



Early Care &
Learning Council

United to Promote Quality

2021 ANNUAL REPORT



Early Care &
Learning Council
United to Promote Quality

Our Team

EXECUTIVE DIRECTOR

Meredith Chimento

ADMINISTRATIVE ASSOCIATE

Beth Diana

DIVERSITY, EQUITY, INCLUSION & BELONGING

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Elijah Foulks, Equity & Inclusion Program Associate

FINANCE & ADMINISTRATION

Frank Mahar, Director of Finance & Administration

Tammy M. Parsons, Administrative Coordinator & Bookkeeper

POLICY & COMMUNITY EDUCATION

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Jessie Havens, Community Education Associate

Alissa Ballard, Technical Assistance Grant Coordinator

Nadiege Monpremier, Technical Assistance Grant Coordinator

PROGRAMS & SERVICES

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Mariah Hebert, CCR&R Program & Services Associate

Brooke Ricci, Training Coordinator

Jeannie Thomma, Senior Director, Infant Toddler Project

Rachel Roberts, Infant Toddler Program Associate

Ryan Chappell, Infant Toddler Mental Health Program Associate

Andria Ryberg, Director of Child Care Supply

Budhan Ramcharan, Child Care Supply Associate

**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.



Early Care &
Learning Council
United to Promote Quality

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Chinese-American Planning
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EXECUTIVE LETTER

Dear Friends,

That's a wrap for 2021! It appears we have finally returned to what one may consider a new normal. The Early Care & Learning Council, and the network of 35 Child Care Resource & Referral agencies - together with NYS Office of Children & Family Services, Council on Children & Families, Robin Hood, and other state partners - have worked together to begin to stabilize the child care sector.

Child care has been integral to the country as it returns to work following the global shut down from the COVID-19 pandemic. Workforce compensation, equitable access to care, and affordability for all families, are a priority at the federal, state, and local level. With Federal relief dollars, initiatives from the State, and the hard work of the CCR&R network, we have supported child care providers with much needed assistance through the disbursement of over \$900 million in Stabilization Grants. These much needed support grants have been coupled with the administration of the Core Business training series, Blending & Braiding training, the Management Training Series, and more!

Through it all we have continued to impact racial injustice in our communities by keeping it at the forefront of our work. We have diminished the effects of racism with our integrated programs: BUILD: Race Equity CoP; Leading with Racial Equity Initiative; ACEs Institute; and Infant Toddler Mental Health Consultation. Through the strength of our network and the support of our partners, we are stamping out such negative effects on our communities so that our children will be given equitable access to quality child care.

We thank you for your continued support, partnership, and guidance as we work to improve the conditions of child care in New York.

Sincerely,

Meredith Chimento

Meredith Chimento
Executive Director

Abbe Kovacic

Abbe Kovacic
Board Chair



CHILD CARE ADVOCACY IN NEW YORK STATE



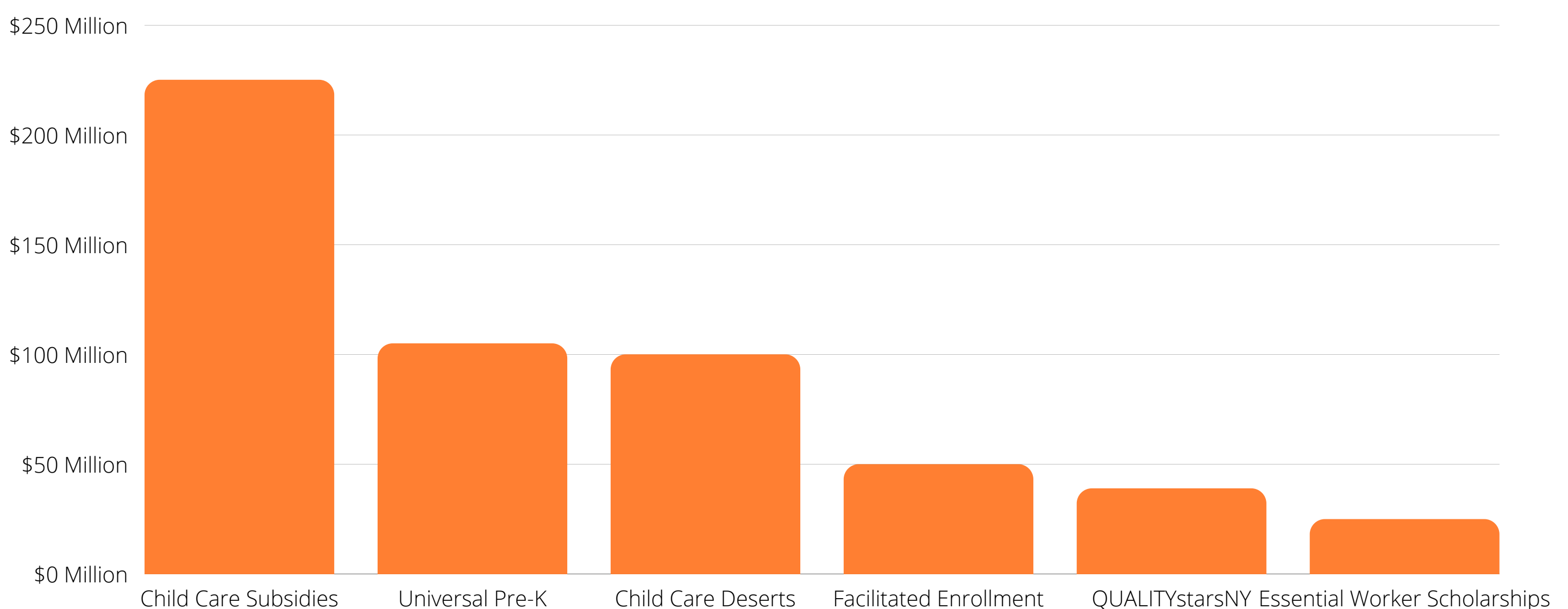
Despite the challenge of being virtual for most of the year, 2021 was a historic year for investments in child care. ECLC worked with both our federal and state lawmakers to gain unprecedented increases in the field of early learning.

