

Commitment 2008



Idaho Association for the Education of Young Children

2008 ANNUAL REPORT



***Making a Difference
for Idaho Children***



Commitment 2008

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Vision: To inspire and lead those who touch the lives of Idaho's children. We encourage commitment to the ideal that every Idaho child deserves to live a satisfying childhood that allows him/her to develop to full potential.

Mission: To improve the quality of life for Idaho's young children and their families by:

- Improving professional practice in early care and education;
- Building public understanding and support;
- Building and maintaining a strong, diverse, and inclusive organization.

History:

The Idaho state affiliate was formed in 1985. New part-time executive director, Pat Frankle, was housed by the Idaho Head Start Assoc. A grant from the J.A. & Kathryn Albertson Foundation provided the beginning of the T.E.A.C.H. scholarship project in 1998. This became the basis of the IdahoSTARS system of professional development designed to increase quality in child care and help parents get children off to a great start in life. In the past 8 years, Idaho AEYC has awarded over 950 academic scholarships impacting more than 20,000 children. All scholarships/incentives and program improvement grants awarded through 2008 total \$3,347,325.

Idaho AEYC 2008 Highlights and Successes: Making a Difference

- ◆ Built infrastructure to increase accessibility of IdahoSTARS scholarships and incentives for education and training to child care providers/teachers.
- ◆ Developed and delivered *Strengthening Families through Early Care and Education* curriculum to support child care staff to include parents as partners in their children's care and education.
- ◆ Provided national training with the *Strengthening Families through Early Care and Education* curriculum.
- ◆ Coordinated events around the state for "Step Up for Kids," a national advocacy effort with Every Child Matters, raising awareness to the needs of our youngest citizens.
- ◆ Organized statewide discussions about the Stacie Goffin book *Ready or Not* to increase awareness about important choices and trends facing the field of early care and education.
- ◆ Refined the second design phase of the Quality Child Care Rating and Improvement System (QRIS) that will measure the quality of child care facilities. The QRIS assists parents in selecting care for their children, assists providers in program improvement and marketing, and benefits children by making higher quality care more available and accessible.

Board of Directors

Rosemary Shockley, Ed.D., President
Marsing
Faculty, Boise State University

Melissa Bandy, M.Ed., President-Elect
Eagle
State Infant Toddler Specialist for Idaho, Zero-to-Three

Lorraine Clayton, M.Ed., Vice President
Boise
Director, Early Childhood Coordinating Council

Betty McQuain, M.D.T., Treasurer
Pocatello
Instructor, Idaho State University

Kris Freeland, B.S.
Viola
Education and Outreach Director, Idaho Public Television

Annie Dalgetty, B.S.
Caldwell
Program Specialist, Idaho Department of Health and Welfare

Stan Burton, J.D. Law
Boise
Executive Director, Idaho Head Start Association

Margie Gonzalez
Caldwell
Executive Director, Idaho Commission on Hispanic Affairs

Barbi Harrison, CDA, A.S., North Idaho AEYC Affiliate President
Post Falls
Administrator, Christ the King Child Development Center

Claire Yenish, M.Ed., Palouse Area AEYC Affiliate President
Pullman, WA
Instructor, Spokane Falls Community College

Jill Bielenberg, Secretary
Palouse Area Student Assoc. AEYC Affiliate, Board Representative
Moscow
Student, University of Idaho

Gena Anderson, Snake River AEYC Affiliate President
Twin Falls
Owner, Right on Track Child Care

Jennifer Coleman, B.A., Treasure Valley AEYC Affiliate President
Meridian
Owner, Young America Early Care and Education Center

Cathy Brey, M.A., Eastern Idaho AEYC Affiliate President
Pocatello
Independent Consultant, Early Childhood Programs

Doug McCurdy, TV AEYC Student Association Affiliate President
Meridian
Student, Boise State University

President's Message

Rosemary Shockley
President



The accomplishments and challenges of 2008 kept the Board, staff, and members busy throughout the year and you will find many highlights in this report. I sincerely hope you take the time to read and reflect on its contents and the impact all of this has on the children of Idaho.

