



TRIUMPH

Supporting Children and Families in Taunton & Raynham since 1965

ANNUAL REPORT

2023 2024

Head Start

Early Head Start

Childcare

Expectant Families

Community Programming

Home Visiting



Results of federal monitoring - Focus Area 2 (FA2)

In February 2024, Triumph staff, Board of Directors and Policy Council members participated in a FA2 monitoring review. Once per five year grant cycle, the Office of Head Start gathers data and information to assess grant recipient's program operations, compliance and performance. This was held both virtually and in person over a one week period. It included interviews, data testing and observation. The results of this review were received in May 2024 and Triumph was found in-compliance with all but 1 protocol. This concern was focused on documentation received and tracked regarding dental homes for children. We are working with the training & technical assistance to improve the dental outcomes of children enrolled in the program. We are proud of the accomplishments of the entire "TeamTriumph" team for their efforts to remain in compliance while maintaining a standard of high quality across all content areas.



Staff enjoy the FA2 thank-you celebration night at The Cove in Fall River June 2024

Congratulations!



HEAD START

Civil Rights Non-Discrimination Statement

Triumph, Inc. is an equal opportunity employer and service provider. All employment activities will be conducted in a manner to assure equal opportunity for all and will be based solely on the individual merit, fitness of applicants, candidates, employees, children or families, without regard to race, color, ethnicity, national origin, ancestry or culture, sex, sexual orientation or gender identity, genetic information, age, marital status, family composition, pregnancy or related condition, religious creed, political affiliations or beliefs, military service or disability.

Any employee who acts in a discriminatory manner toward any person will be subject to disciplinary action up to and including termination. This includes overt acts of discrimination through speech, writing, or behavior as well as acts of indifference, failure to acknowledge another person and/or failure to act in a professional manner toward another person.

This is in accordance with all applicable federal and state law, including, but not limited to; Section 504 of the Rehabilitation Act of 1973, as amended, Article 114 of the Massachusetts Constitution, Chapter 151B and 272, sections 92, 98, and 98A of the Massachusetts General Laws and Executive Orders 227, 246, and 253. Triumph, Inc. recognizes its responsibility to go beyond the mere announcement or an equal opportunity policy and will adhere to both the spirit and the letter of the legislation designed to eliminate discrimination in employment. Triumph, Inc. shall abide by the applicable Federal and State policies regarding Equal Opportunity and Affirmative Action and will comply with the Civil Rights Act of 1964 as amended. The Executive Director shall serve as the Affirmative Action/Equal Opportunity Manager. The Fiscal Manager shall serve as the Programmatic Access Manager. To insure the implementation of this policy, the Executive Director shall receive and attempt to resolve complaints on an informal basis, shall provide aggrieved persons with information and advice on equal opportunity procedures including local, state and federal redress, and shall assist in preparing any formal complaint of alleged discrimination. The complete Equal Opportunity/Affirmative Action Plan for Triumph, Inc. is on file and available to all staff.

Employees hired for positions where the primary responsibility is direct childcare must be 18 years of age in accordance with regulations established by EEC.

Triumph, Inc. supports the education, well-being and self-sufficiency of young children and their families through high quality early childhood programs and community engagement.



Educate • Engage • Empower

Triumph, Inc. was created in 1965 by members of the Taunton Community. An original Head Start grantee, Triumph is an acronym that stands for **Taunton Responds in Unison, Many People Help**. This philosophy of "many people helping our community children" still stands true today.

BOARD OF DIRECTORS

OFFICERS

Caryle Stonstrom, Co-President	Dighton Country Day, Retired
Thomas Hoyer, Co-President	Taunton Public Schools, Retired
Marley Fletcher, Vice President	Past Head Start Parent
Gregory O'Donnell, Co-Treasurer	Rockland Trust
Timothy Girard, Co-Treasurer	BayCoast Bank
Norma Barbour, Secretary	Taunton Public Schools, Retired

MEMBERS

State Rep. Carol Doherty, Educational Consultant
 Christine Fagan, Taunton School Committee
 Paula Fernandes, Community Rep., Current HS Parent
 Dolores Fortunato, Taunton Public Schools
 Elizabeth Francis, Hockomock YMCA
 Attorney Alan Medeiros, Private Practice
 Stephanie Taylor, Community Rep., Past HS Parent
 Attorney Robert Fredericks, Legal Consultant
 Attorney Steven Torres, Legal Consultant

POLICY COUNCIL

Tiffany Cross, Current Parent
 Osaere 'Emma' Edeko, Current Parent
 Clara Euseve, Community Rep.
 Jazlyn McCall, Current Parent
 Eugenie Ouedraogo, **Chairperson** & Current Parent
 Rebecca 'Becca' Souza, **Treasurer** & Current Parent
 Christina Toner, **Vice Chairperson** & Past Parent
 Guerline William, Current Parent
 Nena Wright, Current Parent



In memoriam of Manny Spencer

We honor and remember the life and legacy of Manuel 'Manny' Spencer, former Triumph, Inc. Board of Directors Co-treasurer, who passed away earlier this year. During Manny's time as a member of our board for 25 years, he was a champion of Taunton, helping others in the community he loved. He was a true warrior who constantly advocated for fair wages and benefits for our early childhood staff. Manny's leadership and community connections were invaluable to our agency. We miss his passion, commitment and friendship.

Donations in his memory have exceeded \$1,000 and will be used to purchase a befitting tribute in his name.

We are grateful to the following individuals for their generosity for making a donation in memory of Manny:

Debra Botellio
 Charles Cardoza
 Barry Cooperstein
 James & MaryAnn Deveney
 Kyle Law Enforcement Association
 Arthur Lopes
 Julie Mack
 David Pottier
 Keith & Cindy Rollings
 Bryan Spencer
 Carmen Weimer



Members of the Triumph, Inc. Board of Directors at the June 2023 Annual Meeting



TO OUR PARTNERS AND FRIENDS

I love Gretchen Rubin's enduring quote, "*The days are long, but the years are short.*" As I complete my 13th year at the Agency, this rings particularly true. Triumph's school year was filled with many TRIUMPHant moments; the restoration of NAEYC Accreditation at all three childcare centers, a highly successful CLASS Review, and a positive federal monitoring review by the Office of Head Start. Our independent financial audit of both our fiscal and retirement systems yielded no concerns and garnered high praise for our oversight procedures. Our building, fire and safety inspections were above reproach! All of our regulatory agencies continue to reinforce what we already know—***we are a program of the highest quality and integrity***, led by a team of employees who are dedicated to their craft and the children and families who attend our program.

The amazing part, to me, is we have received these accolades with an enduring workforce crisis. Throughout this school year, we operated, on average, with 25% of our employee positions being vacant. Most of these vacancies have been chronic, plaguing our classrooms since 2020. I can't help but reflect on the high staff turnover rates in most Head Start programs who are increasingly losing teachers and other key staff to other employers because they cannot provide competitive compensation and benefit packages, flexible work hours or true work/life balance options. These vacancies have serious ramifications—impacting children, families and staff – and, in the long term, our communities. This includes smaller capacity, longer waitlist for services, or reduced amounts and types of services. A lack of qualified job candidates to fill critical roles places current staff under greater stress. Last year alone, Triumph closed one of our smaller centers and it was determined we could no longer provide transportation services. Our enrollment mirrors our staffing crisis, with an average of 25% unfilled "seats" per month. The monthly list of approximately 150 children awaiting our services shows demand far exceeds supply. In addition, after long shut-downs during the pandemic, many children are enrolling with greater behavioral concerns and developmental delays, resulting in more challenging classroom environments.

