

## PART I - FACE SHEET

| <b>APPLICATION FOR FEDERAL ASSISTANCE</b>   |   | 1. TYPE OF SUBMISSION:<br>Application <input checked="" type="checkbox"/> Non-Construction  |
|---|---|---|
| Modified Standard Form 424 (Rev.02/07 to conform to the Corporation's eGrants System)   |   |   |
| 2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS):  | 3. DATE RECEIVED BY STATE:<br><br>17-JAN-11   | STATE APPLICATION IDENTIFIER:<br><br>HIPPY -AmeriCorps  |
| 2b. APPLICATION ID:<br><br>11AC123459   | 4. DATE RECEIVED BY FEDERAL AGENCY:   | FEDERAL IDENTIFIER:<br><br>09ACHAR0010003   |
| <b>5. APPLICATION INFORMATION</b>   |   |   |
| LEGAL NAME: Arkansas Children's Hospital<br><br>DUNS NUMBER: 964901032  | NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes):<br><br>NAME: Barbara Gilkey<br><br>TELEPHONE NUMBER: 501-364-3671<br><br>FAX NUMBER: 501-364-2225<br><br>INTERNET E-MAIL ADDRESS: gilkeybj@archildrens.org |   |
| ADDRESS (give street address, city, state, zip code and county):<br>1 Childrens Way<br>Slot 651<br>Little Rock AR 72202 - 3510<br>County: Pulaski   |   |   |
| 6. EMPLOYER IDENTIFICATION NUMBER (EIN):<br><br>710236857   | 7. TYPE OF APPLICANT:<br>7a. Non-Profit<br><br>7b. Local Education Agency   |   |
| 8. TYPE OF APPLICATION (Check appropriate box).<br><br><input checked="" type="checkbox"/> NEW <input type="checkbox"/> NEW/PREVIOUS GRANTEE<br><input type="checkbox"/> CONTINUATION <input type="checkbox"/> AMENDMENT<br><br>If Amendment, enter appropriate letter(s) in box(es): <input type="text"/> <input type="text"/><br><br>A. AUGMENTATION            B. BUDGET REVISION<br><br>C. NO COST EXTENSION    D. OTHER (specify below): |   | 9. NAME OF FEDERAL AGENCY:<br><b>Corporation for National and Community Service</b>   |
| 10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER: 94.006<br><br>10b. TITLE: AmeriCorps State  | 11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT:<br>Arkansas Children's Hospital - AR HIPPY<br><br>11.b. CNCS PROGRAM INITIATIVE (IF ANY):   |   |
| 12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc):<br>Batesville, Conway, El Dorado, Fayetteville, Greenbrier, Harrison, Hope, Hot Springs, Little Rock, Marianna, North Little Rock, Pine Bluff, Poyen, Quitman, Rus  |   |   |
| 13. PROPOSED PROJECT: START DATE: 09/01/11      END DATE: 08/31/12  |   | 14. CONGRESSIONAL DISTRICT OF:    a.Applicant <input type="text" value="AR 002"/> b.Program <input type="text" value="AR 002"/>   |
| 15. ESTIMATED FUNDING: Year #: <input type="text" value="1"/>   |   | 16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS?<br><br><input type="checkbox"/> YES. THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON:<br><br>DATE:<br><br><input checked="" type="checkbox"/> NO. PROGRAM IS NOT COVERED BY E.O. 12372 |
| a. FEDERAL  | \$ 212,188.00   | 17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT?<br><input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO  |
| b. APPLICANT  | \$ 305,413.00   |   |
| c. STATE  | \$ 0.00   |   |
| d. LOCAL  | \$ 0.00   |   |
| e. OTHER  | \$ 0.00   |   |
| f. PROGRAM INCOME   | \$ 0.00   |   |
| g. TOTAL  | \$ 517,601.00   |   |
| 18. TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL DATA IN THIS APPLICATION/PREAAPPLICATION ARE TRUE AND CORRECT, THE DOCUMENT HAS BEEN DULY AUTHORIZED BY THE GOVERNING BODY OF THE APPLICANT AND THE APPLICANT WILL COMPLY WITH THE ATTACHED ASSURANCES IF THE ASSISTANCE IS AWARDED.  |   |   |
| a. TYPED NAME OF AUTHORIZED REPRESENTATIVE:<br><br>Alta M. Jones  | b. TITLE:<br><br>Administrative Assistant   | c. TELEPHONE NUMBER:<br><br>(501) 364-3671  |
| d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:  |   | e. DATE SIGNED:<br><br>12/15/10   |

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### Executive Summary

The mission of the Home Instruction for Parents of Preschool Youngsters (HIPPY) is to help parents learn how to help their preschool child enter school with knowledge and skills needed to succeed. Research proves that parent involvement has a positive effect on student achievement and parental effort is associated with higher levels of achievement. Using a 30 week curriculum, AmeriCorps members will role play activities with parents to help them prepare their child for success in school and life.

### Rationale and Approach

#### 1. PROGRAM DESIGN

##### a. Problem

According to the Division of Child Care and Early Childhood Education, in Arkansas there are approximately 56,000 children between the ages of zero and five who live in families whose income are at or below 100% of the federal poverty level. Currently 24,377 children are in state funded Pre-K programs; another 10,000 are in Head Start and Early Head Start. That leaves about 20,000 children in our state who are still without access to a quality preschool program. Research based on the work by Dr. Ruby Payne in her book entitled "Bridges out of Poverty," shows that children who live in poverty and don't have access to preschool programs or other services are more likely to enter school without the knowledge and skill set needed to succeed in school. In 2008, 17.3% of the Arkansas population had family incomes below the federal poverty level compared to 13.2% in the United States. According to a 2009 report distributed by Arkansas Advocates for Children and Families, 24.9% of Arkansas children live in poverty. 33% of the children are under age 5 and 39% are between the ages of 5-11. Today, 17.9% of our population, an increase of .6%, is in poverty. A family of four living

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in rural Arkansas needs to earn at least \$37,338 to meet basic needs. "Research studies done over the past 30 years show conclusively that schools with high concentrations of economically disadvantaged students generally demonstrate lower levels of achievement than do schools with lower concentrations of economically disadvantaged students. Research also shows that the level of family income is a major influence on all aspects of child well-being," according to Marv Bernstein, chief adviser on advocacy for UNICEF. Overall, the report found that the United States had one of the lowest child equality scores meaning it is one of the countries that allows their most vulnerable children to fall much further behind. Arkansas has consistently ranked near the bottom on studies that looked at child well being, education, graduation rates, health and nutrition. We are making gains but know that we can do better when it comes to educating healthy children.

