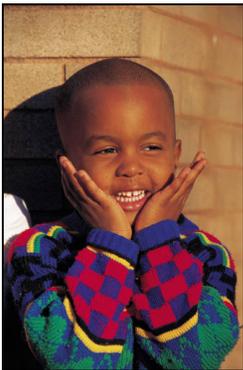


# THE DAY CARE COUNCIL OF NEW YORK, INC.



**Annual Report  
June 2010**

## **MISSION STATEMENT**

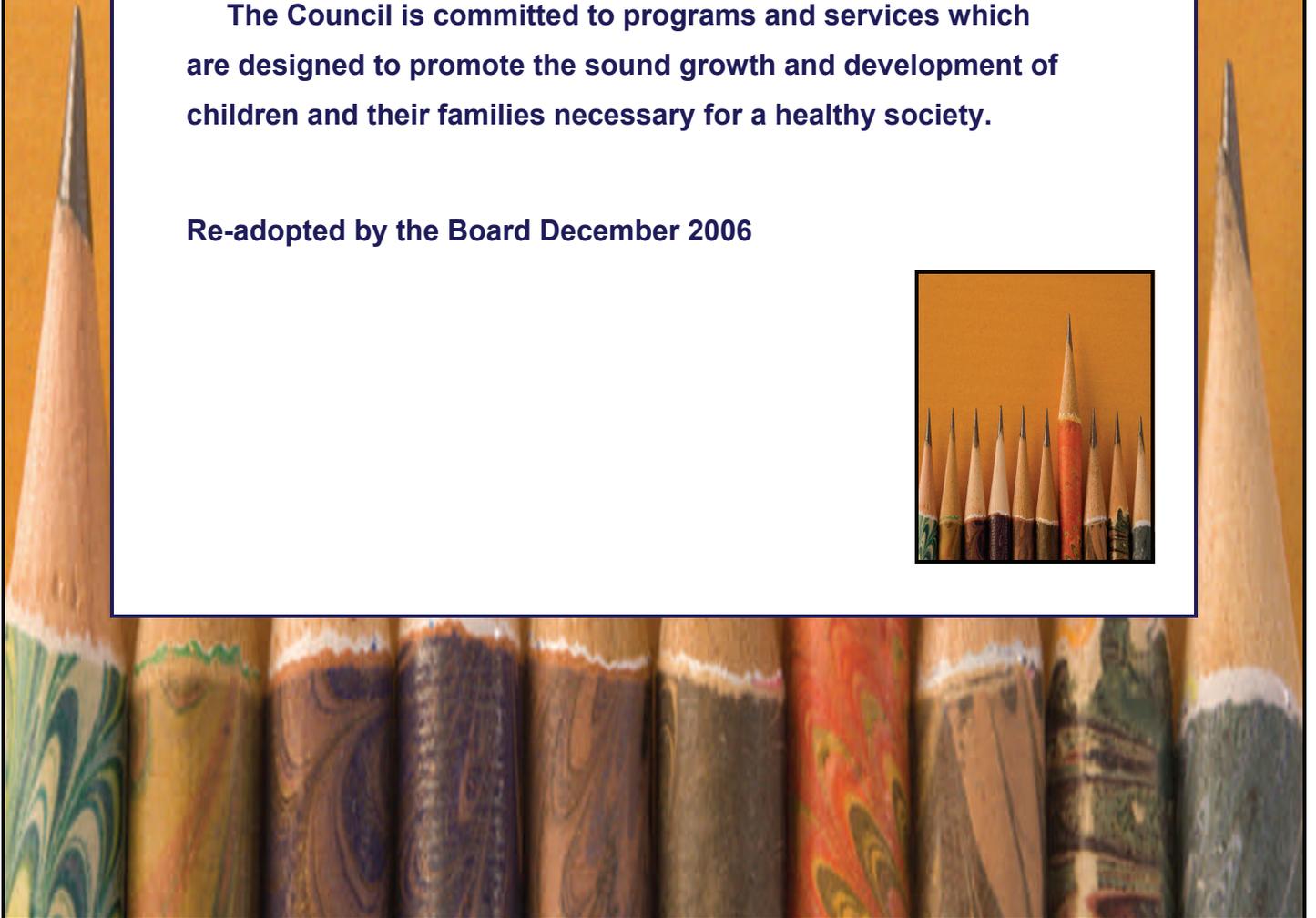
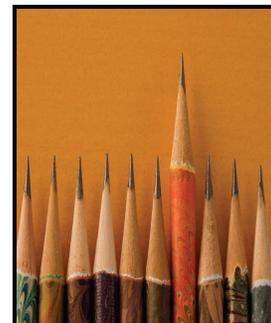
**The Day Care Council of New York is a diverse membership organization of child care and family service providers, consumers and advocates.**

