



# *Futures Grow Here*

2018 COMMUNITY REPORT

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# Dear Friends,

It is always a pleasure to share with you the excitement we feel about our work at Clayton Early Learning. With your support throughout 2018, we were able to further increase opportunities for Colorado children to access a quality early learning and care experience. In addition to our own programs, we continued our direct service partnerships in Denver and in mountain communities of Edwards, Alamosa, Summit County, Steamboat and others. Through our training and coaching of early childhood professionals and our program evaluations, we helped improve quality of early learning and care in approximately 40 Colorado counties.

Additional aspects of our work in 2018 include our commitment to forming strong partnerships with families of our young students, as was dramatically evident in our Fatherhood Committee. These dads continue to come together at least monthly to learn from each other and to share the joys and challenges of parenting. On the national level, we expanded the reach of our professional development offerings to three Educare Learning Network Partners in Flint, MI, San Jose, CA, and Milwaukee, WI. A highlight of our policy and advocacy work was the launch, with our partners at the Colorado Children's Campaign, of Raise Colorado, a broad coalition of more than 200 members focused on advocacy to improve access to high quality prenatal and infant/toddler services for families and children.

As we look ahead to 2019, we are excited about expanding our reach to all of Colorado by implementing our new contract with the Colorado Department of Human Services as the administrator of Colorado Shines levels three through five. We also look forward to expanding our emphasis on ensuring a quality early childhood workforce in Colorado in partnership with higher education and other providers of professional development. We invite you to join us in pursuit of excellence in early childhood care and education for all children.

Sincerely,

*Charlotte M. Brantley*

*Jason Romero*



**Charlotte M. Brantley**  
*President & CEO*



**Jason Romero**  
*Chair, Board of Trustees*



# Advocacy

PLANTING SEEDS OF CHANGE TO BENEFIT  
CHILDREN AND FAMILIES





# ADVOCATING FOR THE VERY YOUNGEST IS AT THE CORE OF OUR WORK.

Clayton Early Learning is uniquely positioned to advocate for policies that impact our state's youngest children and their families. By integrating the knowledge and experience we gain through research, practice and professional development, we serve as subject matter experts who help inform policy decisions. We help raise awareness of just how important every child's first five years of life are to their healthy development and long-term prosperity.

The work we undertake in advocacy requires teamwork. We effectively build relationships and collaborate with partners across the state of Colorado, as well as on a national scale, in order to effect change. For example, in 2018 we co-hosted the 7th annual Speak Up for Kids advocacy day at the State Capitol with the Colorado Children's Campaign and Children's Hospital of Colorado. We equipped attendees with advocacy training and resources that they then used to advocate with their district legislators.

Clayton Early Learning also contributed to the successful passage of a number of bills during the 2018 Colorado state legislative session. These bills benefit children in the following ways:

- Provide training programs to prevent child abuse for early childhood providers and others who interact with young children
- Reauthorize the Child Care Contribution Tax Credit, which encourages increased contributions to child care initiatives
- Update the screening law for newborns to strengthen genetic and metabolic screening and create a newborn hearing screening fund
- Increase the number of families that benefit from the Colorado Child Care Assistance Program (CCCAP)

*“The advocacy team at Clayton works hard to understand how the experiences of rural families and young children are different from those in larger cities.*

*Clayton's willingness to address issues impacting the early childhood system both in and outside of the metro area has been incredibly helpful; they are an important partner.”*

—Maegan Lokteff, PhD  
Executive Director, Grand Beginnings, Grand County

# Practice

FACILITATING LEARNING & GROWING FUTURES



## CHILDREN LEARN AND GROW IN AN ENVIRONMENT THAT MEETS THEIR PHYSICAL, SOCIAL, AND EMOTIONAL NEEDS, NURTURES THEIR IMAGINATIONS AND CHALLENGES THEIR INTELLECT.

When you walk into Educare Denver at Clayton Early Learning, you enter a world where high-quality teaching practices, data utilization, embedded professional development and intensive family engagement are at work, creating the optimal learning environment for children. Clayton provides comprehensive family services delivered by Child Family Educators (CFEs). Clayton CFEs work to enhance the family-school connection through daily interactions with families at the school and regularly scheduled home visits. Families are offered resource referrals, child development guidance, support accessing early intervention services and assistance in establishing and achieving family wellness and other goals leading to self-sufficiency. Clayton also maintains a food pantry to help families meet nutritional needs and to ensure students are prepared to learn.