I personally feel that one of the greatest challenges that we, as a group of people vitally interested in the young children of our state, face lies within the pages of the book *Ready or Not*. As a Board, we read and held discussions about the direction and leadership choices we have in the field of early care and education here in Idaho. We then asked the local affiliates and members as well as other professional groups throughout the state to read and discuss the questions posed in the book to begin a dialogue. This challenge will continue when Stacie Goffin, one of the authors, facilitates a statewide discussion on where we are going, where we want to end up, how we will get there, and what will be our next steps. This ongoing process will include a business leadership conference to be held in November 2009.

I hope that each of you will join in the discussions throughout the coming year and help us provide the very best for the children of Idaho.

Advocacy

Karen Mason , Executive Director

Founded in 1986, the Idaho Association for the Education of Young Children has more than 400 members statewide. The Association is the largest and most influential advocate for early care and education in Idaho.



Young Boise participants step up!



Idaho Makes a Difference

In September Idaho participated in “Step Up for Kids” Day. Events were held at 5 sites around the state with activities centered on raising the awareness of issues facing our most vulnerable citizens — children.

Speakers on the City Hall steps in Boise reminded the audience that children have many needs — including voices of those in power who speak up for the concerns of our youngest citizens. The children did their part, STEPPING UP to stand with the policy makers and thanking everyone for keeping children’s issues in mind whenever they vote.

Idaho AEYC plans to continue moving forward an agenda that supports families and the businesses that employ working parents. An agenda that supports:

- ◆ Improving the daycare licensing statute to protect children,
- ◆ Working with child care to support parents as they help their children learn, and
- ◆ Developing and measuring quality child care and early education programs

ensures that quality education and care is available to all young children in Idaho.

Quality care and education for our children is important now more than ever. With the economic hardships the state is facing, the Governor’s and Legislature’s economic recovery plans must include investments in early care and education to help Idaho’s 4000 child care businesses prosper and reach their potential. There is not a main street issue more important than supporting families and investing in all young children. **Families cannot go back to work without child care. And child care creates jobs, employing about 20,000 people in Idaho.**

It takes all of us working together on these important issues for Idaho families. Idaho AEYC is working to ensure that this need becomes a problem solved.



Eagle Mayor

In Eagle 130 children participated in a family picnic and art contest. The mayor, Phil Bandy, and city council presented awards to the winners.

In Idaho Falls, children in child care programs had a picnic at Tautphaus Park with invited guest Mayor Jared Fuhrman.



Idaho Falls Mayor

In Coeur d’Alene candidates in Region 1 were invited to participate in a forum discussing questions posed by the audience and media representatives.

Pocatello marked the event on the Pocatello Court House steps. About 50 attendees, including some young children and their parents, heard from state legislative candidates.

Idahoans were delighted to take part in the national public awareness day for children. We love our kids... and most of them are doing fine. But millions are not. According to a UNICEF report, the United States ranks 20th among 21 rich democracies in child well-being. That’s why September 16th was designated as a national day for people to step up for kids by asking public officials to directly address the needs of children.

Community Involvement

Throughout the year, Idaho AEYC staff, members, and volunteers work in communities across Idaho to **make a difference** for young children in numerous ways.



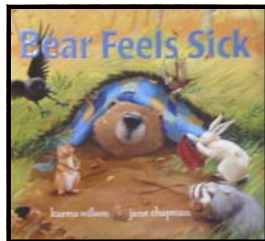
Volunteers support quality children's programming by answering phones during the Idaho Public Television Pledge Drive March 2008.

Week of the Young Child is celebrated in April. Executive Director Karen Mason speaks with Governor Butch Otter following the proclamation. Children inspect the proclamation.



The U of I AEYC Student Group displays information at a campus event to raise awareness on issues concerning early care and education for young children.

