

The Leaguers, Inc.

2024-2025 ANNUAL REPORT



"Opportunity Through Education"



Headstart



THE LEAGUERS, INC.



WE STRONGLY BELIEVE IN
"OPPORTUNITY THROUGH EDUCATION"

Building Foundation for A Lifelong Discovery





THE LEAGUERS, INC.



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**The report was prepared in compliance with the Head Start Program Performance Standards, 45 CFR §1302.102(d)(2).
View this report at Leaguers.org
Photography and departmental information courtesy of the Leadership Team and contributing staff members.**



THE LEAGUERS, INC.



INTRODUCTION

For over 75 years, The Leaguers Inc. has been steadfast in its commitment to serving children, families, and the broader community. Guided by our mission – to empower children and strengthen families through education, support, and advocacy – we create safe, nurturing environments where young children can thrive, and families can access the resources they need to flourish. This annual report highlights the progress we have made, the lives we have touched, and the partnerships that make our work possible.



In the 2024 – 2025 school year, Leaguers Inc. provided over 411,000 meals to students and families – an achievement that demonstrates both the scale of need in our community and our organization’s capacity to respond. Ensuring food security is foundational: when children are well nourished, they learn better, attend school more consistently, and participate more fully in enrichment activities. This milestone reflects not only operational strength but real, measurable improvements in daily life for the families we serve.

Equally important, 85 percent of the children and families we support have health insurance. Access to health coverage is a critical component of family stability and child well-being it reduces barriers to preventive care, supports developmental screening, and strengthens families’ ability to address medical and behavioral health needs. Together with nutrition services, insurance coverage helps create the conditions for long-term success.

Our impact extends beyond meals and health access. Through early childhood education, extended care program, family support services, mental health and disability services, and community outreach, we deliver holistic supports designed to improve school readiness, increase academic success, and strengthen family resilience. These complementary services ensure that the children and families who receive meals and health supports also benefit from education, social-emotional learning, and individualized plan that tailored to their needs.

The Leaguers Inc.’s achievements are made possible by the dedication of staff, volunteers, donors, and community partners. Their collaboration enabled us to scale meal distribution, expand classroom supports, and reach families with critical services throughout the year. As we reflect on this year’s accomplishments, we remain committed to deepening evidence-based practices, expanding our reach, and measuring outcomes that matter for children and families.

We invite you to explore this report to learn more about program highlights, outcome data, and personal stories that illustrate our collective work. Together, we will continue turning our mission into meaningful, measurable change.



MISSION STATEMENT

To enhance the quality of life for children and families by providing diverse educational and cultural programs that foster self-growth, personal empowerment, and pride in one's community.

VISION STATEMENT

- ✓ To be perceived by parents as the leading Early Childhood program in Union and Essex Counties.
- ✓ To be perceived by employees as the #1 employer in the Early Childhood industry.

OUR COMMITMENT

Everything we do – from supporting children's development to strengthening families and investing in our staff – reflects our commitment to building strong foundations for lifelong success.



PROGRAM FLOW OF GOVERNANCE

BOARD OF TRUSTEES

- Oversight, fiduciary stewardship, and high – level strategic direction
- Approve strategic plan, budget, policy changes
- Hire and evaluate the Executive Director/ CEO
- Final appeals body



POLICY COUNCIL

- Represents families, partners, community)
- Reviews and advises on program policy, eligibility, and service priorities
- Provides stakeholder perspective on policy proposals.
- Recommends policy changes



EXECUTIVE TEAM

- Translates Board and Policy Council decision into operations manages senior program
- Develop operational policies, budgets, and strategic operational plans
- Presents consolidates reports to the Board



LEADERSHIP TEAM / UPPER MANAGEMENT

- Cross – functional implementation
- Translate Executive decisions into operational plans to evaluate the agency success and support middle managers
- Develop implementation plans, and allocate resources across programs
- Ensure compliance and that staff have tools/trainings



MIDDLE MANAGERS

- Operationally lead teams, translate day – to – day activities
- Supervise staff-monitor operational plans, and report progress issues upward
- Assign work to staff, monitor performance, conduct coaching, ensure quality and compliance at operational level.



Dear Families, Partners, and Community Members,

It is my honor to present to you the 2024 – 2025 Annual Report. Each year, this report gives us the opportunity to reflect on our progress, celebrate our successes, and reaffirm our commitment to the children and families we serve.

While we remain committed to compliance and excellence in meeting federal standards, this year we also wanted to highlight the stories, voices, and experiences that truly capture the heart of our work. Behind every number is a child learning, a family achieving a goal, or a community partner stepping forward to make a difference.

In the past year, we have:

- Supported children in reaching important developmental milestones.
- Strengthened family engagement through goal-setting, resources, and partnerships.
- Expanded community collaborations that enhance health, safety, and learning.
- Continued to invest in our staff, ensuring they are equipped to provide high-quality, compassionate services every day.

I am inspired by the collaboration and dedication — from our staff, families, governing bodies, and community partners. Together, we are building strong foundations for school readiness and lifelong success.

As you review this report, I encourage you to look beyond the data and see the heart of the Leaguers Inc., — the commitment to equity, the celebration of diversity, and the unwavering belief that every child deserves the very best start in life.

Thank you for your continued partnership and support. The success of this program belongs to all of us, and most importantly, to the children and families whose journeys inspire our work every day.

With gratitude,

Walter K. Frye
Executive Director/ CEO
The Leaguers, Inc.,



THE LEAGUERS, INC.



OPERATIONAL MAP OF THE LEAGUERS, INC.: HEAD START & EARLY HEAD START SERVICES IN NEWARK, IRVINGTON, ELIZABETH AND ROSELLE.



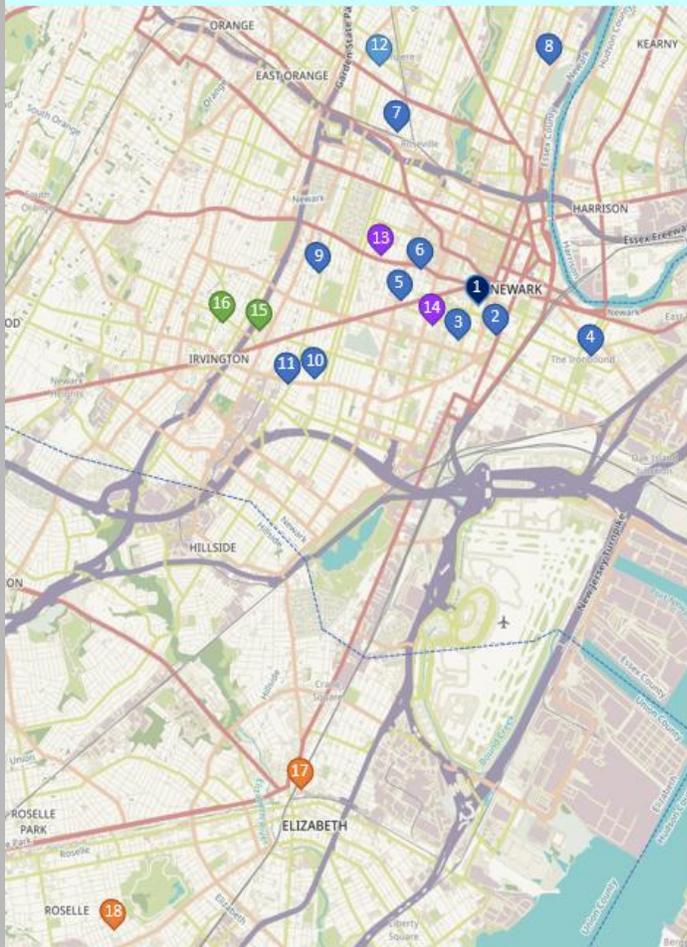
Program Overview

| | |
|--------------------------------|------|
| Total Leaguers Sites | 16 |
| Total Partnership Sites | 2 |
| Total Families Served | 1204 |
| Head Start | 860 |
| Early Head Start | 216 |
| Partnerships | 72 |
| Pregnant Services | 56 |

Legend

- Newark Location
- Irvington Location
- County Border
- Partnership Site
- Union County Location
- Major Roadway

Area of Operations



Newark Locations

- 1 - 405 University Avenue, Newark, NJ
Head Start = 105, EHS = 56,
Pregnant Services = 56
- 2 - 999 Broad Street, Newark, NJ
Head Start = 45
- 3 - Montgomery Heights, Newark, NJ
EHS = 48
- 4 - Elm Street, Newark, NJ
Head Start = 30
- 5 - 302 Springfield Avenue, Newark, NJ
Head Start = 45, EHS = 16
- 6 - 200 South Orange Ave., Newark, NJ
Head Start = 45, EHS = 32
- 7 - 553 Orange Street, Newark, NJ
Head Start = 60
- 8 - 416 Broadway, Newark, NJ
EHS = 16
- 9 - Judith Diggs, Newark, NJ
Head Start = 60
- 10 - 731 Clinton Avenue, Newark, NJ
Head Start = 60
- 11 - 750 Clinton Avenue, Newark, NJ
Head Start = 45