In addition to our school-based program, which served **375 students** in 2018, we also offer a home-based option. Clayton provided home-based programming to **155 families** in 2018. Through dynamic community partnerships, Clayton shares its expertise broadly throughout Denver and Colorado. We served an additional **137 families** through partnerships with Catholic Charities, Early Success Academy, Florence Crittenton High School and Mile High Early Learning Center in Denver; as well as with Eagle County Department of Human Services – Division of Children, Family and Adult Services, Early Childhood Options, Summit County and Early Childhood Council, San Luis Valley.

In 2018, we enhanced our family engagement efforts by restructuring the Clayton Fatherhood Committee. Comprised of **17 fathers**, the growing group provides opportunities for Clayton fathers and male role models to share their parenting experiences and contribute to the school and to their children's educations.

*“Nothing is more important to me than being a good dad. Being a part of the Clayton Fatherhood Committee reminds me that I am not alone. We share stories and experiences and remind each other that what really matters is being with our children and talking and playing with them.*

*Those are the experiences that they will carry with them forever. I am a single parent, but because of the support from the Fatherhood Committee, it doesn't feel like it.”*

—George Davis  
Clayton Father



# Research

CULTIVATING ROOTS FROM WHICH  
QUALITY PRACTICE GROWS



## THROUGH RIGOROUS RESEARCH AND EVALUATION, CLAYTON COLLECTS A VARIETY OF DATA NEEDED TO INFORM HIGH QUALITY PRACTICES.

In 2018, Clayton completed **3,460 direct child assessments** across all evaluation projects. A wide range of child development is examined each year including early literacy, math and social-emotional skills such as attachment, initiative and self-regulation. For the Clayton internal evaluation, as part of the Educare Learning Network (ELN), our researchers also conduct annual parent interviews to understand parent views of their child's development. For many external evaluations, teacher, parent and stakeholder perspectives are collected to gain a comprehensive view of child outcomes.

Child outcome results are typically shared with teachers to construct individualized lesson plans and to inform teaching approaches. Teachers also share data with Clayton families to help parents understand their children's progress and how they can best support their children's developmental goals. Clayton also completes structured classroom observations at our Educare Denver school and at early childhood programs throughout Denver and across the state.

Clayton researchers conducted **494 classroom observations** in 2018. The observational results are used for research purposes, as well as to provide feedback to educators regarding their teaching models, methods and outcomes. Teachers use this data to improve their own practice.

Through our research and evaluation, Clayton partners with the national Educare Learning Network and with local early childhood organizations including the Denver Preschool Program (DPP), Denver Public Schools, the Colorado Department of Education and the Colorado Department of Human Services.

*“The Research and Evaluation Department’s work is invaluable to my planning. The information they provide allows me to look at class trends and individual areas of strength and growth.*

*The data make planning much easier when I need to assess the present levels of my children and how to continue to challenge their learning.”*

—Nicole McMahon  
Lead Teacher, Clayton Early Learning

# Training

CREATING RICH LEARNING ENVIRONMENTS  
THAT ENCOURAGE AND NURTURE  
PROFESSIONAL GROWTH





# THE BEST TEACHERS ARE THOSE WHO NEVER STOP LEARNING, REFLECTING, AND IMPROVING THEIR PRACTICE.

With a commitment to enhancing teaching practices in the field of Early Childhood Education (ECE), Clayton Early Learning focuses time and resources on growing a highly qualified ECE workforce. Through coaching and extensive training opportunities, we are helping educators and care providers gain the skills and insights they need to make measurable and meaningful quality improvements. The Clayton Training Center, on our 20-acre historic campus, is a hub for professional learning. In addition, Clayton trainers travel to deliver educational offerings to ECE professionals across the state. In 2018, Clayton trainers and coaches offered **49 training courses**, which provided **516 professionals** from **20 Colorado counties** with quality professional development.

A partnership with ABC Child Development Centers in Northern Colorado, for example, proved especially successful in 2018, with 99 professionals from three large childcare centers, three Colorado Preschool Program locations and 13 before and after school sites participating in Clayton training. Our mentors and trainers offer training on tools and assessments such as Classroom Assessment Scoring System™ (CLASS™) and the Environment Rating Scales, and data utilization, as well as professional development opportunities like Professional Learning Communities (PLCs). Topics of these PLCs include building emotionally supportive classrooms and helping children become critical thinkers.