At the heart of these challenges is compensation - while not entirely driving turnover and interest in the field – competition with wages and benefits continue to be the top reason for long term vacancies and turnover. This turnover includes not only teachers, whose expertise and credentials make them ripe for the public schools, but also other staff, who are leaving the field for work-from-home options, flexible schedules and better pay.

As a committed leader in the nonprofit sector, I firmly believe there is no better way to drive our mission forward than to invest in the people doing the work. Creating an organization that values better working conditions for employees has positive impacts. However, the first step forward is to dismantle a long standing notion nonprofit employees do this work out of the kindness of their hearts - instead of as a way to make a living. This is, perhaps, a holdover from the philanthropy efforts of the late 1800s when non-profit work was often interchanged with volunteer charity work.

Secondly, there is this tendency for agencies to prioritize size over quality. We must stop pushing our employees to constantly do more, and recognize quality work takes time. Individuals, not machines, run our programs, and they deserve consideration for their well-being. No one can work well if constantly pushed to the brink. By valuing employees and recognizing their choice to work in the nonprofit sector, we will create environments where employees are: **1) paid competitively to other sectors; 2) valued for their work as team members; and 3) acknowledged as the people who are most important to the advancement of the mission.**

What can be done? The last page of this document outlines what Triumph has committed to doing to recruit and retain staff. This has only been accomplished with the backing of our major funders. The Commonwealth of Massachusetts is actively listening to our industry's collective voices, making historical investments in Early Childhood compensation and rate reimbursements over the last few years. The "C3 Grants", in place since 2021, have helped Triumph increase teacher's pay by 23% over the last 3 years, and other staff by nearly 15%. We have created an FY25 budget which will continue to make significant investments through 2028. The Head Start State Supplemental grant awarded an FY24 one-time funding increase of \$37k. The Office of Head Start (OHS) has proposed bench-marking Head Start educator wages to preschool teachers in public schools. The proposed wage increases and other benefits could help sustain the workforce into staying committed to the challenging jobs working with the children and families who need them. Over the last year, the message from the OHS has become clear, and echoes the thinking of "size vs. quality". The charge is to prioritize employee wages and benefits over the number of clients served, even without a significant increase in funding from Washington. They have recognized employee turnover costs more money than paying the workforce well, not to mention dramatically impacting the quality of service. Reducing enrollment may be the only avenue for increasing salaries and benefits. The childcares, and non-profit industry need to shift from the standard practice of bare bones and distress to one of worth and value. The Massachusetts median salary in the human services sector is slightly more than \$27,000, while wages for all other industries in the Commonwealth are \$40,500.

If we want our non-profits to thrive, we cannot allow this trend to continue. Triumph's overall goal is for our team members to stay because they feel valued and supported in pursuing their individual aspirations. **Our mission of: "supporting the education, well-being and self-sufficiency of young children and their families" must also include "staff".** We have to be the ones to lead the charge for systematic change forward. After all, it will be the employees who impact our mission today, tomorrow and for years to come.



Quinn staff celebrating
Friendsgiving Nov. 2023



Barnum Crew having fun at
tie-dye event May 2024



Enjoying Comfy-Cozy-Coffee and
Cannoli Day! January 2024



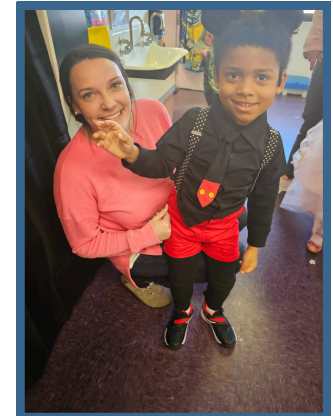
Wearing Pink for Triumph, Inc. in
support of Breast Cancer
Awareness October 2023

HEAD START AND EARLY HEAD START NUMBERS

214	Funded Enrollment Head Start
100	Funded Enrollment Early Head Start
214	Cumulative Enrollment Head Start
134	Cumulative Enrollment Early Head Start
9	Pregnant Women/Expectant Family



Lucky to Love you event, March 2024



Favorite character day, Oct. 2023



EHS Home Based fun! March 2024



Wearing GREEN in support of Mental Health Awareness Month May 2024

PROGRAM INFORMATION

86%
EHS/HS
Average Daily
Attendance
(combined)



86%
Other Funding
Average Daily
Attendance

88%
(88 children)
Average Monthly
Enrollment
(Early Head Start)



88%
(187 children)
Average Monthly
Enrollment
(Head Start)

25%
(83 children)
Homeless Children
at Triumph, Inc.



2.5%
(9 children)
Living with
someone other
than a parent

62%
(83 children)
EHS children are
learning a second
language



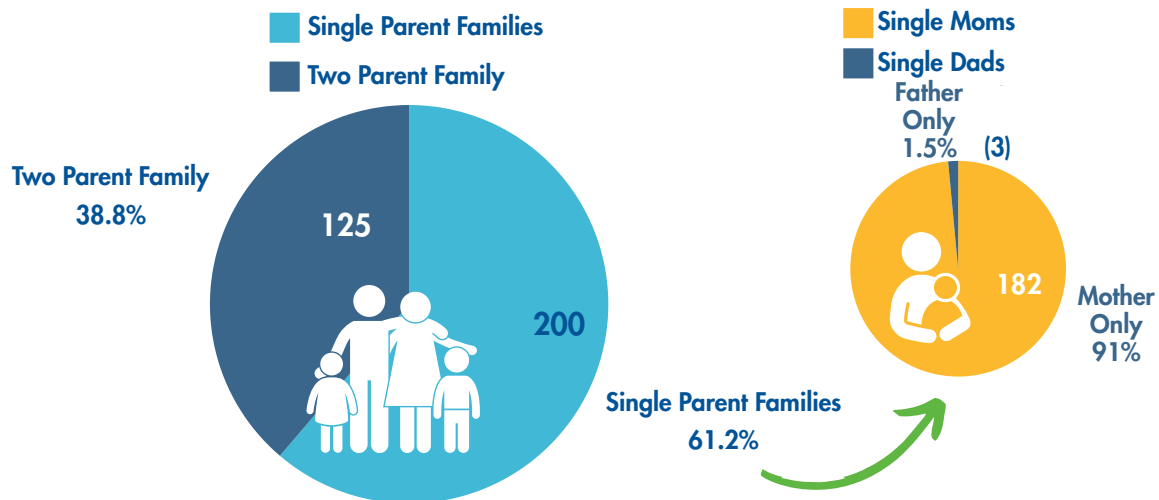
46%
(99 children)
HS children are
learning a second
language

