



CHILD CARE SERVICES ASSOCIATION



2015-2016
**ANNUAL
REPORT**

MAKING
• CONNECTIONS

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Child Care Services Association (CCSA) is a nationally recognized nonprofit working to ensure affordable, accessible, high quality child care for all families through research, services and advocacy.

Honorees at the 2016 CCSA Triangle Child Care Awards Breakfast in April:



Linda Foxworth, second from the right and pictured with Anna Carter, Dorothy Graham and Peggy Ball, received the Dorothy B. Graham Early Childhood Leadership Award.

Wake County Commissioner Jessica Holmes, second from the left, pictured with Pam Dowdy, ED at Wake County Smart Start, Peggy Ball and Anna Carter received the CCSA Public Service Award.

Jenna Fisher (middle), pictured with Anna Carter and Peggy Ball received the Mary Y. Bridger's Early Childhood Teacher Award.



Tanya Dennis, Keynote Speaker at the 2016 ASK conference.



Sue Russell, Executive Director, T.E.A.C.H. Early Childhood® National Center and Carol Brunson Day, Brunson, Day & Phillips Consultants at the 2016 T.E.A.C.H. and WAGE\$ National PD Symposium.

To provide ongoing support to Child Care Services

DEAR FRIENDS OF CCSA,

It is with much excitement that we share with you Child Care Services Association's Annual Report for 2015 – 2016 as we celebrate the work that has been accomplished this past year. In this report you will see examples of how CCSA's programs are shaped to support connections in early childhood through the services we provide to families, to early educators and to child care programs. We know how important positive relationships are for children to grow, develop and be successful.

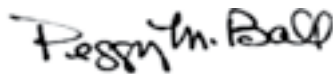
Connections that are made between a child and their teacher, between a family and their early education program, between a teacher and new professional development opportunities, and between child care programs and resources to support them, are essential in order to continue to make progress in meeting our mission of families and children having access to high quality, affordable early education.

We want to thank you for your role in supporting the work that happens at CCSA. Without that support we wouldn't be able to accomplish the work that we do, which means that children wouldn't benefit from these services. We look forward to a continuing partnership with you, because we know the work is not done.

Sincerely,



Anna Carter
President



Peggy Ball
Board Chair



Association, please visit www.childcareservices.org/support-us, or scan this:

CONNECTING WITH FAMILIES

Child Care Services Association (CCSA) is a nationally recognized nonprofit working to ensure affordable, accessible, high quality child care for all families through research, services and advocacy. We are more than just an agency working to improve child care; we are also an association of groups, individuals and volunteers committed to supporting the right of young children and their families to have the best possible life. CCSA is a leader and advocate in child care services on the local, state and national level.

FAMILY SUPPORT

Families need to know what to look for in a high quality early childhood program. CCSA provides free referral services to educate them and help them **connect with a quality program**. For parents, this means being able to concentrate on work, knowing their child is in a safe, quality setting. For many parents, paying for quality care is out of reach. Early care and education is expensive and CCSA provides scholarships that enable families to afford a quality education for their child and go to work to support their family.

“ This was my first time looking for child care and I had a great deal of anxiety about returning to work and sending my children to day care. The staff was extremely helpful. They called the list of potential providers that met my budget/location to make sure they had slots available before I set up visits. I am very grateful for the support and guidance.

— Parent ”

You can access more information on this service at www.childcareservices.org/fs/finding.

HIGHLIGHTS FROM 2015-2016

- **2,905 families** received child care referral services, impacting **4,005** children.
- **7% of children** were in families where the primary language was not English.
- The Family Support team conducted **43 workshops**, **110 information sessions** and participated in **30** community fairs throughout CCSA's service area.
- **835 children** and **733 families** received financial support through a scholarship.
- **4.8 was the average star rating** of the care utilized by children receiving a scholarship (5-star is the highest rating available in North Carolina).

“ The scholarship means that my family is able to maintain our home and be able to pay our bills on time each month and have enough money to provide adequate clothing/food for my child. This resource is invaluable to my family..

— Parent ”



CONNECTING TEACHERS

THE T.E.A.C.H. EARLY CHILDHOOD® PROJECT—NORTH CAROLINA

The Teacher Education and Compensation Helps Early Childhood® Project (T.E.A.C.H.) addresses the issues of under-education, poor compensation and high turnover within the early childhood workforce. T.E.A.C.H. provides educational scholarships to early care professionals and those who perform specialized functions in the early care system to allow them to make the connections and implement in the classroom what they learn with formal coursework.

You can access more information about T.E.A.C.H. in their FY16 Year-End Report at <http://bit.ly/2jpKuMc> (PDF).

