



LINKAGES

A Publication of the Texas Head Start Collaboration Project

Health and Human Services Commission

JUL 25 1994 *pe*

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Inclusive Child Care Project Connects Families to Early Care and Education Programs

Theo is a very athletic and active five-year old with autism. He enjoys being outdoors and would spend all of his time outdoors if he were allowed. Indoors, he spends most of his time in the art area playing with playdough or is involved in waterplay activities.

Theo's mother was being transferred from Maryland to Texas within a month and was desperate to find child care services in an inclusive setting such as the one she had in Maryland. After several weeks of calling and following up on different referrals, she made contact with the Inclusive Child Care Project of Texas. Via the telephone and the fax, the project staff and Theo's mother were able to find the ideal inclusive environment for Theo.

Meetings were held with the mother, the project staff and child care staff during which Theo's mom described her child in a positive and non-threatening manner. She emphasized his

"For parents who want full-day developmental care for children with disabilities, the supply is often frustrating and exhausting."

strengths and candidly told them about his challenging behaviors. The mother came prepared for the meeting with pictures of Theo, a copy of his previous educational plan, and general information about autism. This meeting assisted in reducing the fears that the child care staff had in meeting Theo's needs and establishing an atmosphere of mutual support and positive attitudes.

For parents who want full-day developmental care for children with disabilities, the number of child care centers with trained staff is limited and the search is often frustrating and exhausting. Families like Theo's are now being helped by the Inclusive Child Care Project.

continued page 2 Inclusive Child Care...

Carnegie Report Confirms Beliefs of Early Childhood Experts

Starting Points: Meeting the Needs of Our Youngest Children suggests that as many as half of the children under age three face risks that could jeopardize their futures. Scientific evidence suggests that children's environment from birth to age three, helps determine their brain structure and ability to learn.

The report has compiled evidence that even in the first year of life infants are highly susceptible to positive and negative environmental influences. The report calls for a nationwide commitment to young children.

Two of its many recommendations include building government/business partnerships to ensure quality child care and expanding the Head Start program to accommodate children under three years of age.

Copies of the report may be obtained by contacting the Carnegie Corporation of New York at 212/371-3200.

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Director's Notes

Since last fall's publication of "Linkages," the Head Start project has made significant strides toward its goals. After modifying the action plan objectives and updating timelines to coincide with the 94th legislative session next January, smaller workgroups were formed to focus on production of specific outcomes. They are: (1) The Professional Preparation System Subgroup is conceptualizing a statewide Career Development System for the early care and education profession. It includes development of professional standards for the field; definition of roles, qualifications and levels of expertise for practitioners and trainers; personnel registry and credentialing; and coordinated and articulated training. Dr. Joan Costley, from Wheelock College in Boston, MA is providing consultation and technical assistance. Next fall, this subgroup will take its draft plan for local and statewide meetings for input. (2) The Program Models, Rules/Regulations and Funding Subgroup is developing resources and recommendations for local, state and federal agencies to support local collaborative efforts and developing a legislative agenda that supports a comprehensive, coordinated system of care and education for young children and their families. It is also working to align program standards across Head Start, Pre-K and child care programs. All Children Together (ACT) subgroup has developed the first draft of common issues and an action plan for state and federal agencies that serve children with disabilities and their families. The ACT overarching theme is inclusion with a focus on access, collaborative services, caregiver training, resources and transition. Upon completion of the final plan, a collaborative Memorandum Of Understanding will be drafted with roles and responsibilities for each agency articulated. An active evaluation component will be included. Anyone interested in the work of the subgroups is encouraged to contact our office at (512) 502-3257.

I have benefited from visits to local community collaborative meetings and conferences promoting local efforts. Key personnel from TEA and DHS have accompanied me on several occasions. The visits included the Brenham Partnerships for Families; Dallas Head Start,

I.S.D. and Child Care Association Partnership; Nacogdoches Head Start Child Development program and Nacogdoches I.S.D.; and Crockett I.S.D. Seeing local collaboratives in action is truly exciting. Let us hear from you!

