

TEACHING TREE EARLY CHILDHOOD LEARNING CENTER

**ANNUAL REPORT
2022**



EXECUTIVE DIRECTOR'S STATEMENT

2022 was a year of both navigating the COVID pandemic and beginning the recovery phase. In the beginning of the year, we were still seeing quite a few positive cases throughout the classrooms. With isolation periods still quite lengthy, Teaching Tree implemented extra illness day credits for families that needed to stay home with children while they were sick.

In the COVID recovery phase, we, like many others around the country, experienced food and supply shortages along with rising costs of food and operating costs. As an organization, we had to make changes to our ordering processes and food menus in order to meet the needs of the centers and staying within our annual budget.

As we settled into the year, supported families with illness credits, and kept classroom closures to a minimum, we began to focus our attention on continued quality care, staff retention and mental health support. One of the key indicators in both quality and staff retention was being able to keep each classroom staffed with 3 teachers. Even when we had open positions to hire for, we tried to maintain that third person with sub coverage. Keeping a lower teacher-to-student ratio provides more one-on-one for students, improved classroom management, and helps teachers feel more supported throughout the day.

Another way we supported teachers throughout the year was to continue our monthly incentive bonus that had proved to be successful last year. We also provided staff with an extra paid day off each month to provide more work-life balance and take care of mental health needs.

Despite the challenges during the COVID recovery phase, we were able to provide quality care and education to over 400 children, allowing their parents to work or attend school, in order to maintain or work towards self-sufficiency.

In this report, we celebrate the funders, partnerships, and accomplishments that led Teaching Tree to another successful year.



ANNE LANCE

Executive Director

Teaching Tree Early Childhood Learning Center provides quality, affordable, early childhood care for families of all socio-economic and cultural backgrounds. Our children are our future; the growth of each child must be considered on an individual basis. We believe in supporting families and strengthening our community by providing a safe, nurturing and supportive education for our children.

2022 AT A GLANCE

Evidence of Success:

- Provided quality early learning and childcare for 433 children, ages 6 weeks to 12 years
- Provided \$242,073 in childcare scholarships, enabling low-income families to have quality child-care while parents worked toward self-sufficiency.
- Continued an incentive bonus program to retain and reward childcare specialists.
- Provided \$66,585 COVID tuition relief to parents.
- Provided a monthly extra paid day off to support staff's mental health.
- Served 113,974 meals nutritious meals and snacks.

Teachers implemented the Creative Curriculum and Teaching Strategies GOLD:

- Evidence-based curriculum and assessment tools designed to promote children's growth in 6 developmental domains essential to school readiness.

Family Satisfaction:

- Over 90% of parents reported that Teaching Tree supported their child's growth and development; provided a warm nurturing environment where their child was happy; supported their child's growth and development; and was accessible to their family and their family's needs.
- 100% of families said that using Teaching Tree allowed their family to be employed.

