



## WINTER 2020 NEWSLETTER

TRADUCCIÓN EN ESPAÑOL INCLUIDA



### DIRECTOR'S CORNER



Venetia L. Peacock with Eric Dick  
HCDE Board Member

**O**h my goodness; can you believe it's already January? Before you know it, your four-year-old students will soon be heading to kindergarten. It's now time for staff and parents to work together to discuss transition options for students turning 5 on or before Sept. 1. Campuses will be planning activities and supporting families over the next few months to ensure that every family knows their options. It's an opportunity for each family to educate themselves and decide on the best kindergarten experience for their child.

Speaking of transitions, we have submitted a grant request which would transition Tidwell and La Porte campuses to an infant to 5 year-old program, resulting in both Early Head Start and Head Start services at each campus. We have proposed 34 infant and toddler slots at each campus, which would reduce Head Start slots to 40. Look out for an update in the summer newsletter.

In other news, we have been granted disaster relief funds to begin phase one of replacing the Coolwood campus. We've had a plan to replace our current facility for years, but the damage sustained during Hurricane Harvey has accelerated the need. Presently, we are working with a realtor to find a property to build a facility that will be impervious to flooding. We are committed to providing a facility as close to the current property as possible, because our families in the Coolwood area need our support.

Finally, I want to thank you for allowing us to partner with you in the education of your children. It is a privilege and an honor.

**VENETIA L. PEACOCK**  
Senior Director of Head Start



MisJessica Bouldin and Family

### And the parenting awards goes to...

Fonwood mom MisJessica Bouldin was this year's recipient of Bates Collision Centers Responsible Parenting Award. The award brought with it a refurbished 2008 Nissan Altima, gift cards and gifts from the Bates' community of workers, vendors, family and friends. The car was presented to Bouldin at a special ceremony Dec. 17 at Bates' North Channel location, one of two locations owned and operated by husband and wife team, Lee and Leila Bates.

"She's been through a lot, but if you look at the things she's done to get to work and get her boys to school, this is a mom who is stepping up and being the mom she needs to be," Leila Bates said. "She has a vision, and she has goals."

Bouldin was selected from 22 nominees from HCDE Head Start centers for her drive to improve life for her and her two boys, ages 3 and 6, after escaping a "domestic violence" situation. Bouldin holds down a

full-time job in customer service, despite the lack of reliable transportation, and she has a goal of going to school to train as a phlebotomist.

"It's been really frustrating not having my own car because I am a really independent person," she said. "Sometimes, I really don't want to be a burden on anybody."

Bouldin said having her own car will free up time to do more with her boys and attend school events, as well as relieve the stress of scraping around for rides to and from work and to pick up her boys from two different schools.

Bates Collision Centers continues a 21-year tradition by presenting their 37th and 38th used vehicles to deserving families through volunteer staff hours and donations. This year, the other car went to a needy family in the local community.



Rebecca Hernandez and  
Armando Rodriguez

### Houston Children's Charity

Thanks to the generosity of Houston Children's Charity, more than 450 HCDE Head Start students and their siblings received gifts this holiday season. Armando Rodriguez, Community Partnerships Manager, thanks Rebecca Hernandez, the charity's Program Services Manager, for making it happen.

Gracias a la generosidad de Houston Children's Charity, más de 450 estudiantes de Head Start de HCDE y sus hermanos tendrán regalos esta temporada de fiestas. Armando Rodríguez, Gerente de Alianzas Comunitarias, agradece a Rebecca Hernández, Gerente de Servicios del Programa de la organización benéfica, por hacerlo realidad.

### Census participation vital for community

Every 10 years, the Census counts everyone living in the United States. On April 1 everyone must be counted, not just citizens or adults. It does not matter if you are an immigrant, or in high school, or a baby. All family members count! Because an accurate Census is so vital, we are asking parents to help get the message out. The Census is important because the information it gathers helps our communities. It brings more money to improve schools, clinics, housing, roads and parks. You will be able to complete the Census online, by phone or mail. Some schools, libraries and city buildings will be providing access to a computer to fill out the Census. The personal information given to the Census is confidential. The government cannot use it against anyone. It is a safe process. There are also job opportunities as a census taker. To find out more, visit <https://2020census.gov/en/jobs.html>

# Parents urged to bring children to school on time

Children arriving late to school and a decline in parent participation has centers striving to encourage parents to get their children to school on time and boost parent participation. Both factors are vital ingredients for children's academic success, according to two Family Services Coordinators.