**The Council's mission is to seek support for and assist in the development of quality child and family care services.**

**The organization works with its members to maintain high standards of child developmental, educational and social services.**

**The Council is committed to programs and services which are designed to promote the sound growth and development of children and their families necessary for a healthy society.**

**Re-adopted by the Board December 2006**



Dear Friends and Colleagues:

Advocacy on behalf of our member agencies is a critical component of the work at the Day Care Council of New York, Inc. It was the collective efforts of 38 child care sponsors that formed the DCCNY 62 years ago. Thankfully that spirit to speak in a collective voice to policymakers is still with us today. Especially in these times of change, it is imperative that early childhood educators, providers and parents continue to embrace that spirit of collective advocacy. We need it now more than ever!

The 2009-10 fiscal year greeted us with an immediate advocacy agenda: developing an imperative strategy among the unions, parents and our member agencies to stop the proposed closure of 16 child care programs by June 2010. During this effort, the Administration for Children's Services also released a Concept Paper describing the future of the publicly funded system, entitled Early Learn NYC. Both of these issues presented major unexpected changes to the system. Please read highlights of our efforts on Public Policy Advocacy in this Annual Report. The DCCNY's other core programs including Child Care Resource and Referral Services, Labor Relations and Mediation including Technical Assistance, Early Childhood Training Opportunities, the James C. Hall Family Child Care Network, and the Family Support Program continued their unique roles of providing quality services to our member agencies and to the public-at-large. The CCR&R staff continued its work helping parents secure child care services, offering specialized training, providing start-up grants for individuals interested in operating child care programs, and health and safety grants for those who are in the field. Our extensive outreach efforts to parents and child care providers on technical assistance in all five boroughs also continued to be a huge success.

Labor Relations and Mediation worked closely with our member agencies on resolving workplace issues, but we also were persistent in trying to move the stalled labor negotiations for workers in District Council 1707/Local 205 and directors in the Council of Supervisors and Administrators. It is truly disheartening to report that after four years, the city has not approved funding for a new collective bargaining agreement for either union. On a more positive note, we successfully negotiated with the two child care unions and District Council 37 to renew the Cultural Institutions Retirement System plans. We also continue to publish our early childhood course offerings in our Early Childhood Training Opportunities brochure twice per year, in the winter and spring. Look for an expanded version of the training brochure filled with new courses designed to help early childhood educators improve their skills with young children. The James C. Hall Family Child Care Network has remained a steady group of 150 family and group providers in Jamaica Queens. Based at York College, the Network continues to add new providers and provide support to family child care providers who have worked in the field for 10 years or more.

As we enter our 62<sup>nd</sup> year of existence, the Day Care Council embraces the knowledge that early childhood educators and their dedicated volunteers/Board of Directors will continue to work collectively to maintain the publicly funded system and one day see it expand. Thank you for your ongoing support.

Board President  
Lorenzo Newby

Executive Director  
Andrea Anthony

# Child Care Division

During the period of July 1, 2009 to June 30, 2010, the Child Care Division provided information, resources and assistance on quality child care to families, child care providers and DCCNY member agencies. Activities included providing consultations and referrals to families seeking affordable child care, and offering training opportunities to child care providers and potential child care professionals, including support and technical assistance to registered family and group family child care providers and DCCNY member child care centers.

