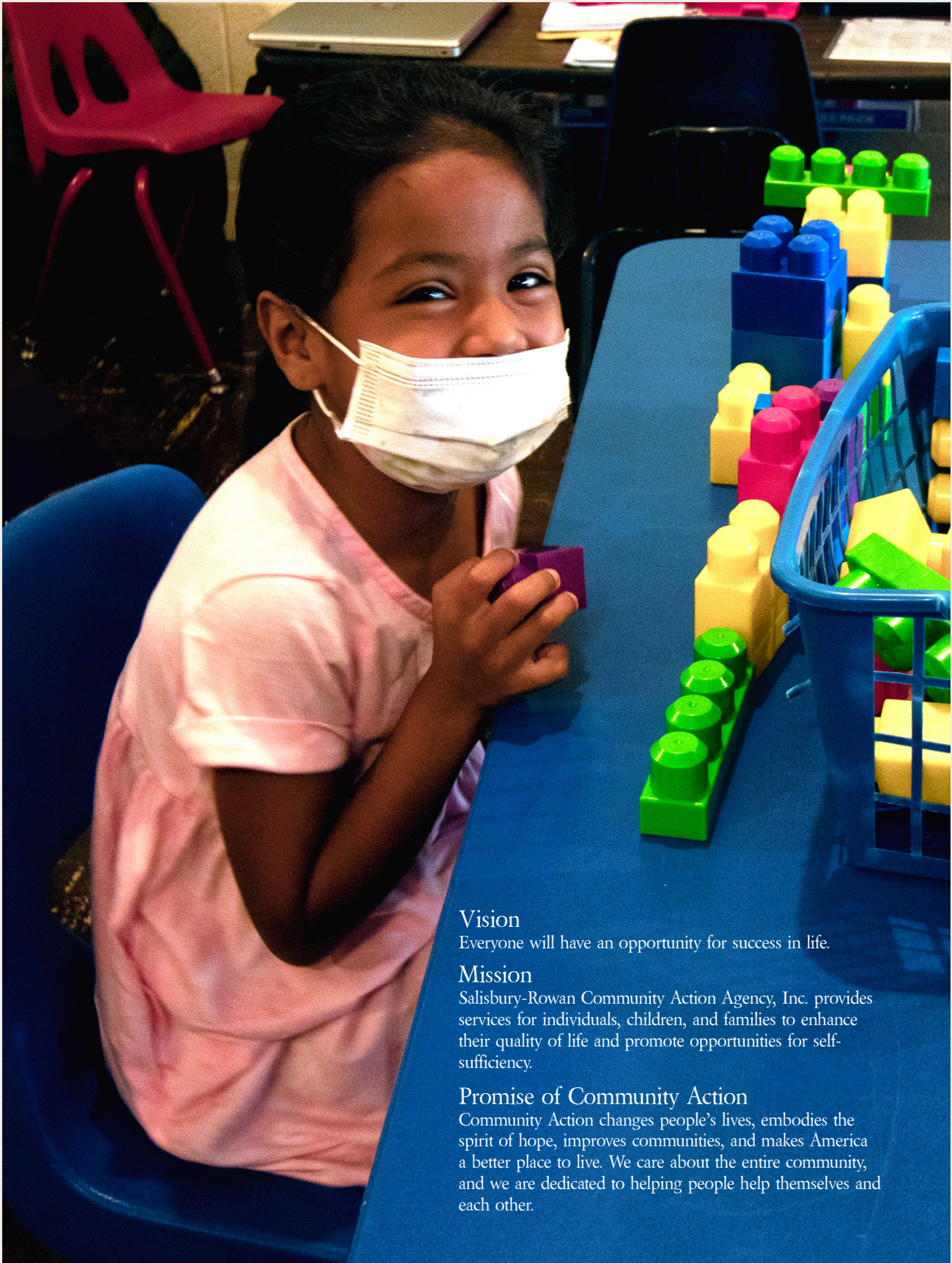


Newsletter



SALISBURY-ROWAN COMMUNITY ACTION AGENCY, Inc

NOVEMBER 2020



Vision

Everyone will have an opportunity for success in life.

Mission

Salisbury-Rowan Community Action Agency, Inc. provides services for individuals, children, and families to enhance their quality of life and promote opportunities for self-sufficiency.

Promise of Community Action

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.

Head Start/Early Head Start's "New Norm"

Resiliency in the face of Covid-19. Children are adapting well to health requirements amid the adversity of a pandemic.



As we move our calendars to the month of November it's also a reminder that we have nearly reached the end of 2020. No year in recent history has affected the lifestyles and activities of American's more than 2020. Social distancing has put a limit on social gatherings, daily routines, and basically how people were maintaining their lives.