To promote literacy for young children, Idaho AEYC sponsors an award for quality children's books written by an Idaho author. The Idaho AEYC board committee reviewed books and chose *Bear Feels Sick*. Author Karma Wilson received the 2008 award.



Stick Your Neck Out for Idaho's Children Award



Each year the Idaho AEYC Board of Directors selects a group or individual to receive the Stick Your Neck Out for Idaho's Children Award. The honoree will have demonstrated a commitment to quality early care and education to **make a difference** for the children of Idaho. In 2008 two awards were given: one to honor an individual and one to recognize a group.

Individual Award — Doug Fagerness

of Coeur d'Alene, was honored for his life-long commitment to children and families as demonstrated through his work with Head Start and in advocacy roles.



Group — The Idaho Falls City Council was recognized for approving its first city child care licensing ordinance to make a difference for children in their community.

Previous recipients of the award are:

- 2005—Patricia Kempthorne
- 2006—Skip & Esther Oppenheimer
- 2007—Ammon City Council

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Professional Development

Idaho AEYC through a partnership with the University of Idaho Center on Disabilities and Human Development (CDHD), Idaho Department of Health and Welfare (DHW), and the Idaho Children's Trust Fund offers a professional development system for Idaho's child care community.

The **Idaho State Training and Registry System** (IdahoSTARS) Professional Development System (PDS) has been in existence for five years. The goal of the system is to recognize and reward child care providers who have made a commitment to professional growth. Children, parents, and child care providers have seen the difference in the quality of care and opportunities available through IdahoSTARS.

Opportunities for Professional Development

Child care professionals have many opportunities for professional development and recognition through IdahoSTARS:

- ◆ Academic scholarships for students who are seeking college degrees in child development education;
- ◆ Training scholarships for IdahoSTARS approved training, ensuring providers receive up-to-date and accurate information;
- ◆ Annual cash incentives for continued education, training, & Career Pathway Level moves upon completion of incremental training, education, and/or experience; and
- ◆ Facility directors/owners can apply for Program Improvement Grants on behalf of their staff and facilities. Grants include funding to improve specific program practices in the areas of inclusion, program administration, parent leadership, teacher/child interaction, and accreditation.

| Growth | |
|--|---|
| 1647 | Participants December 31, 2007 |
| 928 | Attended PDS orientation |
| 481 | Submitted application after orientation |
| 412 | Enrolled in the Registry |
| 2121* | Participants December 31, 2008 |
| * Discrepancy due to members in process before January 1 | |

| Career Pathway | | |
|----------------|------------|---|
| 440 | 1.0 to 1.4 | No education and no experience |
| 558 | 2.0 to 2.4 | High school with some early care & educ. training |
| 179 | 3.0 to 3.5 | Child Development Associate Credential |
| 143 | 4.0 to 4.4 | Technical Certificate |
| 276 | 5.0 to 5.5 | Associate Degree |
| 316 | 6.0 to 6.5 | Bachelors Degree |
| 46 | Level 7 | Masters Degree |
| 3 | Level 8 | Doctorate Degree |

The **IdahoSTARS Career Pathway** recognizes participants' professional and academic progress. Qualified participants may be eligible for monetary incentives as they move from level to level increasing their skills and knowledge.

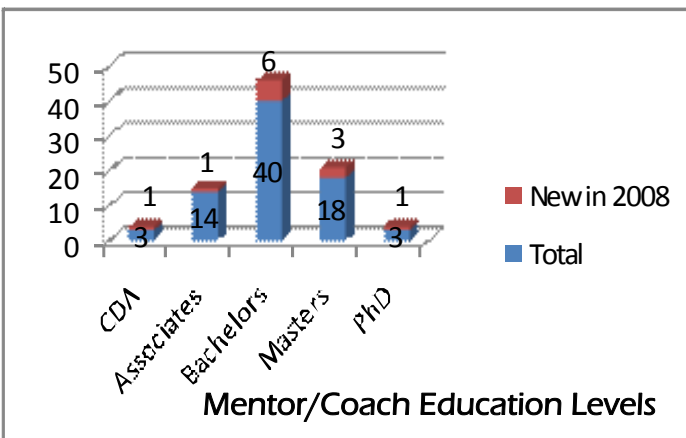
| Scholarships & Incentives Facts | | |
|---------------------------------|---------------------------|----------------------|
| Region | Scholarships & Incentives | Number of Recipients |
| 1 | \$123,577 | 163 |
| 2 | \$41,360 | 57 |
| 3 | \$132,277 | 124 |
| 4 | \$249,680 | 220 |
| 5 | \$21,790 | 21 |
| 6 | \$85,077 | 112 |
| 7 | \$66,040 | 64 |
| Totals | \$719,801 | 761 |