In addition, Clayton coaches spend one-on-one time with practitioners, observing them in action in their classrooms and providing feedback to improve outcomes. We partner with Denver's Early Childhood Council to provide coaching and training for the Denver Preschool Program, and maintain other partnerships that allow us to offer expanded coaching services. In 2018, Clayton provided **2,940 coaching hours** in more than **500 classrooms** at **148 sites**.

*"An incredible partnership formed during our first week of training. Clayton professionals are knowledgeable, reputable and absolutely invested in helping centers provide the highest quality possible. The one-on-one time our team members spend with Clayton professionals is invaluable and has truly helped them deepen their understanding of child assessment tools and strategies."*

—Briana Meza

Director of Teacher Development,  
ABC Child Development  
Centers

# Clayton 2018 Highlights

## CLAYTON SCHOOL READINESS INDEX

The Clayton Research & Evaluation Department completed development of the Clayton School Readiness Index methodology in 2018. The index is intended to help gauge a child's overall readiness to achieve success in kindergarten and beyond. Clayton professionals partnered with other researchers and early childhood education sites to explore the types of program, child and family data that could be categorized into five school readiness categories.

These categories include: physical wellbeing and motor development; social and emotional development; approaches toward learning; language and literacy development; and cognitive and general knowledge (including early mathematics and early scientific development).

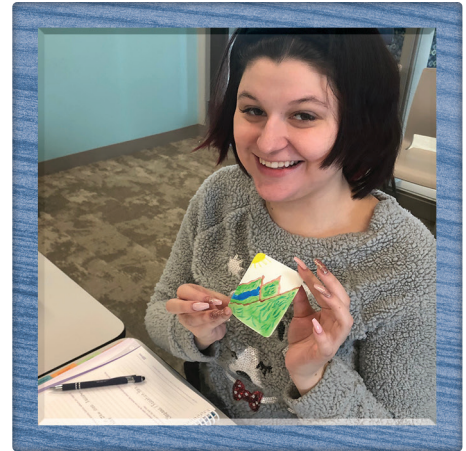
Family Star Montessori worked with Clayton to construct a Family Star School Readiness Index using the Clayton methodology and can now use the index to share data with teachers and parents.





## EMBRACING MINDFULNESS

Recognizing the wellness benefits of mindfulness, Clayton developed a program called EMBRACE to help early childhood educators address stress and build emotional, cognitive and physical resiliency. EMBRACE is a powerful, positive and playful program that combines a mindfulness toolkit and curriculum with intensive training, ongoing research-based coaching and robust evaluation. Clayton is rolling out the program to Educare Denver and to Educare schools in San Jose, California, Flint, Michigan, and Milwaukee, Wisconsin.



## FATHERHOOD COMMITTEE

In addition to providing education and support throughout the year to its members, the Clayton Fatherhood Committee hosted a “French Toast Breakfast with the Guys We Love the Most” for Clayton children and their families in November 2018. More than 200 guests enjoyed a delicious breakfast and special time spent connecting with their children, Clayton staff and other school families. The Fatherhood Committee is uniting men with a shared goal of being strong fathers and educational advocates for their children.



## RAISE COLORADO

In partnership with the Colorado Children's Campaign, Clayton Early Learning co-convoked a new coalition in 2018 called Raise Colorado. The coalition's purpose is to build public awareness and to move policy in support of programs and practices that help expectant families, pregnant people, infants and toddlers in Colorado to thrive. The coalition of 200+ members is guided by a steering committee of stakeholders from early childhood health, education and human service organizations from across the state.







# Early Head Start & Head Start

2017 - 2018 SCHOOL YEAR

280

## Early Head Start Children Served

*100% of children served were eligible for Early Head Start*

310

## Head Start Children Served

*99.7% of children served were eligible for Head Start*



91%

Children at a healthy weight



97%

Families who participated in  
Culture of Wellness nutrition and  
physical activity training



