

**aspire, act,  
acheive!**



**Programs  
for Parents**

Comprehensive Services for Families and Children

*Annual Report 2017*



# Programs for Parents

Comprehensive Services for Families and Children

## PROGRAMS FOR PARENTS 2017

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## DEAR FRIENDS,

Programs for Parents (PFP) is excited to share the previous year's accomplishments with you. 2017 was truly a great year for innovation and service to the Essex County community. This annual report highlights those innovations and a number of significant outcomes. Thank you to our many partners who saw the vision we had and made our many programs possible.

In 2017, PFP was delighted to host Joyce Thomas, Director for the Administration for Children and Families, Office of Regional Operations in Region II as our Week of the Young Child keynote speaker. She shared her insight on new federal child care regulations and their impact on states. She expressed concern about the safety of young children and stressed the positive role that child care programs can play in keeping children safe.

Programs for Parents early childhood experts made an impact at the national level by presenting at major big city conferences. PFP CEO Beverly Lynn and staff members Amanda Blagman and Denece Young presented a workshop on Director-Led Peer Learning Communities at the BUILD QRIS National Meeting in Dallas. Amanda Blagman and Denece Young also presented on building director-level professional learning communities as a framework for program improvement at the NAEYC/Professional Learning Institute in San Francisco. And last fall Beverly Lynn and consultant Khaatim Sherrer-El presented trainings at the NBCDI conference in Atlanta on building family engagement and addressing chronic school absenteeism.

For the first time, PFP worked with the City of Newark, Newark One Stop Career Center, and the Maher Family Foundation to provide targeted training to youth, ages 16–21, who are interested in entering the field of early care and education. These young people were given summer employment experiences at various child care programs. High School graduates had the opportunity to continue their training to earn a Child Development Associate (CDA) credential and to seek full time employment after their summer experience.

In the following pages you will also read about enhancements we made to our subsidy program operations. Through these initiatives and innovative programs, the PFP family demonstrated its commitment to enhance the opportunities for children to get the very best start in life, make parents informed child care consumers, and train child care providers in continuous quality improvement.

It truly is all about the children . . .



**Beverly Lynn**  
**CEO**



**Keith Green**  
**President**  
**Board of Directors**



# 2017 HIGHLIGHTS— **INNOVATIONS**

**A**

## **Greater Newark Shared Services Alliance**



The Greater Newark Shared Services Alliance is a pilot program that seeks to improve the quality of child care programming for children in the greater Newark area. The Alliance is composed of 10 child care centers interested in increasing their individual operational efficiency through collective action. More specifically, these centers are addressing common administrative and other functions through shared costs and pooled resources. Freed of the

burden of handling these functions by themselves, Alliance members can dedicate additional resources to improving the quality of child care programming.

With funding support from The Nicholson Foundation, Alliance members have focused their initial year on generating cost savings in the areas of employee benefits, and the purchasing of educational supplies, office supplies and healthier and higher quality foods for child meals. The creation of a substitute pool has been a very successful endeavor with more than 100 applications screened and a pool of qualified candidates selected. Additionally, the members agreed to the use of a substitute scheduling application to maximize the arranging of substitute and program needs.

The Alliance has the benefit of an advisory committee comprised of thought leaders in early childhood education, insurance, administration, and management. These individuals provide valuable guidance and support as the Alliance moves to scale.



**The Nicholson Foundation is extremely proud to help bring the Shared Services Alliance to families in Newark. Shared Service models help providers deliver early childhood care and education in a more streamlined and efficient way, ensuring that resources are reallocated to where they can most directly improve outcomes for children.”**

— Kay Hendon, Senior Early Childhood Program, Officer, The Nicholson Foundation





# 2017 HIGHLIGHTS— **INNOVATIONS** (cont'd.)

## **B**

### **P4P Academy**

Programs for Parents' newest initiative is the Teacher Assistant training program offered in the P4P Career Academy. The Teacher Assistant training program provides candidates with career-related experience in delivering developmentally appropriate activities for infants, toddlers, and preschoolers. Candidates have the opportunity to earn the national CDA Credential and gain experience working with children in quality child care centers. All candidates must be eligible for New Jersey Department of Labor training funds and enter the program by registering with a local One Stop Center.

