



Day Care Council
of New York

Educated Children Are Our Future



**2020–2021
ANNUAL REPORT**



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 early childhood education 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.

Dear Friends and Colleagues

This year marked the Day Care Council of New York's (DCCNY) 73rd year and our work has never been more important. The community of early childhood educators represented by DCCNY played a crucial role in supporting New York City's families as the City emerged from the unprecedented health and economic crises of the COVID-19 pandemic. And we have a lot of work ahead to make sure that New York City's families have access to stable, high-quality early childhood education and care!

We are excited to share this report with you which highlights some of DCCNY's accomplishments during this crucial moment in our City's history and some of the impacts that our work continues to have.

DCCNY expanded its services to early childhood education providers in response to the changing needs that the pandemic presented. As part of the NYC Child Care Resource and Referral (CCR&R) Consortium, our staff helped more than 2,000 child care providers access emergency

funds to stabilize programs through the pandemic. And we led advocacy efforts to make it easier for families to access affordable child care.

This year also marked big transitions for us at DCCNY. Andrea Anthony, our Executive Director for 23 years, retired after a long career as a voice for New York's children and families. Under her leadership, DCCNY led the fight for salary parity for community based early childhood educators, negotiated several labor agreements with both the City and organized labor, and launched initiatives including the Early Childhood Career Ladder to support DCCNY member organizations and their workforce.

In June, Tara N. Gardner started as DCCNY's fifth executive director and hit the ground running. She supported DCCNY member organizations through the largest repurchase of City funding for early childhood education in over a decade and developed procedures to support child care providers in implementing COVID-19 safety protocols.

We have a big agenda and big plans ahead, from increasing access to high-quality child care for infants and toddlers to building greater equity into New York's early childhood education system. As always, we count on your support to make it all happen.

Please join us as we work together to ensure that the youngest New Yorkers, truly the future of our city, have access to the highest-quality early childhood education and care!

Best Regards,




Lorenzo Newby
Board President




Tara N. Gardner
Executive Director



Child Care Division

CHILD CARE RESOURCE AND REFERRAL SERVICE (CCR&R)

As part of the four NYC Child Care Resource and Referral Consortium members, DCCNY's CCR&R staff provided more than 350 one-on-one child care referrals to parents and families, processed 131 grants (44 Quality Assessment Improvement grants, 51 Business Quality Improvement grants, and 36 Health Care Plan grants) for child care providers to assist in improving program quality, and delivered over 890 hours of intensive technical assistance (one-on-one mentoring and coaching) to providers.

Despite the in-person engagement limitations caused by the COVID-19 restrictions, DCCNY's Early Childhood Training Institute offered virtual training sessions that covered several areas including health and safety, boosting enrollment, supporting children and coping with

stress, infectious diseases and preventing cross contamination, and family child care business operations. Our Infant/Toddler team provided more than 250 hours of intensive technical assistance and facilitated training including learning and development, emotional development, resiliency and protective factors, using the Infant/ Toddler Environment Rating Scale (ITERS), and discipline and guidance.

Like our NYC CCR&R Consortium partners, DCCNY worked with the Office of Children and Family Services to implement the CARES II grants for providers and CARES III Essential Workers Scholarship Project. Through these grant opportunities, DCCNY and the Consortium assisted 2,020 providers to apply for operating expense reimbursement and 2,000 families to apply for child care scholarships.

JAMES C. HALL, JR. FAMILY CHILD CARE NETWORK

The James C. Hall Jr. Family Child Care Network (FCCN) continued to work with 130 Family Child Care Provider programs that serve approximately 1,500 children. The Child and Adult Care Food Program (CACFP) conducted an estimated 250 monitor visits this fiscal year. In response to in-person engagement restrictions as a result of COVID-19, all monitoring visits were conducted via video conference calls, as were individual training and technical support to ensure that all programs followed existing and new health and safety protocols. The Network ensured that the Health and Safety protocols followed were in compliance with OCFS and DOHMH regulations. Twenty new CACFP pre-approval visits were conducted for new child care programs during the 2020-2021 fiscal year.

