

# Teaching Tree Annual Report 2023

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**Teaching Tree**  
Early Childhood Learning Center

*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.*

# Executive Director's Statement

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2023 was a year of progression for Teaching Tree. As the effects of COVID continued to decrease, we were able to focus our attention on building new partnerships and programs to better serve our students, families, and staff.

Supporting the mental health of our staff and students remained top priority. Throughout the year, we continued the extra paid day off for staff as well as the monthly incentive bonus. Both of these programs were put in place so that our staff can better care for themselves, so they had the capacity every day to do the incredible work they do every day in the classroom. Another way that we found to support staff was by implementing a new program where teachers from different classrooms meet weekly with an Assistant Director and to collaborate on different topics or areas in need of support. We have found that this collaborative effort has helped teachers feel more connected and supported by one another and has helped build the sense of community.

We also re-structured our admin team to better support our staff and classrooms. Our Scheduling Coordinator took on more back-end orientation of new staff so that it would allow our Assistant Directors more time and availability to do in-person orientation with new staff as well as continued support in all classrooms. A new administrator was hired to solely focus on enrollment so that our Communications Outreach Specialist had the means to better connect with our funders, community partners, and families.

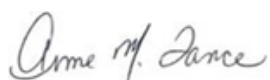
In 2023, we saw our parent training gain traction. We have continued to partner with the Early Childhood Council's Mental Health Consultant to provide training for Teaching Tree families, free of charge and located on-site at Teaching Tree. During the trainings, parents receive a free meal for themselves and their children as well as free childcare. Not only are parents gaining real-life hands-on parenting tools, but they are also building a supportive community amongst other Teaching Tree families.

One of the biggest areas of growth in 2023 was the collaboration and planning for our Loveland center's expansion. In partnership with the Boys and Girls Club of Larimer County, United Way of Larimer County and Early Childhood Council of Larimer County, we were able to solidify plans for our Loveland move and expansion, set for an early 2024 opening.

Although we continued many efforts in 2023 to support our staff, finding and retaining qualified staff continued to be a challenge. We will continue our efforts to advocate for an increase in pay for early childhood educators across the industry as well as continuing our efforts internally to hire and support qualified staff.

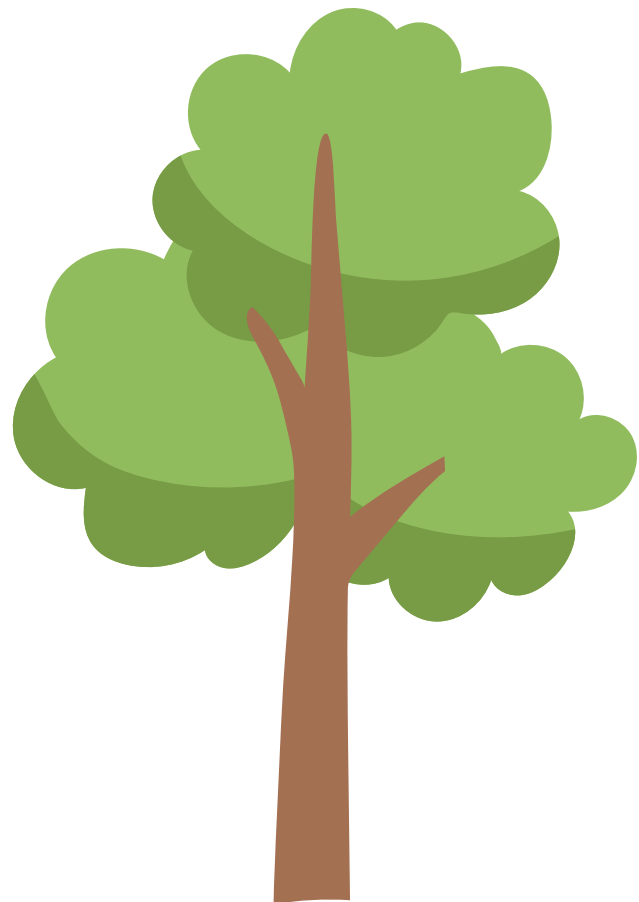
In 2023, we were able to provide quality care and education to over 400 children and provided childcare scholarships to low-income families, allowing parents to work or attend school in order to maintain or work towards self-sufficiency.

