2017-2018 ANNUAL REPORT
As we reach our 70th Anniversary of service to the New York City child care community there is much to be thankful for, but there are new challenges that we must conquer and we will face them, confident in our members’ collective expertise. We want to continue the legacy established by the founding advocates of the Day Care Council of New York. Those dedicated individuals worked tirelessly to convince federal, state and city officials of the importance of providing safe and affordable early childhood education.

Early childhood education remains a centerpiece issue in New York City. The Day Care Council of New York, our fellow advocates, and most importantly, YOU, continue to remind our elected officials that quality services require well-educated staff that are paid a salary comparable to their counterparts in the City’s Department of Education. Equally important is the retirement benefits of those who are employed in the system. We have remained vigilant in advocating for the stability and growth in funding for salaries and retirement benefits, because we recognize that child care workers deserve it and a quality workforce is paramount to the survival of the system.

For the past two years, we have worked closely with the City and other advocates on the transfer of child care and Head Start program contracts from the City’s Administration for Children’s Services to the City’s Department of Education (DOE). This significant change in the direction of early childhood education was made in 2016 and has led to much speculation and trepidation among DCCNY members, advocates and parents. It is not clear how the City’s early childhood programs will fare in an agency whose primary mandate is the education of thousands of older children. DCCNY members’ experience with DOE began in 1997, with the establishment of part-day Universal Pre-kindergarten (UPK). UPK is not a mandatory requirement for all young children. However, through the efforts of Mayor Bill de Blasio, UPK was expanded to a full-day program in 2014, and now serves approximately 65,000 children. To maintain and continue this expansion, nonprofits, specifically DCCNY members, must be involved. How this will be done and with what long term impacts are foremost on our advocacy agenda, along with salary parity for directors and teachers and the security of retirement benefits.

Your input and involvement is critical and appreciated. Together, let’s continue to make our expertise and concerns heard. Thank you.

In partnership,

Lorenzo Newby
Andrea Anthony
Board President
Executive Director

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
Child Care Division

CHILD CARE RESOURCE AND REFERRAL SERVICE (CCR&R)

DCCNY’s Child Care Resource and Referral program (CCR&R) provided more than 1,850 one-on-one child care referrals to parents and families, processed approximately 80 Start-up and Health & Safety grants, and 35 Quality Assessment Improvement grants to child care providers to assist in improving program quality, and delivered over 2,300 hours of intensive technical assistance (one-on-one mentoring and coaching).

EARLY CHILDHOOD TRAINING INSTITUTE

The Council’s Early Childhood Training Institute offered over 650 training hours in both English and Spanish to approximately 770 child care professionals from the five boroughs. Topics included Infectious Disease Control, Red Cross CPR/First Aid, and Mandated Reporter among others.

INFANT/TODDLER PROGRAM

The DCCNY Infant/Toddler Specialists are a resource for our member centers. For FY 2018, training 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. In addition, over 250 hours of intensive technical assistance were completed.

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 serving approximately 1,200 children. More than 450 monitor visits were made and various trainings were given throughout the year to ensure quality child care.
In February of 2018, Congress approved an investment of $5.8 billion in Child Care and Development Block Grant (CCDBG) funding to be spent over a two year period. The State FY'18 budget included a $7 million restoration for child care subsidies and directed the increased federal funding ($80 million) towards the required set-aside for infant and toddler activities and new health, safety and quality requirements. The State budget also included an additional $15 million investment in prekindergarten to expand half-day and full-day instruction for 3,000 three- and four-year-old children.

The Day Care Council organized its membership in support of this historic investment and sent a bus from New York City that effectively doubled the level of participation in the annual child care advocacy day on February 6, 2018. We provided facilitation for the launch of the new Empire State Campaign for Child Care (ESCCC), a grassroots effort to significantly increase State child care funding.

On the City level, we met with key members of the City Council and identified several spokespersons from among our member agencies for a video campaign on salary parity. We presented testimony at the City Council General Welfare and Budget hearings, and spoke at the special hearing on the transition of early childhood education from the Administration for Children’s Services (ACS) to the Department of Education (DOE).

