

Child Care Resources

# Community Impact Report



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YEAR IN REVIEW

# Greeting from our CEO & Board President

**Child Care Resources is in a moment of change**— change in our region’s relationship to our work, change in how and where we operate, and change in how we endeavor to give every child the best start in school and life. The vast and diverse challenges of the last year produced transformation and achievement that can boggle the mind and yet are totally unsurprising thanks to the strength of this agency and the support of our community.

**With change as our backdrop, it is our honor to share Child Care Resources’ 2020-21 Annual Report.**

**As the need for high-quality child care spiked, so too costs and constraints for our community.** CCR partnered swiftly and effectively with public and private funders to provide desperately needed financial and operational support to families, licensed child care providers, and Family, Friend, and Neighbor caregivers, supporting a broad continuum of early childhood experiences so that all children, especially Black and Brown children, could thrive.

Maintaining our pre-pandemic program excellence over the last year was a tall order, and **CCR rose to the challenge.**

Growing our core programs to meet our communities' needs seemed miraculous, and CCR did just that. On top of these incredible achievements, CCR boldly stepped into a new body of work: the Federal Early Head Start program.

## **This is community transformation, and CCR is leading the way.**

With the first grant of its kind in Western Washington in over a decade, **CCR is putting \$1.8 million to work** supporting children, families, and providers in south King and Pierce Counties with a wide array of services, ultimately providing 72 infants and toddlers with high-quality child care.

This is just a sampling of the kind of information and inspiration you'll find in this Report. With a laser focus on operational excellence rooted in our antiracist mission and values, this has been a year of growth for our Staff and Board. In turn, we continue to advocate relentlessly for the transformation of early learning systems, including changes in funding, practice, and policy. We

are immensely proud and grateful to have elevated the voices of our community to play a pivotal role in the passage of the Fair Starts for Kids Act—a historic leap forward for our state's early learning ecosystem—and ready to build on that success as a leading advocate for children and families in King and Pierce Counties.

It is a moment of change. In fact, CCR is in the middle of a renaming and rebranding process to ensure our mission and values are reflected in our outward appearance as much as they are in our day-to-day work. We welcome you to dive into that work in this Annual Report. We're confident you'll share our immense pride in this work to create an equitable and robust child care environment for our youngest learners.

**Thank you for being part of our CCR family.**



A handwritten signature in black ink that reads "Phoebe Sade".

**Phoebe Sade**  
CEO



A handwritten signature in black ink that reads "Richard de Sam Lazaro".

**Richard de Sam Lazaro**  
Board Chair



# Family, Friend, & Neighbors

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**FFN stands for Family, Friend, and Neighbors, and FFN caregivers are ALL people: grandparents, aunts, uncles, neighbors, siblings, and parents who care for children outside of licensed formal early learning care.**

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As extended family members, FFN caregivers often have life-long relationships with children, and they continue to be among children's first and most important teachers beyond early childhood.

**75% of children in Washington State, specifically infants and toddlers, are not enrolled in licensed child care.**

CCR is shining a light on the FFN caregivers and their important role in a child's life.

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 of care for those who don't work traditional workday hours, connection to a family's culture, language, and family values, and of course, trust.

## FFN SPOTLIGHT

### Kaleidoscope Play & Learn Groups

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Kaleidoscope Play & Learn (KP&L) groups are play groups facilitated by community based organizations, schools, libraries, early learning programs, and other family serving agencies. KP&L Groups are made up of parents and FFN caregivers.

Before the pandemic placed gather restrictions, these groups met in-person weekly within their own communities and neighborhoods with KP&L facilitators.

**Each facilitator is highly trained and has connections to and an understanding of the cultural community of its participants.**

CCR's innovative KP&L Program continues to create a network of support for parents and caregivers in communities across our state. By connecting caregivers, and helping them learn and share knowledge and resources, we can ensure that the children in their care thrive.

## The COVID-19 pandemic started affecting Kaleidoscope groups in Washington State in January 2020.

Attendance started declining in January and February, particularly in groups in the Asian-American community, who were hearing about the virus from family and friends in East Asia.

The Washington Governor's Stay At Home order in March 2020 forced all of the groups to close. As the hub of the program, CCR quickly decided to focus on supporting KP&L facilitators in shifting from in-person groups to supporting group participants in staying connected through virtual gatherings, social media, and one-to-one phone and text communication.

