



A L L O U R K I N INC.

A SAFE AND LOVING PLACE WHERE PARENTS AND CHILDREN CAN LEARN

All Our Kin, Inc. Annual Report 2010

All Our Kin, Inc., a New Haven-based nonprofit organization, trains, supports and sustains community child care providers in order to ensure that children and families have the foundations necessary for future success. Since 1999, we have worked on behalf of a community of children's first teachers, including parents, licensed family child care providers, unlicensed caregivers, and relatives and neighbors who provide informal care to children. Today, we serve over 250 parents and providers who touch the lives of nearly 1,500 children. Our program has become a model throughout the state and, increasingly, the nation.

A Story of Two Women

Elizabeth is a grandmother who has raised two generations of children, as well as grandnieces and nephews, in a low-income neighborhood in New Haven. All her life, she dreamed of becoming a teacher and working with young children: of having "a mansion filled with children." In 2007, Elizabeth came to All Our Kin to learn how to become a family child care provider. In 2008, she received her family child care license. In 2009, she received her Child Development Associate credential. And in 2010, she became one of a select group of providers in All Our Kin's new Early Head Start program. She now runs a successful family child care business in her neighborhood. In Elizabeth's words:

"I love what I do. I can give children the love and care that they need. Every day I wake up and say, 'What are we learning?' I learn something new every day, and hopefully teach my children something new. And I know my children will teach me, as well as me teaching them."

Shawna is a mother of two. When she came to All Our Kin, she was living in a homeless shelter with her young children, one a two-year-old, one an infant of four months. Through our Early Head Start program, we were able to connect Shawna with Elizabeth. Elizabeth cares for both of the children, which has made it possible for Shawna to find a job and move out of the homeless shelter. Shawna says:

"Elizabeth is someone I can trust, she is like my family. I feel good about going there each day because when my baby sees Elizabeth, he gets really happy and excited.... I have found a place where I can leave my children safely, and I know they are loved."

This story summarizes, for us, the place where All Our Kin sits: at the nexus of child care and economic development, job creation and workforce support. Because of All Our Kin, parents like Shawna can succeed in the workforce; women like Elizabeth can build small businesses in their communities; and children can spend their days safe, loved, and learning.

Our Programs

All Our Kin invests in children's first teachers through innovative teaching and learning models that support and engage child care providers from all walks of life and at every stage of their personal and professional development.

Step 1: The Toolkit Program. All Our Kin provides materials, mentorship and support to help 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 a child care provider becomes licensed by the state, we know that the program meets health and safety standards and operates under state supervision. The result: more children in greater New Haven spend the day in safe, healthy settings. Licensing is also transformative for providers. Their earnings increase; they gain pride and professionalism; and they are able to serve more children, and serve them better, with the equipment and training they need to provide safe, educational child care.

Step 2: The Family Child Care Mentor Project. Once a participant receives her family child care license, she begins work with a skilled master teacher who visits her program and offers individual coaching and support specifically for new child care providers. The mentor covers a range of basic educational topics, including an overview of how children grow and learn, how to design curriculum, choosing appropriate materials, and family engagement.

Step 3: The Family Child Care Network. The provider then transitions to the Family Child Care Network, which offers educational mentorship, professional development, advocacy and leadership opportunities, and a network of relationships with other family child care providers. The Family Child Care Network is a high-touch program built on best practices in early childhood consultation and teacher mentoring grounded in the Connecticut Early Learning Guidelines. A hallmark of the All Our Kin network is the program visit, in which early childhood consultants visit family child cares to lead model lessons, demonstrate new strategies, and reflect with providers on their work. Consultants bring books and materials, professional articles, and curriculum ideas, and offer suggestions to enhance children's learning. Consultants and providers reflect together on the work and collaborate on setting goals for continuous improvement.

Providers in the Network also come together for monthly meetings, workshops and trainings, including Child Development Associate training, and an annual professional development conference. They have access to a "warm line" they can call for advice at any time. In addition, All Our Kin offers financial management and education training, together with a microcredit loan program for family child care providers. All services are bilingual.