The curriculum utilizes good business practices to promote the development of critical thinking, effective communication, and leadership training skills. The program promotes the employability and the personal development of residents by providing the training, educational opportunities, support services, and resources which will empower the candidates to:

- ▶ Acquire and upgrade marketable skills
- ▶ Achieve economic self-sufficiency
- ▶ Create an individual upwardly mobile career path

## **C**

### **Family Child Care (FCC) *Steps to Quality***

Programs for Parents facilitated the Family Child Care (FCC) pilot for Steps to Quality, the quality rating and improvement standards applied to family child care providers. In 2017, eight Essex County FCC providers achieved a star rating of three and four quality stars.





## Grow NJ Kids



*Grow NJ Kids* is New Jersey's Quality Rating Improvement System (QRIS), designed to create universal standards of quality for all early care and education programs. It also provides for families information on how to select a quality provider who is working to raise the level of services offered and improve learning outcomes for children. It provides resources that help raise quality and continuously improve programs for child care, family child care, Head Start, Early Head Start and school district sponsored early learning programs,

Programs for Parents (PfP) supports *Grow NJ Kids* for early childhood providers located in Essex County. In 2017, five Essex County programs achieved "Star 3" and "Star 4" ratings. Four of these five centers began working with PfP in the pilot stage prior to statewide implementation of the rating system.



## Baby Box Distribution

Programs for Parents (PfP) is promoting safe infant sleep by distributing Baby Boxes to parents and agencies. The Baby Boxes are made by The Baby Box Co., which developed its products inspired by a Finnish tradition. Finland has one of the lowest infant mortality rates in the world, and Baby Boxes are credited for this. These Baby Boxes can be used as a safe sleep space for a baby's first five to six months of life. The Baby Boxes are made from durable cardboard and are proactively certified to meet the highest level of available safety standards for bassinets by the Consumer Product Safety Commission (CPSC). The mattresses are firm foam pads which have been independently certified as non-toxic and safe. During 2017, Programs for Parents distributed 21 Baby Boxes at no cost to the recipients.



## **Early Childhood Early Learning Collaborative (ECELC)**

Last fall, Programs for Parents wrapped up a seven month training program on the importance of healthy eating, nutrition, physical activity and breastfeeding. The training program provided 16 early childhood providers from Essex and Passaic counties with materials and enhancement grants that enabled them to design and implement action plans that will improve their over-all program quality. Proposed changes included serving healthy snacks, making drinking water available and accessible to children, setting up private breastfeeding areas, implementing family-style dining, planting vegetable gardens with children to promote farm-to-table eating and increasing indoor and outdoor active play. This program was made possible by funding from Partners for Health and support from the NJ Department of Health.



## **Center for Excellence in Early Childhood Education**

Research has shown that children who receive care from highly trained professionals are more likely to flourish and have greater opportunities for learning and development. Professional development is a continuum of learning and support activities designed to prepare and sustain individuals who work with and on behalf of young children and their families.

Programs for Parents is a leading provider of professional development training for early childhood educators in Essex County. In 2017, PfP offered a broad range of trainings that led to improvements in the knowledge, skills, and practices of early childhood professionals. More importantly, these trainings improved the quality of child care provided.

To meet the needs of early childhood professionals, Programs for Parents offered more than 150 training sessions, in both English and Spanish, during the day and evenings, at our Newark and Montclair locations and onsite for 1,600 child care providers, directors, and families.





## Family Child Care | Resource and Referrals

### HEALTH AND NUTRITION



#### Fighting Obesity and Improving Nutrition for Children in Newark

In 2017, Programs for Parents (PfP) extended the Strong Healthy Communities grant to the remaining five child care centers that participate in the CACFP program. The work included a program pre-assessment using the Let's Move! Checklist, utilizing the Color Me Healthy Nutrition Curriculum as well as having a yoga instructor work with the center teachers and children. Over 200 children and staff benefitted from this program by learning about the continued benefits of healthy eating and physical activity.