Due to the impact of the COVID-19 pandemic, the Department of Education funded FCCN worked with 38 child care programs. Personal Protective Equipment (PPE) was distributed to each provider to protect children and provider staff during the pandemic. DCCNY staff conducted virtual site visits to support providers in meeting operating and health and safety requirements. Staff conducted twice monthly trainings for Network providers using a practice-based coaching framework, and for DOE required professional learning and training.

Public Policy

The Day Care Council of New York was a leading champion of New York City's early childhood education programs through a crucial period of transition for the City's publicly funded child care system. The COVID-19 pandemic presented new and unforeseen challenges for providers as they struggled to operate while simultaneously highlighting the importance of child care for the City's recovery and reopening.

At the same time that providers were implementing innovative practices to adapt to the changing needs of families during the pandemic, the New York City Department of Education (CDOE) was embarking on the largest restructuring of early childhood contracts since 2012. Between 2019 and 2021, the DOE repurchased the entirety of its network of contracted providers. DCCNY led advocacy that successfully restored child care services for underserved neighborhoods which were lost as a result of the procurement process, ensured that providers received on-time funding to ramp up services and implement the historic 2019 agreement to build a path towards salary parity for community-based early childhood educators.

Through regular engagement with the DCCNY Advisory Council and the full membership, DCCNY responded immediately to issues providers faced on the ground from backlogs in enrollment and staff background checks to accessing Personal Protective Equipment and implementing new safety protocols to prevent the spread of COVID-19. The DCCNY Advisory Council held regular meetings with senior leadership in the DOE to address issues as they arose.

DCCNY partnered with early childhood education advocates and providers throughout New York State to achieve several meaningful victories for children and families including the largest ever State investment in child care subsidies. Through Day Care Council's leadership role in the Empire State Campaign for Child Care and Winning Beginning NY, DCCNY members were represented in successful advocacy to reduce the cost of child care for low-income working families and expand eligibility to more families throughout the state.



DCCNY Members and Staff Rally for State Child Care Funding with NYS Assemblymember Andrew Hevesi

Labor Relations and Mediation Service (LRAS)

The Labor Relations and Mediation Service (LRAS) provided continuous labor and personnel support to DCCNY members in the 2020-2021 fiscal year. Through a combination of training, consultations, and mediation services, we helped members manage their unionized staff while avoiding violations of labor contracts and employment laws, employee grievances, and costly arbitrations.

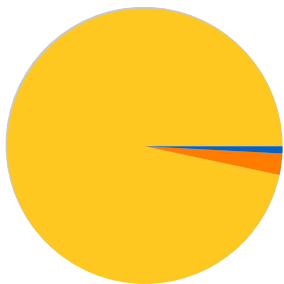
The 2020-2021 fiscal year was active for labor relations due to the newly awarded DOE Birth to Five contracts, labor negotiations with the Council of School Supervisors and Administrators (CSA), and the ongoing impact of the COVID-19 pandemic. LRAS transitioned to a remote service model during COVID-19, and conducted several trainings for our members on issues such as non-profit board management and labor and employment issues in the era of COVID-19, and handled several mediations virtually as the pandemic continued.



DCCNY Staff Conduct a Training for Early Childhood Educators

Statement of Activities

YEAR ENDED JUNE 30, 2021

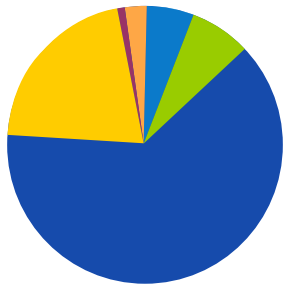


SOURCE OF INCOME

FY 2021

Grants from Government Agencies	\$ 29,121,155
Membership Dues and Fees	156,276
Grants and Contributions	<u>36,000</u>
TOTAL	\$ 29,313,431

* Information derived from un-audited financial statements



USE OF INCOME

FY 2020

CARES II and III	\$ 18,392,623
Child Care Resource & Referral	6,702,860
Labor Relations Assistance Service	1,481,125
Child Care Food Program	1,186,387
Family Child Care Network	1,108,746
Management and General	<u>247,999</u>
TOTAL	\$ 29,119,740