Mentor/Coaches for Early Care and Education

| Individual Project Requests | |
|--|----|
| Quality Rating Scales | 21 |
| Assessment Score Improvement/Review | 15 |
| Business Practices | 6 |
| ECERS (Early Childhood Environment Rating Scale) Improvement | 5 |
| Environment | 5 |
| All Others (19 additional disciplines) | 28 |

The Mentor/Coaching Program plays a significant part in our commitment to excellence in early care and education. Mentor/Coaches throughout the state have teamed up with eager child care providers for the purpose of increasing the quality of child care. As part of a team that cares deeply about the highest and best quality of care and education for young children, the mentor/coaches are continually striving to help **make a difference!**



- Mentor Services**
- ◆ 80 new individual projects
 - ◆ 10 new full apprenticeships
 - ◆ 47 apprentices received 94,000 hours of on-the-job training
 - ◆ 13 apprentices completed their 2 year (4,000 hour) programs
 - ◆ 10,000 hours of on-the-job training for providers working on CDA degrees

| Mentoring Scholarships | |
|------------------------|------------------|
| Region 1 | \$8,313 |
| 2 | \$3,771 |
| 3 | \$38,718 |
| 4 | \$31,709 |
| 5 | \$3,974 |
| 6 | \$5,435 |
| 7 | \$9,116 |
| Totals | \$101,036 |

Mentors Make a Difference

In their own words:

- ◆ “[Words] can’t express the valuable insight, knowledge, and confidence that I have gained through the apprenticeship program and working with my mentor.” — Apprentice, Coeur d’Alene
- ◆ “I believe that good mentors strive to ‘work themselves out of a job,’ as my mentor did.... Now it is my turn to empower others.” — Mentor, Nampa
- ◆ “I feel more confident in what I do as a teacher.” — Provider, Nampa
- ◆ “She helped me tremendously with my classroom environment. I definitely see a difference.” — Provider, Plummer

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Academic and Training

IdahoSTARS Academic Scholarship Program

Scholarships are awarded annually to individuals who:

- ◆ Are working at least 25 hours a week
- ◆ Are making less than \$15 an hour
- ◆ Are enrolled in an early childhood education degree program at one of Idaho's 7 colleges or universities
- ◆ Have demonstrated commitment to their employer and the early childhood profession
- ◆ Have supportive employers who provide paid time from work for educational activities and give an annual 2% raise.

Outcomes of the scholarship program:

- ◆ Higher quality in early care and education settings;
- ◆ A more educated, better-paid early childhood workforce; and
- ◆ Less employee turnover in early care and education settings.

| 2008 Scholarship Award Facts | | |
|------------------------------|------------------|-----------------|
| Region | Academic | Training |
| 1 | \$42,604 | \$16,801 |
| 2 | \$2,810 | \$4,718 |
| 3 | \$53,015 | \$8,765 |
| 4 | \$127,873 | \$10,634 |
| 5 | \$6,290 | \$1,525 |
| 6 | \$36,337 | \$4,708 |
| 7 | \$35,003 | \$3,470 |
| Totals | \$303,932 | \$50,621 |

Scholarships

Scholarships Make a Difference

In their own words:

- ◆ "Education is the key to everything!" — Lucinda, ISU
- ◆ "Parents are glad that I am furthering my education to work with their children." — Stephanie, BSU
- ◆ "I am very grateful that IdahoSTARS is around. Being a single mom, I never thought that I could afford to go to school. Now I can do something I love — be a teacher!" — Debra, BSU

IdahoSTARS

Training Scholarships

Professional development lies at the heart of quality early childhood care and education. Research indicates that proper training in child development can help overcome the potential deficits faced by teachers without degrees.

