

# **INSPIRE DEVELOPMENT CENTERS**



**ANNUAL REPORT  
2021-2022**



## 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

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**2021-2022**

**PABLO VILLARREAL, CHAIR**

**JONATHAN 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

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

**ECEAP**  
EXECUTIVE COMMITTEE

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

**MSHS/MEHS**  
EXECUTIVE COMMITTEE

**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 HISTORY

# OUR MISSION

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



# PROGRAM OVERVIEW



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.

## MSHS

### 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.

## MEHS

### MIGRANT EARLY HEAD START

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



## **REGION X HEAD START**

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.

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## **REGION X EARLY HEAD START**

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.

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## **EARLY CHILDHOOD EDUCATION & ASSISTANCE PROGRAM**

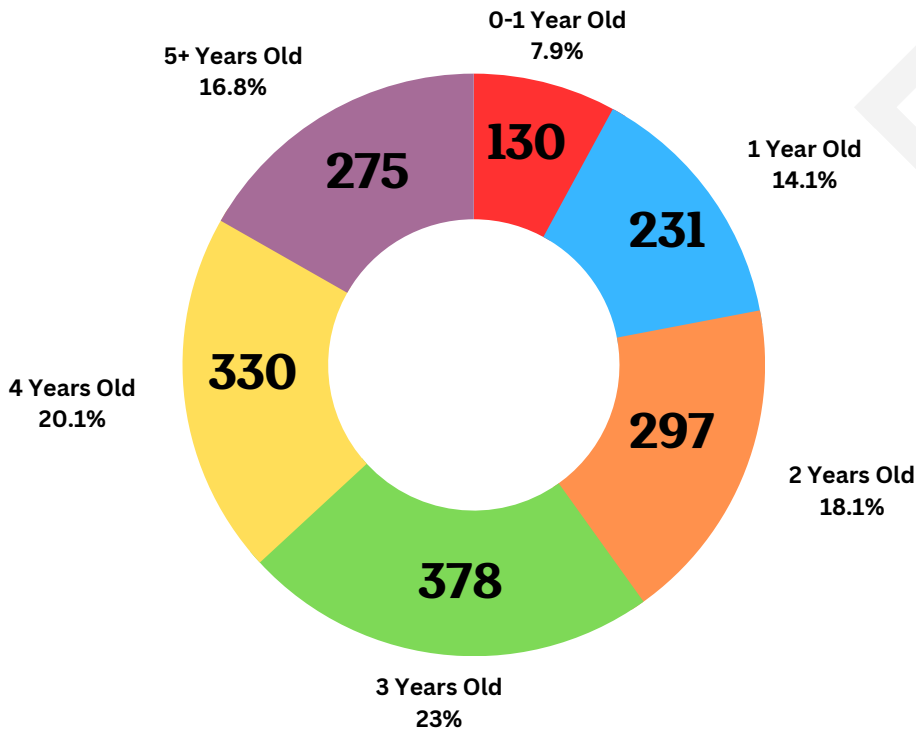
Our Early Childhood Education & Assistance Program is state funded for 976 slots and prioritizes enrollment of children three to five years of age. This program offers full-day programming in six child development centers, and part-day programming in fourteen child development centers. Services are offered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

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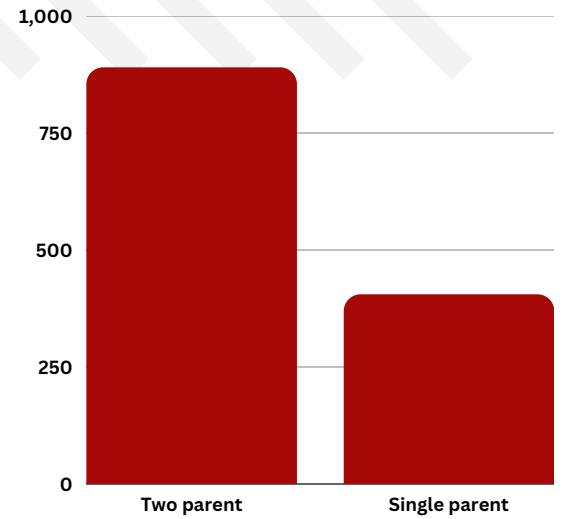


