



ChildCareGroup

TEACH. TRAIN. ASSIST.

2015 Annual Report



ChildCareGroup is committed to building a stronger community by providing services to children, parents and early childhood professionals to help lift two generations out of poverty.



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Victoria T. Mannes
President & CEO

DEAR FRIENDS,

Children are born ready to learn. Research shows 90% of the human brain develops within the first five years of life, and the quality of a child's early education has a lasting impact on his future success in school and life. We also know that children grow and learn best in the context of safe, nurturing relationships.

ChildCareGroup's goal is to provide vulnerable children with high-impact, evidence-based education programs that nurture their healthy development. Parents and family members are our partners. Together, we ensure that our community's most vulnerable children grow to realize their full potential.



Regina Montoya
Board of Trustees, Chair

Poverty and educational attainment have a strong correlation, and **Dallas' staggering 38% child poverty rate poses a real threat** to our efforts. Children cannot get out of poverty by themselves, so we must engage parents and help them secure a path to self-sufficiency. We are proud of the success of our early childhood programs, but we know we can do more.

New research from the Aspen Institute's Ascend Network shows a **two-generation (2GEN) approach effectively alleviates poverty.** Studies show five key components help improve the well-being of families: early childhood education, postsecondary and employment pathways, economic supports, health and well-being and social capital. ChildCareGroup's strategic plan builds upon our early childhood programs. Through collaborative partnerships, we are linking families to important 2GEN services to meet their specific needs.

Children do better when their parents do better, and when families succeed the whole community benefits. As we proudly celebrate 115 years of service to the community, our Board of Trustees joins us in thanking you for supporting our programs. Together, we will continue to strengthen our community by educating our youngest children and helping lift families out of poverty. A bright future with opportunities for all depends on it.

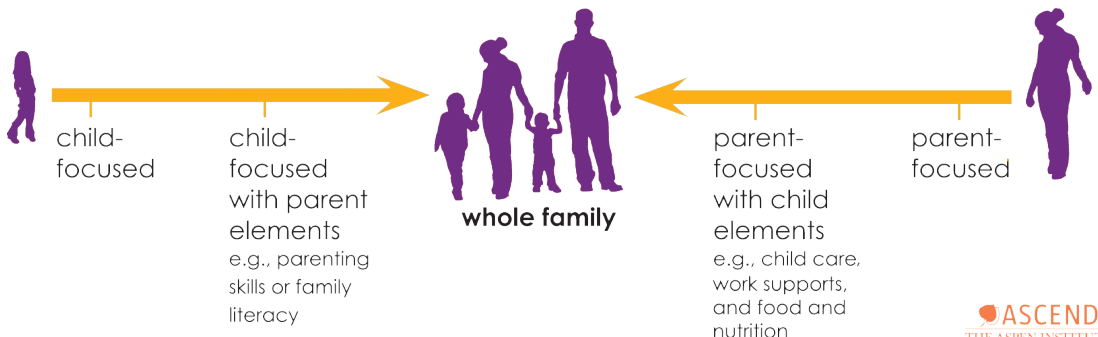
With deepest gratitude,

Victoria T. Mannes

Victoria T. Mannes
President & CEO

Regina Montoya

Regina Montoya
Board of Trustees, Chair





2015 BY THE NUMBERS

6

Nationally accredited
Early Care and
Education Centers

40,000+

Children, parents
and early childhood
professionals served

1,500

Volunteers gave
28,000 volunteer
hours

92%

Of the agency
budget directly
supports our programs

6,500+

Home visits and
3,000 hours spent
with families

625,500

Healthy meals and
snacks provided to
2,100 children

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WE TEACH CHILDREN



“ I think the world
of ChildCareGroup.

It's rare to find an early childhood program that teaches not just children, but also teaches parents about their child's healthy development, education and proper discipline. ChildCareGroup also helps me meet my own goals to support my family as a legal assistant.”

