SCCS

2025-26

ANNUAL REPORT

Sound Child Care Solutions

(206) 420-7165
www.soundchild.org

Shaping the Future Together



Dear SCCS Community,

As Sound Child Care Solutions enters its third decade, I am thinking about what it takes to serve children and families well in a changing world. Their needs continue to evolve, and we must be willing to listen, adapt, and grow alongside them. We have an **opportunity to shape the future of early education today through the choices we make** and the goals that we set for our organization.

This year, SCCS expanded its services and strengthened partnerships across Seattle. Through this work, our **commitment to high-quality early education reaches beyond our own programs and into more neighborhoods and communities across the city.** We are proud to share what we have learned, learn from others, and work together to create equitable opportunities for children and families.

The trust families place in us each day is a responsibility we hold close. I am tremendously grateful to the staff who bring our mission to life. Their dedication is reflected in an **average staff tenure that has now reached 7 years.** That kind of commitment grows through thoughtful reflection, honest conversation, and a shared willingness to keep improving.

We are equally **grateful to Andrew Ackley, SCCS's Board Chair since 2024.** His strategic guidance and collaboration have empowered SCCS leadership to make meaningful changes and pursue new projects with confidence.

As we look ahead, **we carry forward both the strength of our history and the courage to change.** Thank you to our families, staff, board, and partners for helping SCCS grow. Together, we are building the future our children deserve.

With gratitude,

Amruta Mane

Executive Director
Sound Child Care Solutions

Celebrating our history

SCCS's 20-year history reflects a commitment to innovation, collaboration, and strengthening independent early learning programs. By responding to the evolving challenges of the child care sector, we have developed solutions that connect providers with the services, resources they need to deliver high-quality care. Over the years, SCCS has also grown as an advocate and leader in early learning, amplifying the voices of independent providers and championing a more equitable child care system.

As we look to the future, we build on 20 years of experience, relationships, and innovation to continue advancing shared services, and shaping a stronger future for all children.

2006

OUR FOUNDING

Laura McAlister and Diana Bender establish SCCS, Seattle's first early learning shared services consortium, and launch its annual Undoing Institutional Racism Workshop & Training.

2007

PROGRAM DEVELOPMENT

Interlaken Preschool becomes SCCS's first center, Little Eagles Child Development Center joins SCCS, and SCCS defines its organizational mission and core values.

2008

A STEP AHEAD

SCCS launches Southwest Early Learning Bilingual Preschool (SWEL), a Step Ahead classroom serving Southwest Seattle families, in partnership with Southwest Youth & Family Services.

2009

GROWING TOGETHER

Pinehurst Child Care Center, SCCS's longest-standing chapter, joins the consortium, and SCCS launches a *Community of Practice* that provides mentorship to SCCS educators.

2011 2013

EXPANDING OUR REACH

SCCS launches Epiphany Early Learning Preschool (EELP), a Reggio Emilia–inspired program. Magic Lantern joins SCCS as its first Montessori program, and the Refugee & Immigrant Family Center (RIFC) joins SCCS to support immigrant families.

2014 2015

BUILDING COMMUNITY

SCCS educators travel to New Zealand for their first external professional development experience, and SCCS partners with the Vietnamese Friendship Association to establish Hoa Mai Vietnamese Bilingual Preschool, Seattle's first licensed Vietnamese-English bilingual early learning center.

2016 2018

NEW PARTNERSHIPS

SCCS secures its first Seattle Preschool Program (SPP) contract through DEEL, while Melinda Gates visits Southwest Early Learning Bilingual Preschool, recognizing SWEL and RIFC as model dual-language programs.

2019 2020

ADAPTING TOGETHER

SCCS acquires its first property for RIFC through DEEL's Equitable Development Initiative, celebrated by a visit from Seattle Mayor Jenny Durkan. During the pandemic, all 10 centers temporarily close as directors shift to at-home learning, nutrition, and family support.

2023 2024

STRENGTHENING SYSTEMS

Amruta Mane joins SCCS as Executive Director, guiding its future as SCCS introduces its first Decision-Making Matrix. SCCS unites Pinehurst's 3 programs to streamline operations, strengthen collaboration, and ensure continuity for children.

2026

A NEW CHAPTER

SCCS launches a new strategic plan in collaboration with staff, stakeholders, and community partners while celebrating 20 years of mission-driven service alongside alumni, Board members, and the community.



Approximately 1,650 children Kindergarten Ready



138 educators gain ECE related degrees

A New Chapter Rooted in 20 Years of Progress

For more than 20 years, SCCS has built a strong foundation of experience and relationships in early childhood education. As we enter our next chapter, we carry that foundation forward **while embracing new opportunities to grow, evolve, and respond to a rapidly changing child care landscape.** The needs of families, educators, and communities are changing, and so must the ways we support them.

Today's early learning workforce looks different than it did two decades ago, while families face new challenges accessing affordable, high quality child care. Educators need meaningful opportunities for professional growth and pathways to sustainable careers. These changes call us to think differently about how we support families and educators, and build new partnerships.

Our next chapter is about building on what we do best while creating new possibilities. We are leveraging two decades of knowledge and trusted relationships to be more creative, responsive, and strategic in our work. We will continue listening to the people closest to the challenges, identifying emerging needs, and developing solutions that meet families and educators where they are.

