



Because of You

2019 ANNUAL REPORT



MESSAGE FROM OUR BOARD CHAIR

You make our work possible. Quite simply, your support gives us the resources and capacity to create the change needed so that all children have opportunities to thrive. And you inspire us! Each day we are motivated by the people we meet and through the projects on which we collaborate. You engage our curiosity. You nudge us to ask more questions. You stand with us when we need the voices of many. For that, we are grateful.

Your partnership has supported a year of inspiring wins for children and their families.

Edward Street is driving policy change across the community and at the state level, ensuring that young children and their families are valued and an integral part of a thriving community. We are chairing the **Together for Kids Coalition** which developed an Early Childhood Strategic Plan for Worcester. That plan, and the work ahead, is now integrated into the City's **Council for Children, Youth and Family Well-Being**, and signals the recognition that early intervention and prevention hold the key to solving some of our community's most entrenched challenges.

Edward Street tackled the issue of high teacher turnover and the persistent shortage of qualified candidates. Reaching across sectors, Edward Street collaborated with MassHire and Family Services of Central MA to craft and secure approval of a unique **Early Education and Care Apprenticeship Certification** through the MA Department of Labor. Partnering with 8 centers in Central MA, new hires will be able to participate in this specialized 15-month apprenticeship program to build core skills, receive coaching and mentoring, earn step increases in salaries, and secure an apprenticeship credential on their pathway to becoming certified early education teachers.

Finally, Edward Street is proud of its collaborative work to build a more caring, trauma-sensitive community. In partnership with Senator Harriet Chandler, the MA Office of the Child Advocate, UMass Medical Center, Family Services of Central MA, and many others, we deepened our work with educators and program leaders working directly with children and families. **Worcester's Trauma and Resilience Network** spearheaded a Worcester-based pilot to build resilience in children and families, by equipping educators with new strategies, coaching and a forum to share and learn together. We crafted a replicable model to share with other communities, building a more resilient Commonwealth – together.

Thank you for making 2019 a success for children. Join us as we take on 2020. Continue to inspire us to reach higher and push harder so that children are on the top of everyone's agenda.

With gratitude,
Monica M Thomas-Bonnick
Monica Thomas-Bonnick
Chair of the Board



2019 ANNUAL REPORT CONTENTS

Board of Directors	3
Because of You ...	
Alignment	5
Thriving Workforce	7
Advocacy	9
Quality	12
Spotlights	15
Financial Report	17
Sponsors & Funders	18

OUR MISSION

Edward Street Child Services collaborates to improve the quality and impact of early education and care, enhancing the development of young children and strengthening families in Central Massachusetts.

STRATEGIC GOALS | 2017 – 2022

- **Support** a thriving early learning workforce
- **Advance** high-quality early learning environments
- **Influence** the investment in early education & care
- **Lead** cross sector alignment for early learning

BOARD OF DIRECTORS | 2019 – 2020

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Because of you... we are changing systems to better support children




**MASSACHUSETTS
PARTNERSHIP**
 FOR **Infants & Toddlers**

The Earliest Years are Critical

The first three years of a child's life set the stage for lifelong learning. Babies brains grow at an astounding rate building 1 million neural pathways each second. As a community and Commonwealth, we have work to do to build a strong and vibrant system of support for infants, toddlers and their families. Edward Street supported the planning and implementation of the Massachusetts Partnership for Infants and Toddlers (MPIT), the first statewide public-private coalition to design, influence and connect policy, program and systems informed directly by families. Edward Street is at the table with state agencies, programs, and organizations focused on supporting access and system development. MPIT informed the state's Preschool Development Grant Birth to 5 work and designed and disseminated the first statewide family needs survey to elevate family voice. The work is led by Strategies for Children and the Partnership participates in the Pritzker Children's Initiative prenatal-to-age three grantee learning network, capturing best practices and policy ideas that can be applied in Massachusetts.

Collaboration with Worcester's Division of Public Health Grows

Edward Street proudly partners with Worcester's DPH to elevate young children's healthy development. We advised the development of the Child Health Improvement Plan and together we have expanded programming for families with young children with a dual focus on physical and emotional health. Worcester's DPH was a key sponsor of the 2019 Day of Play Family Festival which engaged thousands of families in creative activities and games to develop health and wellness.