Deficits in education performance are a serious problem confronting many children in Arkansas. This is especially true when considering high poverty rates, limited resources, and families who live in rural-remote communities who have little or no access to services. The problem is further compounded by low educational level of parents, grandparents or guardians and parents who are teens at the birth of their first child. The reference to parents throughout the remainder of this proposal implies to grandparents, guardians or caregivers of children served in HIPPY. Lack of parental involvement has also been identified as a crucial factor that has lead to the current problem largely because some parents are still overcoming educational barriers that affected them earlier in their lives. While we know from research and practice that most parents want to help their child, some feel inadequate in their ability and doubt they are able to provide the knowledge and skills needed to prepare their child for school. What we have learned is that parents must first overcome their anxieties and build a level of personal confidence in their own ability and accept that they are their child's first teacher.

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### b. Solution: AmeriCorps Member Roles and Responsibilities

Arkansas HIPPY proposes to help solve this problem by utilizing the services of AmeriCorps members to provide the HIPPY home visiting program for parents, grandparents or guardians of three, four, and five-year old children. Upon completion of two or three years in HIPPY, our goal is for children whose parents completed the entire curriculum with them to possess the knowledge and skills needed to succeed in school and life. This unique program teaches parents how to teach activities to help develop skills to prepare their child for school. Ten full-time (FT) and 20 half-time (HT) AmeriCorps members (20 MSYs) will carry out a 30 week literacy based curriculum with identified parents of children in targeted communities. The HIPPY curriculum, developed by Dr. Avima Lombard and a team of early childhood educators in 1969, has been revised several times over the years to make it more developmentally and age appropriate for children. It is a two or three year home visiting program and parents and children are expected to remain in the program for at least two years. Utilizing AmeriCorps members to mentor parents one-on-one in their home or at a group meeting will enable them to acquire the knowledge and skill set necessary to help their child achieve academic success when they enter school.

Arkansas HIPPY is a statewide program that works with 45 sites who serve families with children between the ages of three and five. HIPPY programs are typically sponsored by school districts, education service cooperatives, community based organizations, and Head Start programs. Targeted communities have high rates of poverty, illiteracy, lack of parental involvement and low test scores. Three of the communities also have large populations of families with limited English proficiency. An annual survey is conducted with our 45 HIPPY sites to determine if a need exists within their service

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delivery area where children would otherwise not be served. Based on our most recent survey results conducted in the spring of 2010, we are requesting 10 full-time members to serve 25 parents each, and 20 half-time members to serve 15 parents each in 2011-2012. This request is based on guidelines established by HIPPY USA, our national parent organization, and rules and regulations that the Arkansas Division of Childcare and Early Childhood Education (DCCECE) has promulgated for state funded preschool programs. Both policies state that full-time members may serve up to 25 families and half-time members may serve up to 15 families. HIPPY AmeriCorps requests only full-time and half-time positions because of the extensive member training required and members must serve at least nine months to complete delivery of the 30 week curriculum to parents. We believe that having members serve fewer than 15 parents would not be an efficient use of limited resources. Requesting only full-time and half-time positions also keeps the program in compliance with the above stated HIPPY USA guidelines and Arkansas Division of Childcare and Early Childhood Education regulations.

The success of HIPPY depends on the quality of service delivery provided by our AmeriCorps members who must be familiar with the community and its dynamics, and they must be able to gain the trust of parents as they will be asking permission to meet with them each week in their home. After completion of recruitment and enrollment of each parent and child, a schedule is set with each family that is mutually agreed upon by both parties. Role play initially takes place with parents in their homes for the first 5-6 weeks to allow them a chance to know and trust the member and to get familiar with the manner in which HIPPY materials are presented and the role play process.

The first five minutes are spent reviewing the previous week's packet and addressing any problems the parent or child may have encountered. The member then spends about 50 minutes role

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playing activities with the parent ensuring they understand what skills are being developed as they teach their child. Over the 30 weeks, the curriculum covers more than 300 activities to help parents help their child develop numerous skills. Those skills include language and literacy, mathematical reasoning, problem-solving, fine and gross motor development, logical thinking, phonological awareness, creativity, pre-writing and other skills needed for school success. Parents may take up to seven days to complete the weekly curriculum with their child in 15 minute increments daily. After role play, the member provides additional resource materials, information on upcoming events, parent group meetings and other opportunities available to families. Members must also work with their supervisor to plan and conduct a monthly parent group meeting. Meetings are primarily designed to help develop skills and knowledge on a variety of parenting topics. Some of those topics include communication, discipline, child development, time management, or budgeting. Their children gather at the same time in another setting for age appropriate, supervised activities.

After five to six weeks of role playing HIPPY curriculum activities with parents in their home, parents are invited to attend well-planned parent group meetings where they are able to interact with other parents on a variety of parenting topics like parenting styles, discipline, child development, building self-esteem and ways to communicate effectively with their child to name a few. There are also general life issues dealt with in the meetings such as their community and neighborhood safety, time management, everyday relationships, housing, resource referrals, and more. HIPPY team members are taught that every parent has some strength and it is important to capitalize on it as many parents we serve seldom have an opportunity to interact with other adults in a setting where information to support each other is shared.

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Because many of the parents we serve live in rural or remote communities, have income below the federal poverty level and are often dealing with self-esteem issues our members must be aware of agencies and organizations that offer various types of assistance and services to help meet unmet needs such as food, utility aid or clothing.

In addition to direct services provided to parents, we require our members to select a community service project. Each member must spend an average of two hours each week on a service project in their local community that is approved by their site coordinator and the HIPPY State Office to help develop their ethic of volunteerism and service. The project may be in a local school, community-based agency, pediatric hospital, recreation facility or other approved organization. Members must provide documentation of the service rendered, dates of service, how many people benefited, and the value of the service. The documentation form must be signed by an official of the host agency and submitted to the HIPPY site coordinator.

And finally, each member is required to design and conduct a signature service project engaging at least six community volunteers on the Dr. Martin Luther King, Jr. Day of Service or during National AmeriCorps Week. Based on the type of community service project selected, the HIPPY State Office will provide a total of \$4,000 from a private donor. We also budgeted \$1,000 from CNCS to supplement funding for approved AmeriCorps service projects. Sites that are approved will receive mini-grants ranging from \$250 to a maximum of \$500. Members and their supervisors, with community input, will submit their plans to the State HIPPY Office at least 45 days before the date of their projects. An independent panel will assess the plans to determine project funding recipients. Members whose projects are selected must submit original receipts and a completed report detailing the project impact.