**KP&L facilitators across the country rose to the challenge as community leaders adjusted to the new climate of our work.** Because of the dire needs in some communities, several group facilitators were unable to provide virtual gatherings and instead rightly focused their efforts in connecting financially struggling families with food, housing, health care, COVID testing, and other basic needs.

CCR continues to work collectively with other organizations and people to expand KP&L across the state so that all families have a group in their neighborhood and in their home culture and language.

### FFN SPOTLIGHT

## 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 play a critical role in their families and in the lives of the young children they care for. CCR partners with community based organizations to bring this program to the youth who need it most. This incredible program was reestablished at CCR due to the high need caused by the pandemic.

**The Brothers & Sisters curriculum is designed with youth learners in mind** and incorporates experiential learning, fun activities, and time for discussion and peer learning and support. The program brings youth together for eight 2-hour long training sessions on topics such as child development, nutrition, and home safety.

**97% of participants said the information they learned changed the way they care for young children.**



“ KPL helps caregivers connect with each other, learn from each other, and lean on each other. It offers caregivers a platform to learn in a bicultural environment and addresses stigmas and taboos that prevent health and wellness. It also offers children an opportunity to thrive with wellness, learning and peer to peer connections. ”

– Sucheta Pardikar, India Association of Western Washington

“ Brothers and sisters helped me change my perspective on children, and they helped me understand how they grow and why they do the things they do. ”

- Sarah Coulibaly,  
Brothers & Sisters Program Participant

Out of the 31 youth that participated in the program and in our survey last year (57 participated in this program and 31 completed the pre and post survey), all of the participants said they know more about child development, and they feel more prepared to handle an emergency involving a child in their care.

We're excited about the future and are looking forward to the time when FFN caregivers receive the recognition, gratitude, and meaningful support from our early learning systems.

#### FFN SPOTLIGHT

## Early Learning Conversations

The Early Learning Conversations (ELC) program addresses the need and desire for information about child development that is reliable, simply presented, easy to understand, and immediately applicable to everyday parenting and caregiving concerns.

This need is especially acute for immigrant and refugee families who are deeply committed to supporting their children's education, and are faced with learning not only a new language but also systems and concepts about child development and education that are unfamiliar and often hard to navigate.

With a focus on children age birth to 5 years, ELC provides information on child development, health, safety, nutrition, discipline, school readiness, early literacy and numeracy, self-care, and living in a multicultural community. The ELC program is facilitated at the Allen Family Center, and during the last year this program supported 6 families through group meetings and individual discussion.



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If you would like to learn more about the Family, Friend, and Neighbor program, please check out the full [2020 Child Care Resources FFN Report](#).



# Holding Hope Consultation Program



In 2017, under direction of the Washington State Legislature, the Washington Department of Children, Youth, and Families (DCYF) began planning for a statewide expansion of Infant and Early Childhood Mental Health Consultation.

In 2019, the legislature funded new state supported Infant Early Childhood Mental Health Consultation services to be implemented by DCYF in partnership with Child Care Aware of Washington (CCA of WA). CCR is one of six regions contracting with CCA of WA to conduct this work.

## The Holding Hope Consultation Program supports the social and emotional well-being of children and adult caregivers;

nurtures responsive relationships; and helps with the early identification of social, emotional, behavioral, and developmental challenges. The services are relationship-based and are collaborative and individualized to meet the needs of children, families, and Early Achievers child care providers in ways that are respectful and responsive.

**“The child has an autism diagnosis, so I provided resources and educated the provider with ways to work with a child with autism. I also helped with promoting mood regulation check ins in the classrooms to help accommodate children that needed more visuals and sensory. She was able to understand that one child in the classroom was overstimulated while the other is under stimulated and work towards accommodating each child’s needs.”** –James Nguyen, Holding Hope Consultant



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## TYPES OF CONSULTATIONS

### **Child / Family Consultation**



CCR's Mental Health Consultants collaborate with providers, families, and caregivers to assess, understand and address child/family needs and develop individualized plans. Referrals from Early Achievers child care providers to our consultants help assist with children who have challenging behaviors, specific developmental concerns, are close to expulsion, have difficulty with transition, are dealing with grief and/or loss, are witnessing or experiencing violence at home or traumatic events in their community.

### **Classroom Consultation**



CCR's Holding Hope team works with 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/curriculum in the classroom, develop strategies with providers to foster children's self- and co-regulation.

### **Program Consultation**



Our mental health 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. We 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, build awareness, and understanding of anti-bias education.