The five organizations funded over the past 10 years by New York State to provide child care resource and referral (CCR&R) services in New York City – Center for Children’s Initiatives, Child Development Support Corporation, Chinese American Planning Council, Committee for Hispanic Children and Families, and the Day Care Council of New York – operate as a working partnership referred to as the New York City Child Care Resource and Referral Consortium. The Day Care Council was pleased to be awarded the New York State Office of Children and Family Services (OCFS) CCR&R contract as the coordinating agency for all five boroughs in New York City as of October 2007. As a Consortium, we work together to achieve the performance targets required by OCFS.

## **Child Care Resource and Referral Service (CCR&R)**

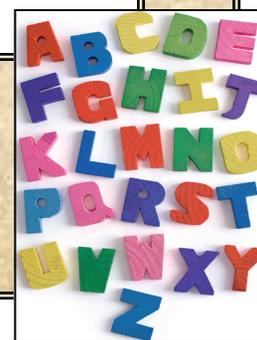
The Council’s Child Care Resource and Referral program (CCR&R) provided more than 6,000 child care referrals to parents and families in the five boroughs. Approximately 3,000 of these child care referrals were to families eligible for subsidy dollars. During FY2009-2010, CCR&R:

- Disbursed to legally exempt family child care providers approximately 155 Health and Safety kits that included smoke detectors and a variety of child care products.
- Continued our media campaign aimed particularly to parents and families to advertise the services offered by the Council. CCR&R services were advertised in amNY, the NYC Housing Authority Journal, and a variety of borough-based newspapers published by Courier Life in each borough.
- Processed approximately 105 Start-Up grants and 110 Health & Safety grants for child care providers.

Approximately 400 hours of intensive technical assistance (one-on-one mentoring and training) for child care providers were completed this fiscal year.

## **Early Childhood Training Institute**

The Council’s Early Childhood Training Institute offered over 3,000 training hours in both English and Spanish to over 500 child care professionals from the five boroughs. Training topics included Medication Administration Training (MAT), SUNY Health & Safety, Becoming a Family Child Care Provider, Introduction to the Family Child Care Environment Rating Scale (FCCERS), and Record Keeping for Child Care Providers, to name just a few.





### **Infant/Toddler Program**

The Council's Infant/Toddler Specialists are a resource for our member centers and other regulated or licensed child care sites. Our Specialists offer focused attention and expertise to the individualized needs of the infant and young toddler population. Services include technical assistance, individualized intensive technical assistance, and training opportunities.

The Infant/Toddler program provided many hours of training to child care professionals. Topics included Infant and Toddler Learning and Development, Directing Infant and Toddler Programs, Transitioning from Preschool to Infants and Toddlers, Using the Infant/Toddler Environment Rating Scale (ITERS) to Arrange Classroom Environment, and Infant and Toddler Discipline and Guidance. We continued to work in collaboration with the NYC CCR&R Consortium and 21 child care centers implementing the Infant/Toddler Rating Scale (ITERS) to improve program quality, as well as provide technical assistance to child care providers in all modalities of child care. Over 100 technical assistance calls, and over 75 hours of intensive (one to one) technical assistance hours are completed in each contract year by the NYC CCR&R Infant/Toddler Program.

### **James C. Hall, Jr. Family Child Care Network**

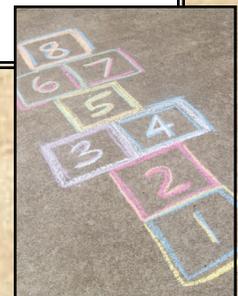
The staff at the James C. Hall, Jr. Family Child Care Network continues to work with 150 family child care providers in the Child and Adult Care Food Program (CACFP) serving approximately 1,200 children. Approximately 450 monitor visits were made to child care homes participating in the program. Network staff conducts provider trainings throughout the year to scaffold providers' quality child care. Also, the Network's annual Provider Appreciation Day luncheon and annual Holiday Celebration were held to celebrate the work of these providers.

