



EARLY CHILDHOOD IMPACT

YMCA of the East Bay
Annual Report
2019–2020



A Year of Challenge & Change

Much like the rest of the world, the Early Childhood Impact program encountered numerous challenges and changes throughout 2019 and 2020.

After 18 years as the ECI Executive Director, Pamm Shaw stepped aside in December 2019 and Melanie Mueller transitioned into the role. Melanie brought a wealth of knowledge and experiences to the position, including those gained filling various ECI leadership roles over the past 12 years. Pamm remains with the program as the Director of Strategic Funding & Partnerships, securing funds and continuing her work with the early educator apprentice program.

In 2019-2020, YMCA staff were excited about establishing and strengthening new systems and processes, including program-wide use of the Learning Genie online child observation and communication system and more extensive use of the Child Plus database, engaging families in leadership and learning opportunities, enhancing curriculum, and focusing on health and wellness for all.

The COVID-19 pandemic hit us all in March 2020. YMCA staff learned quickly to pivot the program and began supporting families remotely. Diapers, emergency food, gift cards for necessities, and home learning kits were provided to families. While the centers were physically closed for four months, staff re-grouped and implemented a virtual/distance learning model so children/families could see and talk to their teachers, and keep important connections with the program.

We are grateful to funders who immediately stepped up to support our families and staff through one of the hardest times we have ever experienced – including First 5 Alameda County, Alameda County Social Services Agency, Tipping Point Community, Trio Foundation, Sunlight Giving Foundation, and Witkin Charitable Foundation.

While the world sometimes seemed uncertain, our commitment to children, families, staff and communities remained as strong as ever.










ABOUT OUR PROGRAM

The YMCA of the East Bay has served low-income children and families for generations. Our Y has been a Head Start Grantee since 1972, and a California Department of Education state subsidized child care provider since 1982. In 2019-20, we served over 1,200 children in Head Start/Early Head Start and state funded child care programs. Over 10% of enrollment included children with disabilities.

Our drive for equity and practices that honor diversity support quality early learning programs for children and their families in ways that are sensitive and facilitate the highest levels of success.

IMPACT Birth to Age 5

	Head Start	Early Head Start
 Funded Enrollment	450	390
 Number of Children Served	548	467
 Eligible Percentage Served	83%	90%
 Average Monthly Attendance	83%	81%
 Children that Received Initial Medical Exams	100%	98%
 Enrolled Children that Received Dental Exams	87%	78%
 Children with Disabilities with IEPs or IFSPs	26%	13%

Data is for the full year 2019-2020, and includes impact of center closures due to COVID-19 pandemic.



IMPACT on Children & Families



YMCA ECI programs serve some of the most vulnerable children, birth to 5, across 4 counties. We provide comprehensive services in the core areas of early learning, health, and family engagement. Services are delivered in licensed centers or in the family's home. The Y partners and collaborates with Berkeley Unified School District, Community Services Bureau, and Kidango, Inc. to provide needed services to eligible families within their early learning programs.

All of our centers offer full-day, full-year options to meet the needs of working families, and families meeting educational goals. Every child receives health, behavioral, and nutrition screenings and examinations. Families work with staff to set and meet individual goals for the year. Support services are available for children and families including mental health/wellness, early intervention/special education for eligible children, referrals to community agencies, and transition supports when a child/family moves from one program to another, and into kindergarten/TK.

IMPACT on Parent Leadership & Education



The Head Start Policy Council (PC) provides program parents and community members professional business experience and training/support to exercise their leadership roles in Head Start. PC members attend state and national conferences where they connect with PC members from all over the country.

The program goal to increase family engagement, with a focus on leadership and parent involvement is at the heart of our services to families.

Family advocates and home visitors work directly with families to:

- Assess needs and develop individual goals
- Connect with community resources and supports
- Participate in Abriendo Puertas/Opening Doors Parent Education program
- Engage at the centers in meaningful ways
- Provide input into curriculum and program activities
- Participate in distributions at centers for food, educational materials, and electronic devices



IMPACT on Preparing Children & Families for Kindergarten

YMCA ECI programs prepare children of all ages for Kindergarten by tailoring the curriculum and classroom environments to meet their individual needs in a variety of developmental areas. Staff develop close partnerships with families to ensure that children get the best possible education that fits their unique needs.

We assess the effectiveness of instruction in preschool classrooms using the Classroom Assessment Scoring System® (CLASS), a research-based tool that ensures children are receiving quality classroom interactions that develop their school readiness and higher-level thinking and communication skills.