The Coronavirus Response and Relief Supplemental Appropriations (CRRSA) passed at the end of 2020 provided \$10B in child care funds nationally while the American Rescue Plan Act, passed in March 2021, included \$39 billion in dedicated child care relief funding.

The Empire State Campaign for Child Care also held its first virtual rally and press conference to #SaveNYChildCare with around 600 attendees!

The 2021 NYS budget passed with:

- \$1.2 billion in upfront stabilization grants to providers that can be used to increase wages and benefits for childcare workers;
- \$225m to increased eligibility for childcare subsidies to 200% of the federal poverty level statewide for three years;
- Limiting parent co-pays for child care subsidies to 10% of a family's income over the federal poverty level;
- Reimbursement to providers for 24 absences per child per year;
- 12-month eligibility for families in receipt of subsidies (increased from six months);
- \$100 million to build new childcare capacity in areas of the state deemed to be child care deserts, childcare scholarships for essential workers;
- \$40m for PPE/Cleaning supplies/etc
- \$39m for QUALITYstarsNY
- \$50m in facilitated enrollment
- \$25m for Essential Worker Scholarships (increased over the year)
- \$105 million increase in funding for universal pre-kindergarten.



CHILD CARE STABILIZATION GRANT

Thanks to the significant efforts of the Child Care Resource & Referral agencies, as well as the Office of Children and Family Services and our partners at WhedCo, CSEA and UFT, over 15,000 applications for Child Care Stabilization Grants were approved for over 900 million dollars to directly aid child care businesses statewide.

The Child Care Stabilization Grant represents an unprecedented opportunity to invest in and stabilize the NYS child care sector. Made available through the federal American Rescue Plan Act, the grant has provided financial relief to thousands of child care providers across New York State to help cover unexpected costs due to the global COVID-19 pandemic.

Additionally, in collaboration with CSEA, ECLC was able to host an assortment of trainings to assist providers in navigating expenditures and other challenges (such as taxes). Trainings were facilitated by expert, Tom Copeland, and were held in the evenings for providers to join. Recordings are available at ECLC's YouTube channel *EarlyCareLearningCouncilNYS*.

ECLC and the CCR&R network have worked together to best support the child care providers during this grant project. As applications opened in August and closed at the end of November, ECLC worked with the network daily to help them assist providers in completing the application. ECLC and the CCR&Rs worked daily together to give providers clear and consistent information regarding the grant application.



PROGRAMS & SERVICES

Regional Collaboration to Promote Quality

Each year, ECLC and the CCR&R agencies, work together to provide support to families and child care providers. Twenty-five workshops on selected center management topics were offered to Child Care Center Directors in 2021. Workshops were delivered through the collaboration of two ECLC staff trainers and 15 CCR&R trainers at CCR&R agencies and were a combination of virtual and in-person formats.

2021 Workshop Topics

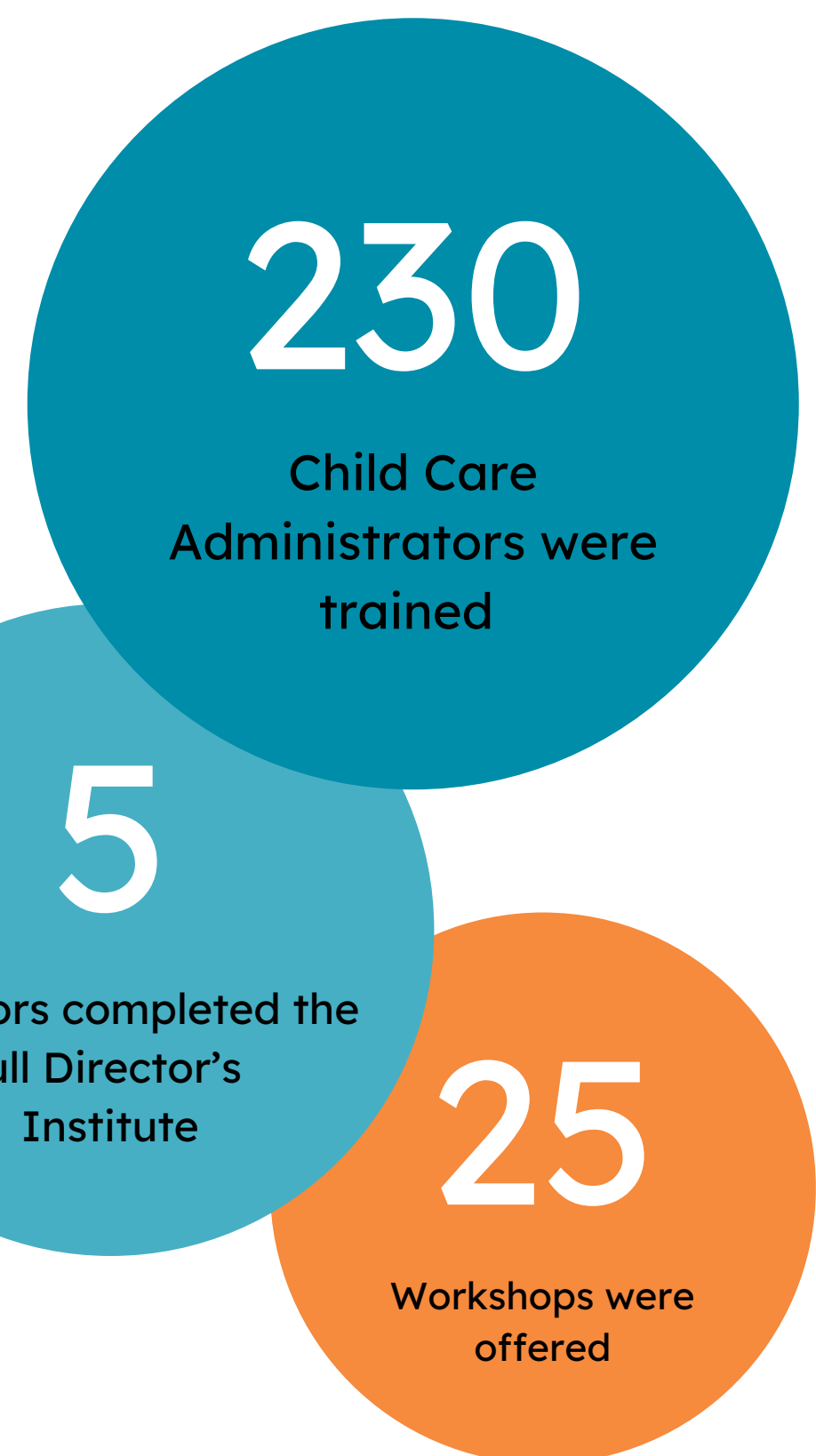
- Director's Overview -Four workshops
- Quality Orientation-Six workshops
- Strengthening Supervisory Skills- Seven workshops
- The Director's Role in Ensuring DAP- Six workshops
- Fiscal Management- Two workshops

