

**From:** Davida Cox

**Sent:** Tuesday, May 16, 2017 5:16:14 AM

**To:** [bryan.dooley@regionix.org](mailto:bryan.dooley@regionix.org); [judy.jones@regionix.org](mailto:judy.jones@regionix.org); [travis.lightfoot@cpscardinals.org](mailto:travis.lightfoot@cpscardinals.org); [marvin.martin@hondoeagles.org](mailto:marvin.martin@hondoeagles.org); [travis.dempsey@cmsbears.org](mailto:travis.dempsey@cmsbears.org); [brenda.vigil@tularosak12.us](mailto:brenda.vigil@tularosak12.us); [sean.wootton@capiantigers.org](mailto:sean.wootton@capiantigers.org); [george.bickert@ruidososchools.org](mailto:george.bickert@ruidososchools.org); [ricky.espinoza@carrizozogrizzlies.org](mailto:ricky.espinoza@carrizozogrizzlies.org); [alfredo.huerta@acf.hhs.gov](mailto:alfredo.huerta@acf.hhs.gov); [julietah.0522@gmail.com](mailto:julietah.0522@gmail.com); [Y.T.NEWSOME@gmail.com](mailto:Y.T.NEWSOME@gmail.com); [kstahl@phs.org](mailto:kstahl@phs.org); [elena.pelcastre@enmu.edu](mailto:elena.pelcastre@enmu.edu); [enedinakrystlerangle@gmail.com](mailto:enedinakrystlerangle@gmail.com); [nancybravormz@gmail.com](mailto:nancybravormz@gmail.com); [Kass87\\_05@hotmail.com](mailto:Kass87_05@hotmail.com); [melina.romero@regionix.org](mailto:melina.romero@regionix.org); [melbtorres@gmail.com](mailto:melbtorres@gmail.com)

**Subject:** Justification for Cancellation of Meeting and Request for Program Governance

Dear Policy Council and Coordinating Council,

Due to the following irregularities, the Policy Council meeting for May 16, 2017 at 11:30 am is being canceled.

\* Region IX Education Cooperative Head Start/Early Head Start Policy Council By-Laws in Article V Section I establishes that "The Chairperson will...assist with the planning of the agenda for all meetings of the Policy Council" In addition, this subsection is supported by the Region IX Education Cooperative Coordinating Council Policy Manual (latest published revision June 20, 2013) stating, "Agenda: The Director, in coordination with the Chair and Secretary, shall prepare an agenda of business to come before the Council prior to all meetings. The preliminary agenda shall be submitted to each Council member at least three (3) business days prior to the meeting".

The By-Laws and Policies highlighted above have not been followed. The presented and published agenda was created solely by Mr. Dooley and without my input as Policy Council Chairperson. In Mr. Dooley's letter dated May 11, 2017, Mr. Dooley stated "I will send the regularly scheduled Policy Council Agenda for 5/16/2017 to you tomorrow". Mr. Dooley's email stated "I will send the agenda for the Policy Council meeting tomorrow in case you would like to add anything in particular". However, I did not receive the agenda the following day as stated for my review and input. I received an email from Mr. Dooley Friday, May 12, 2017 at 9:09 pm. with the final agenda attached. Mr. Dooley's actions clearly contradict the Head Start/Early Head Start By-Laws.

Head Start Act Section 642 (1) establishes the Program Governance "for the oversight of quality services for Head Start children and families and for making decisions related to program design and implementation" This structure is composed by Governing Body, Coordinating Council and Mr. Dooley as its representative, and Policy Council which includes parents of the children in the program and community members. The Head Start Act is clear of the partnership of both bodies. This is also reinforced in the Region IX Head Start/EHS policy Shared-Decision Making "These entities must work in partnership to develop, review, and approve or disapprove at a minimum the regulatory requirements".

Based on the aforementioned, I consider that Mr. Dooley does not have regard for the role and authority the Policy Council has as part of the Governing Body structure.

In light of the irregularities that have occurred I have contacted Region IV Head Start seeking advice as how to address them. I have been advised to hold a meeting in which Coordinating Council and Policy Council are in attendance. Region IX as Governing Body has "legal and fiscal responsibility for the Head Start agency".

We, Policy Council, as the parents of the Head Start children are afforded by the Head Start Act the responsibility and right to "the direction of the Head Start program, including program design and operation, and long- and short-term planning goals and objectives" Both entities have to come together to communicate and resolve irregularities that place the grant under jeopardy from a legal and fiscal point including but not limited to:

- \* Use of funds outside the allowable expenditures under the grant.
- \* Dismissal of four employees without Policy Council approval. Employees were asked to resign or they would be terminated.
- \* Head Start's employee accusations that a policy council member was responsible for the dismissal of one of the employees addressed above.
- \* Mr. Dooley's email requesting me to fill out and sign a Policy Council and/or Sub-Committee Action approval form dated 5/1/17 of the EHS Refunding Grant for FY 2018 by the Policy Council when a meeting did not occur.
- \* Subsequent harassment and intimidation from Mr. Dooley towards policy council members in order to sign the EHS Refunding Grant application. His harassment included threats of losing employment and daycare services for 30 families in the program. Such harassment targeted policy members who are employed by EHS partner and/or parents of children in the EHS program.
- \* Misuse of federal funds by paying Head Start employees after they had been asked to resign or they had been dismissed.
- \* Investigation about allegations against Head Start Director without notifying Policy Council.
- \* Verbal and written intimidations by Mr. Dooley regarding conversation requested by policy council members in which they expressed their concerns about Mr. Dooley's above stated threats and misrepresentation of the consequences of not signing EHS grant.
- \* Actions taken against Head Start personnel that jeopardize the legal liability of Head Start and Region IX.
- \* Out of compliance items in agenda (Enrollment Point Criteria and bridge of confidentiality) or lack of items such as budget and EHS Refunding Grant Budget.

As Policy Council Chairperson and a parent of a Head Start child I find it troublesome how the actions stated above jeopardize the Head Start/Early Head Start grant. Therefore, I am taking the advice of the Head Start Regional Office VI to come together as Program Governance to address such issues as stated in the Head Start Performance Standards and our Head Start program.

Respectfully,  
Davida  
Cox

Region IX Policy Council Chairperson