



2016-2017
ANNUAL REPORT



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 September 2012

Dear Friends and Colleagues:

It may have taken tremendous effort and patience to illustrate how the child care system was one of the victims of the “tales of two cities”, but we finally secured collective bargaining agreements for more than 3,000 workers in unionized child care. We began meeting with the City’s Administration in March of 2015 but did not begin negotiations in earnest until September 2015.

The Day Care Council of New York’s Labor Management Team met with the Office of Labor Relations (OLR) almost weekly. We presented our position supported by extensive research that demonstrated how the wages of directors, teachers and support staff were significantly inadequate and required immediate improvements. The OLR listened to our proposals and decided after a year of discussion with us and District Council 1707 and the Council of Supervisors and Administrators that average salary increases of 22% would be provided for teachers and the majority of support staff and 49% average increases for directors. However, these salary enhancements did not equal the compensation provided to teachers in the City’s Department of Education (DOE).

What should we do now? There’s only one answer: continued advocacy with our colleagues and you to bring about the changes we need and deserve. In supporting these efforts we must be firm in our belief that comparable wages with our counterparts in DOE are imperative. We cannot emphasize strongly enough that we need your help if we are to accomplish this goal. Your ideas and willingness to work with us are most welcome.

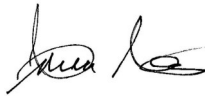
In January 2016, we issued the policy paper “Failing Our Children: Certified Teachers Disappearing from CBO Child Care.” The report was distributed widely and garnered radio and press attention. It was initiated to support our work on salary disparity and demonstrated how the disparity affected community-based early childhood programs.

We are very pleased that the DCCNY’s Advisory Committee of member agencies continued to meet on a regular basis to provide their input on necessary program and policy changes. We applaud their work.

We firmly believe we are at an important crossroad because we have accomplished much but more is left to do. We will remain vigilant and look forward to continuing to work with you as well.



Lorenzo Newby
Board President



Andrea Anthony
Executive Director

Child Care Division

During the period of July 1, 2016 to June 30, 2017, the Child Care Division provided information, resources and assistance on quality child care to New York City families, child care providers and 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 four organizations funded over the past 15 years by New York State to provide child care resource and referral (CCR&R) services in New York City – 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.

CHILD CARE RESOURCE AND REFERRAL SERVICE (CCR&R)

The DCCNY's Child Care Resource and Referral program (CCR&R) provided more than 2,100 one-on-one child care referrals to parents and families in the five boroughs, as well as over 340 online inquiries. During FY2016-2017, CCR&R:

- Continued our work with parents and families to market the services offered by the Council.

- Processed approximately 80 Start-Up and Health & Safety grants for child care providers to assist in improving program quality.

- Delivered over 2,300 hours of intensive technical assistance (one-on-one mentoring and coaching).

- Awarded Quality Improvement grants consisting of specialized training and appropriate child care program materials to approximately 35 programs.

- Coordinated efforts with our NYC CCR&R Consortium partners by sponsoring a Provider Resource Day event in each borough, as well as our third Annual Nutrition Fair. These events attracted more than 500 home-based providers.

Through our Health Care Consultancy program, our Health Care Specialist continues to work with child care centers, family child care providers, and legally exempt providers to implement NYS medication regulations. Our Health Care Consultancy Program held approximately 12 Medication Administration Trainings (MAT) to prepare over 70 child care professionals to administer medications to children in their programs. DCCNY also granted approximately 25 Health Care Consultancy grants.

Through the Day Care Council's online child care search feature, approximately 350 inquiries were made by families searching for child care. This online search is available via the Day Care Council website: www.dccnyinc.org. Click on 'For Parents: Finding Child Care Near You', then 'Search for Child Care'.

EARLY CHILDHOOD TRAINING INSTITUTE

The DCCNY's Early Childhood Training Institute offered over 650 training hours in both English and Spanish to approximately 770 child care professionals. Training topics included Medication Administration Training (MAT), SUNY Health & Safety, Becoming a Family Child Care Provider, Infectious Disease Control, Red Cross CPR/First Aid, and Mandated Reporter. The DCCNY's partnership with Smart Horizons now offers over 400 online NYS-approved courses, including 120 hours of CDA training.

INFANT/TODDLER PROGRAM

The DCCNY'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 250 hours of intensive technical assistance and training workshops 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 20 child care sites implementing the Infant/Toddler Environmental Rating Scale (ITERS) or the Family Child Care Environmental Rating Scale (FCCERS) to improve program

quality, as well as provide technical assistance to child care providers in all modalities of child care.

JAMES C. HALL, JR. FAMILY CHILD CARE NETWORK

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 trainings throughout the year to scaffold providers' quality child care, and also hosts our annual National Provider Appreciation Day celebration in May.



Nutrition Fair - June 17, 2017
Schomburg Cultural Center

EAT WELL PLAY HARD IN CHILD CARE SETTINGS

The Day Care Council of New York's contract for the Eat Well Play Hard in Child Care Settings (EWPHCCS) was extended for an additional 12 months after a successful five years of intense work. The healthy nutrition and organized fitness activities not only benefited the children and the staff of the selected centers, but the parents as well.

