



ALL OUR KIN INC.

A SAFE AND LOVING PLACE WHERE PARENTS AND CHILDREN CAN LEARN

All Our Kin Annual Report 2012

All Our Kin trains, supports, and sustains family child care providers to ensure that children and families have the foundation they need to succeed in school and in life. Through our programs, child care professionals succeed as business owners; working parents find stable, high-quality care for their children; and children get an educational foundation that lays the groundwork for achievement in school and beyond.

In 2012, with your support, 50 informal caregivers became licensed family child care providers; 20 new family child care providers built a strong foundation for their practice through All Our Kin's new teacher program; and more than 150 family child care providers, serving over 900 young 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.

Programmatic Initiatives

We are expanding our many programs to new communities across Connecticut. Bridgeport has welcomed our hands-on educational training and entrepreneurial training with open arms. Nearly 80 providers in the area are engaged in All Our Kin's coaching, mentoring, and professional development initiatives. In Norwalk, we launched a new series named "Growing Healthy Children," in which providers learn strategies for raising children who feel good about being healthy.

In New Haven our focus has been on both literacy and health. In October, world-renowned literacy coach Diane Frankenstein led a "conversational reading" workshop for our providers in New Haven. Early this month, she returned for a follow-up workshop at which providers and the parents of the children they care for learned new strategies together. Our recently-launched gardening project creates organic gardens in the homes and backyards of family child care providers in greater New Haven, providing a fun, hands-on way to get children outside and to teach children about where their food comes from. The gardens also furnish providers with a sustainable source of nutritious and delicious produce that they can share with children and families who may be unable to afford fresh produce otherwise.

External Evaluation

In the past seven years, over 200 family child care providers have become licensed through All Our Kin's Family Child Care Tool Kit Licensing program. In a study of the Tool Kit program's economic impacts, the University of Connecticut's Center for Economic Analysis found that 87 percent of providers surveyed were still running family child care programs. All Our Kin graduates reported earning between \$20,000 and \$25,000 per year, with an average income of approximately \$23,000 per year; this is 10.4 percent more, on average than the

average wage for industry counterparts in New Haven. 55 percent had been able to pay down debt, 42 percent had opened a savings account, and 31 percent had moved to a larger apartment or house. And over 50 percent went on to complete Child Development Associate credentials or associate's degrees. In addition to its significant impact on workforce development, the Toolkit Licensing program is an important workforce support for low-income families. The University of Connecticut found that each newly-licensed provider made it possible for four to five families to enter the workforce. The combination of the program's workforce development and workforce support effects result, according to the University of Connecticut, in \$15-\$20 of macroeconomic benefits for every dollar invested.

With the support of the Annie E. Casey Foundation, we have contracted with Third Sector New England to conduct a retrospective evaluation of All Our Kin's impact on New Haven, focusing on All Our Kin's impact on providers, families and communities. This evaluation, which will be completed in 2013, will give us insight into which aspects of our programs and services are most effective, what aspects of our work we can improve, and how to think about where to direct our resources in New Haven and additional communities. The data from the evaluation will also help to inform our answer to a key question: which programs are essential to the success of All Our Kin model, and which can be changed or modified in response to the differing strengths and challenges of new communities into which we expand?

Awards and Recognition

As All Our Kin expands within Connecticut, we have also increasingly been recognized nationally as a model and a source of expertise. In 2012, All Our Kin was one of fourteen sites across the country chosen to participate in the Harvard Graduate School of Education's Frontiers of Innovation initiative. Our Early Head Start program was featured as a success story on the home page of the national Office of Head Start. Zero to Three highlighted All Our Kin's work as an example of best practice in its white paper "Staffed Family Child Care Networks: A Strategy to Enhance Quality for Infants and Toddlers." The U.S. Small Business Administration chose All Our Kin's executive director as its 2012 Women in Business Champion for Connecticut. And All Our Kin's directors received the "World of Difference 100 Award" from The International Alliance for Women. Most recently, All Our Kin was recognized as a Top-Rated Nonprofit by GreatNonprofits.org.

The Impact of Our Work

All Our Kin is rooted in a fundamental belief: that children deserve equality of educational opportunity. Tragically, that equality does not exist in our country, or in our state. There are significant disparities in school success between rich and poor children, and between white children and children of color. These disparities, sometimes called the achievement gap, are especially high in Connecticut: our state's achievement gap, in fact, is the largest in the nation.

This is why our work is so crucial. The achievement gap doesn't start when a child enters kindergarten unready to learn and without the necessary skills to succeed; it begins in infancy when parents and providers are unable to offer high-quality learning experiences, interactions, and healthy, stable, dependable relationships. These children are being denied crucial opportunities to develop the skills and competencies needed for success in school and in life: independence, self-regulation, empathy, creativity, curiosity, and eagerness to learn.

At All Our Kin, we find the caregivers who serve our youngest and most vulnerable children: women in low-income communities who are committed to giving children high-quality learning experiences. We invest in these caregivers, helping them become skilled early childhood educators, and creating sustainable programs that will serve families for years to come.

The model is win-win-win: child care providers build better lives for themselves and their own families; parents can succeed in the workforce, knowing that their children are well cared for; and most important, children have equality of opportunity, and the chance to succeed.

In one parent's words:

"The staff at All Our Kin are inspiring in their vision for and commitment to community development in New Haven. Their support of their child care providers is amazing-- constant and thorough. I feel fortunate to have had the guidance of All Our Kin in finding a childcare provider for my son and am so proud that the extraordinary home daycare that he attends is affiliated with All Our Kin."

We thank you for making our work possible.