Child Care Resources
Community Impact Report

2021-2022
SPECIAL THANKS

Child Care Resources would like to give special recognition to former board member, longtime supporter, and talented photographer, Lisa Bontje, who continues to generously volunteer her time capturing beautiful photos to tell the story of CCR’s mission of nurturing and sustaining child-centered, antiracist early learning communities.

Thank you, Lisa, from all of us at CCR!

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For Child Care Resources, this was the year of living into a new kind of normal. With our minds, hearts, and efforts committed to Covid response and relief, we renewed our focus and vigor on our core bodies of impact: to ensure that all families and children have access to an early learning world that is filled with high-quality experiences. And we wouldn’t be living in our community centered beliefs if we didn’t grow, innovate, and build new partnerships along the way.

As children returned to school, parents and caregivers resumed more consistent work schedules, and child care for our earliest learners remained a paramount need locally, across Washington state, and nationally. Underfunded child care systems seemed like they might crumble under the immense pressures of 2022. We witnessed higher needs in children in child care as a result of tumultuous pandemic years, and an exodus of the child care workforce due to high responsibility and poverty wages.

This all contributed to massive demand on a child care system already struggling to maintain an adequate number of slots for children.

CCR stepped in and mitigated pain points. Working with public partners, CCR helped move millions of dollars into the hands of child care providers in the form of sustainability and wage enhancement grants AND connected thousands of families to additional subsidy support so they could afford child care. If you layer on the endless safety and health supplies we distributed to providers and the vaccination clinics we helped set up, our efforts relieved significant stress on the child care world.

As our vast network of coaches and trainers returned to in-person work, we deepened our focus on aiding our children who have experienced so much chaos through the pandemic and wrapped our support around providers and families. This, too, will be a growing area of work in the future as CCR’s early childhood mental health and social-emotional consultants and intervention programs continue to strive to meet the increasing need for this life-changing work in our communities.

While we couldn’t be more proud of this work, we can’t avoid the fact that it’s not a substitute for fixing our foundationally broken child care system. Our advocacy efforts in 2022 were emblematic of CCR’s values. We built and supported Advocacy Pods of staff, Board, providers, families, and community members in each of our local legislative districts elevating a powerful collective message: significant change in the funding structure of early learning is critical for our society’s survival. This is an effort we will pursue relentlessly until all families can rely on an equitable, honoring early learning system.

We mirror this intention in our new CCR Mission Statement:

To nurture and sustain child-centered, antiracist early learning communities.

As we look toward 2023’s new normal, we’re thrilled to welcome a new Board President in July, as Richard de Sam Lazaro’s two-year term came to a close. Our new President, Rebecca Benavides, has been deeply involved in our work as a Board Member since 2018. Bringing her expertise from years in private practice and now business and operations experience at Microsoft and her passion for children and families, Rebecca is leading the CCR Board into our next phase of impact. Our goals include deepening our early childhood mental health services, ensuring that our core bodies of work – access and high-quality early learning – are growing and innovating to meet the needs of our communities, and advocating for a more equitable early learning system. We cannot wait to share what we will soon accomplish! Thank you for your dedication and support for us along the way!
Mental Health

Holding Hope
Over the past five years, the Washington State Legislature and the Washington Department of Children, Youth, and Families (DYCF) have partnered with Child Care Aware of Washington (CCA of WA) to implement the Holding Hope Infant and Early Childhood Mental Health Consultation program across the state.

CCR is contracted with CCA of WA to conduct this work in King and Pierce counties. CCR’s Holding Hope consultants support Early Achievers child care providers in the following areas:

- Building, supporting, and strengthening caregivers’ capacity to promote optimal social and emotional development for the children they serve
- Preventing, identifying, and reducing the impact of mental health challenges among children and families
- Supporting the social and emotional wellbeing of children and adult caregivers

Serivces provided by Holding Hope consultants are relationship-based, and are collaborative and individualized to meet the needs of children, families, and providers in ways that are respectful and responsive.

