

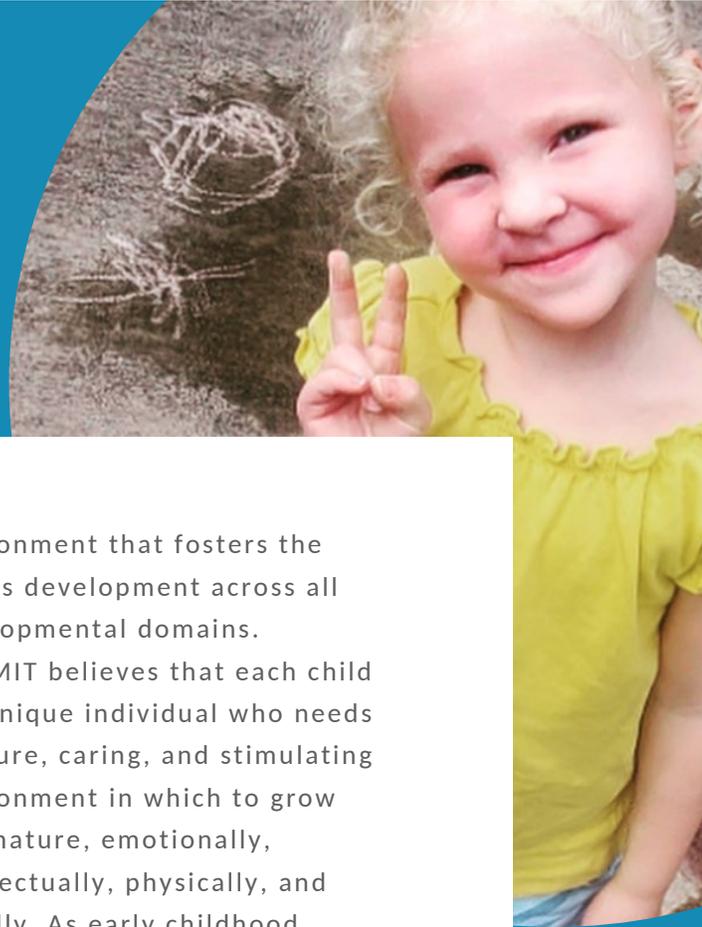


# ANNUAL REPORT

**SUMMIT EARLY LEARNING, INC**

---

# YEAR IN REVIEW



Science has shown us that a child's experiences between ages zero and five have an enormous impact on their opportunity to thrive for the rest of their life, from academic achievement to health to their future earnings as an adult. Experts calculate that the return on investment for quality early childhood education, in terms of money saved in the health care system, in prisons, in tax revenue, in special education, is somewhere between \$4 and \$13 for every one dollar invested in a young child.

SUMMIT values early childhood education as the foundation for lifelong learning. We believe that each child is a unique individual and should be viewed, respected and treated as such. The welfare and wellbeing of each and every child is paramount.

We strive to provide holistic support of the child's individual needs and interests in a nurturing, family-like

environment that fosters the child's development across all developmental domains. SUMMIT believes that each child is a unique individual who needs a secure, caring, and stimulating environment in which to grow and mature, emotionally, intellectually, physically, and socially. As early childhood educators, our goal is to help children reach their fullest potential in these areas by providing an environment that is safe, that supports risk-taking, and that invites a sharing of ideas. In order to reach these goals, SUMMIT has a well-trained and engaging teaching staff that acts as a guide, allowing children's natural curiosity to direct his/her learning.

SUMMIT's play-based philosophy teaches children to think creatively so they can succeed in a complex and ever-changing world. Purposeful play experiences are constructed to create deeper learning experiences that a child will

remember and internalize. SUMMIT's high-quality instructional programs utilize play-based, hands-on learning activities. Teachers and students co-construct purposeful play experiences that lead to deep learning for children.

SUMMIT serves children from pre-natal to grade 6 through multiple service delivery models including center-based and home-based Head Start and Early Head Start, the Pennsylvania preschool initiative (Pre-K Counts), home visiting initiatives (MIECHV), center-based child care for ages six weeks to 5 years, and school-age child care for children in kindergarten through sixth grade.