"It's important to get children to school on time because it promotes a structure and a good routine that will stick with them as they progress to elementary school," Head Start Family Services Coordinator Marissol Montalvo said.

Ivett Lemus Loya, Early Head Start Family Services Coordinator for EHS CCP, said it's equally important in the early childhood programs that children arrive on time and parents participate.

They said children who arrive late disrupt the class, and they are missing valuable instruction time

and breakfast. Instruction at the centers starts at 8 a.m. Children in early childhood should arrive before 8:30 a.m.

As for parent participation, parents can participate in any number of ways, from attending parent meetings and helping in class to volunteering for special events or preparing things at home.

"We need parents to advocate for our program," Loya said. "Without them our program wouldn't exist."

Montalvo said parents who help out and attend meetings and events see how their child is doing and what they are learning, and that enables them to support their child's education at home.

"Children like to see their parents at school," Montalvo said. "It makes them feel important and that school is important."



## What makes a center unique?

Danielle Paul with son Isaiah

Head Start's partnership with four independent childcare centers hasn't only expanded childcare options for needy families, it has also granted those centers the opportunity to enhance their services. Owners of two such centers, Kool Kids Daycare in Pasadena and Let's Learn Innovative Learning Center in Baytown, said the partnership has allowed their businesses to flourish through upgraded facilities, staff development and parent education from Early Head Start.

"I looked at Early Head Start as a platform where I can provide enhanced resources and enhanced care," Kool Kids owner and director Sheila Kothari said. "Of course the beneficiary is the child."

Kothari has 40 Early Head Start slots for children up to 3 years and provides care for another 266 children, including before and after school care for children up to 13 and day care for newborns to 5 years.

The 16,000 square-foot facility encompasses 16 large classrooms, a kitchen that provides home cooked meals and snacks and four outdoor play areas. The center offers extended hours and provides transportation when necessary.

"My mission is to provide a loving, nurturing and safe environment to grow in," said Kothari, who described her center as bright and friendly with lots of color, space and natural light.

Let's Learn has a total of 46 children from infant to 12 years in the daycare, before and after school and Early Head Start. Owner Danielle Paul recently secured a new playground with a canopy for the two Early Head Start classrooms and she is planning to expand the facility, known as "the purple building," by adding two classrooms and restrooms.

For Paul, it's not just about the facility, though. They are a family oriented center – her mom, dad and aunt, along with a mother-daughter set of teachers and two parents have worked there – that offers a researched-based curriculum encompassing the STEAM (Science, Technology, Engineering, Art and Math) subjects from the get go.

"They are being educated from the time they come to us," Paul said. "We are not baby-sitters."

Paul also plans to offer 24-hour care depending on interest.



## In search of eligible families

Jacqueline Sandoval and daughter Aaliyah

Jacqueline Sandoval discovered Head Start as she was driving by Tidwell center almost two years ago. She was looking for a preschool for her daughter Aaliyah, now 4.

"I wanted her to go to Head Start so she'd be well prepared for school," Sandoval said. "We both love it."

Not all families are that easy to find. Which is why Family Service Coordinators work year-round to recruit eligible families for HCDE Head Start's 16 centers and four Early Head Start Childcare Partnerships. Recruitment Kick-off for the 2020-21 school year is slated for the week of Feb. 17.

"We need to recruit from families receiving subsidies," said Cesilia Pereira, Early Head Start Family Services Coordinator for Childcare Partnerships.

Pereira and Michele Nwokobia, Family Services Coordinator who recruits families for the regular

program, work with the centers, as well as WIC, shelters, hospitals, clinics and Workforce Solutions to find suitable families. They also do outreach through community partners, special events, Parent Committees, Facebook and mail-outs. Extra effort is made to locate and recruit children who are homeless, in foster care or with disabilities.

Lucia McFarland's 4-year-old son Antonio is one such child who has benefitted greatly from the range of Head Start services. Antonio has a stutter and was able to get speech therapy on site at Barrett Station, where he attends.

"It's perfect for us - he's improved a lot," said McFarland, who is Vice President of the Parent Committee and a Policy Council Rep. "It's changed my life."