99%

Children who received  
medical and dental exams



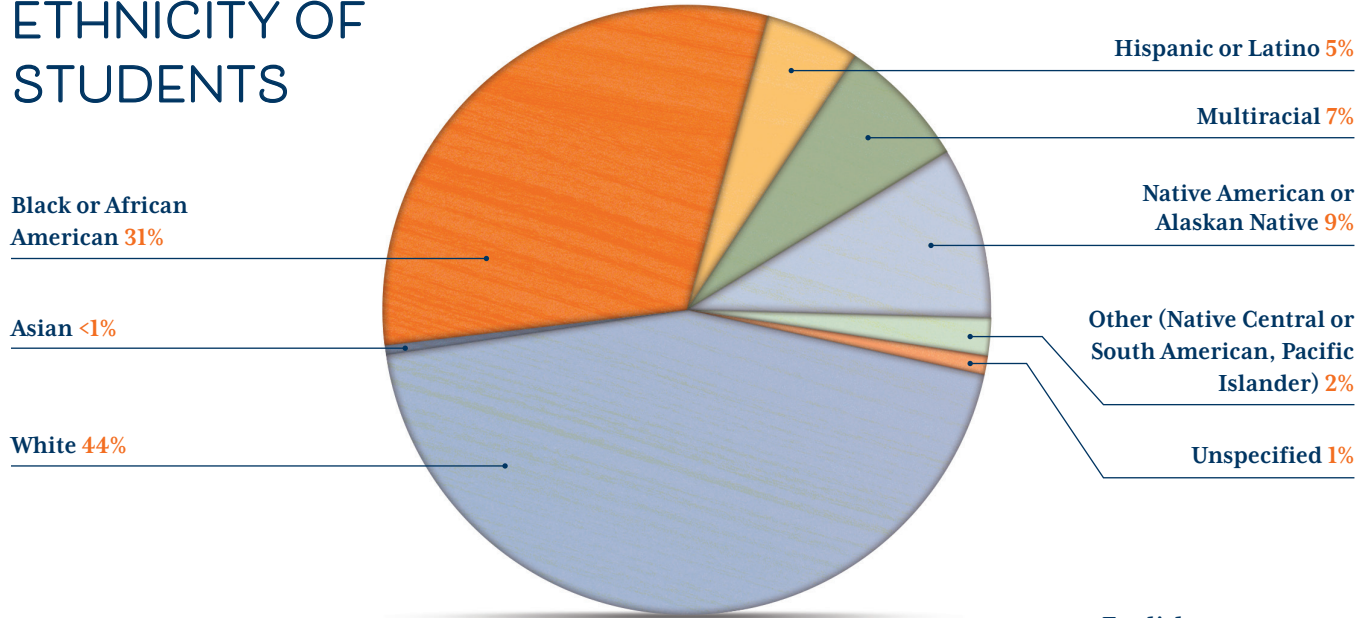




# Demographics of Clayton Students

2017 - 2018 SCHOOL YEAR

## ETHNICITY OF STUDENTS



## CHILD'S PRIMARY LANGUAGE



# Thank You Foundations, Corporations and Organizations

A Madorin Studio

Alliance for Early Success

AmazonSmile Foundation

Boettcher Foundation

BreakThru Beverage Colorado

Brownstein Hyatt Farber Schreck, LLP

Buell Foundation

Buffett Early Childhood Fund

BuildStrong Education

Cake Crumbs Bakery & Café

Calliope Communications

CE Kahn Fund

CEAVCO Audio Visual

Children's Hospital Colorado

Colorado Children's Campaign

Colorado Department of Education

Colorado Department of Health and  
Human Services

Colorado State Libraries

Comcast Corporation

Comcast NBCUniversal Foundation

Community First Foundation

CrossPurpose

DaVita

Deane Family Fund

Denver Broncos Football Club

Denver Great Kids Head Start

Denver Human Services

Denver Museum of Nature & Science

Denver Preschool Program

Denver's Early Childhood Council

Designscapes Colorado

Dressel-Martin MediaWorks, Inc.

Educare Learning Network

Eldorado Artesian Spring Water

Fidelity Charitable

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HIPPY USA

Hogshead Brewery

Integritek Holdings, LLC

Interior Architects

J.P. Morgan Chase

Just Good Business, LLC

Kaiser Permanente

Kaiser Foundation Health Plan  
of Colorado

King Soopers

KPMG

Lakeshore Early Learning Materials

Leo's Kitchen

LibertyGives Foundation  
Mental Health Center Of Denver  
Merle Chambers Fund  
Mile High Early Learning  
Mile High United Way  
Mortenson Construction  
Mothershed Design Company  
MRP  
National Wildlife Federation  
Occasions Catering  
Opus Foundation  
Ounce Of Prevention Fund  
Parent Possible  
Philadelphia Insurance Companies  
Qualistar Colorado  
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Rockefeller Philanthropy Advisors  
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Children-Health One  
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The Colorado Health Foundation  
The Colorado Trust  
The Denver Chophouse & Brewery  
The Denver Foundation  
The Denver Post  
The Gala Team  
The Gardner Effect  
The New York Community Trust  
The Opus Group  
The Oscar G. & Elsa S. Mayer  
Family Foundation  
The Piton Foundation at Gary  
Community Investments  
TisBest Philanthropy