While training cannot replace a college degree, it can and does help early childhood professionals facilitate better child outcomes regardless of degree status. Idaho AEYC offers training scholarships through IdahoSTARS, the professional development system for Idaho's child care providers.

The average 2008 GPA for IdahoSTARS academic scholarship students is **3.56**.

Quality Child Care Rating and Improvement System



The IdahoSTARS Quality Rating and Improvement System (QRIS) continues to evolve thanks to input from parents, community members, and early childhood professionals across Idaho.

The QRIS serves Idahoans by:

- ◆ Improving the quality of child care;
- ◆ Providing parents with information on what quality is and why it is important; and
- ◆ Implementing *Strengthening Families through Early Care and Education*, a child abuse and neglect prevention framework that focuses on building family strengths.

Idaho's Quality Rating and Improvement System will measure quality in six standards: Environment, *Strengthening Families*, Professional Development, Ratio, Group Size, and Inclusion.

Research indicates that quality early experiences lead to later success in school, work, and relationships.

In the initial design phase, 22 facilities were randomly chosen to participate from a pool of 96 applicants. The project reached over 800 children in 15 cities. Results indicate that 81% of participants had significantly higher star ratings at the end of the pilot year.

Idaho AEYC continues to seek input to guide the evolution of the QRIS. In the second design phase, which began in 2008 and will conclude in the summer of 2009, 30 facilities were randomly chosen to participate from a pool of 66 volunteer applicants. The project is currently reaching over 2000 children in 17 cities.



The real benefits [of quality child care] are not from making children smarter, but from nurturing children's non-cognitive skills giving them the social, emotional, and behavioral benefits that lead to success later in life.

Committee for Economic Development

Quality makes a difference!



Strengthening Families

Strengthening Families through Early Care and Education is an evidence-based, cost-effective strategy to prevent child abuse and neglect. The *Strengthening Families* framework capitalizes on the unique relationship between parents and child care providers. *Strengthening Families* teaches child care providers to use everyday opportunities to connect with parents and support families. All families experience stress, and child care providers are uniquely positioned to recognize signs of stress and offer support. Alleviating stress in families can prevent child abuse and neglect before it ever occurs.

Strengthening Families is a quality standard in Idaho's Quality Rating and Improvement System. Facilities earn points toward a star rating based on the implementation of the *Strengthening Families* framework. In this way, the Quality Rating and Improvement System recognizes and validates the importance of a partnership between parents and providers.

The five *Strengthening Families* protective factors are:

- ◆ Parental resilience
- ◆ Social connections
- ◆ Knowledge of parenting and child development
- ◆ Concrete support in times of need
- ◆ Healthy social and emotional development of children

Child care providers learn how to build the protective factors through a training curriculum developed in Idaho. Here are some quotes from providers who completed the training:



- * I never knew I knew so little about child development.
- * [I learned] to open your mind and look deeper into situations that occur; parents using no diapers - maybe they did not forget but cannot afford to buy them.
- * Value families for who they are.
- * I have been more observant to each individual family's circumstances to better provide them with helpful materials and community aid service.
- * Understand that there are no good or bad emotions, that we all get stressed out for different reasons. So when a parent seems stressed, I acknowledge their feelings and empathize with them.
- * I have used skills and knowledge to better communicate with parents and establish a relationship built on trust, communication, and understanding!
- * The way I view families has changed as a result of these trainings. I am realizing that there could be many questions/concerns they may have, which I could be helpful in collaborating a solution.

