



In Review

Programs for Parents | Annual Report 2016



FOCUS Partnering for Success for Young Children

To Our Supporters:

In a year of change on the national front, Programs for Parents kept its eye on what mattered most; giving every young child in our community the best possible start out of the blocks. PfP's child care specialists know that those crucial early years are like a fork in the road. The vulnerable and impressionable young child will either receive a firm foundation for social and emotional success or struggle with challenges that could last a lifetime. Other than a loving, involved parent, no one has more control over the direction a child takes than a child care provider. In 2016, Programs for Parents redoubled its efforts to engage more parents in their children's success while continuing our flagship services of professionally developing thousands of child care providers in child development, theory and practice. We also worked towards continuous quality improvement in more child care centers than ever before.



Beverly Lynn
CEO



Keith Green
President of the Board

Last year was remarkable on several fronts. Parents who had been serving on PfP's Essex County Council for Young Children (ECCYC) were invited to speak in Pittsburgh, Atlanta and Virginia about their neighborhood efforts to improve the education, health and safety of children, ages birth to eight. Along with Newark, ECCYC local councils have now spread to East Orange, Orange, Irvington and Montclair. ECCYC is at the heart of our efforts to engage parents in their children's development. In 2016, we also hosted our largest Family Engagement Conference to date.

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OUR MISSION | We 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.



Programs
for **Parents**

Comprehensive Services for Families and Children

TO OUR SUPPORTERS

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The conference had over 125 attendees including family engagement practitioners from the Newark Public Schools and other early childhood settings as well as parent leaders and family service organizations. The purpose of the conference was to provide evidence-based practices used to help families be their child's first teacher and best advocate. Workshops included the involvement of fathers, building positive parent-child relationships, and early childhood mental health. The conference was co-sponsored with the Newark Public Schools and Head Start.

Programs for Parents helped child care providers find work by holding its first ever job fair. Job applicants had the opportunity to interview with the 15 provider agencies that were represented. PfP collected resumes and helped match job seekers with agencies. Our "Money Matters" conference also trained child care providers in budgeting, marketing, business operations, and in running a successful small business in the state of New Jersey. Over 150 participants attended this conference which was made possible by the Turrell Fund.

In 2016, Programs for Parents reached out to Newark child care directors and teachers with the "Director and Lead Teacher Initiative," an intensive, six-month training in leadership skills, team-building and establishing a professional learning community. The program was funded by the Turrell Fund and by Foundation for Newark's Future. We salute the thousands of child care providers who sought our services. They continue to be the unsung heroes in the field of education.

A controversial election is behind us. A new administration is in power and there are many uncertainties. And we don't know yet how New Jersey's families will be affected. In the face of such uncertainty, our commitment will be unwavering. Programs for Parents has become a lead resource in our community but we cannot do this work alone. Now, more than ever, we must build more partnerships with foundations, corporations, businesses, government officials, community organizations, and leading citizens who share our goals for the young child who is always worthy of our very best effort. ●

Engaging Families and Communities

Parents Created Real Change in their Schools and Neighborhoods



Building on last year's successful launch, Essex County Council for Young Children (ECCYC) was invited by the NJ Department of Children and Families to take its message on the road in 2016. Parents who are part of ECCYC's Steering Committee spoke in Pittsburgh, Atlanta and Virginia about their efforts to improve the education, health and safety of children, aged birth to eight. For example, as part of its push to improve the literacy of young boys, ECCYC partnered with the Division of Child Protection and Permanency (DCP&P) on the "Barbers & Books" initiative to distribute books throughout Newark, Irvington and Montclair. Instead of looking at their video game devices when they visit the barbershop, young boys can read books that expanded their minds. ECCYC was also hard at work in 2016 to promote safer neighborhoods; provide better health care services;

and improve access to vital services to those who need them most. ECCYC is made possible through funding by the New Jersey Department of Children and Families. The Statewide Parent Advocacy Network (SPAN) is a major partner with Programs for Parents in carrying out the mission of ECCYC. ●

Improving the quality of child care in early education settings

A Milestone for Quality Child Care



QuickFact

PfP was selected in 2012, by the NJ DHS/Division of Family Development to pilot Grow NJ Kids in Newark with the goal of creating a program that could be emulated statewide.

Programs for Parents (PfP) celebrated a milestone for quality child care in 2016 when Clinton Hill Community & Early Childhood Center and Full Gospel Christian Academy were recognized as the **first** programs in the state to complete the rating process for Grow NJ Kids, the Quality Rating Improvement System (QRIS) that aims to create universal standards for all child care and early education programs throughout New Jersey. Each center was awarded grants in recognition of their achievement from The Nicholson Foundation and the Schumann Fund for New Jersey. The grants will be used to take further steps to raise the quality of their program in the areas of curriculum, safety, professional development, family engagement and program management.