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### c. AmeriCorps Member Selection, Training, and Supervision

Member recruitment is crucial to the success of our AmeriCorps project and to ensure recruitment of a diverse corps, Arkansas HIPYPY will list AmeriCorps service opportunities on the My AmeriCorps Portal, publicize them in "Young Children" (the official publication of the National Association for the Education of Young Children) and advertise in other national publications to attract a diverse array of potential members. We will advertise in state and regional newspapers and use our good relations through word of mouth within local communities to identify potential members. We will post flyers in high traffic facilities such as Department of Human Services and Health Departments across the state and local school districts to assure we have a diverse pool of qualified persons from which to select. Upon initial recruitment, the state director and local site coordinators meet with prospective members to describe the AmeriCorps program and their responsibilities as a member.

Qualifications for service in HIPYPY AmeriCorps include a minimum age of 23 and a high school diploma or GED. We also seek individuals who have knowledge of their community, good oral and written communication skills, and are able to connect with parents and community stakeholders. HIPYPY sets the minimum age higher than the AmeriCorps national minimum age of service because of the population served and its needs. HIPYPY has found that peer support is best addressed when members have familiarity with issues families have and are dealing with.

Arkansas HIPYPY members are supported and trained on a multi-tiered level through our state commission, the state HIPYPY program and our local HIPYPY sites. The training agenda for members is

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comprehensive and on-going throughout their service tenure. Members are required to attend HIPPY specific pre-service training presented by the State HIPPY Office for three days, generally held in early September. During this training, members learn about HIPPY, its mission and goals, child growth and development, and best practices for recruiting parents. In addition, members learn how to implement HIPPY in the homes with parents, how to plan and conduct parent group meetings and learn about resources available in their communities to support parents. Over the next several months, members continue to meet each week for a minimum of three hours with their supervisor to refine their knowledge and enhance their skills on the most effective ways to teach HIPPY activities in a quality manner by continuing to build on previous knowledge.

In the weekly meetings, members role play the upcoming weekly curriculum packet, discuss issues related to serving families, and submit weekly reports. Weekly meetings help build the skills and confidence of members, present a forum for addressing problems before they get out of control, and provide an opportunity for reflection on the service experience. Each session includes time for discussing lessons learned, successes, and challenges. As part of the reflection process, members are required to write one success story each month for submission to the HIPPY State Office. Finally, members must attend thirty hours of Pre-K Early Literacy Learning training required by the Arkansas Division of Child Care and Early Childhood Education. Usually members must be in their fifth month of service prior to taking this class as training is offered at various locations throughout the year. The trainers for these thirty hours are professional and degreed, funded and approved by the Division of Child Care and Early Childhood Education.

This year we expanded the AmeriCorps orientation from one day to two and plan to continue this practice as it has proven to be very effective. This training is usually held in mid to late September for

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all new and returning members along with their supervisors. They receive training on AmeriCorps and how to develop an ethic of service, learn about prohibited activities, disability and inclusion, program grievance procedures, and preparing for life after AmeriCorps. The HIPPY Director, AmeriCorps Coordinator, and members of the Arkansas Service Commission staff provide the AmeriCorps training.

In October, members are required to attend the Opening Ceremony provided by the Arkansas Service Commission. After the opening ceremony, members will attend mandatory citizenship training. Later, the Arkansas Service Commission provides entry level training in various regions of the state and new members are required to attend. This training includes disability/inclusion, general information on the big picture of AmeriCorps, team building, communication, time management, and other tools for service. Members completing their term of service must attend Arkansas Service Commission advanced level training in the spring, which focuses on life after AmeriCorps, effective use of the education award, and continuing a life of service in the member's local community.

Arkansas HIPPY sponsors a bi-annual conference that offers an array of workshops from which members can choose to attend. This conference, usually held in February, provides a unique opportunity for members to participate in workshops and plenary sessions on a much larger scale. For some, this is a first experience.

Each HIPPY site has a coordinator who is required to supervise their assigned members. Site coordinators are chosen as part of the site selection process previously described in section b. and receive training provided by the state office. No AmeriCorps member is assigned to a site where the coordinator is unwilling or unable to comply with AmeriCorps requirements. All the AmeriCorps site

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coordinators have at least one year of experience in HIPPY and most have more. In addition to attending the same two-day orientation with their members, site coordinators receive a half-day refresher at the beginning of the program year. If new sites are chosen, new AmeriCorps site coordinators will receive a full day of orientation on national service, AmeriCorps program requirements, policies and procedures, prohibited activities, and the importance of accurate time-keeping. Each site coordinator is assigned to a state trainer who is a seasoned coordinator and employed by Arkansas HIPPY as consultants to assist them with program organization and management. Trainers are experienced in AmeriCorps as well as HIPPY and receive annual training from the state HIPPY office. They also receive training from HIPPY USA, Childhood Services, Incorporated and DCCECE. In addition, the Arkansas HIPPY Director, Staff Development and Family Involvement Coordinators along with the AmeriCorps Coordinator meet with all of their trainers annually to provide information on various program aspects, including AmeriCorps.

HIPPY state trainers begin monitoring new AmeriCorps sites immediately with site visits occurring after the second and fifth months of operation to assure compliance with all AmeriCorps and HIPPY requirements. The trainers conduct site visits to continuing sites at the mid-point of each year. Both the state trainers and the AmeriCorps Coordinator provide technical assistance based on their observations of improvement needs. While on a site visit, trainers randomly pull the records on twenty percent of the children enrolled. Trainers check each portfolio for completeness which includes checking weekly signature forms by each parent, verifying that weekly pull pages are collected from the child's activity packet and are included in the child's portfolio, up-to-date immunization records are available and Work Sampling Assessment documentation and anecdotal notes are completed. More detailed information on Work Sampling is discussed later in this section. Upon completion of the site visit, an

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exit conference is conducted with the coordinator, supervisor and the member when possible.

To assure a quality service experience, Arkansas HIPPY AmeriCorps conducts a member satisfaction survey at the mid-point of each program year. Members are asked to rate the quality of their orientation, preparation for service, provision of tools needed for service, supervision, and opportunities for service reflection. HIPPY State Office staff use the survey results to improve their own performance and that of trainers and site coordinators for the rest of the year. This survey will first be conducted in 2010-2011 and will continue to be used in future years.

