



Early Care &
Learning Council

United to Promote Quality

2023 Annual Report



www.earlycareandlearning.org



230 Washington Ave. Ext.,
Albany, NY 12203



518-690-4217





Early Care &
Learning Council

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Early Care &
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About Our Organization

Over 50 years ago, the vision of a New York State early care and education network that spanned different communities and worked toward common goals had barely come into focus.

In late 1972 and early 1973, an important step toward forming such a community was taken when leaders from four child care organizations in Albany, Dutchess, Westchester Counties, and New York City, came together to create New York's first statewide child care coordinating council. By 1975, the original group had become the not-for-profit New York State Association of Child Care Councils (currently Early Care & Learning Council).

Child Care Resource and Referral (CCR&R) organizations emerged across the state to offer families information and referrals on child care services and work to strengthen early childhood education in their communities. Today there are 35 CCR&R agencies in New York State.

Our Growth Online

8,000 +

Views on our
YouTube Channel

57%

Increase in
impressions on
posts

5,000 +

Fans and Followers
on social media

Mission

Early Care & Learning Council is the coordinating agency for the New York State Child Care Resource & Referral network. We elevate the voices of the CCR&Rs and advocate for a quality, affordable, equitable early care and education system. ECLC offers training and professional development to CCR&Rs and delivers innovative curricula that support the building of sustainable child care systems throughout the state.



Early Care &
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nys_eclc



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Our Staff

Executive Team

Meredith Chimento, *Executive Director*

Abbe Hahn, *Associate Executive Director of Programs & Services*

Jeannie Thomma, *Associate Executive Director of Strategy & Vision*

Saphyere Redding, *Project Manager*

Policy & Community Education

Jessica Klos Shapiro, *Senior Director of Policy & Community Education*

Mckenzie Pope, *Policy & Advocacy Associate*

Programs & Services

Tamar Izcovich, *Infant Toddler Mental Health Director*

Allison Graham, *Infant Toddler Mental Health Program Associate*

Andria Ryberg, *Director of Child Care Supply*

Budhan Ramcharan, *Technical Assistance Grant Coordinator*

Alissa Ballard, *Technical Assistance Grant Coordinator*

Nadiege Monpremier, *Technical Assistance Grant Coordinator*

Brooke Ricci, *Training & Events Coordinator*

Mariah King, *Member Services Coordinator*

Rachel Roberts, *Infant & Toddler Coordinator*

Strategy & Vision

Jessie Havens, *Director of Community Education*

Vicki Robert, *Community Education Associate*

Jennifer Bashant, *Director of Research*

Marcus Navarro, *Data Coordinator*

Ryan Chappell, *Research Analyst*

Sam Brotmann, *Infant Toddler Mental Health Data Analyst*

Shameia House, *Administrative Assistant*

Diversity, Equity, Inclusion, & Belonging

Elijah Foulks, *Director of Diversity, Equity, Inclusion, & Belonging (DEIB)*

Niyah Booker, *DEIB Program Associate*

Finance & Administration

Tammy Parsons, *Director of Finance & Administration*

Arionda Kearse, *Bookkeeper*

Beth Diana, *Contract Manager*

An Acknowledgement from Our Team



Fannie Glover, *Former Senior Director of Diversity & Equity at ECLC*

Early Care & Learning Council benefitted from Fannie Glover's leadership for 21 years. At the conclusion of 2023, Fannie stepped away from her role at ECLC to explore new avenues for growth. Throughout her tenure with ECLC, Fannie contributed widely to creating awareness within the business community around the need for employer supported child care. Most recently, Fannie brought Equity and Inclusion to the forefront of our work. Fannie established the agency's DEIB department, implementing innovative programs such as the Leading with Racial Equity Initiative, Multicultural Workgroup, and Learning Cafes. ECLC and the network of CCR&Rs are grateful for Fannie's leadership and the lasting impact she has made on the field of Early Care and Education. We wish her much continued success.

A Year in Review

Reflecting on 2023, we can take pride in the work we've accomplished together across the field of early care and education. We extend our gratitude to each of you for your contributions in uplifting children, families, and child care providers throughout New York State. The collaborative efforts to enhance the child care sector in 2023 were made possible by the dedication and spirit of numerous professionals working towards a shared goal, including: our team at Early Care & Learning Council, the network of 35 Child Care Resource & Referral Agencies, New York State Office of Children and Family Services, Council on Children and Families, Robin Hood, and other state partners.

The child care system is built on relationships, with compassionate connections being the cornerstone of every referral, training, research endeavor, professional development opportunity, and pilot program we offer. Our advocacy is fueled by care. We take pride in being part of a highly effective network that advocates for quality child care, providing outstanding support and resources to programs, children, and families. While the past year presented numerous opportunities for growth in both knowledge and impact, the future calls for further progress and systemic solutions – enhanced funding for workforce compensation, accessible child care for all families, and commitment to racial equity through both policy and practice. This collective mission is what unites us.