Growth for SCCS is not simply about becoming larger—it is about **becoming stronger, more adaptable, and better equipped to make an impact.** As we look ahead, we are investing in our organization, our people, and our capacity to innovate. With 20 years behind us and a new chapter ahead, we are ready to build on our strengths, embrace change, and help shape a stronger future for early learning.



Pictured: *Hoa Mai Vietnamese Bilingual Preschool, chapter of Sound Child Care Solutions*

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By the Numbers

487

families served annually at SCCS's 10 program locations

55%

of all families served by SCCS **are families of color**

32

languages other than English are spoken by families in the home

208

families served by SCCS are **low to moderate income**

Our metrics reflect our steadfast commitment to inclusive, culturally responsive early childhood education and to investing in innovative, high-quality professional development that empowers educators and strengthens the quality of learning they provide.

Together, these efforts help ensure every child enters kindergarten ready to learn, grow, and thrive—laying the foundation for lifelong success.

Financial Highlights

As investments in early learning face growing pressures, we recognize the importance of maximizing every dollar to support children and families.

Through transparent financial practices and thoughtful resource allocation, SCCS prioritizes investments that strengthen early learning and drive lasting impact.

Investing in early learning is more critical than ever. As funding faces increasing pressure, sustained investment is essential to ensure children and families have access to the opportunities they need to thrive—and to build stronger communities for the future.

$27.67

is the average **wage rate** of SCCS educators compared to the industry average rate of $20.59

432,194

is the **total DSHS and Child Care Assistance Program dollars** supporting families served by SCCS

79%

of **employee premium cost** and **20% of dependent premium cost** is covered by SCCS

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Where Bright Futures Begin

SCCS's commitment to quality and our core values are at the foundation of all we do. **Our research-informed approach combines inclusive, anti-bias teaching with strong family partnerships, skilled providers, and engaging learning environments** that prepare children with the confidence and curiosity they need for school and beyond.

Our unique shared-services model empowers Center Directors to focus on what matters most: **quality programming, strong family services, and developing great leaders in education.** By providing centralized support and investing in professional development, SCCS gives leaders and teachers the time, tools, and expertise to continuously strengthen their practice.

SCCS is committed to **learning, measuring, and growing—and to sharing what we learn to help advance the field of early learning.** When we invest in quality, inclusion, and the people who make great early learning possible, children are better prepared not just for kindergarten, but for what comes next.

Want to stay in the know? Subscribe to our newsletter for updates on important initiatives like this one. Email info@soundchild.org to sign up.





Pictured: *Then & Now! Gloria Hodge, Director of Dragon's Den and Hoa Mai Vietnamese Bilingual Preschool, with her daughter, Leilah Spalding, SCCS alum!*

92%
preschoolers were **Kindergarten Ready** on formal assessments

85%
of SCCS's Leadership Team at the program level are **leaders of color**

96%
of SCCS educators meet **MERIT qualifications** for early learning

4 1/2
is the average monthly **professional development hours**

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Expanding Our Reach

from organizational expertise to sector-wide impact

As the early learning landscape evolves, SCCS has an opportunity to strengthen its resilience and expand its impact. By leveraging years of experience operating high-quality, anti-bias programs, **we can share proven practices, strengthen services, and advance professional development across the sector**—supporting children, families, educators, and providers throughout King County and beyond.

SCCS strengthens its sector-wide impact through leadership and presentations at national and international conferences, including NAEYC and the World Forum in Kuala Lumpur. **By expanding its advocacy for affordable, high-quality early learning, SCCS continues to advance its role as a leader in the field.**

This opportunity goes beyond sustaining what we do today. It is about translating our experience and expertise into broader impact, helping more providers deliver high-quality, equitable early learning and ensuring more children and families have access to the support they need to thrive.

Limited public investment in early learning leaves independent organizations facing capacity, resource, and access barriers to high-quality professional development, operational support, and other essential services. **A consortium model expands access to shared expertise, collective capacity, and economies of scale.** This initiative addresses sector-wide gaps by extending SCCS's expertise, tools, and support to a broader network of providers.

strengthening enrollment

Strong enrollment is essential to a thriving early learning program. SCCS brings expertise in enrollment strategy and family engagement, helping providers connect more families to high-quality care.

engaging boards

Strong governance supports strong organizations. SCCS helps boards and leaders strengthen engagement and align on the strategy and resources needed to advance quality.

elevating communications and board engagement

SCCS helps providers strengthen their messaging, build trust, and communicate their value to families, communities, and partners.

strengthening operational excellence

SCCS strengthens systems and processes so providers can operate effectively and focus on what matters most: children, families, and educators.

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Your Impact in Action

SCCS

SCCS Board of Directors

Andrew Ackley, Chair
Evelyn Wang, Interim Vice Chair & Treasurer
Jennifer Murray, Secretary
Keja Taylor, Member
Krystyn Ramdial, Member
Patrice Moon, Member
Seema Poudel, Member



Pictured (L-R): *Andrew Ackley, Patrice Moon, Krys Ramdial, Keja Taylor, Jennifer Murray, Evelyn Wang (Seema Poudel not pictured)*

Visit our website to learn more about our impact and how you can get involved!

Scan me

land acknowledgement

We acknowledge that we are on the traditional lands of the Coast Salish Peoples, including the Duwamish, Suquamish, and Muckleshoot Tribes. We honor their stewardship of these lands since time immemorial and recognize their enduring presence, resilience, and contributions to our community.

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