Child/Family Consultations
During Child/Family Consultations, CCR consultants collaborate with providers, families, and caregivers to assess, understand, and address needs and develop individualized plans. Consultants help assist with children who display challenging behaviors, have specific developmental concerns, are close to expulsion, have difficulty with transition, are dealing with grief and/or loss, and/or are witnessing or experiencing violence at home or traumatic events in their community.

Classroom Consultations
Classroom Consultations create opportunities for caregivers, providers, and coaches to address practices, conditions, and stressors affecting relationships between adults and children. Consultants establish effective transition routines in the classroom, build a better classroom climate to support children’s individual needs and development, implement Social Emotional routines/curriculums in the classroom, and develop strategies with providers to foster children’s self- and co-regulation.

Program Consultations
Consultants collaborate with administrators, directors, coaches, and others to support changes in practice and policy to benefit all children, families, and adults in the early learning setting. Consultants support staff with pandemic-related stress and compassion fatigue; build staff morale and support effective workforce development; and create program supports to reduce children’s likelihood of expulsion, and build awareness and understanding of anti-bias education.

In 2021-2022, CCR employed four Holding Hope consultants who supported 108 different families and providers through their services (including both closed and active cases). Consultation services were provided in both virtual and in-person settings, with more on-site visits permitted by loosening pandemic restrictions than in 2020-21.
Family, Friend, & Neighbor Program

FFN stands for Family, Friend, and Neighbor, and includes anyone caring for young children outside the formal early learning programs: grandparents, aunts, uncles, neighbors, siblings, and parents.

380,000 estimated young children are not in formal early learning programs in Washington State

This means that they rely on FFN care. CCR is committed to ensuring that support and resources are available to children, families, and caregivers outside of licensed care programs.

FFN care is most often found among communities of color, immigrant and refugee families, families with lower incomes, and those caring for children with special needs. Families choose FFN care for many reasons: flexibility, affordability, cultural connection, and of course, trust.

CCR is a national leader in supporting FFN caregivers, placing a heavy focus on creating authentic partnerships with BIPOC (Black, Indigenous, and People of Color)-led organizations. As a result, the FFN team has been asked by organizations across the United States to provide consultation and expertise for FFN-centered programs and policy—especially when it comes to applying a racial equity lens.

Currently, the FFN team is working closely with Child Care Aware of Washington to expand resources and support to caregivers and communities across the state.

Kaleidoscope Play & Learn Groups

Kaleidoscope Play & Learn (KPL) groups are play groups facilitated by community based organizations, schools, libraries, early learning programs, and other family serving agencies. KPL groups are made up of FFN caregivers, parents and children in their care. Each facilitator is highly trained and has connections to and an understanding of the cultural community of its participants.

Now that pandemic restrictions are easing up in Washington state, FFN caregivers have been eager to meet in-person again. KPL groups have begun the transition from virtual to in-person spaces. Groups offer a safe place for caregivers to bring up concerns and get support with the pandemic’s impacts on children’s social and emotional development, as the pandemic impacted children’s ability to socialize outside of the home. We continue to share COVID-19 prevention information, supplies, and resources with caregivers through our network of KPL groups.

FFN SPOTLIGHT

79 new KPL facilitators were trained last year

12 different languages used to facilitate KPL groups
In a survey following training sessions for Brothers & Sisters Program, 100% of participants...

- Said they will use what they learned to change the way they care for young children
- Agreed that they know more now about how children develop
- Agreed that they feel more prepared to handle an emergency involving a child in their care

Brothers & Sisters Program

The Brothers & Sisters Program is a program specifically designed for the middle- and high-school aged youth who take care of their younger siblings, cousins, nieces/nephews, and other young children while the children’s parents go to school or to work. These youth are often overlooked as caregivers, but make amazing contributions to the happy and healthy development of the children in their families.

The program helps inform these caregivers on the importance of child safety, as well as self-care and mindfulness for the caregivers themselves. CCR is currently working to expand this program even further, having recently received a grant from the Boeing Company to enhance the program’s evaluation and curriculum.