HIGHLIGHTS FROM 2015-2016

- **2,277 child care professionals** received a T.E.A.C.H. Early Childhood® Scholarship.
- T.E.A.C.H. recipients enrolled in **16,345 credit hours** at area community colleges, four-year colleges and universities.
- T.E.A.C.H. recipients directly impacted the **7,708 children** in their care through their increased knowledge of child development.

“The T.E.A.C.H. scholarship has enabled me to pursue my education in Early Childhood. I completed my AAS with the T.E.A.C.H. scholarship and am currently enrolled in the distance learning program to earn a Bachelor’s degree. I am grateful for this program because of how much I have learned and been able to share with my co-workers as a result of the education that I have received on scholarship. My education has allowed me to work my way up from assistant teacher to lead teacher to Assistant Director and now Director of my center.

— Director

”

“Thank you so much for all you have helped me accomplish. I graduated from the BK Licensure program in May. I vow to serve children and families using research-based approaches. T.E.A.C.H. has helped me change my income, it changed my perspective on quality education and changed my life.

— Teacher

”



CONNECTING TEACHERS

CHILD CARE WAGES® PROJECT

Every day, early educators struggle to make ends meet financially. In the most recent Workforce Study that CCSA completed, we continued to see low compensation in the field—an average hourly wage of a bit less than \$10.50. The Child Care WAGES® project provides salary supplements based on an educator's commitment to a child care program as well as the education they have earned. Research shows that there is a connection between the stress a teacher is experiencing, and their ability to help children cope. When a teacher receives a salary supplement through WAGES, they are better able to focus on the children in their classroom and not worry as much about their finances.

You can access more information about WAGES in their FY16 Year-End Report at <http://bit.ly/2jL4Ctl> (PDF).

“ The Child Care WAGES® Project has helped me gain the education that helps me be a better preschool teacher. Education has made me a better person and has given me new knowledge about young children that I probably would not have gotten without it.

— Teacher ”

HIGHLIGHTS FROM 2015-2016

- In **57 counties**, WAGES provided salary supplement to **3,649 participants** in 1,457 early care and education programs serving approximately **57,854 children**.
- The turnover rate for WAGES participants was **14%**, compared to a preprogram rate of **31%** statewide.
- **51% of active participants** submitted documentation to verify their ongoing pursuit of coursework.

“ This project has more meaning than money. It offers respect and recognition to this career. I believe that this benefit flows over to the children by the motivation of the employees that receive it. It motivates me to be professional and to strive for the community to respect this profession and the importance it has for the children, their families and the community as a whole.

— Teacher ”



CONNECTING TEACHERS

NATIONWIDE SERVICES

CCSA is a leader and an advocate in high-quality early care and education that reaches beyond our state's borders. Every child in an early childhood setting needs a teacher who is well educated and well compensated. Every early childhood teacher deserves access to affordable college education and workforce supports that enables them to earn a living wage.

THE T.E.A.C.H. EARLY CHILDHOOD® NATIONAL CENTER

The T.E.A.C.H. Early Childhood® National Center assists in developing, implementing and sustaining T.E.A.C.H. and WAGE\$ programs and strategies that result in a well educated, fairly compensated and stable early childhood workforce to ensure the long term success of our nation's children in school and in life.

The T.E.A.C.H. Early Childhood® National Center's Annual Report at <http://bit.ly/2jPkLOr> (PDF) contains full details of the programs and its 2015–16 accomplishments.

CHILD CARE WAGE\$® PROJECT

WAGE\$ provides education-based salary supplements to low-paid teachers, directors and family child care providers working with children ages birth to five. And while a salary supplement helps keep educated and motivated teachers in classrooms, WAGE\$ is more than just a check. WAGE\$ also serves to equalize the playing field by successfully reaching the diversity of the field. The project operates in Florida, Iowa, Kansas, New Mexico and North Carolina.

THE T.E.A.C.H. EARLY CHILDHOOD® PROJECT

The Center provides professional assistance to 23 T.E.A.C.H. states and the District of Columbia that operate licensed programs that in turn helped almost 16,000 child care professionals around the country complete college coursework. From an original investment of \$23,100 from five funders to pilot the program in North Carolina in 1990, T.E.A.C.H. has leveraged that initial investment into \$375 million in educational scholarships for child care professionals across the country.

THE T.E.A.C.H. EARLY CHILDHOOD® ALLIANCE

The Alliance provides a way for connecting, growing and developing a national T.E.A.C.H. network. T.E.A.C.H. recipients are proudly taking their place as the first in their families to earn college credits and/or degrees, graduating debt free, and are now reaching out to help others do the same.