3 Non-EHS Children Enrolled

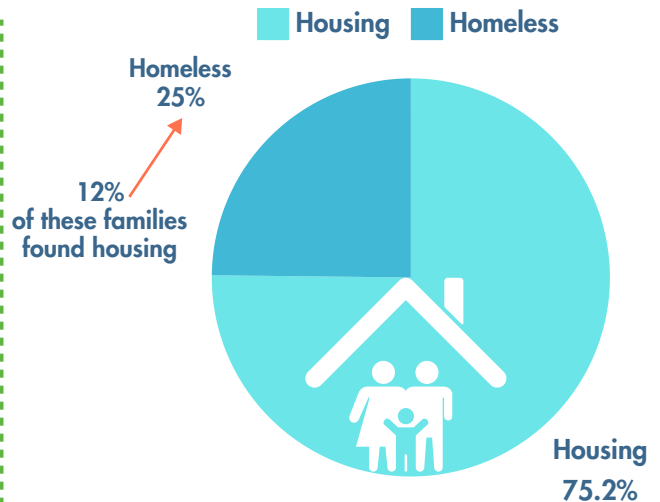
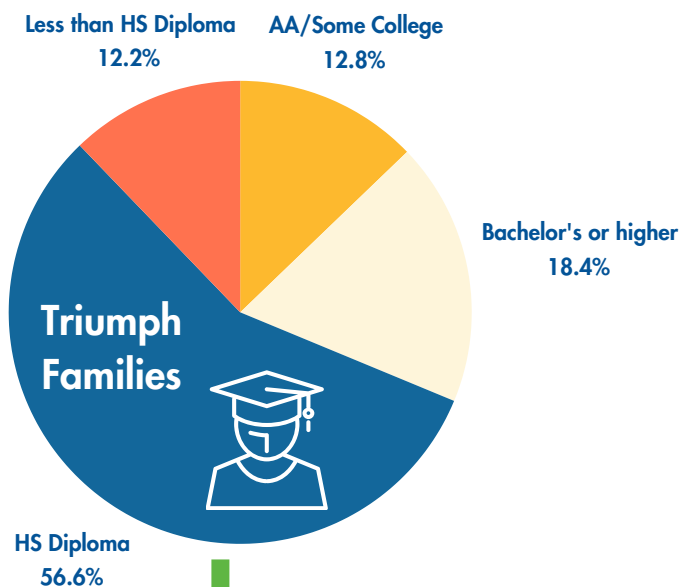
4 Non-HS Children Enrolled

2023 2024 Agency Highlights

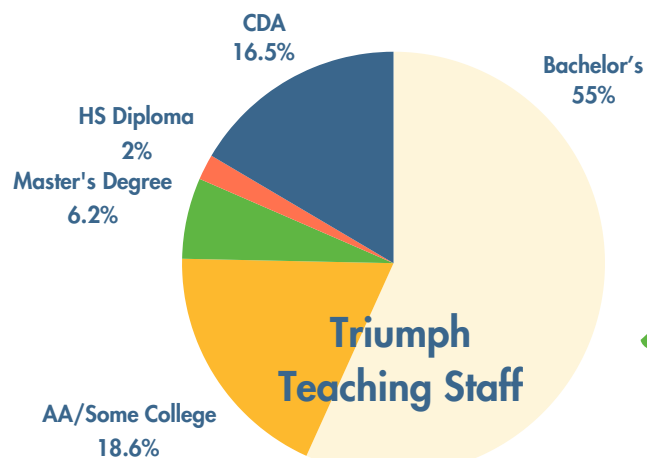
FAMILY COMPOSTION & HOUSING



EDUCATION AND EMPLOYMENT



At least 1 person is
working/going to
school or in a
training program in
78% of homes!



OUR TEAM

Management & Administrative

Karen Ennis, Executive Director
Michelle Andrade, Conscious Discipline Coach
Jessica Bourque, Human Resources Generalist
Melinda Cabral, Early Childhood Education Manager
Kathleen Cardin, ERSEA Coordinator
Rita Celia, Parent & Community Outreach Coordinator
Kayla DaRosa, Administrative Assistant, Riverway
Lisa DeMelo, Child & Family Services Manager
Jessica Diaz, In-take Specialist
Brooke Doehler, Child & Family Services Assistant
Marian Dunne, Part-time Receptionist, Riverway
Aida Freitas, Administrative Assistant, Quinn
Sandy Furtado, Home Based & Community Programming Manager
Kathleen Matteson, Pediatric Health & Safety Manager
Jillian Oliveira, Child Development Specialist
Christine Pilotte, Recruitment Specialist
Nancy Simmons, Finance Manager
Nancy Tilbe, Home Based & Community Programming Assistant
Susan Tosti, Fiscal Coordinator
Erin Weir, Curriculum & Professional Development Coordinator

Facilities, Kitchen and Nutrition

Stacey Matta, Facilities Coordinator
Glenda Baez, Kitchen Assistant and Custodian
Shawn Davis, Facilities Assistant
Kimberly Gomez, Lead Kitchen Assistant
Felicita Ruiz-Cammarata, Custodian

Health Specialists

Lynda Earley, L.P.N.
Tayla Roberts, L.P.N.

Family Engagment Specialists

Cara DeMendonca	Bridget Pretto
Patricia Medeiros	Jessica Santiago
Kim Monteiro	Shantel Vasconcellos
Sandra Pizzaro	

Home Visitors & Community Engagement

Heather Diel, EHS Home Visitor
Kelly Dorsey, PC+ Early Learning Specialist
Kim Forget, EHS Home Visitor
Carolyn Mulhern, PC+ Early Learning Specialist
Dasia Tocman, CFCE Literacy Specialist

Education Coordinators

Sara Gould, HS Education Coordinator, Quinn
Alexandra Pacheco, EHS Education Coordinator, Quinn
Samantha Ricketson, HS Education Coordinator, Riverway
Courtney Silva, EHS Education Coordinator, Riverway
Jill Silva, HS Education Coordinator

Teachers

Dawn Aguiar-Finnegan	Meaghan McGovern
Rim Anjoul	Mackenzie Meier
Caitlin Andrews	Markima Mitchell
Kristina Belli	Kimberly Moran
Karen Conefrey-Porazzo	Julie Nguyen
Victoria Costa	Rosa Nunez
Jennifer Danforth	Alexis Paiva
Anne Decosta	Meagan Pereira
Dawn Donahue	Pamela Pruyn
Debra Donle	Alejandra Recalde
Daniella Fernandez-Millan	Ana Resendes
Jolie Freitas	Meghan Reynolds
Jennifer Glover	Amarilis Rivera
Marline Gomes	Lynsey Sculley
Dodi Hannon	Jessica Tabares
Lisa Hyson	Danielle Terry
Nancy Kingston	Jamiee Thuo
Dixie Levesque	Ana Viveiros
Caroline Lucia	

Classroom Floats

Jillian Cobb	Dimaray Ortiz
Skyla Gidden	Michael St. Laurent
Molly McDonald	

Classroom Support Staff

Marissa Aries	Mary Lee
Alyssa Bolieiro	Naomi O'Brian
Paige DeAvila	

Classroom Substitutes

Mousumi Alam	Kerri Graney
Anwar Ali	Emily Griffith
Mia Almeida	Jaqueline Levesque
Abbygail Alves	Donna Machado
Aline Alve SA Cardozo	Destiny Medeiros
Maria Araujo	Jennifer Perez
Jazmine Berry	Keila Santiago
Chyenne Campbell	Jessica Secatore
Priscilla Concepcion	Akyla Smith
Kelly Doherty	Rachael Walls
Cassandra Galdamez	Kaitlynn Westgate

Classroom Helpers

Rylee Avellar	Hannah Buckley
Ava Brooks	Milyana Rivera



#teamtriumph!

Team Recognition Years of Service

Congratulations!