To find out more, visit <https://hcde-texas.org/head-start/>

## ESQUINA DEL DIRECTOR

# Oh

Dios; ¿Pueden creer que ya es enero? Antes de que nos demos cuenta, estudiante(s) de cuatro años pronto se dirigirán al jardín de infantes. Este es el momento para que el personal y los padres trabajen juntos, compartan y hablen acerca de las opciones de transición para los estudiantes que cumplen 5 años el primero de septiembre o antes. La transición de Head Start a la escuela primaria es un rito. Los centros planificarán actividades y apoyarán a las familias durante los próximos meses

para garantizar que cada familia conozca sus opciones. Esta es una oportunidad para que cada familia decida cuál será la mejor experiencia de jardín de infantes para sus hijos.

Hablando de transiciones, hemos presentado una solicitud de subvención que haría la transición de los campus de Tidwell y La Porte a un programa que incluiría desde bebés hasta niños de cinco años, lo que daría como resultado servicios de Early Head Start y Head Start en cada campus. Hemos propuesto 34 espacios para bebés/niños pequeños en cada campus, lo que reduciría los espacios para Head Start a 40. Esté atento y revise boletín de verano para mas información.

En otras noticias, se nos han otorgado fondos de ayuda para desastres y podremos comenzar a reemplazar el campus de Coolwood. Hemos tenido planes de reemplazar durante años, pero el daño sufrido durante el huracán Harvey ha acelerado la necesidad. Actualmente, estamos trabajando con un agente de bienes raíces para encontrar una propiedad y construir una instalación que sea impermeable a las inundaciones. Estamos comprometidos a proporcionar una instalación lo más cercana posible a la propiedad actual, porque nuestras familias en el área de Coolwood necesitan nuestro apoyo.

Finalmente, quiero agradecer por permitirnos asociarnos con usted en la educación de sus hijos. Es un privilegio y un honor.

Sinceramente,

— VENETIA L. PEACOCK

Director senior de Head Start

## LA PARTICIPACIÓN EN EL CENSO ES VITAL PARA LA COMUNIDAD

Cada 10 años, el censo cuenta a todos los que viven en los Estados Unidos. El primero de abril todos deben ser contados, no solo ciudadanos o adultos. No importa si usted es inmigrante, o está en la escuela secundaria, o es un bebé. ¡Todos los miembros de la familia cuentan! Debido a que un censo preciso es vital, estamos pidiendo a los padres que ayuden a difundir el mensaje. El censo es importante porque la información que recopila ayuda a nuestras comunidades. Trae más dinero para mejorar escuelas, clínicas, viviendas, carreteras y parques. Usted puede llenar el censo en el internet, por teléfono o por correo. Algunas escuelas, bibliotecas y edificios de la ciudad proporcionarán acceso a una computadora para llenar el Censo. La información personal dada al Censo es confidencial. El gobierno no puede usarlo contra nadie. Es un proceso seguro. También hay oportunidades de trabajo como encuestador del censo. Para obtener más información, visite <https://2020census.gov/en/jobs.html>



## Y los premios para padres son para ...

La madre de Fonwood, MisJessica Bouldin, recibió este año el Premio a la Crianza Responsable de Bates Collision Centers. El premio trajo consigo un renovado Nissan Altima 2008, tarjetas de regalo y regalos de la comunidad de trabajadores, vendedores, familiares y amigos de Bates. El automóvil fue presentado a Bouldin en una ceremonia especial el 17 de diciembre en la ubicación del Canal Norte de Bates, propiedad operada por la pareja Lee y Leila Bates. Bates Collision Centers continua una tradición de 21 años al presentar sus vehículos a la familia merecedoras numero 37 y 38. El otro automóvil fue a una familia necesitada en la comunidad.



MisJessica Bouldin and Family



## Solicitamos que los padres traigan a los niños a la escuela a tiempo

Animamos a los padres a traer a sus niños a tiempo y a participar en las actividades de los centros. Ambos factores son ingredientes vitales para el éxito académico de los niños, según dos coordinadores de servicios familiares.

"Es importante llevar a los niños a la escuela a tiempo porque esto promueve una estructura y una buena rutina que los niños mantienen a medida que avanzan a la escuela primaria", dijo la coordinadora de servicios familiares de Head Start, Marisol Montalvo.