Welcome to Lucila Ortega, recently appointed **President- Texas Head Start State Association**

Inclusive Child Care... continued from page 1

The project was established three years ago by the Texas Planning Council for Developmental Disabilities and funded by the Texas Rehabilitation Commission to increase the availability of inclusive child care for children with disabilities throughout Texas. San Antonio based Dependent Care Management Group administers and manages the project and has regional sites in the west Texas area, Houston area, San Antonio area and the Rio Grande Valley area. The project provides referral assistance and support to families, as well as training and support services to family child care providers, child care centers, and community resource agencies. For more information, call Nancy Hard or Mary Phillips in San Antonio at 1-800-332-3264.

"By the age of 5 it is too late. By the age of 3 it is too late. The Path to conscience is laid early in life. It cannot be added on later as an upgrade."

*Madeline Mandell,
The Child Care Groups, Inc.*

Head Start and Child Care: A New Frontier
(excerpt from *Child Care Action News*, March-April, 1994
(11)2, by Linda K. Likins)

Head Start is like discovering "a vaccine that would protect a child from a dreaded disease, and yet year after year telling almost two-thirds of the children we're not going to give it to you," was the description given by Ernest Boyer, President of the Carnegie Corporation for the Advancement of Teaching, one of the most widely-accepted early childhood programs in the nation. From the grass-roots level to Congress, there is consensus that Head Start is a program that works. Yet after almost three decades of operation, it only reaches 40% of the eligible children.

Many observers are unaware that Head Start's high performance standards require a challenging preschool education combined with comprehensive medical, dental, nutritional, mental health and social services for children and their families. Head Start also requires a high level of parent involvement.

The recently released report, "*Creating a 21st Century Head Start*," prepared by a 47-member task force that reviewed the Head Start Program, concluded that in many communities, Head Start, public schools and child care operate in isolation from one another. Therefore, the report offered some specific examples of activities that would allow collaboration to occur, thus improving the quality of all the programs. Those activities were as follows:

- Encouraging Head Start programs to enter into arrangements with community based child care programs to serve Head Start eligible children if programs are committed to complying with the Head Start Performance Standards.
- Providing training and support to family child care providers that serve Head Start eligible children .
- Conducting joint training whenever possible.

- Funding joint community needs .
- Participating in local market rate surveys of child care.
- Reviewing child care regulations to facilitate coordination between Head Start and child care.
- Encouraging schools and community organizations to provide before and after school services to children moving from Head Start to public school.

The report encouraged Head Start programs to work more closely with the child care community. Such collaboration would increase the number of children receiving comprehensive services and help improve the quality of child care programs, which would need to meet or exceed the Head Start performance standards.

"Territorialism is the enemy of all visions"
Author Unknown



U. S. Health and Human Services Secretary Donna E. Shalala congratulates Helen Taylor, a member of the 47-member bipartisan Advisory Committee and new Associate commissioner of the Head Start Bureau.

Overview of Head Start Programs in Texas

The Texas Head Start Collaboration Project frequently receives calls from local agencies and organizations asking if Head Start programs are available in their community. This year, the Texas Head Start program serves 49,180 children, ages 3- 5 years and their families in 243 of Texas' 254 counties.

Below is a list of current Head Start Grantees and delegate agencies in Texas

Government

San Jacinto County
Commissioners
Coldspring, Texas

Hidalgo County Head
Start Program
Edinburg, Texas

City of San Antonio
San Antonio, Texas

Education Service Centers

Region XVI
Amarillo, Texas

Region XIX
El Paso, Texas

Region X
Richardson, Texas

Region XX
San Antonio, Texas

Single Purpose Agencies

Child Development
Council of Brazoria
County
Angleton, Texas

Child, Inc.
Austin, Texas

Cen-Texas Family
Services
Bastrop, Texas

William Smith
Tri-County Child
Development Council,
Inc.
Bay City, Texas
Motivation Education
and Training, Inc.
(MET)
Cleveland, Texas