**“As a Holding Hope consultant, it is amazing to see the improvement of the child once we can get all involved parties to meet to understand the child’s IEP (Individualized Education Program) and create an agreeable plan that can be implemented with fidelity.”**

– Malyun Yusuf, Holding Hope Consultant



Over the last fiscal year, new funds were allocated by DCYF to hire three additional Mental Health Consultants (MHCs) to help meet the program’s goals to develop a culturally diverse workforce that matches the communities served.

Providers and families can now access mental health services and the support offered by MHCs with clinical backgrounds and training who speak Vietnamese, Somali, Swahili or Indonesian, along with English.

For most of 2021, MHCs were limited to virtual service delivery which hampered the process. With a return to on-site services, the program saw an uptick in MHC referrals. Mental health concerns are ever prevalent in the midst of the ongoing pandemic, as well as the continued shortage of basic needs supports for both families and providers.

# Advocacy & Public Policy



Throughout the 2021 Legislative Session, our CCR Staff and child care advocates came out in full force facing many challenges, but reaching huge milestones.

In planning for this session, we knew that we needed to develop new ways to mobilize our families, child care providers, and volunteers in conversations with lawmakers. Thanks to new funding provided by private foundations, CCR was able to create a Mobilization Coordinator position allowing us to meaningfully support our child care advocates and engage the community in these efforts.

**“CCR strongly believes that since the decisions lawmakers make in early learning affect our community**

**that lawmakers should hear directly from the community so that future decisions are realistic and reflect equity and accessibility. We are committed to shifting the power structure of advocacy to collect more feedback from communities of color and from people who are most impacted by our work.”**

–Tess Foy, CCR Mobilization Coordinator

The 2021 legislative session was historic! The Fair Starts for Kids Act was passed, we doubled the state’s investment in child care over the next two years, AND we passed a historic tax that will provide sustainable funding to the early learning system for years.



This was also a historic time for CCR because of the engagement from our community. We partnered with seven providers, one parent, and two Family, Friend & Neighbor caregivers to provide public testimony to the legislature in support of early learning legislation. We also presented to the Senate Early Learning & K-12 Committee about the challenges of families finding and affording child care during COVID at the beginning of last session.

On top of this, CCR established new Advocacy Pods. These pods are groups of parents, providers, community members, and CCR staff and board all from the same community and legislative districts. These advocates are recruited, trained, and supported to meet one-on-one with their lawmakers and representatives bringing forth issues, concerns, and experiences their communities face around child care and early learning.

**“One of the most memorable things about my experience (advocating) is meeting with Senator Murray; being able to have the chance to meet someone who is a policymaker and having her hear our voices. It was really important to me, my mom, and other providers because it feels like family child care is not being heard. But for her to give us the opportunity to share our story was really, really important to my family and I.”**

–Asha Mohamed, CCR Advocacy Volunteer

Over the course of the last Session, the CCR Advocacy Team organized 76 advocates and coordinated 20 meetings with district legislators across King and Pierce Counties leading to some monumental changes in policy for the early learning system.

A great bout of thanks goes to ALL of our advocacy volunteers! Thank you so much for joining us on this journey to give every child a great start!

To learn more about Advocacy Pods, [click here](#).



“

This year’s passage of the Fair Start for Kids Act was really a culmination of advocacy over many, many years in the early learning and child care space by thousands of parents, providers, organizations, and businesses across our state.

”

– Representative Tana Senn, Washington State Representative  
41st Legislative District

# Early Head Start Program

“ We have learned so much in the last ten months of planning and implementation. With each child enrolled, you can hear a cheer from CCR staff! We are thrilled to share our work with the community and invite you all to follow along with us as we continue to learn, develop and honor children through this extraordinary work. ”

– Phoebe Sade, CCR Chief Executive Officer

In August of 2020, CCR learned about an upcoming federal Early Head Start – Child Care Partnership model funding opportunity. It is a program model that partners with established community childcare providers to promote the physical, cognitive, social, and emotional development of infants and toddlers through safe and developmentally-enriching caregiving.

This partnership model aligns with what CCR values in terms of family child care. The program supports families—mothers, fathers, aunts, uncles, and guardians—in their role as primary caregivers and teachers of their children.

It also assists families in meeting their own personal goals and achieving self-sufficiency across a wide variety of domains, such as housing stability, continued education, and financial security.