Operating change in net assets	193,691
Net Investment Income (gain)	<u>403,614</u>
Total change in net assets	\$ 597,305

Day Care Council Board Members and Affiliations FY 2020-2021

DAY CARE COUNCIL OF NEW YORK BOARD OF DIRECTORS

OFFICERS

Lorenzo Newby, *President*
Jean Jeremie, *Vice President*
Betty C. Jones, *Vice President*
Alice B. Owens, *Vice President*
Robert Gutheil, *Treasurer*
Pauline Chen, *Secretary*

BOARD MEMBERS

Takiema Bunche-Smith
Wanda C. Carter
Carla Franklin
Pamela Haas
Kelly Haley
Vaughan Toney

AFFILIATIONS

Campaign for Children
Child & Adult Care Food Program Sponsors Association
Child Care Aware of America
Empire State Campaign for Child Care
Federation of Protestant Welfare Agencies
Human Services Council
New York City Child Care Resource & Referral Consortium
New York State Early Care and Learning Council
Nonprofit New York
Winning Beginning NY

Day Care Council Staff FY 2020-2021

STAFF

*Andrea Anthony, *Executive Director*
Tara N. Gardner, *Executive Director*
Cheryl Badley, *Fiscal Director*
Risa Bernstein, *Office Manager*
Joshua Stoby, *Assistant Office Manager*
Moesha Cedeno, *Custodian*

CARES - CORONAVIRUS AID, RELIEF, AND ECONOMIC SECURITY ACT

Tulani Bey, *CARES 3 Counselor*
Laura Defendini, *CARES 2 Counselor*
Loney Harris, *CARES 2 Counselor*
Angel Lopez, *CARES 2 Counselor*
Darrel Pona, *CARES 3 Counselor*
Arlene Rodriguez, *CARES 2 Counselor*
Gene-Carlos Tejada, *CARES 3 Counselor*

POLICY AND ADVOCACY

*Lisa Caswell, *Senior Policy Analyst*
Gregory Brender, *Director*
Hannah Davidoff, *Research Assistant*
Charles Segal, *Intern*

LABOR RELATIONS ASSISTANCE AND MEDIATION SERVICE

Erika Ewing, Esq., *Director*

EARLY CHILDHOOD CAREER LADDER

*Mai Miksic, *Senior Research Analyst*
Margaret Graham, *Research Assistant*
Tracy Suydam, *Career Ladder Coordinator*

JAMES C. HALL, JR. FAMILY CHILD CARE NETWORK AND CACFP NETWORK

Keishla Hornsby, *Director*
Bushra Ali, *Asst. Coordinator, CACFP*
Juan Bautista, *Educational Specialist*
Maria Bonilla, *Educational Specialist*
Asmaa Fajri, *Health/Safety/Nutrition Monitor*
Nalene Isaac-Jeremiah, *Education Director*
Karen McCray, *Asst. Coordinator, CACFP*
Ana Santiago, *Family Worker*
Kaylah Sheppard, *Health & Nutrition Safety Monitor*

