

The goal of early childhood education should be to activate
the child's own natural desire to learn.

- Maria Montessori

ANNUAL REPORT 2019



Early Care &
Learning Council

United to Promote Quality



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FINANCIAL SUMMARY

Statement of receipts, expenditures and net assets for fiscal year 2019

RECEIPTS

Contracts	\$2,171,555
Grants/Foundation	48,223
Donations	2,746
Membership	75,847
Rentals	24,565
Staff Consulting	14,650
Special Events	48,702
Interest	186
Other	1,500
Total Receipts	\$2,387,983

EXPENDITURES

Personnel	\$1,069,450
Consultants	175,009
Contracted Services	46,423
Special Events	25,704
Fixed Operating Expenses	126,648
Non-Fixed Operating Expenses	197,246
Total Expenditures	\$1,640,408

Net assets, beginning of year	\$267,469
Net assets, end of year	\$2,387,972

EARLY CARE & LEARNING COUNCIL STAFF

EXECUTIVE DIRECTOR

Meredith Chimento

EXECUTIVE SUPPORT & INITIATIVES

Jocelyn Bryant, Executive Support & Membership Services Coordinator

FINANCE & ADMINISTRATION

Frank Mahar, Director of Finance & Administration
Tammy M. Parsons, Administrative Coordinator & Bookkeeper

POLICY & COMMUNITY EDUCATION

Jessica Klos Shapiro, Director of Policy & Community Education
Jessica Havens, Community Education Associate

PROGRAMS & SERVICES

Abbe Lynne Hahn Hook, Associate Executive Director
Jeannie Thomma, Senior Director, Infant Toddler Project
Carly Belmonte, Director of Infant & Toddler Mental Health
Andria Ryberg, Director of Child Care Supply
Mildred Savidge, Director of Research and Evaluation
Donna Fredlund, Data Administration Coordinator
Brooke Ricci, Infant Toddler Training Coordinator
Mariah Hebert, CCR&R Programs & Services Associate
Rachel Roberts, Infant Toddler Project Associate

SPECIAL PROJECTS

Fannie Glover, Director of Equity & Inclusion

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Message from the
Executive Director & Board Chair

Meredith Chimento & Abbe Kovacic



Early Care &
Learning Council

United to Promote Quality

As we reflect on our accomplishments of 2019, Early Care & Learning Council (ECLC) and its network of 35 Child Care Resource & Referral Agencies (CCR&Rs) are energized and enthusiastic about our endeavors to improve quality early education in New York State. This year was one of considerable growth for ECLC and our members.

Through increased funding of the Child Care Development Block Grant (CCDBG), ECLC and our members, were able to dramatically expand Infant Toddler Services through the state. This was done not only by doubling of the number of Infant Toddler Specialists, but through the design & implementation of a statewide Infant Toddler Mental Health project. ECLC and the CCR&Rs recognize the value of the first three years of life. The Infant Toddler Project will enable our provider community to nurture our youngest learners. In fact, the network's efforts were recognized by our national partner Zero to Three, in August.

Funded by, and in partnership with, New York's Office of Children & Family Services, ECLC increased its capacity to deliver quality training with many statewide partners. The Strengthening Families Protective Factors Framework train-the-trainer was offered in partnership with Prevent Child Abuse NY. New York Association for the Education of Young Children partnered with ECLC to administer the Coaching Institute, Coaching Communities of Practice, and Interest Driven Learning programs. As well, New York's Association of Infant Mental Health is guiding Infant Toddler Specialists to obtain their Infant Family Associate endorsement. New partnerships were also established with La Salle School in the design of an ACEs curriculum geared toward early childhood, in addition to New York Center for Child Development, and Docs for Tots on the Infant Toddler Mental Health project.

ECLC grew in both staff numbers with the hiring of five new positions, but also in its purpose and commitment to racial equity. Diversity, Equity and Inclusion is at the forefront of our work. Our conversations and actions have been, and will continue to be embedded in ensuring that all children are provided opportunities to flourish. We will work to ensure that their unique needs are met, and that our providers are equipped to address disparities that exist within our communities.

As 2020 has brought many unique challenges to us, a global pandemic, and the necessary call for racial justice, we are confident that ECLC and its CCR&Rs are prepared to shape, nurture and move our work forward.

Sincerely,

Meredith Chimento

Meredith Chimento
Executive Director

Abbe Kovacic

Abbe Kovacic
Board Chair



**UNITED TO
PROMOTE
QUALITY**

The Early Care & Learning Council (ECLC) is a statewide not-for-profit membership organization representing 35 Child Care Resource & Referral (CCR&R) agencies across New York State. As the only organization of its kind, ECLC is uniquely positioned to educate, share best practices, collect data and provide technical assistance that improves the quality of early care and education in our state. ECLC's statewide presence has made it an effective advocate at the local, state and national level.

2019: A Year of Growth and Change for Early Care & Learning Council

2019 was a tremendous year of growth for ECLC. During this year, we have added a number of new staff.