#### DID YOU KNOW

Did you know that Yoga helps kids to:

- ▶ Develop body awareness
- ▶ Learn how to use their bodies in a healthy way
- ▶ Manage stress through breathing, awareness, meditation and healthy movement
- ▶ Build concentration
- ▶ Increase their confidence and positive self-image
- ▶ Feel part of a healthy, non-competitive group
- ▶ Have an alternative to tuning out through constant attachment to electronic devices





## Finding the Right Child Care Has Never Been More Pressing

According to a recent U.S. Department of Labor Study, over 70 percent of working mothers have children under the age of five. Finding the right child care for these working mothers and other parents has never been more pressing. In 2017, the experienced counselors in Programs for Parents' Child Care Resource and Referral Department assisted over 2,200 parents to determine which child care was right for them. From infant care to after-school and summer camp programs, PFP's experienced counselors introduced options that met parents' specific needs. Parents were instructed on how to view each child care provider and were given a checklist to help them evaluate program features.



## DID YOU KNOW

**Choosing child care is one of the most important decisions families make. Finding the right caregiver is often challenging. Even though parents are the most important people in their child's life, the relationship your child has with their caregiver will also affect how they feel about themselves and the world around them. Parents must gather as much information as possible to ensure that the decision they make is a wise one.**

**Good child care requires three important things:**

- ▶ **A well trained, consistent caregiver.**
- ▶ **A setting that keeps your child safe and healthy.**
- ▶ **An environment that enhances your child's physical, mental, emotional, and social growth.**



## Family Engagement Conference 2017

This year's Family Engagement Conference focused on addressing chronic absenteeism in Pre-K. ACNJ's report on Newark's preschool attendance found that more than 40 percent of children are missing more than 10 days of school each year. Rosie Grant, Executive Director of the Paterson Education Fund, shared the "Paterson Story" about how the school district reduced absenteeism by 76 percent in the 2014 school year. This year's conference-goers learned a new song, written by Kaleena Berryman, a local education advocate, called "My Presence Matters." Family Workers planned to use the song as daily motivation to remind students about the importance of coming to school every day. Family workers were equipped with strategies and technical assistance from PFP to improve preschool attendance. Programs for Parents planned the Conference in partnership with Newark Public Schools, Office of Early Childhood, Advocates for Children of New Jersey (ACNJ), and The Chad School Foundation.



**Nayibe Capellan, Special Assistant for the NPS Office of Early Childhood**



**Rosie Grant, Executive Director Paterson Education Fund**



## SUBSIDY PROGRAMS



### ASSISTING THE ESSEX COUNTY ECONOMY

In 2017, Programs for Parents made it possible for 17,490 children to attend child care programs by providing their families with a child care subsidy through two state-funded programs: New Jersey Cares for Kids (NJCK) and Work First New Jersey (WFNJ). Programs for Parents has been administering these subsidy programs since the inception, for low income Essex County residents. Programs for Parents' client list is diverse including single and teenage parents, married couples, immigrants, grandparents and adoptive parents. As a result of administering these funds, PfP contributed toward building a stronger economy in Essex County. These child care subsidies allow parents to afford child care so that they can enter the marketplace, go to school, or do both.

### Subsidy Department, Late Night Hours

In March 2016, the Subsidy Department launched new business hours. The Customer Service Department is now open every Tuesday, during the hours of 8:30am–7:00pm. These family-friendly hours allow us to better meet the needs of participants that work and/or attend school during traditional business hours. During 2017, we serviced 1,351 walk-in clients during the extended hours.



### Subsidy Department, Family Friendly Policies

In May 2017, the NJ Department of Human Services/ Division of Family Development (DHS/DFD) announced new “family friendly” policies as a result of the Reauthorization of the Child Care Development Block Grant (CCDBG) Act of 2014. Under this federal law, a child remains eligible for subsidized child care during temporary changes in employment, training or educational program. This also applies to families experiencing job loss and changes in family income (as long as family income does not exceed 85 percent of the state median income).

The revised eligibility criteria have proven to positively impact the lives of families that experience changes in family circumstances. The Subsidy Department was able to continue providing assistance to 38 families during May 2017–September 2017. Prior to the implementation of these changes, a reduction in employment/training hours, family leave or loss of employment would have resulted in termination of child care agreements. In addition, the Subsidy Department can now authorize uninterrupted child care for a 12-month period of service, and provide a continuous child care subsidy through the end of the cycle-year for children that reach the maximum age limit.