East Orange Location

- 12 - Bakery Village, East Orange, NJ
EHS = 48

Partnerships (New Community Corporation)

- 13 - NCC Harmony House, Newark, NJ
EHS = 32
- 14 - NCC Community Hills, Newark, NJ
EHS = 40

Irvington Locations

- 15 - 10 Marshall Street, Newark, NJ
Head Start = 45
- 16 - 100 Linden Avenue, Newark, NJ
Head Start = 120

Union County Locations

- 17 - 1189 E. Broad Street, Elizabeth, NJ
Head Start = 75,
- 18 - 1111 Chandler Avenue, Roselle, NJ
Head Start = 125



SERVICES PROVIDED



At The Leaguers, Inc., our Head Start and Early Head Start programs provide comprehensive, family-centered services designed to nurture the healthy development of children from birth to age five. We recognize that school readiness begins long before kindergarten, which is why our approach integrates evidence-based early learning with holistic supports that address the whole child and the whole family. In addition to high-quality classroom instruction, children receive health and developmental screenings, dental care, nutritious meals, and mental health supports, ensuring that their physical, cognitive, and emotional needs are met. Our programs also offer specialized disability services to ensure that every child, regardless of ability, has equitable access to learning opportunities.

Equally central to our mission is strong family engagement. Our staff work hand-in-hand with parents and caregivers through home visits, parent-teacher conferences, goal setting, and individualized planning. Families are supported not only in addressing immediate needs but also in building long-term stability through connections to community resources, workforce development, and leadership opportunities. This two-generation approach recognizes parents as a child's first and most important teachers, empowering them to take an active role in their child's educational journey.

By fostering independence, resilience, and collaboration, The Leaguers, Inc. helps children and families create a foundation for lifelong success. Together, we are building brighter futures and strengthening communities, one child and one family at a time.



THE LEAGUERS, INC.

BRIGHT BEGINNINGS START HERE



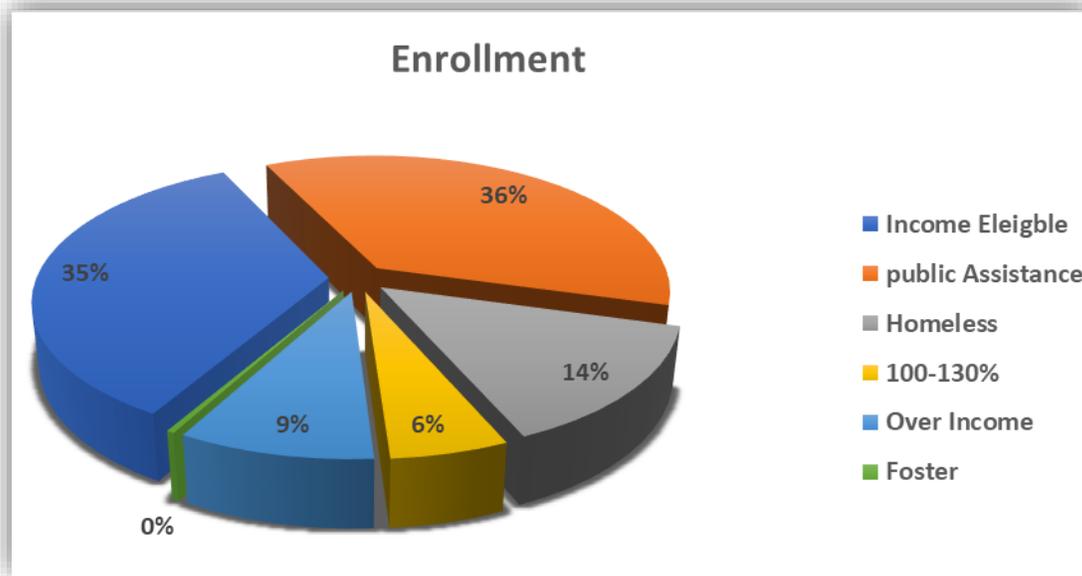
ENROLLMENT

1,373 TOTAL HEAD START PARTICIPANTS

947 PRE-SCHOOL AGE CHILDREN

295 TODDLERS AND INFANTS

131 PREGNANT WOMEN



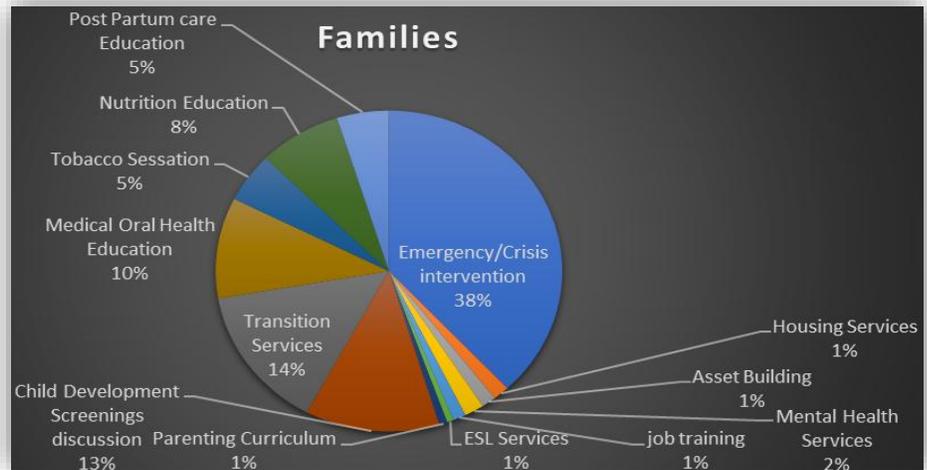
According to our 2022 Community Assessment, the cities of Newark, Irvington, Elizabeth, and Roselle bear a disproportionate share of the region socioeconomic challenges. As the largest and most densely populated communities in the region, these cities account for the highest numbers of individuals and families experiencing hardship. The assessment further reveals that Newark, Irvington, and Elizabeth have among the highest concentrations of children living in poverty in Essex and Union Counties. Additionally, unemployment rates in these cities exceed those of other municipalities within the counties, underscoring persistent economic inequities that require targeted support and intervention.

During the SY 24-25, the agency, sought to meet the needs of those communities by serving 1,174 children of families experiencing financial challenges which made an 85% of the total enrollment. Six percent of families were at or below 130% of the federal poverty level, and nine percent were above the income guidelines. Although the latter families are considered over-income, they met one or more criteria demonstrating significant disparities in educational attainment, such as having incarcerated parents, being single-parent households, having children with disabilities, or spending 30% or more of household income on housing costs.



HEAD START/ EARLY HEAD START SERVICES

The Leaguers Inc. collaborates with families through a partnership process designed to support them directly or by connecting them to resources and services that align with their identified needs, goals, or interests. During the 2024–2025 school year, the agency served a total of 1,302 families. Of those, 314 received at least one of the services shown in the graph above.



MALE ENGAGEMENT



The Leaguers, Inc. kicks off its male engagement programming each year with *Dad, Walk Your Child to School Day*, an event that encourages fathers and significant male figures to participate in classroom activities with their children. Three hundred forty-five (345) males joined this event, which was designed to provide opportunities for male role models to enhance their understanding of how to support their children’s social and emotional development. Fathers and father figures were invited to accompany their children to school to jump-start or renew their commitment to

being active participants in their children’s education.

As a result of this and other initiatives, such as *My Father Is...*, four males stepped into leadership roles and joined the shared decision-making process as members of The Leaguers, Inc. Policy Council during the 2024–2025 school year.

SUPPORTING PARENTAL ROLE

The Leaguers, Inc. provides parents with opportunities to develop positive parenting skills through specialized sessions. These parenting classes serve as an effective way to introduce key principles of positive parenting. One of the core programs currently offered is the *Strengthening Families Program*. Additionally, each site hosts parent workshops designed to reflect the unique interests, characteristics, and needs of the families participating in the program.



STORIES THAT SHOW WHAT MATTERS



I am writing to share my experience and participation in the “Strengthening Families” program, an initiative in which I had the opportunity to actively contribute to the development of values, effective communication, and family unity.

During my time in the program, I participated in various activities aimed at strengthening family dynamics, such as:

- i. Training workshops on assertive communication and conflict resolution.
- ii. Group activities that promote empathy, respect, and cooperation.
- iii. Support in organizing and carrying out community and family events.
- iv. Guidance and assistance to families in their processes of integration and strengthening emotional bonds.