An experienced and highly qualified senior staff provide oversight to a budget of \$12.8 million and ensures that funds from multiple funding sources are meticulously accounted for, as evidenced by the agency's unbroken string of clean audits. The Executive Director supports a highly qualified and experienced Board of Directors representing the diverse community in exercising its oversight and fiduciary responsibilities by providing reports on financial management, service provision, and program operations, coordination with an active and informed Policy Council, and by submitting for input and approval all matters designated the Head Start Act.

SUMMIT Early Learning staff possess a high level of expertise and creativity that continuously improve and enhance the quality of our services. Through multiple professional development opportunities, hands-on training, and intensive supervision and support, SUMMIT Early Learning staff are knowledgeable and skilled in delivering research-based early childhood education and family supports.

#### RELENTLESSLY RESILIENT THROUGH TOUGH TIMES

In 2020, the COVID-19 pandemic significantly affected our communities. Due to state mandates, SUMMIT closed its doors on March 16th. While our Federal- and State-funded programs provided virtual instruction, SUMMIT's center doors remained closed until June when they opened at 50% capacity.



While still in the midst of dealing with the pandemic, we continued to offer programming by thinking out of the box. Children in Head Start who were preparing to go off to kindergarten attended a summer program. And, we were only able to offer our popular Summer Camp program to school-age children at our Lewisburg Center. Home Visitors conducted visits with families outside with social distancing and masks when the weather allowed, visiting virtually when warranted.

In August our local School Districts cautiously opened their doors to our Pre-K Counts, Head Start, and School-age programs; some full time in-person and some utilizing a hybrid (in-person and virtual) option. The school year was touch-and-go for SUMMIT. COVID quarantines throughout our agency forced us to either provide virtual instruction, or in the case of child care, close classrooms.

After the 2020 program year, our communities were seeking some normalcy. More and more people were back to work and needed child care. Following strict COVID mitigation protocols and a detailed COVID Disclosure and Screening Tool, in the summer of 2021, SUMMIT offered programs for Head Start children in our centers and in our school districts. Summer Camp was provided, once again, at four locations. Home visitors met with families in person. Our child care classrooms were enrolled at 80% capacity. That summer the pandemic seemed to be easing and we hoped for a more “normal” 2021-22 program year.

In the fall of 2021, as students and teachers came together and the cold/flu season approached, we began to experience an increase in quarantines and classroom closures. Attendance became a concern with illness and quarantine being the main reasons. Oftentimes, it would be necessary for parents to transport their children for EHS and HS, which was a barrier to attendance for many families.

In October, OHS announced it would be issuing a masking and vaccination mandate in January 2022. Staff was given the option to request a medical or religious exemption or be fully



vaccinated by January 31st 2022. In all, approximately 75% of SUMMIT staff were vaccinated, 15% received a medical or religious exemption, and the remaining staff decided to leave the agency. Those who received an exemption signed an attestation form agreeing to test for the COVID virus weekly.

In the early part of 2021, it became difficult for our staff to navigate the many recommendations and regulations from our regulatory agencies. Agency staff, especially its nurses, were spending an enormous amount of time and effort on COVID cases. Multiple quarantines and classroom closures were taking place daily. Despite the difficulties, SUMMIT remained open and functioned to the best of its abilities providing quality early childhood education.