Rachel Roberts, Infant & Toddler Program Associate:

Rachel has been working with children since she was a teenager, working in a private setting and a Head Start setting. She has a Bachelor of Arts in globalization studies from SUNY Albany. Along with her experience working with children, she has also worked in administrative roles, making her an excellent addition to our administrative staff. Rachel enjoys hiking, camping, kayaking, and other outdoor activities that take her to the Adirondacks and other nature settings in NY.



Mariah Hebert, Programs & Services Associate

Before joining ECLC, Mariah was a pre-K teacher, and she found classroom work to be very rewarding. She has an associate's degree in early education from SUNY Cobleskill and a Bachelor of Arts in English education from Russel Sage College. She found ECLC to be an organization where she could utilize her past experience. Mariah has a three year old daughter, and as a hard working mom, loves to take adventures and be spontaneous.

Jessica Havens, Community Education Associate

Jessie comes to us after a year in AmeriCorps VISTA. She has a Bachelor of Arts in sociology from Siena College. Jessie has a passion for nonprofit work, and is an advocate of early childcare, mental health, education, and nutrition. This makes her a perfect fit for the work she does at ECLC. Jessie enjoys drawing, painting, sculpting and similar creative activities.



Jocelyn Bryant, Membership Services Coordinator

Jocelyn worked previously as the Coordinator of Events and Alumni Relations at SUNY Schenectady Foundations. She has experience in event management and fundraising, She has an associate's degree in hospitality and tourism management, and a Bachelor of Arts in event management. Jocelyn also has a major passion for all things Disney.

Carly Belmonte, LMSW, Director of Infant & Toddler Mental Health

Carly has a Bachelor of Arts in social science interdisciplinary, with an early childhood education concentration, and has a Masters in social work. In addition, she is a Licensed Master Social Worker (LMSW). She has worked in K-12 education, higher education, rape crisis programs, and outpatient mental health. A lover of the outdoors, Carly enjoys traveling, eating, snowboarding, exercising, and spending time with her family and her Labrador, Lucy.



Andria Ryberg, Director of Child Care Supply

Andria has worked in the education and nonprofit administration sectors for the last 15 years, and joins us after moving here from Battle Creek Michigan, where she founded, built, and served as the executive director of a child care center. A native of Saratoga Springs, she has a Bachelor of Arts in philosophy and a Masters in elementary education, and is an alumna of Teach for America.

Mildred Savidge, PhD, Director of Research and Evaluation

Millie is a research & program evaluation specialist. She has worked in schools and universities at multiple levels, from preschool to university. She has a Bachelor of Science in music education, a Masters in curriculum and instruction, and a PhD in curriculum, instruction and program evaluation. She enjoys reading, sewing, camping, and cooking outdoors. She has a passion for playing her instruments and conducting music.



Infants and Toddlers 2019: Growth and Development of the Network



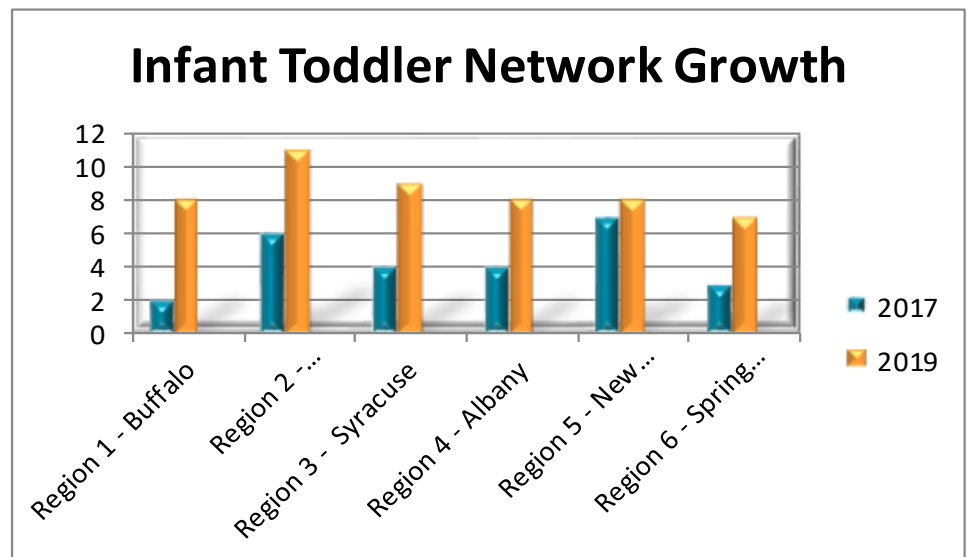
NYS Infant and Toddler Resource Network

IT: A Brief History:

In 2002, ECLC implemented the Infant Toddler Project. Delivered through our statewide network of CCR&Rs, the Project provides support when it can have the greatest impact during the first three years of life.

Our Infant Toddler Project reaches out to communities, child care providers, and families to promote safe, nurturing environments for the youngest New Yorkers. It emphasizes high-quality early care that's essential to long-term social, emotional, & intellectual development. That in turn has a positive ripple effect on schools, businesses, and communities across New York State.