HIGHLIGHTS FROM 2015–2016

- **15,523 T.E.A.C.H. scholarship recipients** in **23 states and the District of Columbia.**
- **95,042 credit hours** completed.
- **608,238 children** were in classrooms with a T.E.A.C.H. scholarship recipient.
- **5,355 WAGE\$ participants** in **5 states.**
- **100,059 children** were in classrooms with a WAGE\$ recipient.
- Average six-month supplement was **\$891.**

CONNECTING WITH PROGRAMS

TRAINING AND TECHNICAL ASSISTANCE

Every year CCSA provides opportunities for early educators to make connections with knowledge about new developments in the field, as well as new strategies to support continuous quality improvements. This is done through:

- **PROFESSIONAL DEVELOPMENT TRAININGS:** CCSA offers low-cost training opportunities for early education and school-age professionals; credits for these workshops are approved by the Division of Child Development and Early Education and can be applied toward state training requirements. To see the range of services provided, access our online training calendar at <http://bit.ly/1vYUY8e>.
- **ON-SITE ASSESSMENTS AND TECHNICAL ASSISTANCE:** Through visits, resource sharing, coaching and the use of assessment tools, the technical assistance staff provide individualized help to programs so they can make improvements to ensure the best possible environments for children. Early positive relationships are the building blocks for children's future social, emotional and cognitive development. Learn more about our TA Services: <http://bit.ly/1vYVa7e>.

HIGHLIGHTS FROM 2015-2016

- **2,810 directors, teachers and family child care providers** increased their knowledge and understanding of early childhood education issues and topics by attending the **377 professional development workshops** organized by CCSA.
- Child care professionals participating in CCSA-organized workshops earned an estimated **876 in-service credit hours**, which allow them to meet their annual training requirements.
- The technical assistance staff worked with **193 early childhood programs** to improve the quality of care for children.
- The meal service provided **446,850 meals** to **25 different child care programs** in FY16.

MEAL SERVICE PROGRAM

Quality in early care and education includes more than quality classrooms and learning experiences, it also includes quality nutrition. With childhood obesity becoming a chronic issue facing families, it is more important than ever that children are connected to healthy eating habits from day one. CCSA developed a meal service program that provides nutritious meals that are high quality and affordable. The menus are designed to ensure that children receive nutritional meals each day that promote optimal physical and intellectual development. Children are exposed to fresh fruits and vegetables that they might not encounter otherwise. That early exposure sets them on the right path for making healthy choices as they get older.

For more information on the program, visit <http://bit.ly/1z0HOZ9>.



CONNECTING WITH PROGRAMS

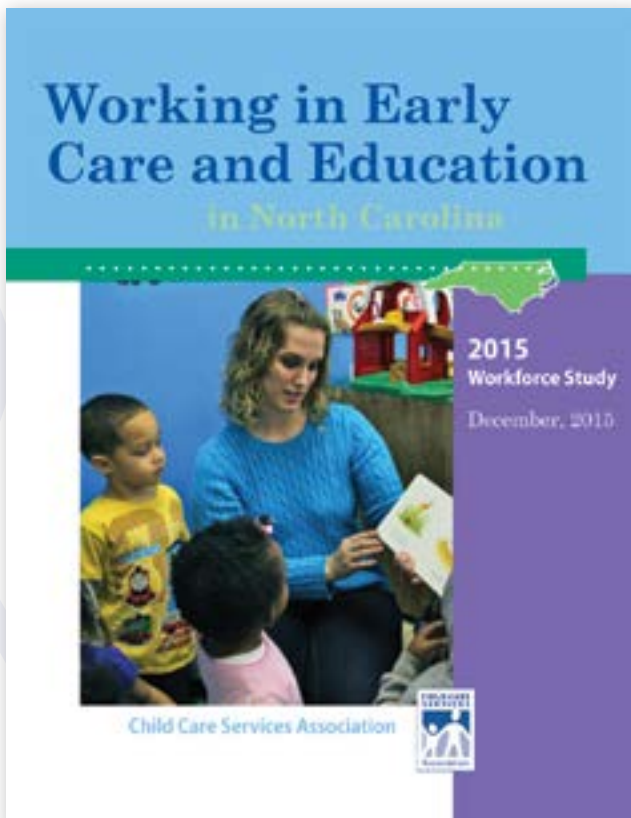
INFANT/TODDLER QUALITY ENHANCEMENT PROJECT

Across North Carolina, services to our youngest children have lagged behind those for older preschoolers. While the first five years are pivotal in a child's development, the first three years build the connections for a child's brain so that they can be successful later in life. The statewide Infant/Toddler Quality Enhancement Project strives to target improvements in quality and availability strictly for classrooms and teachers serving infants and toddlers. Child Care Services Association oversees this project to ensure equal access to services across the state.