### d. Outcome: Performance Measures

Arkansas HIPPY AmeriCorps addresses the focus area of early education and will use the national pilot performance measures. As previously stated in section b., we will use the HIPPY curriculum originally developed by Dr. Avima Lombard and a team of early childhood educators in 1969 that has been revised several times over the years to make it more developmentally and age appropriate for children served in each curriculum. The training HIPPY provides its AmeriCorps members is geared to helping them work effectively with parents so that their children will make measurable progress in preparing for school, which should increase their opportunities for success in school and in later life. As part of the Division of Child Care and Early Childhood Education, a division within the Arkansas Department of Human Services, HIPPY participates in the state preschool system and therefore is required to use the Work Sampling System (WSS) as their assessment instrument. Each coordinator and member must attend training to learn how to observe, document, and enter data on every child. WSS helps track a child's growth and development in seven domains from the time they enter the

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program until completion at the end of each program year. A child receives a rating of proficient, in process, or not yet for each of the indicators listed under each domain. Those domains include language and literacy, personal and social development, arts, physical health and development, mathematics, social studies, and science. Each child is rated three times during a year. The aligned performance measures HIPY AmeriCorps has developed are closely related to member activities and data collected through the Work Sampling System.

### NEEDS AND SERVICES - EARLY CHILDHOOD EDUCATION

#### MEASURE ED 20

##### OUTPUT

AmeriCorps members will teach parents of three, four, and five-year old children to teach HIPY curriculum activities to their children with 550 children starting in the HIPY AmeriCorps early childhood education program. The number of children will be tabulated from the Child Outcome Planning Administration (COPA) enrollment forms completed at the beginning of the program year.

#### MEASURE ED 21

##### OUTPUT

AmeriCorps members will help Pre-K students maintain enrollment in and succeed in the HIPY AmeriCorps program by training their parents to teach HIPY curriculum activities to their children. Parents will spend time teaching their children HIPY curriculum activities each week for 30 weeks. 468 of 550 (85%) of children enrolled will complete all 30 weeks of curriculum activities with their parents as documented by pull pages and weekly signature forms. Members weekly collect pull pages

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and signature forms and submit them to the local coordinator for review. Information must be forwarded to the HIPY State Office by the tenth day of each month to be aggregated and analyzed by the State Director and AmeriCorps Coordinator.

### MEASURE ED 24

360 of 400 (90%) of three and four year-old children enrolled in HIPY will demonstrate gains in school readiness in terms of literacy skills by being rated proficient on the basis of the Work Sampling Assessment System data.

### VOLUNTEER GENERATION

#### OUTPUT

Sixty volunteers will be recruited to provide 120 hour of service each month. Their service will support and enhance HIPY AmeriCorps activities by providing an average of two hours of service per month for 12 months for a total of 1,440 hours. The volunteer service log is collected and entered monthly at the host site by the coordinator and reported to the HIPY state office.

#### e. Volunteer Generation

The overarching goal of the volunteer generation is to help sustain and increase services within local communities. Members are required to recruit at least two volunteers to provide a minimum of two hours of service per month each to support local HIPY AmeriCorps program activities. Some members recruit only two volunteers who provide all the monthly service hours. Other members

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recruit several volunteers who take turns. The volunteers may be experts in their field or simply persons with a strong desire to make a difference. The volunteers may present workshops, assist with children's activities, serve food, or prepare resources and other materials at parent group meetings, but this list is not exhaustive. With at least 60 volunteers providing 120 hours of service each month, more than 1,440 hours of service worth \$30,024 will be generated over the year. This projection is based on the 2009 Independent Sector valuation of volunteer time at \$20.85 per hour.

### f. Partnerships and Collaboration

All of our partnerships and collaborations are an effort to secure additional resources, advocacy and for public relations. We believe that solid partnerships and relationship building is crucial to our program's success. While HIPPY's primary focus is to help parents help children acquire cognitive, physical, social, and emotional skills that are needed for success in school, it provides other services that impact the entire family and the broader community. With a proven record of successful partnership and collaboration along with our ability to connect with families, HIPPY is a highly regarded home visiting program in the state that is often sought as a partner when agencies seek to implement new projects that require parent involvement. The Director participates as a member of the Kids Count Coalition Steering Committee to promote training and advocacy for parents and other stakeholders. In 2009 and 2010, HIPPY partnered with the University of Arkansas for Medical Sciences College of Public Health to offer lead education training for parents residing in areas of the state with large numbers of homes built in the 1950's predisposing children to dangerous lead exposure. In the past, we received a small grant from the Susan G. Komen Foundation and trained team members to provide training on self-breast exam and care for parents enrolled in HIPPY living in rural, remote, and isolated communities. All of this has enabled us to inform, educate and support

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families of young children to have a more healthy and safe lifestyle.

For three years HIPPY has met regularly with Head Start and representatives of the Little Rock, North Little Rock, and Pulaski County school districts in central Arkansas and collaborated with them in an annual April event to help parents, grandparents, and caregivers learn how to engage in educational play activities with their children. Attendance exceeded the 700 mark in 2010. HIPPY has also made arrangements to partner with Senior Corps and the Foster Grandparent programs to expand the quality of services to local programs and families. These two groups will assist at the parent group meetings and, where there are young parents, will serve as mentors. The HIPPY State Director has been invited to share information in January, 2011 with directors of those programs. Opal Sims, CNCS state director has been invited to present to HIPPY Coordinators in December, 2010.

HIPPY is a national program that is supported by HIPPY USA. As part of the HIPPY USA network, Arkansas HIPPY receives updated curricula, training, and technical support. It will soon benefit from a new HIPPY USA Efforts to Outcomes data reporting system to help us aggregate and analyze our program data.

### g. Sustainability

The Arkansas HIPPY AmeriCorps program has been in existence for 12 years. We received about one-third of program operating costs from CNCS each year, therefore we are confident that it is sustainable. Because of sponsorship by Arkansas Children's Hospital and the partnerships developed, we have been successful in obtaining other resources to help us deliver quality services to parents of young children. Arkansas Children's Hospital provides office and meeting space, office equipment and

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computers, utilities, purchasing, staff development and other services in excess of the indirect cost that the corporation reimburses. To further sustain program operations, Arkansas HIPPY has submitted proposals to the Division of Child Care and Early Childhood Education, Dollar General and Verizon in an effort to help raise funds to support service activities and initiatives. We recently received a donation of \$7,000 from a private donor, who is an annual contributor and has requested that the funds be used to provide services at the grassroots level which is what our members do. Her gift will be renewed again in 2011.