## MIGRANT & SEASONAL HEAD START

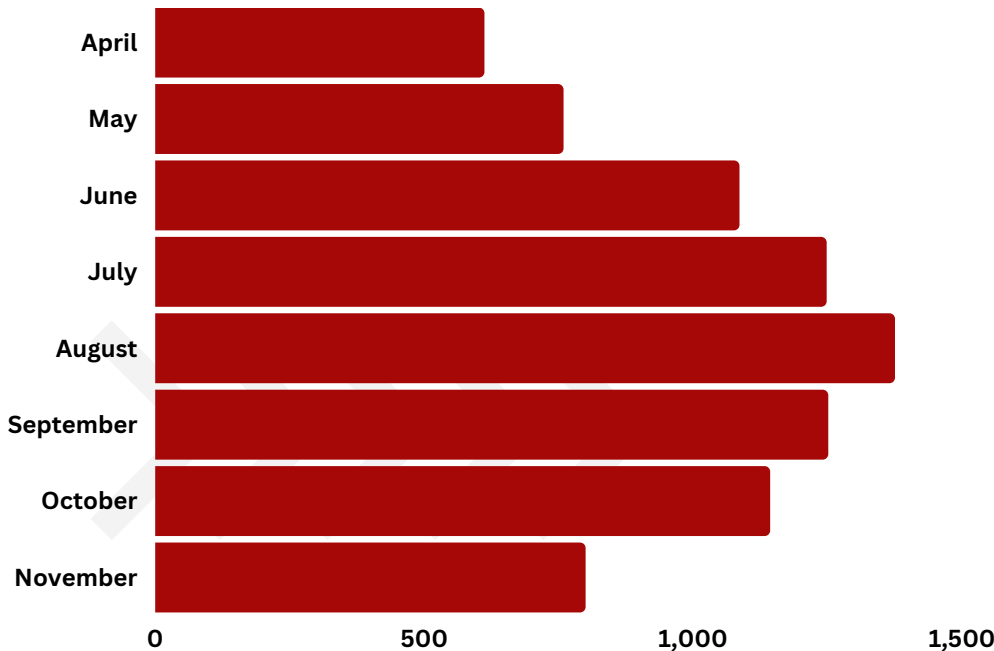
### INDIVIDUALS SERVED



### FAMILIES SERVED



### AVERAGE MONTHLY ENROLLMENT



### MEDICAL SERVICES: 1502



92%

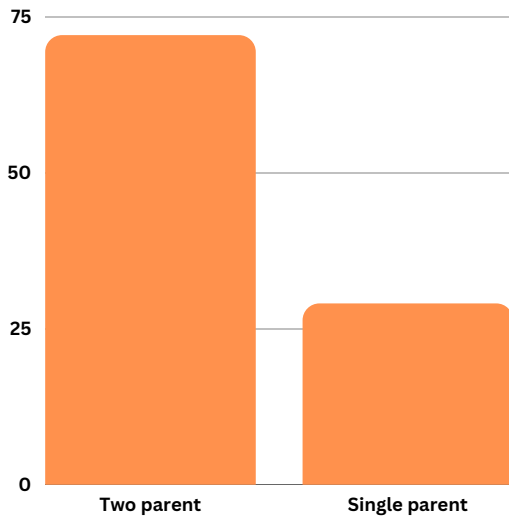
### DENTAL SERVICES: 1467



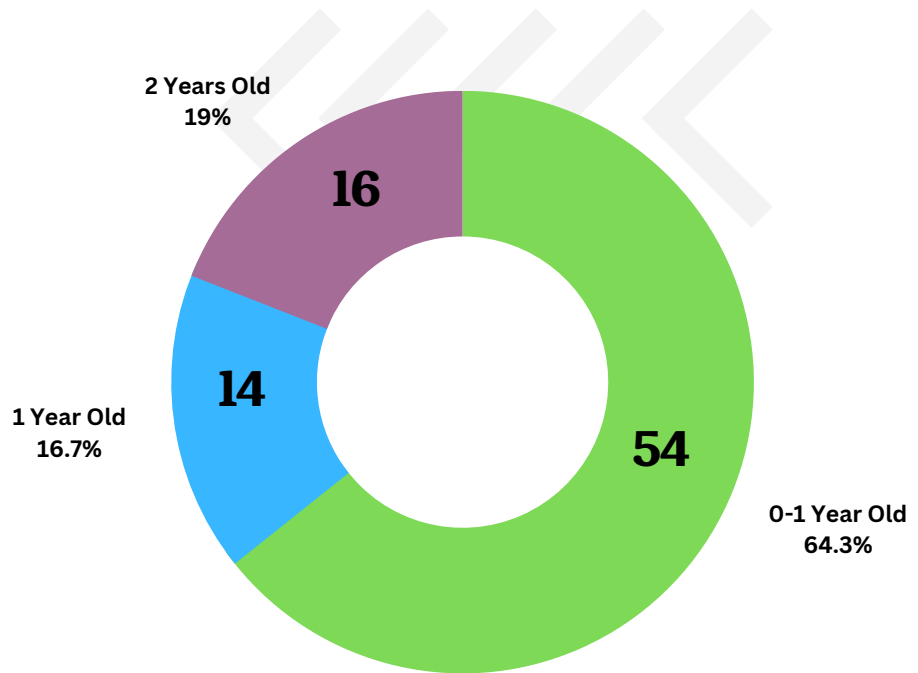
89%

## MIGRANT EARLY HEAD START

### FAMILIES SERVED



### INDIVIDUALS SERVED



### MEDICAL SERVICES: 61



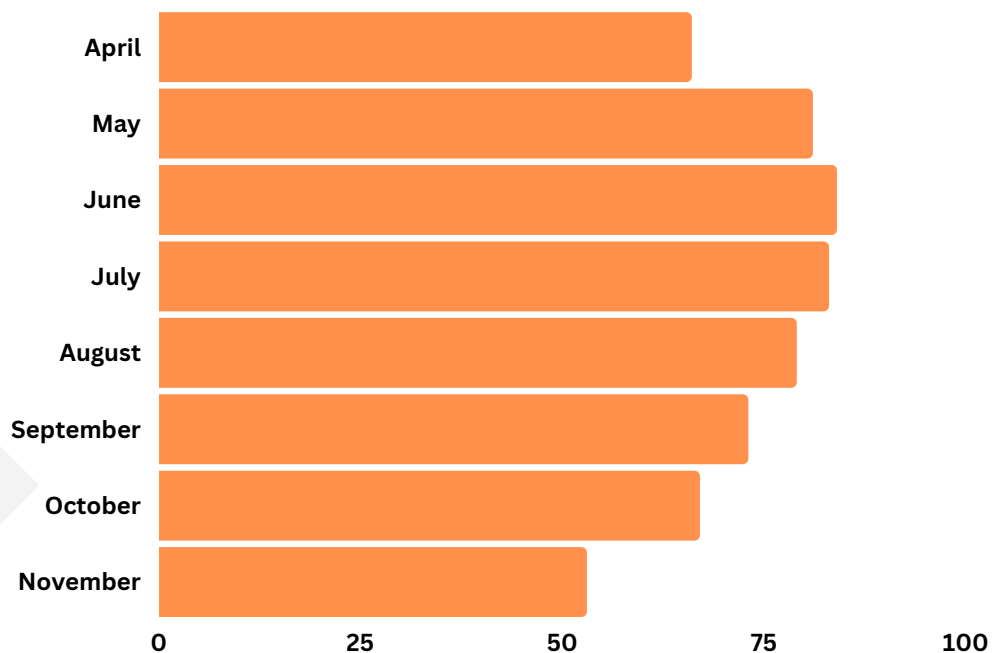