We encourage you to dive into the achievements we have celebrated over the past year, strengthening partnerships and increasing the network's expertise. You'll see your work reflected in the projects and programs highlighted in the pages ahead. ECLC applauds your commitment to excellence. Lieutenant Governor Antonio Delgado made note during his keynote address at ECLC's 2023 Annual Meeting that our vision for accessible, quality child care is coming to life with the work that we do. Together by nurturing relationships, recognizing the vital connections among us, and uniting our will and efforts, we are shaping the future we envision.

ECLC remains steadfast in our dedication to supporting the CCR&R network, providing resources for your professional growth and well-being. Our collective aim is to establish a child care system that meets the needs of all individuals across New York. Thank you for being part of this journey towards a solution.

With Gratitude,

Meredith Chimento
Executive Director

Jennifer Rojas
Board Chair



**Meredith
Chimento**

Executive Director,
Early Care & Learning Council (ECLC)



**Jennifer
Rojas**

Executive Director,
Child Care Council of Suffolk, Inc.
ECLC Board Chair

Diversity, Equity, Inclusion, & Belonging (DEIB)

Our 2023 Programs

CCR&R Leadership Initiative

Program for leaders in the CCR&R Network to grow their race equity lens in concrete and measurable ways, supporting culturally responsive and trauma-informed practice at the institutional level.

70

Executive Directors & CCR&R Board Members participated in ECLC's Leadership Initiative

LGBTQ+ CCR&R Affinity Group

Space for a community of like-minded CCR&R members to hold conversations, support each other, and show allyship.

80

affinity group members through quarterly open sessions and monthly closed sessions

New to Learning Cafés

Dr. Carlos Ortiz, Professor of US Latinx Literatures and Cultures at Georgetown University, hosted "*Latino, Latina, Latinx: Gendered Languages and Our Gendered Lives*." This presentation focused on cultural perspectives in Latino/a/x and Hispanic communities and the intersections of gender and class within.



1,200+

attendees at ECLC's Learning Café series



5,000+

views across ECLC's DEIB YouTube series

Multicultural Workgroup

This workgroup combines experiential and didactic training with reflective conversation. In 2023, the group focused on the concept of *Cultural Intelligence: the CQ Mindset*.

100%

of ECLC's Multicultural Workgroup members would recommend it to their coworkers

Diversity, Equity, Inclusion, & Belonging (DEIB)

Leading With Racial Equity (LWRE) Capstone Project Highlights

LWRE is an accountability cohort for early childhood professionals working across systems to develop a shared understanding of race equity and to create measurable actions toward realizing equity within their own institutions. The LWRE Cohorts consist of leaders in the early care and education sector, including teachers, providers, researchers, OCFS, NYS Education Department, CCR&Rs, and more.

31



members in the 2023 Leading with Racial Equity Cohort

Beyond Bias: The Next Step for Supporting Students and Children of Color

Athena Howk

Child Care Resource Network

Created a second series of trainings on Implicit Bias for child care providers through collaboration with the Workforce Development Institute.

Equity in EI

Amy Powell, Rachel Mandel, Tricia Howland

Brightside Up

Developed a plan to share and educate child care providers and parents on early intervention strategies to fill in service gaps among vulnerable populations.

A Statewide Examination of the Racial/Ethnic Breakdown of Children Served by Major ECE Programs

Bob Frawley

ECAC

Developed a report showing how well early child care programs serve diverse populations, and work to develop relevant policy recommendations and data collection infrastructure.

The LWRE project was supported by the Preschool Development Grant Birth through Five Initiative (PDGB5), Grant Number 90TP005901, from the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Child Care. Its contents are solely the responsibility of the authors and do not necessarily represent the official view of the United States Department of Health and Human Services, Administration for Children and Families.

2023 DEIB Event

The *It Takes a Village Summit*, dedicated two days to building a cross-sector coalition to end the suspension and expulsion of Black and Brown children from child care settings.



400+

Event attendees, made up of parents, providers, ECE workforce & more.

What People Are Saying About Our Programs

"I think the idea of being able to learn from every person is so important. This is an area of struggle for those in the workplace and there are many ways we can improve the conversations."

- Learning Cafe Participant

"I think understanding your identity and the value you hold on something has really helped recognize biases. The concept of cultural intelligence is something I am VERY interested in and very much appreciate the explanations and examples on."

- Multicultural Workgroup Member

Infant & Toddler Specialists

The professional development of the Infant & Toddler (IT) Specialists is crucial for them to maintain quality support to child care providers. National experts have identified 10 Research-Based Components that are essential to high-quality child care. Using these 10 components as a guide, ECLC ensures that the IT Specialists engage in training that equips them with essential knowledge and best practices.