EWPHCCS offered a holistic approach with a structured curriculum developed by the NYS Department of Health's Child and Adult Care Food program. In fiscal year 2016-2017, a total of 30 centers participated in the program with a total of 1,627 children between ages three to five years who reside in low income areas and attend center based child care programs. Similarly, 415 parents had the opportunity to be involved in the same topic and food demonstrations as their children. Parents had the opportunity to try healthy recipes and were given literature on nutrition to reinforce their learning. Equally, 203 staff had the opportunity to choose two curriculum topics, training classes and food demonstrations specifically designed for them.

We continued to promote Let's Move!, Michelle Obama's effort to encourage children's health by inspiring and supporting healthier physical activity and nutrition practices for children in all settings. For the 2016 – 2017 fiscal year, we promoted the **Breastfeeding Friendly Child Care** program designed to recognize child care centers that support mothers who have chosen to continue to breastfeed after returning to work or school.

Eat Well Play Hard in Child Care Settings
Direct Education Accumulative Statistics Fiscal year 2016-2017
Unduplicated Counts

Brooklyn 7/2016 to 6/2017				
Period	Parent	Staff	Children	Total
July 2016 to June 2017		7	64	71
	7	10	121	138 *
	9	10	94	113
	21	4	36	61
	18	3	48	69
	8	13	103	124
	16	16	71	103
	28	7	28	63
	15	7	62	84
	14	11	94	119 *
	29	6	85	120
	31	5	65	102
	26	9	46	81
Total	223	108	917	1248

*Counts as two centers

South Bronx & Brooklyn				
Centers	Parents	Staff	Children	Total
30	415	203	1627	2245

Bronx 7/2016 to 6/2017				
Period	Parent	Staff	Child	Total
July 2016 to June 2017	6	4	24	34
	17	3	20	40
	10	8	95	113
	15	5	46	66
	8	4	28	40
	11	6	31	48
	12	11	55	78
	15	6	38	59
	23	10	90	123
	24	7	65	96
	7	3	18	28
	28	20	163	211 *
	16	8	37	61 *
Total	192	95	710	997

*Counts as two centers

Maternity Leave:
RD was on
maternity leave
August through
October

First
Advance
Practice
Workshop
4/6/2017

Public Policy and Advocacy

The Day Care Council continues to stand with our partners to advocate for increased child care funding across the city and state. We worked collaboratively with the state advocacy group, Winning Beginning NY (WBNY), to bring about positive outcomes for child care during the FY 2016-2017. Unfortunately, the Governor's proposed \$7M cut to child care funding went through, and while New York City was able to meet the gap with city dollars, this was not the case for many upstate communities. Also on the state level, we engaged in outreach to upstate providers to lend their voices on the impact of the statewide minimum wage on their overall operations. Interviews were conducted with child care providers from a range of service models in Orange County, NYC, Suffolk, and Rensselaer counties. Before the State Senate Committee on Children and Families, we joined the call for a task force on the impact of child care on regional economic development. This proposed committee of state legislators will examine and report on the benefits of child care as an imperative need for families and business stabilization.

Major advocacy activities on the city level included presenting testimony before the City Council on the destabilization of non-profit enrollment and staffing as Universal Pre-Kindergarten reached full capacity. As a member of the steering committee for the Campaign for Children, we met with City Council Committee Chairs to strengthen their positions on salary parity, increased capacity for infants and toddlers, and wrap-around care for four year olds. We also organized membership meetings with City Councilmembers Katherine Crowley, Helen Rosenthal, Anabel Palma, Antonio Reynoso and key staff from Deborah Rose's office. The main focus was on the final labor contract with DC1707.

The Day Care Council's Advisory Committee, a representative group of DCCNY members, maintained monthly meetings to provide public policy concerns and programmatic insights that fuel our advocacy efforts. The Committee met regularly with the Administration for Children's Services Deputy Commissioner to address the concerns of our members.

Early Childhood Employment Partnership

Working with individuals seeking employment in the child care field or those who want to enter it, remains a significant program service for DCCNY's members and the public. Over the past year, approximately 400 individuals used our employment database by placing their job resumes on our website for employers to review. We held a successful open house to further assess job seekers' priorities and continue to link them with appropriate resources on an individual basis. To improve the functionality of the website for job seekers and employers, plans are underway to redesign the web page before the end of 2017.

Labor Relations and Assistance Service

In the 2016 – 2017 fiscal year, LRAS provided over 800 hours of assistance to members in 611 different matters. The services included individual legal consultations, mediations, legal updates and trainings, and labor contract negotiations.