Celebrating **15 YEARS** of continuous service

Michelle Andrade
Rita Celia
Jillian Cobb

Celebrating **10 years** of continuous service

Meagan Pereira
Tayla Roberts

Celebrating **5 years** of continuous service

Heather Diel
Lorie Dupuis (Retired)
Lynda Earley
Sara Gould
Dodi Hannon
Dixie Levesque
Alejandra Recalde



Michelle Andrade

Rita Celia



Tayla Roberts



Meagan Pereira



Jillian Cobb, celebrating 15 years of service and receiving her CDA Credential!



*Wishing
you well
Lorie...*



*Congratulations and
enjoy retirement!!!*

Staff Educational Success

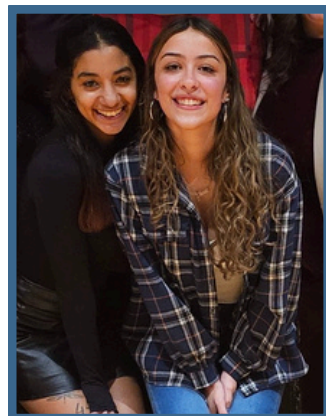


Daniella Fernandez-Millan, Bachelor of Science

Jillian Cobb, CDA
Dimaray Ortiz, CDA
Alexis Paiva, CDA



Daniella received her Bachelor of Science Degree in Early Intervention



Dimaray Ortiz and Alexis Paiva obtained their CDA credential

TEAM INCENTIVES!

**THE FOLLOWING
AWARDS/INCENTIVES WERE
GIVEN TO OUR TEAM THIS YEAR:**

\$17,000

Team Health & Wellness Activities

\$8,000

to Dual Language Speaking Staff

7.5%

Absorbed increase of staff health insurance for past 2 years

\$56,000

Longevity Awards

\$99,000

Merit Incentive



2023 2024 SNAPSHOT

Health, Safety & Facilities

- 100%** Children are linked to a Medical Home
- 63** Children received an on-site dental exam from **CMOHS** Commonwealth Mobil Oral Health Services
- 67** Children participated in our Fall/Spring fluoride clinics with **Protecting All Smiles**
- 42** NEW Dental Homes established this year!
- 3** Early Head Start Home Based Families attended Spring Dental Clinic
- 100%** Agency children participated in a successful lock-down drill
- 13** Yellow balusters installed around Toddler and Preschool playgrounds for additional parking lot & childhood safety



An Early Head Start toddler has her teeth counted and checked by the Dentist from CMOHS



Community Partners from Protecting All Smiles visit our EHS Home Based program to apply fluoride varnish to a child



Taunton High School students volunteer to help assemble food Insecurity bags that are sent home for children during winter/December break.

Facilities

Through Federal and State partners, we continue to make improvements to provide physical environments which are warm, welcoming, safe and provide a sense of pride and dignity for everyone who enters our doors.

- Quinn center playgrounds were upgraded
- Barnum location had major infrastructure enhancements including new flooring, painting and repairs to the roof
- Installed state-of-the-art pod for nursing moms at our Riverway site
- Painting and installation of classroom sinks/cabinets at Quinn center
- Adult bathroom renovations at Barnum Building



New flooring installed at our Barnum Building in the Early Head Start Home Based socialization room



Sliding barn door, new flooring and new office space at Quinn front reception area



State-of-the-art Nursing Pod for Nursing Moms at Riverway

EARLY HEAD START HOME BASED PROGRAM

Triumph Inc.'s Early Head Start Home Based program provides year-round comprehensive services to pregnant women, infants, and toddlers up to three years old in Taunton and Raynham. Our home visitors support families with their child development, resources, and health and nutrition information. The bonds formed between home visitor/child and caregiver is measured by the commitment of the families who remain in the program until they age out and/or transition to our center based program. Each home visitor partners with up to 12 families. This year we have had **9 enrolled pregnant mothers**. Being part of the Early Head Start Home Based program offers unique experiences, such as field trips, socialization/playgroups and parent curriculum training. In the summer of 2023 we had field trips to Buttonwood Park Zoo, KaveRock Farms, and KidzWorld. This year we increased the number of socializations representing 8 more families and 11 more children. **As of the end of April 2024 we are fully enrolled with 24 EHS HB slots.**

COMMUNITY BASED PROGRAMMING

Coordinated Family & Community Engagement Program (CFCE) is funded through a grant from the MA Department of Early Education & Care. CFCE provides free programs to children and their caretakers in the communities of Taunton, Raynham, and Bridgewater. There have been 6 additional consultants hired to provide literacy and music-based activities for children and families at the Taunton, Raynham, Bridgewater libraries as well as the Highland Hills community center and our Barnum office. **Follow us on Facebook** for the most current events and happenings!

@triumphcfcetaunton



EA- Emergency Assistance Funding was awarded through EEC to provide Parent/Child literacy playgroups to families and children living in Taunton/Raynham hotels & shelters. Triumph Teachers and Consultants facilitated over 60 groups including 96 families representing 119 children. Over 80 books and materials were distributed to children.



- 722** Children participated in literacy playgroups
- 615** Caregivers/Parents attended programming
- 618** Developmentally appropriate books/materials distributed
- 160** Programs offered to children & families birth to age 6

PARENT CHILD+

Triumph's PC+ program offers literacy-based home visits twice a week to enrolled families. This year, funding awarded through EEC provided services for 2 additional families, increasing to 24 families through June 30, 2024. A total of 824 visits were completed and 352 VISMS (Verbal Interaction Stimulus Materials) were given to families. For more information about this wonderful program, visit: parentchildplus.org



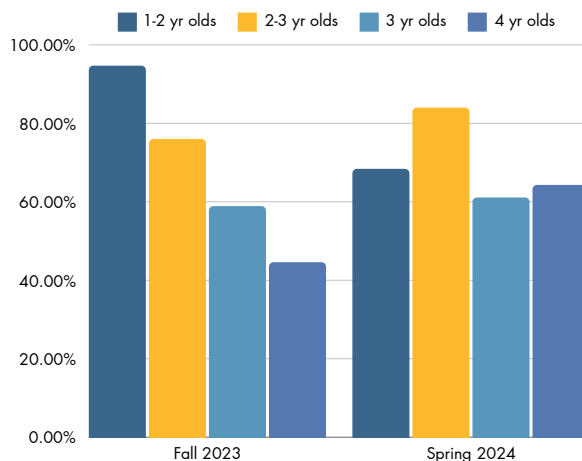
EDUCATION

Triumph, Inc. utilizes two primary curricula in its classrooms: The **Creative Curriculum for Infant Toddlers & Twos**, and **Opening the World of Learning (OWL)** in Preschool—both approved by the Office of Head Start. To assess children, we use the Teaching Strategies Gold Assessment System. This system is aligned with the Massachusetts Early Learning Standards and The Head Start Learning Frameworks.