2200 Technical Assistance Hours
provided by specialists

50 IT Specialists
throughout NYS

10 Components of Quality Infant & Toddler Care

FOUNDATIONS	1 Safe & Healthy Program Practices	Training Covered: <i>Devereaux Center's Take Care of YOU, Take ON Challenging Behaviors</i>	LANGUAGE & LEARNING	7 Curriculum & Individualization	Training Covered: <i>NYAEYC Core Body of Knowledge (CBK)</i>
	2 Staff Well-Trained	Training Covered: <i>NYAEYC Developmentally Appropriate Practice (DAP) for Providers</i>		8 Emerging Language & Literacy	Training Covered: <i>Zero to Three's The Growing Brain Series</i>
	3 Environments for Learning	Training Covered: <i>NYAEYC Core Body of Knowledge (CBK)</i>			
RELATIONSHIPS	4 Small Group with Optimal Ratios	Training Covered: <i>WestEd's Program for Infant Toddler Care (PITC)</i>	FAMILY SUPPORTS	9 Family Engagement & Cultural Continuity	Training Covered: <i>Zero to Three's IECMH Training Series</i>
	5 Primary Caregiving & Continuity of Care	Training Covered: <i>NYAEYC DAP for Providers</i>		10 Comprehensive Support Services	Training Covered: <i>Dr. Gil Foley Sensory Integration</i>
	6 Active & Responsive Caregiving	Training Covered: <i>WestEd's Program for Infant Toddler Care (PITC)</i>			

Data Collection Initiative

The ITS Data Collection Initiative made great strides in 2023, establishing data standards for the Infant & Toddler Specialist Project after extensive interviews, surveying, and focus groups of the Infant & Toddler Regional Network (ITRN). These data standards will allow the ITRN to have a unified data collection practice and centralize data entry to highlight the Network's collective impact, track equity of outcomes, and tell the story of IT Specialists and their work with providers across the state. Strong foundations were established in 2023, and we are excited to move into the next phase of this project in 2024 with our regional collaborators.

Infant Toddler Mental Health Consultation (ITMHC)

In 2023, the Infant Toddler Mental Health (ITMH) team worked on a variety of educational projects to support ITMH Consultants across New York State. ECLC focused on several key areas: Reflective Practice, Diversity Equity Inclusion & Belonging, Trauma Informed Care, and continued quality improvement. In 2023, ITMH Consultants reached 3,027 children across NYS and engaged in 5,090 hours of consultation.

MITCH Database: ITMHC Impact Data



311 Active cases



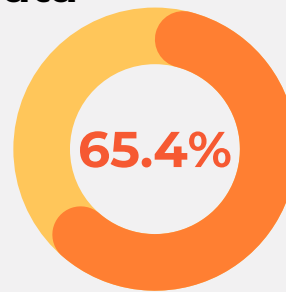
3,027 Children in NYS received support



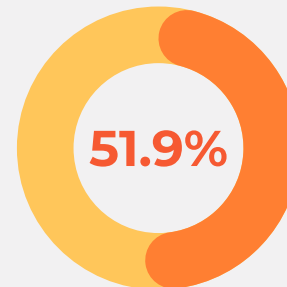
3,673 Consultative visits performed



5,090 Consultative hours reported



In toddler classrooms where outcome data was collected, 65.4% of classrooms showed significant shifts in the Behavior Guidance domain of CLASS.



51.9% saw significant shifts in the Regard for Child Perspective domain of CLASS.

Adverse Childhood Experiences (ACEs) Institute

The ACEs Institute continued to focus on building a Master Training program to ensure the sustainability of these essential teachings across the network. As of 2023, our network has two Master Trainers who have provided ACEs 101 and 301 trainings statewide.

Two additional opportunities were provided to all ACEs trainers to increase their knowledge base around pertinent topics related to trauma informed care. Professional development sessions titled *Epigenetics* and *Trauma Informed Care Practices Through DEI Lens* offered unique opportunities for trainers to continue strengthening their expertise and deliver additional guidance to child care professionals in NYS.

Added in 2023:

26 ACEs 101 Trainers

9 ACEs 301 Trainers

2 Master Trainers

ITMHC Professional Development

ITMH Consultants received several professional development opportunities to support challenging behaviors, neurodiversity, and equity in the child care setting. These trainings are designed to meet specified ITMHC Core Competencies. First developed by Georgetown University Center for Child and Human Development, the competencies are an array of foundational skills, knowledge, and abilities needed to maintain the quality of consultants and increase professional credibility. Four of the eight competencies are highlighted in the following trainings.