-Joslyne, CCG Parent

HOME-BASED PROGRAMS

A child's educational success is directly tied to parent engagement, educational attainment and family income. Parents living in poverty face immense and numerous obstacles to their family's success. They often do not have the resources to consider anything more than meeting the basic, daily needs of their children. In addition, while children do not come with instruction manuals, each child is different and may present a unique set of challenges – from developmental delays to behavioral challenges or physical disabilities.

ChildCareGroup's **Born Learning Parent Engagement Program** addresses barriers, like transportation, child care and lack of information, by serving where the family is – in their home. Born Learning is a comprehensive, evidence-based home visiting program for low-income families in vulnerable neighborhoods in Pleasant Grove/Dixon Circle, Bachman Lake, West Dallas, Mesquite, Balch Springs and East Plano. Utilizing the rigorous Parents As Teachers curriculum model, Born Learning **serves 191 children and 150 low-income parents** each year, teaching parents how to be their child's first teacher and helping to address the individual developmental needs of their children.



6,500+

home visits and 3,000 hours spent with families



96%

of children are at or above developmental norms

SCHOOL-BASED PROGRAMS

ChildCareGroup partners with **Uplift Education** charter schools to more efficiently and effectively provide options for parents of preschoolers in Dallas' underserved neighborhoods.

During the 2014-15 school year, ChildCareGroup launched a successful pilot program with Uplift Education, a local charter school with a highly successful college-bound program. Parents benefit by having an additional, high-quality, affordable option for their children's preschool education.

In 2015, we provided public preK to **160 children and their 240 parents** at Uplift Heights in Dallas and Uplift Gradus in DeSoto.

Through our partnership with Uplift, we can track the long-term education and achievement of these children. When enrolled as preschoolers, children receive automatic enrollment into the Uplift system, providing support for parents as they navigate their children's education through college.



160

children & 240 parents served



100%

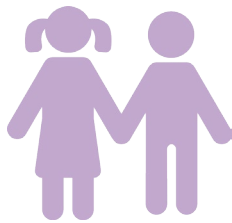
Uplift graduates go to college

CENTER-BASED PROGRAMS

Children are born ready to learn, and optimal development occurs in the context of safe, nurturing, caring relationships. Maintaining full enrollment in 2015, we served **627 disadvantaged infants, toddlers and preschoolers and their 850 parents** at our six nationally accredited **Early Care and Education Centers**. Our School Readiness Initiative partnership with Dallas ISD ensures a strong, school-ready pre-K curriculum. At ChildCareGroup, we take a holistic approach to early learning. We provide high quality early childhood services that go beyond the classroom to serve the physical health, social/emotional development and economic needs of young children. All enrolled children receive medical and dental exams, and vision and hearing screenings. Furthermore, we secure our investment in children by helping their parents set and reach goals, improve family well-being, access job training, employment or education. By building scaffolding around the lives of our youngest at-risk students, **we help lift two generations out of poverty.**

*732 unduplicated children were served in the 2015-16 school year.