Management Trainings

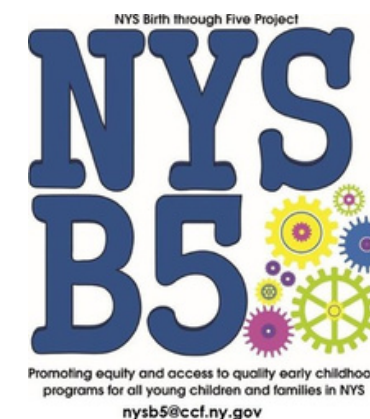
ECLC staff trainers and CCR&R trainers successfully collaborated to create a statewide calendar of virtual & in-person Management Training workshops for Child Care Center and School Age Care Directors. This year ECLC focused on the five core Management Trainings that make up the Director's Institute- Director's Overview, Fiscal Management: The Budget, The Director's Role in Ensuring Developmentally Appropriate Practice, Orientation: The Process to Staff Integration, and lastly, Strengthening Supervisory Skills. Workshops were provided through the Regional Collaboration to Promote Quality in Early Childhood Services.

Standards of Excellence (SOE)

ECLC is pleased to announce that 29 out of 35 CCR&R's completed their full SOE recertification in 2021. In 2021, ECLC also worked with consultant Jen Bump of Bump Collaborative Consulting, to create and pilot an online platform through Sharepoint to make the SOE submission process more accessible. With great success, a few CCR&R agencies participated in the pilot of this platform and have provided positive feedback.



BIRTH TO FIVE GRANT BUSINESS INITIATIVES



Council on Children
and Families

During the summer of 2021, one of the three business-related Birth to Five Grant projects, the Braiding and Blending Funding Training, was created by Ellen Olson of Child Care Council of Oneida County – Cornell Cooperative Extension and Debi Geroux of Integrated Community Planning Council of Oswego County, Inc. The Braiding and Blending Training is designed to support child care providers in accounting for different funding sources and uses in their programs. In the fall, 21 Blending and Braiding trainings were offered across New York. This was an intensive financial training for child care providers who had or wanted to obtain funding from multiple sources (state, federal, foundations) in order to support their programs.

21

Blending and Braiding
trainings were offered
across New York

Another of the three business-related Birth to Five projects, the Core Business Training series, launched in the fall. In Spring 2021, content specialists from CCR&Rs across the state worked as a team to write six child care business booklets. These six booklets, which detail the fundamentals of running a child care business, have been converted into provider trainings by Heather Sweet from Brightside Up. ECLC conducted 15 sessions of the Core Business Training series across New York State in Fall 2021. Heather Sweet, Director of Professional Development at Brightside Up Inc. developed and offered six TOTs to over 30 trainers from CCR&Rs across the state. Those trainers then offered this six-week training series to child care providers of all modalities.

ECLC, alongside its partners at the National Council for Mental Wellbeing, began a two-part training series on trauma informed organizations for NYS CCR&R staff. Part one of these trainings, “Turning Compassion Fatigue into Compassion Resilience,” represents a continued statewide effort to integrate trauma-informed practices across the network. In support of this larger goal, ECLC announced the Trauma Informed Organizational Toolkit (First Edition) at our June Annual meeting. The Trauma Informed Organizational Toolkit is the proud work of the Trauma Advisory Workgroup, which consists of representatives from all seven regions of NYS and is facilitated by ECLC. ECLC looks forward to continuing these partnerships in 2022, with Part two of the trainings provided by the National Council for Mental Wellbeing, “Building Organizational Resilience.”

15

Sessions of the Core
Business Training
series

30

Trainers from CCR&Rs
offered six TOTs

The production of these trainings are supported by the Preschool Development Grant Birth through Five Initiative (PDGB5), Grant Number 90TP005902, from the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Child Care.

