CALL TO ASSEMBLY

Please rise.

• Pledge of Allegiance (US)	*I pledge allegiance to the flag of the United States of America and to the Republic for which it stands, one nation, under God, indivisible, with liberty and justice for all.*
• Pledge of Allegiance (Texas)	*Honor the Texas flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible.*
• Community Action Promise	*Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to Helping People Help themselves and each other.*
• Our Mission	*CSNT applies all available strategies enabling Northeast Texas families to lead improved, empowered, and self-reliant lives.*
• Our Community Services Vision	*To be the leading organization in our region which empowers families to be self-reliant, educated, and healthy*
• Our Head Start Vision	*To provide a system of education and encouragement which results in school-readiness for young children and their families*
• Invocation	

Board Meeting

Tuesday, October 27, 2026 @ 12:00 Noon
Head Start Management Building
124 N. Main Street, Linden, Texas 75563
Doug Reeder, Board Chairperson
Michelle Morehead, B.S., CCAP, NCRT, NCRI, Chief Executive Officer
If you need assistance with physical accessibility to the meeting, please call 430-218-8277

1. Call Meeting to Order

2. Establishment of a Quorum

3. Approval of Agenda 10/27/2026*

4. Approval of Minutes 7/28/2026, EC 8/20/2026, EC 9/3/2026, EC 10/8/2026*

5. Chairperson's Comments and Recognitions

6. Training – No training

7. Committee Reports and Information

A. Planning & Evaluation
B. Personnel
C. Finance
D. Executive
E. Nominating
F. By Laws

The Chair may make changes to committee rosters and/or develop new committees.

****Committees, other than Executive Committee, get named by the Board Chairperson**

8. Action Items

A. Seat/Remove board member(s), if any* - No new members at this time.

1. Removal of Board Member – Casey Purifoy

B. Approve Consent Agenda*

1) Head Start/EHS Reports ……..…….……..…..…...Misty Van Hooser
2) Family Empowerment Report ……..……..…..……Clay Hunter
3) Human Resource Report ……..…...……..…….……Michelle Morehead
4) Service & HS Transportation Reports…….....…..……..…….Robert Norton
5) Information Technology Report……..…….……...……...….David Buford
6) Financial Reports……...Jess Ervin

C. Discuss/Approve 2027 HS Community Assessment Update
D. Discuss/Approve PY03 Volunteer Rates
E. Discuss/Approve Disposal of Vehicles

F. Discuss/Approve HS Wave 1 Data

9. Staff/Committee Reports

No reports

10. Chief Executive Officer's Report – Agency Impact Report

11. **Discussion Items**

Head Start Monitoring Review Results

12. **Audience Comments**

13. **Executive Session**

Reminder: According to Robert's Rules of Order, the minutes from Executive Session are reviewed and approved exclusively by those members who were present at the session. While there's an option to share the minutes with all members, the confidentiality of the discussions must be preserved.

The board will enter executive session pursuant to Section 551.001(1)(2)(3)(J), and Section 551.074(1)(2) of the government codes.

A. Consultation between the board and its attorney in those instances in which the board seeks the Attorney's advice with respect to pending or contemplated litigation, settlement offers, and other matters where the duty of the attorney to his client requires confidentiality

B. Discussion with respect to the purchase, exchange, lease, or value or real property, negotiated contracts, and prospective gifts or donations to the organization, when such discussion, if made public, would have a detrimental effect on the negotiating position of the organization.

C. Discussion with respect to matters involving the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of an officer or employee or to hear complaints or charges against such officer or employee, unless such officer or employee requests a public session.

D. Discussion with respect to any matter specifically made confidential by law or regulation. Any other exception available by state law

Personnel Matter – Separation Agreement

14. **Required Action from Executive Session**

15. **Adjourn Board Meeting**

* Requires Board Vote

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Community Services of Northeast Texas, Inc.
Board Meeting MINUTES
July 28, 2026
Head Start Management Building
124 N. Main, Linden, TX 75563

Board Members

John Baxter, Treasurer- Absent
Representing Texana Bank, Private Sector

Casey Purifoy- Absent
Representing Bowie County, Poverty Sector

Ross Hyde- Present
Representing Titus County, Private Sector

Karen Jones- Absent
Marion County TAX A/C

Lindsey Hergert- Absent
Representing Cass County Judge Travis Ransom, Public Sector

Keri Winters, Secretary- Present
Private Sector

Harmony Roberson, Parliamentarian- Present
Representing Cass County, Poverty Sector

Judge Doug Reeder, Chairperson- Present
Morris County Judge, Public Sector

Teresa Thompson- Present
Private Sector

April Wilson- Present
Representing Policy Council, Poverty Sector

CALL TO ORDER

Doug Reeder, Board Chairperson called the meeting to order at __11:55__ p.m.
Quorum: established ___7___ of ___9___, members present.

AGENDA

Motion: ____April Wilson, Member_____ moved to accept the 7/28/2026 agenda.

Second: ___Harmony Roberson- Parliamentarian___
All in favor voted aye, none opposed, the motion carried unanimously.

MINUTES

6/23/2026 Board Meeting Minutes
Motion: Harmony Roberson, Parliamentarian moved to accept the minutes as presented.
Second: Keri Winters, Secretary
All in favor voted aye, none opposed, the motion carried unanimously.

CHAIRMAN'S COMMENTS AND RECOGNITIONS
No comments

TRAINING/PRESENTATION

COMMITTEE REPORTS- No committee reports at this time.

- **A.** Planning & Evaluation
- **B.** Personnel
- **C.** Finance
- **D.** Executive
- **E.** Nominating
- **F.** By Laws

The Chair may make changes to committee rosters and/or develop new committees.

****Committees, other than Executive Committee, get named by the Board Chairperson**

ACTIONS ITEMS

A. Seat new board member(s), if any*- No new members at this time.
B. Approve Consent Agenda*

a) Head Start/EHS & PIR Reports……...…Misty Van Hooser
b) Family Empowerment Reports…….…….Clay Hunter
c) Human Resources Reports……..……...Elizabeth Reynolds
d) Service & HS Transportation Reports……...…….Robert Norton
e) Information Technology Reports……David Buford
f) Financial Reports…….…….Jess Ervin

Motion: Keri Winters, Secretary
Second: Ross Hyde, Vice Chairperson
All items reviewed and when asked, the Board stipulated that no further discussion was needed on the consent agenda and no items were requested to be removed.
All in favor voted aye, none opposed, the motion carried unanimously.

C. Discuss/Approve Head Start Program Operating Manuals

1. Mental Health – Disabilities Operating Manual
2. ERSEA Policies and Procedures
3. CSNT – Additional Services for Disability

Misty Avara discussed the Head Start Program Operating Manuals.

Motion: April Wilson, Member
Second: Harmony Roberson- Parliamentarian
All items reviewed and when asked, the Board stipulated that no further discussion was needed on the operating manuals.
All in favor voted aye, none opposed, the motion carried unanimously.

D. Discuss/Approve Head Start Emergency Preparedness Plan 2026

a) Misty Avara discussed the Head Start Emergency Preparedness plan for 2026.

Motion: April Wilson, Member
Second: Teresa Thompson, Member
All items reviewed and when asked, the Board stipulated that no further discussion was needed on the on the emergency preparedness plan.
All in favor voted aye, none opposed, the motion carried unanimously.

E. Discuss/Approve 2025-2026 Head Start PIR Program Report

1. Head Start
2. Early Head Start

a) Misty Avara discussed the 2025-2026 Head Start PIR Program Report.

Motion: Keri Winters, Secretary
Second: April Wilson, Member

All items reviewed and when asked, the Board stipulated that no further discussion was needed on the 2025-2026 Head Start PIR Program Report.
All in favor voted aye, none opposed, the motion carried unanimously.

F. Discuss/Approve Customer Satisfaction Data

a) Michelle Morehead discussed the customer satisfaction data.

Motion: April Wilson, Member
Second: Ross Hyde, Vice Chairperson
All items reviewed and when asked, the Board stipulated that no further discussion was needed on the Customer Satisfaction Data.
All in favor voted aye, none opposed, the motion carried unanimously.

G. Discuss/Approve Mission Statement

a) Michelle Morehead discussed the mission statement and recommended keeping it the same.

Motion: April Wilson, Member
Second: Keri Winters, Secretary
All items reviewed and when asked, the Board stipulated that no further discussion was needed on the Mission Statement.
All in favor voted aye, none opposed, the motion carried unanimously.

H. Discuss/Approve CAP Update

a) Michelle Morehead discussed the CAP Update.

Motion: April Wilson, Member
Second: Teresa Thompson, Member
All items reviewed and when asked, the Board stipulated that no further discussion was needed on the CAP Update.
All in favor voted aye, none opposed, the motion carried unanimously.

I. Discuss/Approve Strategic Plan Update.

a) Michelle Morehead discussed the Strategic Plan Update.

Motion: Keri Winters, Secretary
Second: April Wilson, Member
All items reviewed and when asked, the Board stipulated that no further discussion was needed on the Strategic Plan Update.
All in favor voted aye, none opposed, the motion carried unanimously.

J. Discuss/Approve Organization Wide Budget

a) Michelle Morehead discussed the organization wide budget.

Motion: Keri Winters, Secretary
Second: April Wilson, Member
All items reviewed and when asked, the Board stipulated that no further discussion was needed on the organization wide budget.
All in favor voted aye, none opposed, the motion carried unanimously.

K. Discuss/Approve Annual Report

a) Berny Harris discussed the annual report.

Motion: April Wilson, Member
Second: Ross Hyde, Vice Chairperson
All items reviewed and when asked, the Board stipulated that no further discussion was needed on the annual report.
All in favor voted aye, none opposed, the motion carried unanimously.