My experience in the “Strengthening Families” program has allowed me to develop interpersonal, leadership, and teamwork skills, as well as a greater commitment to promoting healthy family environments. I am confident that this experience represents a valuable contribution to my personal and professional growth and provides me with useful tools for future projects focused on social and community well-being.

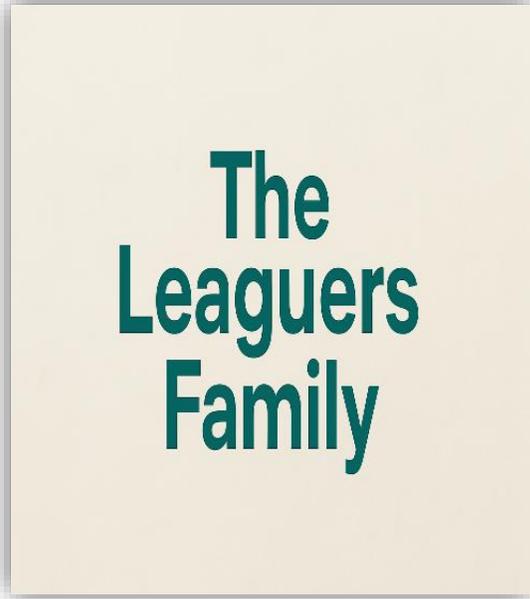
Thank you in advance for your attention, and I remain at your disposal should you require any further information.

Sincerely,

DAIMET VIRGEN CORREOSO QUERALTA



FAMILY TESTIMONIALS, PROVEN RESULTS



I am Giovanni Randolph Sr. Father of Giovanni Randolph Jr.

It's been an absolute pleasure being a part of the Leaguers family. Leaguers is a Community of likeminded parents and teachers who want the best education and love for their children. Being a single father I often times get a pat on the back for doing what I'm supposed to be doing as a man. I don't like the attention but I understand that in the urban community there's a shortage of fathers who play a major role in their child's life. I take my role as a father seriously so I wanted to be sure that Giovanni's experience at leaguers was a great one by signing up for any resources Ms. Katina has always provided us with.

The Leaguers has a program titled 24/7 Dads in which provides a Festive setting and outlet for fathers to share their experiences with other Fathers who may be on a similar journey. Being that I am currently battling with Depression, I've made it my business to be a part of anything that will give me hope and positivity.

Giovanni and I were staying in a shelter for a year but by the grace of God we've currently been approved for housing. Our time in Newark NJ was appreciated but we are moving to Jersey City NJ. To Ms. Katina and The Leaguers of Newark NJ thank you for your support.

With Love,

Giovanni Sr



HEALTHY TODAY, LEADERS TOMORROW

Across New Jersey, communities continue to experience significant disparities in health opportunities and outcomes—often shaped by race, ethnicity, income, and neighborhood conditions. These inequities contribute to elevated rates of chronic illnesses and limited access to essential health services.

The Leaguers, Inc. is committed to bridging this gap by partnering with local organizations to connect families with affordable health care resources. Through these partnerships, families are empowered to follow the Early and Periodic Screening, Diagnostic, and Treatment (EPSDT) schedule. By encouraging families to adhere to the EPSDT schedule, The Leaguers, Inc. helps ensure that children and their caregivers can access timely screenings, physical exams, dental checkups, immunizations, and other critical health services. This proactive approach not only promotes healthier outcomes but also strengthens the foundation for lifelong well-being and educational success.

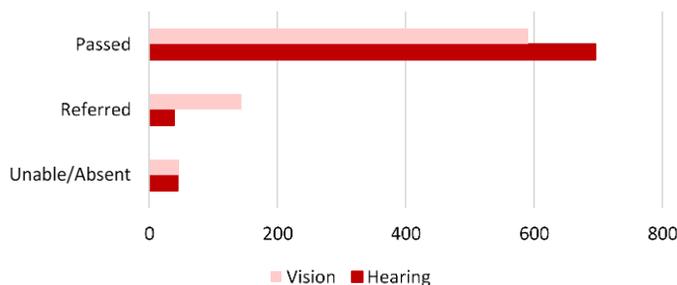


85%

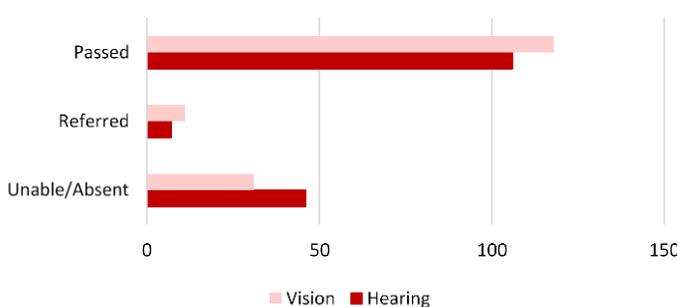
Access to affordable health insurance is essential for families because it ensures they can receive timely and preventive health care without facing financial hardship. With coverage, families are more likely to seek regular checkups, screenings, dental care, and vaccinations—services that are critical for healthy development, especially in young children.

The percentage above represents the overall percentage of children and families with health insurance coverage.

Graph 1: Head Start Hearing & Vision Screenings



Graph 2: Early Head Start Hearing & Vision Screenings



In collaboration with Rutgers University, The Leaguers, Inc. ensures that every child receives essential health screenings—such as hearing and vision assessments—within the first 45 days of enrollment, in alignment with Head Start Performance Standards. This proactive approach supports early identification of potential health concerns and promotes timely intervention. *Graph 1 and 2 highlights the percentage of children who successfully completed both screenings, showcasing the strength of this coordinated effort and reaffirming our commitment to comprehensive child wellness and equitable access to preventive care.*



HEALTHY MEALS, HEALTHY MINDS

In New Jersey, 1 in 12 households experience food insecurity—a troubling reality that contributes to the increasing childhood obesity rates. Families facing limited access to nutritious food often rely on inexpensive, calorie-dense options, increasing the risk of obesity and its associated health complications. For children, this can have lasting effects on physical health, cognitive development, and emotional well-being.

The Leaguers, Inc. actively combats food insecurity and childhood obesity by participating in the federally funded Child and Adult Care Food Program (CACFP). Through this initiative, children receive well-balanced, nutritious meals and snacks that not only alleviate hunger but also support healthy physical growth and cognitive development.

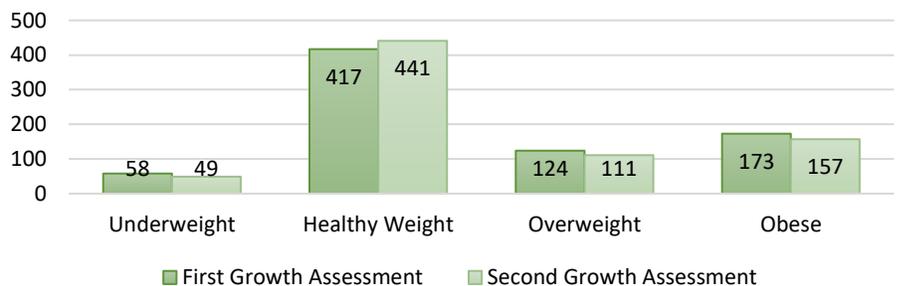
The graphs below present the distribution of children across BMI categories, based on two Growth Assessments conducted during the 2024–2025 program year. The first assessment took place in September–October 2024, followed by a second in February–March 2025. These assessments help monitor children's physical development and identify potential health risks early. The second assessment revealed a positive trend: a greater number of children now fall within the Healthy Weight category, while the percentages in the Underweight, Overweight, and Obese categories have declined. This improvement can be attributed to several targeted interventions, including the introduction of healthier menu options and enhanced parent nutrition education. Additionally, our valued community partner, MEND, plays a vital role in supporting family wellness. Through its Free Mobile Farmers Market, available at our 731 Clinton and 750 Clinton sites, MEND provides fresh fruits and vegetables along with educational resources and recipes—empowering families to make nutritious choices at home.



