 620
- July: 600
- August: 580
- September: 560
- October: 540
- November: 520
- December: 500

MEDICAL SERVICES: 761 (92%)

DENTAL SERVICES: 758 (91%)
ERSEA strives to continue to reach families in need who are eligible for our services. With the Kaizen on "Enrollment Process", we were able to lessen the number of days it takes from the 1st day of contact to enrollment by 48%. Our centers collaborate with community partners to attend recruitment events that take place within their service areas.

A total of 3,169 children were served agency-wide.
The Mentor Coach Team collaborated with the Mental Health and Disability Team in creating and implementing Behavior Plans to support teaching staff. We assisted in the piloting of Classroom Assessment Scoring System (CLASS) Pre-K video recordings.

Results from CLASS Video Pilot Observations

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<tr>
<th>Domain</th>
<th>Quality Threshold</th>
<th>Competitive Threshold</th>
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<tbody>
<tr>
<td>Emotional Support</td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>Classroom Organization</td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>Instructional Support</td>
<td>2</td>
<td>1</td>
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Our classrooms surpassed the National Competitive Threshold for The Office of Head Start in all three of the CLASS® Domains. Although we surpassed the National Competitive Threshold, we fell slightly below the Quality Threshold for Instructional Support.

2 CLASS Trainers and 44 Certified CLASS Observers

268 individual Coaching Plans for Creative Curriculum Fidelity to help with Teacher and Child interactions

"Through intensive coaching, the Early Learning Mentor Coaches empower our teachers to implement the best teaching practices."

- Guadalupe Lorenz
The Mental Health and Disabilities Team collaborated with numerous organizations/school districts to provide screenings and raise awareness. They implemented Calming Corners from Conscious Discipline for all preschool classrooms. IDC was also awarded $239,408 in Complex Needs Supplemental funding to support the Social and Emotional needs of children and families for ECEAP.

A total of 329 children were provided with additional services.

Unidos Award for $6,200 dollars to support social and emotional needs of children and families

Mental Health consultations were increased to 4 per program year

"It is a privilege to collaborate with families to support the growth and learning of children with special needs."

- Erma Medina
Inspire Development Centers’ nutrition component wants the best for our children and families we serve. We take pride in serving children developmentally appropriate nutritious foods.

“We not only have to teach the children, but also teach the parents how to make good choices for a healthy lifestyle. Child development and growth starts with eating well, and making healthy choices.”

- Corina Cortez
At Inspire Development Centers we continue to provide nurturing and safe environments where every child can thrive and have every opportunity to reach all their developmental milestones. We recognize the value of a holistic and integrated approach and focus on the individual needs of every child.

The Teaching Strategies GOLD (TSG) report shows the percentage of birth to five-year-old children and comparing their progress from the start of the program to the end of the program year. Our report shows that each child in our program met/exceeded the threshold in each of the checkpoints!

26 Family Literacy Night events took place to help engage families.

Hatch tablets were provided to help track children’s progress; results are reflected on TSG.

"Children learn the best when they feel emotionally secure and our learning outcomes demonstrate this."

- Antonio Daniel Jr.
Inspire Development Centers continues to engage Policy Council members both at the center level and during Policy Council meetings. Policy Council members engage in regular monthly Parent Voice meetings and receive center updates while maintaining positive and open communication.

Parent Election meetings were conducted to ensure that all parents have a leadership opportunity to represent their center. They also received recognition for their high attendance and participation during Policy Council meetings.

Our parents have demonstrated their excellent level of leadership and development by presenting nationally at conferences and being engaged nationally through invitations to virtual Town Hall meetings and group discussions.

“What I love seeing at Inspire is how our parents develop their leadership and advocacy skills for the well-being of their family and community.”

- Susana Sandoval
The Health Component in coordination with center staff, regional nurses, and in partnership with parents and primary care providers, kept children current with required health services. The Staff also monitored the screens and exams to keep children current per age and per the WA Early and Periodic Screening, Diagnosis and Treatment Program (EPSDT) guidelines. The staff also works closely with parents on any health referrals.

"I'm passionate about making a difference in each child's health. I have been an IDC employee for over 20 years and feel fortunate to serve the families, children, and staff."

- Teresa Ahumada
Inspire development centers consists of 27 locations along with a Program and Corporate Office. With its aging facilities, IDC continues to improve its facilities to meet safety and program needs. Quality learning environments, along with ongoing maintenance and repair, are important to ensure safe facilities.

- Moses Lake
  Upgraded the fencing to increase security and safety.

- Parker Heights
  Upgraded the water system to an efficient system to support the program needs.

- Prosser
  Completed Prosser's pour in place playground surfacing to increase safety for the children.

- Mattawa
  Improved the parking lot to make it a safe travel path for families, staff, and visitors.

120 bus routes provided
34 Bus Drivers employed
2,340 children received transportation services

“What I love most about Inspire is the Culture and without a doubt the quality of services it provides to the parents and children we serve.”

- Jose Morfin
PARENT FAMILY & COMMUNITY ENGAGEMENT

The PFCE Team completed the 10th and 11th Family Development Credential Course, allowing for 23 Family Advocates and Home Educators to receive their FDC credential through the University of Connecticut (UCONN).

COHORT #10
11 Family Advocates and Home Educators successfully completed and earned their FDC credential.

COHORT #11
12 Family Advocates and Home Educators successfully completed and earned their FDC credential.

Group Health Foundation

With the donation from Group Health Foundation, a total of 59 grants were awarded to parents in the following areas:

- Driving Lessons to Acquire Driver’s License
- Commercial Driving License (CDL) Training
- Various State Licenses/Certifications
- Funding for Naturalization Fees
- Cosmetology School

“I love how we support families and how the staff are committed to helping families succeed. I like to hear when the families voice their appreciation and the connections they make with us.”

- Salvador Alvarez
“Elevating human potential is at the forefront of what we do daily through our unique programs, benefits, compensation, staff development, internships and culture at Inspire. At Inspire, YOU ARE VALUED, YOUR VOICE IS IMPORTANT and YOU MAKE A DIFFERENCE!”

- Julie Jones
Every employee of Inspire, whether you work in the Corporate administrative office or directly with the kids at the centers, is focused on Inspire’s Mission. I love leading a Fiscal department where the discussions are always around how we can use the funding to better support the children and families.”

- Stephanie Mathews
### Promising Practices

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<th>616 Volunteers</th>
<th>Staff Wellness Days</th>
<th>Covid/ARP Funding</th>
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<tr>
<td>Center and staff participated in wellness days where staff engaged in self-care activities and education.</td>
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<tr>
<td>IDC received funding to better support the safety of children, families and staff</td>
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<tr>
<th>7 Lean Six Sigma Kaizen Black Belts</th>
<th>DNA Code</th>
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<tbody>
<tr>
<td>Created to promote our guiding principles that define IDC’s values, beliefs, and behavior’s</td>
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<tr>
<th>23 FDC Certifications</th>
<th>$716,061 Donations Received</th>
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ONE SMALL DONATION CAN MAKE A BIG IMPACT IN THE LIVES OF THE CHILDREN AND FAMILIES WE SERVE!

DONATE TODAY!

WWW.INSPIRECENTERS.ORG

To Inspire learning, growth and success in life - one child, one family and one community at a time.