THESE ARE OUR KIDS



AGE	
11.5%	<1
13.5%	1
10%	2
35%	3
30%	4

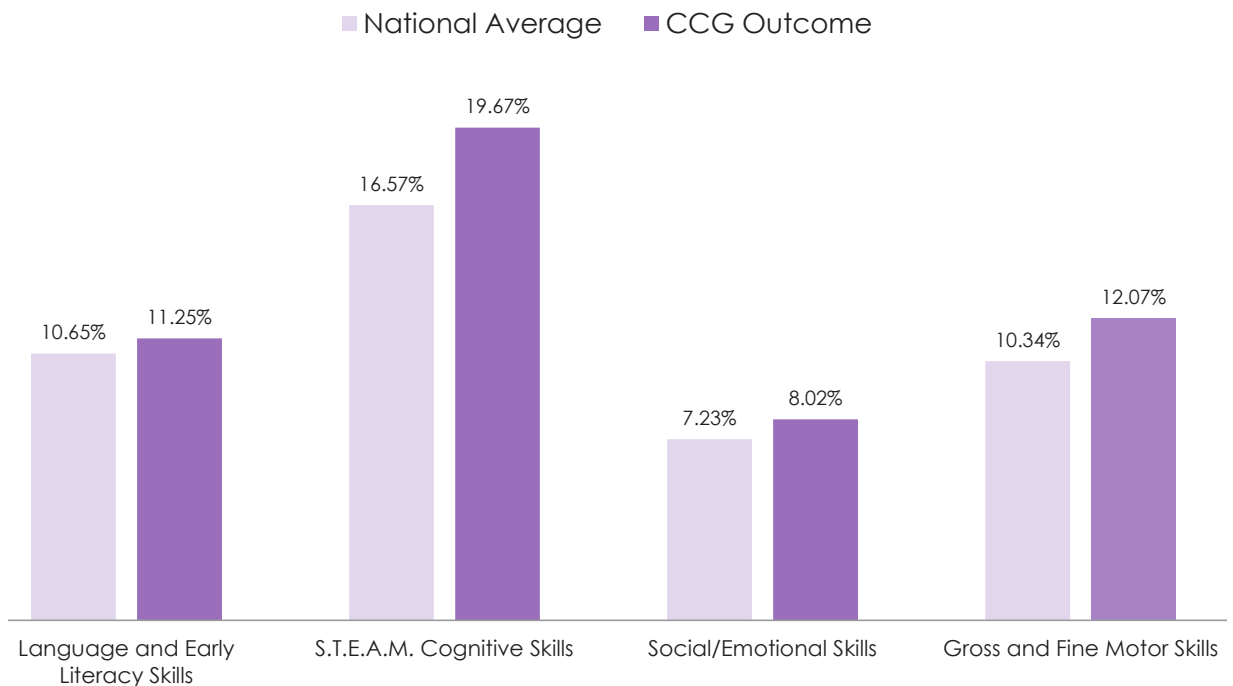
ETHNICITY	
51%	African American
40%	Latino
6%	Caucasian
3%	Other

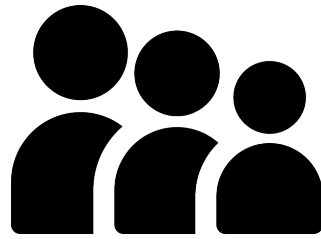
HOUSEHOLDS	
76%	single-parent
24%	two-parent

THESE ARE OUR RESULTS

LEARNING ACCOMPLISHMENT PROFILE OUTCOMES

From beginning to end of the school year, our preschool children showed average gains exceeding national standards in the four major learning domains:





A TWO-GENERATION APPROACH TO SUCCESS



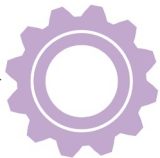
EARLY CHILDHOOD EDUCATION

In 2015, we served 627 low income infants, toddlers and preschoolers and their 850 parents living in poverty at our six nationally accredited Early Care and Education Centers.



POSTSECONDARY & EMPLOYMENT PATHWAYS

Working with our Family Advocates, 80% of the parents at our centers are employed or in job training and 118 families received adult education and job training referrals.



ECONOMIC SUPPORTS

Our center programs are free to our families living at or below the poverty level. On average in Texas, child care costs more than full-time, in-state tuition at a four-year public college.



HEALTH & WELL-BEING

Every student receives free medical and dental exams and vision and hearing screenings. Also, 196 families received special needs, mental health and health education services.



SOCIAL CAPITAL

In 2015, we held 60 parent meetings, which provide a time for families to connect with resources, strengthen their life skills and connect with each other to build their peer community.

WE TEACH CHILDREN

“We believe that **early childhood education, economic supports, social capital** and **health and well-being** are the core elements that **create an intergeneration cycle of opportunity.**”

-Ascend at the Aspen Institute



“ ChildCareGroup has provided great training programs

that helped me become a better director and understand that I am the gatekeeper to quality.”