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



**Anne Lance**

EXECUTIVE DIRECTOR



# 2023 AT A GLANCE

## Evidence of Success:

- Provided quality early learning and childcare for 415 children, ages 6 weeks to 12 years.
- Provided \$252,735 in childcare scholarships, enabling low-income families to have quality childcare while parents worked toward self-sufficiency.
- Continued an incentive bonus program and extra paid time off to retain and reward early childhood educators.
- Provided 121,043 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:

- During a spring 2023 parent survey, over 95% of parents reported that Teaching Tree supported their child's growth and development; provided a warm and 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, pursue job training, or attend school

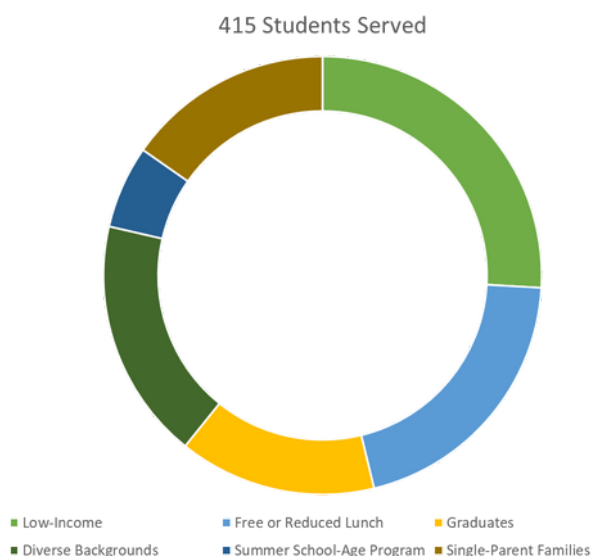
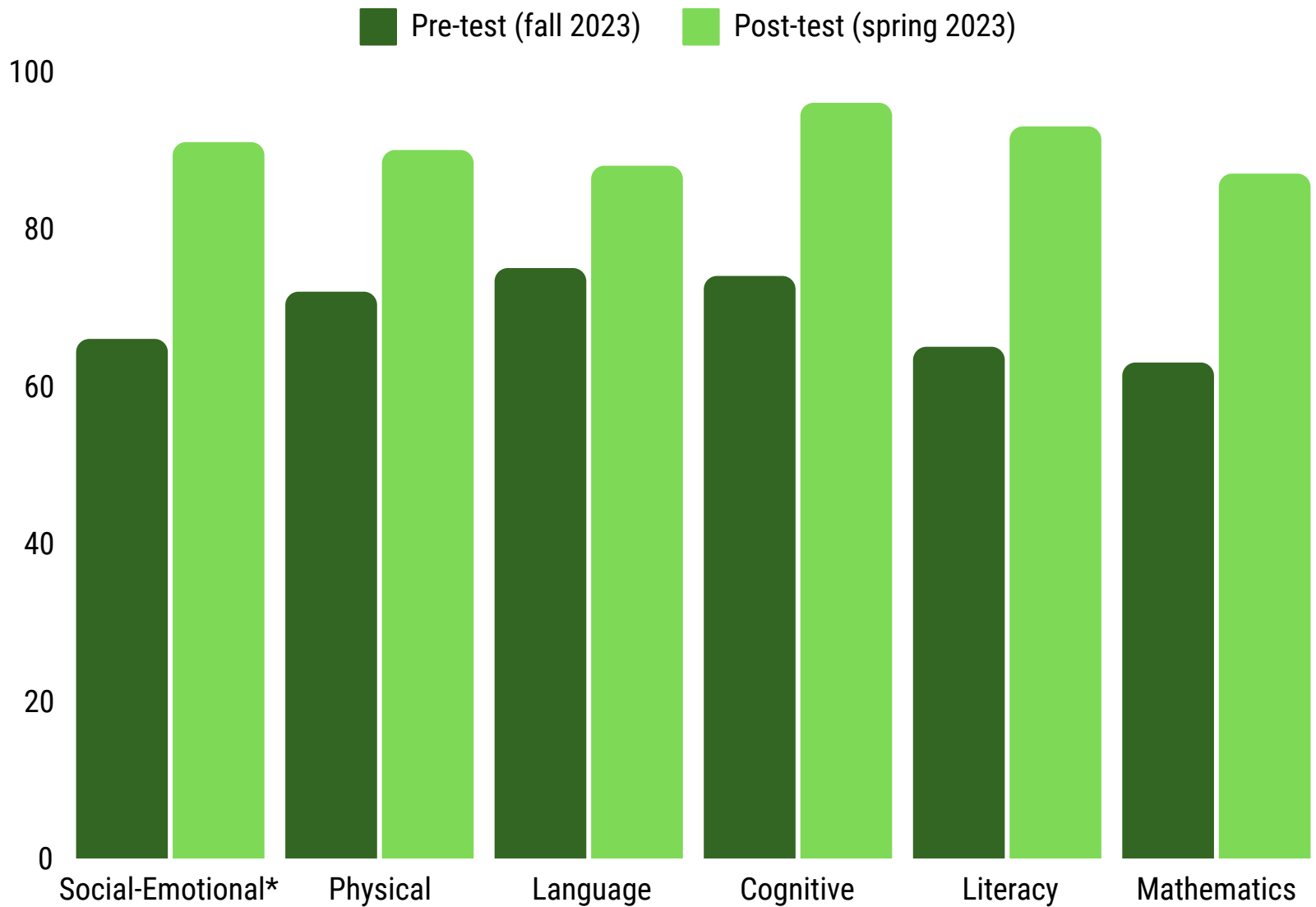