Head Start of Greater
Dallas, Inc.
Mi Escuelita Head Start
Dallas, Texas

Day Care Association
of Fort Worth and
Tarrant Counties
Fort Worth, Texas

East Texas Family
Services, Inc.
Jacksonville, Texas

Carver Early Childhood
Learning Center
Levelland, Texas

Child Services, Inc.
Lubbock, Texas

Smithville Head Start
Smithville, Texas

Stonewall Head Start
Stonewall, Texas (LBJ
Ranch)

Tulia Community
Nursery Association
Tulia, Texas

School Districts

Abilene
Beaumont
Bonham
Brownfield
Consolidated
College Station
Tuloso-Midway,
Corpus Christi
Crystal City
Del Rio Consolidated
Denton
Beeville
Detroit
Goliad
Gregory-Portland
Hamilton
Hitchcock
Alton, Levelland
Plains, Levelland
Lorenzo
Lubbock
Midland
Olton
Plains
Lorenzo
Lubbock
Midland
Morton
Mount Pleasant
West Orange-Cove
County
Paris
Plano
Port Arthur
Roma
San Isidro
Sulphur Spring
Temple
Terrell
Texas City
Tyler
Uvalde

Community Action Agencies

Community Action
Programs, Inc. of
Taylor County
Abilene, Texas

Community Action
Corporation of South
Texas
Alice, Texas

Bee Community Action
Agency
Beeville, Texas

Brazos Valley
Community Action
Agency Program
Bryan, Texas

Community Service
Agency
Dimmit/LaSalle/Frio/M
averick Counties,
Carrizo Springs, Texas

Tri-County Community
Action, Inc.
Center, Texas

Central Texas
Opportunities, Inc.
Coleman, Texas

Nueces County
Community Action
Agency
Corpus Christi, Texas

Community Services,
Inc.
Corsicana, Texas

Rolling Plains
Development
Corporation
Crowell, Texas

Pecos County
Community Action
Agency
Fort Stockton, Texas
Galveston County
Community Action
Council
Galveston, Texas

Williamson-Burnet
County Opportunities,
Inc.,
Georgetown, Texas

Cause, Inc.
Hitchcock, Texas

Economic
Opportunities Devel-
opment Corporation of
Atascosa, Karnes and

Wilson Counties,
Kennedy, Texas

West Texas
Opportunities, Inc.
Lamesa, Texas

Laredo-Webb County
Community Action
Agency,
Laredo, Texas

South Plains
Community Action
Association, Inc.
Levelland, Texas

Community Council of
Cass, Marion and
Morris Counties
Linden, Texas

East Texas Human
Development
Corporation,
Marshall, Texas

Palo Pinto Community
Services Corporation,
Mineral Wells, Texas

Nacogdoches
Community Action,
Inc.,
Nacogdoches, Texas

Greater Opportunities
of the Permian Basin,
Inc.,
Odessa, Texas

Community Council of
Reeves County,
Pecos, Texas

Community Action
Council of South Texas,
Rio Grande, Texas

Tom Green County
Community Action
Council,
San Angelo, Texas
Neighbors In Need Of
Services (NINOS), San
Benito, Texas

Community Action, Inc.
of Hays, Caldwell and
Blanco Counties
San Marcos, Texas

Hill Country
Community Action
Association,
San Saba, Texas

Community Council of
South Central Texas,
Seguin, Texas
San Patricio
Community on Youth
Sinton, Texas

People for Progress,
Inc.
Sweetwater, Texas

Temple Coordinated
Child Care Council,
Temple, Texas

Community Council of
Southwest Texas, Inc.,
Uvalde, Texas

Victoria Community
Action Committee,
Victoria, Texas

Economic Opportunity
Advancement
Corporation,
Waco, Texas

League of United Latin
American Citizens,
Waco, Texas

Community Action
Corporation
Wichita Falls, Texas

*American Indian
Program*
Alabama-Coushatta
Indian Reservation,
Livingston, Texas

Migrant Program
Texas Migrant Council
Laredo, TX

BRIEFS

- The **National Governors Association** adopted a Head Start policy statement at their winter meeting

February. The governors recognize the essential role that Head Start plays in providing comprehensive child development and support services, and that much can be learned from the Head Start experience, not only in providing services, but also in educating policy makers and the public about the need to invest in young children. The Association urges expansion of the Collaboration Grant program to all states, and to the identification and elimination of barriers to comprehensive services.