Ivett Lemus Loya, Coordinador de Servicios Familiares de Early Head Start para EHS CCP, dijo que es igualmente importante en los programas para la primera infancia que los niños lleguen a tiempo y los padres participen.

Los niños que llegan tarde interrumpen la clase y se pierden un tiempo valioso de instrucción y



desayuno. La instrucción en los centros comienza a las 8 a.m. Los niños en la primera infancia deben llegar antes de las 8:30 a.m.

En cuanto a la participación de los padres, los padres pueden participar asistiendo a las reuniones de padres y ayudando en clase siendo voluntarios para eventos especiales o preparar cosas en casa.

"Necesitamos padres que aboguen por nuestro programa", dijo Loya. "Sin ellos, nuestro programa no existiría".

Montalvo dijo que los padres que ayudan y asisten a reuniones y eventos ven cómo está su hijo y qué están aprendiendo, y eso les permite apoyar la educación de su hijo en casa.

"A los niños les gusta ver a sus padres en la escuela", dijo Montalvo. "Los hace sentir importantes y sienten que la escuela es importante".

## ¿Qué hace que un centro sea único?

**Sheila Kothari Owner-Director  
Kool Kids Daycare**

Kool Kids tiene 40 puestos en Early Head Start en cuatro aulas y brinda servicios para otros 266 niños desde bebés hasta 13 años en los programas para antes y después de la escuela y guardería. Las instalaciones de 16,000 pies cuadrados abarcan 16 aulas grandes, una cocina que ofrece comidas caseras y refrigerios y cuatro áreas de juego al aire libre. El centro ofrece horarios extendidos y proporciona transporte cuando sea necesario. Let's Learn tiene 46 niños desde bebés hasta 12 años en la guardería, programa después de la escuela y en los programas Early Head Start. La propietaria, Danielle Paul, recientemente aseguró un nuevo patio de juegos con un dosel para las dos aulas de Head Start, y agregaría dos aulas y baños. Paul también planea ofrecer atención las 24 horas dependiendo del interés.



## En busca de familias elegibles

**Lucia McFarland and son Antonio**

Jacqueline Sandoval descubrió Head Start mientras conducía por el centro de Tidwell hace casi dos años. Estaba buscando un lugar para su hija Aaliyah, que ahora tiene 4 años.

"Quería que fuera a Head Start para que estuviera bien preparada para la escuela", dijo Sandoval. "A los dos nos encanta".

No todas las familias son fáciles de encontrar. Es por eso que los coordinadores de servicios familiares trabajan durante todo el año para reclutar familias elegibles para los 16 centros de Head Start de HCDE y cuatro asociaciones de cuidado infantil de Early Head Start. El inicio de reclutamiento para el año escolar 2020-21 está programado para la semana del 17 de febrero.

"Necesitamos encontrar familias que reciben subsidios", dijo Cesilia Pereira, Coordinadora de Servicios Familiares de Early Head Start para Asociaciones de Cuidado de Niños.

Pereira y Michele Nwokobia, Coordinadora de servicios familiares, trabajan con los centros y con WIC, refugios, hospitales, clínicas y soluciones de la fuerza laboral para encontrar familias adecuadas. También se comunican a través de socios comunitarios, eventos especiales, comités de padres, Facebook y envíos por correo. Se hace un esfuerzo adicional para localizar y encontrar niños sin hogar, en hogares de cuidado o con discapacidades.

El hijo de Lucia McFarland, de 4 años, es uno de esos niños que se ha beneficiado enormemente de la gama de servicios de Head Start. Antonio tiene un tartamudeo y pudo recibir terapia del habla en el sitio en la estación de Barrett, donde él va a estudiar.

"Es perfecto para nosotros: ha mejorado mucho", dijo McFarland, vicepresidente del Comité de Padres y representante del Consejo Político. "Me cambió la vida".