The goals of this program are right in line with the goals of our foundation,” said Annette Strickland, Executive Director of The Schumann Fund for New Jersey. “Excellent early education programs do double duty, increasing the chances for later academic and social success in the children they serve and in the success of the larger community.” Grow NJ Kids uses early childhood program measures to offer child care providers and families meaningful ways to determine quality. PfP’s childhood development experts recruited and are assisting nearly 100 Essex County child care providers to meet QRIS standards. Hundreds of site visits, phone calls, and trainings were conducted in 2016 to help providers complete self-assessments and create quality improvement plans. PfP now partners with Prevent Child Abuse NJ to continue this work. Participants are also provided with materials, equipment and scholarship grants to advance staff knowledge. PfP was selected in 2012, by the NJ DHS/Division of Family Development to pilot Grow NJ Kids in Newark with the goal of creating a program that could be emulated statewide. This goal was achieved when the program went statewide in 2014. ●

Family Child Care Providers Received Steps to Quality

Among the different types of child care providers, those who care for children in their own homes are often in need of training and support. PfP’s early childhood experts went into the homes of these family child care providers to offer technical assistance, free professional liability insurance, materials, and equipment grants of up to \$500. Steps to Quality is designed to raise the quality of care of family child care providers who work

with children aged 0–5. Programs for Parents’ child care experts assessed and improved provider care by using the Family Child Care Environment Rating Scale as well as the Grow NJ Kids Quality Rating Improvement System (QRIS). Steps to Quality, which expanded in 2016 with an additional 20 providers, was made possible through a partnership between Programs for Parents, The Nicholson Foundation, Child Care Connection, and Community Child Care Solutions. ●

Health and Nutrition

Fighting Obesity and Improving Nutrition for Children in Newark



Too many children in Newark live in households that don't always know where their next meal is coming from. They rely heavily on school-based and child care center-based food programs to support their nutritional needs. In 2016, Programs for Parents (PfP) developed an initiative for increasing physical activities and improving nutrition in ten Newark child care centers. The *Let's Move Child Care Checklist*[®] was used to evaluate each center's program and a plan was made to improve physical activity and provide healthy food options. This initiative was part of a two year collaboration between PfP, The Strong Healthy Communities Initiative (SCHI) and the City of Newark, that ultimately benefited 10 Newark centers which served

more than 500 children. "Already a Child and Adult Food Program Sponsor, Programs for Parents was able to expand its commitment to improve the lives of children in Newark and to fight childhood obesity," says PfP CEO Beverly Lynn. "We are deeply grateful to the NJ Healthy Communities Network for providing the grant that made this vital work possible." ●

Professional Development

Closing the Gap for Child Care Providers

We continued to see the remarkable dedication of our community of child care providers in a field that is often underappreciated, underpaid, and, frequently, understaffed. Programs for Parents closed the gap in 2016 for many of these providers by providing professional training in child development, theory and practice. *PfP's Center for Excellence in Early Childhood Education* focused on developing child care leadership by offering the *NJ Administrator's Credential*, a course that provided skills in business management, educational programming and facilities management. The Center also offered the training and preparation for the *Child Development Associate* (CDA) credential. Earning these credentials not only develops the skills of providers, it also gives them a greater opportunity to better market themselves and their centers. For those providers who wanted one-time workshops on topics that ranged from preventing child abuse to understanding autism and child directed play, the Center offered 167 workshops to 2,000 participants. ●

QuickFact

PfP's Center for Excellence in Early Childhood Education focused on developing child care leadership by offering the **NJ Administrator's Credential**, a course that provided skills in business management, educational programming and facilities management. The Center also offered the training and preparation for the **Child Development Associate** (CDA) credential.

New Jersey First Steps Infant/Toddler Initiative

Recognizing that Infants and Toddlers Need Specialized Care



Our reputation as the premiere child care center in the surrounding communities rests in large part on all we have received through NJ First Steps. I hope this valuable resource will remain available for all centers, since all families deserve the best possible care for their children.—Asst. Director

Babies require individualized daily care so it comes as no surprise that their child care providers require specialized skills in understanding and meeting their needs. Programs for Parents continued to deliver this specialized training with over 500 hours of the Program for Infant and Toddler Care (PITC) along with more than 200 hours of onsite technical assistance, materials and enhancement grants. About 3,500 child care providers in seven counties in the Northern Region were reached through the NJ First Steps program. PFP's NJFS team of infant and toddler specialists shared their expertise in using the Infant and Toddler Environment Rating Scale-Revised, or ITERS-R, to measure the quality of the care provided at each center and in each participating home. After participants engaged in training and technical assistance, quality increases were measured in personal care routines, furnishings, activities, and interactions between staff and children. Specialists also presented 200 hours of professional development dedicated solely to introducing and helping providers use the New Jersey Birth to Three Early Learning Standards to support care giver practices and engagements for infants. Instruction in Spanish was also provided to more than 300 Spanish-speaking child care providers. ●