### **Health Care Consultancy Program**

Our Health Care Consultant continued to work with child care centers, family child care providers, and informal providers to implement NYS medication regulations. Our Health Care Consultancy Program held approximately 18 Medication Administration Trainings (MAT) to prepare approximately 108 child care professionals to administer medications to children in their programs. Emergency Medication Administration (EMA) training was added to our efforts in order to facilitate the use of inhalers, Epi-pens, and nebulizers by providers for children in their care with medication needs.

### **The Council's Website Offers 24-hour Access to Child Care Information**

The Day Care Council's official website is [www.dccnyinc.or](http://www.dccnyinc.or). The website is a crucial component in communicating news, information and training opportunities to our members, NYC families, and all child care professionals. By all means, visit our website and let us know what you think.



# FAMILY SUPPORT PROGRAM

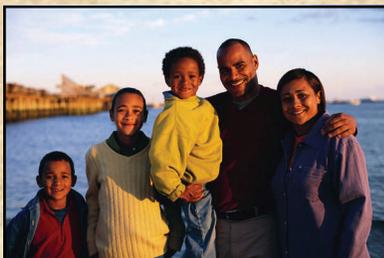
The July 2009 – June 2010 program year proved to be an eventful but challenging time for the Family Support Program (FSP). However, as the nature of the work dictates, the staff rose to the challenge and ensured that quality services were made available for all families who entered the doors at 21 Snyder Avenue in Brooklyn. Nearing the end of 2009 we hired two new staff members. One, a seasoned social worker, with a strong background and knowledge of mental health and work with the homeless population of New York City; the other brought prior experience working with teens.

The FSP was audited by the respective Administrative for Children's Services Departments from January – March, 2010. We received a satisfactory report with a request to continue providing quality services to families of South Crown Heights and Flatbush. We were encouraged to maintain strong outreach with our clients since it can be strenuous for parents of large families with young babies to travel on public transportation. Family Support Program staffs are noted for conducting a large majority of their contacts with their families in the home.

This year, the FSP served 147 Families with a total of 357 children. We conducted 5,795 case work contacts, of which 2,200 were home-based. We conducted and recorded 38 family team conferences, a requirement by ACS for families who are engaged in services for six months and more. We maintained case transfer working relationships with the ACS Field Office staff and conducted 37 joint home visits, as referred clients were transitioned from the ACS investigative cases to the FSP. We also facilitated teen and parenting skills work groups for our clients.

One of our most touching transitions this year was the retirement of Milton Willacy, the FSP program supervisor. Mr. Willacy worked with the program for 23 years and was present during the growth of this program and experienced the many transitions and transformations of the DCCNY. Mr. Willacy was a great resource of information and asset to the agency. We will miss him dearly.

To illustrate the hard work of our staff, please read the next section, *Success Story*.



## *Success Story*

*Undocumented immigrant parents with three children, ages 16, 9 and 5, the two youngest born in the U.S., were diagnosed with the debilitating illness of Sickle Cell Anemia, a disorder of hemoglobin which results in abnormal red blood cells, that can deform and cause blockages in blood vessels, acute pain, and strokes. The mother visited the Family Support Program requesting advocacy with medical and educational services for her children. It appeared that she was overwhelmed with her children's medical needs and the family's limited income.*

*Throughout the life of the case, the family experienced a number of crises. The younger children were hospitalized on numerous occasions, due to strokes and other medical complications. They both needed monthly blood transfusions to prevent strokes. The nine year old had gallstones removed, and the four year old experienced collapsed lungs, walking pneumonia, and had a heart mummer. The teen began to disrespect the mother and challenged home rules. Communication deteriorated; the mother would call the police or threaten placement. Among all of this, the family began to experience rent arrears and was threatened with eviction.*

*Milton Willacy, the program supervisor, developed a strong working relationship with the family. He assisted the case planner assigned to the family in advocating for and connecting the family to appropriate services to help alleviate their numerous crises. The teen was connected to after school programs, enrolled in our Teen Support Group and provided counseling to manage difficulties and improve relationships with family members. The younger children were connected to medical networks and received appropriate educational placements. The parents were also assisted with filing for a housing subsidy to eradicate the housing arrears.*