The Infant and Toddler Resource Network has almost doubled in size over the last two years, expanding from 32 IT Specialists in 2017 to 57 IT Specialists by the end of 2019. From six IT Specialists on Long Island (Region 7) to 11 IT Specialists in the Finger Lakes and western Southern Tier (Region 2), the average number of IT Specialists has risen from four per region to eight per region.



The growth of the Infant Toddler Network drew national attention in 2019, as evidenced by the article on the following page, published by Zero to Three.

Infant & Toddler Specialists Retreats

Two IT retreats were held this year, one in June, and the other in September

June Highlights:

- Podcast by Brightside Up (Rachel Mandel, Hannah Wise, Lindsay Clark)
Creating new connections
Using podcasts to speak to your audience
- Pyramid Training: Culturally Responsive Practices to Reduce Implicit Bias, Disproportionality, Suspension & Expulsion
- The Coaching Cycle Training (Elizabeth Rodano)

September Highlights:

- Wendy Bender of NYSAIMH ED, on the Mental Health Endorsement
- Caring Spaces TOT (Rosemarie Lawton) This is a three tiered certificate including: Freedom of Movement, Responsive Caregiving, & Quality Materials
- WIC presentation (Misha Marvel, Hunger Solutions NY)
- The "Unconference:" — peer-to-peer learning and idea sharing

Zero to Three Recognizes New York's IT Network Growth

New York Expands Infant Toddler Specialist Workforce

Aug 22, 2019

In the spring and summer of 2019, New York more than doubled the number of full- and part-time Infant Toddler Specialists working to increase the quality of child care across the state.

This boost was a result of Child Care and Development Block Grant funding issued from the New York Office of Children and Family Services. Services of Infant Toddler Specialists include offering training and technical assistance to child care programs; providing information to families and providers; and aiding child care providers in expanding comprehensive service delivery for infants, toddlers, and their families.

Within each of New York's seven regions, one Child Care Resource and Referral (CCR&R) organization oversees the Infant Toddler Specialist contract. Each agency works with the other CCR&Rs within their region to distribute the funding for Infant Toddler Specialists to serve the child care providers within the counties they serve. With this funding system in place, the [Early Care and Learning Council](#) (ECLC) and the CCR&R network are able to assist the OCFS in meeting the activities outlined in the state's Child Care and Development Fund plan.

For many years, New York had 24 full- and part-time Infant Toddler Specialists. With 35 CCR&R's and 62 counties, the ability to reach and impact child care providers across the state had significant room for growth. This expansion brings the total number of specialists to 50 as of August 2019 with plans for a few more positions to be filled in the fall.



Plans are in place for the Infant Toddler Specialists to complete a series of nationally recognized early childhood trainings to enhance the strengths that each individual brings to the position, giving them greater leverage to do work with child care providers that will positively affect the lives of the infants and toddlers in child care programs. This professional development will address quality environments for infants and toddlers, early childhood development, and teacher and administrative practices in early childhood programs. The ECLC will also work with New York Association for the Education of Young Children to deliver two additional professional development curricula to the Specialists: Coaching Institute and Communities of Practice.

Programs often start with tangible changes to the environment and the structure of the program and then advance toward changing practices that promote relationship-based care between children, caregivers, and families. Each technical assistance visit, training, quality improvement plan, or coaching session that the Infant Toddler Specialists deliver emphasizes the high-quality early care that's essential to a child's long-term social, emotional, and intellectual development.

Zero to Three Website: <https://www.zerotothree.org/resources/2899-new-york-expands-infant-toddler-specialist-workforce>
Zero to Three, Washington DC

Infant & Toddler Professional Development

NYSAIMH ENDORSEMENT : In 2019, over 20 Infant & Toddler Specialists from across NY State joined ECLC's first cohort to pursue the NYSAIMH Infant Mental Health Endorsement.

Endorsement is a credentialing system that supports and recognizes the knowledge and ability of professionals who work with or on behalf of infants and young children up to age five and their families. This process uses a nationally recognized set of standards and competencies that define best practice and guide professional development across disciplines. The intent of the NYS-AIMH Endorsement is to recognize and document the development of infant and family professionals within an organized system of culturally sensitive, relationship-based, Infant Mental Health learning and work experiences. ~NYSAIMH Website

COACHING INSTITUTE, COACHING COMMUNITIES OF PRACTICE, AND INTEREST DRIVEN LEARNING (IDL)

Purpose: To expand the coaching capacity of the Infant Toddler Specialists and to improve the practice of teachers and providers working with infants and toddlers. Provided in collaboration with NYAEYC.

Attendees: Infant & Toddler Specialists

Content: Intensive Professional Development Curriculum, developed by NYAEYC and partners, covers

- New York State Core Body of Knowledge
- Reflective Practice
- Growth & refinement of coaching skills and practice
- Interest Driven Learning: three-part professional development for lead teachers and family providers with coaching opportunities with IT Specialists



All enrolled Infant & Toddler Specialists have opened their portfolios and are working towards their endorsement at the level of Infant Family Associate. ECLC is fortunate to have NYSAIMH Executive Director, Wendy Bender, leading monthly calls to support their work.