We measure children's development using the DRDP (Desired Results Developmental Profile). The DRDP is a tool that measures all areas of child development, including school readiness skills. DRDP assessments are conducted by teachers three times per year, allowing staff to measure progress towards specific school readiness goals, and inform curriculum planning for individuals and groups of children.

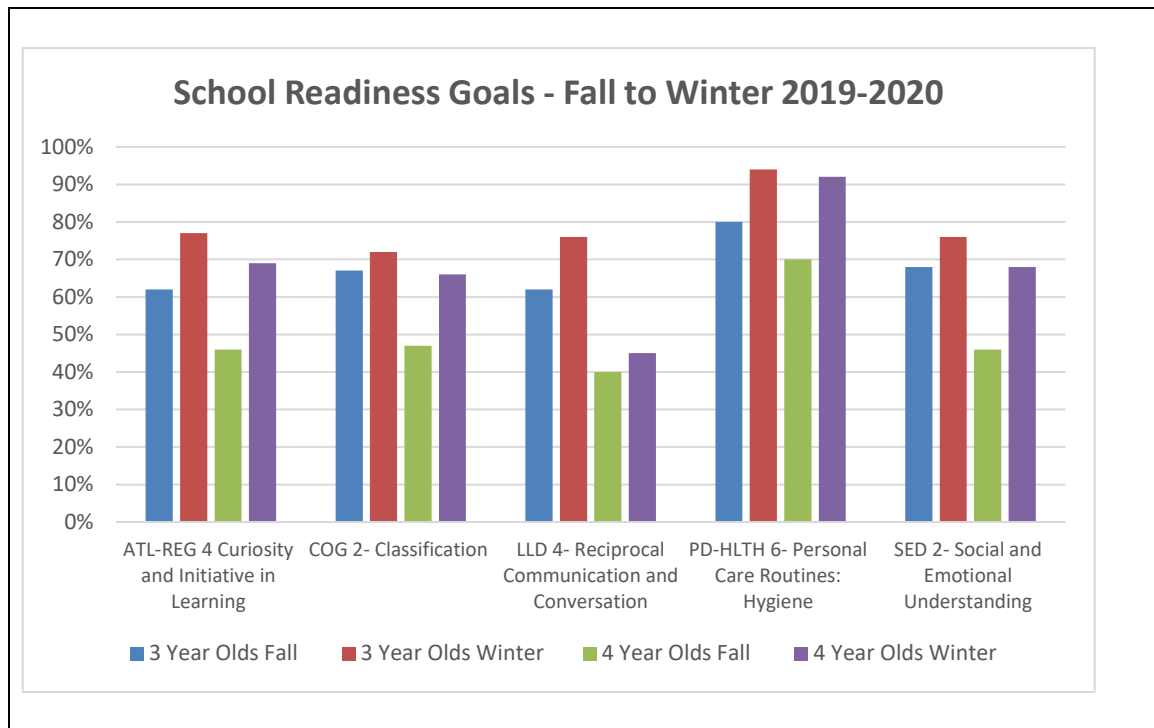
The Y builds bridges for children and families to their Kindergarten programs by using the Snapshot communication tool. Snapshot forms, completed by teachers and parents as a team, give receiving Kindergarten teachers vital transition information about the child's needs, interests, and preparedness for school entry.



School Readiness Goals are determined annually for students of all ages, using the results of the DRDP assessments, the California Preschool Learning Foundations, and The Head Start Early Learning Outcomes Framework.

Comparing assessment scores from Fall 2019 to Winter 2020, there was a consistent gain. Spring 2020 child assessments were not completed due to the COVID-19 pandemic closures.

The following chart depicts the progress of children on selected school readiness measures:



At the Y, we are all lifelong learners!

School Readiness Goals and developmental assessment data inform the professional development plans and areas of growth for teachers.

The YMCA provides intensive training and professional coaching for teachers in assessment and curriculum to strengthen and improve children's outcomes.



IMPACT Teacher Preparation

In 2016, the YMCA designed and initiated the Early Educator Apprentice Program (EEAP) to recruit and train Head Start parents and community members who desire to become early childhood teachers. With support from Head Start and other funding sources, the Y has educated over 200 people on their career path to become fully qualified teachers. **The EEAP meets the YMCA program goal to recruit and retain highly qualified, professional teaching staff.**



Tier 1 –Completion of 12 units ECE, Associate Teacher Permit

In an unusual year when COVID-19 moved all classes online, 26 students rose to the challenge, achieved their goals, and enjoyed a socially distanced mask-wearing graduation.