U. S. Health & Human Service Secretary Donna F. Shalala and some of the children who benefit from her work to improve, expand and reform America's Head Start program.

Innovative Service Delivery from Health and Human Services Commission

The Health and Human Services Commission is the "home" of the Head Start Collaboration Project. It is also "home" to several other innovative, collaborative projects that make coordination of and access to service delivery their number one priority. Some current Service Delivery Division programs and projects include:

The Texas Information & Referral Project is a multifaceted information and referral project that builds a state-wide network of local information and referral providers to help consumers find health and human services in Texas. The project publishes a directory of over 300 information and referral providers in Texas, maintains a support center with materials and resource listings, and encourages providers to attain the level of quality service promoted by the *National Standards for I&R*.

The Community Resource Coordination Groups (CRCGs) are an innovative way to address the unmet human service needs of children and youth in Texas. CRCGs are local interagency groups comprised of public and private providers. The role of the CRCGs is to develop an individual service plan for children and youth who need services from multiple agencies. The CRCGs may also plan and develop community-level programs. CRCGs report statistical information on staffed cases to a central collection point; this information is used to identify trends in unmet service needs of children and youth.

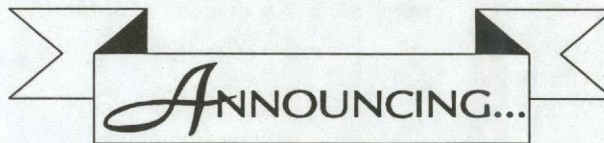
Client Transportation, just over one year old, is working to answer one of the key questions in service plans - "How can we help clients with transportation needs?" The answer lies in coordination and the Office of Client Transportation Services (OCTS) does just that. Many individuals have tried to lead local transportation coordination efforts, but few have been able to dedicate the time that such an endeavor requires. OCTS is working to bring transportation, health and human services agencies and providers together at the state and local levels.

Regional Interagency Councils (RICs) have been established in the 11 health and human services regions. Staff in the regions work toward co-location of services and new and improved relationships among state agencies and health and human services providers.

The Casey Mental Health Initiative, a project in Houston's Third Ward neighborhood. Texas was one of four states to be awarded a \$3 million grant by the Annie E. Casey Foundation to improve outcomes for troubled children, adolescents and their families by demonstrating new ways of delivering culturally appropriate, family focused mental health services.

The Agency Workgroup on Services to Children with Disabilities is coordinating with parents, service providers and interested parties to develop and implement improved ways of delivering services to children with severe disabilities and their families.

The One-stop-connection Pilot Sites are three Service Delivery Pilot projects proving to be feasible, practical and effective in their effort to provide multi-service access at one location. The three projects are located in Dallas, Lubbock and Eldorado. Social scientists studying the pilot sites found that the majority of consumers are satisfied and the automated screening system saves time.



Volunteers Make the World Go Round

The Head Start Collaboration Project is fueled by volunteer energy. The 135 members of the Task Force and Resource Group have given in excess of 2000 hours of time and invaluable expertise to the project, and they are still sharing.

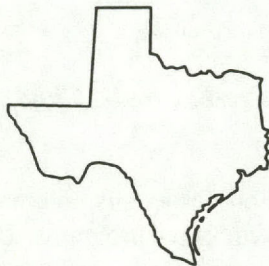
The week of June 1-7 is International Volunteers Week. We wish to take this opportunity to acknowledge the dedication of the Head Start Collaboration Project volunteers and all the people who volunteer on behalf of children and families.

For information about ways that you can lend a hand, call:

Head Start Collaboration Project
Health and Human Services Commission
512/502-3200

New Twist on Collaboration

Fort Worth has a new twist on collaboration. Osteopathic Health System of Texas and the Day Care Association of Fort Worth and Tarrant County have formed an alliance to create the Ellis Center, a facility that mixes the children of employees in two local businesses with children enrolled in Head Start. The project is the first of its kind locally that teams a nongovernmental entity and the nonprofit association that is responsible for operating Head Start in Tarrant County. The center provides the best of two types of early care and education the comprehensive services of Head Start and more affordable care for the non-Head Start funded children.