433 Students Served

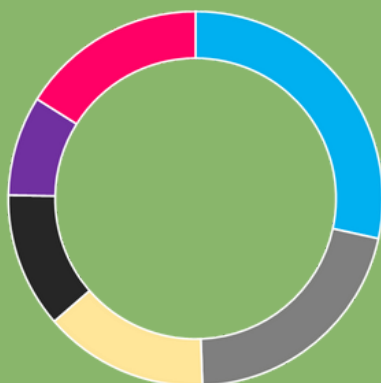
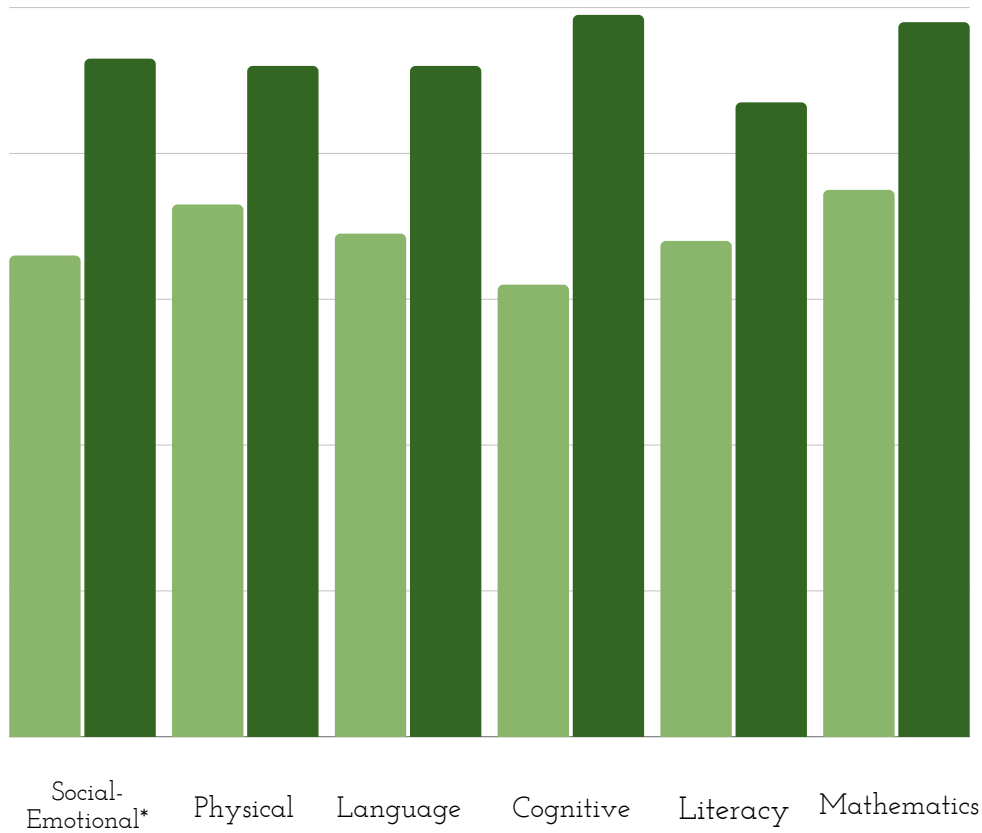


FIGURE 1.

Low-Income: 168 / 39%
Free or Reduced Lunch: 124
Graduates: 84
Diverse Backgrounds: 95 / 22%
Summer School-Age Program: 51
Single-Parent Families: 69 / 16%

CHILDREN'S GROWTH



*Research shows that social-emotional competence is the foremost indicator of a child's likelihood to succeed in school. Children who are socially and emotionally competent are able to regulate their behavior, follow routines, respect others, and follow instructions.

- Pre-test (fall 2022)
- Post-test (spring 2023)



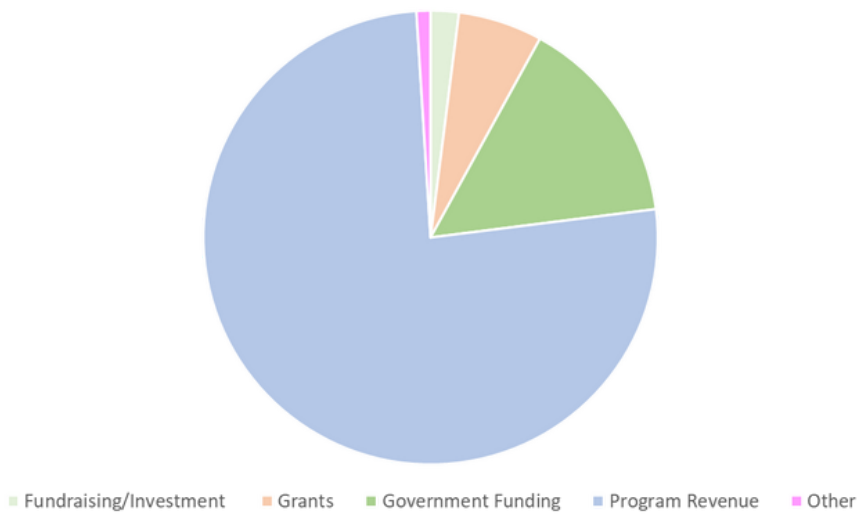
The numbers shown above indicate how many students were at or above widely held expectations at the fall checkpoint vs spring checkpoint.

FIGURE 1.