**73%**

### DENTAL SERVICES: 59



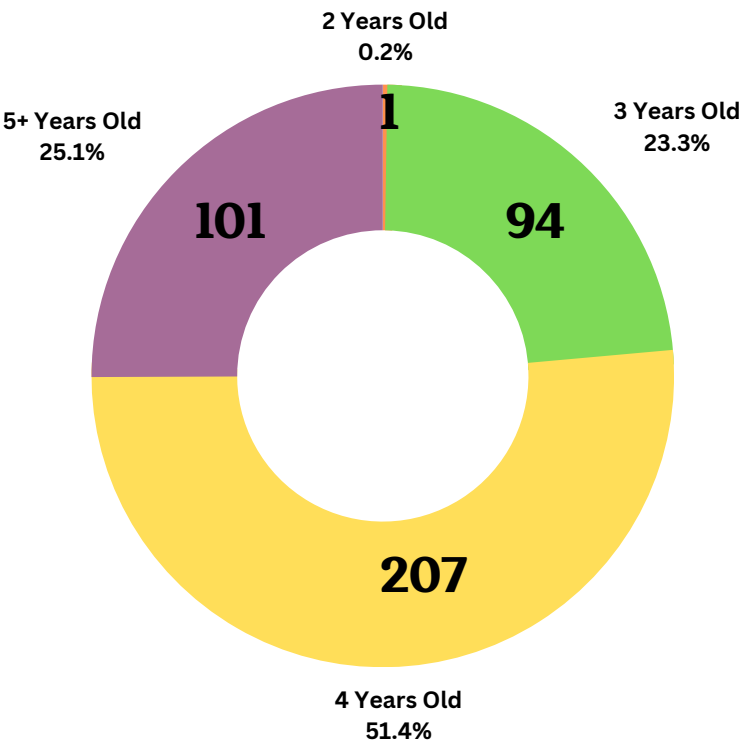
**70%**

### AVERAGE MONTHLY ENROLLMENT

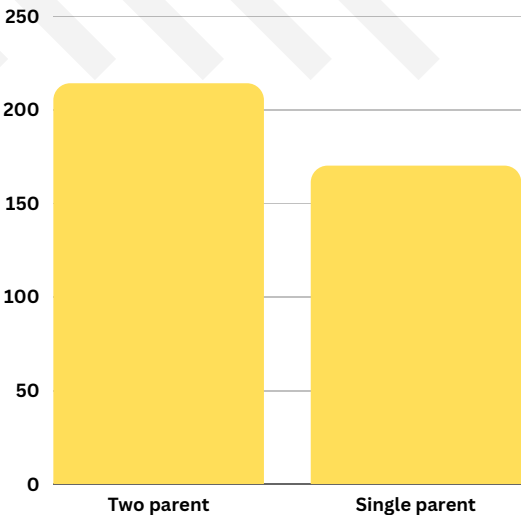


## REGION X HEAD START

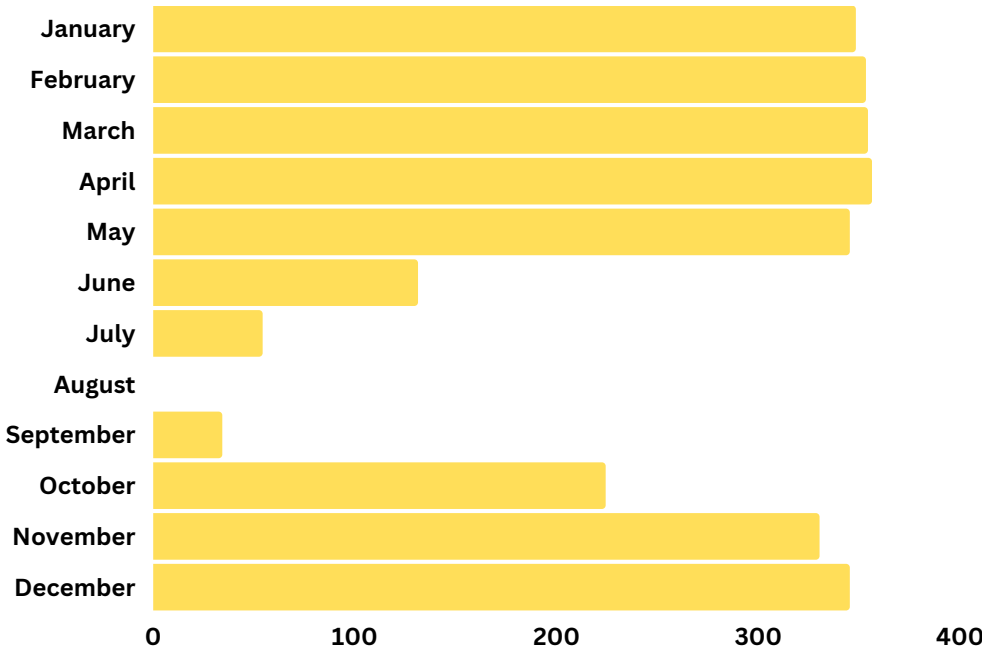
### INDIVIDUALS SERVED



### FAMILIES SERVED



### AVERAGE MONTHLY ENROLLMENT



### MEDICAL SERVICES: 344



85%

### DENTAL SERVICES: 343

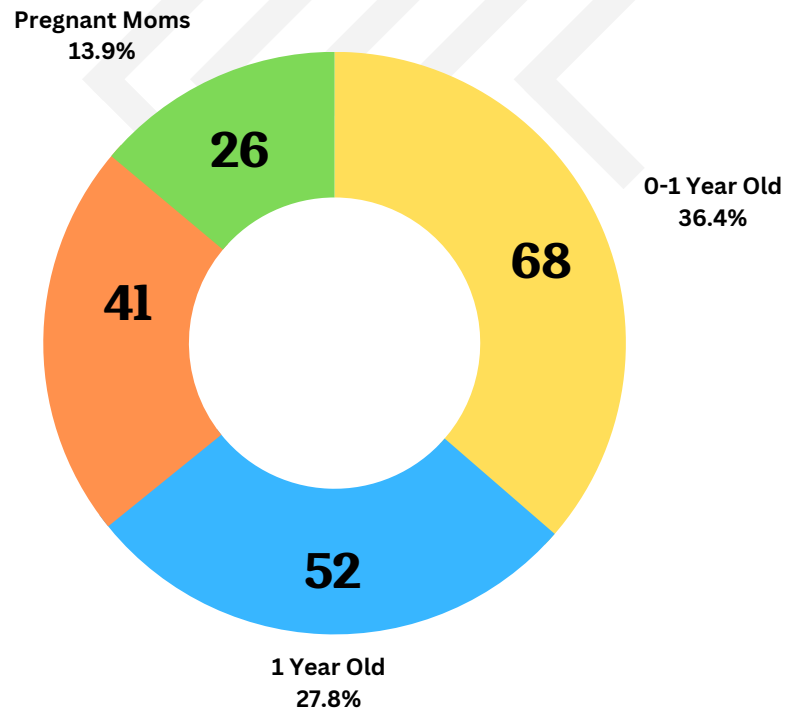


85%