FFN SPOTLIGHT

Olayinka
Shoreline parent using FFN services, testifying before the Washington State Senate on February 21, 2022

My children have been attending the Play and Learn with First Five Years and Beyond since the pandemic started, and it has kept both of them engaged. My son is autistic and my daughter has a speech delay, and through this program, they were able to detect it early and help me find speech therapy during the pandemic. She now attends an early intervention program and we see tremendous progress.
Coaching

CCR’s Early Learning Coaches are dedicated to helping child care programs - as well as the children attending them - reach their full potential. Coaches work with licensed, center-based, and family home programs across King and Pierce counties, and guide them through Washington state’s Early Achievers quality recognition and improvement system.

Each coach works with an average of 25 different providers, offering assistance in every aspect of child care.

This includes the licensing process, curriculum development, quality evaluation and improvement, and professional development for providers and educators. Coaches build one-on-one relationships with the programs and providers they serve, making site visits and offering virtual support to ensure that providers, children, and families have the tools and resources needed to thrive.
Early Head Start
The reason why I support [the Early Head Start] program is because there are a lot of families out there who need a little bit more help such as providing stability for the child, giving them a routine so they can be a part of a program, they can learn and everything’s the same; it’s a steady thing day in, day out.

This program will also help children to thrive. Not just survive, but to thrive...They will get a jumpstart when it comes time for them to enter school...and just build a confidence in them. And what better way than to start out with teaching the children, helping them, working with them so they can make the community stronger and better?

Carolyn Solitarie
CHILD CARE PROVIDER
Seattle Preschool Program (SPP)

The Seattle Preschool Program (SPP) was created for the purpose of offering high-quality, affordable, and accessible child care for Seattle families. The program helps prepare 3 and 4-year-olds for kindergarten and beyond, while offering resources such as tuition assistance, family financial assistance, and health screenings.

The accredited and evidence-based curriculum offered by the Seattle Preschool Program was designed with the goal of eliminating the racially disproportionate kindergarten readiness gap. Early learning coaches help SPP teachers provide a culturally responsive, engaging, and nurturing learning environment for all students, and some SPP classrooms offer dual language instruction.

In 2021-2022, the program worked with 9 different providers to support 35 children in preschool classrooms.

Last year, SPP graduated 17 students in the 2021-22 school year into kindergarten. Additionally, SPP distributed COVID-19 personal protective equipment and essential supplies to families and providers.
Advocacy
Advocacy

Advocacy is an important part of our mission and commitment to anti-racism at CCR, because it allows us to tackle the root causes of the injustices our communities face. We’re committed to building space for conversation between community members, elected officials, and government agencies that shorten the distance between the policy that’s being created and those living it.

One of the biggest injustices of our early learning system is how little the labor of care is valued – a reality that is rooted in the legacy of slavery where Black women cared for white children as enslaved people, and later as domestic workers. Child care workers today are paid poverty wages despite significant education and experience. This is one of the biggest reasons why we are struggling to retain our diverse, culturally-relevant, and skilled child care workforce and why many programs are having to close their doors. This year, a team of child care providers is developing a multi-year strategy to raise provider wages and provide dignified benefits and support. We are incredibly grateful to the diverse team of providers that have stepped up to be a part of this and tell advocates and governments what they need – not the other way around.

The early learning system we dream of is rooted in equity. It is a system that values each child and caregiver, and allows for a diversity of care options that can support each child and family’s unique needs and cultural identities. As a community, we have stepped up during the pandemic and built some amazing momentum for early learning, AND we know that the needs our system is facing are more serious than ever. This moment requires that every level of government and every community partner to come to the table. Thank you to everyone in our community for engaging in advocacy, and we invite you to join us if you haven’t yet. We are excited to see this community power grow!

Advocacy Pods

This year marked the 2nd year of our Advocacy Pods program. The Advocacy Pods were created during the pandemic as a way to create more accessible and powerful ways to advocate. They are built on the belief that the stronger the local relationships are amongst advocates and their elected officials on a neighborhood-by-neighborhood basis, the more powerful our advocacy will be on a larger geographic scale. Advocacy Pods bring together community members from across the early learning spectrum who all live in the same legislative district, including: Child care providers, parents, Family, Friend & Neighbor caregivers, CCR staff and board members, and community partners. Each Pod meets with their elected officials to share the realities of what it’s like to navigate finding and offering care in their neighborhoods.