Competency 3: Equity & Cultural Sensitivity

"If it's not Anti-Racist, It's not Trauma Informed: The Role of Anti-Racism in Creating Trauma-Informed Systems"
by Dr. Dana E. Crawford

"Gender as Buffet: Supporting the Growth of Each Child's Individuality"
by Lyndon Cudlitz

"Navigating Race and Racism in the Classroom"
by Dr. Dana Crawford

Competencies 6 & 7: Supporting Classroom & Programmatic Consultation

"Facilitating Attuned Interactions"
by Erikson Institute

"Motivational Interviewing"
by University at Buffalo

"Sensory Processing"
by Dr. Gil Foley, NYCCD

"Programmatic Consultation"
by Amy Hunter, Georgetown University

Eight Core Competencies

1. The Role of the IECMH Consultant
2. Foundational Knowledge
3. Equity and Cultural Sensitivity
4. Reflective Practice
5. Child and Family-Focused Consultation
6. Classroom- and Home- Focused Consultation
7. Programmatic Consultation
8. System-wide Orientation

NEW

Competency 4: Reflective Practice

"Reflective Supervision"
by Jillian Scanlon

Reflective Practice teaches consultants to engage through a consultative stance which embodies reflection and curiosity. ECLC partnered with several trainers and agencies to build the capacity of both consultants and supervisors to engage more deeply in Reflective Practice. Having supervisors involved in learning highlights a crucial component of consultation which is the Parallel Process: the idea that relationships impact relationships. Having supervisors engage in Reflective Practice will support their work with their consultants which will ultimately benefit programs.

13

Supervisors participated in the **new Reflective Supervision Learning Collaborative** with ITMH Consultant Jillian Scanlon

ITMHC: Robin Hood Grant

In 2023, ECLC continued its work with Robin Hood, New York City's largest local philanthropy focused on poverty-fighting, on the piloting of the I-T CHILD tool and its use in ITMHC. ITMHC is an intervention that benefits the social and emotional well-being of infants and toddlers by providing a service in partnership with the adult caregivers in their lives, to create improved environments that better support the children served. This pilot program was essential in proving the value and effectiveness of the I-T CHILD assessment tool and has been integral in securing NYS support of the rollout of the tool statewide.

The I-T CHILD model of consultation was developed by Yale's Child Study Center and includes both a framework for consultation services and an assessment tool to assess the overall social-emotional climate of care settings. Consultation services using the I-T CHILD model include a pre-test, which is used for goal setting, about 13 weeks of active consultation, and a post-test to measure growth throughout the program. The I-T CHILD assessment measures providers on the nine focus areas shown to the right.

In collaboration with Brightside Up and Child Care Council of Westchester County, and the continued support of Robin Hood, work has been done to improve the infrastructure for training, data collection and analysis, and reflective supervision. This has allowed the I-T CHILD mental health consultation model to grow, both in breadth and efficacy, and leaves us optimistic for the future of this project and the impact it can have on the child care sector in NYS.

ECLC is committed to leading the important work of ITMHC across New York State. In anticipation of the planned 2024 Statewide rollout of the I-T CHILD tool, ECLC has, in collaboration with the I-T CHILD Lab at Yale University, devised a sustainability plan ensuring a smooth transition to the I-T CHILD as the primary assessment tool in ITMHC across NYS. This includes the training and support of the entire OCFS ITMH Consultant network, as well as planning for the future of the project as a whole.

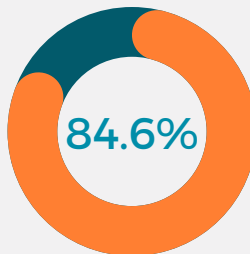
I-T CHILD Pilot Outcomes: 26 Cases Closed in 2023



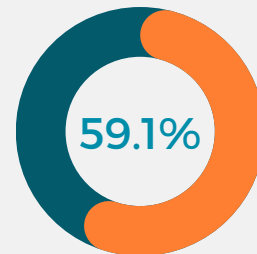
85.7%

of active Robin Hood Consultants completed the **Communities of Practice** (51 hours) Professional Development with

Brightside Up and Child Care Council of Westchester County



Cases Closed with Outcomes



Cases Closed with Significant Shifts in Outcomes

1.

Transitions

2.

Directions & Rules

3.

Social & Emotional Learning

4.

Adult Awareness

5.

Adult Affect

6.

Adult Cooperation

7.

Adult-Child Interactions

8.

Individualized & Developmentally Appropriate Pedagogy

9.

Child Behaviors

9 DIMENSIONS OF THE I-T CHILD TOOL

Child Care Grants Technical Assistance

ECLC's Workforce Retention and Child Care Deserts Grant Technical Assistance (TA) team offered support, outreach materials, and professional development opportunities to the network of CCR&Rs. The information and training supported the network in its efforts to assist child care providers with grant applications. The funding for these grants was provided through the Office of Children and Family Services (OCFS).