Social-Emotional: 66% / 93%
Physical: 73% / 92%
Language: 69% / 92%
Cognitive: 75% / 98%
Literacy: 62% / 99%
Math: 68% / 87%

OPERATING REVENUE & EXPENSES

Sources of Income



Program Expense

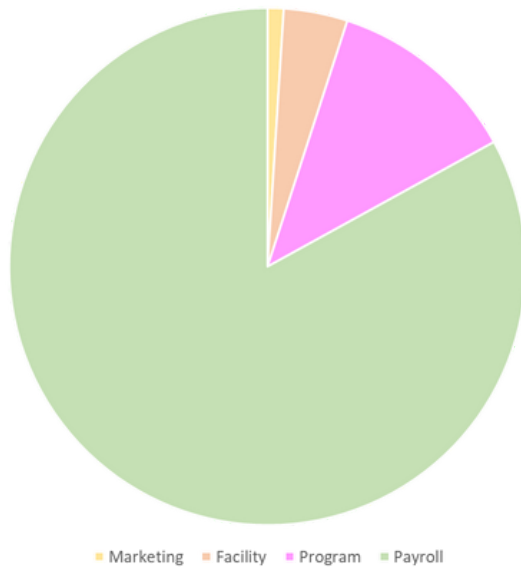


FIGURE 1. SOURCES OF INCOME

- Fundraising/Investment: 2% (\$173,855)
- Grants: 6% (\$368,470)
- Government Funding: 15% (\$185,227)
- Program Revenue: 76% (\$2,619,889)
- Other: 1% (\$50,299)

FIGURE 2. PROGRAM EXPENSE

- Marketing: 1% (\$23,000)
- Payroll: 83% (\$2,222,640)
- Program: 12% (\$368,470)
- Facility: 4% (\$134,005)

THANK YOU

Thank you to our 2022 major donors:

Anschutz Family Foundation

Bloom Foundation

Bohemian Foundation

Buell Foundation

City of Fort Collins

City of Loveland

Colorado Dept. of Human Services

Early Childhood Council of Larimer County

Elevations Credit Union

OtterCares Foundation

Realities for Children

Run Rabbit Run LLC

Foothills Rotary

Give Next

Individual Donors

Larimer County Dept. of Human Services

NoCo CARES

Nordson Foundation Corporation

Poudre Golden K Kiwanis

Rotary Club of Fort Collins

Rotary of Fort Collins Breakfast

Sam S. Bloom Foundation

Silicon Valley Bank

United Way of Larimer County

Virginia Hill Foundation

INVESTING IN THE FUTURE

Teaching Tree's sustainability depends on keeping all 15 of our classrooms full or nearly full for the entire year. This means we must have consistent, quality childcare specialists. This profession is critical to the physical, mental, and economic health of children, families, employers, and our community. For our childcare centers to remain viable, we need to acknowledge the importance of this profession and compensate our childcare specialists fairly for the vital work they do.

Our highest priority for the next several years will be increasing pay and developing other strategies to keep employees at Teaching Tree and treat them as the professionals they are. We will continue to seek ongoing and additional funding opportunities to ensure that we can keep our classrooms open and safe, help families continue working, and provide our community's youngest and most vulnerable members with consistent quality care, nutritious meals and snacks, and an early learning program that will prepare them to succeed in school.

Other goals for 2023 are to:

- Implement Universal Preschool
- Retain staff
- Wellness stipends for staff
- Increase wages and hiring ranges
- Continue bonus program
- Provide additional FTO days to support mental health
- 3% IRA match
- Retain classroom quality with 3 teachers per classroom
- Explore fundraising opportunities
- Maintain high rating with Colorado Shines - re-rating in Fort Collins
- Board recruitment
- Continue to explore growth in Loveland and south Fort Collins

How You Can Help

Donate. Your contribution to Teaching Tree will increase the quality and availability of child care in our community, benefit at-risk children, and help bring in matching dollars. Consider also our planned giving opportunities.

Volunteer. Serve on our board or committees; assist in our classrooms.

Advocate. Children are our most precious resource and our hope for a vibrant future. Learn more and spread the word about the importance of affordable, quality early care and education.

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