We were approved for a training contract by the state that enables us to provide Pre-K Early Literacy Learning, Social Emotional and Science and Math training free to any HIPPY staff member. Many of the local HIPPY AmeriCorps sites are granted free space, utilities and other in-kind. Some sites also submit proposals for additional funding to support their programs. In addition, the CNCS AmeriCorps resources have been used during those years to deliver early childhood education resources to new rural, impoverished, and isolated communities that were not previously served and otherwise would not have had access to such services.

Over the past 12 years, nineteen AmeriCorps sites have become self-sustaining, freeing those resources for use in other areas with demonstrated need. During the same 12 years, AR HIPPY AmeriCorps has moved services to 68 new communities that previously had no or limited early childhood education services. We will continue to work with host sites to help them become self-sustaining and to extend the services to new areas of the state currently not being served. Even though we have benefited from AmeriCorps funding for twelve of the last thirteen years, there is still a need to provide support for parents who want to help their children prepare for kindergarten. Because many of the preschool programs in the state do not transport children, Arkansas HIPPY fills a void for parents who are

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unable to carry their children to an on-site facility. Based on the 2009-2010 Arkansas HIPPY Annual Report, only 517 (9%) of the 5,726 children enrolled in HIPPY were enrolled in a center-based program.

### Organizational Capability

#### a. Organizational Background

Barbara Gilkey, Arkansas State HIPPY Director, is the primary contact for this grant application. Alta Jones, office administrator, is the secondary contact. Arkansas HIPPY has been part of the Arkansas Early Childhood System since 1986. The State HIPPY Office has been sponsored by Arkansas Children's Hospital (ACH) since 1991, one of the 10 largest pediatric institutions in the country.

Organizationally, Arkansas Children's Hospital has a board of directors and an extensive administrative team of senior vice presidents and vice presidents to head various departments. HIPPY is under the supervision of Jeanette Perdue, Vice President in charge of the Operations Department.

With an annual budget of \$455,259,587 ACH administers more than \$14,408,587 in federal grants each year. Under the ACH umbrella, Arkansas HIPPY has a 2010-2011 operating budget of \$1,109,737, of which only \$213,085 is from CNCS funds, for a total of 19% of its operating funds. \$889,652 (75%) is from state and private sources. HIPPY receives indirect staff support from other hospital departments that include accounting, human resources, printing/copying, purchasing and nutritional services. Over the past five years Arkansas HIPPY has received AmeriCorps grants of \$215,230, \$218,853, \$256,650, \$256,614, and \$205,979 for a total of \$1,153,326 from the Corporation for National and Community Service. This proposal, if funded, will provide 20% of our overall operating budget.

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The twenty-one member State Advisory Committee meets three times annually and provides technical guidance, resources, and other sources of support. Members of the advisory committee are from diverse backgrounds including education, business, community-based organizations, Head Start, a representative from HIPPY Coordinators, Homebased Educators, parents, and a former state policymaker. The members provide support for the state HIPPY conference that is held bi-annually and offer guidance on program services and activities. They also represent HIPPY at meetings and conferences.

### b. Staffing

Barbara Gilkey has 12 years experience as an AmeriCorps program director. She has a Master's degree in early childhood education, a Bachelor's degree in social work, and additional hours in educational leadership. She currently serves as chair of the Arkansas Early Childhood Commission and co-chair of Arkansas Early Childhood Comprehensive Systems Parent Education and Family Support Committee. She is past president of the Arkansas Early Childhood Association and is a member of the Kids Count Steering Committee, Traveling Arkansas' Professional Registry Committee, "Parenting in Arkansas" magazine committee, and Arkansas Parental Involvement Resource Center. She is also a HIPPY USA national trainer and a trainer in Arkansas for pre-school literacy, science, math, and social and emotional development. She will devote 20% of her time to administering the HIPPY AmeriCorps grant.

Ms. Gilkey will closely supervise the AmeriCorps Coordinator, whose responsibilities include coordinating program activities, recruitment, training, communication with sites, maintaining

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records, collecting monthly site reports, and compiling program data. The coordinator will spend 53.3% of her time on AmeriCorps activities. A new AmeriCorps Coordinator will be identified, trained, and hired for the project. She is the only staff member to receive compensation from AmeriCorps grant funds. This individual must be organized, have good oral and written communication skills, have the ability to work well independently and be willing to follow program policies and guidelines. The coordinator should have a minimum of an Associate of Arts degree in business or early childhood education or other related field.

Each local HIPPY program is supervised by a site coordinator who manages and oversees day-to-day activities. Those activities include observation visits, reviewing and submitting reports, and training members to teach the HIPPY curriculum activities to parents and planning parent group meetings. There are 15 site coordinators. Each has a bachelor's degree and one has a master's degree in elementary education.

Office Administrator, Alta Jones received business education training from Capital City Business College, has worked at Arkansas HIPPY for 17 years and will spend 10% of her time working closely with the Arkansas Children's Hospital grants accountant to ensure fiscal oversight and integrity. Her primary role is to maintain financial records, process payments, and ensure that funds are properly accounted for.

Jacqueline Richardson, the Staff Development Coordinator, holds a bachelor's degree in psychology and serves as a National HIPPY trainer. She will provide training and technical assistance to local sites with a 5% level of effort devoted to the grant. Patricia Anderson, the Family Involvement Coordinator, has a bachelor's degree in elementary education. With her 5% level of effort for the

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program she develops supplementary learning activities for families, researches and provides information on parenting topics, and assists with coordination of the family support program for parents of young children.

Three HIPPY State Office staff members including the Director, Family Involvement Coordinator and Staff Development Coordinator serve as trainers. In addition, six other individuals work as HIPPY state trainers to ensure program quality and integrity at each service site. Each has at least a bachelor's degree in education or a related field. Our trainers are utilized as consultants and are used on an as needed basis. Therefore, when providing services for the AmeriCorps program they are paid an average of \$350.00 for two days of training. The trainers have served an average of 10 years each with a combined 60 years of experience with the AmeriCorps program.