News From Deep East Texas

The Nacogdoches Community Action Agency, which coordinates Head Start programs for a number of East Texas communities, is strengthening its working relationships with a wide array of partners in East Texas. Efforts to increase family literacy and ease the transition of Head Start children to public school are particularly interesting models of collaboration.

Family Literacy. The Nacogdoches and Crockett Head Start Center, Region VI Education Service Center, and the Nacogdoches Adult Learning Center have collaborated to provide, GED training for parents. The Learning Center, Education Service Center tutors and Head Start provides child care and transportation. In addition to the GED program, an ESL program is offered to parents who speak little or no English. Parents in the Crockett program also spent time volunteering in their children's classrooms for six hours twice a week.

Trinity Head Start Center offers the Reading to My Child learning program to the Head Start parents one night per week. Their partners in collaboration were the Trinity Public Schools and Region VI Education Service Center. Parents were introduced to children's books and taught effective methods of reading to children. The program also included interactive activities, such as cooking and puppet making.

Transition. The Crockett Head Start program is collaborating with the Crockett Independent School District to facilitate the transition from Head Start and the public school Pre-K program into Crockett Elementary School. This collaboration is particularly exciting because it uses the best of both programs to serve the children. The transition activities are further strengthened by the school district's willingness to pay the salary of a pre-k certified teacher for the Head Start program. This collaboration resulted

from the leadership of the Crockett ISD Superintendent and the Head Start Director. It is one of several models found in Texas that shows great promise of a new era.

Camp Fire Leads the Way

Governor Ann Richards was on hand to help the Texas Council of Camp Fire's Resource Center for Youth Development celebrate its dedication on April 25 in Fort Worth. The first of its kind in the United States, the Center is a focal point for work/family and children's issues as well as training and advocacy efforts in North Texas. The building houses training programs for child care providers, family-centered child care for 120 children, a lending library of child care and parenting materials, and a resource and referral service to help parents find appropriate child care and resolve other family issues.

Funding for the \$4.5 million dollar project came from foundation grants, the American Business Collaboration for Dependent Care, and the Children's Trust Fund.

For more information about this innovative project, contact Sharon LeMond (817) 831-2111.



Brenham Builds on a Sense of Community with Partnerships for Families

A non-profit, community-based organization in Washington County, Texas is a prime example of using the collaborative approach to make the most of resources. Created by Head Start Collaboration Project Task Force member Nanalee Wanha, *Partnerships for Families* brings groups and individuals together in a clearinghouse of programs designed to assist children in at-risk situations.

Partnerships maintains two primary goals. The first is to better meet the needs of children and families by linking similar programs. This helps to make the process more efficient and "user-friendly," reaches a wider target audience, and promotes the services to the community. The second goal is to develop programs for needs not currently being met, secure funding and additional locations and help with staff development. The *Partnerships* collaboration process is an example of how duplication can be reduced when partners in collaboration are committed to sharing ideas and resources.

Shots Across Texas Coalition Offers Immunizations for All Children, Including Those in Pre-K, Head Start and Child Care



The Texas Department of Health has created a statewide coalition to boost immunization efforts. Texas leads the nation in the number of reported cases of vaccine-preventable diseases. Estimates show that while 95 percent of Texas' school-age children are properly immunized, only 30 - 50 percent of the state's 1.5 million preschool-age children have received the recommended vaccines.

The coalition's goal is to achieve at least a 90 percent immunization rate for 2 year olds by the year 2000. Currently there are approximately 303,000 2-year-olds in Texas.

The coalition aims to help prevent disease in Texas' children, and also to save thousands of dollars in health care costs. A 1990 measles outbreak in Dallas resulted in 238 persons hospitalized at a cost of \$3.4 million. In contrast, the cost of the preventative measles vaccine for these 238 persons would have been \$3,700.