Para obtener más información, visite <https://hcde-texas.org/head-start/>

## CENTER DIRECTORY

### **BARRETT STATION 713-696-3119**

11901 Mulberry St., Crosby, TX 77532  
Kathy Greenway, Center Mgr.

### **BAYTOWN 713-696-3120**

371 Massey Thompkins Rd., Baytown, TX 77521  
Norma Starr, Center Mgr.

### **CHANNELVIEW 713-696-1852**

16102 Ridlon, Channelview, TX 77530  
Cynthia Johnson, Center Mgr.

### **COMPTON 713-635-4142**

9720 Spaulding St., Houston, TX 77016  
Merevonna Ross-Daniel, Center Mgr.

### **COOLWOOD 713-451-9024**

767 Coolwood Dr., Houston, TX 77013  
Valerie Stephens, Center Mgr.

### **DOGAN 713-672-0207**

4202 Liberty Rd., Houston, TX 77026  
Marie Angelica Barcus, Center Mgr.

### **FIFTH WARD 713-237-0264**

4014 Market St., Houston, TX 77020  
Traci Houston, Center Mgr.

### **FONWOOD 713-556-3830**

9709 Mesa Dr., Houston, TX 77085  
Markeysha Hinderman, Center Mgr.

### **HUMBLE 713-696-3121**

130 Atascocita, Humble, TX 77396  
Lisa Ntabaazi, Center Mgr.

### **J.D. WALKER 713-696-3122**

7613 A Wade Rd., Baytown, TX 77521  
Lisa Wells, Center Mgr.

### **LA PORTE 713-696-3123**

927 South 1st St., LaPorte, TX 77571  
Nadia Epps, Center Mgr.

### **PUGH 713-675-6222**

1042 Henke St., Houston, TX 77020  
Catherine Jones, Center Mgr.

### **SAN JACINTO 713-696-1853**

5800 Uvalde Rd., Houston, TX 77049  
Sherry Eagleton, Center Mgr.

### **SHEFFIELD 713-450-3813**

14300 Wallisville Rd., Houston, TX 77049  
Sherry Eagleton, Center Mgr.

### **TIDWELL 713-696-3124**

8302 John Ralston Rd., Houston, TX 77044  
Carla LeVeaux, Center Mgr.

## Centers to celebrate Black History

Centers are gearing up to celebrate Black History Month in February with activities that will shine a light on great African Americans and the contributions they have made.

"Celebrating Black History creates awareness for all people and most importantly recognizes the contributions of our triumphs and our struggle," said Coolwood Center Manager, Valerie Stephens, who is African American.

Stephens said they will involve parents to help with activities such as making posters or a performance about an African American leader.

## Centros para celebrar la Historia Afroamericana

Los centros se están preparando para celebrar el Mes de la Historia Afroamericana en febrero con actividades que arrojarán luz sobre los líderes afroamericanos.

"Celebrar la Historia Afroamericana crea conciencia para todas las personas y lo más importante reconoce las contribuciones de nuestros triunfos y nuestra lucha", dijo Valerie Stephens, Gerente del Centro de Coolwood, quien es afroamericana. Stephens dijo que involucrarán a los padres para que ayuden con actividades como hacer carteles o actuaciones.

## MARK YOUR CALENDAR | MARQUEN SUS CALENDARIOS

### **JANUARY**

13-27 .....Frog Street Press Student Assessment  
20 .....Martin Luther King, Jr. Day  
**(ALL CENTERS CLOSED)**  
28 .....Policy Council meeting

### **FEBRUARY**

3-6 .....Parent/Child Food Science Fair  
10-28 .....Teacher Home Visits  
14 .....Early dismissal **(ALL CENTERS)**  
17 .....Staff Development Day **(ALL CENTERS)**  
18 .....Policy Council meeting

### **MARCH**

9-13 .....Spring Break **(HEAD START CENTERS)**  
16-20 .....Spring Break **(HISD CAMPUSES)**  
24 .....Policy Council meeting  
29 .....Early dismissal **(ALL CENTERS)**  
30-April 9 .....Program Self-Assessment

### **APRIL**

10 .....Spring Holiday **(ALL CENTERS CLOSED)**  
13-17 .....Week of the Young Child  
14 .....Policy Council meeting  
16 .....Art Show  
20-May 1 ..Frog Street Press Student Assessment

### **MAY**

7 .....SuperMENTor Center celebration  
8-20 .....Parent/Teacher conferences  
15 .....Early dismissal **(HEAD START CENTERS)**  
15 .....Policy Council Appreciation celebration  
22....Last Day of school **(HEAD START CENTERS)**  
25 .....Memorial Day  
28.....Staff Development Day

Check with each Center Manager for details of these and other happenings, as dates may vary for each center.