Their efforts included providing information sessions, training, workshops, and one-on-one assistance leading up to and throughout the application period of the Workforce Retention and Child Care Deserts Grants.

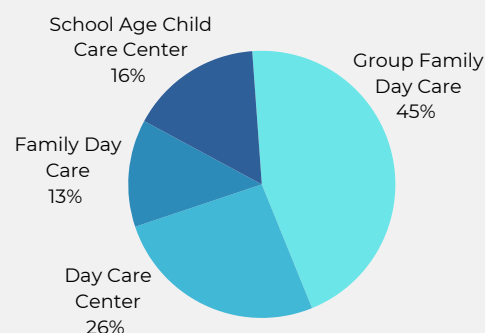
Members also engaged in weekly Q&A sessions to field questions and a professional development session titled "Resiliency for Technical Assistance Specialists." The CCR&Rs were also provided with social media toolkits related to both grants. These toolkits served as additional material to promote the grant portal opening and application deadlines.

75



CCR&R staff across the state offering grant TA to providers

Providers Approved for the Workforce Retention Grant by Modality



Workforce Retention Grant

The Workforce Retention Grant was designed to support child care programs' efforts to recruit new staff, offer sign-on and referral bonuses, and more retention strategies.

13,525

Approved child care programs

\$337 M

In grant funding distributed

78,000

Child care staff received funding

Child Care Deserts Grant

The Child Care Deserts Grant, Request For Application (RFA) #1, was designed to address the lack of child care in the State. RFA #1 encouraged providers to apply for the grant and start newly formed programs. The second round of funding, RFA #2, was opened to all existing providers to expand their capacity.

RFA #1

286

New providers received funding

Over \$21 M

Funding distributed

RFA #2

222

Existing providers receiving funding

Over \$6 M

Funding distributed

Child Care Advocacy

Empire State Campaign for Child Care Advocacy Day

500

Virtual & in-person
participants from across NYS

75

Meetings with
legislators

850

Letters sent calling for
\$1 Billion investment

2023 Advocacy Wins



**\$500M workforce
compensation fund** to
mitigate the child care
workforce shortage



**Expanded Child Care Assistance
Program eligibility** to support provider
needs and increase family access:

- 85% State Median Income
- 80 absence days per child
- 20 program closure days

Speaking Engagements

Center for Law and Social Policy (CLASP)

ECLC Senior Director of Policy and Community Education, Jessica Klos Shapiro, was invited to speak alongside OCFS Deputy Commissioner for the Division of Child Care, Nora Yates, on a Center for Law and Social Policy (CLASP) webinar about how state advocates and administrators worked together to improve the child care and early education systems. They were joined by a team from Michigan and the national webinar was featured in the state agency's September newsletter.

ECLC's Executive Director, Meredith Chimento; Jessica Klos Shapiro; and Nora Yates and her team at OCFS worked with CLASP on the brief, [Pandemic Child Care Relief Funds: Documenting Impact Across Four States](#). CLASP is a national, nonpartisan, anti-poverty nonprofit advancing policy solutions, rooted in economic security and racial equity, to improve the lives of people with low incomes.

CLASP
The Center for Law and Social Policy



Child Care Aware ® of America (CCAoA)

Jessica Klos Shapiro delivered a spark speech at the monthly CCAoA Community of Practice, titled *"How the New York CCR&R Network was Funded to be the Technical Assistance Partners for ARPA Stabilization Grants."* She was then joined by ECLC Associate Executive Director of Programs and Services, Abbe Hahn, to lead the group in discussion questions surrounding positioning for success. Additionally, Jessica recorded a webinar for CCAoA titled [The Art of Advocacy Storytelling](#).

Early Education Professional Development

Director's Institute Training Series

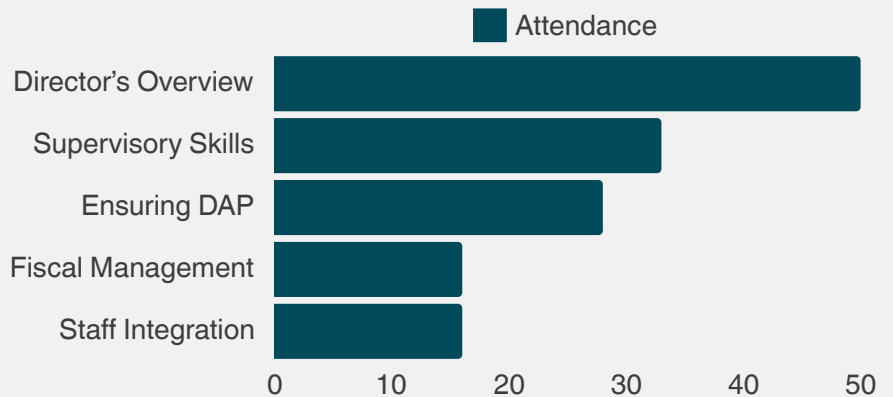
The Director's Institute, supported by the Office of Children & Family Services (OCFS), presents an engaging prospect for childcare directors seeking comprehensive training to enhance their managerial capacities. Cultivating effective management and leadership styles is a crucial aspect of ensuring high-quality care for children and fostering a resilient and stable workforce within childcare centers.