INFANT & TODDLER PROJECT

Supported by the NYS Office of Children and Families, in 2021, the Infant Toddler Specialist Network was 55 Infant & Toddler Specialists strong. ECLC's Infant & Toddler team works in partnership with seven regional lead agencies and our statewide membership of CCR&Rs to train Infant & Toddler Specialists to provide support when and where we can have the greatest impact: during the first three years of life. Infant & Toddler Specialists across the state are in constant contact with the communities, child care providers, and families whom they serve, to ensure that safe and nurturing environments are accessible for all of our youngest New Yorkers. The Infant & Toddler Program is administered through the seven regional lead agencies across New York State. The Infant Toddler Network Resource Orientation, converted to digital format, was presented to eight new Infant Toddler Specialists as part of their onboarding process.

New York State Association of Infant Mental Health (NYSAIMH)

The NYSAIMH 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. The endorsement verifies that an applicant has attained the level of education required, participated in specialized continuing education and in-service trainings, engaged in professional work related to infants and toddlers, obtained reflective supervision/consultation from mentors or supervisors, and acquired knowledge to promote the delivery of high quality, culturally sensitive, relationship-based services to infants, toddlers, families and other caregivers. As of December 2021, a total of 17 Infant Toddler Specialists have successfully received the NYSAIMH endorsement, 11 of which completed in 2021.

55

Infant & Toddler Specialists Statewide

11

Specialists Received the
NYSAIMH Endorsement in 2021



INFANT & TODDLER PROJECT

Infant & Toddler Support

In 2021, ECLC was able to provide each of the 35 CCR&Rs with “BEE MINDFUL” Mindfulness Kits. The Infant & Toddler Department staff were able to deliver these kits to several of the CCR&Rs across New York State. The materials that the Infant & Toddler Team at ECLC distributed to the IT Specialists within the BEE MINDFUL kits were designed to help to introduce providers and the children in their care to a way of being that is guided by a combination of mindful activity and mindful stillness. Kits included a collection of stories, books, games and cards, all designed to be a source of learning and inspiration for the Infant Toddler Specialists, providers and the little ones who are counting on them every day to be present for and with them. It is our hope that as providers build a mindfulness practice in their classrooms, they will enjoy witnessing how relationships with the children in their care—and with their colleagues—grows and flourishes in new and exciting ways!

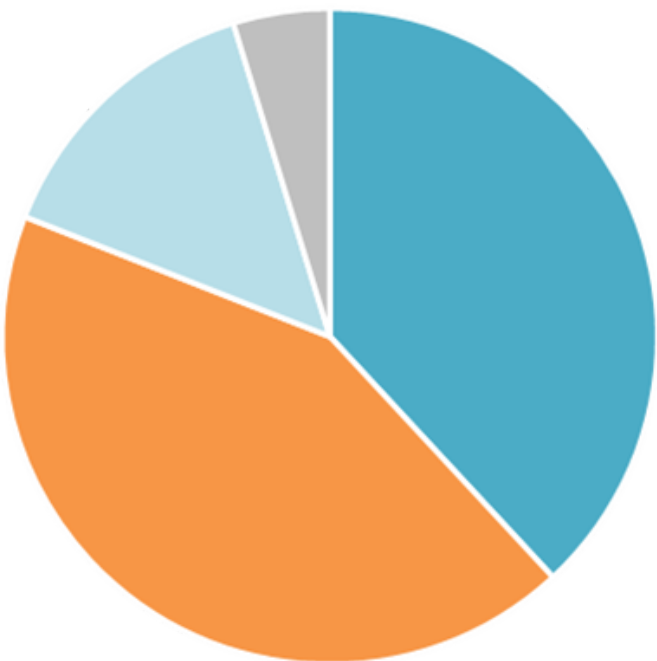


Intercultural Development Inventory (IDI) Assessment

The IT Specialist Network completed the Intercultural Development Inventory (IDI) Assessment in 2021. The Intercultural Development Inventory® (IDI®) is the premier cross-culturally valid assessment for building cultural competence within schools and organizations. During recurring monthly meetings, the ITS participated in Diversity, Equity & Inclusion (DEI) work sessions that allowed for in-depth discussions and participatory activities that focused on themes with direct relevance to their work. Through months of self-reflection and candid conversation, the IT Specialist Network moved forward on the range of developmental orientations from majority in “Minimization” to majority split between “Acceptance” and “Minimization.”

“These DEI learning experiences are relevant to performing my job as an Infant Toddler Specialist”

September 2021



■ Strongly Agree ■ Agree ■ Somewhat Agree ■ Unknown

December 2021



■ Strongly Agree ■ Agree ■ Unknown

INFANT & TODDLER PROFESSIONAL DEVELOPMENT

NYActs Early: Train the Trainer

Two virtual trainings, offered through ECLC, were attended by a total of 39 Infant Toddler Specialists and Infant Toddler Mental Health Consultants statewide. The NYActs work is funded by the Association of University Centers on Disabilities (AUCD) in partnership with the Centers for Disease Control (CDC) as part of the CDC's Learn the Signs, Act Early Campaign. This project addressed needs in the midst of COVID-19 to bolster identification of developmental delays and disabilities.

Infant Toddler Environment Rating Scale (ITERS)

The ITERS is a classroom assessment tool designed to measure the quality of group programs for infants and toddlers (birth to age three) by collecting data through classroom observations and a staff interview. The assessment is a 39-item rating scale organized into seven environmental subscales. In 2021, ECLC hosted one virtual training and six Infant Toddler Specialists tested to reliability.