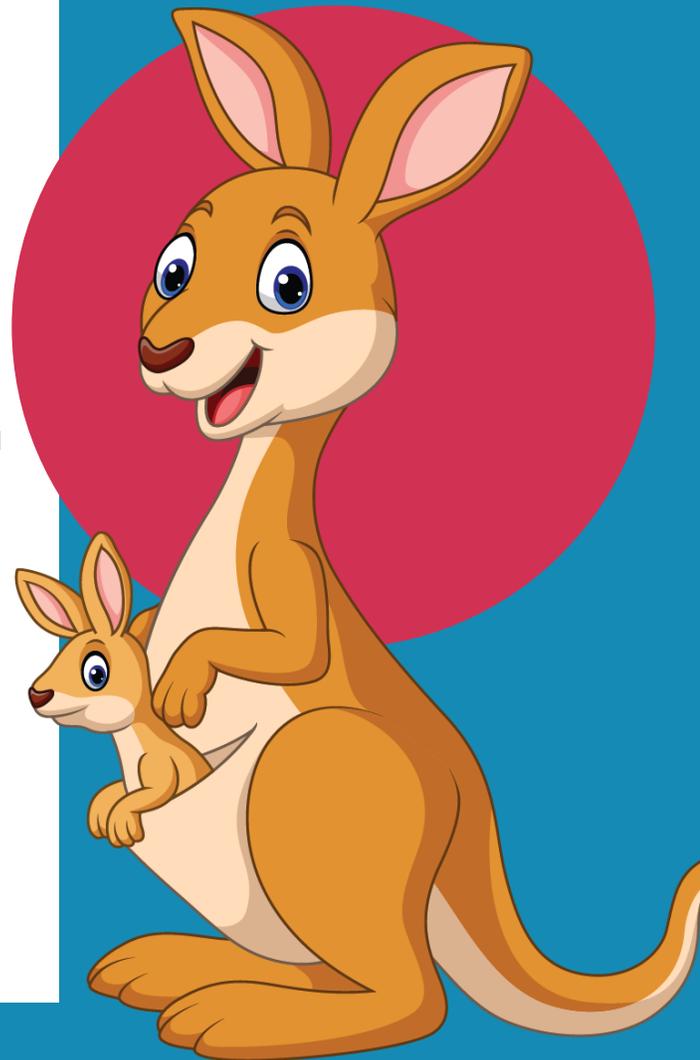
During the early part of 2022, a new challenge surfaced; Child Care was experiencing a staffing crisis. Wages were increasing across the country in many sectors. Child Care was not one of those sectors. Child Care employees were leaving the industry for higher paying jobs. To exacerbate the issue, more and more child care workers were becoming overwhelmed and stressed due to the ongoing pandemic, an increase in child behaviors, and a lack of resources and support. Despite our staffing issues, SUMMIT persevered and most classrooms remained open, because of teamwork and non-classroom staff stepping into different rolls. SUMMIT was fortunate to be able to use grant funds for several staff retention bonuses; however bonuses are short-term fixes. SUMMIT's Fiscal Department, HR Department, and the Executive Management Team, with guidance from the Board of Directors, began working on a plan to raise staff wages.

A cost of living increase and a quality improvement grant from the Office of Head Start and our own cost savings plan allowed SUMMIT to increase wages of all staff; the greatest increase was given at the lower levels of the wage scale. Instead of the lowest paid employee making \$10.50 per hour, they were now at \$12.50 per hour.

SUMMIT's goal is to increase staff wages over the next five years to a \$15 minimum with the desired outcome of attracting and retaining qualified staff.

Since 1969, SUMMIT has provided quality early childhood care and education. We have grown considerably through the years offering life-changing programs to children and families. Through perseverance and resilience this agency will continue to do so well into the future.

Doug Bertanzetti  
Executive Director



# FINANCIAL SUMMARY

## REVENUE SOURCES\*

LOCAL FUNDING

**\$5,040,784**

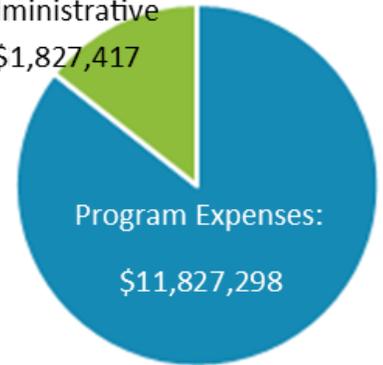
STATE FUNDING & FEDERAL  
PASS THROUGH **\$2,184,830**

FEDERAL FUNDING

**\$6,429,101**

## EXPENSE DETAIL\*

General Administrative  
Expenses: \$1,827,417



\*unaudited numbers

## GRANTS RECEIVED - YEAR ENDING 6/30/22

Administration for Children and Families, Office of Head Start	\$6,429,101
PA Office of Child Development & Early Learning - Pre-K Counts	\$1,417,500
Greater Susquehanna Valley United Way	\$10,057
Mifflin County Children & Youth Services	\$171,808
PA Office of Child Development and Early Learning - Mothers Infants Early Childhood Home Visiting Grant (MIECHV)	\$528,281
PA Office of Child Development & Early Learning - Head Start Supplemental Assistant Program Grant (HSSAP)	\$228,992

