



All Our Kin

Annual Report 2014



All Our Kin trains, supports, and sustains community child care providers in four Connecticut cities – Bridgeport, New Haven, Norwalk, and Stamford – and adjacent communities to ensure that children and families have the foundation they need to succeed in school and in life. At All Our Kin, we find the caregivers serving our youngest, most vulnerable children: women in low-income communities who are committed to giving children high-quality learning experiences. By investing in these caregivers, All Our Kin equips them with the tools, resources, and support necessary for becoming skilled early childhood educators and creating sustainable child care businesses that will serve families for years to come.

Our model is win-win-win: child care providers build better lives for themselves and their own families; parents, knowing their children are in safe, competent hands, can secure and maintain employment; and children develop the skills and competencies necessary for success in school and in life: independence, self-regulation, empathy, creativity, curiosity, and eagerness to learn.



In 2014, with your support, All Our Kin expanded our geographic reach to Stamford, Norwalk, and adjacent communities; sixty-three informal caregivers across sites became licensed family child care providers (49 providers, 2 assistants, and 12 substitutes); and more than 350 family child care providers, with the capacity to serve 2,100 children, enhanced the quality and sustainability of their child care programs through All Our Kin's array of professional development programs. As a result of your investment, providers running these programs will **earn a better living**, the **supply of child care** will increase, child care programs will increase in **quality**, and children will get the **foundational learning experiences** they need and deserve.



Our Model

All Our Kin's Teaching and Learning Continuum supports family child care providers at every stage of their development, from parents and caregivers to professional educators and businesspeople. Beginning with the **Family Child Care Tool Kit Licensing Program**, All Our Kin helps unlicensed family, friend, and neighbor caregivers meet health and safety standards, fulfill state licensing requirements, and become part of a professional community of child care providers. When providers obtain licensure, we know that their programs meet health and safety standards and



operate under the supervision of the state. The result: more children spend their critical early years in safe, healthy settings. Licensing also proves transformative for providers: their earnings increase; they gain pride and professionalism; and – with the equipment and training they need to provide safe, educational care – they are able to serve more children more effectively.

Upon licensure, providers graduate to All Our Kin's **Family Child Care Network**, which offers members educational mentorship, professional development, advocacy and leadership opportunities, and a





network of relationships with other family child care providers. The Network is a high-touch program built on best practices in early childhood consultation and teacher mentoring. Providers within the Network convene for monthly meetings, workshops and classes, an entrepreneurship series, and an annual professional development conference. A hallmark of the Network is the program visit, during which All Our Kin's educational consultants visit family child care programs to lead model lessons, demonstrate new strategies, and reflect with providers on their work. Educational consultants are skilled master teachers who have extensive experience working with children and strong foundations in child development.

Providers within the Network also have access to a "warm line" they can call for advice at any time, zero-interest loans and grants, financial management and education training, and marketing and referral opportunities. All services are bilingual.

Through All Our Kin's quality enhancement offerings, family child care providers deepen their knowledge of child development, and improve their ability to support children and families. Providers also join a professional network of family child care providers, with access to resources, information, and ongoing support. And, most importantly, providers increase the quality of their child care programs, ensuring young children receive the high-quality learning experiences they need and deserve.

External Evaluation

All Our Kin has long felt confident about the transformative impact of our programs and services on the quality of family child care programs and, in turn, child outcomes. While we have regularly assessed the results of our programming on child care quality and supply internally, we have lacked the resources necessary for undertaking an extensive external evaluation, particularly of child outcomes, which are difficult to assess effectively.

With the support of the Grossman Family Foundation, All Our Kin has partnered with Toni Porter and Juliet Bromer, two of the country's leading researchers in family child care, to expand our portfolio of evaluation tools and conduct a rigorous, two-year external evaluation of our work's impact on both child care quality (Year One) and child outcomes (Year Two). Year One and Year Two of the study compare All Our Kin family child care providers with a control group of family child care providers in similar cities in Connecticut. Assessments are conducted by external observers who are "blind" as to whether the providers they observe are participating in All Our Kin.





Preliminary findings from Year One indicate statistically significant differences in quality between All Our Kin and non-All Our Kin providers. In fact, All Our Kin providers score 50 percent higher on research-based measures of quality than non-All Our Kin providers. Not only do All Our Kin providers score higher than providers in the control group, they also exceed the scores of family child care providers in several other recent studies of quality, including a statewide study in Indiana and a county-level study in Washington. And, most importantly, All Our Kin providers score highest in areas that affect children's learning outcomes most, such as teaching, listening and talking, interactions, and support for cognitive and language development.

We are tremendously excited by these results, which provide key evidence surrounding the effectiveness of our model. We look forward to sharing the final report of Year One findings on our website in 2015 and conducting Year Two of the study, in which we will measure child outcomes and how they correlate with quality in family child care programs.

Quality Showcase Program

With over 15 years of working with family child care providers, All Our Kin has heard repeatedly from family child care providers that they are eager for ways to distinguish their programs on the basis of quality. At the same time, we hear from parents that they lack information that would enable them to make good choices about where to place their children in care. Currently,





no mechanism for identifying or recognizing high-quality family child care programs exists in our state.