THE STRENGTHENING FAMILIES PROTECTIVE FACTORS FRAMEWORK

This approach was introduced in 2003 by the Center for the Study of Social Policy (CSSP). It is a research-informed, strengths-based approach that prevents child abuse and neglect by focusing on the well-being of all families and helping families identify and build on their own protective factors. The Strengthening Families protective factor framework includes the following five protective factors: Parental Resilience; Social Connections; Knowledge of Parenting and Child Development; Concrete Support in Times of Need; Social and Emotional Competence of Children.

PROTECTIVE FACTORS TRAIN THE TRAINER:

In July of 2019 ten Infant & Toddler Specialists, representing all seven Regions of the state, participated in a Protective Factors TOT. ECLC partnered with PCANY to organize this three day training that took place in Albany, NY which was delivered by Children's Trust Fund Alliance. An ongoing Learning Collaborative for all Protective Factors Trainers, organized by PCANY, meets 4-6 times annually.



Infants and Toddlers 2019: Adding Infant Toddler Mental Health Consultation

Mission Imperative: ECLC's dedication to long-term, sustainable improvement in the mental health of New York States' Infants and Toddlers.

The new Infant Toddler Mental Health Consultation Project will support and guide a high-quality, measurable, and comprehensive service that:

- ◆ Builds the capacity of adults in children's lives to promote positive mental health growth for all children
- ◆ Improve children' social-emotional function
- ◆ Reduce challenging behaviors among children
- ◆ Reduce the prevalence of suspensions and expulsions from child care programs, especially among children of color

Tangential to the ITMH Consultation project, ECLC is working with other partners to bring you additional training in Adverse Childhood Experiences through our ACEs INSTITUTE.

National best practices identify early care and education settings as key partners in addressing and preventing Adverse Childhood Experiences (ACEs) for children and families (CDC, *Preventing Adverse Childhood Experiences: Leveraging the Best Available Evidence*). As a result, 2019 formalized a collaboration between the Early Care & Learning Council and The LaSalle School.

This partnership will create and facilitate a four-part train-the-trainer series, over four years, for CCR&R Trainers, Infant Toddler Specialists, and Infant Toddler Mental Health Consultants to then train within their home communities. Following initial planning efforts, ECLC hosted, and The La Salle School provided a focus group utilizing the proposed 101-Level Curriculum for the ACEs Institute. The focus group was successful and included representation from each region, and various staff levels in the CCR&Rs. ECLC and The La Salle School look forward to taking this information into consideration moving forward with the planning process. The 101-Level is scheduled to occur regionally, between June and October 2020.

What makes the ECLC ITMHC Project unique is its focus on service to infants and toddlers, up to 36 months of age.



ECLC Infant & Toddler Mental Health Consultation Project

Together with CCR&Rs, New York Center for Child Development, & Docs for Tots

ECLC partners in this project include Docs for Tots and the New York Center for Child Development, who inform our technical assistance, professional development, continuous quality improvement, and both program and process evaluation. In 2019, ECLC staff members Carly Belmonte and Millie Savidge met twice monthly with these partners, and developed guidance and best practices for the project. They collaborated on six technical assistance calls with Lead Agencies to begin project planning efforts and provide guidance for project implementation.

Working with support from OCFS and the Child Development Block Grant, and input from our membership, plans for 2020 include:

- CCR&R Hiring of ITMH Consultants
- Consultant training on classroom assessment and continuous quality improvement
- Consultant professional development, with both remote and in-person offerings
- Supervisor professional development, with both remote and in-person offerings
- Seven Lead Agency calls (one per region) for ITMHC supervisors for service preparation
- Continued exploration of the most appropriate data collection tools that will assist in measuring impact and service quality.

We look forward to continuing to collaborate with key partners in 2020, and beyond, to provide an effective ITMHC service to our states early care and education caregivers, and ultimately, to our infants and toddlers.

The Challenge Still Exists: Too Many *Barriers* to Finding Affordable Quality Child Care

Quality child care, especially for infants and toddlers, is difficult to find. Even when registered and licensed infant and toddler care is available, parents often face additional challenges that can be difficult to overcome, including: the cost of care; location of care; available hours of care; no special needs care; and transportation. As can be seen in the chart below, barriers differ across the state.

“Child care assistance reaches only a fraction of eligible families, and even when available, it is rarely sufficient to cover the cost of providing infant and toddler care.”

~ Center for American Progress, Oct 2018 report: *Understanding Infant & Toddler Child Care Deserts.*

Barriers to Finding Infant & Toddler Care		
Upstate New York Data		
Based on CCR&R Follow-up with Clients (n=2136)		
No Openings	36%	53% of families who contact CCR&Rs for referrals qualify for the child care subsidy for their infant or toddler.
Cost	14%	
Provider business hours	12%	
Location of Care	7%	

Barriers to Finding Infant & Toddler Care		
New York City and Long Island Data ONLY		
Based on CCR&R Survey of Clients (n=956)		
No Openings	23%	79% of New York City families who contact CCR&Rs for referrals qualify for the child care subsidy for their infant or toddler.
Cost	41%	
Type of care desired	12%	
Location of Care	8%	