Idaho Child Care Program



Through IdahoSTARS, Idaho AEYC manages the registration and annual renewal process for child care facilities in the Idaho Child Care Program (ICCP). ICCP helps low income families pay for child care while parents work or attend educational or training programs. ICCP subsidies are an essential support that helps families become self-reliant and maintain

employment. Many families receiving ICCP benefits contribute to their child care expenses through a co-payment with the State. Currently **2,130** child care facilities are registered to provide services for ICCP eligible families. In 2008 Idaho AEYC handled **7,436** calls to review health and safety requirements, CPR and First Aid certifications, and to answer questions about ICCP registration .

| Making a Difference for Idaho Families | |
|--|--|
| Average Number of ICCP Children Served Monthly | Average Number of ICCP Registered Child Care Facilities Each Month |
| 7,334 | 2,067 |

Bilingual Support and Cultural Competency



A definition of cultural competency in early childhood was drafted in 2008 by the NAEYC Benchmark Committee. This parallels the work done on the IdahoSTARS strategic plan in 2008 that includes an entire section on the inclusive and culturally competent business practices to be modeled throughout our organization for the benefit of internal and external customers.

Spanish translations were completed for 16 of the 22 new PDS documents and work began on the translation of the revised 17-hour training, *Strengthening Families through Early Care and Education*. Translations kept up with the necessary revisions to business forms including the Provider Information Form (PIF) with specifics about race, ethnic origin, and languages spoken as well as the screening tool used to determine if callers are qualified and truly interested in becoming ICCP providers.

A successful partnership between IdahoSTARS and Mujeres Unidas de Idaho (MUI) continues. Two bilingual conferences were held in 2008 for approved training hours. In May, 20 child care providers from the Magic Valley gathered at Agape Christian School and Childcare for the second annual bilingual mini-conference in that region. Facets of cross-cultural child care practices as well as techniques for providers attempting to communicate across language barriers with non-English speaking parents were discussed sensitively by presenters from Cassia Head Start and the University of Idaho, CDHD. In June, IdahoSTARS coordinated with WICAP to provide child care for 60 children while parents attended the MUI annual conference in the Treasure Valley. Child care providers also in attendance received training hours for the Kindergarten Readiness and Stress Management workshops led by CCR&R staff from Region 3.



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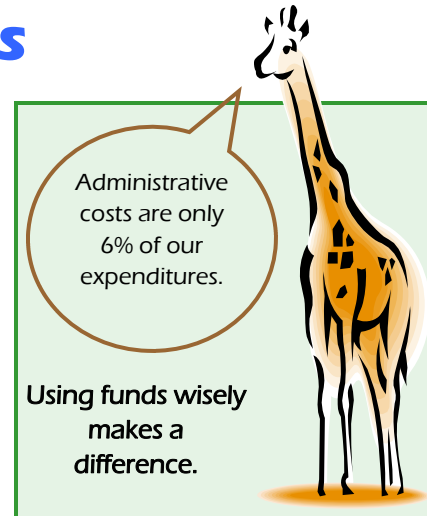
Donors, Grantors, and Volunteers



Financials

Statement of Financial Position (unaudited) December 31, 2008

| | | | |
|--------------------|--|---------|----------|
| Assets | Cash and Cash Equivalents | \$ | 47,073 |
| | Grants and Accounts Receivable | | 77,373 |
| | Prepaid Expense and Deposits | | 17,381 |
| | Investments | | 28,979 |
| | Total Current Assets | \$ | 170,806 |
| | Equipment and Furniture (Net of Depreciation) | | 26,502 |
| Total Assets | \$ | 197,308 | |
| Liabilities | Accounts Payable | \$ | 66,346 |
| | Deferred Revenue | | 3,223 |
| | Total Liabilities | \$ | 69,569 |
| Net Assets | Net Assets Beginning of Period | \$ | 145,300 |
| | Change in Net Assets | | (17,561) |
| | Net Assets End of Period | \$ | 127,739 |
| | Total Liabilities and Net Assets | \$ | 197,308 |