L. Discuss/Approve Bylaws Revision (HOP)

a) Michelle Morehead discussed the bylaws revision related to the Housing Opportunities Programs.

Motion: April Wilson, Member
Second: Harmony Roberson- Parliamentarian
All items reviewed and when asked, the Board stipulated that no further discussion was needed on the Bylaws Revision for HOP.
All in favor voted aye, none opposed, the motion carried unanimously.

STAFF/COMMITTEE REPORTS

A. Executive Committee met at 11am on 7/28/2026. Report to follow in Executive Session.

CHIEF EXECUTIVE OFFICER'S REPORT

Michelle Morehead presented the Agency Impact Report.

DISCUSSION ITEMS

None

AUDIENCE COMMENTS

None

EXECUTIVE SESSION

Motion: April Wilson, Member motioned to enter Executive Session at 12:19pm

Second: Keri Winters, Secretary seconded the motion.

Reminder: According to Robert's Rules of Order, the minutes from the Executive Session are reviewed and approved exclusively by those members who were present at the session. While there's an option to share the minutes with all members, the confidentiality of the discussions must be preserved.

The board will enter executive session pursuant to Section 551.001(1)(2)(3)(J), and Section 551.074(1)(2) of the government codes.

A. Consultation between the board audits attorney in those instances in which the board seeks the Attorney's advice with respect to pending or contemplated litigation, settlement offers, and other matters where the duty of the attorney to his client requires confidentiality.

B. Discussion with respect to the purchase, exchange, lease, or value or real property, negotiated contracts, and prospective gifts or donations effect on the negotiating position of the organization.

C. Discussion with respect to matters involving the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of an officer or employee or to hear complaints or changes against such officer or employee, unless such officer or employee requests a public session.

D. Discussion with respect to any matter specifically made confidential by law or regulation. Any other exception available by state law.

CEO Performance Appraisal and CEO Compensation was discussed.

Motion: April Wilson, Member motioned to leave Executive Session at 12:19pm

Second: Keri Winters, Secretary seconded the motion.

REQUIRED ACTION FROM EXECUTIVE SESSION

Motion: April Wilson, Member

Second: Harmony Roberson- Parliamentarian

All items reviewed and when asked, the Board stipulated that no further discussion was needed on the CEO Performance Appraisal and CEO Compensation.

All in favor voted aye, none opposed, the motion carried unanimously.

ADJOURN BOAD MEETING

Motion: ___Keri Winters, Secretary___ motioned to adjourn at __1:00__ p.m.
Second: ___Ross Hyde, Vice Chairperson
Hearing no decent, adjournment passed.

Approved by: _____, on _____, 2026
(Board Secretary) (Date)

Executive Committee Meeting Minutes

August 20, 2026 @ 9:00 AM
Linden Administrative Office
115 S. Kaufman, Linden, TX 75563
Doug Reeder, Board Chairperson
Michelle Morehead, B.S., CCAP, NCRT, NCRI, Executive Director
If you need assistance with physical accessibility to the meeting, please call 430-218-8277

1. **Call Meeting to Order – John Baxter called the meeting to order at 9:09am.**

2. **Establishment of a Quorum – Confirmed quorum with three of five committee members in attendance: Baxter, Winters, Roberson**

3. **Discuss/Approve Board Resolution - HOME✪**

   Michelle Morehead discussed the board resolution.
   Motion: Harmony Roberson
   Second: John Baxter
   Hearing no descent, the motion passed unanimously.

4. **Adjourn Meeting**

   Harmony Roberson moved to adjourn the meeting at 9:11am. John Baxter seconded.
   Hearing no descent, the motion passed.

_____

Board Chairperson or Secretary

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Executive Committee Meeting Minutes

September 3, 2026 @ 10:00 AM
Linden Administrative Office
115 S. Kaufman, Linden, TX 75563
Doug Reeder, Board Chairperson
Michelle Morehead, B.S., CCAP, NCRT, NCRI, Executive Director
If you need assistance with physical accessibility to the meeting, please call 430-218-8277

1. **Call Meeting to Order – Judge Doug Reeder called the meeting to order at 10:13am.**

2. **Establishment of a Quorum – Confirmed quorum with four of five committee members in attendance: Reeder, Hyde, Winters, Roberson**

3. **Discuss/Approve Board Resolution - HOME✪**

   Michelle Morehead discussed the board resolution.
   Motion: Ross Hyde
   Second: Harmony Roberson
   Hearing no descent, the motion passed unanimously.

4. **Discuss/Approve Sale of Vehicles (Ford Bronco- # 89) and Chevrolet Equinox- # 90)✪**
   Michelle Morehead discussed the sale of the vehicles.
   Motion: Harmony Roberson
   Second: Keri Winters
   Hearing no descent, the motion passed unanimously.

5. **Adjourn Meeting**

   Harmony Roberson moved to adjourn the meeting at 10:21am. Keri Winters seconded.
   Hearing no descent, the motion passed.

_____

Board Chairperson or Secretary

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Executive Committee Meeting Minutes

October 8, 2026 @ 2:30 PM
Linden Administrative Office
115 S. Kaufman, Linden, TX 75563
Doug Reeder, Board Chairperson
Michelle Morehead, B.S., CCAP, NCRT, NCRI, Executive Director
If you need assistance with physical accessibility to the meeting, please call 430-218-8277

1. **Call Meeting to Order – Judge Doug Reeder called the meeting to order at 2:35pm.**

2. **Establishment of a Quorum – Confirmed quorum with three of five committee members in attendance: Reeder, Winters, Hyde**

3. **Discuss/Approve PY03 Budget Justification EHS Conversion✪**

   Berny Harris explained the budget justification for PY03.
   Motion: Ross Hyde
   Second: Doug Reeder
   Hearing no descent, the motion passed unanimously.

4. **Discuss/Approve Personnel Matter – Disciplinary Action✪**

   Michelle Morehead described the personnel matter at hand. No action necessary.

5. **Discuss/Approve Board Resolution – Signatory✪**

   Michelle Morehead discussed the board resolution to remove one signatory because of an extended leave period.
   Motion: Keri Winters
   Second: Ross Hyde
   Hearing no descent, the motion passed unanimously.

6. **Discuss/Approve Board Resolution – Bank Signatory✪**

   Michelle Morehead discussed the board resolution to remove one signatory from the bank because of an extended leave period.
   Motion: Ross Hyde
   Second: Keri Winters
   Hearing no descent, the motion passed unanimously.

7. **Adjourn Meeting**

   Doug Reeder moved to adjourn the meeting at 3:05pm. Keri Winters seconded. Hearing no descent, the motion passed.

_____

Board Chairperson or Secretary

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HEAD START SERVICES SNAPSHOT

Community Services Of Northeast Texas, Inc. (2026-2027)

DATE
October

HEAD START (PRESCHOOL)

FUNDED ENROLLMENT

Number of enrollment slots the program is funded to serve.

448
100%
of funded enrollment slots

TOTAL CUMULATIVE ENROLLMENT

406
-9.38%
over funded enrollment

PARTICIPANTS BY AGE

1 Yr Old	2 Yrs Old	3 Yrs Old	4 Yrs Old	5 Yrs Old
0	0	168	238	0
0.00%	0.00%	41.38%	58.62%	0.00%

HOMELESSNESS SERVICES

20 children
(4.93%)

FOSTER CARE

18 children
(4.43%)

PRIOR ENROLLMENT (SECOND YEAR)

136 children
(33.50%)

EARLY HEAD START (INFANTS & TODDLERS)

FUNDED ENROLLMENT

Number of enrollment slots the program is funded to serve.

16
100%
of funded enrollment slots

TOTAL CUMULATIVE ENROLLMENT

16
0.00%
over funded enrollment

PARTICIPANTS BY AGE

Under 1 Yr	1 Yr Old	2 Yrs Old	3 Yrs Old
8	8	0	0
50.00%	50.00%	0.00%	0.00%

HOMELESSNESS SERVICES

0 children
(0.00%)

FOSTER CARE

0 children
(0.00%)

PRIOR ENROLLMENT (SECOND YEAR)

0 children
(0.00%)

HEALTH & DISABILITIES SERVICES

CHILDREN RECEIVING SERVICES (at beginning of year)

Health insurance	304	(74.88%)
Accessible health care	226	(55.67%)
Up-to-date immunizations	292	(71.92%)
Accessible dental care	209	(51.48%)

DISABILITIES SERVICES

20 children
(4.46%)

EARLY HEAD START (INFANTS & TODDLERS)

Children receiving services (at beginning of year)

Health insurance	12	(75.00%)
Accessible health care	10	(62.50%)
Up-to-date immunizations	12	(75.00%)
Accessible dental care	9	(56.25%)

DISABILITIES SERVICES

0 children
(0.00%)

PRIMARY LANGUAGE OF PARENTS AT HOME

HEAD START (PRESCHOOL)

English	362	(89.16%)
Of these, acquiring/learning another language	21	
Spanish	40	(9.85%)
Middle Eastern or South Asian Languages	2	(0.49%)
East Asian Languages	2	(0.49%)
All Other Languages	0	(0.00%)

EARLY HEAD START (INFANTS & TODDLERS)

English	16	(100.00%)
All Other Languages	0	(0.00%)

FAMILY SERVICES

HEAD START (PRESCHOOL)

TOTAL FAMILIES
383
(100%)

FAMILIES WHO RECEIVED AT LEAST ONE SERVICE
188
(49.09%)

TOP SERVICES RECEIVED

Research-based parenting curriculum	154	(40.21%)
Discussing child screening/ assessment results & progress	186	(48.56%)
Supporting transitions between programs	173	(45.17%)
Education on preventive medical & oral health	171	(44.65%)
Education on health & developmental consequences of substance misuse	136	(35.51%)

EARLY HEAD START (INFANTS & TODDLERS)

TOTAL FAMILIES
16
(100%)

FAMILIES WHO RECEIVED AT LEAST ONE SERVICE
15
(93.75%)

TOP SERVICES RECEIVED

Discussing child screening/ assessment results & progress	15	(93.75%)
Education on preventive medical & oral health	15	(93.75%)
Supporting transitions between programs	13	(81.25%)

STRONG STARTS.
BRIGHT FUTURES.