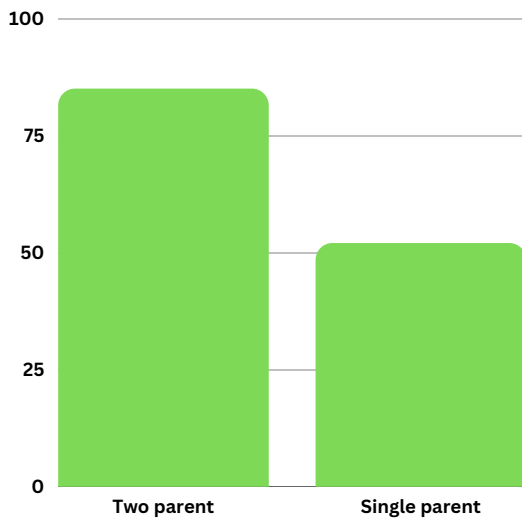


## REGULAR EARLY HEAD START

### INDIVIDUALS SERVED



### FAMILIES SERVED



### MEDICAL SERVICES: 120



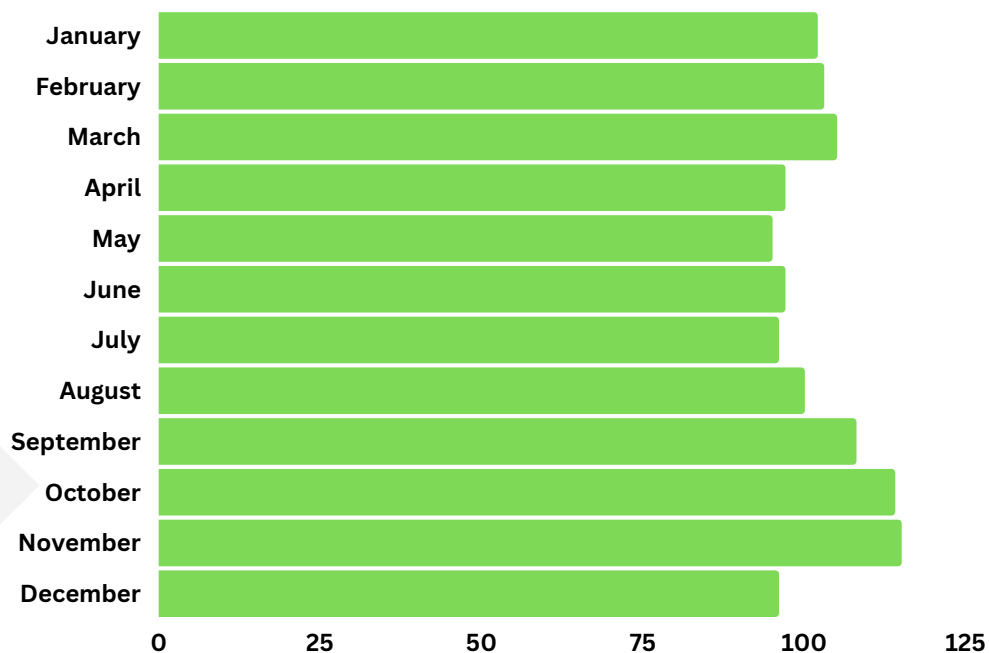
75%

### DENTAL SERVICES: 126



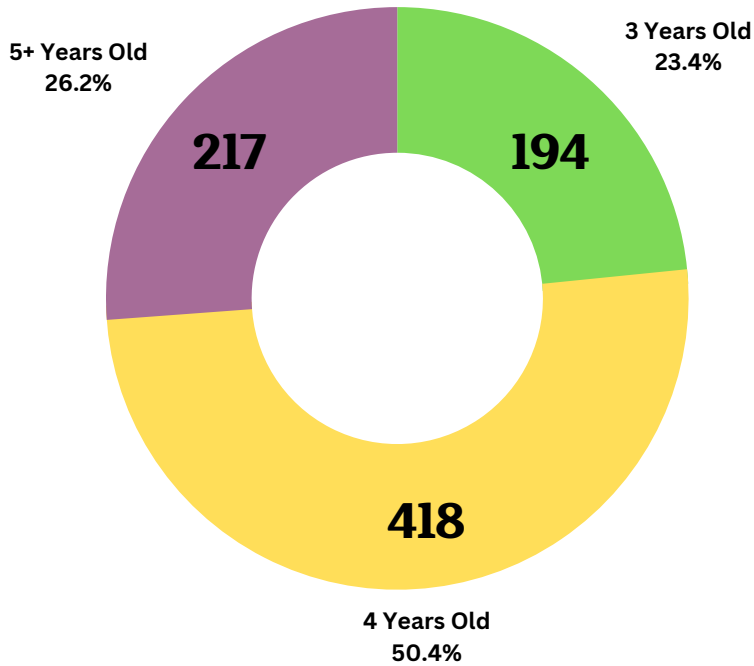
78%

### AVERAGE MONTHLY ENROLLMENT

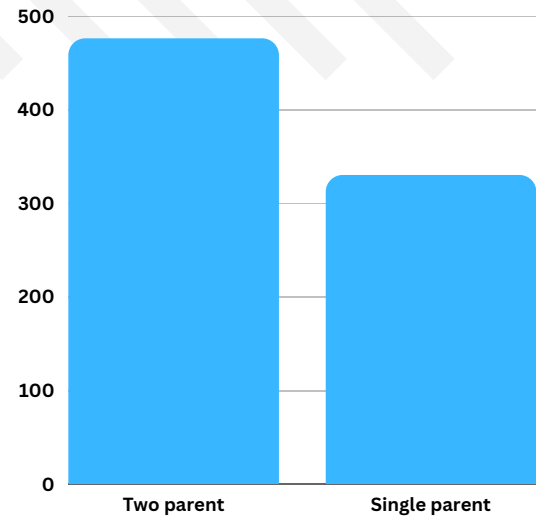


## EARLY CHILDHOOD EDUCATION & ASSISTANCE PROGRAM

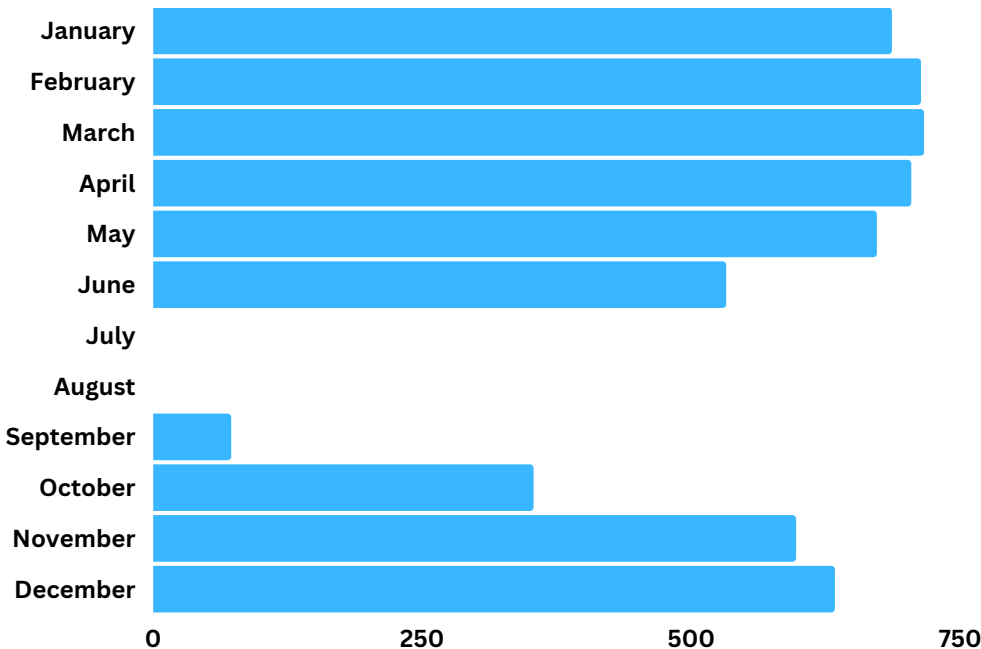