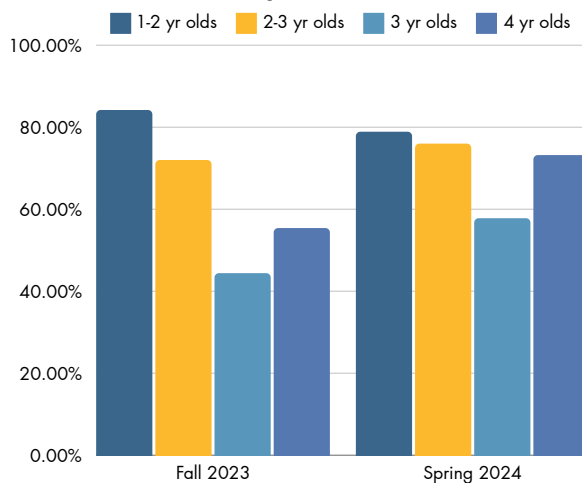
Our School Success or School Readiness Goals were created several years ago using the tools mentioned above. This year, we were able to fully integrate our School Readiness Goals into the Teaching Strategies Gold Assessment System for more accurate reporting on children's progress and achievements. The following graphs depict how children (by age) have grown over the last year while enrolled in our programs. The charts show children who were in attendance in both the fall checkpoint period and the spring checkpoint period. Due to the new measurement and reporting system, "Approaches to Learning" is not included in this report, nor are children under the age of 1. Over the next year, we will work with the experts at Teaching Strategies Gold to work toward providing those outcomes in next year's report.

CHILDREN WHO MET GRADE LEVEL EXPECTATIONS

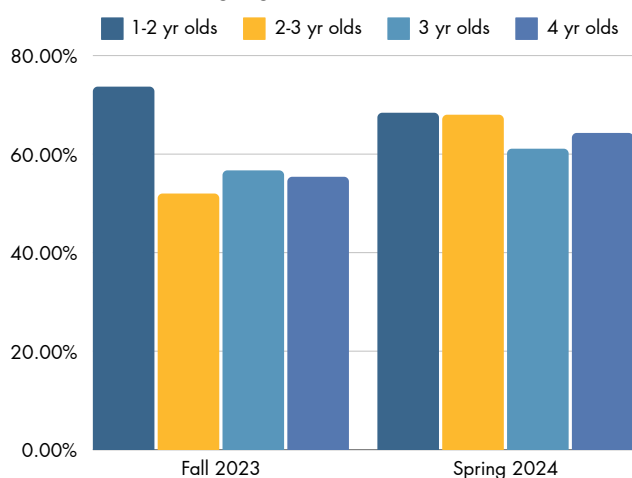
Growth in Social Emotional School Year 2023-2024



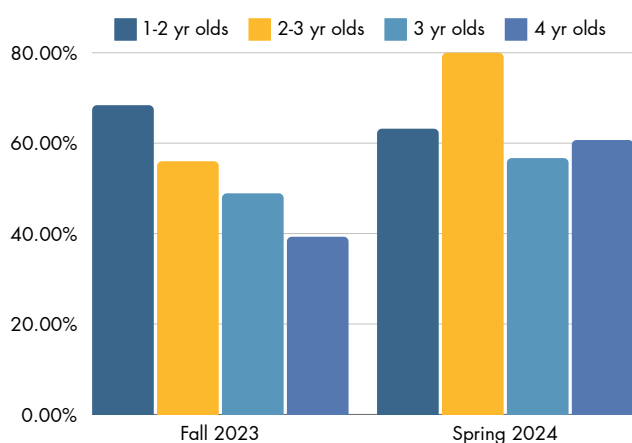
Growth in Literacy for School Year 2023-2024



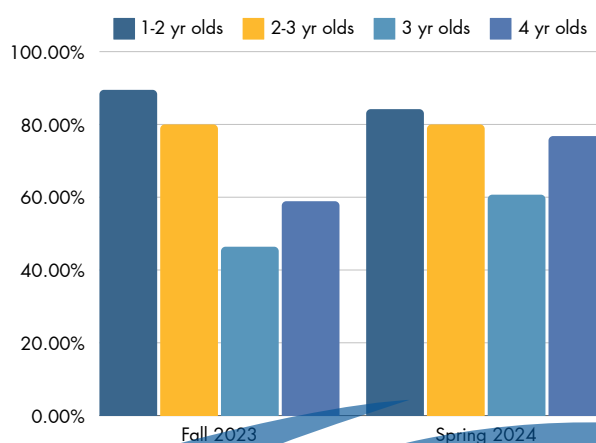
Growth in Language for School Year 2023-2024



Growth in Mathematics for School Year 2023-2024



Growth in Cognition for School Year 2023-2024



Education Services

PREPARING FOR KINDERGARTEN

Triumph has a long and collaborative relationship with the Taunton and Bridgewater Public Schools to ensure smooth transition for both children and families.

This year, there were three major activities:

Kindergarten Luncheon: Once again, we had a full house for our Kindergarten Luncheon and transition meeting. Over 15 public school teachers, along with Triumph's Head Start Preschool teachers packed our Riverway site to enjoy lunch and share success stories and challenges. The Preschool staff prepare "Learner Snapshots" of children transitioning to Kindergarten. This provides an opportunity for the receiving Kindergarten teachers to learn more about the individual children they will be receiving in September 2024, and how to best support them in their educational journey.

Virtual Kindergarten Readiness Meeting: Members of the Taunton Public Schools and Triumph Inc. held a virtual Q & A session for families leaving Triumph. Although attendance was small, the group had an interactive and lively session about the differences between the public school and Triumph and how to best prepare their children (and themselves!) for the changes.

Kindergarten Field Trips: After a long hiatus, we were able to bring back the Kindergarten field trips! In early June 60 Kindergarten ready children walked to the E. Pole Elementary School. Children were able to tour the school, the Kindergarten classrooms, the lunch room and playground. We are so proud of our graduates! We will miss them.

In addition, last year's Self-Assessment Action Plan outlined steps for Triumph to begin receiving data from the public schools on children who have transitioned to TPS. The goal is to receive data on a yearly basis on the progress Triumph children make in public schools compared to children who did not attend Triumph Head Start. This project is still in the beginning stages.

SCHOOL SUCCESS GOALS

Triumph, Inc. Head Start, Early Head Start and their families believe in supporting play to enhance children's development of character, skills, and knowledge to prepare them for success in school. We encourage the individual development of children birth to five by creating an educational environment focusing on the social and emotional development of children as the foundation to support growth and learning in these domains:

Social Emotional Development:

- Children will engage in and maintain positive, secure adult-child relationships and interactions
- Children will engage in and maintain positive peer relationships and interactions
- Children will identify and express a range of emotions in self and others
- Children will display situationally appropriate behaviors and emotions with increasing independence
- Children will demonstrate an understanding of routines and expectations including conversational rules
- Children will manage actions and/or words with increasing independence
- Children recognize self & others as unique individuals having their own abilities, characteristics, emotions and interests

Motor, Physical and Sensory Development:

- Children demonstrate effective and efficient use and control of large muscles for creative movement, position and exploration
- Children use sensory information to guide their interactions and experiences with objects and other people
- Children demonstrate effective and efficient use, strength and control of small muscles
- Children demonstrate increasing interest in healthy eating habits and making nutritious food choices
- Children demonstrate healthy behaviors with increasing independence as part of everyday routines
- Children demonstrate knowledge of safety practices and routines

Cognition and General Knowledge Development

- Children will develop and utilize their cognitive skills to remember, adapt and apply information to observable phenomena in the world around them
- Children will use exploration, observation and manipulation to ask questions (verbal/non-verbal) to gain better understanding of information and activities in their surroundings
- Children will use math regularly and in everyday routines to count, compare, classify relate, identify patterns and problem solve