- Debra Henderson, Greenville Avenue Child Development Center

PROFESSIONAL DEVELOPMENT AND MENTORING PROGRAMS

The child care industry operates on a challenging business model with low wages and low training standards. Our goal is to help stabilize and professionalize this economically fragile industry. In 2015, we provided more than 15,000 training hours to more than 6,100 professionals in state-required courses using the latest research and best practices for career advancement in the early childhood field. As a result, we are raising the quality of child care in the community and increasing the availability of quality options for working parents.

CHILD CARE PROFESSIONAL TRAINING – ChildCareGroup provides the state-mandated pre-service training for a low cost to participants who want to become a child care teacher. We also offer continuing education in business skills, CPR, transportation safety, managing staff performance and preventing child abuse and neglect. ChildCareGroup also hosts the Summer Sizzler Child Care Professional Development Conference for early childhood teachers, managers and directors.

TEXAS RISING STAR QUALITY INITIATIVES – Child care providers seeking a Texas Rising Star rating or improved ratings receive professional development from state and national trainers. Partnerships with Dallas County Community College District and Lamar University help participants advance their careers by earning their Child Development Associate Certification (CDA).

CHILD CARE PROFESSIONAL MENTORING – ChildCareGroup provides assessment and intensive mentoring to child care providers to help them achieve or improve their Texas Rising Star rating. In addition to training, professionals can receive ongoing mentoring as well as furniture, classroom materials, computers and adaptive equipment to enhance their programs.

LEADERS TAKING ACTION – Adapting curriculum from the McCormick Center for Early Childhood Leadership, our Leaders Taking Action program teaches child care directors about leadership, change management, healthy work climate and decision making. In addition, participants visit nationally accredited programs to observe best practices in the industry.

HEALTHY START, HEALTHY CHILDREN – The success of the health nutrition programs in our own Center-Based Programs led us to create Healthy Start, Healthy Children to teach childhood obesity prevention to other providers. We train program directors, teachers and cooks from child care centers to enhance their own programs with healthy nutrition practices and physical activity to help reduce and prevent childhood obesity.



6,100
Early childhood
professionals trained



15,000
training hours on research
and best practices

WE TRAIN TEACHERS

WE ASSIST FAMILIES



“ ChildCareGroup provided the support I needed to focus on my lifelong goals.

With the peace of mind of my son being in great hands, I was able to pursue my high school education and achieve a Bachelor's degree at Texas Tech University.”