New York Association of the Education of Young Children (NYAEYC)

During 2021, ECLC continued working with the New York Association for the Education of Young Children by assisting Infant Toddler Specialists through NYAEYC's coaching institute, coaching communities of practice, and interest driven learning (IDL) programs. 16+ Infant Toddler Specialists took the New York State Core Body of Knowledge training, 20+ Infant Toddler Specialists attended the Interest Driven Learning: three-part Professional Development for lead teachers and family providers with coaching opportunities with IT Specialists, and 10+ Infant Toddler Specialists attended the Coaching Communities of Practice.

Healthy Sexual Development for Infants and Toddlers: Train the Trainer

In 2021, ECLC had 39 participants attend this multi-modal training developed by Prevent Child Abuse NY (PCANY), which focused on supporting the development of healthy relationships and secure attachments - the prerequisites for healthy sexual development. As this training was designed for infant and toddler providers, the majority of the training targets the actions of caregivers and their interactions with infants and toddlers and how those actions and interactions affect healthy relationship development. ECLC hosted three Train the Trainer Opportunities, as well as four communities of Practice and four Teach-back sessions.

Program for Infant and Toddler Care (PITC)

In 2021, the Program for Infant and Toddler Care (PITC), created by PCANY, hosted a Virtual Trainer Institute, where 21 Infant Toddler Specialists from across the state participated in learning opportunities to enhance the professional development of infant and toddler care teachers, family child care providers, and the programs in which they work. Once these participants successfully complete this institute (May 2022), this will bring the total number of Infant & Toddler Specialists trained in this nationally recognized curriculum to more than 40 strong within our network.

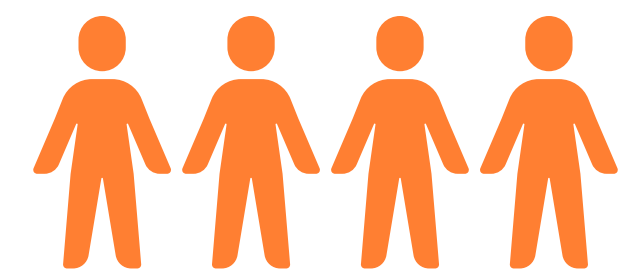
INFANT & TODDLER MENTAL HEALTH (ITMH) PROJECT



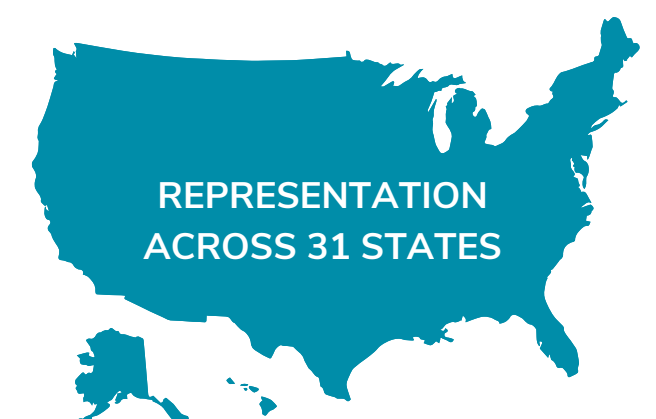
In quarter four of 2021, ECLC, in partnership with Brightside Up and Child Care Council of Westchester, received generous grant funding from Robin Hood to

support the hiring of two full-time Master's level mental health consultants and two part-time data personnel (one each per CCR&R). The funding is intended to improve infant and toddler socioemotional outcomes by increasing the quality of family/group family child-care settings using the IT-CHILD assessment tool, created by Dr. Walter Gilliam and Dr. Chin Reyes of Yale, and the model from the Infant/Early Childhood Mental Health Consultation program. Based on implementation of IT-CHILD by CCR&Rs, and ECLC's experience with the current state ITMHC pilot, ECLC, over the course of the grant, will engage with YRI and Docs for Tots (ECLC's partner in development our statewide infant toddler mental health consultation database) to inform and generate state-level recommendations to support a strong and sustainable consultation model into the future.

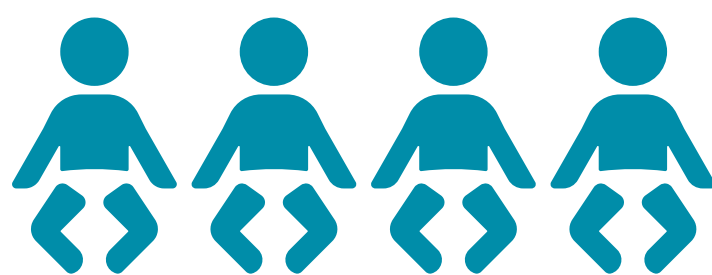
The Infant Toddler Mental Health Consultation (ITMHC) Fall Conference 2021 welcomed nationally recognized experts Kadija Johnston (Georgetown University) and Alicia Lieberman (University of California, San Francisco) to present on the social and emotional lives of infants and toddlers in a two-part presentation, culminating in a Q&A curated by Evelyn Blanck of the New York Center for Child Development. Hosted virtually, the conference recorded 364 live attendees at its peak, boasting representation across 31 states and US territories, with almost 230 attendees in New York alone. An additional 232 participants attended the conference asynchronously.



OVER 300 ATTENDEES AT THE 2021 ITMHC FALL CONFERENCE



99 ACEs INSTITUTE TRAININGS



REACHED ALMOST 1700 PROVIDERS

In partnership with Brightside Up, Inc. and the La Salle Institute, the ACEs Institute 201 training series launched in quarter two of 2021, spotlighting foundational skills in adult regulation and science-based intervention. In the 201, participants practiced defining resilience, comparing stressed behavior to misbehavior, applying coregulation skills, and breaking down components of a trauma-informed workplace. This work builds on the ACEs Institute 101 training, which centers on the foundational neuroscience and physiology of adverse childhood experiences. Statewide, 99 ACEs Institute trainings were provided, reaching almost 1,700 providers.