145

Child care
providers attended the
Director's Institute



Training Topics Attended



Developmentally Appropriate Practices (DAP) Series

The DAP series from NYAEYC was offered to our network in February and September of 2023. Participants explored and reflected on the impact of DAP within the context of their role in working with children, families, and early care and learning professionals.

NYAEYC defines “developmentally appropriate practice” as methods that promote each child’s optimal development and learning through a strengths-based, play-based approach to joyful, engaged learning.



46

Child care providers
attended the DAP series

24

training hours
offered between
the two DAP series



Developing Our Membership Network

5

Specialized groups
added in 2023

13

Specialized groups
in total

As the membership agency for the Child Care Resource & Referral (CCR&R) network, ECLC envisions a high-performing network that champions accessible, affordable, high-quality child care for all of New York State. In support of these efforts, ECLC establishes and coordinates specialized groups. These groups are made up of CCR&R members who meet regularly throughout the year to share resources and collaborate. **Scan the provided QR code for full descriptions of each group.**

Full List of Our Specialized Groups

1. Legally Exempt Group
2. Trainer's Connection Forum
3. Data Advisory Committee
4. Resource & Referral Specialists
5. Multicultural Workgroup
6. LGBTQ Affinity Group
7. Learning Cafes
8. Health Care Consultants
9. ITMH Consultants
10. Infant & Toddler Specialists
11. CACFP Specialists
12. Communications & Research Group
13. Standards of Excellence (SOE) Support Group



Newly Established Groups

Average Participation

14

Communications &
Research Group

30

Legally Exempt
Group

30

SOE Support
Group

16

CACFP
Specialists

12

Data Advisory
Committee

Standards of Excellence (SOE)

SOE represents the set of best practice standards for New York State CCR&Rs. SOE covers standards in the following categories:

- Agency Structure and Oversight
- Program Administration and Operations
- Consumer Services
- Provider Services
- Community Services, Engagement, and Advocacy



CCR&R Network

Quality Support Services



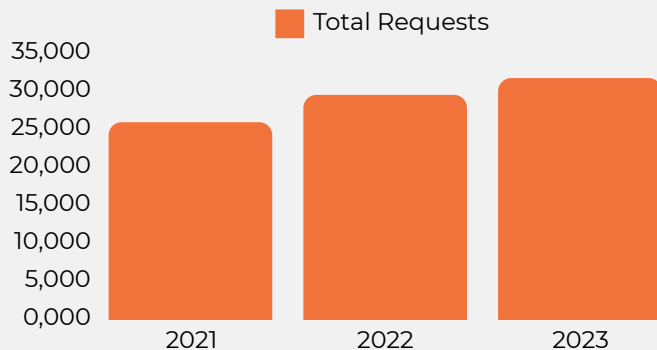
46,500 +

TA and Training Opportunities Given to Providers by CCR&R Network

Child Care Resource & Referral agencies (CCR&Rs) offer a variety of training and technical assistance (TA) opportunities for child care providers to maintain and elevate their businesses.

CCR&Rs also coordinate and plan child care services for those in their local regions. Among these services are managing general requests for care, child care referrals, parent portal request services, and child care plan (CCP) consultations. This work helps connect parents with available child care in their area that best fits their family's needs.