The term "Essential Worker" has become a popular catchphrase during the year due to Covid-19. These workers have made necessary adjustments to keep moving forward during the pandemic while implementing new health and safety guidelines.

The "new normal" now supersedes the behaviors we had prior to the Coronavirus outbreak. Remarkably, the children at our Head Start/ Early Start locations have adapted to Covid-19 related procedures well. Despite the children and staff having to carefully follow

required guidelines during the day, the children have shown notable resilience as they learn the "new norm!"

As State and Federal guidelines are updated, ongoing training for our staff are made current for compliance as well as maintaining a healthy environment for visitors, staff, and children. Although the topic of Health Care can become a debatable and politicized issue, Health Safety should be a nonpartisan concept that everyone takes seriously. Protecting ourselves, and others is the best defense against a pandemic we cannot control.

The NC.gov website states, "The COVID-19 outbreak has been accompanied by a flood of misinformation from unreliable sources. Be thoughtful about what you read or hear about the virus and make sure you are separating rumor from fact before you act."

[Read more](#)



HEALTH & SAFETY PRACTICES

SRCAA Head Start and Early Head Start (HS/EHS) continues to ensure that health and safety practices are at the forefront of daily operations. From the time children arrive at the center and until they depart for the day, staff diligently adhere to COVID operational safety practices. Staggered entry times allow staff to effectively meet each family at their vehicles to take children's temperatures and complete daily health assessments each morning; staff then escort children to their classrooms.

These protocols extend to our transportation fleet as well. One of the key practices utilized on the bus in addition to the temperature checks and daily health assessments is limiting the number of children allowed on each bus. This extra step further ensures social distancing is maintained.

Throughout the day staff maintain COVID practices by wearing masks & gloves, limiting children in learning centers, ongoing handwashing, and following environmental, state and Head Start standards. At the end of each day, all toys are washed and sanitized as well. In addition to this, deep cleaning of the entire center is conducted once a week.

SRCAA HS/EHS continues to stay up to date on the latest information about COVID-19 to ensure the health and safety of our children and staff remain paramount in our day to day operations.

Guiding Principles

The Guiding Principles of SRCAA, Inc. ensures the longevity of our culture, creates an understanding of our vision and values, support our sustainability and guides our organization throughout all circumstances, regardless of any changes we encounter.

Accountability at SRCAA, Inc. means that all levels of employees are held responsible for carrying out the mission, vision and values of our agency. It also means that each employee has the autonomy to perform his/her job duties. When there is a lack of Accountability at any level, it can result in low morale, a lack of engagement, and a lack of productivity in meeting department and agency level goals.

I challenge you, just as I challenge myself to lead by example and hold yourself accountable first. The first step to doing this is by assessing your own performance.

- Did you follow procedures?
- Did you meet deadlines as agreed?
- Did you show up on time?
- Did you own your mistakes?
- Did you evaluate your interactions and responses to others?

Whereas responsibility is an ongoing duty to complete the task at hand, accountability is what happens after a situation occurs. It is how a person responds and takes ownership of the results of a task. Accountability is a choice, and if we choose to be, we accept the rewards, and if we choose not to be, we accept the consequences. As people improve in their ability to hold themselves accountable, they also improve trust, efficiency, engagement, and performance. -Dione Adkins-Tate

***Accountability** (noun) the fact or condition of being accountable; responsibility.



"Regardless of the complexity around us or the briskness of the winds of change that may attempt to drive us off course, taking initiative, being consistent and having others count on us to do what we say we will do - true acCOUNTability -sets people apart -particularly if we intend to make the most of what we do, and who we ARE, in service to others." -Dr. Zara F. Larsen

NEW EMPLOYEE WELCOME

"Greetings SRCAA, Inc. Family! I am grateful for the way each of you have adapted to the changes and demands of our new normal as a result of COVID-19. Your unwavering dedication to this agency and to those we serve are a true example of public service, and I cannot thank you all enough for all of your hard work. I would like to also take this time to recognize new staff members who came aboard as of June 2020. Welcome all!"