New York State Needs More *Quality* Infant & Toddler Care

- 670,500** The number of *Infants & Toddlers* across *New York State*. (According to available Census Data)
- 478,930** Nearly *480,000* of *New York's* children under the age of three whose parents are in the work force, will spend some time in child care outside the home
- 335,250** The number of *Infant & Toddler slots needed* to serve even 50% of our youngest children in child care
- 147,850** The number of *Infants* under one year whose mothers are working
- 97,825** The number of existing *Infant & Toddler slots* in *licensed/registered* settings across *New York State*
- 14,117** *Requests for Infant and Toddler Care made to CCR&Rs:* in a 12-month period between July of 2018 and June of 2019, 35 Child Care Resource and Referral agencies across New York State received 14,117 requests from parents and families for infant and toddler child care
- 5,974** *Available Openings for Infant & Toddler Care* Between July 2018 and June 2019 the number of registered and licensed, infant and toddler child care spots available (not currently filled) across the state
- 7:1** There are *seven Infants or Toddlers* who may be in need of care for *every one seat of licensed & registered care* that is available across New York State
- 2.4:1** *Requests made to CCR&Rs* for licensed/registered quality infant toddler care, *outnumber available spots across NY State 2.4 to 1*
- 94%** With nearly *90%* of all *Infant and Toddler child care seats filled*, parental requests to CCR&Rs for Quality Infant & Toddler care across New York State outweighs availability

Early Childhood Education: An Industry in Crisis in New York State

The first three years of life are essential to healthy brain development and building bonds with trusted adults. Many children spend at least some of their first three years of life in care outside of their home. Given this, the success of New York's youngest residents, their parents, and our entire economy is dependent on available, high-quality child care solutions. At this time, there are only about one quarter of the licensed slots needed to care for and educate the infants and toddlers in our state.

The Interdependent Reasons for Lack of Available Childcare:

- ◇ Expense (more expensive for some than the potential revenue)
- ◇ Stress (Care is undervalued both in recognition and compensation)
- ◇ Director/ Owner Difficulties with Staff:
 - ✓ Poor Recompense (workers are underpaid and have inadequate benefits)
 - ✓ Career Growth: Little or no path for advancement

Data:

- Number of Children Under 3:
670,500
- Number of Child Care Slots for Children Under 3:
127,233
- Child Care Supply Gap:
543,267 (80%)

Priorities for Increasing Child Care Supply

Mission Critical Imperative for ECLC:

- To assure affordable childcare for all residents of NYS
- To ensure that child care choices optimize educational, healthy development of children
- Promote strong families and communities

New Initiatives

- Creation of comprehensive training of trainers to deepen CCR&R network capacity for training in business orientation and technical assistance to include:
 - Strategies for cultivating new slots
 - Case studies of what has worked
 - Implementation toolkit
- Discussing and collaborating with employers to:
 - Understand employees' needs for child care
 - Support businesses in opening or supporting local child care programs
 - Promoting the new Child Care Business Tax Credit, : allows businesses a credit of up to \$150,000 annually for developing and operating onsite child care and partnering with CCR&Rs to place employee children in child care
- Support a pilot Shared Services Alliance in NYS, in conjunction with NYAEYC (B25 grant funding)

10 CCR&Rs have done a deep dive into the child care needs in their community, paying special attention to the desert areas with very little care, and have developed next steps to target provider recruitment and retention in those areas.

We look forward to continuing to partner with our membership to increase the availability of affordable child care in New York State.

Regional Collaboration to Promote Quality

Each year, ECLC and its CCR&R agencies, work together to provide support to families and child care providers. Forty workshops on selected center management topics (based on identified regional needs) were offered to Child Care Center Directors. Workshops were delivered through the collaboration of **two ECLC staff trainers and 27 CCR&R trainers at 20 CCR&R agencies** across the state.

Workshop topic in 2019 are listed below:

COLLECTIVE IMPACT AT A GLANCE

351
**CHILD CARE
ADMINISTRATORS
WERE TRAINED**

49
EVENTS

38 In-Person

Site visits to CCR&Rs for overall quality improvement planning and implementation

11 Site Visits

for orientation of new CCR&R Directors, Infant Toddler Specialists, and Data Specialists.

2019 Trainings:

Director's Overview
Room Arrangement
Orientation

Fiscal Management
Director Center Policy
Outdoor Play Environments
Observation

In 2020, Management Training will focus on the Five Core Workshops of the Director's Institute, which have been revised and structured to align with all other state training. This will serve to support consistent messaging to child care centers and programs statewide. This year *ECLC will be evaluating the efficacy of this workshop series* to develop concrete goals for future years which will complement other training and technical assistance being provided to the early childhood field by ECLC and our CCR&R Network.

The **NY Standards of Excellence** have been updated for 2020 to better address those standards related to diversity, equity, and inclusion. All CCR&Rs have been diligently working to complete their 18 Month Follow-Up reports for New York Standards of Excellence throughout the end of 2019, into the start of 2020, and they will be preparing for their full Three-Year Certification in NYSOE which will occur for all 35 CCR&Rs in 2021.