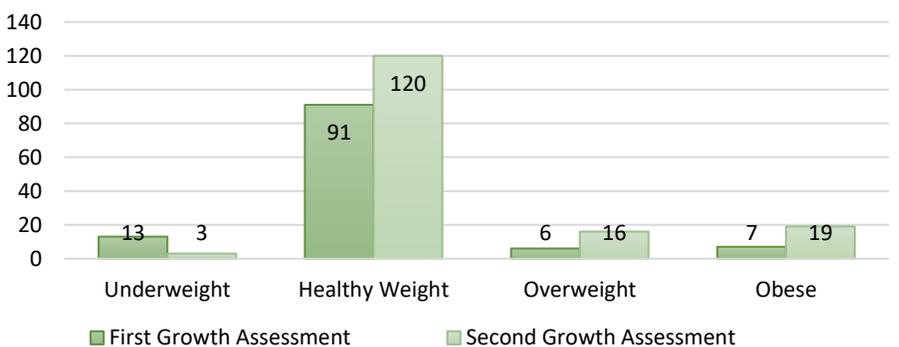
The Leaguers provided over **411,000** meals in the 24-25 school year

Each March, during National Nutrition Month, The Leaguers' Health and Nutrition Team hosts the Annual Nutrition Summit—an interactive event dedicated to promoting wellness and nutritional awareness. The summit serves as an educational platform for staff and families, highlighting the benefits of participating in federal nutrition programs such as the Child and Adult Care Food Program (CACFP). In addition to informative sessions, the summit provides a collaborative space for staff and families to review and discuss the Monthly Menus, ensuring transparency, cultural relevance, and alignment with nutritional standards.

BMI Totals for Head Start Children



BMI Totals for Early Head Start Children



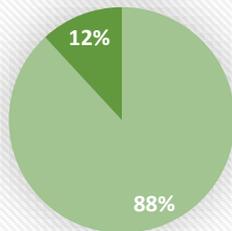


“Equity in education begins with access to mental health and disability supports for every child.”

DISABILITIES

The Leaguers Inc. is an inclusive Early Childhood program is designed to embrace and celebrate the diversity of all children, ensuring that every child, regardless of their abilities or background, feels valued and supported. Within our centers, we ensure learning environments are adapted to meet the unique needs of each child, fostering an atmosphere of acceptance and collaboration. This approach not only benefits children with disabilities by providing them with tailored resources and support but also enriches the experience of their typically developing peers, promoting empathy, understanding, and friendship. Through inclusive practices, educators create a dynamic community where all children can thrive, learn from one another, and develop essential social skills, ultimately preparing them for success in their educational journey and beyond.

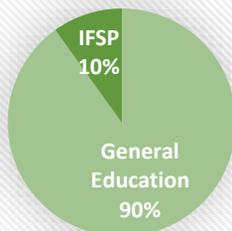
Preschool Children



■ General Education ■ IEP

During the 2024-2025 School Year, The Leaguers Inc. had a total of 118 students with Individualized Education Plans (IEP) enrolled.

Infants & Toddlers



■ General Education ■ IFSP

During the 2024-2025 School Year, The Leaguers Inc. had a total of 28 students with Individualized Family Service Plans (IFSP) enrolled.



“Inclusion is not just what we do – it’s who we are.”

To support each child's individual needs, The Leaguers Disabilities Teams has expanded its Partnerships with School Districts and Community Outreach Programs.

EARLY INTERVENTION SERVICES



At The Leaguers Inc., we are passionate about supporting children and families as they navigate the early intervention journey. Within the first 45 days of enrollment, our dedicated teachers carry out a developmental screening to identify any potential delays or disabilities. If a delay is detected, our experienced Disability Specialist steps in to guide families through the process of obtaining a comprehensive evaluation for their child. When necessary, we actively advocate for families, ensuring that children receive essential services like speech and physical therapy.

We believe wholeheartedly in the transformative power of early intervention. It plays a critical role in helping our youngest learners acquire new skills and

conquer challenges, paving the way for greater success both in school and in life. Together, we can make a meaningful difference!

SPECIAL EDUCATION SERVICES

The Leaguers are actively partnering with the Newark, Irvington, Elizabeth, Linden, and Roselle school districts to deliver comprehensive on-site special education support tailored specifically for students with Individualized Education Plans (IEPs). Our dedicated services are designed to meet the unique needs of these students by offering both one-on-one and small group interventions. These targeted interventions focus on various areas of development, such as academic skills, social-emotional learning, and behavioral strategies, all aimed at empowering each child to achieve the specific goals outlined in their IEP. By fostering an inclusive learning environment, we work collaboratively with educators and families to ensure that every student has the support they need to succeed and thrive in their educational journey.





“When we remove barriers, we reveal potential.”



During the 2024-2025 school year, The Leaguers Inc. has teamed up with Griffith Psychology School to offer an exciting on-site play therapy program for our preschool students. This innovative service empowers children to express their thoughts and feelings through the natural medium of play. By observing how kids interact and respond, therapists can identify their emotions and gently guide them toward understanding their responsibilities.

Play therapy is particularly effective in addressing a variety of important areas, such as emotional regulation, social skills, and coping strategies. We've witnessed its transformative impact, especially for children who have faced stressful events or traumas. This approach not only helps them process their experiences but also equips them with tools to navigate their feelings more effectively. We're thrilled to provide such a valuable resource that supports our young learners' emotional well-being!

MENTAL HEALTH

NURTURING SOCIAL-EMOTIONAL DEVELOPMENT FOR LIFELONG SUCCESS AT THE LEAGUERS INC.



At The Leaguers Inc., we are dedicated to nurturing every aspect of social-emotional development to ensure our students are ready for school and beyond. Our approach goes beyond just the Creative Curriculum; we also harness the power of the Second Step Curriculum, brought to life by our passionate Mental Health team. This enriching curriculum equips preschoolers with essential life skills that lay the foundation for lifelong success. Through Second Step, our students boost their confidence, set

meaningful goals, make informed decisions, and learn to collaborate effectively in both work and play. They gain the tools to navigate their world with greater ease and insight. Rooted in research, this transformative curriculum empowers children to not just thrive in school but also to grow into thoughtful, productive adults. Together, we're creating pathways for brighter futures!



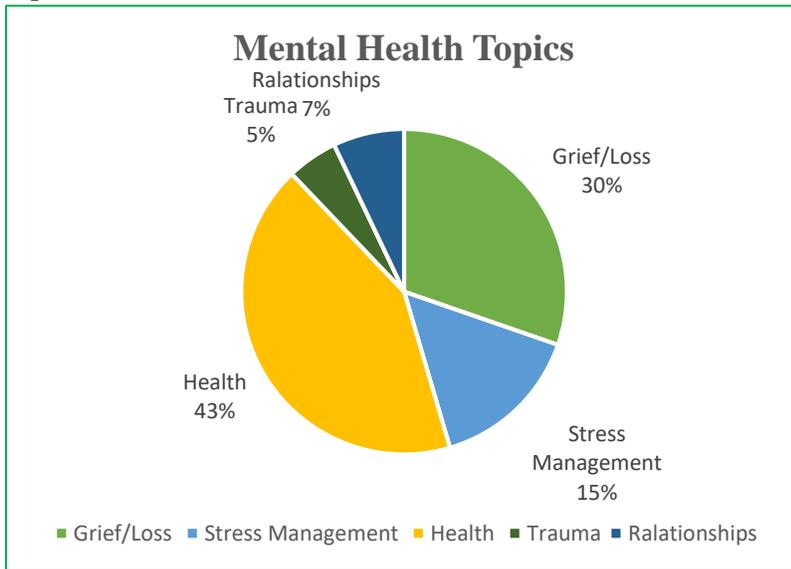
THE LEAGUERS, INC.

PROMOTING MENTAL WELLNESS FOR STAFF



“Empowering children with disabilities mean empowering our entire community.”

Early childhood educators are vital in shaping the developmental paths of our youngest learners, yet they often encounter challenges that can take a toll on their mental health and overall well-being. It's essential to prioritize robust mental health support for these dedicated professionals, not just for their personal resilience, but also for the enriching care and education they offer to children. For our 2024-25 School Year, our Licensed Mental Health Consultant provided staff with both individual and group support on a regular basis, categorized within the following topics.



In addition to offering Mental Health Consultation, Leaguers Inc. is thrilled to collaborate with Head Start to promote the Starling Minds Mental Fitness Application! This revolutionary self-guided digital program is available 24/7, providing immediate and personalized support tailored specifically for Head Start staff and their families through NHSA membership. Some of the features offered that cultivate

healthy habits to better manage stress, anxiety, burnout, and even depression are as follows:

- Personalized Online Cognitive Behavioral Therapy
- Comprehensive Mental Health Assessment
- Goal-Setting Tools
- Confidential Peer Support



MENTAL CLARITY BEGINS WITH DAILY PRACTICE

Looking ahead, our focus remains on the staff who make our mission possible. As The Leaguers continue to think creatively about ways to support our employees, five (5) of our sites now have fully functioning Wellness Rooms. These rooms provide a peaceful space that staff can use during breaks or before and after work hours to relax and recharge. Our commitment to staff wellness is reflected in our ongoing efforts to foster a supportive environment where health and well-being are a priority.