Approaches to Learning

- Children maintain focus and sustain attention with gradually decreasing adult support
- Children show increased persistence in processing information and performing tasks
- Children will demonstrate increased flexibility and creativity in actions and behaviors
- Children will explore various modalities of learning – art, music, movement, creative play
- Children will explore the world around them with curiosity and initiative

Language and Literacy Development

- Children will communicate needs and wants non-verbally and by speaking their primary language and/or English
- Children will listen, respond and understand increasingly complex language through conversation with others in their primary language and/or English
- Children will demonstrate that spoken language is composed of smaller segments of sounds and those sounds can be combined to form words and sentences with increased developmental progression
- Children make written marks and use them to represent spoken word, objects, actions, letters or words with increasingly significant sophistication
- Children will demonstrate comprehension of oral and/or written literature through telling/retelling songs, poems and books
- Children will demonstrate a growing understanding of the structure and function of written language through varied experiences with text and illustrations



Preschoolers walked to visit a
60 Taunton Public Schools
kindergarten classroom



Head Start Preschool and
TPS Kindergarten teachers
33 attended Kindergarten
Luncheon



Head Start Children
88 transitioning to
kindergarten in the fall



Child and Family Services

2023 2024

FAMILY SERVICES

The Family Service team (Family Engagement Specialists - FES) dedicated their time to supporting the workforce crisis we are experiencing. In addition to their regular job duties, they not only covered teacher breaks, but also covered classroom duties when teachers needed to participate in team meetings. The FES were very successful communicating with families around job search and promoted Triumph as a great place to work. In their own efforts, they recruited more than 7 parents/guardians to work at our agency. Our current substitute list consists of many parents who want to continue their education in the early childhood field and work as teachers!

The FES worked with families throughout the year to set up attainable goals. **Over 200 different referrals** were made to area resources. Mid-year results show that both Head Start and Early Head Start families have made gains and improvements across all of the indicators in family outcome areas this school year.

THE **TOP 3 REFERRALS** THIS PAST YEAR TO FAMILIES:

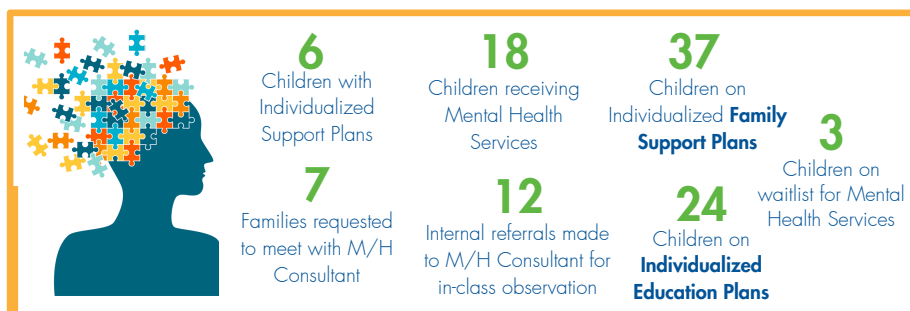
- Food Assistance
- Food Pantry/Food Insecurities
- Family Resource Center



Conscious Discipline 'safe space' created for an Early Head Start center based classroom

DISABILITIES AND MENTAL HEALTH

This year, we welcomed a new Child Development Specialist. Her role is to be actively involved and engaged in classrooms at our buildings. In addition, she builds relationships in partnership with the public schools and outside agencies to assist children who need additional supports which is a vital part of our services. We met our 10% required disability threshold for children who are on IEPs/IFSPs.



Triumph's Family Engagement (FES) Team!

CONSCIOUS DISCIPLINE

- 8 Conscious Discipline parent nights were held this school year, the topics included: Open House, Composure, Assertiveness, Encouragement, Choices, Empathy, Positive Intent and Consequences
- 27 Parents** attended between 1 and 5 meetings, **including 3 dads!**
- Incorporated Baby Doll Circle Time into the Home Based monthly socialization
- Led parent breakout sessions for Home Based families
- 3 'Baby Doll' Circle Time groups were held at the Clarion Shelter for families
- HS and EHS teachers had opportunities to be coached and strengthen skills and rituals of Conscious Discipline to support social emotional climate of classrooms
- Classroom staff who mastered 3 goals and action plans received a commemorative pin to showcase their achievements
- Center based EHS classrooms began Baby Doll Circle Time to further support connections with infants and toddlers



POLICY COUNCIL YEAR IN REVIEW

Triumph's Policy Council is made up of a unique group of parents/caregivers who, along with staff members and community representatives, participate in the shared decision making process of our agency. They are also responsible for overseeing the delivery of high quality services to children and families according to Early Head Start/Head Start legislation, regulation and policies. We are a growing group of 9 who accomplished many great things for children and families. Here are just a few of those items:



- Voted in 5 new parent members and 1 new community representative
- Approved Federal Head Start grant application
- Planned successful Family Farm Day event, Fall 2023
- Chairperson Eugenie Ouedraogo was selected to be MHSA Parent of the Year for the State of MA!
- Updated Selection Criteria for families
- Recommended and approved 2% raise/increase for staff
- Light's On! Taunton and Spring Fling Family events were approved and paid for through parent activity funds
- Grant carryover funds approved by Policy Council were utilized to improve and modernize Infant/Toddler playground, new flooring and roof at Quinn Center and the paving of Riverway parking lot



MHSA Parent of the Year!
Eugenie Ouedraogo, PC
Chairperson and RW Parent



PC Member Jazlyn McCall (top row 2nd from right) receiving an award for completion of the Conscious Discipline parenting workshop



PC Member Nena Wright with her family at Spring Fling event



2024 Annual Meeting (left to right) Rita Celia, Parent & Community Outreach Coord., Tiffany Cross RW Parent, Becca Souza, Treasurer and QC Parent, Guerline William RW Parent, Christina Toner, Vice-Chairperson and Community Rep., Eugenie Ouedraogo, Chairperson and RW Parent and Executive Director Karen Ennis



Member Emma Edeko (left) and PC Chairperson Eugenie Ouedraogo at Spring Fling family event

2023 2024 POLICY COUNCIL MEMBERS:

Tiffany Cross, RW Parent*, Osaere 'Emma' Edeko, RW Parent*, Clara Euseve, Community Rep.*, Jazlyn McCall, QC Parent*, Eugenie Ouedraogo, RW Parent, Rebecca 'Becca' Souza, QC Parent*, Christina Toner, Community Rep., Guerline William, RW Parent, Nena Wright, QC Parent

*new member



COMMUNITY PARTNERS AND DONORS

Our community partners and friends of Triumph make our work possible. Despite the continuing surging costs of food, fuel, and the country-wide workforce shortage, the unwavering assistance of our the greater Taunton community once again helped us to positively impact the lives of our children and families who need it most. The work we do is critical to the success of a thriving community. ***We could not do what we do without you!***



*Grateful
and
Thankful*

We thank our loyal supporters, community partners and friends for their overwhelming generosity:

ALL BRAND NEW ENGLAND, BRISTOL COUNTY SAVINGS BANK, CITIZENS FOR CITIZENS (CFC), STATE REP, CAROL DOHERTY, CITY OF TAUNTON, HANNAFORD SUPERMARKETS, HOPE AND COMFORT, JORDAN'S FURNITURE, MAGGIE THE COMFORT DOG, MARTIGNETTI COMPANY, MORTON HOSPITAL, MUTUAL OF AMERICA, MS. NEW ENGLAND, PERSONAL BEST KARATE, STOP AND SHOP SUPERMARKETS, TAUNTON PUBLIC SCHOOLS, TAUNTON ROTARY CLUB, TRUCCHI'S SUPERMARKET, UNITED WAY OF MA BAY, TAUNTON FIRE DEPARTMENT, TAUNTON POLICE DEPARTMENT, THE WANDERING HEART PROJECT, AND TO THE MANY OTHERS WE MAY HAVE MISSED.