### d. Multi-Site Applicant

Arkansas HIPPY proposes to place members at 15 HIPPY sites in 15 counties serving 22 communities across the state. Each program has a signed Memorandum of Understanding with Arkansas HIPPY agreeing to operate the AmeriCorps program in accordance with program policies and procedures. We propose to utilize the services of an AmeriCorps member in the following mostly rural HIPPY sites: 1) Arkansas County-Dumas; 2) Cleburne County-Quitman; 3) Drew County-Monticello; 4) Faulkner County-Mayflower, Conway and Mt. Vernon-Enola; 5) Franklin County-Paris; 6) Garland County-Hot Springs; 7) Hempstead County-Hope; 8) Independence County-Batesville; 9) Johnson County-Clarksville; 10) Ouachita County-Camden-Fairview; 11) Perry County-Perryville, Danville, and

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Clarksville; 12) Pope County-Dover, London, Russellville; 13) Pulaski County-Little Rock, North Little Rock; 14) Saline County-Poyen; 15) Sebastian County-Alma.

All HIPPY programs are notified about the possibility of an AmeriCorps member serving at their site and the process that must be followed to obtain a member. HIPPY Coordinators must respond to a questionnaire that is rated on a scale of one to ten in the areas of quality, innovation, sustainability, quality of leadership, past performance, community involvement activities and need. As in previous years, the sponsoring site must be able to provide the cash match or in-kind required. Sites with a full time member are required to pay \$3,900 as cash match and sites with a half-time member provide \$8,260 that includes member living allowance, fringes and travel. Requiring match gives host sites more ownership of the program.

As previously described in Program Design, Section b. Member Roles and Responsibilities, we have a very detailed selection process for determining which HIPPY programs qualify for a full or half-time AmeriCorps member. To obtain a full-time member, a program must demonstrate need by showing that a waiting list exists that indicates children would not be served if not for AmeriCorps, and their fiscal resources are insufficient to serve the children.

New site coordinators will attend a special half-day orientation in addition to the two full days of training they will attend with their AmeriCorps member. Each coordinator will be paired with a state trainer who, along with the AmeriCorps Coordinator will assist in monitoring visits at new sites after two months and again in the fifth month of operation to assure compliance with all AmeriCorps and HIPPY requirements. Monitoring visits at continuing sites will be conducted by state HIPPY trainers or staff at the mid-point unless issues at the site require early and more frequent monitoring.

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### e. Current Grantee Enrollment and Retention Data

In 2009-2010, as an Arkansas Service Commission formula program, Arkansas HIPPY was awarded 13 full-time (FT) and 25 half-time (HT) AmeriCorps member slots. The program filled 92% (12 of 13) of its full-time slots and 100% (25 of 25) of the half-time slots. Nine (62%) of the full-time members and 23 (92%) of the half-time members received education awards.

Last year we voluntarily lowered the number of slots requested in 2010-2011 from 13 FT and 25 HT to 10 FT and 20 HT. We also looked closely at programs where member retention was an issue and a decision was made to not place a member at that site. We also want to diversify our members and will advertise for AmeriCorps member positions in national and regional trade publications to enlarge the pool of highly qualified, diverse individuals from which we can select. Because we have already filled our slots for this year we feel very confident that we will be able to fill the same number of slots again next year. Members left early for various reasons including illness, relocation, divorce, to name a few.

Improving our retention rate will be an ongoing focus of our entire program staff at the state and local levels. This year, we expanded the AmeriCorps orientation from one day to two. In addition to the HIPPY AmeriCorps newsletter that was started this year, we will regularly report on members and their activities. We will be evaluating all aspects of the member service experience that will allow us to detect and correct shortcomings before members leave the program prematurely. For the first time, we will bring members together for a statewide service project during National AmeriCorps Service Week in May. This year we are also changing the format for member graduation. Graduating

## Narratives

members will be recognized at the annual statewide HIPYPY conference instead of at a small event attended only by family, a few friends, HIPYPY staff and invited guests. With these changes we think HIPYPY AmeriCorps retention will be greatly improved, but we will use information from site visits and member satisfaction surveys to make further improvements as they are needed.

### f. Special Circumstances

Every child enrolled in HIPYPY has to qualify for the program. Ninety-five percent of the communities that will be served by a member are resource poor, rural and remote with high poverty rates.

Because many families live in remote, isolated communities, transportation is a barrier to attaining services.

### Cost Effectiveness and Budget Adequacy

#### a. Cost Effectiveness

The budgeted per member cost of \$10,60 is significantly lower than the allowable \$13,300. The \$305,318 we are putting into the program places us well above the 50% of operating costs required of programs with our years of experience.

AR HIPYPY needs \$305,318 in non-Corporation funds to support its AmeriCorps project. It has \$39,000 in cash commitments from ten sites requesting a full-time member in Garland, Pulaski, Faulkner

(2), Lee (2), Hempstead, Cleburne, Craighead and Crawford counties. Sites requesting half-time members have committed to providing \$171,859 for members. We will also have \$87,459 of in-kind from ACH, local HIPYPY host sites and \$7,000 in additional commitments from private donors, and

## Narratives

this is how we will secure our cash and in-kind match.

### b. Current Grantee Data

Our first year as a HIPPY AmeriCorps site was in 1997-98 and we received funding for 4 full-time and 2 half-time members. The overall operating budget was \$214,940.29 with AmeriCorps providing \$78,558.64. The average per member cost was \$11,222.66. If funded for 2011-2012 we are requesting 10 full-time and 20 half-time members (20 MSYs) with an overall operating budget of \$517,505 and an average CNCS per member cost of \$10,609. So, twelve years later, we have more members serving more families at about the same level per member cost. We are doing everything possible to contain our cost while still rendering high quality services to families.

During the 12 years as an AmeriCorps site, Arkansas HIPPY AmeriCorps has moved services to 68 new communities that had no or limited early childhood education services. New communities are identified by conducting annual surveys and looking at needs based on demographic data provided by the Division of Child Care and Early Childhood Education, U S Census and local community input. The data includes number of children in a school district that qualify for free and reduced lunch and also based on standardized test scores. We will continue to work with host sites to help them become self-sustaining and to extend the services to new areas of the state currently not being served.

### c. Special Circumstances

By design, Arkansas HIPPY AmeriCorps serves rural and remote communities that are poor in resources. The communities we serve have very high rates of poverty and were selected based on the

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number of children qualifying for free and reduced price lunch. In addition, other criteria included the number of children in a school district whose standardized test scores in literacy and math were below the 50th percentile. In 2008, 17.3% of the Arkansas population had family incomes below poverty level compared to 13.2% in the United States. According to Arkansas Advocates for Children and Families, 24.9% of Arkansas children live in poverty. 33% of the children are under age 5 and 39% are between the ages of 5-11. In Arkansas, a family of four living in a rural area needs to earn at least \$37,338 to meet basic needs. Some school districts selected were considered academically distressed as scores had plummeted over the past few years. We also considered the number of preschool programs available and the need for additional services to help solve educational deficits.