WELLNESS ROOM





PRENATAL HEALTH SOCIALIZATION



The Leaguers Inc. Prenatal Team is proud to have continued its commitment to empowering expectant families throughout the 2024–2025 school year by hosting 21 engaging prenatal health socializations. Held biweekly, these two-hour group sessions provided a warm, welcoming space where families came together to learn, connect, and grow.

Each session featured interactive activities and guided discussions focused on pregnancy health, nutrition, emotional well-being, and preparation for childbirth and parenting. With an average of 10 or more families attending each event, these gatherings created a supportive community where expectant mothers and their partners could share personal experiences, ask questions, and build relationships with others on the same journey.

In addition to providing vital prenatal education and resources, the sessions fostered a sense of belonging and reassurance—especially valuable for first-time parents navigating the many changes that come with pregnancy.

To close out a successful year, the team hosted a joyful and heartwarming baby shower celebration in July. This special event brought together all of our expectant families for an afternoon filled with laughter, connection, and celebration. Over 50 thoughtfully curated gifts—including essential baby items such as diapers, clothing, blankets, bottles, and more—were distributed to the families.

The gifts were not only a token of appreciation but also a significant source of support, helping to ease the financial burden that often comes with preparing for a new baby. Many families expressed deep gratitude, sharing how much the items would help them feel more prepared and confident as they welcomed their little ones. The baby shower was a true reflection of The Leaguers Inc.'s dedication to community, compassion, and care—providing both emotional and tangible support to families as they begin their parenting journey.





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START STRONG FROM DAY ONE



RUTGERS COLLABORATION

We're thrilled to announce the continued partnership between Leaguers Inc. and the Rutgers Nursing Program! Throughout the 2024–2025 school year, the Prenatal Team and nursing students have worked together to complete 46 home visits—each one a valuable opportunity to connect with and support expectant families in our community.



This collaboration fosters strong communication between nursing students and prenatal educators, allowing them to co-create informative, personalized content that reflects the real needs of the families they serve. During each in-depth 90-minute visit, the student nurse and educator check in on moms' blood pressure, answer questions, and have meaningful conversations about the pregnancy journey, helping families feel informed, supported, and empowered.



These visits do more than provide care—they build relationships. We're proud of the positive impact this partnership continues to make and are excited to see it grow even further in the coming year!





THE LEAGUERS, INC.

FOUNDATIONS FOR LIFELONG LEARNING



Birth to five Educational Services: The Leaguers Inc., Head Start/Early Head Start Program takes pride in connecting children’s cultural backgrounds, interests, and their skills to make learning an experience. Our Birth-Five Educators match children's interests and needs to create individualized lesson plans for each child and small groups. As children learn and develop, Educators use ongoing child assessment data—Teaching Strategies Gold—to document children’s progress. This process allows pathways to school readiness goals. This year, Education Service Area focused on data from learning objectives, *Social-Emotional Development, Literacy, Language, and Math* to achieve school readiness goals.

We utilize the Classroom Assessment Scoring System (CLASS) and The Creative Curriculum to guide our teaching practices and achieve School Readiness *success*. These evidence-based tools are seamlessly woven into our daily routines and interactions, helping us create environments where children feel seen, heard, and valued. These tools are key to promoting social-emotional learning—building essential life skills like self-confidence, self-regulation, empathy, and independence. Additionally, children are immersed in language through songs, stories, conversations, and play. Lastly, these experiences help children build vocabulary, improve comprehension, verbally count, recognize quantities, and use number concepts and operations. Children *develop* key communication skills such as listening, turn-taking, and expressive language.

Social-Emotional Development: The Leaguers, Inc., believes that social-emotional development is not just important—it’s essential from the very beginning of a child’s life. These early years lay the foundation for how children understand themselves, relate to others, and manage their emotions. Our program is designed with the whole child in mind. To ensure the highest quality care and support for our infants and toddlers, and preschoolers our passionate and experienced teaching staff receive specialized training and individualized coaching focused specifically on social-emotional development.

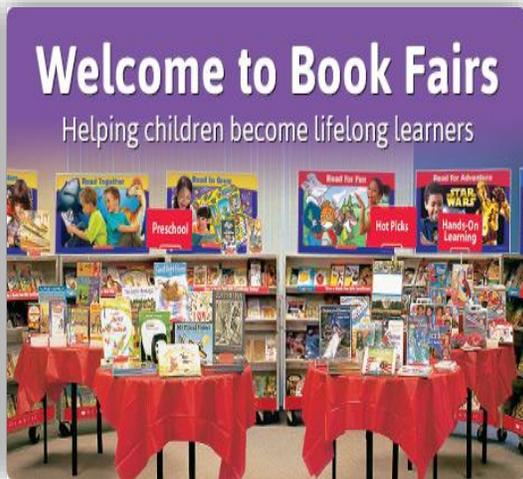


Ninety-two percent of our Infants and Toddlers (Early Head Start) enter into Head Start managing their feelings, following expectations, forming secure attachments with adults, initiating interactions with others, expressing emotions, and beginning to understand and respond to the emotions of peers.



Educators provide at the heart of our work is the belief that strong relationships are the key to healthy development. Our educators work intentionally to build warm, trusting bonds with each child, providing a secure base from which they can explore the world. As our early learners enter into Early Head Start and transition into Head Start, 92% of our infants and toddlers know how to manage their feelings, follow expectations, form secure attachments with adults, initiate interactions with others, express emotions and begin to understand and respond to the emotions of their peers. Children

enter into kindergarten with the ability to express their feelings, make friends, and manage their emotions. Ultimately, our learners leave Head Start ready for Kindergarten!



LITERACY AND LANGUAGE DEVELOPMENT—

The Leaguers, Inc., continues to partner with parents, teachers, state/community and board members to achieve school readiness success.

We recognize that language development is a critical part of a child's early learning journey. From birth, children begin developing the communication skills they need to express themselves, understand others, and form strong connections. That's why we integrate rich language experiences into every aspect of our Head Start/Early Head Start program.

Our Educators supports the whole child by focusing on both verbal and non-verbal communication. To deliver the highest quality care to our EHS and HS children. Our dedicated teaching staff receive ongoing training and one-on-one coaching in early language development strategies tailored to infants, toddlers, and preschoolers. By providing engaging, responsive, and language-rich spaces, we support each child's unique path toward becoming a confident communicator. Whether through babbling, first words, or full sentences, we celebrate every milestone and encourage every voice. As we close out the school year, all classrooms celebrated Dr. Seuss birthday in March with book reading challenges. In addition, *Newark Public Schools* supported our sites with hosting a *Scholastic Book Fair* this Spring, May 2025, where each child received five (5) books in efforts to extend literacy and language development in the home, hence, *Home-School Connection*.

MATHEMATICS—

For infants and toddlers, Educators focused on foundational math objectives, including observing, sorting, and matching objects based on shape and color. Learning involves experiencing spatial relationships through directions like "in" and "on," and developing an understanding of quantity by counting objects in everyday situations. These objectives are met through play and exploration, using materials like shape sorters and puzzles to build early number and spatial awareness.

Meanwhile, our preschoolers gain skills in counting and cardinality, which includes knowing number names and the counting sequence, counting to tell the number of objects, and comparing numbers. Other key areas include understanding Number Sense to develop a natural ability with numbers, exploring and describing Shapes and Spatial Relationships, using concepts of Comparison and Measurement, and recognizing Patterns.





THE LEAGUERS, INC.

IMAGE. INVENT. INSPIRE.



Finally, The Leaguers, Inc. Head Start/Early Head Start Program closed the year with the implementation of a STEAM Summer Program! The STEAM summer program allows all learners opportunities for continued learning and development in the areas of science, technology, engineering, art, and math. We are afforded the opportunity to support children’s learning and development during the summer months to prevent “learning loss” as our children prepare for their public-school experience. Educators provided concrete learning experiences to children, allowing them to be more involved. All of which include, real world problem-solving activities; thought-provoking lessons/experiences; and the allowance of learners to have input and choices in inquiry-based projects.