*Unfortunately, the housing subsidy assistance requested from the Administration for Children's Services (ACS) was not approved until one year later. The delay in approval of the subsidy led to Housing Court issuing a five day Marshal Notice for the family to vacate their home. The family had nowhere to go and feared the possibility of going into the emergency shelter system with two medically fragile children.*

*Mr. Willacy and the FSP Director made an urgent visit to the ACS Housing Subsidy Office and met with a supervisor who, after hearing the serious developments and the safety issues involved, agreed to bring the matter to his director. Mr. Willacy also visited the their district representative whose aide intervened and provided the family with a lawyer. The eviction order was withdrawn. The ACS Housing Unit forwarded checks for the rent arrears to the landlord. The family will continue to receive a monthly subsidy towards their rent for the next three years.*

*Finally, a noteworthy event occurred during that time. The family was selected by the "Make a Wish Foundation" to be treated to an all expense paid week at Disney World. The mother and the children were able to embrace this good fortune and reported they thoroughly enjoyed themselves. After one year of service from us, we are glad to report that they continue to be stable and are all doing well.*

# Labor Relations and Mediation Service

The Labor Relations and Mediation Service (LRAS), assists child care employers and the two child care unions: District Council 1707, Local 205 and the Council of Supervisors and Administrators (CSA), in resolving workplace issues, personnel problems, and employee grievances. Once again, more than 1,000 contract and disciplinary cases were handled during this past year. In addition, legal representation offered to DCCNY members included advocacy in arbitrations, human rights complaints, and National Labor Relations Board proceedings.

## Collective Bargaining

During FY 2009-10 we:

- Participated in a number of meetings seeking to jumpstart negotiations to replace collective bargaining agreements with both D.C. 1707 and C.S.A. These agreements technically expired in 2006, although they continue in full force and effect until successor agreements are executed.

Our efforts continue to be unsuccessful. The City's determination, based upon its economic condition, not to offer funding for any wage or benefits increases has currently brought the negotiations to a standstill.

- Participated in a lengthy round of CIRS pension and retirement benefits negotiations that resulted in a new collective bargaining agreement among the Cultural Institutions Group, the Day Care Council, and the three Unions (D.C. 37, D.C. 1707, and C.S.A.) who represent employees throughout the cultural institutions system. The term of the new 2-year agreement is July 1, 2010 through June 30, 2012.

The CIRS provides three benefits to participating institutions and their employees and retirees: a pension plan, a 401K savings plan, and a life insurance plan. Both the management committee and the unions worked collaboratively to insure that an appropriate level of retirement benefits were maintained while managing the costs associated with the plans.

## Other LRAS Services

Throughout the 2009-2010 program year, we continued to offer services to our members:

- Offered Job Placement Service via the monthly Job Opportunities Bulletin, which is now available online.
- Provided technical assistance and training by expert consultants who assist programs cited by the Administration for Children's Services for administrative, fiscal or programmatic deficiencies.
- Served on the boards of the Welfare Funds and the Cultural Institutions Retirement System as participant trustees overseeing health and pension benefits for more than 6,000 workers.



# Public Policy and Advocacy



This past year has presented a new level of challenge to advocates seeking to maintain the City's human service infrastructure. In an environment where all sectors are struggling to justify expenditures, child care service providers started out in a more vulnerable position based on earlier losses in Universal Pre-K and after-school slots which were transferred to the public school system, in addition to the system-wide loss of 250 slots. This spring, Council staff were focused on preparing for the release of the "Early Learn" RFP. Trainings were held with Board members across the City to help them prepare for a full range of pending changes to the child care system. These changes include the roll-out of the new state-wide "QUALITYstarsNY" rating and improvement system, budget formulas based on daily enrollment, provider contributions to the annual budget, inclusion of the private sector in the bidding process, and new collaborative options with Head Start. Although these elements of the pending RFP present opportunities for improved service delivery and cross-system collaboration, the standstill in labor negotiations and unfunded mandates around outreach and enrollment continue to present challenges to the publicly funded child care system.