CSNT Head Start Highlights Sept. 2026

ATTENDANCE – Actual/Funded

92% Pre-K 86% EHS



HEAD START IN YOUR COMMUNITY

- 448-Pre-K/24 EHS children enrolled in Program
- 55% entering kindergarten next year
- 90% of children speak English at home
- 13+ collaboration agreements between programs and schools
- 6.7% pre-K/0% EHS of enrolled children receive services under IDEA

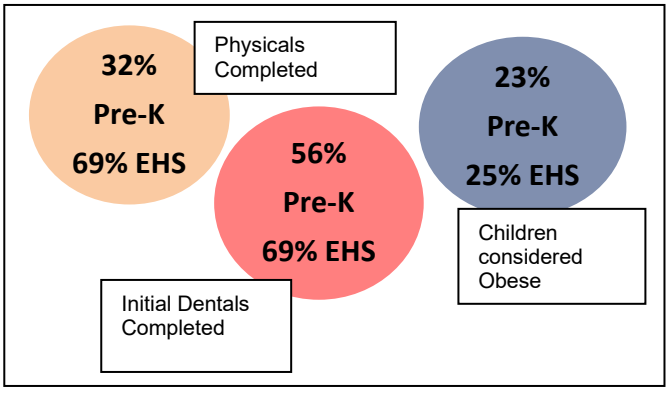
541,021

Head Start Preschool children served in US

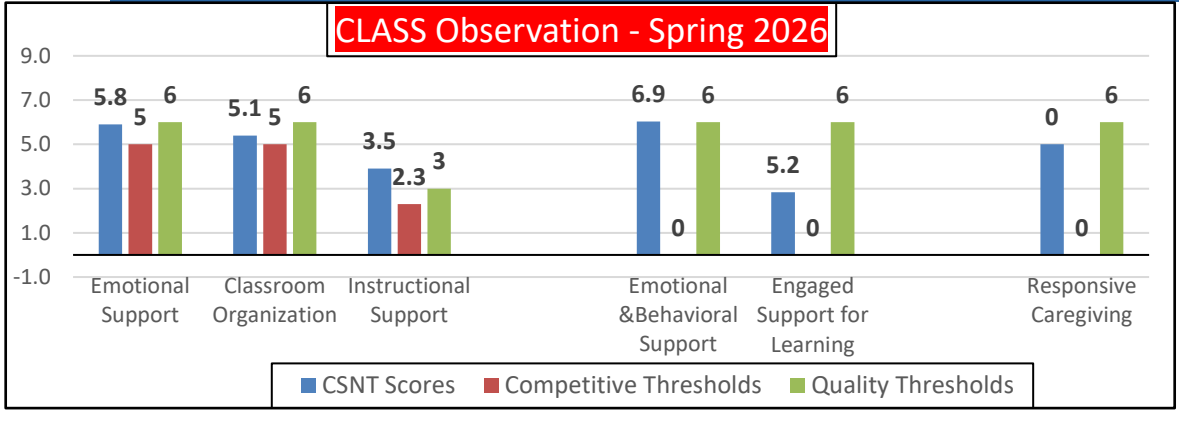
187,966

Early Head Start children served in US

CHILDREN ARE HEALTHIER …



HEAD START TEACHERS STRIVE FOR EXCELLENCE IN HEAD START CLASSROOMS



HS FAMILIES ENGAGED IN LEARNING

- **94%** of Head Start parents completed first home visits
- **94%** Head Start parents completed first Parent/Teacher Conference

50% of Parents

HAVE MET WITH TEACHERS 2026-2027 (Spring Meetings)



EHS FAMILIES ENGAGED IN LEARNING

- **100%** of Early Head Start parents completed first home visits
- **100%** of Early Head Start parents completed first Parent/Teacher Conference

Employee Count Updates

Please note report information is as of 9/30/2026:

Total Employees
86

September Hires: 5

September Terminations: 1

HRO Updates

- ADP Enrollment 100% Completion
- Employee/ Management Training for ADP Portal Operation Completed
- Agency Uniform Implementation
- File Compliance and Electronic System Updates
- New Talent Acquisition and Onboarding Process in progress with ADP
- Centralized File Retention Locations

Service Department

Upcoming Service work.

November

IT Door replaced.

Fix the floor that was installed in Pittsburg

Bids are in for the steps in Pittsburg.

Bids for the handrails for the bathroom in Pittsburg.

Re-Bidding the doors and scanners.

Getting bids for gate.

I.T. REPORT (SEPTEMBER & OCTOBER.2026)

DAVID BUFORD

I.T. COORDINATOR

During September and October, the IT Department continued to improve technology across the organization while providing support and training to staff.

Computer Upgrades

Installed and deployed new desktop computers throughout the organization.

Assisted employees with transitioning to the new systems and provided one-on-one guidance to ensure they were comfortable using the updated technology.

Offered troubleshooting and training support to help staff adapt to new equipment and software.

Smart Board Deployment

Received, installed, and configured new Smart Boards for the Atlanta ISD Head Start, Daingerfield ISD Head Start, and Pittsburg Head Start campuses.

Tested all equipment to ensure it was fully operational and ready for classroom use.

Laptop Deployment

Configured and prepared new laptops for HSMB staff.

Devices have been tested, secured, and are scheduled for distribution at the beginning of next month.

New Employee Support

Assisted with new employee orientations by ensuring staff members had the technology and system access required for training and daily job responsibilities.

Set up user accounts, email access, devices, and other necessary resources to help new hires start successfully.

Ongoing IT Support

Continued providing daily technical support to staff across all departments.

Performed maintenance on existing equipment and addressed technology-related issues to minimize downtime and improve productivity.

Summary

The IT Department has remained focused on modernizing equipment, supporting staff through technology transitions, improving classroom technology at Head Start campuses, and ensuring new employees have the tools they need to be successful. These efforts continue to strengthen operational efficiency and technology readiness throughout the organization.

Key Priority Area Nine:

Program survey information

Priority Area 9-1 Events that have impacted the CSNT Head Start service area Identified by HS Survey

- Lack of Jobs/Unemployment/Low Wages *(36.24.%)*
- Lack of Affordable Housing *(14.09%)*
- New Businesses/New Jobs/New Housing Units *(10.07%)*
- Resources Helping Families/Community Volunteers/Church Outreach *(8.05%)*
- Cost of Living/Rising Prices/No Credit *(8.05%)*
- Lack/Changes to Community Resources/Upkeep of Infrastructure *(5.37%)*
- Lack of Public Transportation *(3.36%)*
- New School District Campuses/Children Getting Educated/Sports Activities *(2.68%)*
- Health Insurance Changes/Rising Health Costs/Lack of Doctors *(2.01%)*
- HS Program Changes/Partnerships Changed/Loss of Eligible Children (2.01%)

Priority Area 9-1 Events that have impacted the CSNT Head Start Children and Families Identified by HS Survey

- Poor Parenting Skills/Young Parents/Lack of Parent Involvement *(30.14%)*
- Substance Abuse/Addictive Behaviors/Drugs & Alcohol/Incarceration *(10.96%)*
- Health Insurance Changes/Rising Health Costs/Lack of Doctors *(10.27%)*
- Lack of Jobs/Unemployment/Economic Instability *(8.22%)*
- Lack of Support/Changes to Community Resources/Benefits *(6.85%)*
- Children Raised by Family Members/Single Parent Homes (4.79%)
- Cost of Living/Rising Prices *(4.79%)*
- Resources Helping Families/Community Volunteers/Families Reaching Goals *(4.79%)*
- Child Behaviors/Acting Out/Mental Health (4.11%)
- Lack of Child Care/Affordable Afterschool Programs/Head Start Programs (3.42%)

Key Priority Area Ten:

Needs, Strategies, Conclusions

Priority Area 10-1 CSNT Head Start Identified Needs and Strategies

Need: Program that addresses the needs of children and their families (ages three and under)

Strategy: Request Early Head Start Grant/slots for CSNT Head Start service area including Camp, Cass, and Morris Counties, when funds are available

Strategy: Analyze program impact on transitioning designated slots from Head Start to Early Head Start

Need: Availability of high-quality health and dental care providers that will accept Medicaid and CHIP

Strategy: Form partnerships with State and local programs to assist families in meeting the needs of the children

Strategy: Educate parents on resources available through the state including CHIP and Medicaid

Strategy: Be an advocate in the community to promote awareness of the health resources that are available to low-income families

Need: Promotion of Mental Health and Wellness in the Program and Agency

Strategy: Contract with Mental Wellness Provider in the Community to provide mental wellness activities for staff and parents

Strategy: Implement Mental Wellness activities throughout the Agency

Strategy: Educate parents, staff, and the community on the benefits of Mental Wellness within the community

Need: Implement effective and efficient hiring processes

Strategy: Post job openings on electronic Websites (i.e., Indeed, Workforce Commission, Region VIII ESC, etc.) immediately after job openings

Strategy: Contract with Human Resources Company to assist in implementing Human Resources Services within the Agency