**“When CCR decided to participate in the grant process, we knew it would be a massive undertaking. Almost 30 staff and board members came together to write a 150-page grant application. We had letters of support come**

**from everywhere: over 20 Family Child Care providers, 6 local government and community partners, and even state legislators. This is how important this program is to CCR. This is how much the program is needed in the community.”**

– Savannah Stannard  
CCR Early Head Start Child Care Partnership Program Director

In the Spring of 2021, the Administration of Children and Families awarded CCR a new Early Head Start Child Care Partnership Grant. For the first time in over ten years, this grant was awarded in Western Washington, and CCR joined 32 agencies in 32 states and Puerto Rico in this work.

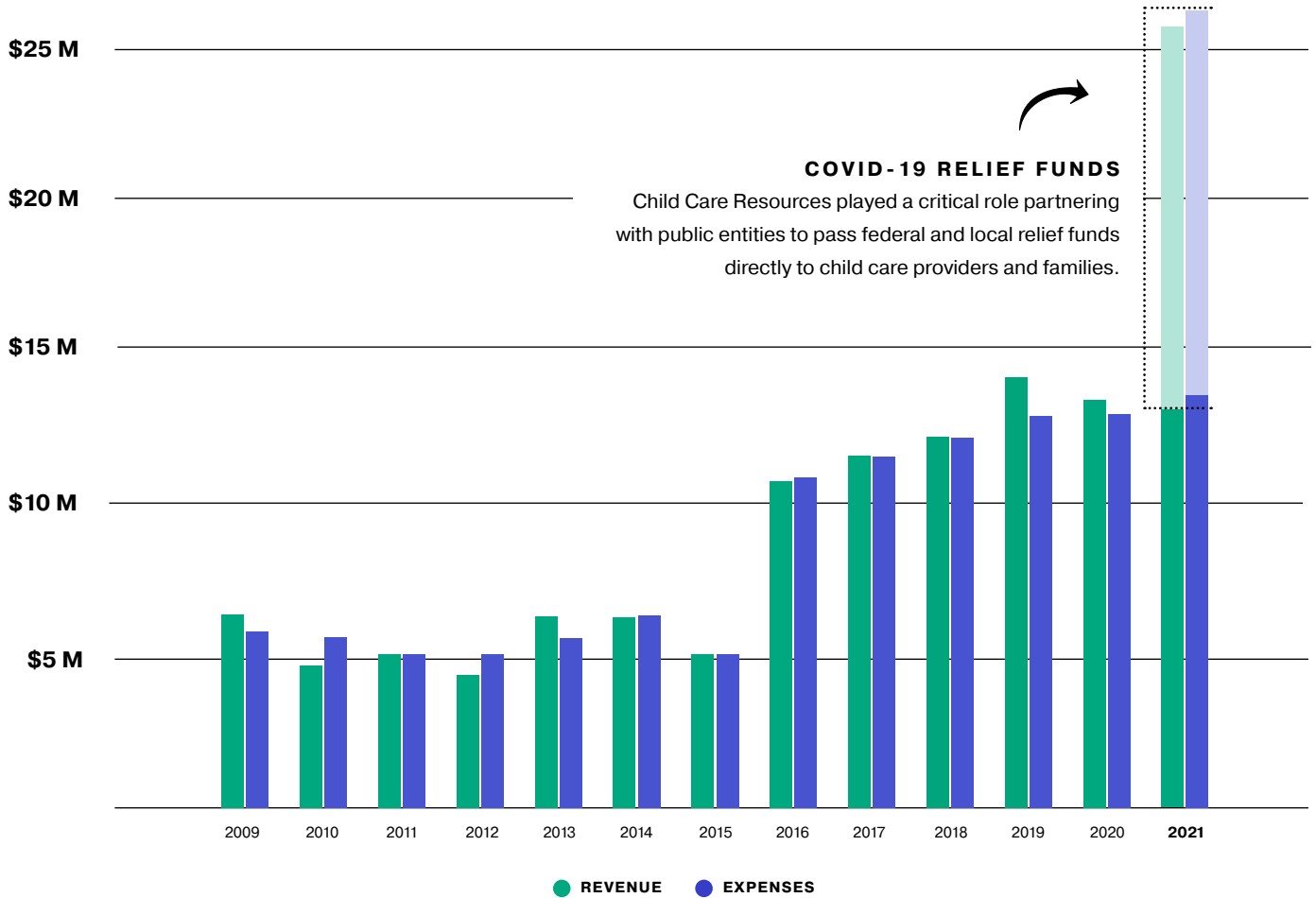
CCR is excited to bring this program to the communities of King and Pierce Counties. The success of being awarded this grant will enable us to stretch and grow into new areas and leverage our thirty years of skills, experience, and passion.