Access to High-Quality, Affordable Child Care IS Essential

The cost of quality child care is crushing lower and middle income families across the Commonwealth. Edward Street joined efforts with the Social Justice Coalition in its newest campaign, Common Start, which is generously funded by the Early Childhood Funders Collaborative. The Common Start Coalition is seeding local chapters to create a statewide campaign to build momentum for high-quality universal and affordable access to child care. Using grassroots stories, digital media and state level advocacy, Common Start is lifting the voices of working families and the essential need for child care and a well-compensated workforce.

Arriving Ready through Community Collaboration

Edward Street supported the development of the Greater Worcester Community Foundation's bold pilot to strengthen neighborhoods and families. Arriving Ready will harness the collaborative talent of early learning programming and health supports to create a stronger start in school and life for children in neighborhoods around Canterbury Street School and Woodland Academy. Using evidence-based programs like play & learn groups, family engagement programming and preventative health care, the hope is to connect with and support children early.

Community Schools Reimagined Across a Quadrant

As part of the Worcester Public School Strategic Plan, Edward Street co-led a cross-sector study team that redeveloped and invigorated a Community School design for the schools in the South Quadrant. Examining the current landscape, understanding community partnerships, meeting with community and business leaders, and interviewing families and youth were key elements that informed the creation of a concept paper to relaunch community schools.



Because of you...early educators are building skills and leading



Building New Pathways to Careers in Early Education

Our partners in early education and care struggle to find and retain experienced staff. Constant turnover and gaps in staffing leave centers with dim and dark classrooms because they cannot operate without qualified staff. In partnership with MassHire and Family Services of Central MA, Edward Street developed a new approach, borrowed from the traditional trade fields, to support and mentor new educators as they step into the field.

A planning and technical assistance grant from the Department of Labor enabled the development of a unique 15-month apprenticeship program designed as a pathway into the field. New hires with little experience would receive a targeted curriculum to meet all basic licensing needs, mentoring and coaching in the classroom, specific supports towards earning a Child Development Associate credential, small step increases in salary, and ultimately lead to a national apprenticeship certificate that is portable. The program also includes specific supports for Spanish speaking employees, and can be scoped for family child care providers in the future. The team's work successfully secured the Early Education and Care Apprenticeship Certification from the MA Department of Labor. Launching in the Fall of 2020, this is a first step in recruiting and developing new professionals. The program also connects participants into the state's new StrongStart pathway through Quinsigamond Community College, so that professionals can continue their education.

The work is gaining national attention as federal agencies are examining connections between apprenticeship programs and workforce development initiatives that enhance family employability and reduce barriers to affordable child care and workforce shortages.

"It is amazing how much time we are spending training. In one classroom alone, the teacher has had to train three different staff members in a few months' time given the revolving door issues. It is draining on staff and doesn't provide continuity for children."

– **Darlene Belliveau**, Director of Children's Services at the YWCA of Central MA

EEC Strong Start Launches

When the Department of Early Education and Care set out to revise its professional development system, Edward Street stepped up to advise in the planning and overall impact of its decisions. We participated in a Workforce Advisory Council and shared local data, ideas, and concerns, along with solutions and fresh thinking that would strengthen the system. We continue to work locally and advocate at the state level to close gaps and ensure that local providers have access to professional development resources.

Edward Street Scholarship Recipients Graduate and Lead

Because of you, Edward Street has been able to support local early educators pursuing graduate level work. These dedicated educators work full time and took courses throughout the year on evenings and weekends to advance their practice, first earning a Leadership Certificate in Early Education through Quinsigamond Community College and Worcester State University. This unique program enabled students to transfer the entire certificate into the Masters in Education program at Worcester State. In May 2019, the program graduated 10 students from Worcester State University who continue to serve as leaders in the field. With your financial support, these students are achieving their goals. Thank you!



"I am excited to see Edward Street addressing workforce issues in the field. Those who are responsible for the early education and care of our children must be valued and supported through their education and paid appropriately for the important work they are doing."