The coalition includes active collaboration with a number of community-based organizations. Some are mobilizing volunteers to get the information out to the communities, and some are taking major roles in developing financial resources for the initiative. The Texas Medical Association Alliance, Kiwanis, the Texas Salvation Army, the Rotary of Texas, the American Red Cross, the Retired Senior Volunteer Program and the First Steps Coalition are a few of the hundreds of groups united in the effort to immunize young Texans.

For information about the "Shots Across Texas Coalition," local immunization coalitions, or the overall childhood immunization initiative call Lynn Denton, TDH Immunization Strategic Coordinator, at 512-458-7455.

Attention Head Start, Pre-K, and Child Care programs:

The Head Start Collaboration Project is interested in knowing about your work with other programs. Do you share resources, space, projects, staff training, transportation, materials or something else with others in your community? Please share information about the things you are doing. Call or write to:

The Texas Head Start Collaboration Project
P.O. Box 13247
Austin, Texas 78711-3247
512/502-3200 FAX: 512/502-3296



Program's Standards Move Toward Alignment

Three recent publications of Head Start, Texas Education Agency (TEA) and Texas Department of Human Services (DHS) recommend similar quality standards for early care and education programs to meet the needs of children from birth through school-age. This unity of vision paves the way for more quality, comprehensive care for all children in early care and education programs. The reports are :

Head Start Into the 21st Century. The Federal Department of Health and Human Services Advisory Committee on Head Start Quality and Expansion released its final report in January 1994. The committee set forth recommendations to the federal government, Head Start providers and the nation at large. The recommendations implement three principles:

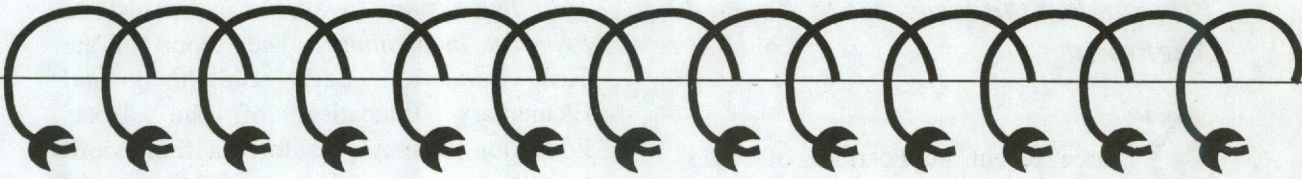
- Ensure that every Head Start program can deliver on Head Start's vision, by striving for excellence in serving both children and families.
- Expand the number of children served and the scope of services provided in a way that is more responsive to the needs of children and families.
- Encourage Head Start to forge partnerships with key community and state institutions and programs in early childhood, family support, health, education and mental health. Ensure that these partnerships are constantly renewed and recrafted to fit changes in families, communities and state and national policies. Copies of the revised criteria are available from Marlene Watkin (703) 739-0875.

First Impressions (available in Spanish as *Primeras Impresiones*). The Report of the Task Force on Early Childhood and Elementary Education of the Texas Education Agency puts forth a framework for a new system of early childhood and elementary education, one that is focused on how children learn and characterized by collaboration. The task force released its report after making an in-depth study of early childhood and elementary education programs.

The 37 member task force included 14 members who also serve on the Head Start Collaboration Task Force, creating a synergy of support for comprehensive, developmentally appropriate, quality early care and education for all children. The Task Force on Early Childhood and Elementary Education recommended numerous strategies to ensure the implementation of developmentally appropriate practices. Copies of the revised criteria are available from TEA Publications (512) 463-9744.

Designated Vendor Program Criteria. The Texas Department of Human Services recently released its revised criteria for vendor selection. The criteria emphasize practices that promote the social, emotional, physical and intellectual development of children in early care and education programs. Exceeding minimum standards for Child Care Licensing, the criteria are a major step toward improving quality and ensuring developmentally appropriate care. Vendors supplying child care that is funded by DHS child care programs may choose to meet the new criteria. Copies of the revised criteria are available from Beverly Duffee (512) 450-4172.