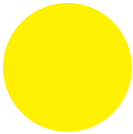
Consumer Education

Finding the Right Child Care Has Never Been More Pressing



According to a recent U.S. Department of Labor Study, over 70% 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 2016, the experienced counselors in Programs for Parents' Child Care Resource and Referral Department assisted over 2,303 Essex County 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. They also assisted over 1,110 clients with other services such as locating shelters, food pantries, health insurance providers, and pediatricians. ●



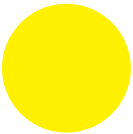
Financial Assistance



Making Child Care Possible for Thousands of Parents Who Want to Work or Go to School



In 2016, Programs for Parents made it possible for more than 19,000 children to attend child care 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). PFP's client list is diverse: single and teenage parents, two-career married couples, new immigrants, and grandparents. Programs for Parents has been administering these subsidy programs since their introduction. In doing so, PFP also plays a major role in helping Essex County build a strong economy since parents who can afford child care can enter the marketplace, go to school, or do both. ●



Public Policy

Strong Advocates for the Cause of Early Education



Programs for Parents puts Family Engagement at the top of its agenda in 2016, so we applauded the U.S. Department of Education's appointment of Frances Frost as the first Family Ambassador supporting parent and family engagement policy.

Programs for Parents was honored to have State Senator Teresa Ruiz as the keynote speaker at its 2016 *Week of the Young Child Breakfast*. Senator Ruiz has been an important sponsor of legislation to improve and expand early education throughout the State of New Jersey. In her keynote address she spoke of her advocacy for children beginning in the classroom when she served as an early education teacher in Newark.

Lastly, PFP was represented by board members, parents, and staff who attended and offered testimony on the Child Development Block Grant State Plan. PFP is very pleased that the Division of Family Development (DFD) has included agencies like PFP as a continued partner in the early care and education work throughout the State of NJ. ●

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Major Community Partners 2016

New Jersey Department of Human Services, Division of Family Development

New Jersey Department of Children and Families

New Jersey Department of Education, Office of Early Childhood Education

New Jersey Department of Health

New Jersey Healthy Communities Network

New Jersey Historical Society

New Jersey Association of Infant Mental Health

New Jersey Association for the Education of Young Children

Essex County Division of Employment & Training

Investors Bank Foundation

Coalition of Infant/Toddler Educators

Newark Public Schools

The Nicholson Foundation

The Schumann Fund for New Jersey

Professional Impact NJ

Grow NJ Kids

Essex County College

Strong Healthy Communities Initiative

Montclair State University

Child Care Aware of New Jersey (formerly NJACCRRRA)

School Readiness Consulting Inc.

Essex County Council for Young Children

Essex Project Launch

Rutgers University—Newark OUCP

The Turrell Fund

Victoria Foundation

United Way of Essex and West Hudson

United Way of Northern New Jersey

Child and Adult Care Food Program

Becker's School Supplies

Kaplan Early Learning Companies

Irvington Public Schools

East Orange Public Schools

Advocates for Children of New Jersey

Foundation for Newark's Future

Family Support Organization of Essex County

Newark Fairmont Promise Neighborhood Planning Council

The Leaguers

Orange Public Schools

Prevent Child Abuse NJ

Urban League of Essex County

Statewide Parent Advocacy Network

New Jersey Performing Arts Center (NJPAC)

Newark Regional Business Partnership

The Salvation Army, Montclair Citadel

Mayor Ras Baraka's Centers of Hope Initiative

RWJ Barnabas Health Children's Hospital of New Jersey at Newark Beth Israel Medical Center

Newark Museum



2016 Financial Statements



Comprehensive Services for Families and Children

REVENUE

	<u>2016</u>	<u>2015</u>
Public Support and Revenue:		
N.J. Dept of Human Services Child Care Resource and Referral (CCR&R)	\$7,157,092	\$7,010,049
Depart of Agriculture Child Care Food Program	784,514	828,658
Grants	460,791	486,500
Program Revenue	279,975	790,666
Fundraising	10,621	22,687
Interest Income	2,435	4,231
TOTAL REVENUE AND SUPPORT	<u>\$8,695,428</u>	<u>\$9,142,791</u>

PROGRAM AND ADMINISTRATIVE EXPENSES

	<u>2016</u>	<u>2015</u>
Support Services		
Unified Child Care Delivery System	\$5,768,279	\$5,816,484
Training and Grant Programs	1,854,045	2,077,099
Management and General	1,057,871	1,117,136
Fundraising	7,712	36,019
Total Expenses	<u>\$8,687,907</u>	<u>\$9,046,738</u>
NET INCOME	<u>\$7,521</u>	<u>\$96,053</u>
Unrestricted net assets—beginning of year	\$975,112	\$879,059
Unrestricted net assets—end of year	\$ 982,633	\$975,112

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Montclair, NJ 07042
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Check us out at:

www.programsforparents.org

Follow us on Facebook and Twitter.



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.

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.

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