~ **Wendy O'Leary**, Author, Trainer, and new ES Board Member

Because of you...we made big moves for children



Left to Right: Tim Murray, Tracy DeFusco, Shakesha Thompson, Amy O'Leary, EEC Commissioner Samantha Aigner-Treworgy, Danny Alpert, Director

Early Investment is NO SMALL MATTER

In partnership with Worcester County Chapter of MAAEYC, Edward Street supported a three-part series to raise awareness of the importance of investing in early education and care. The series launched with the screening of the new national documentary, *No Small Matter*, with regional early education program leaders. The 2019 film depicts the urgency of investment so that families have high-quality early education and talented educators are retained. Program leaders then participated in an interactive session to build advocacy skills and align efforts. The series concluded with a community screening of the documentary followed by discussion with guest panelists, including film director Danny Alpert, Worcester Regional Chamber of Commerce CEO Tim Murray, along with Tracy DeFusco, Director of The Children's Advocacy Center, Worcester County Office of District Attorney Joseph D. Early Jr., and Shakesha Thompson, former Director, Adventure Kids School Age and Child Care. Each spoke to the impact of the early education and care workforce crisis for our local community. Tim Murray offered concrete steps the audience could take right away to let their legislative delegation know about the funding concerns impacting accessibility and affordability of high-quality early education and care. Findings from Edward Street's survey of local early education and care providers were unveiled during the event documenting the local concern for a stable and well-compensated workforce.

Edward Street asks WPS School Committee Candidates Views on Early Learning

In October, Edward Street joined the Worcester Education Collaborative to craft a question about the roles of the district and school committee in partnering with the community on early learning. Candidate responses were posted on WEC's online forum where candidates shared their in-depth views and positions on a range of topics related to Worcester Public Schools. This marked the first time that school committee candidates directly addressed early learning and the school's connection to early childhood community partners.



Gilmore and Senator Chandler Talk Early Learning and Investment

Edward Street Executive Director, Eve Gilmore, joined Senator Harriet Chandler on her TV show, *Beacon Hill Chat*, to discuss the importance of investing deeply and early enough to impact change for young children and their families.

ECE Greenhouse Series Invites Worcester's Together for Kids Coalition

The Boston Foundation (TBF) invited the participation of six communities across the state with significant children's initiatives underway. Worcester, through Together for Kids Coalition, is participating at the Foundation with Boston, Cambridge, Chelsea, Somerville and Salem. The ECE Greenhouse Series Project is a community study where communities take turns presenting key aspects of their work for peer review and funder learning. Edward Street (Eve Gilmore), Worcester Family Partnership (Beth Vietze) and Worcester Division of Public Health (Jennifer Nakijoba) represent the TFK Coalition at these sessions and presented on strategic planning and community goal setting.

Together for Kids Coalition Elevates Young Children & Family Voices

In 2019, the TFK Coalition launched a community-driven strategic plan to support strategic alignment and investment in Worcester's young children and families. Anchored by 4 pillars – Early Learning, Health, Behavioral Health, and Family Engagement – the TFK Coalition worked alongside city leadership to elevate coordination and governance across the city, resulting in the Mayor's new Council for Children, Youth, and Family Well-Being. The Council connects and integrates multiple initiatives and strategic plans across the city.





Worcester's Voice Vibrant at the State House

Edward Street continues to highlight early education and care as a top issue for legislators. During Advocacy Day 2019, Edward Street navigated teams of educators, parents and administrators through the hallways of the state house to meet with our local delegation. Donning green to emphasize the need for funding, educators and families shared their stories, emphasizing the need for continued funding to support access, quality and fair compensation for the early childhood workforce.

Edward Street's Kim Davenport joined dozens of colleagues from across the state to testify before the Joint Committee on Education urging them to fund the expansion of high-quality preschool. Davenport shared data and stories from families and urged members to provide significant funding to move the needle on closing the gap. "Worcester has a plan and is ready to go. We can't afford to wait any longer. Our children deserve the strongest start possible, and affordable high-quality preschool programming is the best support to close the achievement gap before entering kindergarten."

Master Teacher Program 8 Years and 170 Teachers!