### INDIVIDUALS SERVED



### FAMILIES SERVED



### AVERAGE MONTHLY ENROLLMENT



### MEDICAL SERVICES: 761



92%

### DENTAL SERVICES: 758

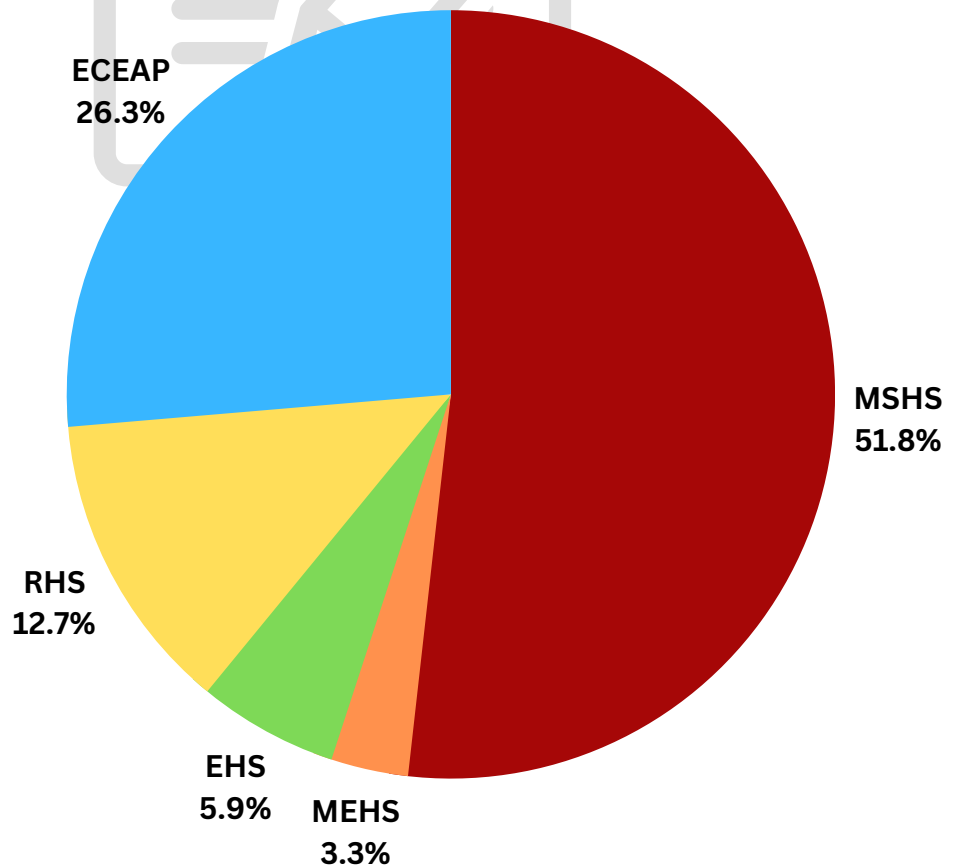


91%

# COMPONENT OVERVIEW

## ERSEA

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.

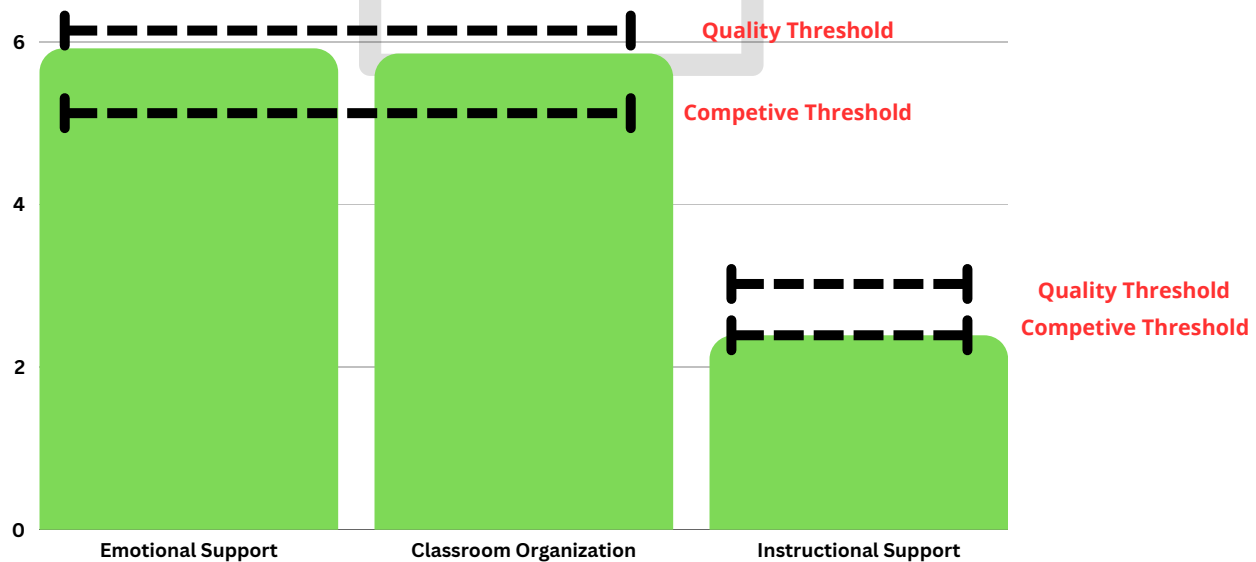
"What I love about working in ERSEA is seeing all the families we are able to serve and seeing the children grow in our agency."