HIGHLIGHTS FROM 2015-2016

- **4,767 on-site TA consultations** were completed.
- **1,425 infant toddler spaces** showed measurable improvement in quality from pre- to post-assessment following technical assistance and training.
- **2,969 providers** of infants and toddler care attended at least one training provided by an infant-toddler specialist. **257 participants** earned CEUs.



RESEARCH AND ADVOCACY

Connecting policy makers, funders, researchers and other decision makers to data means that system changes can be made based on that data, and not just on assumptions. Child Care Services Association has long been known as a resource for data about programs, families, funding and the workforce. In FY15 the *Workforce Study* (PDF, <http://bit.ly/2aWNo6f>) was completed for child care centers and highlighted the improvements across our state related to educational attainment, but also outlined the stagnant nature of compensation. We continue to advocate for improvements in the system through disseminating research, and collaborating with partners across the state.

2015-2016 FUNDING PARTNERS

THANK YOU TO OUR MANY PUBLIC AND PRIVATE 2015-2016 FUNDING PARTNERS! WITHOUT THEIR SUPPORT, OUR WORK WOULD NOT BE POSSIBLE.

BUSINESSES

Bank of America
Blackman & Sloop, Certified Public Accountants
Discount School Supply
Kaplan Early Learning Company
Lakeshore Learning Materials
Old Peak Financial
PNC Financial Services Group

FOUNDATIONS

Alliance for Early Success
Enterprise Holdings
Foundation for Child Development
Hearst Foundations
WK Kellogg Foundation
Z. Smith Reynolds Foundation
W. Clement & Jessie V. Stone Foundation

GOVERNMENT

Durham County
NC Department of Health and Human Services
NC Division of Child Development and Early Education
Town of Carrboro
Town of Cary
Town of Chapel Hill

COLLEGES & UNIVERSITIES

University of North Carolina at Chapel Hill

NONPROFITS

Child Care Resources Inc.
Church of St. Thomas More
East Durham Children's Initiative
Iowa-AEYC
NC Institute for Child Development Professionals
Southwestern Child Development Commission
Triangle Community Foundation
United Way of the Greater Triangle

INDIVIDUALS

Jo Abernathy
Mike Allen
William Antczak
Sara Armentrout
Carolyn Austin
Peggy & Eugene Ball
Linda Bamford
Gabby Barajas
Rickey and Debra Basket
Bridget Bean
Calvin Bemby Sr.
Laura Benedict
Joe Bloomer
Myra Bradley
Mary Y. Bridgers

Ned & Ginny Brooks
Erin Bumgarner
Dean Bunce
Pat Butler
Virginia Buysse
Anna Carter
Linda Chappel
Bobby Christiansen
Deb Cassidy & Rosemarie Vardell
Gerry S. Cobb
Manuel Louis Costa, Jr. & Nancy Park
Michele Miller Cox
KC Cureton
Cheryl David
Marguerite DeCarli
Abigail DeVries
Carol DeVries
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Elizabeth Detwiler
Robert & Pamela Dowdy
Shelton & Jo Anne Earp
Earl and Laura Echard
Bobette Eckland & Richard Kamens
Janice Fain
Stephanie Fanjul
Thomas & Ellen Feinberg
Karen Ferguson
Britt Foxworth
Joseph Fitzsimons
Marjorie Diggs Freeman
Beth Frisher
Kaylor Garcia
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Jennifer Ginsburg
Dorothy B. Graham
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Ron Haskins
Martha Hays
Ana Hess
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Ronnie Goldstein Jackson
Kathleen & F. Reed Johnson
Natasha Johnson
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Erick & Sherry Larson
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Derek Walker
Sharon Walker
Sonia White
Ashley Wigglesworth
Lisa Wilson
Brandy Woods
Lisa de Saxe Zerden
Adam Zolotor