### **ENERO**

13-27 .....Evaluaciones de Frog Street Press  
20 .....Día de Martin Luther King, Jr.  
**(TODOS LOS CENTROS CERRADOS)**  
28 .....Reunión del Consejo Político

### **FEBRERO**

3-6 .....Festival de Comida de Padres/Niños  
10-28 .....Visitas de Maestros al hogar  
14 .....Salida Temprano **(TODOS LOS CENTROS)**  
17 .....Día de entrenamiento para el personal  
**(TODOS LOS CENTROS)**  
18 .....Reunión del Consejo Político

### **MARZO**

9-13 ..Vacaciones de primavera **(CENTROS DE HEAD START)**  
16-20 .....Vacaciones de primavera **(HISD)**  
24 .....Reunión del Consejo Político  
29 .....Salida Temprano **(TODOS LOS CENTROS)**  
30-Abril 9 .....Auto-evaluación del Programa

### **ABRIL**

10 .....Día festivo de primavera  
**(TODOS LOS CENTROS CERRADOS)**  
13-17 .....Semana del niño pequeño  
14 .....Reunión del Consejo Político  
16 .....Festival de Arte  
20-May 1 .....Evaluaciones de Frog Street Press

### **MAYO**

7 .....Celebración para SuperMENTor en el centro  
8-20 .....Conferencias de padres y maestros  
15 .....Salida Temprano **(TODOS LOS CENTROS)**  
15 .....Celebración para el Consejo Político  
22 .....Last Day of school **(CENTROS DE HEAD START)**  
25 .....Memorial Day  
28 .....Día de entrenamiento para el personal

Revise con el gerente de su centro los detalles ya que podrían variar.

6300 Irvington Blvd., Houston, TX 77022 **713-672-9343**

## HCDE HEAD START

### HCDE HEAD START TEAM

**Superintendent**  
James Colbert, Jr.

**Assistant Superintendent**  
Jonathan M. Parker

**Senior Director**  
Venetia L. Peacock

**Director - Early Head Start**  
Jameese Stancill

**Assistant Director of Operations**  
Lisa Boone

**Assistant Director of Education and Family Services**  
Gulshan Rahman

**Community Partnership Manager**  
Armando Rodriguez

**Operations Services Manager**  
Suzanne Cates

**Compliance Manager**  
Jana Jones

**Education & Special Services Manager**  
Pamela Jones-Lee

**Nutrition Services Manager**  
Sandra Pearson

**Compliance**  
Connie Cook  
Gino Kamaya  
Adriane Marks

Ishan Rajani

**Education**  
Ramona Burton  
Yadira DeLaCruz  
Maria Gomez  
Patricia Kuskos  
Lenora Reed  
Vanessa Ward

**Family**  
Igett Lemus Loya  
Marisol Montalvo  
Michele Nwokobia  
Cesilia Pereira

**Health**  
Ashlyn Allison  
Amanda Vongsaly

**Mental Health**  
Theresa Harris

**Nutrition**  
Shweta Gadhia  
Monica Niles  
Melissa Wilder

**Operations**  
Laura Dugas-Kelley  
Taiwan Reliford

**Training**  
Chloe Nolasco

### 2019 HCDE BOARD MEMBERS

**Board President**  
Erick Dick

**Board Vice-President**  
Danyahel Norris

**Board Members**  
Richard Cantu  
Andrea Duhon  
Amy Hinojosa  
Don Sumners  
Mike Wolfe

### 2019 HEAD START NEWSLETTER TEAM

**Production Manager**  
Armando Rodriguez

**Translator**  
Elda Rueda

**Editor**  
Annette Baird

**Designer**  
Jim Cunningham

**HCDE Head Start Mission and Vision:** To improve school readiness for children, families and the community | To create a learning environment of excellence dedicated to positively impacting our children, families, employees, community partners and society | Para mejorar la preparación para la escuela para niños, familias y la comunidad | Para crear un ambiente de aprendizaje excelente dedicado a impactar a los niños, familias, empleados, socios de la comunidad y la sociedad.

This is a product of the Communications and Creative Services division of Harris County Department of Education. Interested persons can also review this report online and obtain additional information related to the Department by visiting [www.hcde-texas.org](http://www.hcde-texas.org). It is the policy of Harris County Department of Education not to discriminate on the basis of race, color, national origin, gender, limited English proficiency or handicapping condition(s) in its programs.