Tom's Seafood & Specialities  
Two Peaches Catering  
U.S Department of Health and  
Human Services  
United Way Of Greater Philadelphia  
and Southern New Jersey  
United Way of Metropolitan Chicago  
University of Colorado Denver  
Virginia W. Hill Foundation  
Welby Gardens Co Inc.  
Wells Fargo Foundation  
Xcel Energy Foundation  
Zachry Engineering Corporation  
ZERO TO THREE, National Center for  
Infants, Toddlers and Families  
Zoma Foundation





# With Gratitude to Our Individual Donors



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# STATEMENT OF FINANCIAL POSITION

Fiscal Year Ending June 30, 2018

	2018	2017
<b>Assets:</b>		
Cash and cash equivalents	\$403,622	\$516,167
Accounts and grants receivable	976,634	710,048
Contributions and private grants receivable	273,745	162,500
Investments	20,181,494	19,983,699
Property and equipment, net of accumulated depreciation	11,037,489	11,201,443
Prepaid expense and other assets	52,917	54,508
<b>TOTAL ASSETS</b>	<b>32,925,901</b>	<b>32,628,365</b>
<b>Liabilities and Net Assets:</b>		
Accounts payable	576,022	395,433
Accrued payroll and other liabilities	684,382	654,046
Deferred revenue	78,357	88,635
Notes payable		5,432
<b>TOTAL LIABILITIES</b>	<b>1,338,761</b>	<b>1,143,546</b>
<b>Net assets:</b>		
Unrestricted	11,021,265	10,771,043
Temporarily restricted	8,481,888	8,629,789
Permanently restricted	12,083,987	12,083,987
<b>TOTAL NET ASSETS</b>	<b>31,587,140</b>	<b>31,484,819</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>32,925,901</b>	<b>32,628,365</b>



# STATEMENT OF ACTIVITIES

Fiscal Year Ending June 30, 2018

	2018	2017
<b>Revenue, Gains and Support:</b>		
Federal government grants	\$6,739,749	\$6,379,076
State and local government funding	2,182,328	2,222,993
Contract revenue	1,218,895	1,333,110
Private grants and contributions	1,563,875	1,634,468
Tuition and fee revenue	187,644	574,375
<b>TOTAL REVENUE</b>	<b>11,892,491</b>	<b>12,144,022</b>
Investment income	966,425	2,406,744
Rental income	1,117,510	1,057,132
Special events	151,147	136,931
<b>TOTAL REVENUE</b>	<b>14,127,573</b>	<b>15,744,829</b>
<b>Expenditures:</b>		
Program	11,049,372	11,739,611
Campus improvements and facilities	767,368	577,935
Management and general	1,732,464	1,749,932
Development expense	476,048	414,966
<b>TOTAL EXPENDITURES</b>	<b>14,025,252</b>	<b>14,482,444</b>
Change in net assets	102,321	1,262,385
Net assets, beginning of year	31,484,819	30,222,434
<b>NET ASSETS, END OF YEAR</b>	<b>31,587,140</b>	<b>31,484,819</b>

The most recent Federal monitoring review of Clayton Early Learning in 2018 found the program to be in full compliance with all Head Start performance standards. The financial audit for FY17-18 of Clayton Early Learning done in compliance with the OMB Compliance Supplement resulted in a clean audit (unqualified opinion) with no findings. Budget for FY 18-19 is \$13,881,006, 70% of budgeted expenses are compensation expenses and 30% are non-compensation expenses.



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Clayton Early Learning is a designated 501(c)(3) organization. Taxpayers who make a qualifying contribution to Clayton Early Learning may be eligible for the Colorado Child Care Contribution Tax Credit (CCTC).

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**[ClaytonEarlyLearning.org](https://www.ClaytonEarlyLearning.org)**