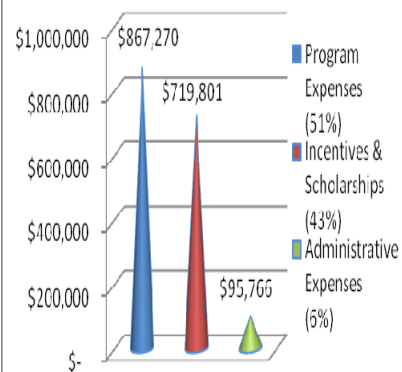
Statement of Activities (unaudited) For the Year Ended December 31, 2008

| | | | |
|-----------------|----------------------------------|----|-----------|
| Revenue | Total Grants and Support | \$ | 1,658,730 |
| | Other Income | | 6,546 |
| | Total | \$ | 1,665,276 |
| Expenses | Grants and Allocations | \$ | 719,801 |
| | Salaries and Fringe Benefits | | 638,454 |
| | Occupancy | | 59,891 |
| | Contracted Services | | 49,450 |
| | Payroll Taxes and Workers Comp | | 45,207 |
| | Travel and Meetings | | 43,613 |
| | Legal and Accounting | | 22,869 |
| | Supplies and Equipment | | 21,952 |
| | Equipment Rental and Maintenance | | 19,762 |
| | Other Expenses | | 19,053 |
| | Postage and Telephone | | 15,176 |
| | Depreciation | | 13,584 |
| | Printing and Publications | | 10,979 |
| | Insurance | | 3,046 |
| | Total Expenses | \$ | 1,682,837 |

Explanatory Statement

Change in Net Assets is negative due to the annual payout of a multi-year grant received from the J.A. and Kathryn Albertson Foundation in 2001. The grant amount was realized as income in the year it was received.

2008 Expenditures Reported in Dollars (unaudited)



Geography Matters

State Affiliate – Boise

The public non-profit state affiliate Idaho AEYC is located in Boise. Nineteen employees engage in activities involving leadership, professional development, support to providers and families, advocacy, and administration to accomplish the agency mission of improving the quality of life for Idaho’s young children.