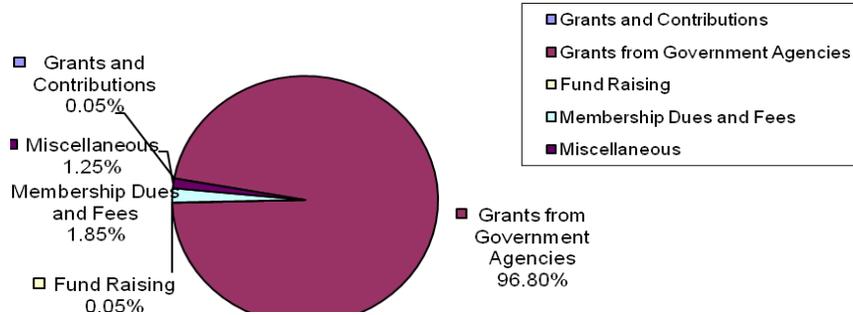
Completion of the City's initial budget process identified 16 child care centers for possible closure based on a range of factors. We aptly named the group the "Fighting Sixteen" because of the spirit of each center's parents, staff, and board members to join advocacy efforts to prevent the closures. Their efforts were supported by several landlords who stepped forward to offer rent concessions as a means of keeping the centers open. This was critical given the fact that these 16 centers were at risk due to costs related to lease negotiations, and/or concerns about adequate utilization, which in some cases was the result of neighborhood gentrification. Visits were made to every center on the list and meetings were held directly with parents. We collaborated with our advocacy partners to support a union organized march across the Brooklyn Bridge and participated in a press conference at City Hall organized by the Public Advocate Bill de Blasio. The day Care Council also organized a city-wide letter writing and children's art campaign, and facilitated a dialogue between landlords and City Council staff. While two of the targeted programs closed voluntarily, the combined efforts of the advocacy community led to the allocation of twelve additional months of City Council funding for eight child care centers, with an additional three months of funding allocated to the remaining six programs to ensure a proper close out process.

We continue to take part in the state-wide "Winning Beginning NY" coalition organized around a four-fold agenda: QUALITYstarsNY, a stronger workforce, early care and learning, and home visiting. The Council remains at the center of major systemic change in its unique role as the membership organization representing the broader interests of the City's publicly funded child care system. We will continue to work to ensure the City's capacity to truly meet the early care and education needs of its most valuable citizens, the children.



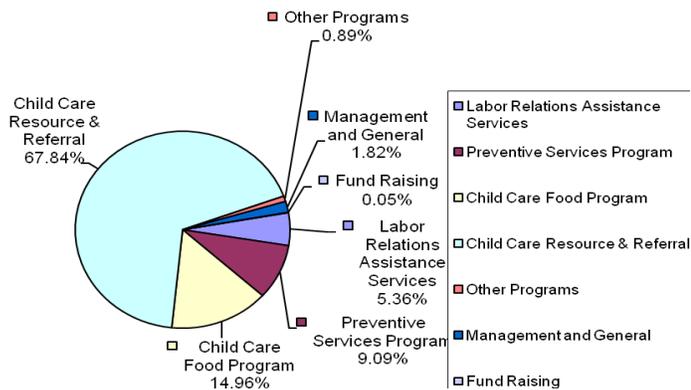
# Financial Report

## INCOME YEAR ENDED JUNE 30, 2010



SOURCE OF INCOME	FY 2010
Grants and Contributions	4,844
Grants from Government Agencies	9,554,183
Fund Raising	4,919
Membership Dues and Fees	182,765
Miscellaneous	123,813
<b>TOTAL</b>	<b>9,870,524</b>

## EXPENDITURES YEAR ENDED JUNE 30, 2010



USE OF INCOME	FY 2010
Labor Relations Assistance Services	521,465
Preventive Services Program	884,491
Child Care Food Program	1,455,715
Child Care Resource & Referral	6,603,303
Other Programs	86,286
Management and General	177,040
Fund Raising	4,672
<b>TOTAL</b>	<b>9,732,972</b>

Note: Miscellaneous include Investment Income.  
These are audited figures..