Strategy: Utilize partnership school districts and other community resources to assist Head Start with finding qualified staff

Need: Provide activities within the Head Start Program that support best practices for parents

Strategy: Implement a parent curriculum that teaches parenting skills

Strategy: Survey parents to narrow the scope of parenting skills needed

Strategy: Provide activities that parents enjoy doing with their children

Need: Implement School Readiness within the Head Start Service area

Strategy: Create Partnerships with local School Districts and Child Care Programs that focus on School Readiness skills for children

Strategy: Develop systems for parents to be a part of building School Readiness for their children

Strategy: Support highly qualified teaching staff that develop School Readiness skills within their classrooms

Need: Create highly diverse classrooms that include dual-language learners

Strategy: Educate teachers on teaching strategies that benefit dual-language learners

Strategy: Educate teachers on strategies to utilize with families of dual-language learners

Strategy: Analyze/monitor data for success of dual-language learners in the program

Priority Area 10-2 CSNT Community Assessment Update Conclusions Number of eligible Head Start Children:

- 5.90% of the population within the service area were 0-4 years of age or 8,600 children (-14 population change from last year)
- The racial make-up of the service area had changes in “Other Races” and “Multiple Races” (there was a +1% increase in the “Other Races” population and a -1% decrease in “Multiple Races”.)
- There was a +3% increase in the number of individuals identifying as “white” living in the service area and those identifying as “black” had over a +6% increase.
- The Hispanic population had a slight decrease from last year to 9.86% of the total population (-2.87% decrease from last year)
- The Hispanic median age was 15 years younger than the average non-Hispanic median age of 46.2 years (the median age rose slightly for most races living in the service area from last year) (White 45 yrs., Black 38 yrs., and Hispanic 25.6 yrs., Other Races 34 yrs., and Multiple Races 27 yrs.)

- 1.2% of the population was considered Asian with more than 69% considered Caucasian (This was an increase from last year)
- English remains the dominant language spoken in the service area with only 3.86% of the population 5 years and older considered Linguistically Isolated (this was +.25% increase from last year)
- 90.14% of the population were considered non-Hispanic (+7.87% increase from last year)
- 86.43% of households in the service area had high speed internet (+8.62% increase from last year and far below the State of Texas at 95.26% and the US at 94.70%)
- There were over 56,590 occupied households in the service area (an increase of 1,093 households from last year)
- The homeless child population was 2.16% for the State of Texas; 1.35% for Region VIII ESC and 1.96% in the CSNT Head Start service area; However, it was 5.2% for the Head Start Program (these numbers were greater than last year)
- Over 56.8% of the children in the CSNT service area are eligible for Free/Reduced lunches (there was a 3.90% increase from previous year)
- 23 students in the CSNT Head Start service area were in Foster Care compared to 29 the previous year
- Within the service area, there were 18.4% of school-aged children with a diagnosed disability; However, only 5.1% of the population in the service area under age 18 had a diagnosed disability (a slight decrease from last year)

Location of eligible children:

- 48% of the birth to two-year-old children were not being served in a center-based early childhood education program and 49% ages 3 to 4 (Private Day Cares Not Tracked by State or Federal Programs)
- 23% of children birth to 4-yrs-old are living in poverty through out the four county CSNT Head Start service area, the bulk of the children are located within a few miles of the major towns and cities (a 4% decrease from last year)
- Most areas of poverty are within driving distance to any Head Start Campus
- Each of the eight Head Start and one Early Head Start locations are centrally positioned to serve the largest number of eligible children and families

Access to Head Start:

- Texarkana ISD Head Start is the largest campus in the CSNT service area serving up to 148 children and transporting over 37 children daily
- Atlanta ISD Head Start is the second largest campus with the second greatest need for transportation with an estimated 32 AISD Head Start Students transported daily; four other Head Start Partnership School Districts provide daily Transportation
- Head Start partners with local School Districts to transport Head Start children on an as needed basis
- Transportation is a part of the partnerships that are formed with the ISDs and accounts for a large amount of in-kind for the Head Start Program each year

Service Needs:

- 21% of the Head Start Families living within the service area have experienced financial problems and sought resources for assistance during the past year
- 5% of Head Start Families living within the service area have experienced employment issues and sought resources for assistance during the past year
- Head Start Families living within the service area obtained assistance with food, dental/health coverage, living conditions, childcare and mental health during the past year
- CSNT Head Start partners with resources within the community to assist families in need of assistance
- The greatest impact in the service area is health/the lack of information on healthy lifestyles
- With the lack of healthy food choices in most areas, it is beneficial when any new businesses open within the service area that offers healthy choices
- Unemployment (at 4.8% in the service area) has increased only 0.1% within past year; However, with the increased costs due to world affairs over the past year, most family expenditures within the service area increased over the past year
- There are 87 direct care physicians in the service area – a slight increase from 67 last year, but a large drop from 104, 134 and 278 the previous three years
- There are 73 dentists within the service area – a slight drop from last year
- There were 155 Mental Health Providers in the service area, but not all of these providers have services for children (a slight increase from the previous year)
- 20% of the adult population within the service area reported frequent mental distress (this was 1% lower than the previous year)

- 6% of the population in the service area are considered to live in areas with limited access to healthy foods (no change from last year)
- 24% of the service area population reported fair or poor health, which is higher than the average of 19% for the State of Texas and the US average of 19%
- 24% of the adults in the service area had little or no physical activity which is higher than Texas with 22% and the US at 21%
- 17% of the population were smokers (smoking on a regular basis); there was a -2% decrease from the previous year
- 24% of low-income preschoolers were considered obese within the service area and 32% of adults (there was an estimated 3% increase from last year)
- 9.4% of all births were considered low-weight births and 1% of them were to teen mothers between the ages 15-19 (-3% lower than previous year)
- 11,994 total live births of mothers living within the service area (about the same as last year)
- 20,686 individuals received SNAP benefits with 2,689 children under 5 were receiving benefits or 13.0% (SNAP) is the service area Supplemental Nutrition Assistance Program (this was a slight increase from last year)
- 15.9% of the population under 21 years of age received Medicaid (This was -32.0% less than last year)
- Only 10% of the population under 18 was w/o Medical Insurance (This was similar to last year)
- 2.6% of the children under 18 years of age were receiving CHIP (Children's Health Insurance Program) (This was -1% less than last year)
- Per capita Income for the service area was $30,222 (this was an average of $1,240 higher than last year)
- 2.9% of the population under age 18 were receiving Supplemental Security Income (this was -1.3% more than last year)
- 14 Subsidized Housing Locations were available within the service area with 20 units available for rent (a decrease from last year)
- 44% of households in the service area had rental costs that were at least 30% or higher part of their total income (this was -1% less than last year)
- 30% of the households in the service area had one or more substandard conditions (+2% more than last year)

- 11% of the household in the service area were considered severely cost burdened (over 50% of the total household income going to housing costs)
- 22.6% of the population under 18 residing in the service area were considered living in poverty (0.5 % lower than last year and 4.5% higher than the average in Texas)
- 82% of the households within the service drove to work alone and 25 minutes was the average commute time (this was +1% more than last year)
- Only 6.5% of the households within the service area reported that they did not own a motor vehicle (-0.5% increase from last year)
- According to STAAR (State of Texas Academic Assessment Report 2026) data Bowie County had the lowest percentage of students at grade level or above all subjects at 41% of students and Camp County had the highest at 61%
- According to the STAAR (State of Texas Academic Assessment Report 2026) data Bowie County had the lowest percentage of students at grade level or above ELA/reading rate at 47% of students and Camp had the highest at 63%
- According to the STAAR (State of Texas Academic Assessment Report 2026) data Morris County had the lowest percentage of students at grade level or above math rate at 27% of students and Camp had the highest at 61%
- According to the STAAR (State of Texas Academic Assessment Report 2026) data Morris County had the lowest percentage of students at grade level or above science rate at 39% of students and Cass had the highest at 68%
- According to the STAAR (State of Texas Academic Assessment Report 2026) data Cass County had the lowest percentage of students at grade level or above social studies rate at 40% of students and Camp had the highest at 50%
- According to the STAAR (State of Texas Academic Assessment Report 2026) data Bowie County had the lowest percentage of all students at grade level or above Overall Performance rate of 76% of students and Cass had the highest at 90%

References

Child Plus Data Base System for CSNT Head Start

US Census Bureau

USDA (CACFP)

Texas Education Agency (TEA)

Region VIII Education Service Center

Texas Department of Health (Center for Health Statistics)

Texas Department of Family and Protective Service

US Housing and Urban Development

Texas Department of Health and Human Services

Community Commons

Texas Education Agency

The National Center on Homelessness



2027 CA Update Summary of Key Priority Area 1



Demographics

Key Priority Area One

1-1 Geographic Locations
1-2 Racial/Ethnic Composition
1-3 Estimated Numbers
1-4 Estimated Languages Spoken

SUMMARY

- POPULATION HAS STAYED CONSISTENT (< 1% CHANGE)
- 145,557 PEOPLE LIVE IN THE SERVICE AREA
- 56.66% OF SERVICE AREA IS RURAL AND 43.34% IS URBAN
- 9.86% POPULATION IS HISPANIC (-2.87% DECREASE)
- 5.90% OF THE POPULATION IS UNDER 5 YRS OF AGE (+.15% Increase)
- 40.8 IS THE MEDIAN AGE IN THE SERVICE AREA (same as last year)

3.86%
5+ Population with Limited English Proficiency

50.29%
Service Area Female Population

4.95%
of Population Foreign Born

25.6
Median Age of Hispanic Population

30.39%
Service Area Households w/Children

86.43%
Households w/ Access to High Speed Internet

Fast Fact
CSNT HS Service Area Population Density Estimated at 64 persons per square mile (less than Texas at 116 and the United States at 95 persons)