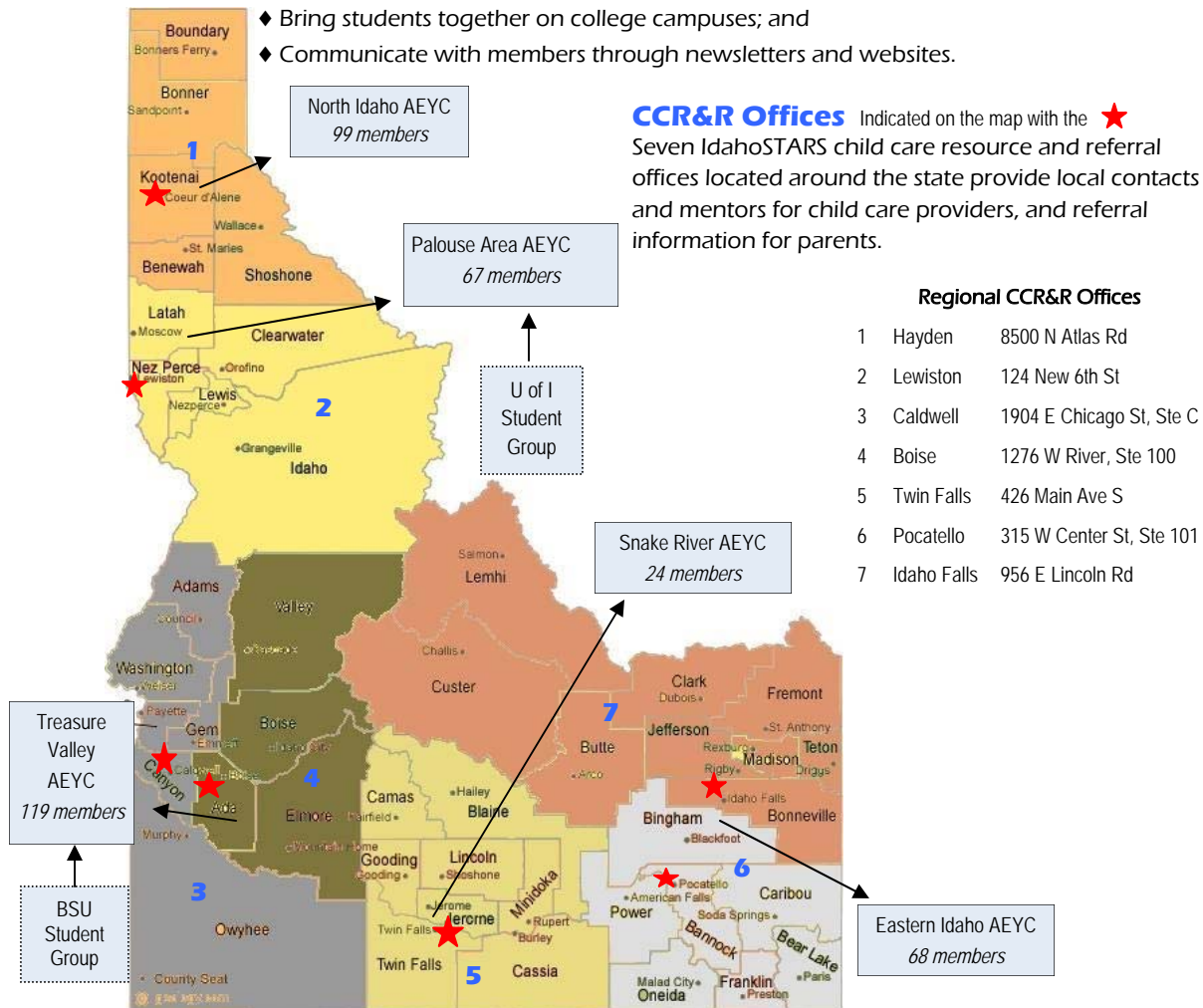
Local Affiliates Indicated on map with the 

The state affiliate includes five local affiliates that:

- ◆ Provide professional training for child care providers through conferences;
- ◆ Collaborate in their communities to inform policy makers;
- ◆ Recognize outstanding child care providers who enhance the profession of child care;
- ◆ Bring students together on college campuses; and
- ◆ Communicate with members through newsletters and websites.

CCR&R Offices Indicated on the map with the 

Seven IdahoSTARS child care resource and referral offices located around the state provide local contacts and mentors for child care providers, and referral information for parents.



Idaho AEYC Staff



Karen Mason, M.S.W., M.Ed., Executive Director
Jane Zornik, M.A., Ed.S., Executive Assistant
Katrice Walters, Fiscal Manager
Nicolette Betikoetxea, B.A., Staff Accountant
Carol Couch, B.A., Director of Development
Brenda Breidinger, M.Ed., IdahoSTARS Project Director
Julaine Ziegert, M.A., IdahoSTARS Mentors for Early Care & Education Director
Tami Reichel, B.S., IdahoSTARS Mentors for Early Care & Education Assistant
Jane Zink, M.A., IdahoSTARS Quality Rating & Improvement Specialist
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Dianna Duskett, M.Ed., IdahoSTARS Scholarship Counselor
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Maureen Durning, B.A., B.S., IdahoSTARS Project Specialist
Melissa Waylan, IdahoSTARS Data Entry Specialist
Elena Rodriguez, IdahoSTARS Hispanic Resource Consultant
Alaena Hofkins, B.S.W., IdahoSTARS ICCP Registration Coordinator
Doylene DeVer, IdahoSTARS Vendor Specialist
Debbie Clark, B.A., IdahoSTARS Vendor Specialist
Sherry Wilder, IdahoSTARS Vendor Specialist



**Working to
make a difference
for Idaho children**



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Education of Young Children

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**Idaho AEYC — Working to
make a difference
for Idaho children**

For news, resources, events, and
membership information,
visit us on the web at
www.idahoaeyc.org

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