If you would like to learn more about the Early Head Start Child Care Partnership Program, please check out the full 2020 Child Care Resources [Early Head Start Annual Report here.](#)

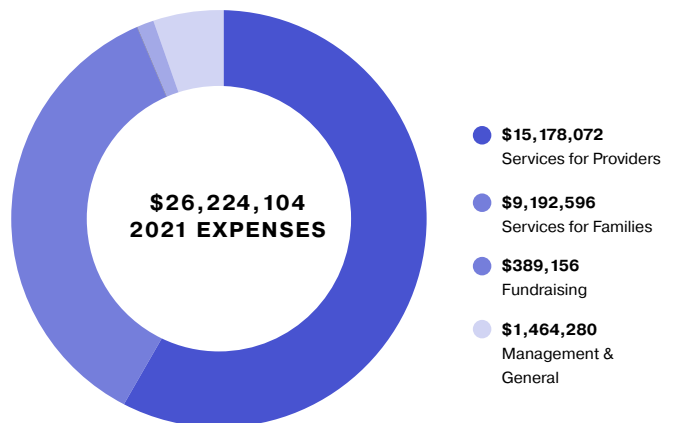
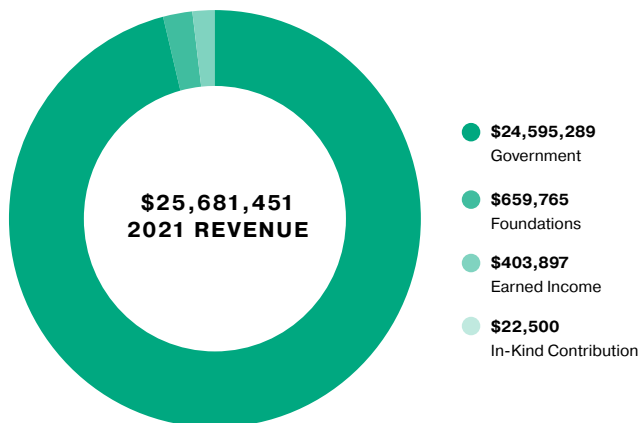




# Year in Review

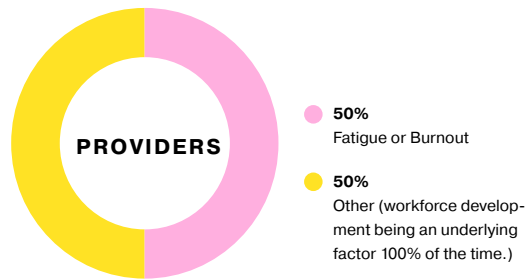
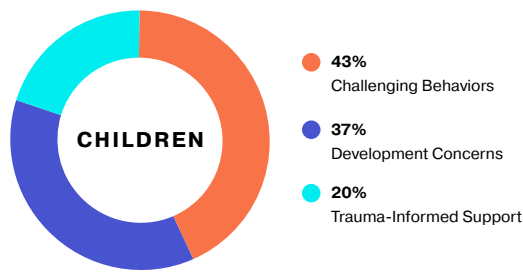


## 2021 Financials



# Mental Health Consultations

47 referrals from Early Achievers Child Care Providers from both King and Pierce Counties.



## LANGUAGES

Mental health consultants are **servicing communities in 5 different languages** Vietnamese, Somali, Swahili, Indonesian, and English.

# Facts & Figures

The Homeless Child Care Program provided **737 child care vouchers supporting 300 children and families.**

300



\$6.8M

Nearly \$6.8 million invested in child care subsidies helping to keep over 5,000 small business child care providers across King and Pierce Counties stay open providing care for almost 1,500 children.

2,909

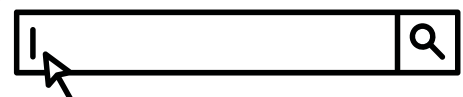
2,909 children and their 3217 caregivers participated in Kaleidoscope Play & Learn groups. 12 youth who care for young children were trained to provide safe and responsive care to children through the Brothers & Sisters program.

Child Care Resources is the go-to source for research-based, culturally-responsive tools and relationship-based coaching and support that child care providers rely on as they prepare their programs for Early Achievers quality and improvement rating.

73,078

CCR Early Achievers Coaches supported 1681 licensed programs; 670 non-Early Achievers programs; and 284 School Age Only programs Together, **these providers care for 73,708 children across King and Pierce Counties**

15K+



15,792 child care searches and referrals were made to families through phone calls and online searches.

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