- Jessica, former Child Care Assistance recipient

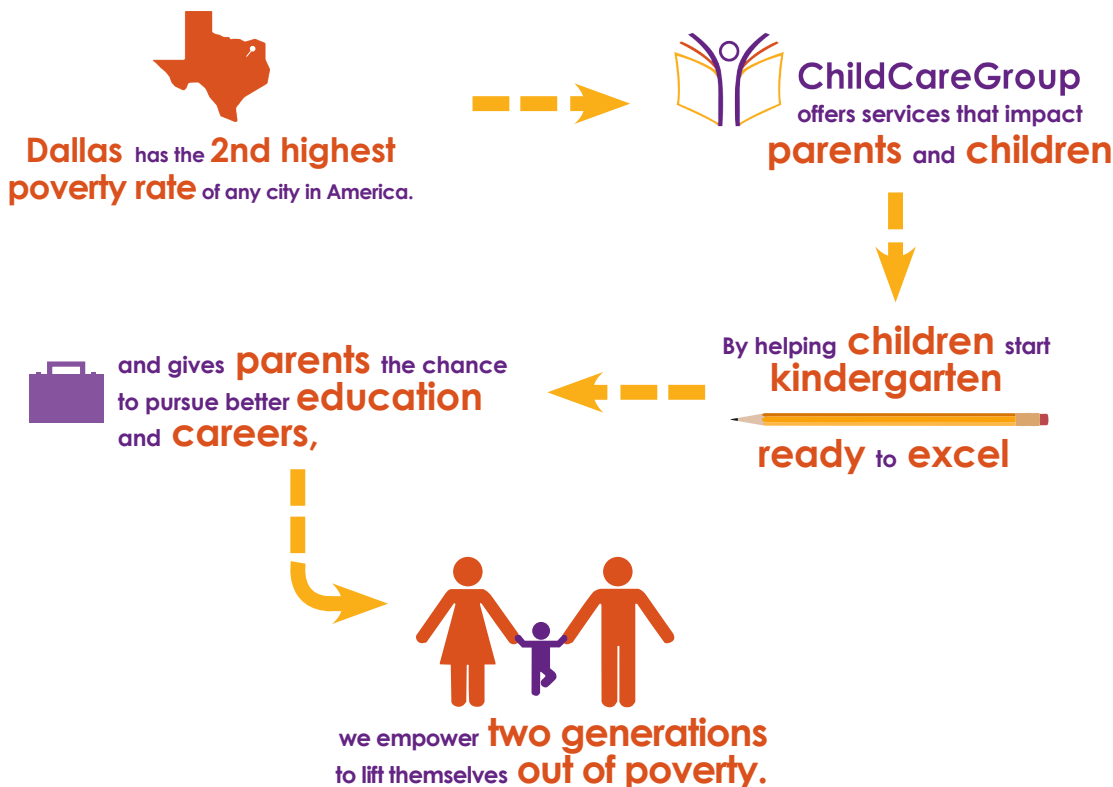
FAMILY ASSISTANCE, OUTREACH PROGRAMS AND COMMUNITY RESOURCES

Children grow and develop in the context of families, and ChildCareGroup partners with organizations to provide a wide range of high-impact supports for parents and children.

CHILD CARE ASSISTANCE – Child care is a workforce issue, and low income working parents need access to affordable, quality care for their children in order to attend work or school. ChildCareGroup manages programs for Workforce Solutions Greater Dallas and Workforce Solutions Southeast Texas that subsidize the cost of care for 22,000 children and their 11,000 low-income parents each year. In Dallas County alone, 20,000 children were served in 2015. In addition to supporting families with financial assistance for the high cost of child care, this program connects ChildCareGroup to more than 1,100 child care providers in Dallas County, who benefit from the quality training programs we offer.

USDA FOOD & NUTRITION PROGRAM – ChildCareGroup sponsors the food and nutrition program for over 100 family child care homes, which serve nearly 625,500 healthy meals and snacks each year to nearly 2,100 Dallas County children, providing at least two-thirds of their daily nutritional requirements.

COMMUNITY RESOURCES – ChildCareGroup's website has features to help families find resources through nearly 9,700 referrals to agencies each year. Child Care Search identifies child care options for children based on quality rating, location, child's age and special program needs. The Home Visiting Matching System allows parents to search for home visiting programs in Dallas and Collin counties and determine their eligibility. Family Support Services connects parents to community resources for needs beyond child care.



WE ASSIST FAMILIES

FUNDRAISING EVENTS

GREAT ADVENTURE HUNT

The Great Adventure Hunt takes over the Perot Museum of Nature and Science every January for an evening of fun. The museum's five floors turn into exciting and unexpected puzzle sites. During the Hunt, teams of six players compete against other teams to decipher mind-bending clues and solve puzzles.

Children learn through play and the Great Adventure Hunt allows the community to support us through play. To learn more about the event, go to www.childcaregroup.org/hunt.



Presented by:



AllianceData.



GREAT BIG JAM

The first Great Big JAM was held in 2015, offering children, parents and grandparents a fun event promoting family literacy and encouraging children to engage in philanthropy. The event features a children's author performance, crafts, balloon artists and face painters. Kids are invited to wear their favorite pajamas, enjoy breakfast and give back by bringing a pair of new pajamas for a disadvantaged young child served by ChildCareGroup. More at www.childcaregroup.org/great-big-jam.