**Mai Miksic resigned in October 2020*

**Lisa Caswell retired in February 2021*

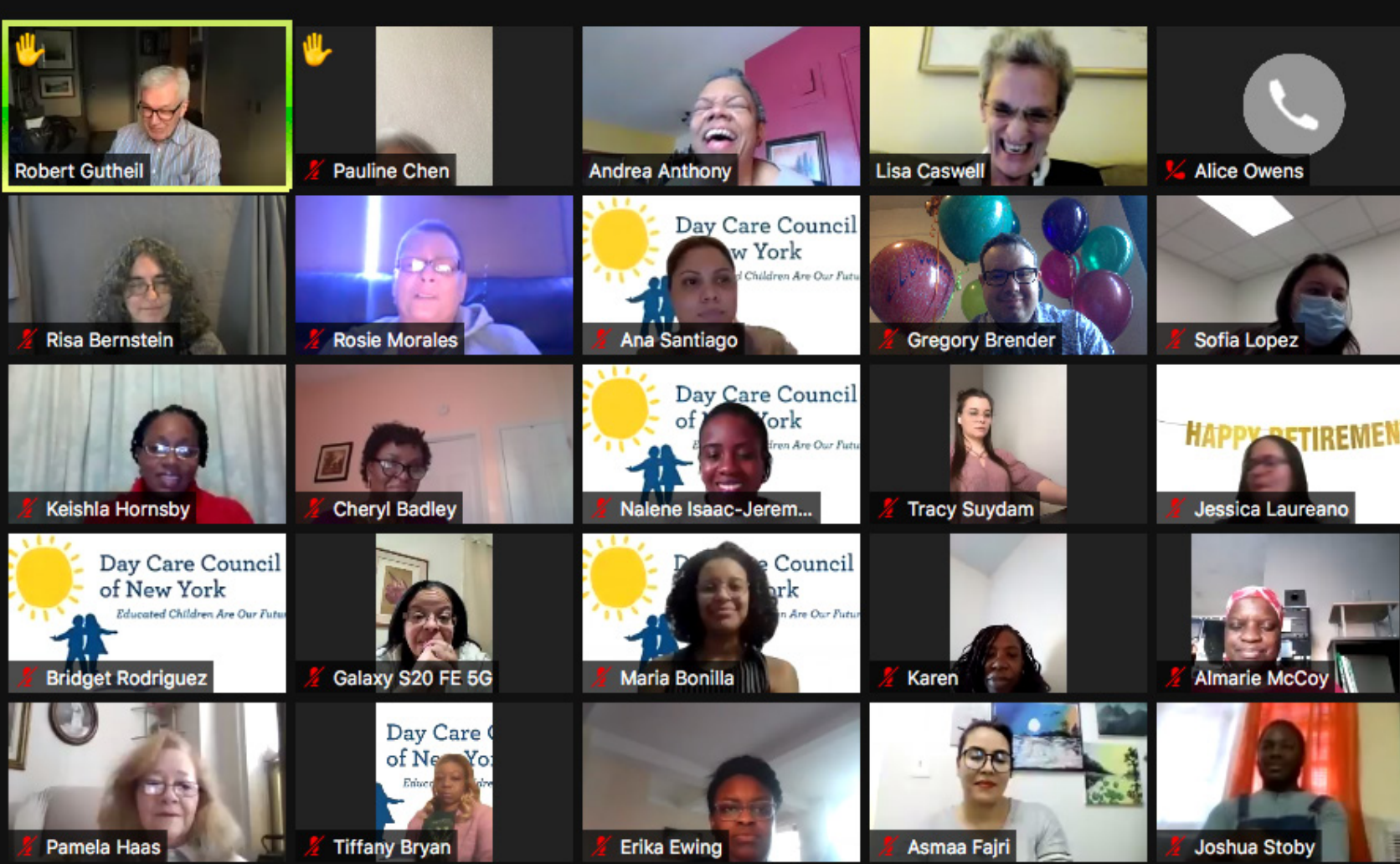
**Andrea Anthony retired in May 2021*

CHILD CARE DIVISION

Sofia Lopez, *Director*
Tiffany Bryan, *Provider Specialist*
Delma Burgos, *Provider Specialist*
Erika Enchautegui, *Child Care Specialist*
Yvonne Hancock, *Provider Specialist*
Joy Jensen, *Provider Specialist*
Jessica Laureano, *Child Care Specialist*
Ingrith Marin, *Provider Specialist*
Almarie McCoy, *Senior Provider Specialist*
Jessenia Ortiz, *Provider Specialist*
Bridget Rodriguez, *Special Projects Coordinator*
Natalie Rosario, *Infant-Toddler Mental Health Specialist*
Vanessa Torres, *Infant-Toddler Specialist*

CONSULTANTS

Carey Solomon, *Fiscal Consultant*
Arden Corbett, *Health Care Consultant*
I-Ling Tsai, *Infant-Toddler Consultant*



DAY CARE COUNCIL OF NEW YORK

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