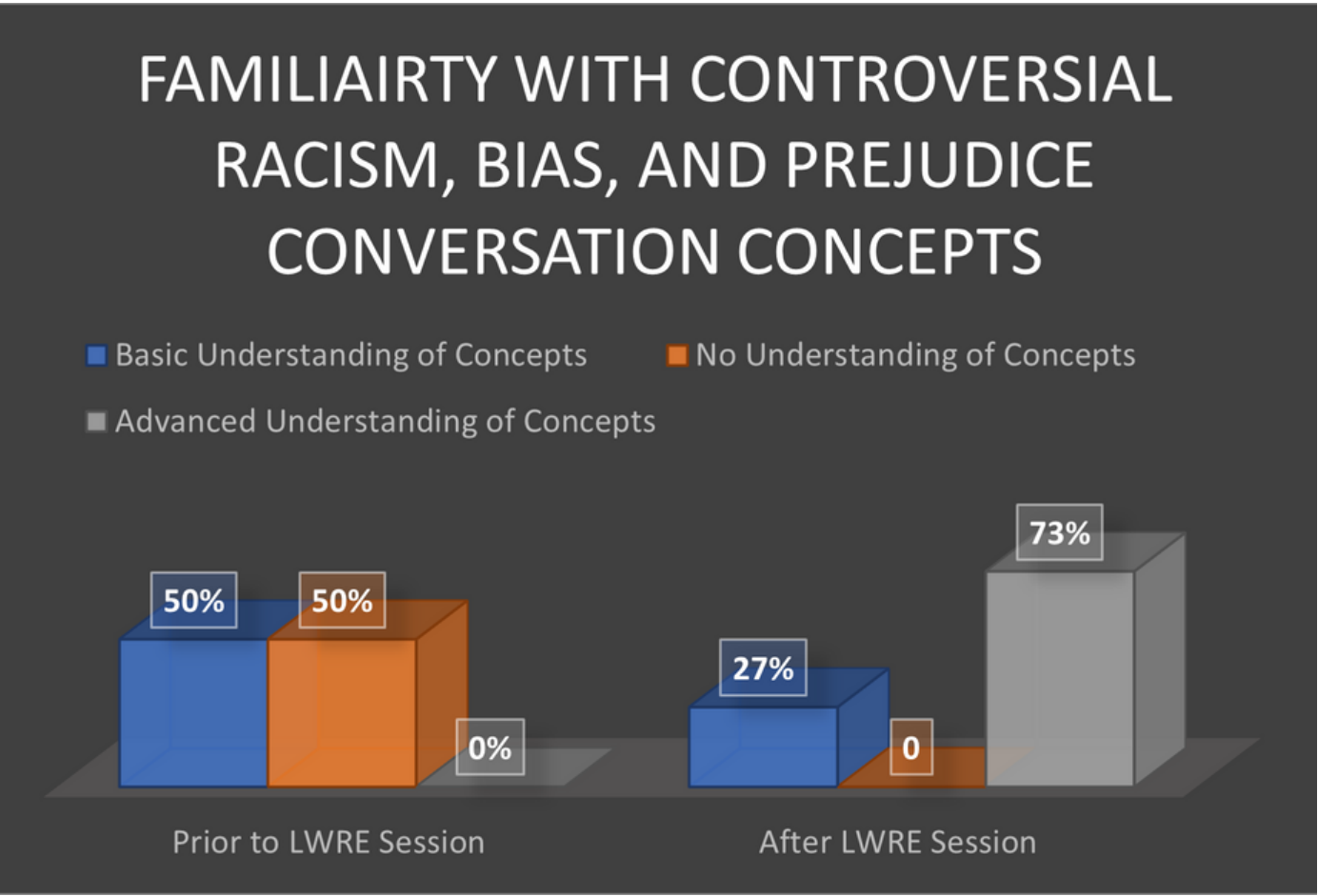
Reflective Practice for ITMH Consultants (facilitated through NYSAIMH) and Reflective Supervision for ITMH Supervisors (facilitated by the Mary Ellen Institute) supported both best practice and sustainability of the ITMHC program throughout 2021. These programs are supported by the Preschool Development Grant Birth through Five Initiative (PDGB5), Grant Number 90TP005902, from the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Child Care.

ECLC EQUITY PROJECTS



Leading with Racial Equity initiative

ECLC enlisted the Erikson Institute to administer comprehensive evaluation tools to capture the progressive impact of our Leading with Racial Equity initiative (LWRE). LWRE is supported by the Preschool Development Grant Birth through Five Initiative (PDGB5), Grant Number 90TP005902, from the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Child Care. The LWRE Initiative is a two-year program consisting of 40 statewide leaders who formed a cohort dedicated to taking measurable actions in their own respective roles, responsibilities, and institutions using a race-equity lens.