2027 CA Update
Summary of Key Priority Area 2



HOMELESSNESS

Key Priority Area Two

2-1 Homelessness

SUMMARY

- In 2025, AT ANY POINT-IN-TIME, TEXAS HAD 22,100 HOMELESS INDIVIDUALS
- AN ESTIMATED 5,931 FAMILIES WITH CHILDREN WERE HOMELESS IN TEXAS IN 2025
- 9 IN EVERY 10,000 PEOPLE WERE HOMELESS IN TEXAS DURING 2025
- 1,402 ESTIMATED HOMELESS UNACCOMPANIED YOUTH
- 5,066 ESTIMATED CHRONICALLY HOMELESS INDIVIDUALS IN TEXAS
- 1,907 ESTIMATED HOMELESS VETERANS IN TEXAS

2.2%
Increase in Homeless Individuals

1.35%
Region 8 ESC Students Experienced Homelessness

5.2%
Head Start Children Experienced Homelessness

1.6%
Homeless Children in Service Area 2024

Over 20% of the Texas homeless population suffered from Mental Health Issues

76,060
Students in Texas were considered Homeless

Fast Fact

On a Single Night in 2025, an estimated 745,652 people in the United States were experiencing homelessness (3% decrease)

2027 CA Update
Summary of Key Priority Area 3



Foster Care Information

Key Priority Area Three

3-1 Children In Service Area

SUMMARY

- 23 PUBLIC SCHOOL CHILDREN IN SERVICE AREA WERE IN FOSTER CARE
- 1,052 CHILDREN IN THE SERVICE AREA HAD PARENTS CONNECTED TO THE MILITARY
- 67% OF THE CHILDREN IN SERVICE AREA WERE CONSIDERED ECONOMICALLY DISADVANTAGED
- 2,489 PUBLIC SCHOOL CHILDREN WERE DYSLEXIC IN THE SERVICE AREA
- 4,112 PUBLIC SCHOOL CHILDREN IN THE SERIVCE AREA HAD A DIAGNOSED DISABILITY
- 92.92% OF PUBLIC SCHOOL CHILDREN IN SERVICE AREA WERE ELIGIBLE UNDER TITLE 1

47
Children in Foster Care
Bowie & Cass Counties

1,052
Service Area Military Families

21,735
Children in Service Area Eligible Under Title 1

1,006
Service Area Children English Language Learners

1,706
Children in Service Area Gifted & Talented

Region 8 Had 109 Children in Foster Care In the Service Area

Fast Fact

According to the Texas Education Agency over 59% of enrolled Children in the State of Texas were considered At-Risk for the 2025-2026 School Year.

2027 CA Update Summary of Key Priority Area 4



Children With Disabilities

Key Priority Area Four

4-1 Children with Disabilities

SUMMARY

- 10.0% OF CHILDREN ENROLLED IN CSNT HAD A DISABILITY 2025-2026
- 18.4% SCHOOL ENROLLMENT WITH A DISABILITY 2025-2026
- 16.6% OF THE POPULATION IN THE SERVICE AREA HAD A DISABILITY
- 5.1% OF THE POPULATION IN THE SERVICE AREA UNDER 18 HAD A DISABILITY
- 5.0% OF CHILDREN UNDER 18 IN TEXAS HAD A DISABILITY
- 17.3% OF STUDENTS IN REGION VIII ESC HAD A DISABILITY

4,323 Students In Service Area Diagnosed with a Disability

4,050 Students Diagnosed With a Learning Disability

1,496 Students Diagnosed With a Speech Impairment

1,322 Students Diagnosed With Autism

355 Students Diagnosed with Emotional Disturbance

945 Students Diagnosed With Intellectual Disability

Fast Fact

Texas formally recognizes dyslexia as a learning disability, ensuring these students are covered under the Individuals with Disabilities Education Act (IDEA) and have guaranteed access to special education services.



2027 CA Update Summary of Key Priority Area 5



Socio-Economic Factors

Key Priority Area Five

5-1 Education Levels
5-2 Health Statistics
5-3 Nutrition Information
5-4 Social Service Needs

SUMMARY

- 10.4% OF PERSONS LIVING IN THE SERVICE AREA HAD NO HIGH SCHOOL DIPLOMA
- 87 PRIMARY CARE PHYSICIANS WITHIN THE SERVICE AREA
- 24% OF ADULTS REPORTED FAIR OR POOR HEALTH
- 20% OF ADULTS IN SERVICE AREA HAD FREQUENT MENTAL DISTRESS
- 17% OF ADULTS WITHIN THE SERVICE AREA SMOKED
- 19% OF ADULTS WITHIN THE SERVICE AREA DRANK EXCESSIVELY

14.2%
SNAP Recipients in the Service Area

56.8%
Students Eligible For Free Lunches

15.9%
of Children Under 21 Receiving Medicaid

32.0%
of Adults in the Service Area were Obese

9.4%
Low-Birth Weights In Service Area

9.9%
Population Under 18 With No Health Insurance

Fast Fact

22.6% of population under age 18 in the service area are living at or below the Federal Poverty Level.



2027 CA Update Summary of Key Priority Area 6



Other Child Care Providers

Key Priority Area Six

6-1 Private Child Care Providers
6-2 Publicly Funded Pre-K

SUMMARY

- 39 LICENSED CHILD CARE CENTERS IN THE SERVICE AREA
- 2,582 CHILDREN ENROLLED IN SUBSIDIZED CHILD CARE 0-12 yrs old
- 2,075 CHILDREN NOT ENROLLED IN CHILD CARE
- 2,582 CHILDREN ENROLLED IN CENTER BASED CHILD CARE
- 2,101 CHILDREN NOT ENROLLED IN A PRESCHOOL PROGRAM
- 794 CHILDREN IN THE SERVICE AREA BIRTH TO 2 YEARS Not Enrolled in Child Care

6
ISD Partnerships

1
Early Head Start Program

416
Students Served Through ISD Partnerships

7%
Single-parent Male Households

4,294
Pre-kindergarten aged children in Service Area

47.85%
Students Considered At-Risk by ISDs

Fast Fact

CSNT Service Area has 23 Independent School Districts (6 are in partnership with CSNT Head Start).

2027 CA Update
Summary of Key Priority Area 7



Housing Needs

Key Priority Area Seven

1-1 Housing Resources

SUMMARY

- 66,209 HOUSING UNITS IN THE SERVICE AREA
- 14.3% OF THE HOUSING UNITS IN THE SERVICE AREA ARE VACANT
- $875 MEDIAN RENT IN THE SERVICE AREA
- 30% OF THE HOUSING UNITS IN SERVICE AREA WERE SUBSTANDARD
- 44% OF RENTAL PAYMENTS AT OR ABOVE 30% TOTAL INCOME
- 20 SUBSIDIZED HOUSING LOCATIONS IN THE SERVICE AREA

20,395
Households Renting in Service Area

$1,403
Average Median Rent In Texas

415
Housing Units with no plumbing facilities

16,567
Housing Units Are Substandard

606
Housing Units Lacking Complete Kitchens

6,118
Service Area Households were severly Cost Burdened (over 50% of income)

Fast Fact

$875 median monthly rental payment for single family unit in service area



2027 CA Update Summary of Key Priority Area 8



General Information

Key Priority Area Eight

8-1 Transportation
8-2 Preferred Services
8-3 Program Schedule
8-4 Barriers to Participation
8-5 School Readiness

SUMMARY

- LITTLE OR NOT PUBLIC TRANSPORTATION IN THE SERVICE AREA
- 3,678 HOUSEHOLDS IN THE SERVICE AREA HAD NO MOTOR VEHICLE
- HEAD START SCHEDULES MIRROR THE PARTNERSHIP ISDs
- 66% PARENTS SURVEYED REQUESTED EARLY HEAD START SERVICES
- RURAL LOCATIONS AND LANGUAGE CAN BE BARRIERS TO PARTICIPATION
- 19 OUT OF 23 SCHOOL DISTRICTS HAD A DECREASE IN ENROLLMENT

23 School Districts in the Service Area

CSNT Head Start Partners With Region 8 ESC

Texas Public Schools Implement the STAAR Assessment

480 less Students Enrolled in Service Area 2025/2026

25 minutes was the average commute time in the service area

Most CSNT Partner School Districts Ranked at or Above "C" Rating

Fast Fact

CSNT is Researching Ways to Bring More Early Head Start Slots To The Service Area in the Future.

2027 CA Update Summary of Key Priority Area 9



Program Survey Information

Key Priority Area Nine

9-1 Impacts To Service Area
9-2 Impacts To Children & Families

SUMMARY

IMPACTS TO SERVICE AREA
36.24% LACK OF JOBS/UNEMPLOYMENT
14.09% LACK OF AFFORDABLE HOUSING
10.07% NEW BUSINESSES/JOBS/HOUSING UNITS/ SPRING MARKETS
8.05% COMMUNITY RESOURCES HELPING FAMILIES
8.05% COST OF LIVING/RISING COSTS
6.85% LACK COMMUNITY RESOURCES/INFRASTURE

HIGHLIGHTS
IMPACTS ON CHILDREN AND FAMILIES

30.14%
Poor Parenting Skills/ Young Parents

10.27%
Health Insurance Changes /Rising Health Costs

4.79%
Children Raised by Other Family Members

10.96%
Drugs/Alcohol/Increase Crime/Addictive Behaviors

6.85%
Changes In Resources/Food Benefits

Fast Fact
Answers this year were more focused on things such as "Rising Costs", "Health Care Changes", and "Fewer Community Resources".