- Claudia Granados



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.

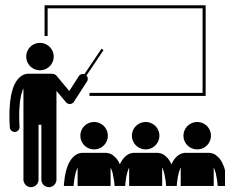
## Results from CLASS Video Pilot Observations



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

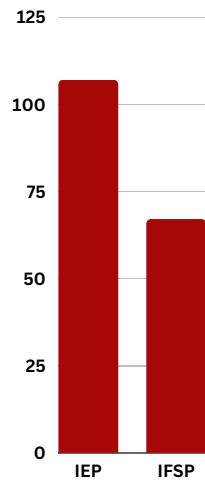


# MENTAL HEALTH AND DISABILITIES

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.

## MSHS

174 Total IEP's and IFSP's



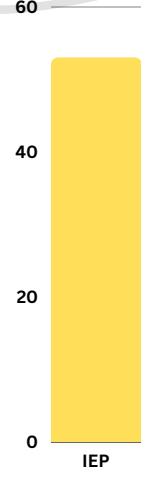
## MEHS

2 Total IFSP's



## RHS

53 Total IEP's



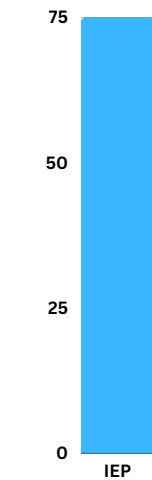
## EHS

25 Total IFSP's



## ECEAP

75 Total IEP's



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.**

## **How To Grow a Plant Kit**



**Garden kits were distributed to teach the kids how to grow a plant and record the process of growth.**

## **CACFP Conference New Orleans, LA**



**The nutrition team attended the CACFP Conference to learn more about healthy eating and how to raise awareness and educate our children and parents.**



**425,031 meals served including breakfast, snack and lunch.**



**Distributed recipe books to families with 18 kid friendly nutrition recipes.**

**"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."**

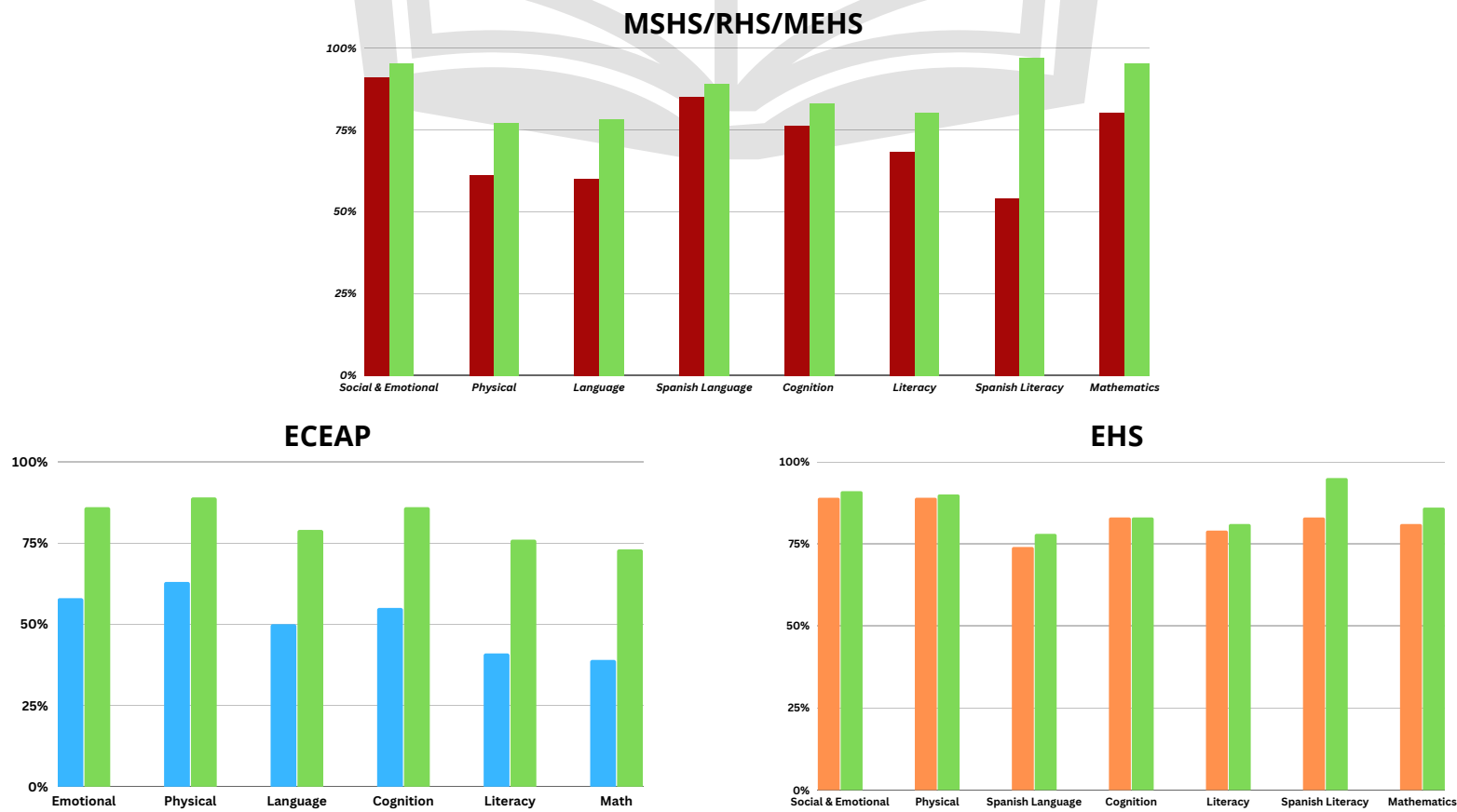
**- Corina Cortez**



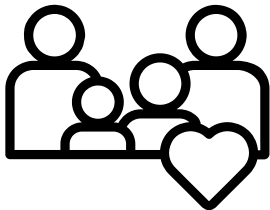


# EDUCATION

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.

# GOVERNANCE

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.



**NHSA Conference  
Baltimore, MD**

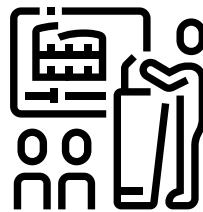


**Midwest Stream Forum  
Austin, TX**

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.



