

Frequently Asked Questions (FAQ) for Staff

Version Date: January 17, 2025

We are so grateful to our Head Start staff for your commitment to children and families. We are proud to have worked with you to deliver services over the last four and a half years. We know that this is a challenging time and are committed to being transparent. We have developed this FAQ to provide an easy way for you to find answers to common questions. We will update this document as we move through the transition process.

Why is Children & Families First (CFF) ending its Head Start program at the end of the grant year (June 30, 2025)?

We have decided not to renew our grant due to workforce challenges, overstretched organizational infrastructure, and the ongoing need for the agency to invest financial resources beyond what our grant can support. Taken as a whole, these operational and financial issues could harm the entire agency and its ability to provide all its services.

Who decided not to renew the grant?

CFF's Board of Directors and leadership made the decision that we could no longer provide Head Start services, after a serious review of our financial losses and operational issues.

What is the timeline for the transition and when will CFF stop providing Head Start services?

We will intend to finish out the school year in order to complete the transition at the end of our grant period on June 30, 2025.

Are there any immediate changes to the schedule, location, or types of services provided?

No. It is our intention to continue offering services on the same schedule and in the same locations until the end of the school year. We will let you know if any changes or adjustments need to be made over time.

How does this impact our preparations for the Federal Monitoring Review and the CLASS review?

Because of the pending transition, these reviews have been canceled.

What will happen to Head Start? Will a new organization take over?

The Office of Head Start will open a competitive application process to identify a new provider for the Kent and Sussex service area.

How will the transition affect staff? Am I losing my job?

It is our intent to continue operations through the end of the school year in June 2025 and to do all we can to support a smooth transition to a new Head Start provider. We hope that you will stick with us through the end of the school year. We plan to continue your employment and benefits as they are as long as you remain a CFF employee.

What options are available for displaced staff?

It is our intent to continue operations through the end of the school year in June 2025 and to do all we can to support a smooth transition to a new Head Start provider. Should any staff members be displaced through the transition, CFF will support them to apply for positions within CFF that may be a fit. We plan to continue your employment and benefits as they are as long as you remain a CFF employee.

Will staff receive support?

Yes. CFF intends to support you throughout the transition. Our Perks Plus benefits will be available to you for as long as you are employed by CFF. Perks Plus provides services for stress management, legal, financial and mental health services to name just a few supports. You can connect with a support person 24/7 by calling 1-800-356-7089 or you may also contact them online @ Member.MagellanHealthcare.com.

How will the transition affect children and families?

We intend to continue operations through the end of the school year in June 2025 and to do all we can to support a smooth transition to a new Head Start provider. We hope that children and families will stick with us through the end of the school year.

What happens to the program's facilities, resources, and materials?

The program's facilities, resources, and materials will be turned over to the Office of Head Start and/or the new Head Start provider at the end of the transition. This will help a new provider be able to hit the ground running when they start.

How will CFF handle communication during this time?

Over the coming weeks, we will share more detailed information about the transition process in a variety of ways, including e-mails, Virtual Town Halls, and meetings. We will make every effort to answer questions that you have along the way.

We will also add to this FAQ as we have more information about the process.

In the meantime, we have set up an online form where you can submit your questions and concerns: [HS Staff Feedback Form - Google Forms](#) We will do our best to provide answers.

How can staff submit questions or concerns?

We have set up an online form where you can submit your questions and concerns: [HS Staff Feedback Form - Google Forms](#). We will do our best to provide answers.