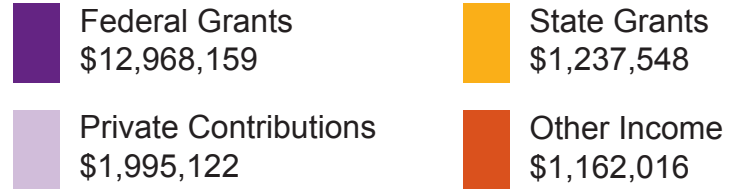
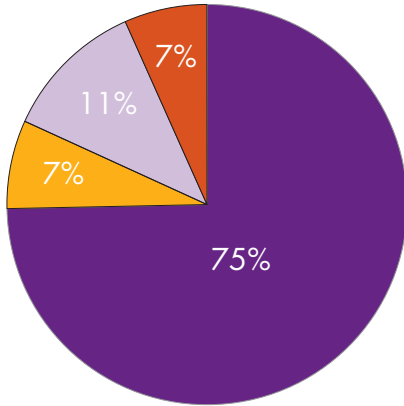
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FINANCIAL REPORT

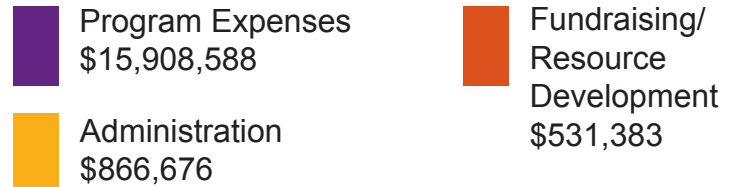
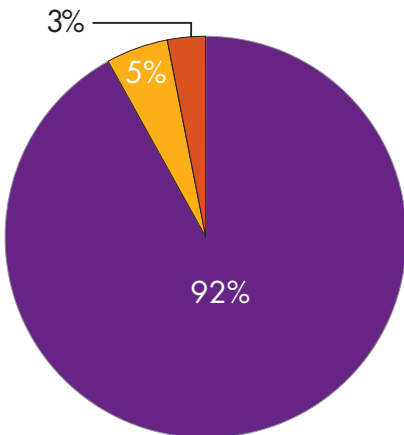
ChildCareGroup is very efficient. More than 92 percent of our agency budget directly supports our comprehensive programs. We produce a return on investment for the community, which has secured the trust of our public and private funding partners.

2015 Sources of Funding



Total Agency Revenue:
\$17,362,845

2015 Expenses



Total Agency Expense:
\$17,306,647

Early Childhood Programs Financial Summary

STATED IN 000's	HEADSTART		EHS - DALLAS		EHS - MESQUITE		EHS-CC PARTNERSHIPS		TOTAL	
	2015 ACTUAL	2016 BUDGET	2015 ACTUAL	2016 BUDGET	2015 ACTUAL	2016 BUDGET	2015 ACTUAL	2016 BUDGET	2015 ACTUAL	2016 BUDGET
Federal Funding	2,944	2,860	2,590	2,540	777	953	969	1,452	7,280	7,805
Private Funding	538	643	85	189	48	13	-	-	671	845
In-Kind Contributions	393	325	233	152	47	73	-	-	673	550
Total Revenue	\$ 3,875	\$ 3,828	\$ 2,908	\$ 2,881	\$ 872	\$ 1,039	\$ 969	\$ 1,452	\$ 8,624	\$ 9,200
Salaries & Wages	2,101	2,135	1,056	1,161	392	449	218	308	3,767	4,053
Employee Benefits & Taxes	506	531	258	361	77	96	36	73	877	1,061
Occupancy	260	288	137	132	19	9	6	18	422	447
Other Cash Operating Expenses	379	497	1,204	1,054	330	412	709	1,053	2,622	3,016
In-Kind Expenses	393	325	233	152	47	73	-	-	673	550
Depreciation & Amortization	55	55	22	18	-	-	-	-	77	73
Total Expenses	\$ 3,694	\$ 3,831	\$ 2,910	\$ 2,878	\$ 865	\$ 1,039	\$ 969	\$ 1,452	\$ 8,438	\$ 9,200
Surplus/(Deficit)	\$ 181	\$ (3)	\$ (2)	\$ 3	\$ 7	\$ -	\$ -	\$ -	\$ 186	\$ -