CSNT Head Start
Volunteer Rates

Effective 12-1-26

Occupation		Rate	Rate Calculation	Job Summary
Bookkeeper		$20.00 per hour	Average of highest and lowest paid employees in Finance (excluding Finance Director). With 32% for fringe benefits, not included in total.	Assist with performing a variety of complex accounting clerical duties that require an understanding of established accounting procedures. Responsibilities may include reconciling accounts and posting to end balances on general ledgers.
Consultant/Trainer		OPEN		A set rate has not been designed for individuals that are providing consultants or training to staff and/or parents. Individual(s) conducting these types of services will determine the rate.
Cook		$12.00 per hour	Average of highest and lowest paid employee in this position. With 32% for fringe benefits, not included in total.	Assist with preparing meals for group settings and planning menus. Keep food service area and preparation utensils clean and orderly.
Data Entry Clerk		$12.00 per hour	No employees in this position currently. With 32% for fringe benefits, not included in total.	Assist with operating data entry terminals to record and verify a variety of routine data: may maintain a database.
Office Assistant		$12.00 per hour	No employees in this position currently. With 32% for fringe benefits, not included in total.	Assist with performing routine clerical support for functional groups; including copying, distributing mail, performing simple calculations, maintaining records and files.
Custodian		$12.00 per hour	Average of highest and lowest paid employees in this position. With 32% for fringe benefits, not included in total.	Assist with keeping Head Start facilities in clean and orderly condition; sweeps and mops floors, empties trash, cleans restrooms, and perform related maintenance activities.

Policy Council Governing Board		$23.56 per hour Policy Council $37.86 per hour Governing Board	Average highest and lowest paid employee for the Head Start Management Staff. With 32% for fringe benefits, not included in total. The Governing Board average was taken from the hourly wages of the Head Start Administrate staff salaries.	Along side the Head Start Director and the Executive Director the members of the Policy Council and Governing Board provide assistance in decisions about the development, planning, and operation of the Head Start Program.
Receptionist		$12.00 per hour	No employee in this position currently. Based on starting rate of a new employee. With 32% for fringe benefits, not included in total.	Assist with greeting and directing visitors either in person or on the telephone; take messages, answer general inquiries; may perform a variety of clerical tasks.
Teacher Assistant		$13.16 per hour	Average of highest and lowest paid employee in this position. With 32% for fringe benefits, not included in total.	Assists teaching staff with the day-to-day classroom activities and setting up classrooms. Other duties may include serving as field trip chaperon.
Other Parent Activities		$12.00 per hour	CSNT Head Start: minimum wage of $12.00. With 32% for fringe benefits not included in the total	Assist with or attend any Head Start sponsored activities.
Bus Driver		$12.00 per hour	Average of highest and lowest paid in this position. With 32% for fringe benefits, not included in total.	Must have a valid CDL driver license with type S endorsement and Texas School Bus Transportation Certification to drive a Head Start bus.
Social Worker/Family Empowerment Advocate		$17.74 per hour	Average of highest and lowest paid in this position. With 32% for fringe benefits, not included in total.	Assists Family Services with general duties. (Volunteers in this position are not allowed to perform any confidential tasks.)
Mileage Rate		*.72		*Current rate for mileage (Subject to change

These hourly rates are based on actual payroll figures for CSNT employees as of 9-8-26.

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Vehicle/Equipment Disposition Form for Community Services of Northeast Texas

Program Disposing of Vehicle/ Equipment	Location	Description of Vehicle	Condition (Poor, Fair, Good, Excellent)	Disposition Process	Policy Council and Governing Board Approval Date	Estimated Monetary Value KBB
Head Start	Kaufman Vehicle #835	2005 Chevy/Collins Bus VIN# 1GBHG31V651106808	POOR	Private sale By sealed bid	9/22/26	$500 – 15,000
Head Start	Kaufman Vehicle #836	2003 Chevy/Girardin Bus Vin# 1GBHG31UX31134244	FAIR	Private Sale By sealed bid	9/22/26	$500 – 15,000
Head Start	Kaufman Vehicle #843	2018 Chevy/Thomas bus Vin# 1GB3GRBG2J1278633	FAIR	Private sale By sealed bid	9/22/26	$500 – 15,000
Head Start	Kaufman Vehicle #848	2022 Chevy/Thomas bus Vin# 1GB3GRB79N1180981	GOOD	Private Sale by Sealed bid	9/22/26	$500 – 15,000
CSBG	Mt. Pleasent Vehicle #885	2014 Chevy Sonic Vin# 3FMCR9A67MRA99251	FAIR	Private Sale by Sealed bid	9/22/26	$1750
CSBG	Kaufman Vehicle #887	2015 Chevy Equinox Vin# 1GNALAEK7FZ106226	FAIR	Private Sale by Sealed bid	9/22/26	$6500.

Community Services of Northeast Texas, Inc.

Head Start Pre-School

CIRCLE Assessment – Wave 1 2026-2027

This data reflects demographic information on the students who participated in this assessment session.

Total Students Participating:	**393**

Students Age

Three-Year-Old: 41%	**Four-Year-Old: 59%**

Language*

English:	**Spanish**	**Unknown:**
89%	**11%**	**0%**

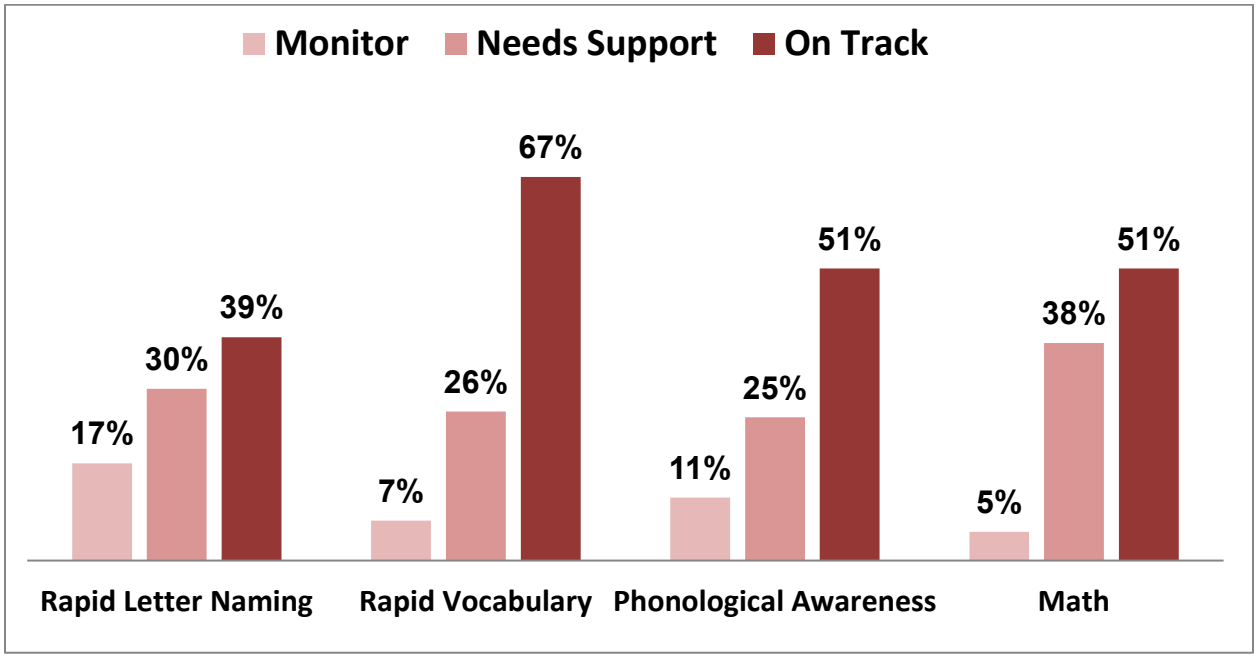
Disabilities

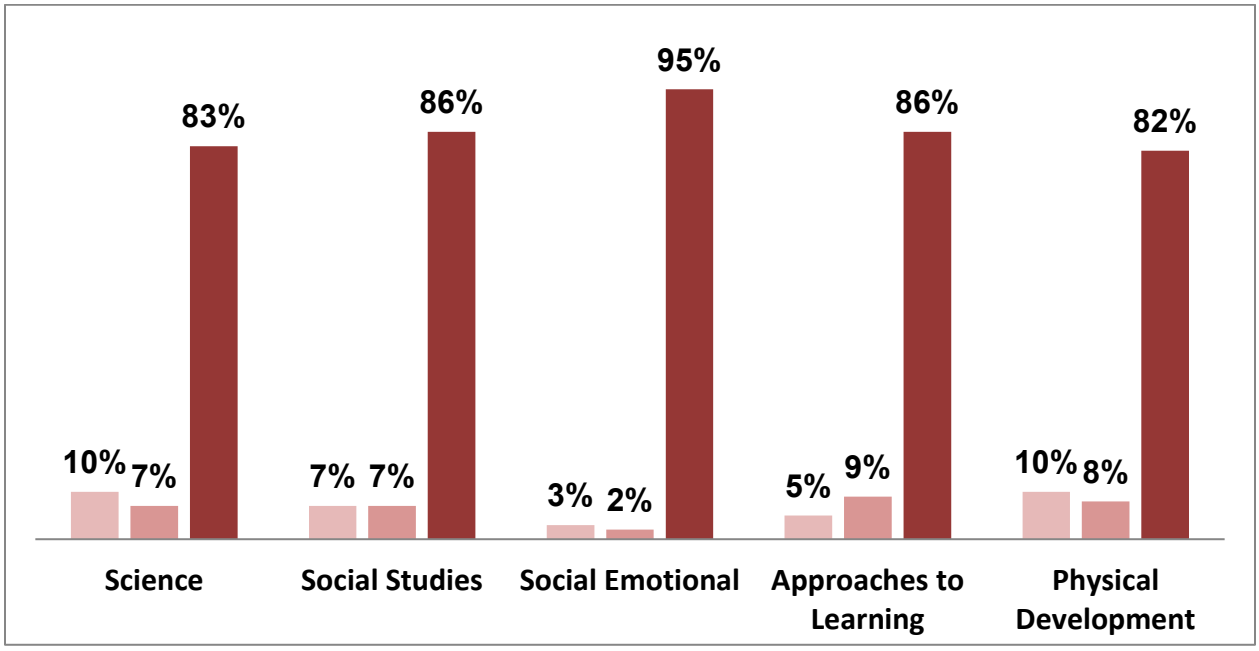
Yes: 7%	**No: 93%**

CSNT Head Start Pre- School

CIRCLE Assessment 2026-2027

Wave 1 Program Report





*Out of Range: The child is not within the specified age range or there is no established threshold currently.