The Day Care Council’s Advisory Committee continues its commitment of monthly meetings focusing on enrollment issues, Pre-Kindergarten, NYCHA facilities and the pending transition of EarlyLearn to the DOE. At the request of the DOE, DCCNY organized seven large meetings across the City so that our members had the opportunity to provide critical input on the transition.
DCCNY’s research included the development of surveys and data collection tools, resulting in a comprehensive policy report on the most salient policy issues affecting our membership. The policy report covered topics relating to funding, staffing and salaries, building regulations and violations, health insurance, retirement benefits, and more. Data was collected from a sample of 58 member agencies, serving over 10,000 children. We have continued our investigation on the cost of salary parity for certified teachers in nonprofit early childhood education programs. The preliminary results were shared with community partners in May 2018 and feedback was used to refine research methods and analysis. A final report on salary parity is due out in FY 2018 – 2019. A long-term research project examining the differences in preschool classroom quality across all types of Early Learn funding models began in FY 2017. We are collecting DCCNY’s Child Care Resource & Referral assessment data using the environmental rating scales for 33 classrooms across 29 child care centers. We anticipate releasing a report on this work in FY 2019.

In FY 2018, the Early Childhood Career Ladder (ECCL) program focused on recruitment, registration, and enrollment for the academic semesters of spring 2018 and fall 2018. ECCL administrators worked with 158 union members who were interested in pursuing a college degree to develop academic action plans. In addition, 50 students enrolled in CDA coursework, of which two (2) were DC 1707 Local 205 union members and 48 were new students entering the field of child care for the first time.

A majority of the first cohort of participants advanced in the program, with 57% of students who enrolled in coursework successfully completing their first semester and 19% of participants who deferred enrollment to fall 2018 actually moving on to enrolling in the summer of 2018. Advancing students had an average GPA of 3.47 and an average course load of 5 credits.

The Voices of DCCNY’s Membership: A Briefing on the Critical Issues

DCCNY Policy Report
The DCCNY Child Care Policy Report revealed that salary parity continues to be the number one policy issue of concern for member agencies.

### Rankings of Policy Concerns

<table>
<thead>
<tr>
<th>Score</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.77</td>
<td>Salary Parity – Teachers &amp; Directors</td>
</tr>
<tr>
<td>1.80</td>
<td>Adequate Funding for Program Operations</td>
</tr>
<tr>
<td>1.94</td>
<td>Competition for EarlyLearn/Pro &amp; 3K Contracts</td>
</tr>
<tr>
<td>2.00</td>
<td>Transition of EarlyLearn to DOE</td>
</tr>
<tr>
<td>2.22</td>
<td>Labor Contract Negotiation and Renewal</td>
</tr>
</tbody>
</table>

DCCNY Policy Report
Prepared by
Mai Miksic, Senior Research Analyst
Jennifer Meyer, Research Assistant

Early Childhood Career Ladder

In FY 2018, the Early Childhood Career Ladder (ECCL) program focused on recruitment, registration, and enrollment for the academic semesters of spring 2018 and fall 2018. ECCL administrators worked with 158 union members who were interested in pursuing a college degree to develop academic action plans. In addition, 50 students enrolled in CDA coursework, of which two (2) were DC 1707 Local 205 union members and 48 were new students entering the field of child care for the first time.

A majority of the first cohort of participants advanced in the program, with 57% of students who enrolled in coursework successfully completing their first semester and 19% of participants who deferred enrollment to fall 2018 actually moving on to enrolling in the summer of 2018. Advancing students had an average GPA of 3.47 and an average course load of 5 credits.
The Labor Relations and Mediation Service (LRAS) continues supporting DCCNY members with union relations matters, which includes legal advice on the interpretation of two labor contracts, managing labor grievances, conflict resolution through the mediation process, and support during labor arbitrations.

During the 2017-2018 fiscal year, DCCNY launched a Career Ladder program for Early Learn staff. The program consists of a pipeline to bring in newly trained staff, as well as tuition reimbursement programs so that current staff can increase their knowledge and obtain critical credentials in Early Childhood Education.