66 CAPACITY BUILDING OPPORTUNITIES/EVENTS

31 Professional Development Opportunities

for specialized groups of CCR&R staff, including Health Care Consultants, Data Specialists, Trainers, Infant/Toddler Specialists, and Administration.

Topics included :

- ◆ Tax Credits for Small Business
- ◆ Supporting Deaf Culture in the Workplace
- ◆ Micro-aggressions in the Classroom
- ◆ Unconscious Bias
- ◆ Immunization Requirements
- ◆ Motivating Today's Team
- ◆ Exploring Your Emotional Intelligence
- ◆ Intersectionality
- ◆ Framing your Communications
- ◆ Leading with Your Strengths.

35 Infant/Toddler Network Regional Opportunities

Topics included:

- ◆ Adverse Childhood Experiences
- ◆ Infant Mental Health
- ◆ Continuity of Care
- ◆ Theory of Change
- ◆ The Effects of Stress on Prenatal Development
- ◆ Resiliency
- ◆ Family Engagement
- ◆ Coaching



Collaborative Training for Child Care Directors

Participant Evaluation

All ECLC trainings include the opportunity for attendees to evaluate the trainings that they attend. While some of the items on evaluations are specific to the content of individual training, there are an additional seven generalized content items and five generalized items related to the presenter. The data below represents evaluation of nine different programs. Evaluation forms were received by 244 individuals. Ratings are based on a scale of 1–5, where 1 = Strongly Disagree and 5 = Strongly Agree.

Content Evaluation Key

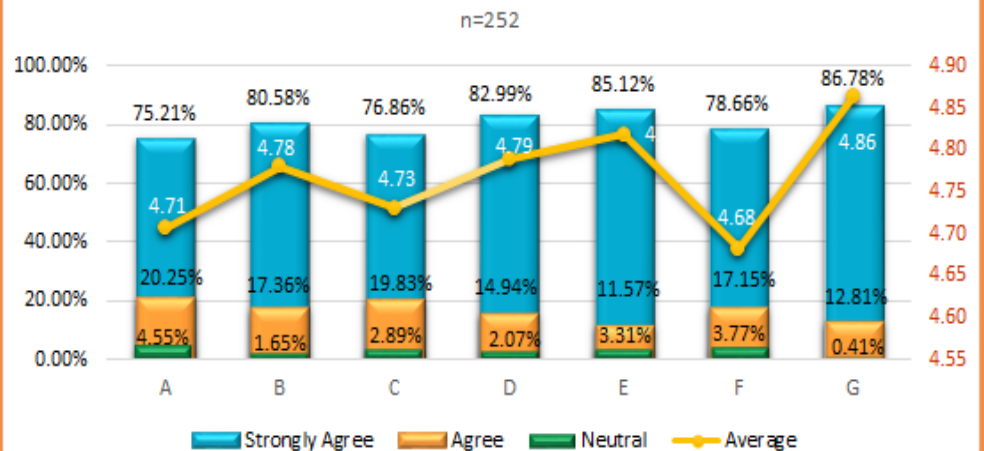
- A. The information presented was clear and concise and met my expectations based on the description
- B. Resources given will be useful and relevant to my needs.
- C. The presenter used a variety of instructional methods appropriate to the learning objectives.
- D. My questions were answered
- E. I will implement changes as a result of this training
- F. Today's training provided me with information and tools to assist me in maintaining regulatory compliance
- G. The presenter provided an overview of the workshop content and the goals and objectives for the presentation

Knowledge Specific Evaluation

For each training, there are 5 knowledge specific items. Participants are asked to rate their level of knowledge on each topic on a scale of 1–5 where 1 = no knowledge and 5 = a lot of knowledge.

	Average Gain
Item 1	1.13
Item 2	1.25
Item 3	1.10
Item 4	1.16
Item 5	1.25
Overall	1.18

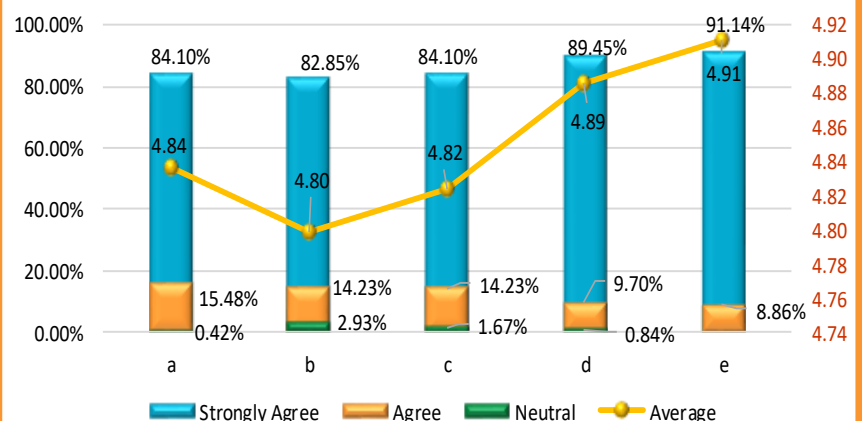
Overall Content Evaluation Responses



Presenter Evaluation Key

- a. The presenter created a supportive and flexible environment that was responsive to my needs.
- b. The presenter asked questions to assess participant learning and used strategies to actively engage participants.
- c. The presenter helped to connect the information presented to the learning objectives and/or to classroom practice.
- d. The presenter was professional, knowledgeable, and well prepared.
- e. The presenter used language that was respectful of children, families and participants.