STEAM—SUMMER 2025 FROM IMAGINATION TO INNOVATION



BIG GAINS, BRIGHT FUTURES: HEAD START'S 2024–2025 CHILD OUTCOMES

This year, our Head Start classrooms saw remarkable growth in early learning! From Fall 2024 to Summer 2025, children made impressive progress across all developmental areas, especially in Literacy, Language, and Social-Emotional skills. By year’s end, over 90% of 4-year-olds and 83% of 3-year-olds were meeting or exceeding expectations in Literacy, a key indicator for Kindergarten readiness. Social-Emotional growth was equally strong, with more than 85% of children showing age-appropriate skills like self-regulation, cooperation, and confidence. Our youngest learners also made big strides in Language development, where gains of 40-53 percentage points were recorded across age groups. This includes children who are learning English as a second language, many advanced from Emerging to Developing or Expanding English proficiency, with strong listening and comprehension skills. Classrooms across all locations reflected these positive trends, with consistent progress in Literacy and Social-Emotional growth, and rising scores in Math and Language. These outcomes are a direct result of intentional, high-quality teaching and a strong focus on early literacy, oral language, and a strong emphasis on school readiness goals.

| Domain (Age Group) | Fall 2024 (%Meet/Exceed) | Summer 2025 | Growth (% Points) |
|-------------------------|--------------------------|-------------|-------------------|
| Social-Emotional | 45% | 86% | +41 |
| 3-Year-Olds | 38% | 85% | +47 |
| 4-Year-Olds | | | |
| Language | 36% | 76% | +40 |
| 3-Year-Olds | 29% | 82% | +53 |
| 4-Year-Olds | | | |
| Literacy | 39% | 83% | +44 |
| 3-Year-Olds | 32% | 91% | +59 |
| 4-Year-Olds | | | |
| Mathematics | 42% | 88% | +46 |
| 3-Year-Olds | 33% | 76% | +43 |
| 4-Year-Olds | | | |



THE LEAGUERS, INC.

HUMAN RESOURCES



HR bridges strategy and humanity with empathy and systems.



The Leaguers Human Resources Department prioritizes the well-being of children and families while maintaining a strong focus on empowering our dedicated staff—because excellence begins with those who serve. Our department's vision is to be perceived by our employees as the #1 employer in the Early Childhood industry.

The Human Resources Department manages all employee matters. We aim to attract, interview and hire top-tier talented personnel. Ensure all new hires are smoothly integrated and equipped with the skills they need to be successful in their roles. Create a positive work environment, by resolving conflicts and promoting engagement amongst staff, inclusive of managing labor relations. As well as, ensure that the agency has a fair salary structure and comprehensive benefits packages for all employees.

We partner with all agency service areas to identify and fulfill their unique staffing requirements, while actively engaging external agencies to ensure our families receive the highest quality support and services.

For the 2024-2025 school year, the Human Resources Department embarked on several new initiatives that align with our vision. We have left behind the paper employee application and adopted a new electronic application system, Frontline. The system allows individuals the opportunity to provide all necessary information that is pertinent to the role they are applying for. We have adopted a new online training system, Vector Solutions. This online training tool allows employees to receive comprehensive training on a variety of topics, both mandated and informative for their roles. “HR is Coming to a Site Near You,” is a new initiative that allows HR personnel the opportunity to connect with every employee throughout the year on a personal level.

The Human Resources Team is committed to fostering a culture that values, supports and aims to empower every employee. Through thoughtful planning, inclusive practices, and strategic talent development, we aim to create an environment where people thrive, ideas flourish, and careers grow.



THE LEAGUERS, INC.

RECRUITMENT & RETENTION



Diversity in hiring strengthens teams, inclusion in practice keeps them engaged.



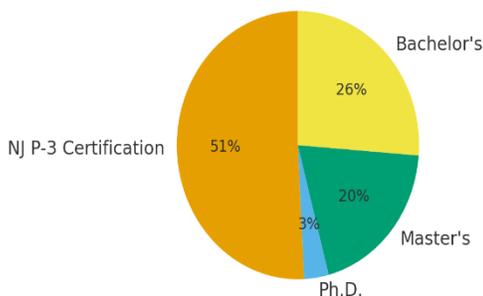
The Leaguers, Inc. makes a concerted effort to hire qualified personnel for all positions in the agency. The current national teacher shortage presents significant challenges to our education system, impacting student outcomes. However, we remain steadfast in our commitment to reversing this trend. Through innovative strategies—including targeted recruitment initiatives, competitive compensation packages, robust mentorship programs, and expanded

professional development opportunities—we aim to attract and retain highly qualified educators. Our goal is to build a resilient, well-supported teaching workforce that reflects the diversity and excellence our students deserve.

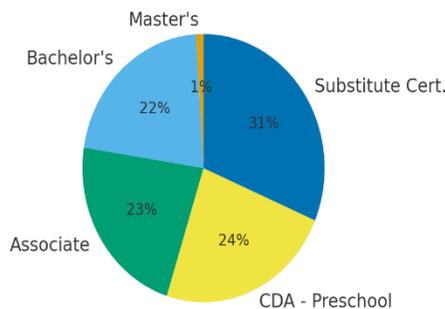
We have recently partnered with substitute programs to assist in creating teacher pipelines. Our substitutes work for us on a long-term consistent basis, allowing us to have continuity and quality in our classrooms, while individuals garner their certifications. We attend community, college and university employee recruitment fairs all year round aiming to attract new talent for our roles. The HR Team has hosted several agency job fairs to ensure that we meet our staffing needs throughout the school year. The Leaguers takes pride in maintaining highly qualified teaching staff, as represented by the graphs below.



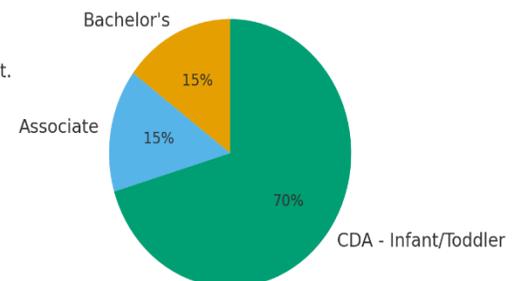
Teacher Qualifications



Associate Teacher Qualifications



Early Head Start Teacher Qualifications





THE LEAGUERS, INC.

PROFESSIONAL DEVELOPMENT



Professional Development within an organization is designed not only to foster the growth of each individual, but also to strengthen the organization as a whole. At The Leaguers, we have embraced this mindset by establishing high-quality professional development opportunities for all 300 staff members. We believe that the continued edification of our staff is a key element in delivering a world-class education to the students we serve, while also providing essential support and resources to their families.

To achieve the caliber of training that drives organizational growth, we actively engage both internal and external stakeholders who bring subject-matter expertise. This approach ensures our staff receives accurate, innovative, and practical information that positions us to thrive as a learning community.



Each school year begins with a robust week of In-Service Trainings, designed to cultivate an environment where both new and returning employees are well-versed in Head Start guidelines, as well as the agency’s policies and procedures. During this week, The Leaguers successfully launched over 116 hours of training for all staff members across a wide range of subject areas, including safety, education, mental health, and disabilities to name a few. These sessions equipped staff with the knowledge and skills necessary to welcome students and families and provide them with the tailored support needed throughout the year.

Professional Development training is also extended throughout the school year. During 2024-2025, The Leaguers extended over 40 training courses to its staff members to ensure that there were continuous learning and development.



The bar graph below illustrates the distribution of professional development training provided to staff during the 2024–2025 school year. Training was grouped into key categories such as Conflict Resolution & De-escalation, Safety & Liability, Early Childhood Development & Curriculum, Active Supervision, Health & Medical Training and several others. This visual representation highlights the organization’s balanced approach to staff development, with a strong emphasis on safety, compliance, and early childhood education — ensuring staff are well-equipped to foster safe, supportive, and effective learning environments.



THE LEAGUERS, INC.

COHORT PROGRAMS



The Leaguers, Incorporated is deeply committed to building strong educators, families, and communities through our Cohort Program. This initiative is designed not only to foster the growth and development of our current teaching staff but also to extend opportunities to families and community members who wish to join our educational community and support the children we serve. By providing structured pathways, the program ensures that both new and experienced educators can thrive in their professional journeys.

The Cohort Programs offer three key pathways. The CDA Apprenticeship Program offers staff and community members the chance to earn their Child Development Associate credentials through coursework, mentoring, and practical classroom experience.

The bar graph above illustrates the progress of participants in the CDA program. Out of 12 participants, 4 have successfully completed the 120-hour coursework requirement, while 1 has gone on to acquire their CDA certificate. This visual highlights the different stages of achievement within the program, showing both ongoing participation and successful completion milestones.



The Associate Teacher Cohort is designed to support existing staff with strong skillsets pursuing a State of New Jersey Preschool through Grade 3 certification. The cohort creates a collaborative model that builds peer learning and accountability.

Additionally, we currently support existing teachers who presently hold the initial State of New Jersey Preschool through Grade 3 Certification through the entire process of obtaining their permanent Standard Certification. This effort outlines a collaborative system of mentoring and observations, developed in partnership between The Leaguers, Inc. and local school districts.

The benefits of these programs extend beyond professional advancement. For staff, it creates clear career pathways where they can be promoted from within the organization, mentorship opportunities, and credentials that help strengthen their teaching practice. For families and community members, it opens doors to meaningful careers in education while also strengthening their ties to the community. Most importantly, children benefit by having highly skilled, credentialed teachers in the classroom who are equipped to provide consistent, high-quality learning experiences.