As Head Start, TEA and DHS continue to collaborate at the state level, we move closer to our common goal every day: quality early care and education for all Texas children.



***Calendar of Conferences, Meetings and
Dates to Remember:***

MAY

Early Childhood Intervention State
Conference, Stouffer Hotel, Austin, Texas
May 23-25, 1994

Texas Head Start Collaboration Project Task
Force Meeting, Capital Extension building
Auditorium, 10:00 a.m. - 4:00 p.m.
May 24, 1994

JUNE

June 1-7 International Volunteers Week
(A week to remember all those volunteers
who work so hard to improve the lives of
children and their families.)

Institute for Early Childhood Development
Professional Development Leader's
Conference, Chicago, Illinois
June 2-5, 1994

All Well Conference
Texas Comprehensive School Health
Initiative, SWTSU, San Marcos, Texas
June 6-7, 1994

Together We Can
New Directions in Education V
Texas A&M University
June 13 - 14, 1994

Best of Texas
Corporate Fund for Children
Austin, Texas
June 16-18, 1994

Bank Street College Infancy Institute
New York, New York
June 22-24, 1994

All Children Ready to Learn - Meeting the
Challenge, Hyatt Regency, St. Louis, MO
June 23-25

JULY

Texas PTA Summer Leadership Seminar
UT Austin, Austin, Texas
July 15-17, 1994

Texas Association of Child Care
Administrators Convention
Hotel Galvez, Galveston, Texas
July 15-17, 1994

Texas Head Start Annual Pre-Service
Training Conference
Sheraton Park Central
Dallas, Texas
July 25-29, 1994

Project Steps
National Transition Forum
French Quarter Suites, Lexington, KY
July 25-26, 1994

CALL FOR PAPERS

The National Head Start Association 22nd
Annual Training Conference will be held in
Washington, D.C. April 27-30 in 1995. For
information on the call for papers, contact
Marlene Watkins, Conference Coordinator,
22nd NHSA Annual training conference,
201 North Union Street, Suite 320,
Alexandria, VA 22314, (703) 739-0875. The
Conference will feature the celebration of 30
years of Head Start Services.

Head Start Collaboration Project Task Force

Glenda Barron
Associate Program
Director
Texas Higher Education
Coordinating Board
Austin

Peggy Boice
Director of Public
Policy
United Way of Texas
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William H. Broadus, Jr.
Vice President
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Adolfo Cortez, Jr.,
Parent
LBJ Jr. High School
PSJ School District
San Juan

Holly Craig, Parent
Dalworth Head Start
Grand Prairie

Libby Doggett,
Executive Director
ARC/Texas
Austin

Rosa L. Faidley, Parent
Community Action
Committee of Victoria
Victoria

Alfredo R. Flores
Research Administrator
Institute for Child &
Family Studies, Texas
Tech University
Lubbock

Xiaowei Gong, Parent
Austin

Helen Greene
Legislative Aide for
Rep. Libby Linebarger
Texas House of
Representatives

Rafael Guerra
Program Director,
Child Care Management
Services
Texas Migrant Council,
Inc.
San Benito

Jim Ketelsen
Retired Chairman
Tenneco, Inc.
Houston

Dorman Jackson,
Superintendent
Crockett I.S.D.
Crockett

Mary Moreno, Parent
Nueces County
Community Action
Agency
Corpus Christi

Lelia Onsurez, Parent
Community Health
Worker,
Kellogg Institute
El Paso

Gloria Reynolds, Parent
Mars Promotional
Services
Production Manager
Dallas

Gloria Rodriguez
Executive Director,
AVANCE
San Antonio

June P. Ross
Executive Director
Galveston Co.
Community
Action Council, Inc.
Galveston

Blanche Russ, Chief
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Parent/Child, Inc.
San Antonio

Tom Slatton
Executive Director
Children's Learning
Centers of Amarillo,
Inc.
Amarillo

Rosie Sorrells, Ed.D.
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Dallas