### d. Budget Adequacy

Based on 12 years of experience in operating an AmeriCorps program we believe that the proposed budget is adequate to support the program activities, outputs, and outcomes we are proposing, but our operations will remain very lean. Salaries for staff are at competitive levels for comparable positions in Arkansas. Member support costs comply with CNCS requirements. Travel is a significant item in the budget because services are delivered to service recipients' homes in rural, isolated areas and members are required to attend large amounts of training in central locations. Staff travel is required to permit staff to conduct or attend regular training and to appropriately monitor sites. As stated previously, Arkansas is a largely rural state and members may travel up to twenty miles each way to serve families in their homes. Therefore, our travel budget request in the amount of \$16,000 from CNCS and \$5,000 from local programs may seem high but is often insufficient.

The budget does not request any equipment since it is all provided by Arkansas Children's Hospital and

## Narratives

host sites. Arkansas HIPPY is supporting more than half the cost of the HIPPY curriculum activity packets, which provide the foundation for the program. The \$2,000 we are investing in program evaluation will allow us to assess strengths and weaknesses in our current operations in order to improve future performance. We are adding \$6,000 to our budget this year to provide additional support for service projects in order to improve their quality and impact. \$1,000 will come from CNCS and \$5,000 will come from a private donor. \$3,000 is also being allotted for travel to Corporation sponsored meetings with HIPPY providing \$1,000 of the total amount.

### Evaluation Summary or Plan

As part of the Arkansas Service Commission network of programs, we budgeted funds to participate in a statewide program evaluation in 2007-2008 and plans are for another evaluation to be conducted in the spring of 2011. A summary of the evaluator's findings is as follows: Members serve in HIPPY working with parents, teaching them how to engage with their children in educational activities, and teaching parents how to use the materials HIPPY provides.

Members often engage in role-playing, demonstrating to parents how to engage their children in learning activities, which is especially important for parents who have limited reading skills themselves. Members like serving in this program. They understand the need they are addressing and feel they are having an impact not only with parents, but also with the children of these parents. No problems were uncovered between members and program leadership, nor between members and the families with which they work. It is our observation that this program is giving members valuable experiences while doing good things in the community, and therefore it should remain a program of ASC.

Over the twelve years that Arkansas HIPPY has been part of the AmeriCorps program network, we

## Narratives

have served more than 5,500 children. In 2004, the Arkansas Division of Child Care and Early Childhood Education started to require that state funded preschool programs, including HIPPY, use the Work Sampling Assessment System to gauge how well children were faring in the program. Work Sampling is an online performance based assessment that rates children in seven different domains, each with several indicators that children are to accomplish. Ratings are made in November, February and May. The domains include language and literacy, mathematical reasoning, personal and social development, the arts, physical development and health, social studies and scientific thinking. Our AmeriCorps members receive extensive training to learn how to document the progress of children in each of those areas.

Based on 2009-2010 aggregated Work Sampling data, children enrolled in HIPPY made steady progress. Of the 200 four year-old children served by AmeriCorps members, 97.8% were rated in each domain for each period. The ratings reflected are an average based on all students whose assessments were completed. In personal and social development, overall gains increased from 1.88 to 2.55; language and literacy increased from 1.86 to 2.54; mathematical thinking increased from 1.82 to 2.53; scientific thinking increased from 1.80 to 2.48; social studies increased from 1.81 to 2.47; the arts increased from 1.85 to 2.50 and physical development and health increased from 1.96 to 2.64.

The progress made is further confirmed based on the Qualls Early Learning inventory administered to all kindergarten children in the state. Qualls rates children in three areas of cognitive, social-emotional, fine and gross motor as "not developed, developing and developed." Aggregated Qualls data shows that 88% of the children who participated in high quality preschool programs with well-trained staff at the end of 2010 were rated as developed.

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Arkansas HIPPY plans to contract with Dr. Bronwyn McFarlane, Professor at the University of Arkansas Little Rock, to conduct an on-going external evaluation of the program. Dr. McFarlane will work closely with the State Director to develop an evaluation plan to help us gauge the progress of children enrolled as well as program management and operation. She will provide training to all HIPPY AmeriCorps Coordinators and members at the beginning of the program year.

### Amendment Justification

N/A

### Clarification Summary

ROUND TWO CLARIFICATIONS AS OF MAY 9, 2011.

NEW ITEM: The Executive Summary referenced a specific number of AmeriCorps members. Please revise the Executive Summary by removing the number of proposed AmeriCorps members. THE SPECIFIC NUMBER HAS BEEN REMOVED.

BUDGET CLARIFICATION ITEMS:

Please revise your budget to equal the funding, Member Service Years, and member positions. Thus the line items that reference 30 members must be recalculated and changed. WE HAVE MADE THE CHANGES WHERE APPROPRIATE, HOWEVER, FBI AND CRIMINAL HISTORY CHECKS WERE LEFT SHOWING 30 MEMBERS INSTEAD OF 20 MSY BECAUSE CHECKS MUST BE RUN ON EACH MEMBER ENROLLED, REGARDLESS OF SLOT TYPE.

Section 1-H: Please explain why this is an allowable expense if it is not for the Arkansas AmeriCorps program assessment. THE EVALUATION PIECE HAS BEEN REMOVED SINCE THE COMMISSION WILL NOT BE SPONSORING ONE IN 2011-2012.

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Please clarify the rationale of the intermediate outcome only relating to children age 4. Is the intermediate outcome assessed only after the same child has completed two years of the program? SINCE THE WORK SAMPLING SYSTEM ASSESSMENT INCLUDES BOTH 3 AND 4 YEAR OLD CHILDREN, WE HAVE CHANGED THE RESULT STATEMENT AND THE TARGET STATEMENT TO REFLECT BOTH AGE GROUPS AND NOT JUST THOSE ENTERING KINDERGARTEN.

### ROUND ONE CLARIFICATIONS

Programmatic Clarifications:

Staffing Patterns: HIPPY utilizes several layers of staff members to support the program. The program director, AmeriCorps coordinator and office administrator work closely together to administer the program on a daily basis. Only the AmeriCorps coordinator is paid out of CNCS funds. The program director is responsible for overall management of the program which includes ensuring that the program is operated in an efficient and fiscally sound manner, analyzing program data and development of training. It is the role of the AmeriCorps coordinator to manage member records and files, assist with training and preparation of monthly and quarterly progress reports. Our office administrator is responsible for ensuring that financial records are reconciled each month, bills are paid, financial expenses are entered each week and in-kind is properly tracked.