## **FAITHFUL TO OUR MISSION**

2017 saw PfP continue to support children, families and child care providers in Essex County through advocacy and action, offering education, referrals, sharing best practices, and access to available financial resources. In summary, a steady, successful course was maintained. PfP truly **ASPIRED, ACTED, and ACHEIVED!**



# FINANCIAL REPORT 2016-17



For the year ending September 30, 2017 (Audited)

<b>Revenue</b>	<b>2017</b>	<b>2016</b>
<b>Public Support and Revenue:</b>		
NJ Dept of HSC	7,135,598	7,244,399
NJ Dept of Agriculture	701,681	784,514
Grants	351,690	378,863
Program Revenue	224,982	279,975
Fundraising	4,613	5,242
Investment Income	2,871	2,435
<b>Total Revenue</b>	<b>8,421,435</b>	<b>8,695,428</b>
<b>Program and Administrative Expenses</b>		
<b>Support Services</b>		
Unified Child Care Delivery System	5,896,143	6,199,275
Training and Grant Programs	1,371,251	1,423,049
	-	-
<b>Total Supporting Services</b>	<b>7,267,394</b>	<b>7,622,324</b>
<b>Management and General</b>	<b>1,079,900</b>	<b>1,057,871</b>
<b>Fundraising</b>	<b>13,514</b>	<b>7,712</b>
<b>Total Expenses</b>	<b>8,360,808</b>	<b>8,687,907</b>
<b>Net Income</b>	<b>60,627</b>	<b>7,521</b>
<b>Change in Unrestricted Net Assets</b>	<b>60,627</b>	<b>7,521</b>
	0	0
<b>Unrestricted net assets - beginning of year</b>	<b>982,633</b>	<b>975,112</b>
<b>Unrestricted net assets - end of year</b>	<b>1,043,260</b>	<b>982,633</b>

## ACHIEVING SUCCESS IN A CHALLENGING ECONOMIC ENVIRONMENT

In a year of change on the national, state and philanthropic fronts, Programs for Parents continued to find creative ways to support the parents and families of Essex County. The agency continues to serve over 10,300 children monthly with financial assistance to pay for child care expenses. By leveraging old and establishing new relationships, Programs for Parents has identified additional grants to support innovative strategies to improve the early care and education community.

## Supporting Partners

Advocates for Children of New Jersey	Essex Project Launch	New Jersey Historical Society	School Readiness Consulting Inc.
Becker's School Supplies	Family Support Organization of Essex County	New Jersey Performing Arts Center (NJPAC)	Statewide Parent Advocacy Network
Child and Adult Care Food Program	Foundation for Newark's Future	Newark Fairmont Promise Neighborhood Planning Council	The CHAD Foundation
Child Care Aware of New Jersey	Grow NJ Kids	Newark Museum	The Leaguers
Children's Hospital of New Jersey at Newark Beth Israel Medical Center	Investors Bank Foundation	Newark Public Schools	The Nicholson Foundation
City of Newark	Irvington Public Schools	Newark Regional Business Partnership	The Salvation Army, Montclair Citadel
Coalition of Infant/Toddler Educators	Kaplan Early Learning Companies	Orange Public Schools	The Schumann Fund for New Jersey
East Orange Public Schools	Montclair State University	Prevent Child Abuse NJ	The Turrell Fund
Essex County College	New Jersey Association for the Education of Young Children	Professional Impact NJ	United Way of Essex and West Hudson
Essex County Council for Young Children	New Jersey Association of Infant Mental Health	Rutgers University--Newark OUCP	United Way of Northern New Jersey
Essex County Division of Employment & Training		RWJ Barnabas Health	Urban League of Essex County
			Victoria Foundation

## THANK YOU!



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Newark, NJ 07102  
973-297-1114

### Montclair Office

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Montclair, NJ 07042  
973-744-4050

### Check us out at:

[www.programsforparents.org](http://www.programsforparents.org)

Follow us on Facebook and Twitter.



Programs for Parents is designated as the Child Care Resource and Referral Agency for Essex County by the New Jersey Department of Human Services, Division of Family Development. The major funder of Programs for Parents is the State of New Jersey.

Programs for Parents is accredited through Child Care Aware of America, which works with more than 600 state and local Child Care Resource and Referral agencies nationwide so that all families have access to high-quality affordable child care.