# Contributors and Funders

The Day Care Council is extremely grateful to the following who gave so generously to support the cause of affordable, safe child care in the five boroughs of New York City.

## Foundation and Corporation

New York Community Trust

Truist

United Way of New York City

## Government

Administration for Children's Services

NYS Office of Children and Family Services

NYS Department of Health

## Contributors

Mary Ann Cerami

Pauline Chen

Valli Cook

John F. Coyle III

Leonard Fennell

## Contributors - (continued)

Ronald L. Garnett, Esq.

Robert Gutheil

Pamela Haas

Betty C. Jones

Anona Joseph

Anne Gray Kaback

Jai S. Kush

Linda L. Matula

Connie V. Miller

Lorenzo Newby

Rachel Pivnick

Marilyn Robeson

David Roth

Sidney and Ethel Socolar

Eleanor Greig Ukoli

Gladys J. Weekes

## Membership

**The Day Care Council is a member of the following organizations**

**Child & Adult Care Food Program Sponsors Association**

**Coalition of Brooklyn Preventive Directors**

**Council of Family and Child Caring Agencies**

**Early Care and Learning Council**

**Federation of Protestant Welfare Agencies**

**Human Services Council of New York**

**National Association for the Education of Young Children**

**National Association of Child Care Resource & Referral Agencies**

**New York State Association of Information & Referral Services**

**Nonprofit Coordinating Committee of New York**

Day Care Council of New York, Inc.  
Board of Directors FY 2009/2010

**President**

Lorenzo Newby

**Vice Presidents**

Valli Cook  
Connie V. Miller

**Vice President and Treasurer**

Robert Gutheil

**Secretary**

Betty C. Jones

**President Emeritus**

The Late Elinor Guggenheimer

**Ex-Officio**

David Diamond, Esq.

**Board Members**

Mary Ann Cerami

Pauline Chen

Leonard Fennell

Ronald L. Garnett, Esq.

Pamela Haas

Anona Joseph

Anne Gray Kaback

Jai S. Kush

Linda L. Matula

Rachel Pivnick

Marilyn Robeson

David Roth

Eleanor Greig Ukoli

Gladys J. Weekes



**Day Care Council of New York FY July 2009 – June 2010 Staff**

**ADMINISTRATION**

Andrea Anthony – Executive Director  
\*Charles McFarlin – Director of Finance and Personnel  
Rosa Calderon – Director of Technical Assistance  
Margarita Lopez-Feliz – Policy Analyst/Agency Support Services  
Risa Bernstein – Office Manager  
Hyacinth Barnes – Assistant Office Manager

**CHILD CARE DIVISION**

Jon Pinkos – Director  
Yadira Rodriguez – Assistant Director  
Nadine Cowen – Health Care Consultant  
Joseph Harris – Manager of Information Technology  
Indra Moore – Family Child Care Network Coordinator  
Keishla Hornsby – Assistant Family Child Care Network Coordinator  
Milka Marcelo – Consortium Liaison  
Rosie Morales – Provider Specialist  
I-Ling Tsai – Infant/Toddler Specialist  
Diana Diaz – Infant/Toddler Specialist  
Clara Almanzar – Child Care Specialist  
Janetssy Duran – Child Care Specialist  
Nicole Irish – Child Care Specialist  
Carline Lamy-Jacob – Child Care Specialist  
Joy Jensen – Assistant Health Care Specialist

**LABOR RELATIONS ASSISTANCE AND MEDIATION SERVICE**

Jay Nadelbach, Esq. – Director

**FAMILY AND CHILDREN'S SERVICES PROGRAM**

Gatiana Smith – Director  
Milton Willacy – Supervisor  
Deborah Kendrick – Program Assistant  
Nadage Cousins – Family Services Coordinator  
Juliet Annan – Caseplanner  
Sophia Cazeau – Caseplanner  
Claudine Charlet – Caseplanner  
Milton Edwards – Caseplanner  
Jesseka Green – Caseplanner  
Melanie Linde – Caseplanner  
Carmen Rodriguez – Caseplanner  
Cecilia Santana – Caseplanner

\*Resigned

# NOTES



# NOTES



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