Total Requests for Care Across the State

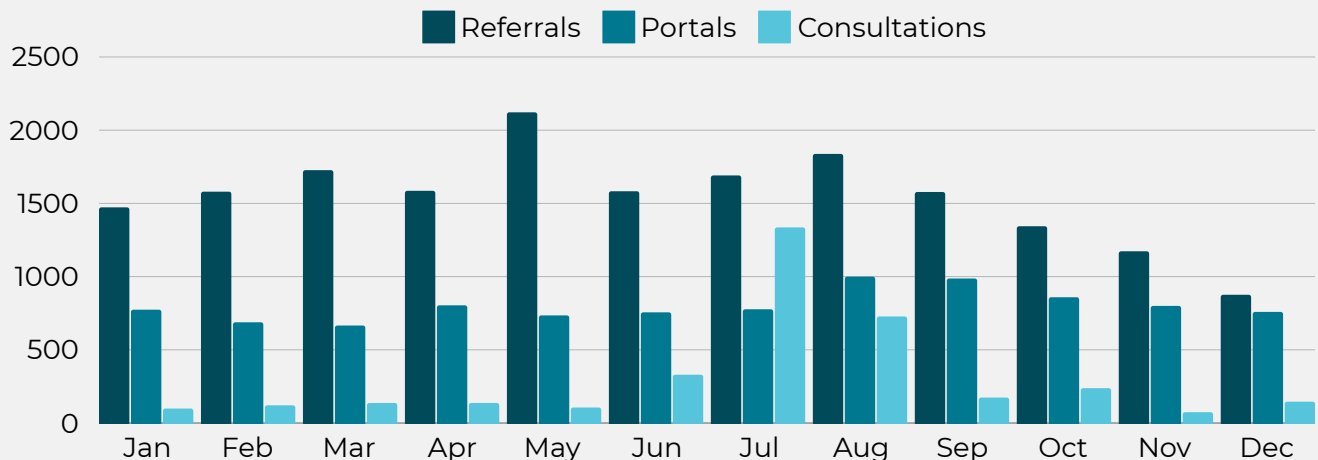


In 2023, total statewide requests for care increased by over

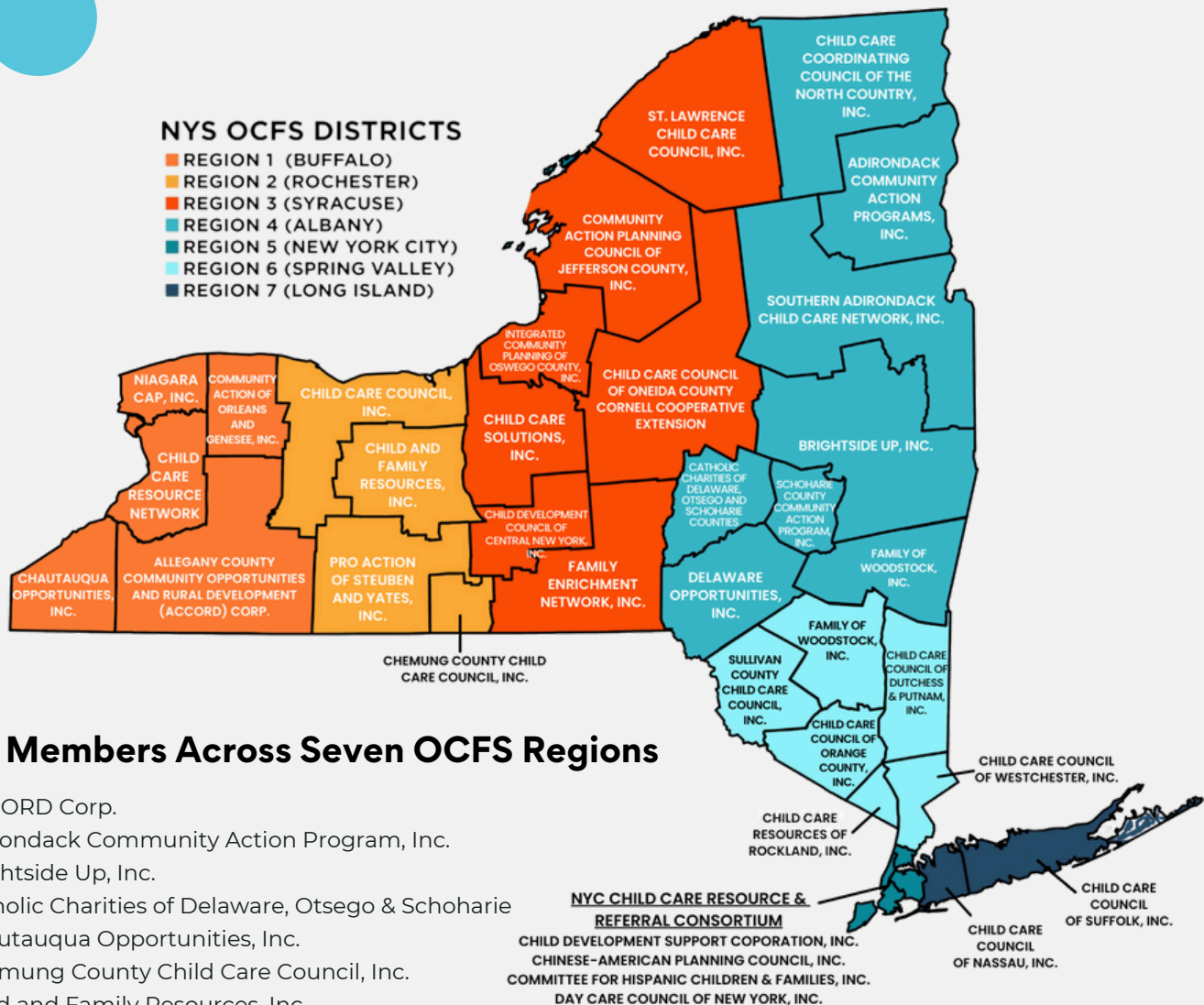
2,200



Statewide Referrals, Parent Portals, and CCP Consults by Month



CCR&R Network



35 Members Across Seven OCFS Regions

ACCORD Corp.