PARTNERSHIPS

Alamance Partnership for Children
Albemarle Alliance for Children and Families
Alexander County Partnership for Children
Alleghany Partnership for Children
Avery County Smart Start
Cabarrus County Partnership for Children
Caldwell County Smart Start
Chatham County Partnership for Children
Children's Council of Watauga County, Inc.
Chowan-Perquimans Smart Start Partnership
Cleveland County Partnership for Children
Columbus County Partnership for Children
Craven Smart Start, Inc.
Down East Partnership for Children
Durham's Partnership for Children
Franklin Granville Vance Smart Start, Inc.
Halifax-Warren Smart Start Partnership for Children
Harnett County Partnership for Children, Inc.
Hertford-Northampton Smart Start Partnership for Children
Iredell County Partnership for Young Children, Inc.
Martin-Pitt Partnership for Children, Inc.
Mitchell-Yancey Partnership for Children, Inc.
Orange County Partnership for Young Children
Partnership for Children of Johnston County, Inc.
Partnership for Children of Lincoln/Gaston Counties
Partnership for Children of the Foothills
Randolph County Partnership for Children
Region A Partnership for Children
Rockingham County Partnership for Children, Inc.
Smart Start of Brunswick Co., Inc.
Smart Start of Buncombe County
Smart Start of Davidson Co., Inc.
Smart Start of Davie County
Smart Start of Forsyth County
Smart Start of Transylvania Co.
Smart Start Rowan, Inc.
Stanly County Partnership for Children
Surry County Early Childhood Partnership
The Partnership for Children of Cumberland County
The Partnership for Children of Wayne County, Inc.
Wake County Smart Start
Wilkes Community Partnership for Children
Wilson County Partnership for Children

* This list represents charitable gifts and grants made to Child Care Services Association between July 1, 2015, and June 30, 2016. While we have made every effort to be accurate and thorough, it is possible to accidentally omit or misspell a name. Please contact the Development Manager at 919-967-3272 with any additions or corrections.

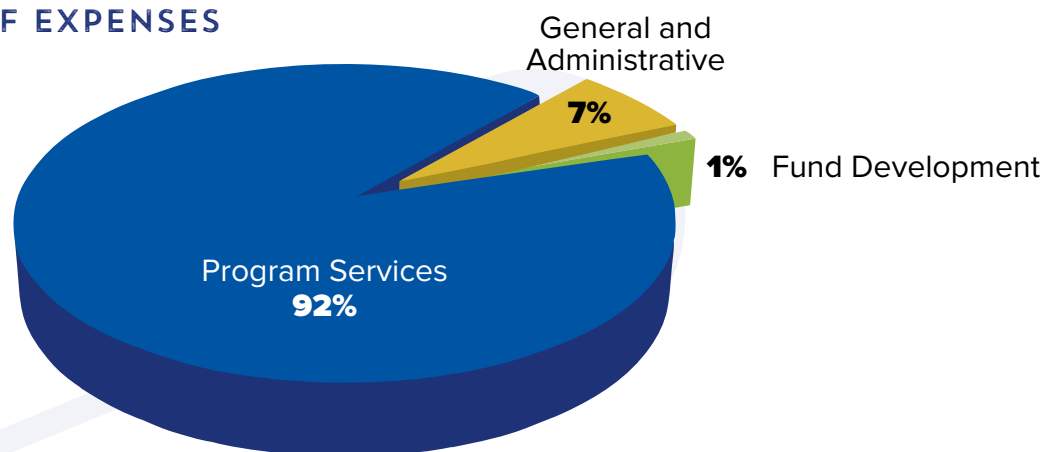
2015–2016 FINANCIALS

CHILD CARE SERVICES ASSOCIATION STEWARDS ITS RESOURCES WITH THE SAME HIGH-QUALITY STANDARDS AS ITS PROGRAMS.

STATEMENT OF FUNCTIONAL EXPENSES

	FY2015	FY2016
Grants and Assistance		
Grants and Awards	\$7,180,382	\$6,804,777
Scholarships—T.E.A.C.H.	2,995,871	3,056,784
Scholarships—Child Care	3,924,724	3,900,037
Subcontracts	3,793,863	3,127,542
Total Grants and Assistance	\$17,894,840	\$16,889,140
Operating Expenses		
Salaries and Fringe Benefits	\$6,397,851	\$5,896,070
Program and Office Supplies	439,333	440,070
Contracted Services	130,684	170,074
Occupancy	130,889	127,005
Travel and Meetings	318,093	236,749
Depreciation and Amortization	272,924	269,376
Postage and Telephone	116,328	106,243
Printing and Publications	38,289	33,449
Repairs and Maintenance	38,841	24,328
Dues and Subscriptions	142,363	158,385
Interest Expense	101,791	95,409
Insurance	14,128	14,800
Other Expenses	7,324	11,588
Total Operating Expenses	\$8,148,838	\$7,583,546
TOTAL EXPENSES	\$26,043,678	\$24,472,686

ALLOCATION OF EXPENSES





...Ensuring affordable, accessible, high-quality child care for all young children and their families.

2015–2016 ANNUAL REPORT

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For more information about CCSA or to make a donation, visit www.childcareservices.org.