We know that any room that includes this diversity of voices and perspectives holds a wealth of knowledge, vision and solutions.

Some meetings are straight to the point, in others we share tears, and babies are always welcome on the screen. Ultimately they are a space for our community to share stories, hard truths, insights and concerns.

Advocacy Pod Fun Facts

- This year we met virtually with 35 elected officials across our region who serve in the state legislature, county government, and Congress.
- The CCR Advocacy Pods include 24 pods representing each of the legislative districts in King & Pierce Counties.
- As of 2022 we have 173 members, 91 of whom are not CCR staff.
- We created an advocacy newsletter this year! Our listserv includes roughly 200 people, including CCR staff, and goes out weekly during the state legislative session and monthly during the rest of the year.
- We aim to meet during nap time in the early afternoon so that child care providers can easily join as well as parents and other caregivers. Kids set the schedule!

Advocacy

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In the fall of 2021, one of our Advocacy Pods was meeting with an elected official when we received the news of a tragedy that had occurred in our community. In our group were several CCR coaches, a child care provider, and members of our mental health team who all had their own connection with the children whose family was impacted and the child care provider that cared for them. In real time, the legislator witnessed our team mourn this difficult situation and come up with a strategy to make sure the child could continue to attend their child care program where they had a strong bond with their provider, offer mental health services for the child and provider, and ensure the provider had resources to support the child through this transition. We had all come to that meeting to share with the legislator about the need to increase funding for Infant & Early Childhood Mental Health Consultation and financial support so that child care programs can remain open. Instead, the legislator got an inside view of the depth of relationships that make up the early learning system in our state, and what it really takes to support the resilience and wellbeing in children as they navigate difficult realities in their young lives.
By the Numbers

2021-2022 Financials

Child Care Resources played a critical role partnering with public entities to pass federal and local relief funds directly to child care providers and families.

- **Total Revenue**: $25,813,564
  - Government Grants and Contracts: $24,833,226
  - Foundation & Corporate Grants and Funds: $245,867
  - Individual Giving & Special Events: $386,481
  - Earning Income: $332,990
  - In-Kind Contributions: $15,000

- **Total Expenses**: $26,446,099
  - Services for Providers: $9,567,772
  - Services for Families: $664,290
  - Fundraising: $2,111,406
  - Management & General: $14,102,631

- **COVID-19 Relief Funds**:
  - Revenue: $25,813,564
  - Expenses: $26,446,099

**By the Numbers**

- **2018**
  - Total Revenue: $25,813,564
  - Total Expenses: $26,446,099

- **2019**
  - Total Revenue: $25,813,564
  - Total Expenses: $26,446,099

- **2020**
  - Total Revenue: $25,813,564
  - Total Expenses: $26,446,099

- **2021**
  - Total Revenue: $25,813,564
  - Total Expenses: $26,446,099

- **2022**
  - Total Revenue: $25,813,564
  - Total Expenses: $26,446,099
Statewide Call Center

Child Care Resources operates the Child Care Aware of Washington Family Resource Center, which serves families from the entire state of Washington. Offering child care provider referrals both online and over the phone, CCR specialists are available Monday-Friday from 8:30 a.m. to 4:30 p.m. at no charge for families. CCR specialists work within each family’s criteria to find care options that fits their budget, culture, and work schedule, and can also help families secure subsidies and funding to make child care more affordable for their unique financial situation.

![By the Numbers](image)

- 22,621 total referral searches completed
- 15,920 total clients served
- 199 veteran families served
- 374 families who speak limited English served
- 156 families who identify as immigrant or refugee served
By the Numbers

2021-2022

HOMEROLES NAVIGATION
321 families connected to care

PLAY & LEARN
2,688 caregivers utilized CCR's Kaleidoscope Play & Learn groups

FAMILY, FRIEND, & NEIGHBOR
875 caregivers received supplies and grants from CCR

COACHING
1,796 providers supported by CCR Early Learning Coaches

SUBSIDIES
6,179 vouchers for childcare were given to low income or homeless families

SUBSIDIES
$6,267,516.69 total subsidy support from vouchers for low income or homeless families

COACHING
35,248 children served in total across King and Pierce county

COACHING
19 languages available in coaching
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