All Our Kin's Newest Program: Early Head Start

Working with the United Way of Greater New Haven, in 2010 All Our Kin secured ARRA funding to create an Early Head Start program serving 24 children in 12 family child care homes. This enables All Our Kin to enhance and/or replace child care subsidy funding for needy families; provide additional materials, training and support to participating family child care programs; and deliver comprehensive services to families.

Outcomes

All Our Kin increases the supply of quality child care in the community. Between 2000 and 2007, Connecticut lost more than 32% of its family child care programs. This translated into 7,500 fewer child care spaces for Connecticut's families. In New Haven the story was very different. Thanks to All Our Kin's efforts, the number of licensed family child care programs increased by nearly 27% in New Haven during the same period. The result: more affordable quality choices available for children and families.

All Our Kin increases provider revenue and helps providers build better lives for their own families. Upon entry into the Toolkit Project, participants' average annual income is \$3,750; immediately after completing the project, average income rises to \$12,500; and twelve months later, average annual income is \$20,000. This is an invaluable **233% increase in income** from project entry to project completion, and an additional **60% increase** 12 months post-project completion.

All Our Kin increases the quality of family child care. Research shows that raising the quality of child care can increase children's school readiness by 50%. Through All Our Kin's child development classes, workshops and hands-on educational program visits, family child care providers gain greater knowledge of child development and learn new strategies for supporting children and families. Providers become part of professional networks with access to resources, information and ongoing support. Evaluations of provider practice find that 97% of All Our Kin's family child care programs demonstrate significant increases in quality.

Notable Events in 2010

This year has been a time of enormous growth for All Our Kin. As the economic hardship around us has deepened, we have been working to enlarge our program's impact on children and families. In January, we began a new initiative, using Early Head Start funding to pay for slots in family child care programs, and setting up a system of comprehensive services that wrap around and support families.

The families that we are reaching through Early Head Start face constellations of challenges, including homelessness, mental and physical health issues, drug addiction, abuse and neglect, refugee status...the list goes on. For the first time, we are able to give these families the resources that they need, including access to physical, mental, and oral health services; connections to housing, food, and income supports; and opportunities to build community and develop leadership skills.

At the same time, we are expanding our reach, bringing our model and our strategies to communities across Connecticut. We are replicating the very successful Toolkit Licensing Program in two new cities—Hartford and Norwalk—and preparing to expand further in 2011. Simultaneously, we are training twenty communities, across the state, in our best practices of coaching and consultation for family child care providers, using the state's Infant-Toddler Early Learning Guidelines as a tool.

We are also expanding our efforts as advocates and changemakers, partnering with statewide and national organizations to educate and champion the public about the importance of investing in our infants and toddlers. And we are working to demonstrate,

here in the United States, what international funders and policymakers have long known; that investing in women as entrepreneurs and community leaders can have an enormous impact in low-income communities.

Recent Press and Awards

All Our Kin has been designated as one of the country's top-rated "Job Training" and "Women's Empowerment" nonprofits by Greatnonprofits.org. The reviews and ratings are posted by people who have been touched by a nonprofit and want to share their story about it. To access the reviews, visit <http://greatnonprofits.org/reviews/profile2/all-our-kin-inc>.

In November of 2009, Miller-McCune Magazine recognized All Our Kin's founders as "Working Class Heroes" for their work with All Our Kin. The article is available at <http://www.miller-mccune.com/culture-society/a-home-remedy-for-day-care-3376/>

On June 17, 2010, All Our Kin was featured on WTNH's Connecticut Style program. To watch the interview, featuring All Our Kin staff, Jessica Sager (Executive Director) and Tyree Dickey (New Teacher Mentor), visit http://www.wtnh.com/dpp/ct_style/community/all-our-kin.

On September 13, founding Board member Kim Rinehart was featured in the Connecticut Law Tribune for her work with All Our Kin: <http://www.ctlawtribune.com/getarticle.aspx?ID=38226>

On September 23, All Our Kin was profiled in the Yale Daily News: <http://www.yaledailynews.com/news/2010/sep/23/yalies-non-profit-turns-childcare-into-income/>

On September 27, All Our Kin was also profiled in Broad Recognition, A Feminist Magazine at Yale: <http://www.broadrecognition.com/yale-new-haven/the-future-for-feminists-all-our-kin-and-child-care-advocacy/>

Thank you for partnering with us to support the children and families of greater New Haven!