Percentage for the Out-of-Range areas is Rapid Letter Naming 14%, Math 6%, and Phonological Awareness 13%.

CSNT Head Start Pre-School

CIRCLE Assessment Wave 1

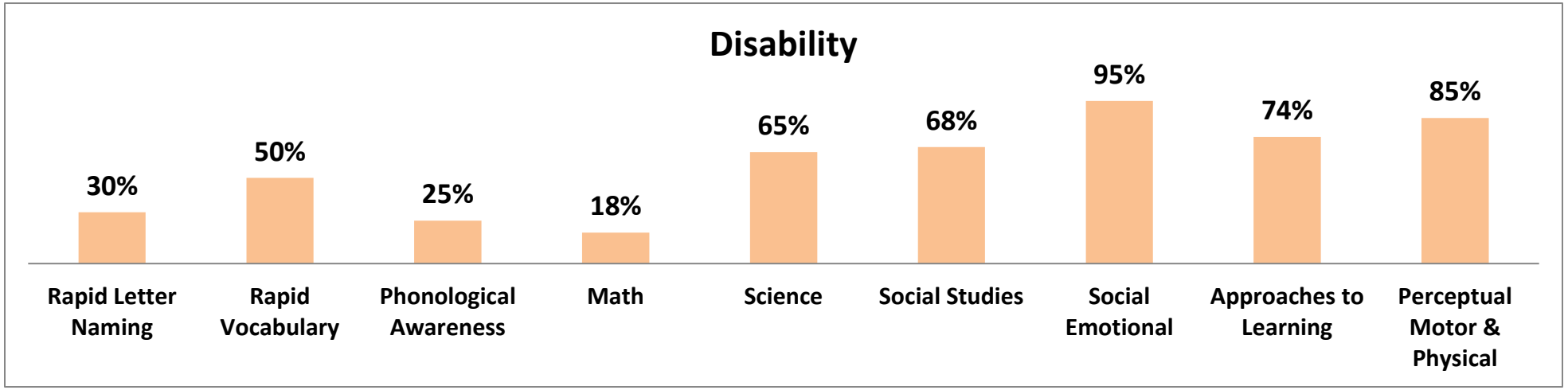
Age Comparison Data 2026-2027

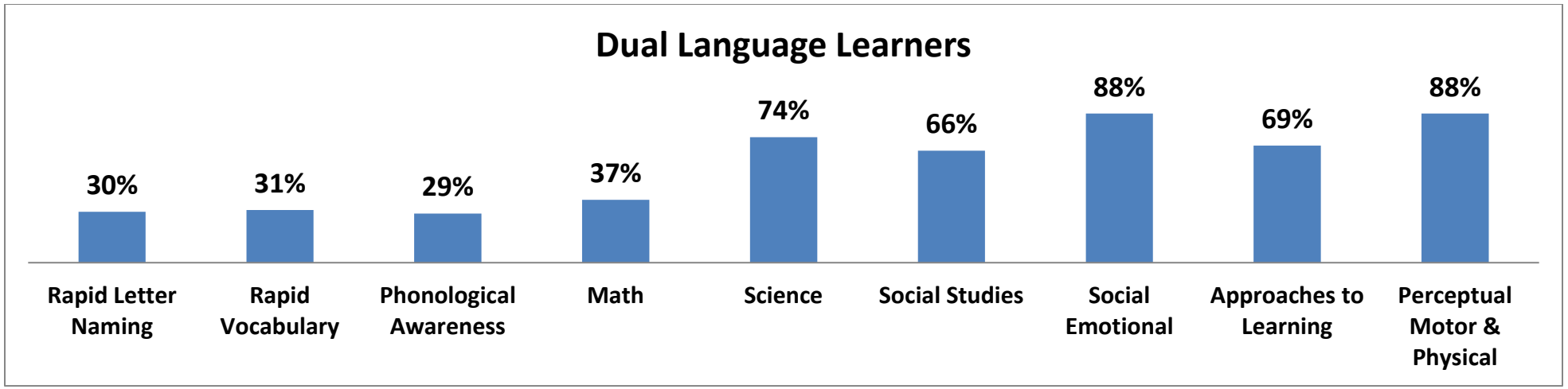
	3-Year-Old	4-Year-Old
Rapid Letter Naming	25%	49%
Rapid Vocabulary	81%	56%
Phonological Awareness	42%	57%
Math	73%	37%
Science	75%	88%
Social Studies	83%	88%
Social Emotional	91%	97%
Approaches to Learning	92%	84%
Physical Development	75%	86%
Total Students Tested	162	231

Percentage based on "On Target."

CSNT Head Start Pre-School

CIRCLE Assessment 2026-2027 Wave 1





Percentage based on "On Target."

Community Services of Northeast Texas, Inc.

Early Head Start CIRCLE Assessment 2026-2027

Wave 1

This data reflects demographic information on the students who participated in this assessment session.

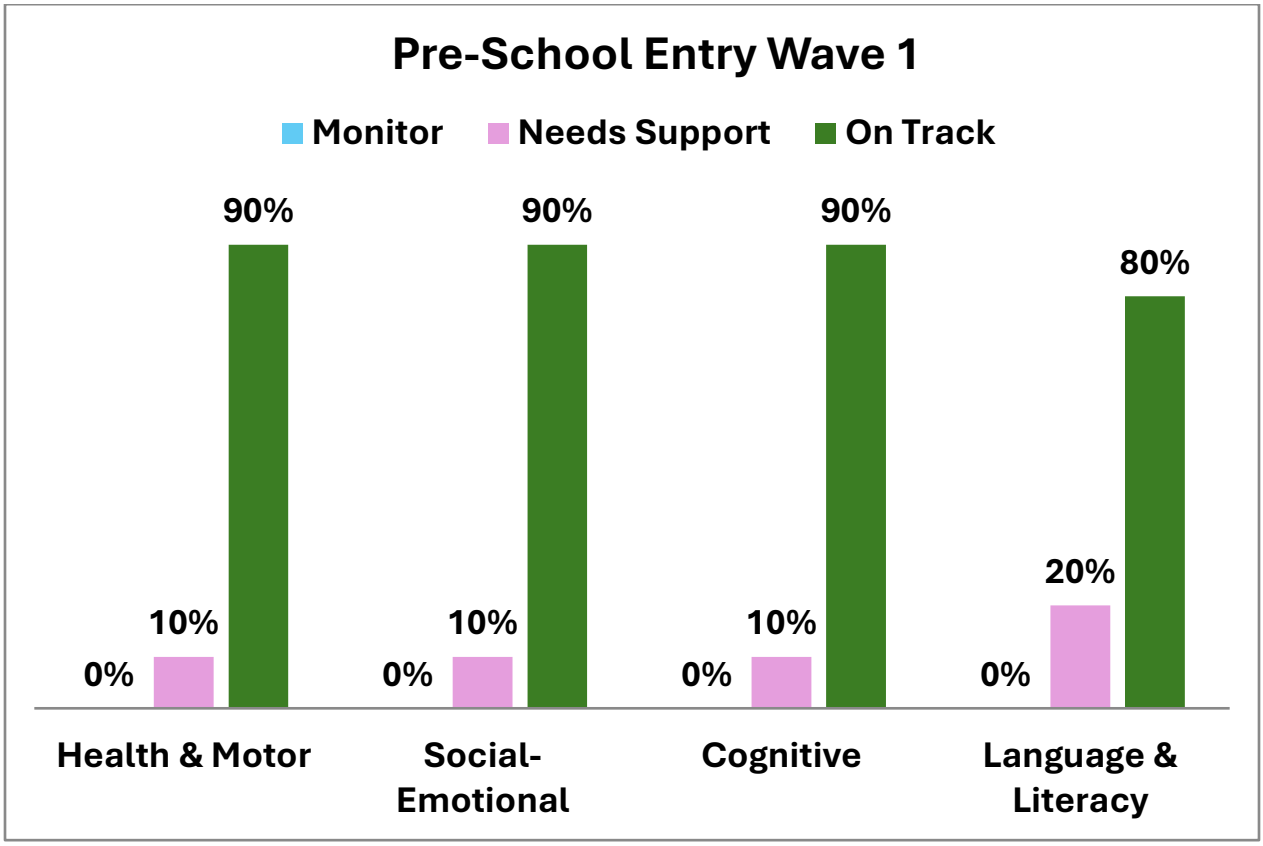
Total Students Participating: 10	**Pre-School Entry** **2-3 Years**

Language

English: **100%**	**Spanish** **0%**	**Unknown:** **0%**

Disabilities

Yes: 0%	**No: 100%**



No Disability

No Dual Language Learners

Community Services of Northeast Texas, Inc.