Jose L. Treviño
Kickapoo Nation
Head Start Director
Eagle Pass

Jeannette Watson, Chair
Consultant Early
Childhood Development
Austin

Resource Group Members

Tonda Adams
Laura Allard
Jane D. Andrews
Sarah Bailey
Carol Barnes
Mae Beck
Shelley Bjorkman
Albert Black
Krietie Brame
Charlotte Brantley
Patrick Bressette
Clara Byars
Dixie G. Camp
Dan Cardenas
Steve Christopher
Kathy Clayton
Elizabeth Coe
Ken Crow
Ollie J. Davis
Ramona Jo DeValcourt,
Pat K. Devin
Beverly Duffee
Cris Ros-Dukler
Cory Duty
Sharon East
Rebecca Edmiaston
Blanca Enriquez
Rosa Faidley
Florence Foster
Judy Farmer
Janie D. Fields,
Cynthia Garcia
Gladys Gerst
Michele Goady
Joene Grissom
Elisa Gutierrez
Nancy Hard
Judith Hetherly
Sandy Horine
Joyce Hyak
Louise Iscoe
Phyllis Jack
Corina Jaimes
Denise Jenks
Margie Sanford-Jordan
Ann Johnson
Joe Johnson
Cami Jones
Fran Key
Kay Lambert
Leslie Lanham
Sallie Luedke
Martha McGlothlin

Carol McDaniel
Patty Molloy
Mary Ellen Nudd
Debora Phillips
Patricia Phipps
Patricia Pickles
Nancy Pyle
Joy Phillips
Terry Ramsey
Chris Reid
Cindy Rojas-Rodriguez
Jeanette Rummel
Michael Rush
Antonio Salcedo
Judith Schneider
Jennifer Sauter
Linda Schmid
Lucretia Dennis-Small
Wanda Smith
Hallie Speranza
Marian Sokoll
George D. Solana
John H. Stevens
Jim Strickland
Susan Swift
Jo Ann Swinney
Tommy Tidwell
Nanalee Wahna
Barbara Wand
Dr. Laverne Warner
Mary Ann Waldon
Nelle Watson
Sonja Watson
Diane T. Welch
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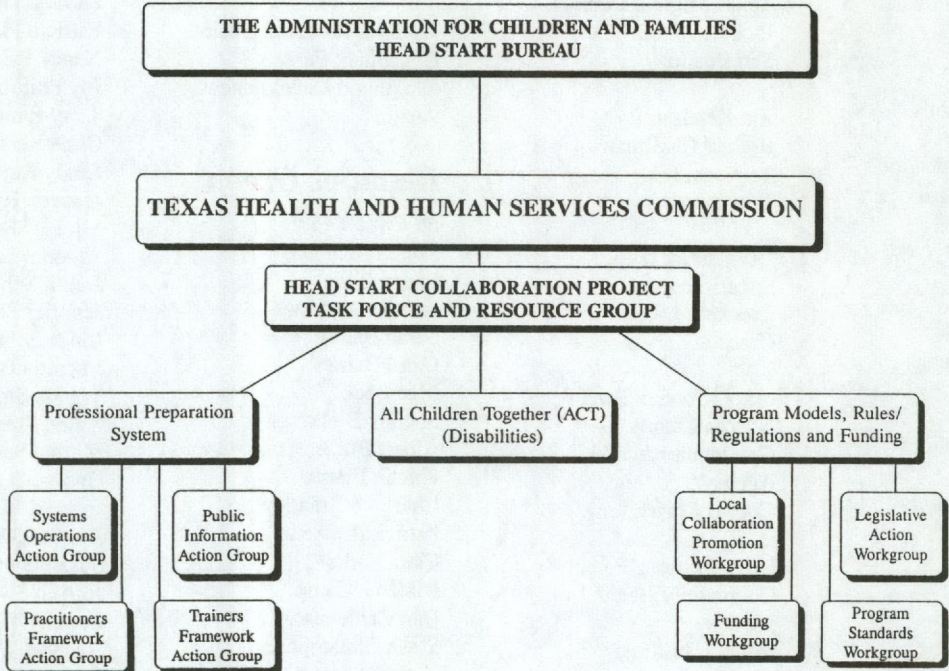
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