Overall Presenter Evaluation Responses



DATA: The Business Case for Investing in High-Quality Child Care

Every week in **New York, 870,188** children under six have both parents in the work force.

Lack of access to affordable child care:

94%

of workers involuntarily working part-time due to child care problems are women.

2019 CCR&R Referrals

24,259 Referral requests for child care

5,907 Online requests to CCR&Rs for child care

30,525 Total requests to CCR&Rs for child care

496 homeless/in-shelter families received referrals from CCR&Rs

For more than 40 years, CCR&R Agencies throughout New York have been working to increase the quality and affordability of child care and preschool throughout the state.

Child care is a critical work support for parents helping to drive local economies. At the same time, child care is also an early learning setting for children.

Annual Cost of Child Care at a Glance

Center-Based Care

- \$13,403 for infants
- \$11,390 for 4 year-olds
- 23.1% of household income for infants
- 19.7% of household income/ 4 year-olds

Family Child Care Homes

- \$10,131 for infants
- \$ 9,070 for 4 year-olds
- 17.5% of household income for infants
- 15.7% of household income/ 4 year-olds

Child Care as an Economic Driver of Jobs & Economic Impact in NY

=

Total economic impact annually:

\$8.59 BILLION

\$4.28 billion in child care revenue supports an additional \$4.3 billion in spillover into other industries.

Total jobs impact annually:

171,936 JOBS

133,439 sole proprietors and wage and salaried employees working in child care support an additional 38,497 jobs in other industries.

Special Projects: Diversity, Equity & Inclusion

During 2019, the Early Care & Learning Council made a bold move and decided to dedicate resources to supporting diversity, equity and inclusion (DEI) efforts, full-time. Although DEI is discussed in many circles, focusing resources and intentional practices requires dedication. The Early Care & Learning Council is doing just that. Fannie Glover, Director of Equity & Inclusion has continued engaging in increasing awareness activities around DEI issues.

Intercultural Development Inventory (IDI) Assessment

The Intercultural Development Inventory (IDI) Assessment, an instrument designed to allow extensive and in-depth insights on individual and group levels of intercultural competence, has also made its way into other CCR&R organizations. We are excited to highlight one of the many CCR&Rs engaging in equity work, and that organization is the Child Care Council of Rochester.

In July 2019, the Child Care Council encouraged the entire agency (board of directors, funder, Sr. Management and all staff including CEO) to take the IDI Assessment. They received individualized results and developed individual and organizational plans for moving forward.

Board members and staff regularly engage in conversations around articles, books and movies which continue to enhance their learning experience that supports organizational hiring efforts. Changes in organizational make-up are represented in the chart.



Workforce and Board Demographics

Before IDI Work/Staff	After IDI Work/Staff	Before IDI Work/Board	After IDI Work/Board
Asian- 1.9%	Asian- 1%	Asian- 0%	Asian- 0%
Black- 7.4%	Black- 9.3%	Black – 8%	Black – 17%
Hispanic- 7.4%	Hispanic-9.3%	Hispanic – 0%	Hispanic – 8%

The first Equity & Inclusion Conference: The Cost of Inequities was met with a lot of success. We had no idea that our inaugural equity conference would attract three times the number of participants than expected. Perhaps, it was our lineup of national speakers or diverse sectors that tied inequities in the early years, to their work. We focused our efforts on providing awareness of the impact to other industries (business, law enforcement, and military) effected by the expulsion and suspension of children of color from birth to age five. We will host our second conference 2021. Look out for more information.



Finally, in 2019 Fannie Glover was appointed to the Child Care Aware of America board of directors, where she will continue equity work on a national platform.

We continue to engage in membership trainings, consultant work and moving DEI efforts forward.

Early Care & Learning Council: Learning Cafes

The Learning Café was designed to provide a safe space for conversations that wouldn't otherwise happen in the workplace. The idea came about as the result of a desire to create a platform where participants could feel comfortable expressing their thoughts and asking questions without feeling attacked, shamed or blamed. This year we covered topics that were on many of our participants' mind (evidenced by the significant increase in registrations), such as mental health trauma in adults and children and impact to communities of color. We will continue to bring real issues to this platform to help all listeners navigate through the maze of societal issues that plagues the lives of people of color across New York and especially those that hampers and harm the lives of young children.



September 12, 2019:

Presenter: Patina Park from the Cheyenne River and Standing Rock Sioux Tribes

Patina Park is Miniconjou Lakota and her family comes from the Cheyenne River and Standing Rock Sioux Tribes. She is the Executive Director of the Minnesota Indian Women's Resource Center (MIWRC) whose programming is grounded in traditional teachings that help to heal, preserve, and strengthen Native American women and their families from the multi-generational trauma impact of colonization. Ms. Park's legal and community work focuses on challenging the settler/colonist systems that have created massive health and economic disparities for Native people. Because of her own experiences as an adoptee, Ms. Park is particularly passionate about issues related to Native American children and families involved in child protection and private custody cases.