Through collaboration with a variety of education platforms, school districts and the creation of a supportive learning environment that includes workshops, peer groups, and individualized coaching, the Cohort Programs builds strong pipelines of qualified educators. These programs represent more than professional development; it is a movement that empowers educators, uplifts families, and transforms communities, ensuring that every child has access to exceptional teaching and learning.



The Leaguers, Inc. continues to provide comprehensive medical coverage. Due to the high costs and competitive quotes this year, we have made the switch without any changes to the plan design. Each year, during our “Open Enrollment” period and the “Onboarding” of new hires, we ensure that staff are well-informed about benefit plans and coverages by providing them with the Plan Benefit Summary and Summary of Benefit Coverage.

We offer three tiers of Open Access Plus medical coverage plans, providing preventive care, hospitalization, and prescription benefits—with no referrals needed. Staff members have the opportunity to make an informed choice about which coverage to select based on their personal health needs during Open Enrollment.

Employer contributions toward health plans continue to outpace the national average of 80%, which has enabled the agency to offer the Low Plan at **zero cost** to *Employee Only* coverage, as well as to lower the cost of both the Mid and High Plans. This opened the opportunity for a larger pool of employees to switch to plans with better options. As a result, 28% of staff made the switch to the lower plan, and a total of 66% of staff members are currently enrolled in the health plan.

In addition to our medical coverage, our employees can take advantage of other fringe benefits offered, dental, vision and life Insurance, which pays out your beneficiaries 1 ½ of your base salary, all are afforded to our employees at “zero cost” inclusive of adding dependents.

We also offer a 403 (B) retirement plan with a discretionary match based on employees’ deferrals and employees’ annual salaries after 1 year of employment.

During Open Enrollment you can enroll with optional benefits like Disability, Accident, Cancer, Critical illness, etc.

PTO is awarded based on employment status which includes vacation, personal and sick time as well as paid holidays. We have designed overall packages within specified guidelines that help attract and retain employees. We will continue to work diligently to provide our employees with competitive benefit programs.



Balance isn't about equal parts – it giving yourself what you need in the moment.



THE LEAGUERS HEALTH & WELLNESS MATTERS

The Leaguers, Inc. is committed to supporting a healthy work-life balance for all employees. It is our primary concern that our staff members are successful both on the job and in their personal lives.

EMPLOYEE ASSISTANCE PROGRAM

We continue to provide our employees and their families with access to a comprehensive Employee Assistance Program (EAP) through Telus Health. This program offers free, confidential, full-service assistance and support counseling to employees and their immediate family members. Services include grief counseling, crisis intervention, mental health support, addiction counseling, and more.



THE LEAGUERS & COMMUNITY PARTNER



THE LEAGUERS, INC.

SITE SUPERVISION



OVERVIEW OF SITE SUPERVISION: Site Supervisors play a critical role in ensuring that The Leaguers, Inc. Head Start program operates in full compliance with federal, state, and local regulations while also supporting the holistic development of children and the empowerment of families. Their leadership directly influences program quality, staff performance, and family satisfaction.

CORE RESPONSIBILITIES: Site supervisors serve as the frontline managers of the Head Start centers, with responsibilities that include:

- **Compliance Oversight:** Ensuring program operations align with Head Start Program Performance Standards (HSPPS), licensing regulations, and agency policies, procedures, and best practices.
- **Staff Support and Development:** Guiding teachers, family advocates, and support staff through coaching, performance evaluations, and professional development opportunities.
- **Child Outcomes Monitoring:** Overseeing the completion of required screenings, assessments, and lesson plans to support child development and school readiness.
- **Family Engagement:** Promoting positive parent-staff relationships, encouraging participation in program governance, and connecting families with community resources.
- **Health and Safety:** Ensuring safe learning environments, emergency preparedness, and daily compliance with health protocols.



AGENCY ALIGNMENT: Site supervisors are an extension of agency leadership. They translate the mission and vision of The Leaguers, Inc. into day-to-day practices, serve as the primary communication link between central administration and classroom staff, and provide timely data and reports to guide decision-making and continuous quality improvement.



THE LEAGUERS, INC.

SUPPORTING THE AGENCY THROUGH EFFECTIVE SUPERVISION



SUPERVISORY PRACTICES THAT DRIVE SUCCESS



Regular Site Monitoring

Conducting classroom walkthroughs and facility checks, reviewing attendance, enrollment, and checklist data weekly, documenting compliance issues and monitoring the implementation of corrective action plans.



Staff Collaboration

Leading monthly site staff meetings to align priorities, encouraging reflective supervision to support staff growth, and building strong, collaborative teams that value respect and accountability.



Family and Community Partnerships

Supporting parent meetings, Policy Council participation, and workshops; collaborating with community agencies to expand services for children and families.



Data-Driven Decision Making

Using data from screenings, assessments, and surveys to improve outcomes. Ensuring timely submission of reports to

THE ROLE OF SITE SUPERVISORS IN ADVANCING THE MISSION

By maintaining program integrity, fostering strong staff teams, and ensuring accountability, site supervisors directly support The Leaguers, Inc.'s mission: "To enhance the quality of life for children and families by providing diverse educational and cultural programs that foster self-growth, personal empowerment, and pride in one's community."

Site supervisors are vital to the success of The Leaguers, Inc. Head Start program. Through effective supervision, they ensure compliance, strengthen program quality, and uphold the agency's commitment to children, families, and staff. Their leadership serves as the bridge between policy and practice, making them essential partners in carrying out the vision of becoming the leading Early Childhood program in Union and Essex Counties.



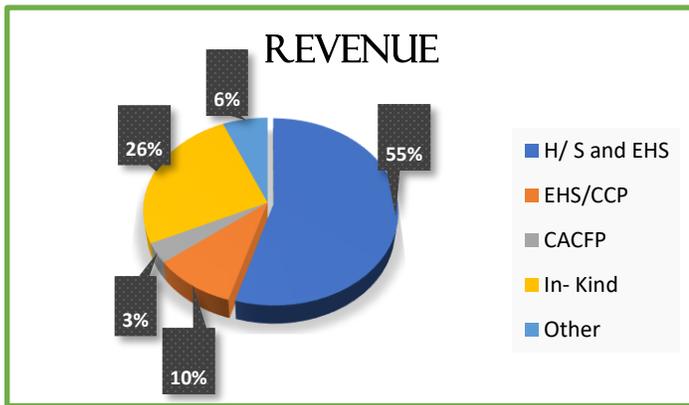
THE LEAGUERS, INC.



FINANCE DEPARTMENT

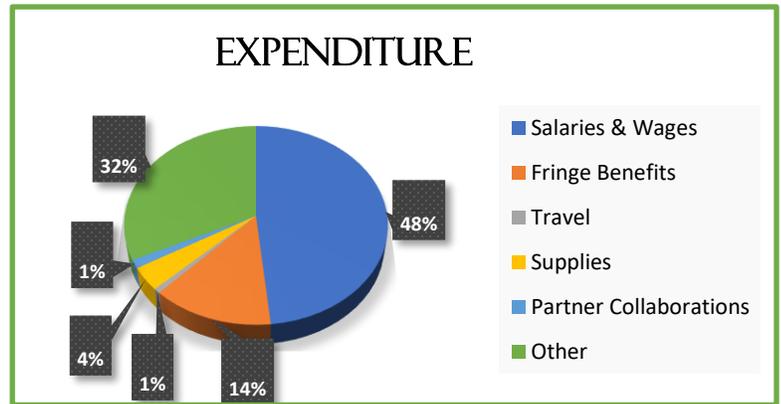
The Finance Department ensures that financial resources are managed responsibly to advance the agency's mission.

The Leaguers, Inc. is proud that our agency maintains a finance department and a financial management system that provides accurate, current, and complete disclosure of financial results. The Independent Auditor's Report expressed an unqualified opinion on the financial statements for the year ended January 31, 2025 and reported no findings on internal accounting and administrative controls and compliance.



| REVENUE | | |
|----------------------|-----------------|------|
| H/S & EHS | \$19,634,340.00 | 55% |
| EHS/CCP | \$3,548,486.00 | 10% |
| CACFP | \$1,258,096.00 | 4% |
| In-Kind | \$ 9,182,732.00 | 26% |
| Other | \$2,293,148.00 | 6% |
| Total Revenue | \$35,916,802.00 | 100% |

| EXPENDITURE | | |
|-------------------------------|--------------|------|
| Salaries & Wages | \$17,465,371 | 48% |
| Fringe Benefits | \$4,941,047 | 14% |
| Travel | \$267,501 | 1% |
| Supplies | \$ 1,361,651 | 4% |
| Partner Collaborations | \$494,624 | 1% |
| Other | \$11,580,462 | 32% |
| Total Expenditures | \$36,110,656 | 100% |





THE LEAGUERS, INC.