2021

-

2022

## Early Head Start / Head Start

Federal Grants	\$6,429,101	
Non-federal Contributions/In-kind	\$1,607,275	
Total Funds	\$8,036,376	
<b>EXPENSES</b>	<b>ACTUAL</b>	<b>BUDGET</b>
Personnel	3,269,147	3,270,542
Fringe Benefits	1,127,322	1,124,187
Travel	66,372	37,734
Equipment	0	0
Supplies	95,172	81,306
Contractual	148,547	152,468
Other	814,521	849,652
Indirect-Administrative Expenses	908,020	913,212
In-kind Expenses	1607275	1,607,275
Total Expenses	8,036,376	8,036,376



# OUTPUTS

## EARLY HEAD START

Infants, toddlers, pregnant women funded: 136  
Average monthly enrollment: 83%  
Eligible children served: 42.07%  
Services discontinued by parent within first 45 days (% of children): 3.4%  
Ended program year with health insurance: 94.9%  
Ended program year with medical home: 93.7% | With Dental Home:  
Ended program year with immunizations up to date: 82.9%  
Classroom teachers that met degree/credential requirement  
(CDA/equivalent or +): 100%  
Families that experienced homelessness: 3  
Had individualized family services plan: 34



## HEAD START

Preschool children funded: 295  
Average monthly enrollment: 82%  
Eligible children served: 57.93%  
Services discontinued by parent within first 45 days (% of children): 2.5%  
Ended program year with health insurance: 99.7%  
Ended program year with immunizations up to date: 95.3%  
Ended program year with medical home: 95.6% | With dental home: 68.2%  
Teachers that had a Bachelor's degree or higher: 38%  
Families that experienced homelessness: 0  
Had an individualized education plan: 64



## NUMBERS SERVED

Early Head Start: 213  
Head Start: 369

# SCHOOL READINESS GOALS

## Social & Emotional Development:

Children will develop positive relationships with peers and adults while learning to regulate emotions and behaviors.

1. Regulates own emotions and behaviors (GOLD Objective)
2. Establishes and sustains positive relationships (GOLD Objective)
3. Participates cooperatively and constructively in group situations (GOLD Objective)

## Physical Development & Health:

Children will develop improved gross and fine motor skills.

1. Demonstrates gross-motor manipulative skills (GOLD Objective)
2. Demonstrates fine-motor strength and coordination (GOLD Objective)

## Cognition & General Knowledge:

Children will demonstrate age appropriate cognitive skills and general knowledge in areas of mathematics, science, and social studies.

## Language & Literacy:

Children will demonstrate age appropriate phonologic awareness.

## Approaches to Learning:

Children will demonstrate persistence, problem solving, curiosity, and motivation in learning.

## Families as Lifelong Educators:

Parents and Families participate in the everyday learning of their children at home and school and in their community. Actively engage in learning experiences with their children, by talking, reading, writing, playing and facilitating active conversation.

\*A child identified for special education services will work toward meeting the goals stated in the child's IEP in addition to School Readiness Goals.



# GOVERNANCE

## BOARD OF DIRECTORS

Erica Mulberger, President

Tammy Ozlanski, Vice President

William Dougherty, Secretary/Treasurer

Sue Auman

Amanda Bryan

Jennifer Daddario

Oksana DeArment

Darlene Garcia Johnson

Amy Levan

Kevin O'Donnell

Erin Redding

Alicia Saxon

Matt Sivinski

Sue Weltheroth



## POLICY COUNCIL

Vickie Briggs

Heidi Damelio

Carrie Feltman

Alison Goss

Megan Knepp

Alicia Saxon

Jessica Smith

Felicia Spencer

Kelly Wileman

Kaitlyn Yocum



SUMMIT

EARLY LEARNING

NURTURE • EDUCATE • SUPPORT

14 South 11th Street

Mifflinburg, PA 17844

570-966-2845

[www.summitearlylearning.org](http://www.summitearlylearning.org)