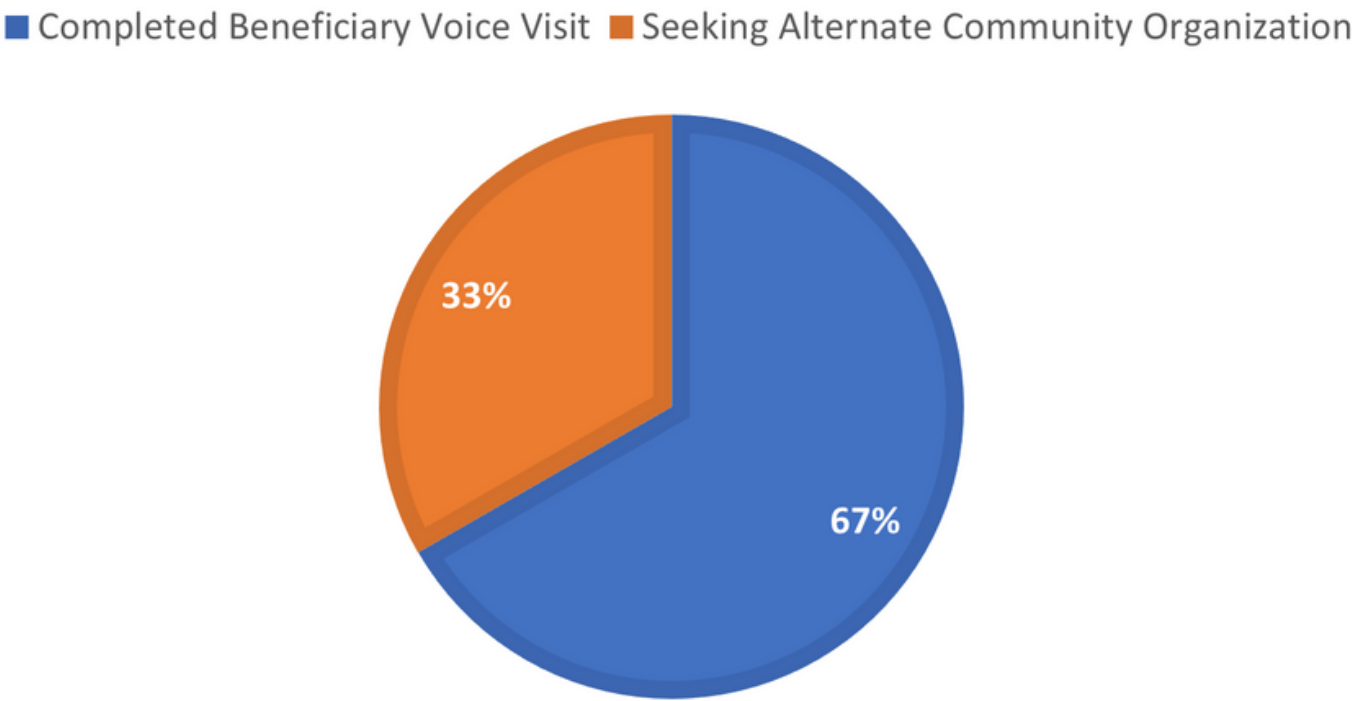


The Erikson Institute conducted all the evaluation of the process, resulting in the following: Cohort’s confidence in their ability to utilize techniques to manage bias, prejudice, and racism prior to session 1, half of the participants had a basic familiarity with the concepts, while 50% had no understanding of basic concepts. After the fourth quarter session, 73% had an advanced understanding of concepts with 27% moving from no understanding to a basic familiarity with concepts, that is a significant increase.

BUILD: Race Equity CoP

In 2020, ECLC introduced and intentionally built a two year-long DEIB program with members of our statewide Child Care Resource & Referral (CCR&R) network. The BUILD: Race Equity CoP program was constructed to provide our CCR&R staff with the technical assistance and tools to support the deliberate purpose of redressing racial marginalization while creating racial equity through improved policies, practices, programs.

RESULTS OF PARTICIPANTS CONDUCTING BENEFICIARY VOICE VISITS



Out of 12 member organizations active in the CoP, 67% completed at least one Beneficiary Voice visit with a population and community that is not well served by their organizations. The organizations that have not completed Beneficiary Voice visits (33%) are taking active steps to identify trusted community organizations with which to partner to interview underserved communities in the coming months.

2021 VIRTUAL EQUITY & INCLUSION CONFERENCE

Equitable Policies in Housing & Health Can Build a Foundation for Educational Success

The Equity & Inclusion department held its first virtual conference on Tuesday, November 9th, 2021. 2021's conference was presented with a central theme focusing on equitable policies in housing and health as well as how such policies can build a foundation for the educational success of children nationally and statewide.