Figure 1.  
Low income: 168 | 40%  
Free or reduced lunch: 113  
Graduates: 81  
Diverse backgrounds: 99 | 24%  
Summer school-age programs: 34  
Single-parent families: 85 | 20%

# 2023 AT A GLANCE



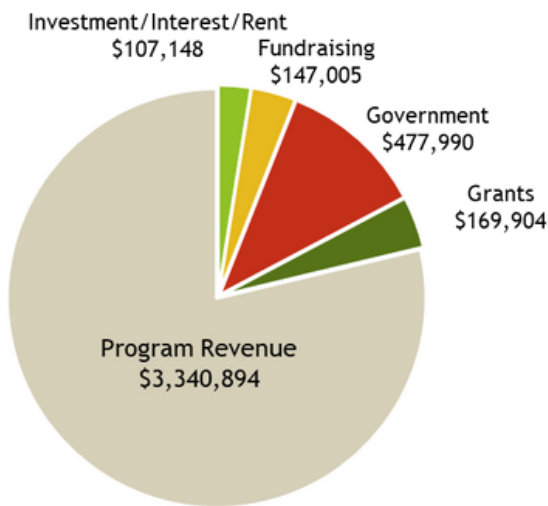
\*Research shows that social-emotional competence is the foremost indicator of a child's likelihood to succeed in school. Children who are socially and emotionally competent are able to regulate their behavior, follow routines, respect others, and follow instructions.

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% / 91%  
Physical: 72% / 90%  
Language: 75% / 93%  
Cognitive: 74% / 96%  
Literacy: 65% / 92%  
Math: 63% / 87%

# OPERATING REVENUE & EXPENSES

## Operating Revenue



- Investment/Interest/Rent
- Fundraising
- Government
- Grants
- Program Revenue

Figure 1. Sources of Income

Investment: 3% (\$107,148)  
 Fundraising: 3% (\$147,005)  
 Grants: 4% (\$169,904)  
 Government Funding: 11% (\$477,990)  
 Program Revenue: 79% (\$3,340,894)

## Operating Expense



- Facility
- Marketing
- Other
- Payroll
- Program Expense

Figure 2. Program Expense

Marketing: .4% (\$15,970)  
 Payroll: 80.1% (\$3,105,261)  
 Program: 14.3% (\$550,075)  
 Facility: 3.6% (\$141,921)  
 Other: 1.6% (\$59,424)

# THANK YOU

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Thank you to our 2023 major donors:

Buell Foundation  
City of Fort Collins  
City of Loveland  
Colorado Department of Human Services  
Community Foundation of Northern Colorado  
Ent Credit Union  
Early Milestones Colorado - CIRCLE  
FirstBank  
First Interstate Bank  
Give Next  
Larimer County Department of Human Services  
New Belgium Brewing  
Nordson Foundation Corporation  
Realities for Children  
Run Rabbit Run LLC  
Independent Financial  
Individual Donors  
Poudre Golden K Kiwanis  
Sam S. Bloom Foundation  
United Way of Larimer County



*Thank  
you!*



# INVESTING IN THE FUTURE

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Teaching Tree's sustainability depends on keeping all 24 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 2024 are to:

- Focus on growth at new Loveland location
- Maintain retention
- Increase wages
- Continue bonus program
- Utilize new donor database
- Seek new fundraising opportunities
- Maintain high rating with Colorado Shines
- Recruit new board members



## How You Can Help

**Donate.** Your contribution to Teaching Tree will increase the quality and availability of childcare 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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