Early Head Start CIRCLE Assessment 2026-2027

Wave 1

This data reflects demographic information on the students who participated in this assessment session.

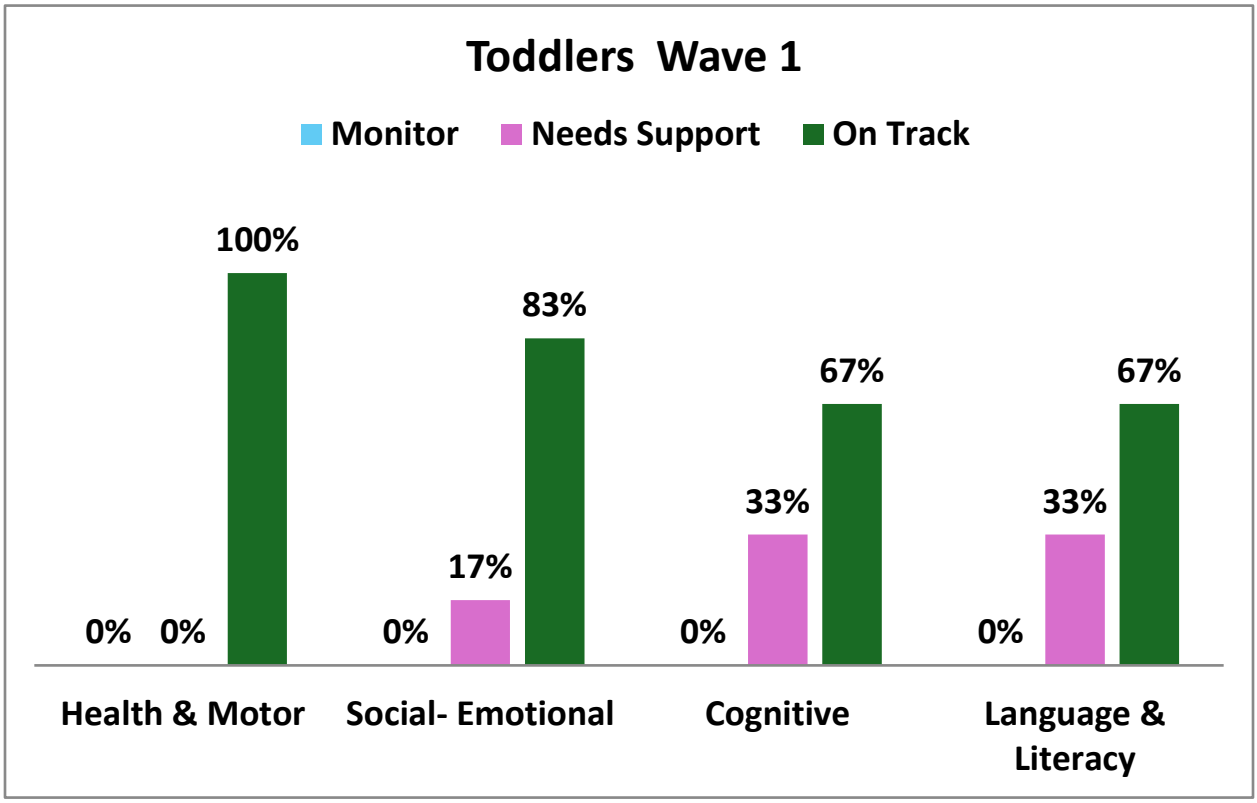
Total Students Participating: 6	**Toddlers** **18-24 Months**

Language

English:	**Spanish**	**Unknown:**
100%	**0%**	**0%**

Disabilities

Yes: 0%	**No: 100%**



No Disability

No Dual Language Learners

Agency Impact Report

Prepared for:

October 27, 2026 Governing Board Meeting

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Community Services of Northeast Texas, Inc. Impact Report

Head Start Preschool

- Ages 3-5 years
- Preparation for Kindergarten
- Family Empowerment
- 465 Children Served
- Head Start Expenditures- $3,896,232.84
- In-Kind: $1,708,483.23
- Partnerships with Atlanta ISD, Bloomburg ISD, Daingerfield-Lone Star ISD, Hughes Springs ISD, Pittsburg ISD, and Texarkana ISD

Head Start Preschool focuses on preparing children for Kindergarten and empowers families to break the cycle of generational poverty.

Family Empowerment

- Priority: Individuals and families that are willing to work toward self-sufficiency
- Budgeting/Financial Literacy
- Employment Readiness
- 5 Individuals Enrolled
- 0 Individuals Transitioned out of Poverty
- Stabilization Assistance
- CSBG Expenditures - $256,732.08

Family Empowerment focuses on the entire family empowering them to break the cycle of generational poverty.

Early Head Start

- Ages 6 months-3 years
- Preparation for Preschool
- Family Empowerment
- 24 Children and Families Served
- Early Head Start Expenditures: $225,543.23
- In-Kind: $17,568.71

Early Head Start focuses on preparing children for Pre-Kindergarten and empowers families to break the cycle of generational poverty.

Comprehensive Energy Assistance Program (CEAP)

- Priority: Elderly, Disabled, Families with Children 5 years and younger
- Utility Assistance
- Heating/Cooling Assistance
- Energy Saving Tips
- CEAP Expenditures - $2,566,870.32

CEAP assists individuals and families with their utility bills and heating/cooling systems.

Tenant Based Rental Assistance (TBRA)

- Priority: Individuals and families that are willing to work toward self-sufficiency
- Priority: Persons with Disabilities
- Priority: Disaster Relief
- Rental Assistance
- Utility Assistance

TBRA assists with rental and utility assistance for a limited timeframe.

CSBG Discretionary

- Priority: Organizational Capacity Improvements

The current CSBG Discretionary Grant of $2,000.00 was awarded to aid in organizational capacity improvements. It has been used for IT related needs.

Student Impact

- Priority: Students that are interested in obtaining skills related to employment and adulthood
- We awarded 10- $1,000 IMPACT scholarships to students in our service area.

The Student Impact Program is an opportunity for High School Students aged 16 and up to gain employment related skills that will last a lifetime.

Mrs. Margaret's Food Pantry

- Priority: Provide food for anyone experiencing food insecurity
- Funded by donations (food and money)
- Local Church donated a truckload of food
- $411 carried over from 2024 donations
- $950 in donations received in 2025
- Over 107 individuals served in 2025

Mrs. Margaret's Food Pantry has a new location and is currently being restocked!

CURRENT YEAR TO DATE

TOTAL EXPENDED FUNDS: $6,945,378.47

TOTAL INDIVIDUALS SERVED: 3,367

TOTAL ECONOMIC IMPACT: $48,617,649.29

***Total economic impact is calculated by multiplying the total federal expenses times 7 (per our Auditor)**

Future Impact Plans (part of the 10 year plan)

Homeowner Reconstruction Assistance Program (HRA) • Priority: Reconstruction/Replacement of dilapidated homes/manufactured housing units • Site built homes • Manufactured housing units • Forgivable loan or grant *This is option one for permanent housing ownership programs being considered.	Homebuyer Assistance with New Construction Program (HANC) • Priority: Pathway to Homeownership • Site built homes • Manufactured housing units • Fixed-rate loan • Loan is held by TDHCA *This is option two for permanent housing ownership programs being considered.
Contract for Deed Program (CFD) • Conversion of contracts for deeds into traditional mortgages through acquisition or refinance • Reconstruction • New Construction • Replacement of manufactured housing	Amy Young Barrier Removal Program (AYBR) • Priority: Persons with Disabilities • Accessibility modifications to existing homes • Tenants or homeowners • Construction oversight
Federally Qualified Health Center (FQHC) • Priority: Individuals and families in need of healthcare • Sliding scale fees Healthcare in our rural service area is scarce. FQHC's are currently being researched further.	Permanent Housing Solutions Partnership • Priority: Transitional Housing participants, unhoused population Coordinate with a permanent housing solutions partner to provide permanent housing for the unhoused or temporarily housed.
A New Beginning Transitional Housing • Priority: Unhoused population, individuals and families that are willing to work toward self-sufficiency • Temporary Housing A New Beginning Transitional Housing assists the unhoused population in our service area. Currently, the Morris House has been purchased by the tenant. There are plans for additional transitional housing locations.	Head Start/Early Head Start Expansion • Home based (HS and EHS) • More EHS seats • Child Care Partnerships Future plans for Head Start and Early Head Start include a home-based program that begins from the womb. Healthier mothers have the potential of leading to healthier children.

Impact of the Month:

CSNT, Inc. now has contracts for HRA, HANC, CFD, AYBR, and our TBRA contract has been renewed. These contracts are three year contracts. We are excited to now have more housing options for the community through our Housing Opportunities Programs!

ADMINISTRATION FOR CHILDREN & FAMILIES
Office of Head Start | 330 C St., SW, 4th Floor, Washington DC 20201 | headstart.gov

August 21, 2026
Community Services of NE Texas, Inc

Re: Grant No. 06CH012925

Dear Grant Recipient,

The Administration for Children and Families (ACF), Office of Head Start (OHS) recently conducted a monitoring review of your program. The attached report contains information about your agency's performance and compliance with the requirements of the Head Start Program Performance Standards, Public Law 110-134, Improving Head Start for School Readiness Act of 2007, and other applicable regulations.

Please contact the OHS Oversight Division at ohsmonitoringteam@acf.hhs.gov with any questions or concerns you may have about this report.

If the report has findings the corrective action period will begin 72 hours from the time this email was sent.

Sincerely,

OHS Monitoring Team