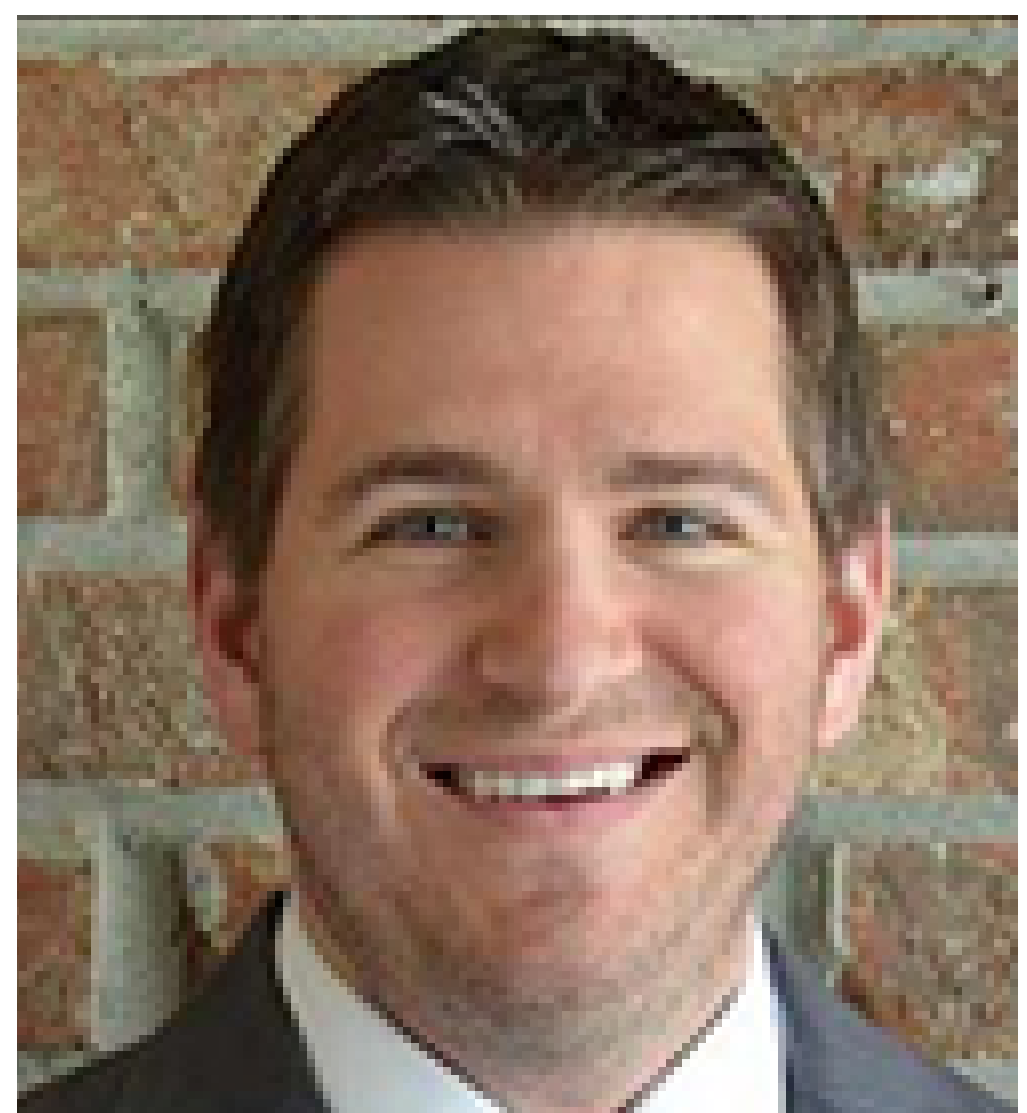
The essence of our 2021 Equity Conference was to highlight the fact that very substantial obstacles and challenges that our Black, Indigenous, People of Color (BIPOC) children face in the education sphere largely stem from areas outside of the classroom that are devastated by racial disparity and systemic institutional racism. One such area in need of equitable acknowledgement, education, and recovery is housing for marginalized groups.

ECLC presented a diverse array of guest speakers and panelists who effectively shared their expertise in fields such as Education, Pediatric Psychology, Socioeconomic Housing Integration, Social Work, Community Activism, Forensic Evaluation, and Mental Health to draw an undeniable connection between inequitable housing and its harsh effects on BIPOC children in the forms of physical, mental, emotional trauma, extreme rates of suspension & expulsion, and poor health.



Dr. Walter Gilliam

(Director, Edward Zigler Center in Child Development & Social Policy: Yale University):
'COVID-19, Trauma, Stress, and Racial Aggression as Experienced by Childcare Professionals and the Children in Their Care.'



Mike Koprowski

(National Low Income Housing Coalition):
'Inequities in Housing Policies and the Negative Impact for Low-Income Communities.'

FINANCIAL SUMMARY

Statement of receipts, expenditures and net assets for fiscal year 2021

Receipts

Contracts & & Grants	3,986,248
Grants/Foundations	247,787
Donations	808
Membership	75,847
Rentals	25,553
Staff Consulting	9,475
Special Events	2,323
Interest Income	272
Other	0
Total Receipts	4,348,312

Expenditures

Personnel	1,709,211
Consultants	1,868,325
Contracted Services	55,340
Special Events	345
Fixed Operating Expenses	142,616
Non-Fixed Operating Expenses	315,597
Total Expenditures	4,091,434

Net assets, beginning of year	1,510,576
Net assets, end of year	1,767,454

2021 EARLY CARE & LEARNING COUNCIL'S MEMBERSHIP:

Child Care Resource & Referral (CCR&R) Network



ACCORD

Adirondack Community Action Program

Brightside Up

Catholic Charities of Delaware, Otsego & Schoharie

Chautauqua Opportunities

Chemung County Child Care Council

Child and Family Resources, Inc

Child Care Coordinating Council of the North

Country

Child Care Council of Dutchess and Putnam

Child Care Council of Nassau, Inc.

Child Care Council of Oneida County Cornell

Cooperative Extension

Child Care Council of Orange County, Inc.

Child Care Council of Suffolk

Child Care Council of Westchester, Inc.

Child Care Council, Inc.

Child Care Resource Network

Child Care Resources of Rockland

Child Care Solutions, Inc.

Child Development Council of Central New

York, Inc.

Child Development Support Corporation

Chinese American Planning Council, Inc.

Committee for Hispanic Children & Families

Community Action of Orleans and Genesee

Community Action Planning Council of Jefferson

County, Inc

Day Care Council of New York, Inc.

Delaware Opportunities, Inc.

Family Enrichment Network, Inc.

Family of Woodstock, Inc.

Integrated Community Planning Council of

Oswego County, Inc.

Niagara Community Action Program

Pro Action Child Care Council

Schoharie County Community Action Program, Inc.

Southern Adirondack Child Care Network, Inc.

St. Lawrence Child Care Council, Inc.

Sullivan County Child Care Council, Inc.