Several new employment laws went into effect in the past fiscal year. DCCNY members received training and legal support on how to comply with: 1) the New York State Paid Family Leave, 2) an increase in the New York State Minimum Wage, and 3) a New York City law prohibiting inquiries into salary history. The change in the Minimum Wage law resulted in several Early Learn positions being below the required hourly rate. We brought the problem to the attention of the Administration for Children’s Services (ACS) and successfully advocated for increased funding, so DCCNY members could comply with the new minimum wage rates.
Statement of Activities
YEAR ENDED JUNE 30, 2018

SOURCE OF INCOME
FY 2018
Grants from Government Agencies $9,648,966
Membership Dues and Fees 226,479
Grants and Contributions 101,175
TOTAL $9,976,620

USE OF INCOME
FY 2018
Child Care Resource & Referral $6,916,810
Child Care Food Program 1,715,792
Labor Relations Assistance Service 1,089,406
Management and General 264,433
TOTAL $9,966,440

Operating change in net assets 10,180
Net Investment Income (gain) 87,264
Total change in net assets $97,444

* Information derived from un-audited financial statements

Board of Directors FY 2017-2018 and Day Care Council Staff

BOARD OF DIRECTORS
OFFICERS
Lorenzo Newby, President
Takiena Burch-Elsmith, Vice President
Jean Jerome, Vice President
Betty C. Jones, Vice President
Connie V. Miller, Vice President
Alice B. Owens, Vice President
Robert Gathen, Treasurer
Anoma Joseph, Secretary

BOARD MEMBERS
Wanda Carter
Pauline Chen
Pamela Haas
Pauline Sobelman
Vaughan Troney

DAY CARE COUNCIL STAFF
ADMINISTRATION
Andria Anthony, Executive Director
Caryn Solomon, Fiscal Consultant
Cheryl Bailey, Fiscal Consultant
Risa Bernstein, Office Manager
Hyacinth Barnes, Assistant Office Manager

LAW RELATIONS ASSISTANCE AND MEDIATION SERVICE
Nilesh Patel, Esq., Director

POLICY AND ADVOCACY
Lisa Carroll, Senior Policy Analyst

EARLY CHILDHOOD EMPLOYMENT PARTNERSHIP
Mai Miksic, Senior Research Analyst

CHILD CARE DIVISION
Joe Drivas, Director
Yadira Rodriguez, Assistant Director
Claire Almonte, Infant/Toddler Provider Specialist
Audien Corbett, Health Care Consultant
Margaret A. Felix, Provider Specialist Coordinator
Yvonne Hancock, Child Care Specialist
Joy Jones, Provider Specialist
Jessica Lauriano, Child Care Specialist
Sofia Lopez, Provider Specialist
Alamante McCoy, Provider Specialist
Rosie Morales, Provider Specialist
Bridget Rodriguez, Special Projects Coordinator
Joshua Sibley, Program Assistant

I-Ling Tsai, Infant/Toddler Specialist
Karolina Haynes, Assistant Family Child Care Network Coordinator
Karen McCray, Assistant Family Child Care Network Coordinator
Indra Moore, Family Child Care Network Coordinator
CELEBRATING UNSUNG HEROES

HONORING
COMMUNITY PARTNER
TREY WILDER
Senior Vice President, The Omni Agency

PUBLIC SERVICE HONOREE
SHARON FRANCIS
Budget Supervisor, Team Leader, Administration for Children’s Services

CHILD CARE COMMUNITY HONOREES
JOAN-ANN BOSTIC
Board Chair, Atled (Lucille Rose Day Care Center)
MARY CHENG
Education Director, Chinese American Planning Council
CAROLYN FLASH
Program Coordinator, Afro American Parents
JAMES NATHANIEL
CEO, Highbridge Advisory Council
VAUGHN TONEY
Board Chair, Tabernacle Day Care Center
CEO, Friends of Crown Heights

DCCNY 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

UNSGNG HEROES AWARDS CEREMONY 2017
Special remarks by: Ms. Chirlane McCray, First Lady of the City of New York
Mr. David Hansell, Commissioner, Administration for Children’s Services
Ms. Kim Medina, Executive Director, District Council 1707

14 DCCNYINC.ORG
DAY CARE COUNCIL OF NEW YORK
2082 Lexington Avenue, Suite 204
New York, NY 10035
212-206-7818  info@dccnyinc.org
dccnyinc.org

JULIE MERIDY DESIGN