Our trainers are utilized as consultants thus this category has been moved to Budget Section 1-F in the Budget Narrative and are used on an as needed basis. Generally they work two full days at a rate of \$350 per day.

We actually have 15 on-site HIPPY-AmeriCorps coordinators and that number has been corrected in

## Narratives

the narrative.

Communication: There is on-going communication between the state office and the HIPPY coordinators. We publish an AmeriCorps newsletter and conduct regional coordinator's meetings in which AmeriCorps issues are always addressed. In addition, we provide a summer and winter institute in which matters related to AmeriCorps are discussed. Periodically, we send "Tidbits" to coordinators which are brief updates on program related issues. The coordinators also know that they can contact the state office at any time for assistance.

Rationale for Pre-K ELLA: The rationale for providing new members with Pre-K Early Literacy Learning (Pre-K ELLA) during their fifth month instead of the onset of service is because of the HIPPY preservice training necessary for them to begin serving families. Pre-K ELLA is required by the Division of Child Care and Early Childhood Education at some point during their term of service. So that members are not overwhelmed with too much training, we believe that it is important to teach HIPPY basics and layer with additional training later.

Retention: We acknowledge the challenge as it relates to full-time member retention. In one instance, a member was already enrolled and serving when an I-9 issue arose. Arkansas Children's Hospital gave us permission to retain her services while the issue was being resolved, however, the member was uncomfortable with staying and subsequently resigned. Her replacement was a fantastic member, but her husband lost his job which forced them to move back to Texas. These issues were not program related and were beyond our control. It is much easier and faster for half-time members to complete their hours of service. Our staff is keenly aware of retention issues and will work extremely close with coordinators if this proposal is approved.

## Narratives

### Continuation Changes

N/A

## Performance Measures

### SAA Characteristics

- AmeriCorps Member Population - None c       Geographic Focus - Rural  
 Geographic Focus - Urban                       Encore Program

### Priority Areas

- |   |                                     |  |                          |
|---|-------------------------------------|--|--------------------------|
| <input type="checkbox"/> Economic Opportunity           | <input type="checkbox"/>            | <input type="checkbox"/> Environmental Stewardship | <input type="checkbox"/> |
| <i>Selected for National Measure</i>                    | <input type="checkbox"/>            | <i>Selected for National Measure</i>               | <input type="checkbox"/> |
| <input checked="" type="checkbox"/> Education           | <input type="checkbox"/>            | <input type="checkbox"/> Healthy Futures           | <input type="checkbox"/> |
| <i>Selected for National Measure</i>                    | <input checked="" type="checkbox"/> | <i>Selected for National Measure</i>               | <input type="checkbox"/> |
| <input type="checkbox"/> Veterans and Military Families | <input type="checkbox"/>            | <input checked="" type="checkbox"/> Other          | <input type="checkbox"/> |
| <i>Selected for National Measure</i>                    | <input type="checkbox"/>            | <i>Selected for National Measure</i>               | <input type="checkbox"/> |
| <input type="checkbox"/> Disaster Services              | <input type="checkbox"/>            |  |                          |
| <i>Selected for National Measure</i>                    | <input type="checkbox"/>            |  |                          |

Grand Total of all MSYs entered for all Priority Areas                      20

### Service Categories

Other Education

## National Performance Measures

### Priority Area: Education

#### Strategy to Achieve Results

Briefly describe how you will achieve this result (Max 4,000 chars.)

HIPPY-AmeriCorps will provide 10 full and 20 half-time members (20 MSYs) to teach parents of three, four, and five year-old children how to teach HIPPY curriculum activities to their children so that they enter school with the prerequisite knowledge and skills needed to succeed in school. HIPPY serves children in three different curriculums-ages 3, 4 and 5. We measure the results each year of children who complete the 4 year old curriculum and are advancing to kindergarten. Of the 550 children enrolled in HIPPY, 200 are in the 4 year old curriculum. 180 of 200 (90%) of four year-olds who complete the curriculum with their parent will enter kindergarten with literacy skills rated proficient using Work Sampling System Assessment.

#### Result: Intermediate Outcome

Result.

Children served in the age 3 and 4 year old HIPPY curriculum will demonstrate gains in school readiness in terms of literacy skills by being rated proficient on the basis of the Work Sampling Assessment System results in November, February and May.

Indicator: (PRIORITY) ED24: Children demonstrating gains in literacy skills.

Target :360 of 400 (90%) of three and four year-olds served will demonstrate school readiness in terms of literacy skills as determined by the Work Sampling System Assessment. Data is reported to the Division of Child Care and Department of Education.

Target Value: 360

Instruments: Work Sampling Assessment System

PM Statement: Upon completion of the HIPPY curriculum, 360 (90%) of three and four year-old children will demonstrate gains in school readiness in terms of literacy skills by being rated proficient on the basis of the Work Sampling Assessment System data.

#### Result: Output

Result.

AmeriCorps members will train parents of 550 children on how to use the HIPPY Curriculum.

Indicator: ED20: Children starting in an early childhood education program.

Target :550 children will start in the HIPPY AmeriCorps early childhood education program.

Target Value: 550

Instruments: Enrollment rosters pulled from the Child Outcome Planning and Assessment online program.

PM Statement: AmeriCorps members will train parents on how to use the HIPPY Curriculum. 550 children will start in the HIPPY AmeriCorps early childhood education program.

#### Result: Output

Result.

Children completing all 30 weeks of the HIPPY curriculum will be ready to enter kindergarten with prerequisite

## National Performance Measures

Result.

knowledge and skills needed to succeed in school.

Indicator: (PRIORITY) ED21: Children completing an early childhood education program.

Target :468 of 550 (85%) of children enrolled in HIPPY will complete all thirty weeks of HIPPY curriculum activities with their parents.

Target Value: 468

Instruments: Completed HIPPY curriculum pull pages and weekly signature form completed by the parents.

PM Statement: In each of the next three years, 468 (85%) of children who complete all 30 weeks of HIPPY curriculum activities with their parents will be ready to enter kindergarten with prerequisite knowledge and skills needed to succeed in school.

## Required Documents

| <u>Document Name</u>    | <u>Status</u> |
|-------------------------|---------------|
| Evaluation              | Sent          |
| Labor Union Concurrence | Sent          |