"My hope for college is that I may be able to show that disability or not, success is through hope, strength, and sacrifice to better myself and show other young people that you are able to be whatever you want to be."

MARY BREWER MEMORIAL for Head Start Scholarship

The Mary Brewer Memorial Scholarship is a scholarship awarded in memory of Mary Brewer. Mary was a dedicated and much-loved Triumph Head Start employee from 1966 until her passing in 2000. Her legacy and love of all things Head Start lives on through this scholarship that is awarded each year to a deserving student(s) who were past Head Start children. This year's exceptional recipient is **2024 High School Senior Thomas R Hunt from Taunton High School**. Thomas was a Triumph Head Start student at our Quinn Center in Taunton. He will be attending Dean College in September to study communications. Congratulations and best wishes for much success in your future endeavors!

Out and About and Friends of Triumph



A visit from Ms. New England



Head Start Advocacy Day - Boston State House



Celtics playoff game - round 1 with Foster Grandparent, Mr. David May 2024



Pete the Cat and Firefighter Keith celebrating "Read Across America"



Family Farm Day - Deep Pond Stables Nov. 2023



Kindergarten Luncheon 2024



UMass Donahue STEM Exposition March 2024



Celebrating the MHSA Parent of the Year!
Eugenie Ouedraogo



Attending the TACC Annual Awards May 2024



Executive Director Karen Ennis with Community Partner Madhavi Kchittibhooma from WIC



Meeting CHIP at the Child Plus Scramble



One of our favorite visitors -
Maggie the TPD Comfort Dog!

Triumph, Inc. Budget FY25

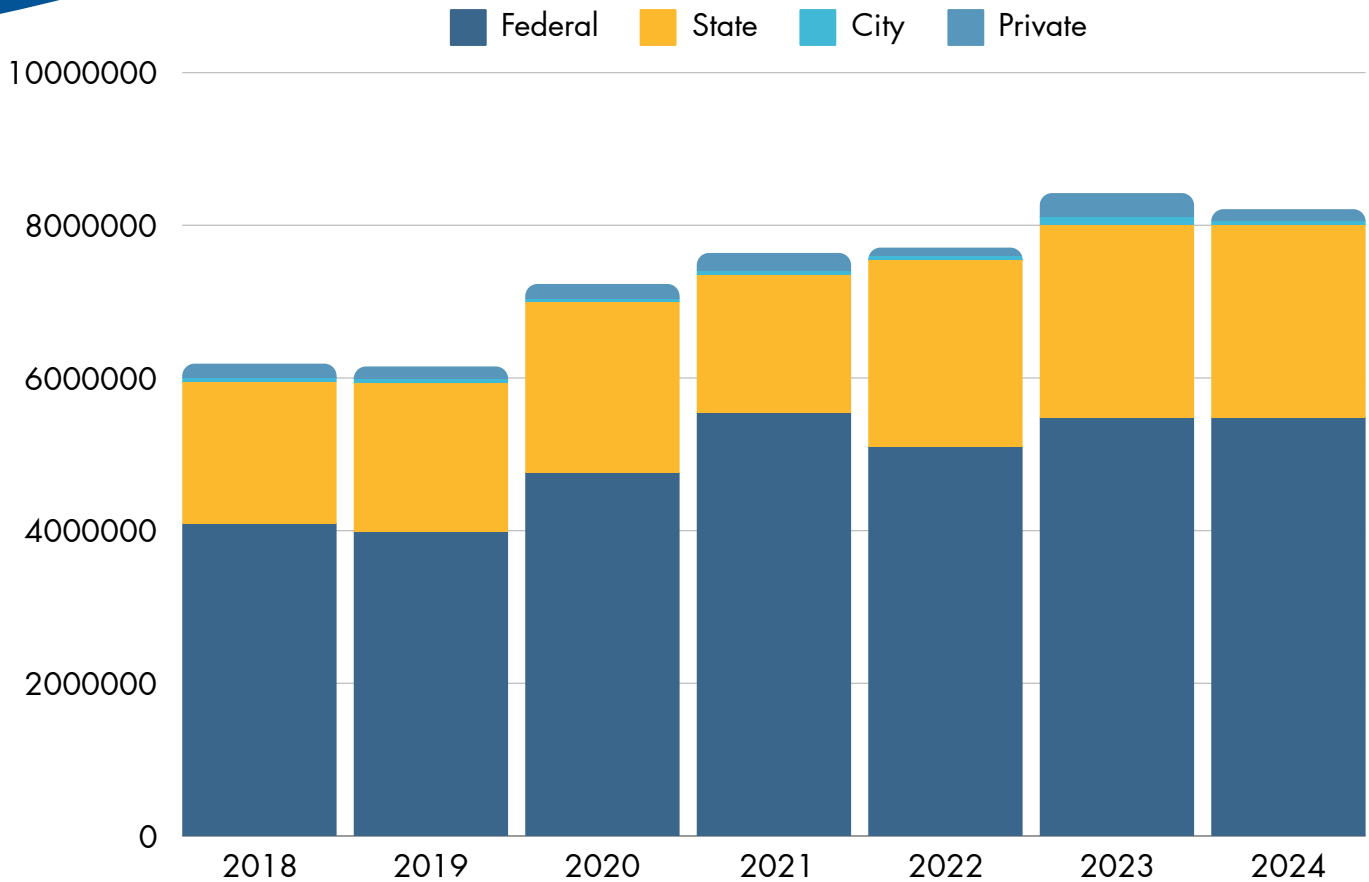
<u>REVENUE</u>	<u>Fiscal Year 2025 Budget</u>	<u>Sources of Revenue</u>
Federal Head Start	3,802,520	41%
Federal Early Head Start	2,687,073	29%
State of MA EEC Coordinated Family and Community Engagement	247,964	3%
State of MA EEC Income Eligible	365,000	4%
State of MA EEC Head Start Supplemental	454,611	5%
State of MA EEC Supportive	455,000	5%
State of MA EEC Voucher PACE	462,000	5%
State of MA EEC Workforce Stabilization	376,478	4%
State of MA DOE USDA Food Program	300,000	3%
City of Taunton	50,682	1%
United Way		0%
In-Kind Donations/Volunteer Services	70,000	1%
Private Pay/Daycare Fees		
Other Income	60,000	1%
Private Fundraising	5,000	0%
TOTAL REVENUE	9,336,328	100%

EXPENSES

Personnel	7,325,813
Supplies	58,805
Classroom/Health/Childcare Supplies	209,163
Occupancy	202,666
Building Maintenance & Incidentals	204,697
Rent and Mortgage	25,000
Insurance	60,457
Training	68,057
Travel, Meetings, and Events	34,370
Consultants and Professional Fees	392,093
Vehicle Expense	3,350
Equipment and Maintenance	21,990
Childcare and Parent Activity	8,850
Food/Nutritional Services	291,006
In-Kind Donations/Volunteer Services	10,988
Other	111,382
Total Expenses	<u>9,028,687</u>
Net Operating Income	307,641
Depreciation	<u>305,000</u>
Net Income	2,641