These financials are stated on a calendar year basis while each program has a different fiscal year. In-kind is stated in accordance with Generally Accepted Accounting Principles and therefore excludes certain types of volunteer hours which qualify as match for these programs.

92% OF OUR FUNDS GO DIRECTLY TO SERVING OUR COMMUNITY

THANK YOU

TO THE 1,500 VOLUNTEERS WHO DONATED OVER 28,000 HOURS TO CCG



National Charity League - Turtle Creek Chapter serving our families and students at the Day at the Zoo.



Amy McEvoy, Friends of ChildCareGroup member, volunteering during Friends-giving at our Bock Center.



Texas Instruments volunteers at our Landauer Center after their team spent the day improving the playground.



Roy Vandiver reading to students during the Annual Board Alumni Reading Day at our MLK Center.



Adopt-A-Center partner Montgomery Coscia Greulich LLP at our MLK Center. Other Adopt-A-Center partners are Alliance Data, Arthur J. Gallagher & Co., Mentor Corp. and The Dallas Woman's Forum.



Alliance Data volunteers hosted their annual holiday party for students at our Anderson Center.



WE APPRECIATE OUR VOLUNTEERS' COMMITMENT TO CHANGING LIVES



The Dallas
Woman's Forum



MONTGOMERY COSCIA GREILICH LLP
Certified Public Accountants



United Way
of Metropolitan Dallas
Service Provider



HELPING COMMUNITIES.
ENRICHING LIVES. TOGETHER.
Insurance Industry Charitable Foundation



Arthur J. Gallagher & Co.



JUNIOR LEAGUE
OF DALLAS™



Other partners include Accenture, American Girl, Blue Cross Blue Shield, Brown Forman, Distributive Education Clubs of America, Ernst & Young, Girl Scouts, Half Price Books, JCPenney, Junior World Affairs Council, Lehigh Hanson, MHBT, Sally Beauty, UniFocus and University of Texas at Dallas.

FINANCIAL AND IN-KIND SUPPORT

Becky & Tom Abbott
Lydia & Bill Addy
Sara & Gary Ahr
Albertsons Safeway
Bonner & Thomas Allen
Alliance Data
Peggy Oglesby Allison
Allstate
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Dallas Foundation
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Jodie & Scott Hastings
Hawn Foundation
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HEB Grocery Company
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Stephanie Henning
Josh Henry
Ariel Herr
Ramon Herrero
Kay & Edward Herring
Blainey & Marshall Hess
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The Hillcrest Foundation
Charlotte & Alan Hixon

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Jessica & David Hoffman
Allison Hogan
The Hoglund Foundation
Blair & Charlie Hohenshelt
Cara Holmes
Home Depot
Horchow Family Charitable
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Merrick & Stuart Huckin
Jean K Huddleston
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Margaret & Douglas Hunt
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Lauren Kate Design
Katie & Pierre Lavie
Heather & Mark LeClair
Justin Lehn

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 Cindy Levreault
 Lisa & Rick Levy
 Chamlee & Campbell Lewis
 Robin & Michael Lewis
 Fay & Brian Lidji
 Anne & Rick Ligon
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ChildCareGroup's Mission Statement:

To promote, deliver and expand the best early care and education programs for children, parents and early childhood professionals



ChildCareGroup

Nurturing the great in every child