Tier 2 – AA Degree Cohort, Teacher Permits

Tier 2 consists mostly of current YMCA employees, 52 of whom participate in the AA Cohort. Most of the Tier 1 group has joined the Tier 2 and have secured employment with the Y or another early childhood program. This group will complete AA degrees by summer 2021.



Tier 3 – BA Cohort, Site Supervisor/ Program Director Permit

20 students completed the first BA Cohort with Brandman University. A new group will attend Cal State East Bay for the BA program-Fall 2020.

IMPACT Child & Family Health & Wellness



The YMCA works with community health and dental providers to ensure that 100% of our children are healthy and up-to-date on all health requirements. We continue to seek available and accessible resources for pediatric dental treatment for very young children.

The program goal to improve health outcomes for enrolled children and their families with a focus on mental health and wellness is demonstrated by:

- Implementation of trauma-informed systems and practices throughout the program – including staff/parent training and supports, emotional intelligence trainings, social/emotional classroom kits, and monthly resiliency/self-care meetings for teachers and staff.
- Providing trained behavioral aides to provide individualized supports to children in need of one-on-one care.
- Mental health consultation focused on social-emotional competence.
- Healthy Me! Nutrition, wellness, music and movement activities offered weekly.
- Distributions at Head Start centers with healthy, organic foods, provided by Fare Community Kitchen, Semifreddi's and Berkeley Food Network
- Vision, hearing and developmental/behavioral screenings for all enrolled children
- The UCLA Johnson and Johnson grant for Mental Health and Wellness.
- Continued partnership with Samuel Merritt School of Nursing results in student nurses assigned to our centers
- "TOP's- Time Out with Pediatrician's" Parent workshops around health and nutrition, offered for our Home Base program, including pregnant mothers.

IMPACT YMCA Response to COVID-19

The YMCA was able to secure funding and resources to provide:

- ♥ 900+ learning kits with books, toys, balls and educational supplies for children & families
- ♥ 340 families received \$100 gift cards for food and supplies
- ♥ Weekly virtual *Healthy Me* music/movement classes
- ♥ Online learning and training opportunities for all children and families through Learning Genie & Zoom
- ♥ Ongoing family connections maintained through case management by family services staff
- ♥ College classes for apprenticeship program available through virtual/accessible platform
- ♥ Emergency food, diapers, PPE and cleaning supplies given to families in need
- ♥ Linking families with emergency services and referrals for food, clothing, and housing, including COVID-19 information and updates
- ♥ Virtual presence with resources through our Facebook page, texts, and emails



IMPACT FINANCIAL STATEMENT 2019-2020

The Early Childhood Impact program receives both state and federal funds to operate full-day, full-year and part-day, part-year services based on families' need for care. Revenue and expenses for 2019–20 are detailed below, along with budgeted funding for 2020–21. Audit Findings: The fiscal year 2019–20 audit by the Association's outside auditors brought about no findings.

REVENUES	2019–20	2020–21
Head Start & Early Head Start Programs:		
Berkeley Head Start & Early Head Start	5,220,925	5,434,871
Oakland Head Start & Early Head Start	2,849,669	2,962,743
Early Head Start Childcare Partnership	1,943,396	2,036,379
Contra Costa County Head Start Enhancement & other	952,632	1,026,865
California Dept of Education & State Funded Programs:		
General Child Care & Development Programs—General	3,059,298	3,445,761
General Child Care & Development Programs—Alameda Pilot	3,416,200	3,889,372
California State Preschool Program—Contra Costa/Yolo	2,742,304	3,872,816
California State Preschool Program—Alameda	2,440,790	2,808,708
Migrant Child Care & Specialized Services	1,245,136	1,068,004
CCTR & CSPP Sub-contracts	225,649	233,798
Other:		
Child and Adult Care Food Program	871,064	419,808
Local & Privately Funded ECI Programs	585,448	1,609,023
Reserves & other funding sources	-	-
	25,552,511	28,808,148
EXPENDITURES	2019–20	2020–21
Salaries & Wages	13,958,339	15,633,340
Employee Benefits & Payroll Taxes	4,912,670	5,616,363
Occupancy	1,330,053	1,316,135
Supplies	817,076	912,939
Purchased, contract or donated services	2,144,411	2,433,153
Travel, conferences & meeting costs	188,643	122,878
Equipment	122,427	140,167
Facilities Construction	-	-
Other	2,078,892	2,633,173
	25,552,511	28,808,148

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FOR HEALTHY LIVING
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