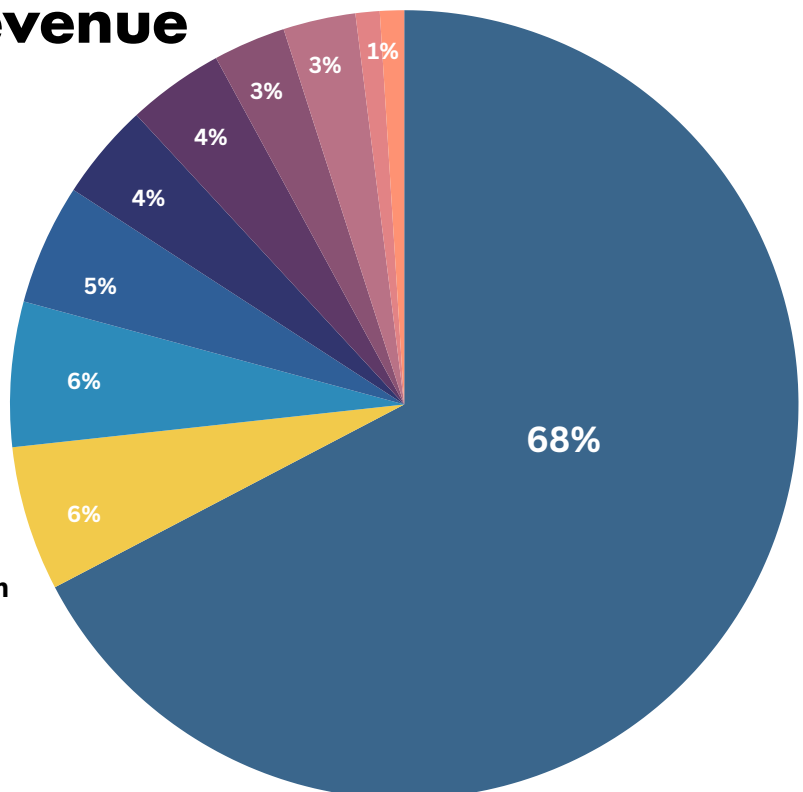
FISCAL 2023-2024

Funding History



FY24 Source of Revenue

- Federal
- State of MA Supportive
- State of MA Head Start Supplemental
- State of MA Voucher
- State of MA Income Eligible
- State of MA Workforce Stabilization
- State of MA Coordinated Family & Community Engagement
- State of MA DOE USDA Food Program
- Other grants, donations, city, other
- Private Pay/Daycare Fees



Annual Appeal

Triumph, Inc. relies heavily on individual and community partnerships to support programming and to meet the required non-federal match for our Head Start and Early Head Start grants. Please consider donating. Here are a few examples of what your dollars can do:

\$50 =



GIVE \$50 = PROVIDE COMFORT

Donation allows Triumph to purchase clothing, food, diapers, or other emergency items to assist a family in crisis

\$100 =



GIVE \$100 = PROVIDE SUPPORT

Donation allows Triumph to provide a family with mental health consultation or materials to promote healthy social/emotional development

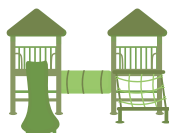
\$200 =



GIVE \$200 = PROVIDE PLAY

Donation allows Triumph to purchase toys, classroom materials and the cost of field trips to enhance early childhood experiences and learning

\$500 =



GIVE \$500 = PROVIDE SAFETY

Donation allows Triumph to continue to improve outdoor and indoor spaces for safety and accessibility

\$501+ =



GIVE \$501+ = PROVIDE PLANNING

Donation allows Triumph to continue to support its mission and 5 year goals including actions and programming to address equity, homelessness and the diverse needs of our community

Please fill out the form below, tear off this page and mail to :

Triumph Annual Appeal, 100 Hon. Gordon Owen Riverway, Taunton, MA 02780

_____ Yes, I would like to contribute to Triumph's Annual Appeal. I have included a check in the amount of : \$_____

_____ Yes, I would like to contribute to Triumph's Annual Appeal. I have made a donation through the Triumph, Inc. website (triumphinc.org) PayPal account in the amount of : \$_____

_____ No, I am unable to contribute at this time, but am interested in volunteer opportunities or to learn about other ways I can support the organization

Name: _____ Email: _____

Home Address: _____

Telephone Number: _____



Triumph, Inc. is recognized as tax-exempt by the IRS under Section 501c3. Your donation is tax deductible.

SCAN here to make an easy PayPal donation!

SUPPORTING THE WORKFORCE

Triumph continues to evaluate and invest in initiatives to help us create a culture which engage and enliven our workforce to help the Agency be sustainable long into the future.

1. Assessing salary structures and pay equity

- Head Start classroom staff focus group- to gain insight and opinions
- Policy Council recommended a 2% wage increase to all staff to address rising costs
- Commonwealth C3 funds were applied to significantly increase salaries and move toward pay parity with public schools
- Beginning July 1, 2024, there will be a pay differential for "closing" shifts

2. Evaluating benefits, prioritizing time off to address work/life balance and staff self-care

- Human Resources – Created three prong approach for recruitment, benefits (retention) and employee relations
- Agency continues to absorb any increases in costs of health benefits
- Increased paid closure days to create space for employees to recharge
- Increased personal days to pre-school education staff
- Changed 403B provider with more transparency of the fees charged to employees

3. Emphasizing professional development, succession planning and internal capacity building

- Re-instated the Curriculum and Professional Development Coordinator and created an Education Coordinator position to support substitutes, interns and volunteers
- Management team is attending succession planning & sustainable leadership trainings
- Solidified partnership with Early Childhood Program at Taunton High School – leading to 8 high school employees being hired!
- Began initial planning meeting with local college to offer on site classes beginning January 2025
- Received private foundation funding to create ELL/DLL classes for parents and caregivers

4. Building a sense of community amongst staff

- Knowing joy breeds joy-brought a sense of fun to the workplace with unity activities including games, pot lucks, arts & crafts and small appreciation gifts
- All staff attended Generational Leadership training to improve understanding and collaboration
- Out of work time celebrations including SINGO, Trivia, Jingle Mingle, and FA2 Celebration
- Creating avenues for better internal communication using the ADP Payroll home page, videos and Town Hall Meetings
- Pre-School staff attended focus group to provide feedback and suggestions



Our mission is to support the education, well-being and self-sufficiency of young children and their families through high quality early childhood programs and community engagement

Supporting children & families in Taunton & Raynham since 1965

WE ARE HIRING!

Lead Preschool/Head Start Teachers from **\$24.22/hr**

Early Head Start Teachers from **\$19.28/hr**

Early Childhood Teacher Assistants from **\$17.79/hr**

- ⇒ Generous Benefit Package
- ⇒ Paid Professional Development
- ⇒ Staff Wellness Activities
- ⇒ Fun Work Events

Apply at:

hr@triumphinc.org

508.822.5388

Childcare Centers · Head Start · Early Head Start





Servicios en español disponibles

Serviços de língua portuguesa são acessíveis



508.822.5388



triumph@triumphinc.org



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@triumphtaunton



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