**There was a total of 73 policy council members agency-wide.**



**Policy Council Members attended 4 conferences.**

"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

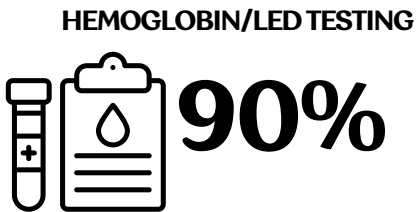
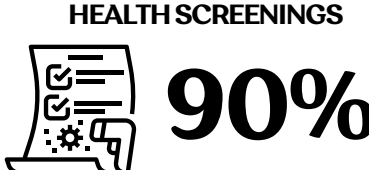


# HEALTH

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.

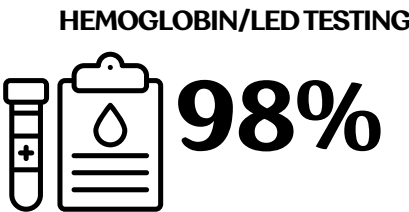
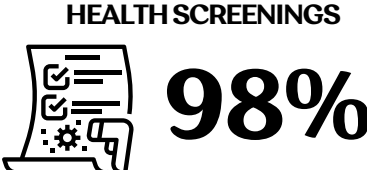
MSHS/MEHS

IMMUNIZATIONS



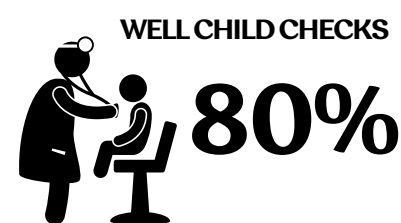
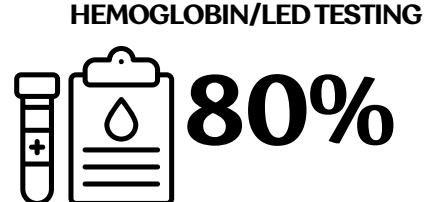
RHS

IMMUNIZATIONS



EHS

IMMUNIZATIONS



ECEAP

IMMUNIZATIONS



HEALTH SCREENINGS



"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

# TRANSPORTATION/FACILITIES

21

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.



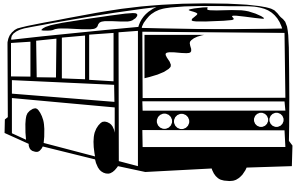
**Prosser**

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



**Mattawa**

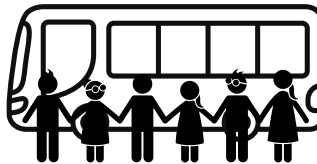
Improved the parking lot to make it a safe travel path for families, staff, and visitors.



**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.

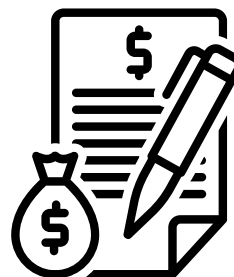


## COHORT #11

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."

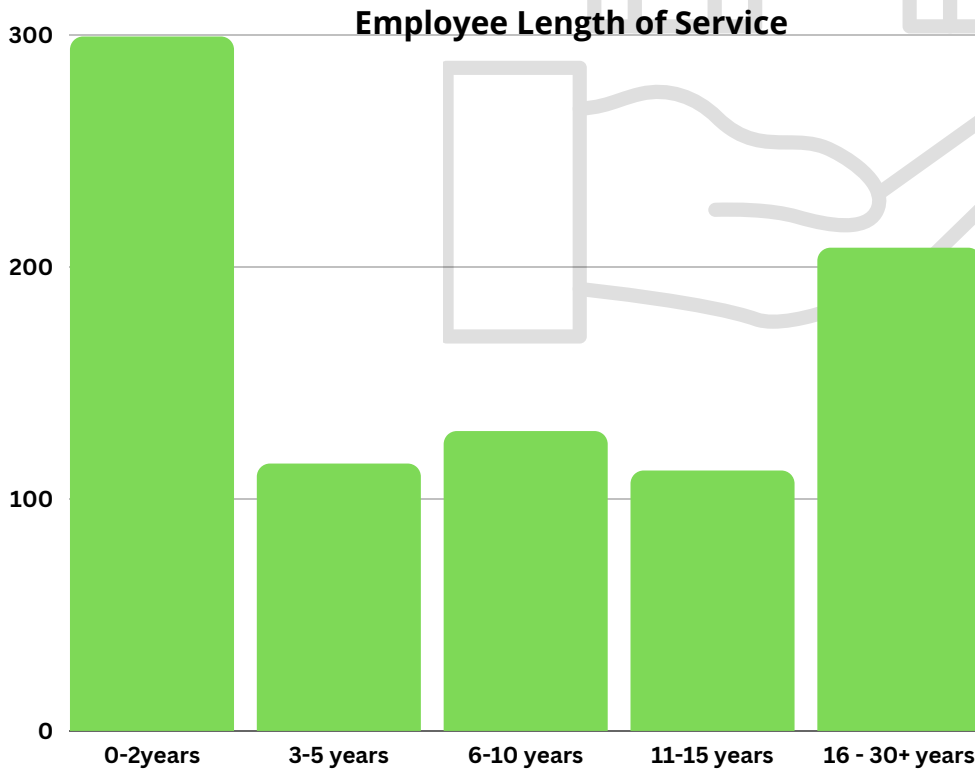
- Salvador Alvarez





# DEPARTMENT OVERVIEW

## HUMAN RESOURCES



Staff Development  
**124**  
 employees received  
 staff development  
**\$188,500**  
 in tuition paid by IDC

**71.2%**  
**401 K**  
 participation rate

**284**  
 employees  
 joined the Inspire Team



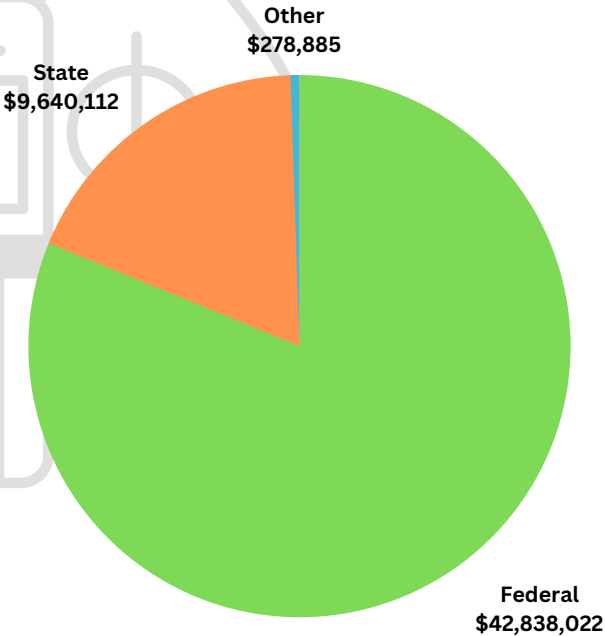
"Elevating human potential is at the forefront of what we do daily through our unique programs, benefits, compensation, staff development, internships and culture at Inspire. At Inspire, YOU ARE VALUED, YOUR VOICE IS IMPORTANT and YOU MAKE A DIFFERENCE!"