STATEMENT OF FINANCIAL POSITION

| | 2025 | 2024 |
|--|----------------------|----------------------|
| ASSETS | | |
| CURRENT ASSETS: | | |
| Cash and Cash Equivalents | \$ 2,443,219 | \$ 2,303,075 |
| Loan Cash Reserve | 1,030,000 | 1,030,000 |
| Grants & Contracts and Others Receivables | 2,854,159 | 2,914,386 |
| Total Current Assets | 6,327,378 | 6,247,461 |
| NON-CURRENT ASSETS | | |
| Security Deposits | 119,873 | 118,696 |
| Property, Plant and Equipment | 13,088,448 | 13,093,198 |
| Right of-use Assets | 3,370,260 | 4,258,957 |
| Total Non-Current Assets | 16,578,781 | 17,470,851 |
| TOTAL ASSETS | \$ 22,906,159 | \$ 23,718,312 |
| LIABILITIES AND NET ASSETS | | |
| CURRENT LIABILITIES: | | |
| Accounts Payable | \$ 798,644 | \$ 788,673 |
| Accrued Expenses, Accrued Salaries & Payroll Deduction | 1,793,729 | 1,188,966 |
| Mortgage Payable – Current Portion | 279,410 | 267,163 |
| Lease Liabilities, Current Portion | 1,021,770 | 1,001,735 |
| Total Current Liabilities | 3,893,553 | 3,246,537 |
| LONG TERM LIABILITIES, NET OF DEBT ISSUANCE COST: | | |
| Mortgages Payable – Long Tern Position | 5,714,900 | 5,986,744 |
| Less Debt Issuance Cost – Deferred Changes | (42,294) | (70,593) |
| Total Mortgage – Net of Debt Issuance Cost | 5,672,606 | 5,916,151 |
| Lease Liabilities, Long-Term Portion | 3,248,380 | 4,270,150 |
| Total Long-Term Liabilities – Net of Debt Issuance Cost | 8,920,986 | 10,186,301 |
| NET ASSETS: | | |
| Without Donor Restrictions | 10,091,620 | 10,285,474 |
| With Donor Restrictions | - | - |
| Total Net Assets | 10,091,620 | 10,285,474 |
| TOTAL LIABILITIES AND NET ASSETS | \$ 22,906,159 | \$ 23,718,312 |

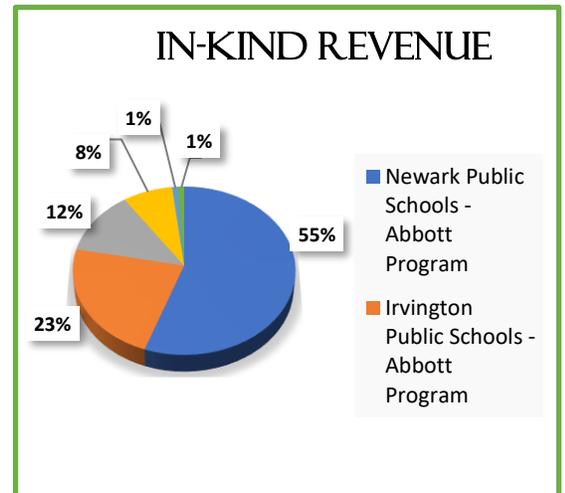


Through careful planning and oversight, the Finance Department supports programs that serve our community.

IN-KIND REVENUES

The Leaguers Inc. total federal revenue of approximately \$23.2M is matched with in-kind contributions mainly from the state, including the following districts: Newark, Irvington, Elizabeth, Linden, and Roselle. The Leaguers also received generous donations from volunteer services, partnerships, and donated items. The League partners with Amazon and Walmart to assist our homeless families in transitioning into homes and to provide essential items to our pregnant moms in preparation for their newborns.

| IN-KIND REVENUES | | |
|--|--------------------|-------------|
| Newark Public Schools - Abbott Program | \$5,092,103 | 55% |
| Irvington Public Schools - Abbott Program | \$2,085,017 | 23% |
| Elizabeth Public Schools - Abbott Program | \$1,130,438 | 12% |
| Linden Public Schools - Abbott Program | \$706,319 | 8% |
| Roselle Public Schools - Abbott Program | \$76,255 | 1% |
| Other - Rutgers Grant/Donations | \$92,600 | 1% |
| Total in Kind Revenue | \$9,182,732 | 100% |





THE LEAGUERS, INC.



SNAPSHOT: THE ENGINE OF HEAD START BEHIND THE LEAGUER'S OPERATIONS DIVISION

Driving safety, compliance, and care – from buses to buildings to better futures. Our operations division serves as the backbone of our Head Start programs, ensuring every facility meets the highest standards of safety, cleanliness, and regulatory compliance while creating nurturing environments where children can thrive.

Sites Enhanced

Our dedicated team has transformed learning environments across all locations with professional-grade flooring installations, custom-built cabinetry solutions, and comprehensive summer revitalization projects. We've also created dedicated wellness rooms for staff, recognizing that educator well-being directly impacts child outcomes.

100% Licensed & Inspected

Every facility maintains full compliance with state and federal regulations. We conduct monthly fire drills and semiannual lockdown drills on-site, ensuring children and staff are prepared for any emergency. All fire inspections are current and updated, and we maintain Health Department compliance across all counties we serve.

Healthy, Safe Environments

We utilize advanced cleaning technology including specialized machines and wands that eliminates bacteria without harsh chemicals, maintaining eco-friendly practices that protect both children and the environment. Our team provides daily oversight of custodial services to uphold the highest quality standards in cleanliness and sanitation.

Expertly Trained Staff

Our operations team receives comprehensive training in OSHA regulations, Child Abuse & neglect prevention protocols, and on-site procedures. This ensures every team member is equipped with the knowledge and skills necessary to maintain the safest possible environment for our children and families.



KEEP OUR SPACE SAFE AND WELCOMING

Behind every successful Head Start program is a commitment to operational excellence that goes beyond the classroom. Our operations Division works tirelessly to ensure that when families walk through our doors, they enter spaces that are not only beautiful and functional, but also safe, compliant, and designed with their children's well-being as the top priority.





THE LEAGUERS, INC. IT DEPARTMENT



EXECUTIVE SUMMARY

Delivered reliable, secure, and easy-to-use technology for staff and classrooms.

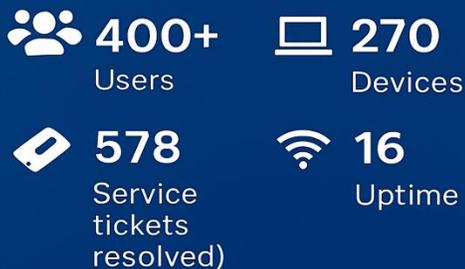
HIGHLIGHTS & IMPACT

- ✓ Seamless communication via Microsoft Teams for chat, meetings, and file collaboration agency-wide
- ✓ Intune device management with standardized naming (LEAGUERS - ####) and remote support for faster resolution
- ✓ Parent-teacher communication strengthened by ensuring classroom devices are dependable and staff supported
- ✓ Security strengthened with renewed antivirus licensing (Norton) and Azure backups for critical data
- ✓ Meraki-managed networks and PoE phones to dependable connectivity

KEY PROJECTS DELIVERED

- ✓ Expanded Intune enrollment and baseline policies for visibility and compliance
- ✓ Renewed and developed Norton AV licensing across enrolled endpoints
- ✓ Created pre-service onboarding materials for new teachers (email, ticketing with Genuity)
- ✓ Remediated a CCTV server outage (supporting 320 camera) in coordination with Lenovo and I-pro under warranty
- ✓ Supported leadership with Teams/Zoom logistics for board and agency meetings

METRICS SNAPSHOT



ACKNOWLEDGEMENTS

Thank you to our educators, site supervisors, and administrative teams for their partnership, and our vendor partners (Genuity, Meraki, Microsoft, Leno, Norton) for timely support.



Together we enable staff to fully leverage their equipment, ensure smooth agency-wide communication with Teams, and made it easier for parents to stay connected to teachers.



THANK YOU

We extend our heartfelt gratitude to our staff, partners, and supporters for their unwavering dedication to The Leaguers, Inc. Your continued commitment empowers us to strengthen families, uplift communities, and create lasting opportunities for a brighter future.

Leadership Team





THE LEAGUERS, INC.

LEARNING AND LAUGHTER – SHAPES TOMORROW'S
POSSIBILITIES





THE LEAGUERS, INC.



Annual Report 2024-2025

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