Professional Development: The **Native American Experience**

October 10, 2019

Presenter: Christine Johnson-Staub

Christine Johnson-Staub is a Senior Policy Analyst and State Technical Assistance Manager at Center for Law and Social Policy. With 25 years in the child care and early education policy field at the national, state, and local level, she brings deep expertise in systems-building, federal child care policy, and state subsidy policy and programs.

Professional Development Event: **Embedding Racial Equity at the Center of Early Childhood Policy and Systems**



Other Learning Cafes that took place in 2019:

Microaggressions in the Classroom Presenter: Dr. Yolanda Flores Niemann

A Conversation Around "Intersectionality" Presenter: Fannie Glover

Diversity-Informed Practice and Policy Considerations for Children and Families of Asian Descent Presenter: Nucha Isarowong

Recruiting, Hiring and Retaining Diverse Employees Presenter: Carrie Braxton and Lois Cooper

2019 EARLY CARE & LEARNING COUNCIL'S MEMBERSHIP CHILD CARE RESOURCE & REFERRAL (CCR&R) NETWORK



Thank You to our Members!

Adirondack Community Action Programs, Inc.
Counties Served: Essex

**Allegany County Community Opportunities
and Rural Development, Inc. (ACCORD)**
Counties Served: Allegany, Cattaraugus, Wyoming

Brightside Up, Inc.
Counties Served: Albany, Rensselaer, Saratoga,
Schenectady, Fulton, Montgomery

**Catholic Charities of Delaware, Otsego
and Schoharie Counties**
County Served: Schoharie

Chautauqua Opportunities, Inc.
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Chemung County Child Care Council, Inc.
Counties Served: Chemung

Child & Family Resources, Inc.
Counties Served: Ontario, Seneca, Yates

Child Care Aware® Steuben and Schuyler
Counties Served: Steuben, Schuyler

**Child Care Coordinating Council
of the North Country, Inc.**
Counties Served: Clinton, Franklin

Child Care Council of Dutchess and Putnam, Inc.
Counties Served: Dutchess and Putnam

Child Care Council of Nassau, Inc.
Counties Served: Nassau

Child Care Council Cornell Cooperative Extension
Counties Served: Herkimer, Madison, Oneida

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Child Care Resource Network
Counties Served: Erie

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Counties Served: New York City

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Counties Served: New York City

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Counties Served: Niagara

Schoharie County Community Action Program, Inc.
Counties Served: Schoharie

Southern Adirondack Child Care Network, Inc.
Counties Served: Hamilton, Warren, Washington

St. Lawrence Child Care Council, Inc.
Counties Served: St. Lawrence

Sullivan County Child Care Council Inc.
Counties Served: Sullivan

The Committee for Hispanic Children & Families, Inc.
Counties Served: New York City

2019 Early Care & Learning Council's CONTRIBUTORS

The Early Care & Learning Council has received generous contributions from CCR&Rs, community supporters, our Board of Directors, ECLC staff, as well as foundations and businesses. These contributions ensure that ECLC can maintain the quality of its services and programs for the community.

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The Anderson Group
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Timothy Hathaway



Thank You to our Members!

Child Care Advocacy & Community Education in New York State

The 2019 state legislative session brought ECLC and the child care community several victories. These include the passage of legislation that we had been championing for many years, including the Child Safe Products Act and a bill to allow low income parents with young children who work the night shift and need child care to get adequate sleep will be able to do so regardless of where they live.

ECLC once again co-organized an advocacy day at the State Capitol which brought hundreds of child care providers, parents and advocates. We continued to lead this crucial advocacy work through positions on the steering committees of Winning Beginning NY and Raising NY, as well as the coordinating committee of the Empire State Campaign for Child Care. These coalitions and campaigns were in addition to the work done to reevaluate the child care industry via the Governor's Child Care Availability Task Force. ECLC was also invited to brief the New York State Legislative Women's Caucus.



ECLC also updated its marketing and community outreach materials in 2019. The agency brochure has been updated to reflect the current work of the organization. Departments collaborated with our Community Education Associate in order to create brochure inserts that go into more detail on topics of CACFP, Advocacy, Infant & Toddler Mental Health, and Equity & Inclusion. ECLC's News Bulletins have also been restructured this year. The News Bulletin now has sections to highlight advocacy information, as well as, events from our organization and partners. This addition keeps the network informed on what is happening at different levels within the field and provides more tools for the tireless advocacy of the Child Care Resource and Referral (CCR&R) network and our partners.

THE EMPLOYER-PROVIDED CHILD CARE TAX CREDIT

- Supports the productivity of employees, and promotes the healthy development of children while their parents are working.
- Qualify expenditures include costs to contract with child care resource and referral agencies (CCR&Rs) to assist employees in finding child care.

CHILD CARE DEVELOPMENT BLOCK GRANT

- Increase in funding for CCDBG for the third straight FFY

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