In response, All Our Kin is piloting a Quality Showcase Program, a voluntary project through which family child care programs can participate in an objective external rating system,

and parents can access the results of these ratings online and over the phone. The program, which consists of five increasingly rigorous levels, aligns with the quality standards for accreditation by the National Association for Family Child Care (NAFCC), which is nationally recognized as the highest indicator of quality that a family child care program can achieve.

As participants advance through the program, they gain critical knowledge, training, individualized consultation, and eligibility for quality improvement grants, which allow providers to invest in further training and education, materials, and renovations that benefit children in their programs.

Providers who reach the highest levels in our Quality Showcase Program will be featured on our website (beginning spring of 2016), where parents can easily access key information regarding child care quality, supply, and accessibility within the City of New Haven. We will launch the one-year pilot in New Haven in 2015 and hope to expand to Fairfield County thereafter.



Where We Are Going

In order to continue addressing the critical need for high-quality, affordable, accessible child care and further our innovative mission for children and families, All Our Kin plans to embark upon an ambitious growth trajectory during the period of 2015-2021. We plan to spend the next two years engaged in two key activities: (1) expanding our impact while maintaining our footprint, which involves increasing our policy work and growing our knowledge dissemination strategies; and (2) building organizational capacity in preparation for physical expansion. Once this initial phase is complete, we will begin replication. Our goal: to reach 10,000 children in 2021.

Awards and Recognition

As All Our Kin expands, and as we accumulate compelling data supporting the effectiveness of our work, our model and management increasingly receive local, state, and national attention: Harvard University's Center on the Developing Child has highlighted All Our Kin in a multimedia profile on its website; and Ascend at the Aspen Institute has selected All Our Kin to be part of its national network of leading two-generational organizations. In 2014 alone, All Our Kin's Bridgeport Director, Nilda Aponte, was chosen by the Community Fund for Women & Girls as the recipient of the Susan M. Lewis Women's Leadership Award for her strong servant leadership qualities and her commitment to advancing women and girls; Co-Founder and Executive Director, Jessica Sager, was selected as an "Extraordinary Female Social

Entrepreneur" for New Profit, Inc.'s Accelerator program; All Our Kin's Co-Founder and Chief Knowledge and Learning Officer, Janna Wagner, was selected as a Class of 2014-16 Zero to Three Fellow, joining the ranks of scholars and practitioners engaged in cutting-edge work in early care and education; and together, All Our Kin's Co-Founders were honored by the ACES Education Foundation and the Connecticut Women's Hall of Fame.

In one parent's words:

All Our Kin's work really has this amplified effect on the community at large, which is why I'm supportive of the organization in a number of ways. It's great for my kids, but I have also seen the ways that it has really benefited many of the providers. I think one of the most amazing things is people [providers] who started their businesses out of a rented house or an apartment and then, a couple years later, they're expanding their business, and they now own a home. That's a huge economic jump [...] that has an effect on this entire city. There aren't many organizations that I'm aware of that have that kind of impact on a community. All Our Kin is really unique in that way.

We thank you for making our work possible.

Financial Statements

All Our Kin, Inc. Statement of Financial Position As of Year End 2013, 2014

	2013	2014
ASSETS		
Cash	\$ 780,465	\$ 727,034
Accounts Receivable	\$ 8,455	\$ 24,324
Loans Receivable	\$ 33,214	\$ 30,843
Other Current Assets	\$ 19,340	\$ 11,076
Furniture & Fixtures	\$ 40,411	\$ 31,334
Other Assets	\$ 13,863	\$ 13,863
Total Assets	\$ 895,748	\$838,474
LIABILITIES		
Accounts Payable	\$ 10,788	\$ 22,392
Other Current Liabilities	\$ 80	\$ 1,703
Loan Funds	\$ 40,000	\$ 40,000
Total Liabilities	\$ 50,868	\$ 64,095
Unrestricted Assets	\$ 844,880	\$ 774,379
Total Liabilities + Unrestricted Assets	\$ 895,748	\$ 838,474

All Our Kin, Inc. Statement of Activities As of Year End 2013, 2014

	2013	2014
SUPPORT AND REVENUE		
Grants	\$ 254,518	\$ 232,775
Contributions	\$ 1,467,828	\$ 1,587,957
Conferences	\$ 12,000	\$ 7,500
Program Services	\$ 2,959	\$ 6,750
Other Income	\$ 2,439	\$ 7,685
Total Support and Revenue	\$ 1,739,744	\$ 1,842,667
EXPENSES		
Program Services	\$ 1,338,097	\$ 1,563,208
Fundraising	\$ 106,361	\$ 127,784
Management and General	\$ 171,697	\$ 222,176
Total Expenses	\$ 1,616,155	\$ 1,913,168
Support and Revenue in Excess of Expenses	\$ 123,589	\$ (70,501)
Change in Unrestricted Assets		
Beginning of Year	\$ 721,291	\$ 844,880
End of Year	\$ 844,880	\$ 774,379