- Julie Jones

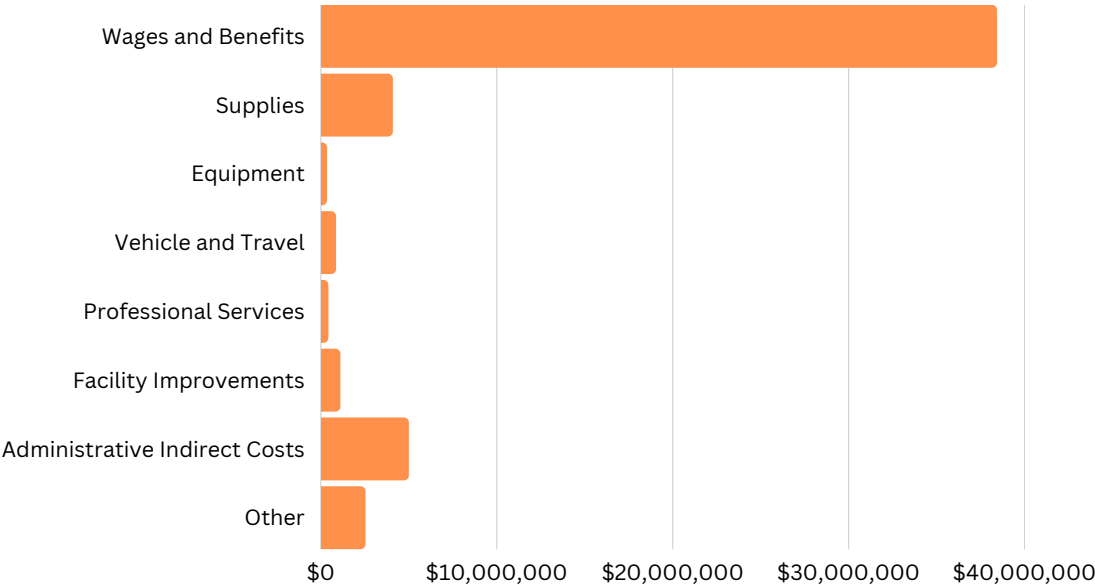
# FISCAL



REVENUE  
\$52,757,019



EXPENDITURES  
\$52,597,333



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



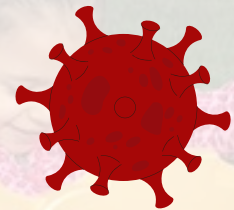
## 616

**VOLUNTEERS**



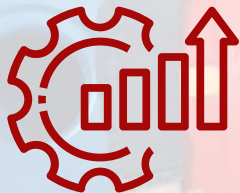
### STAFF WELLNESS DAYS

Center and staff participated in wellness days where staff engaged in self-care activities and education.



### COVID/ARP FUNDING

IDC received funding to better support the safety of children, families and staff



## 7

**LEAN SIX SIGMA  
KAIZEN BLACK BELTS**



### DNA CODE

Created to promote our guiding principles that define IDC's values, beliefs, and behavior's



## 4

**FDC INSTRUCTORS**



## 23

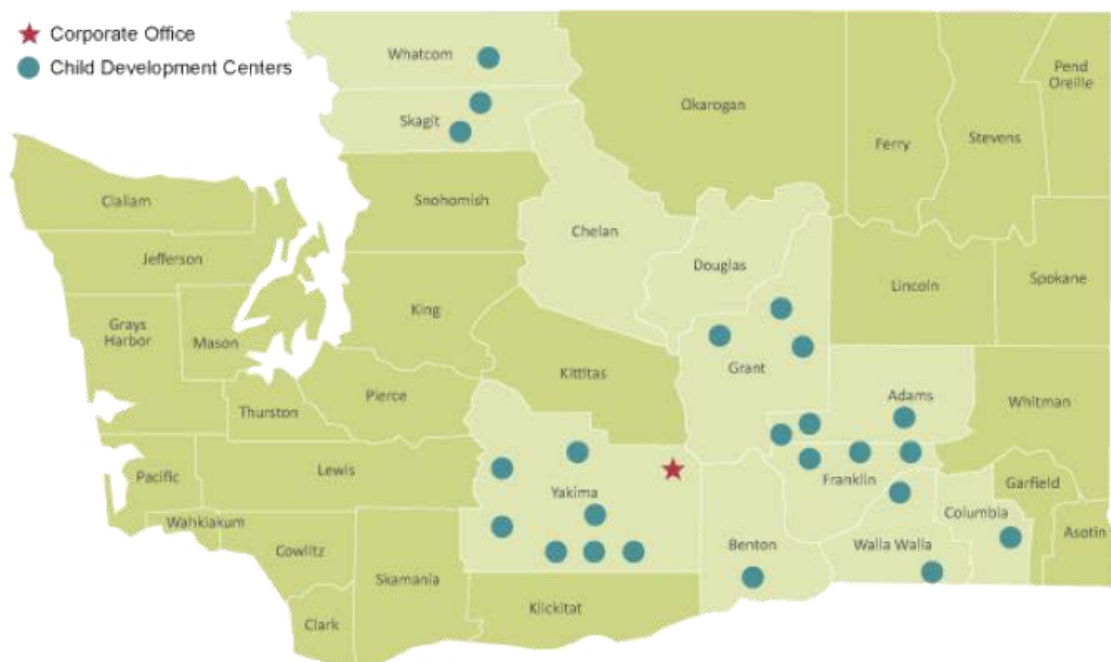
**FDC CERTIFICATIONS**



## \$716,061

**DONATIONS RECEIVED**

**ONE SMALL DONATION CAN MAKE A BIG IMPACT IN THE LIVES  
OF THE CHILDREN AND FAMILIES WE SERVE!**



**DONATE TODAY!**



**[WWW.INSPIRECENTERS.ORG](http://WWW.INSPIRECENTERS.ORG)**

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