-Dione Adkins-Tate
Executive Director

Michele Cannizzaro	Human Resource Generalist
Tasha Melton	Teacher
Tesha Green	Family Development Specialist
Susanna Mathews	Lead Teacher
Cedric Moser	Teacher Aid
Ann Watts	Center Manager
Crystal Taft	Center Manager
Stacy Payne	Center Manager
Sherry Tillmon	Director of Family Services
Tara Smith	Lead Teacher
Lionel Mock	Facilities & Maintenance Manager
Lizbeth Berio	Case Manager
Jennifer Kennedy	Accounts Payable Clerk
Laura Neal	Education
Lindsay Schrenkel	Lead Teacher
Robert Houpe	Communication Specialist
Michelle Fullins	Lead Teacher
Tiffany Keller	Family Development Specialist
Aaron Neely	Family Development Specialist
Elana Blake	Case Manager

SERVICE OF COMMUNITY TOP PRIORITY

In the aftermath of the unprecedented health crisis faced by our community and our entire nation due to COVID-19, The Salisbury-Rowan Community Action Agency, Inc. continues making the service of the community top priority, from providing early childhood education through our Head Start/Early Head Start Program or tuition assistance for employment skills training through our Self-Sufficiency Program, we are dedicated to helping people, help themselves.

HEAD START/EARLY HEAD START PROGRAM: The comprehensive child development program is designed to meet children and family needs, providing a solid foundation for the child and parent to grow together. The primary goals of the Head Start/Early Head Start programs are to provide the best child development practices for children birth to five years of age. Head Start provides a comprehensive child development program that addresses the physical, cognitive, mental, social,

and emotional development of prenatal, infants, toddlers, and preschool participants. The program services Rowan, and Davidson counties.

FAMILY SERVICES: This Self-Sufficiency program assists those who choose to make a change in their life. For families and individuals enrolled in this program, the agency provides comprehensive supportive services to secure employment or increase their income, obtain education and /or vocational training, make better use of their income, obtain and maintain standard housing, and build a strong work ethic. The program services Rowan, and Cabarrus counties.

CSBG CARES NC: CARES assistance is provided to individuals and families who have income below 200% of the poverty rate, and whose economic circumstances have been adversely impacted, or has immediate needs due to COVID-19. Applications for assistance can be completed online at srcaa.com. The program services Rowan, and Cabarrus counties.

BRUSSEL SPROUT MAC & CHEESE

Delicious one pan brussels sprouts mac & cheese with a lightened up cheese sauce that makes the perfect 30 minute dinner. Only 320 calories per serving.



HEALTHY RECIPE OF THE MONTH

Alternative Suggestions For This Recipe

Feel free to substitute any of the following ingredients: 1-2 cups of diced cooked chicken breast, 1/2 cup of chopped bacon, 1 can of tuna, or 1 cup of white beans. You can switch the brussel sprouts for broccoli and use other types of cheese. The possibilities are endless.

For the pasta:

8 ounces (2 cups) gemelli pasta* (or any pasta of choice)

For the brussels sprouts:

1 tablespoon olive oil

1-pound brussels sprouts, halved and any outer yellow leaves removed

½ teaspoon garlic powder

Freshly ground salt and pepper

For the cheddar cheese sauce:

2 tablespoons butter or ghee

¼ cup whole wheat pastry flour* (or regular flour or all purpose GF flour)

2 cups unsweetened almond or cashew milk (can also use regular milk)

6 oz sharp cheddar cheese (about 1 ½ cups shredded cheddar cheese)**

2 cloves garlic, minced

Freshly ground salt and pepper, to taste

For topping:

2 oz cheddar cheese (about ½ cup shredded cheddar cheese)

Parsley, for garnishing (optional)

Directions

First boil the noodles according to the directions on the package. Once done cooking, drain and set aside.

While the noodles are boiling, cook the brussels sprouts:

In a large oven safe skillet or pot, add in olive oil. Once hot, add in brussels sprouts and sprinkle garlic powder on top, then season with salt and pepper. Stir frequently and cook until brussels begin to turn slightly golden brown, about 3-5 minutes. Once nice and golden, transfer to a large bowl and set aside.

In the same skillet or pot, add butter and garlic. Once butter is melted, whisk in the flour and cook for 30 seconds until a paste forms. Slowly add in cashew/almondmilk (or regular milk), whisking away

any lumps. Increase heat and bring mixture to a boil, then reduce heat and simmer for 5 minutes stirring every so often, until the sauce thickens up similar to a gravy.

Next add in 6 ounce cheese and stir until cheese is completely melted. Finally, fold in cooked noodles and brussels sprouts. Taste and add additional salt and pepper, if it needs it. Top with additional 2 ounces shredded cheddar. At this point you can either serve the mac and cheese and just fold in the extra cheddar you just added, or remove from heat and place under the oven broiler for 1-2 minutes or until cheese is bubbly and slightly golden. Serves 6. Top with a little freshly ground black pepper, and parsley if you'd like.



If you have any comments or suggestions for future newsletter content, please share.