Adirondack Community Action Program, Inc.

Brightside Up, Inc.

Catholic Charities of Delaware, Otsego & Schoharie

Chautauqua Opportunities, Inc.

Chemung County Child Care Council, Inc.

Child and Family Resources, Inc.

Child Care Coordinating Council of the North Country, Inc.

Child Care Council of Dutchess and Putnam, Inc.

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, Inc.

Child Care Council of Westchester, Inc.

Child Care Council, Inc.

Child Care Resource Network

Child Care Resources of Rockland, Inc.

Child Care Solutions, Inc.

Child Development Council of Central NY, Inc.

Child Development Support Corporation

Chinese American Planning Council, Inc.

Committee for Hispanic Children & Families, Inc.

Community Action of Orleans and Genesee, Inc.

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 of Oswego County, Inc.

Niagara Community Action Program, Inc.

Pro Action Child Care Council, Inc.

Schoharie County Community Action Program, Inc.

Southern Adirondack Child Care Network, Inc.

St. Lawrence Child Care Council, Inc.

Sullivan County Child Care Council, Inc.

Consultants

The Mary Ellen Institute



The Mary Ellen Institute's mission is to increase access to ITMH training, support, consultation, and supervision for professionals. ECLC contracted with MEI in 2023 to provide Reflective Supervision training. Reflective Practices aim to teach consultants to engage with a consultative stance that embodies reflection and curiosity. Reflective Supervision is particularly important as it involves supervisors in learning, highlighting a crucial component of consultation, which is the Parallel Process: the idea that relationships impact relationships.

Paul Fahey



Paul Fahey of Primeau-Fahey Studios has extensive experience in strategic planning, marketing, and public relations. Paul worked with ECLC's Strategy and Vision team in 2023 to develop the branding of the CCR&R network. This project kicked off at our 2023 Leadership Summit in September. Paul spoke to CCR&R Executive Directors about their communications needs and the potential rebranding of the network. He continued these efforts through the end of 2023, meeting with a CCR&R focus group to develop a branding toolkit which launched in early 2024.

Lyndon Cudlitz LGBTQIA+

With 20 years in LGBTQIA+ services, Lyndon provides training and technical assistance for schools, healthcare facilities, businesses, and organizations. In 2023, Lyndon worked as a consultant to provide a variety of training to the CCR&R network and beyond. He hosted a Learning Cafe webinar on the topic of retraining LGBTQ+ employees and presented to the IT and ITMH staff about supporting children's individuality. Lyndon also started facilitating our LGBTQIA+ Affinity Group, a space for communities of like-minded members to hold conversations, support, and allyship.

NYAEYC



The New York Association for the Education of Young Children (NYAEYC) works to ensure that all children in New York State have access to high quality early care and education programs. Their work includes providing training to early educators to maintain professional standards. As part of their contract with ECLC in 2023, NYAEYC supported 30 CCR&R Professional Development Providers in attending a 6-day Core Body of Knowledge Institute on Developmentally Appropriate Practices (DAP).



2023 Board of Directors

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2023 Financial Summary

Statement of receipts, expenditures and net assets for fiscal year 2023

Receipts	\$
Contracts & Grants	3,029,904
Foundations & Donations	814,724
Membership	120,500
Interest Income	21,406
Other	64,265
Total Receipts	4,050,799

Expenditures	\$
Personnel	2,243,541
Consultants & Contracted Services	1,130,353
Special Events	24,514
Fixed Operating Expenses	132,829
Non-Fixed Operating Expenses	270,169
Total Expenditures	3,801,406
Net assets, beginning of year	1,854,751
Net assets, end of year	2,104,145

Our Funders



Office of Children and Family Services

As the primary funder for ECLC, the New York State Office of Children and Family Services (OCFS), contracts our work both in partnership with and in support of the New York State Child Care Resource and Referral (CCR&R) agencies. OCFS oversees funding for our technical assistance and comprehensive training to CCR&Rs and childcare providers. For over 40 years, Early Care & Learning Council has been a trusted leader in best practices and emerging trends in the early childhood industry due to the support of OCFS.



Council on Children and Families

ECLC has been able to spearhead seven initiatives under the Preschool Development Grant Birth through Five Initiative (PDGB5), from the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Child Care. ECLC expresses appreciation to the Council on Children and Families for enabling us to drive these projects forward. In 2023, this funding was particularly crucial in continuing our work in the Leading With Racial Equity initiative.



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