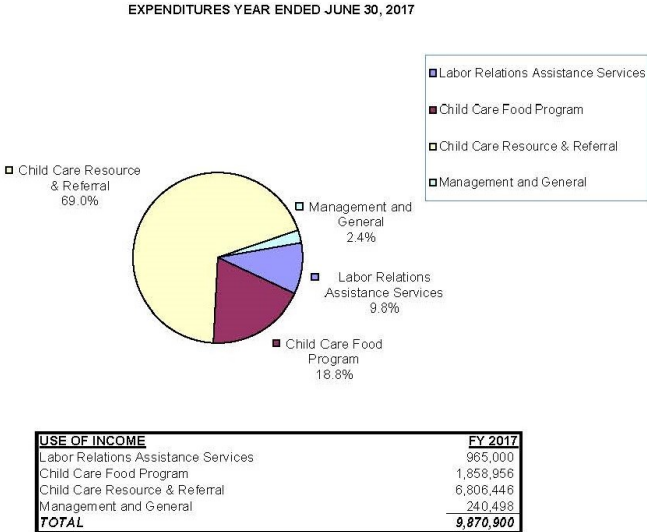
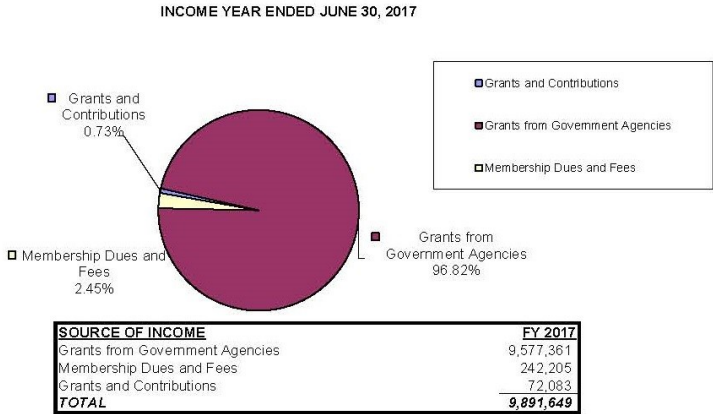
We are pleased to report that labor contract negotiations were completed with DC 1707 - Local 205 and the Council of Supervisors and Administrators (“CSA”). In addition, an agreement was reached for funding and participation rule changes for the Cultural Institutions Retirement System (“CIRS”). The DC 1707 agreement is effective from October 1, 2016 through September 30, 2020. The CSA agreement is effective from October 1, 2014 through September 30, 2020. The CIRS agreement is effective July 1, 2015 through June 30, 2020.

The labor negotiations involved our Labor Management Committee meeting with New York City’s Office of Labor Relations, as well as coordination with the Administration of Children’s Services (“ACS”), to ensure sufficient funding for payment of ratification bonuses, retroactive wages, and new salary increases. During the negotiations, we focused on clarifying existing sections of the contracts and aligning the agreements to new legal requirements. For example, the DC 1707 agreement streamlined the grievance procedure and limited payouts on vacation carry over days. In addition, both labor contracts updated the sick leave policy, to align it with New York City’s Earned Sick Time Law. Lastly, in the CSA agreement, we reduced the salary bands to three positions; previously there were eleven.

Outreach was conducted and labor relations trainings were offered to members throughout the year. These trainings were to inform board members and directors about how to manage child care operations while complying with labor and employment laws and minimizing staff grievances. Site visits were made to DCCNY member agencies throughout the year. Board members and management staff were informed of common grievances and ways to avoid them. Members were also informed that the LRAS Service is available to not only respond to employee complaints but to proactively anticipate and minimize them.

Finally, the LRAS Service organized a training and compiled a resource guide to assist members facing questions about how Immigration Law and Immigration enforcement would impact their child care operations.

Statement of Activities YEAR ENDED JUNE 30, 2017



* Information derived from audited financial statements.

Operating change in net assets	20,749
Net Investment Income (gain)	133,302
Total change in net assets	154,051

Board of Directors FY 2016-2017 and Day Care Council Staff

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Shari Portnoy, *Registered Dietitian*

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CHILD CARE DIVISION

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Arden Corbett, *Health Care Consultant*
Janetssy Duran, *Child Care Specialist*
Margarita Feliz, *Provider Specialist Coordinator*
Joy Jensen, *Provider Specialist*
Yvonne Hancock, *Child Care Specialist*
Jessica Laureano, *Child Care Specialist*
Sofia Lopez, *Provider Specialist*
Almarie McCoy, *Provider Specialist*
Rosie Morales, *Provider Specialist*
Bridget Rodriguez, *Special Projects Coordinator*
Joshua Stoby, *Program Assistant*
I-Ling Tsai, *Infant-Toddler Specialist*
Keishla Hornsby, *Asst. Family Child Care Network Coordinator*
Indra Moore, *Family Child Care Network Coordinator*

DAY CARE COUNCIL OF NEW YORK

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AFFILIATIONS

Campaign for Children

Child & Adult Care Food Program Sponsors Association

Child Care Aware of America

Federation of Protestant Welfare Agencies

Human Services Council

National Association for the Education of Young Children

New York City Child Care Resource & Referral Consortium

New York State Early Care and Learning Council

Nonprofit Coordinating Committee of New York

Winning Beginnings New York