Since 2012, Edward Street's Master Teacher Program has enriched the professional development of early educators. Each year, the program engages about 24 educators working with 140 children. Teachers set individual professional development goals connected with the evidence-based CLASS tool and work with the Master Teacher to hone their skills. The program expands the capacity of early childhood education programs to deliver high-quality services – starting with the key ingredient, teachers.



A Child's Own Pace

I sat down with my lunch, squishing into a corner section of the table, when I notice Ava sitting next to me. Ava is very quiet, hardly ever laughs and only plays with a few selected friends. Whenever I tried to play with her, she typically just stared at me and I got the sense that she didn't want to engage. As I was taking a bite of my lunch, she looked at me asking, "Why don't you ever play with me?" She caught me off guard as I sat there trying to remember months of play opportunities that I may have had with her. Surely, I found times during my visits to play!

I offered, "But I was playing with you this morning...Remember when you were at the sand table and you used the bottle cover as a mold? I touched the green sand mold and said how smooth it was?" Again, she looked at me and said, "No." I shifted strategies. I told her that the next time she wanted to play, she could ask me. "But you always forget," she said. I was at a loss, and yet I was so proud of her because she trusted me enough to call me out. I got face to face with her, put my hand on her arm and said, "I am so sorry that I made you feel bad. I will try so hard not to do that again." We looked at each other, not saying anything else; a new connection was emerging. The next time I arrived in Ava's classroom, she greeted me at the door, complete with a smile and invitation to play. She found her voice, and I was ready to listen. — **Jo Ann Borinski**, Master Teacher

Because of you...children, families and teachers are learning and growing



Building Resilient Classrooms across our Community

Edward Street continued its advocacy and partnership to create a more trauma-sensitive community and build the capacity of educators. In collaboration with Senator Harriet Chandler, the MA Office of the Child Advocate, and Worcester’s Trauma and Resilience Network (lead by UMass Medical Center), we connected partners to develop a local pilot to enhance the knowledge, practice and mindfulness of educators in creating resilient classrooms. Seven partner centers identified teachers who were ready for deep coaching and professional development. Edward Street Master Teacher, Jo Ann Borinski, served as a co-trainer and coach, and led a Professional Learning Community connecting the educators with each other, sharing resources, and expanding their capacity to examine their work through a trauma-informed lens.

“We focused on changing the mindset– to better understand how stress and trauma impact brain development and equipping them with strategies to build coping and problem-solving skills in children,” noted Borinski. Educators examined the physical environment, trigger points in daily schedules, and meaningful interactions with children and families. Teachers also practiced self-care and mindfulness to ensure they were prepared for the difficult moments. UMass Medical Center leads the evaluation process and is also designing a clearinghouse of community-based resources easily accessed by organizations, families, and programs. Ultimately, the goal is to codify a core set of supportive practices and tools that can be replicated across the Commonwealth.

Webster Square Opens New Doors and Builds Intergenerational Neighborhood

Moving is stressful. Packing up all your possessions and starting anew is exciting and challenging. What will it be like? Who will be your neighbors? Now picture moving an entire early education center. No small task! Webster Square Day Care was faced with that difficult challenge and with community support made a transformational move. They are now neighbors with St. Mary’s Health Care creating intergenerational programming that helps residents and children thrive. Edward Street was excited to help Webster Square move and begin new adventures in learning.

Edward Street Board Member, Prashant Hinge and his wife were so excited about the learning community growing in Webster Square’s new center that they hosted a holiday celebration for all of the children, reading stories, sharing a snack and gifts for the children. The intergenerational connections being made, and the engagement of staff and families inspired the Hinge family.



Connecting. Playing. Learning.

Day of Play 2019 attracted more than 7,000 children and families. With your support we were able grow attendance (40%), create more partnerships, and increase the number of activities and performances (20%). Community volunteers also grew by more than 80%. Families enjoyed the day engaging in activities with their children, connecting and learning alongside each other. More families signed up for our monthly newsletter, so the learning continues all year! We are very grateful for all the energy and support the community brings to this treasured event.

SPOTLIGHTS

Edward Street Welcomes Prashant Hinge – For Prashant, joining Edward Street is personal. Raised by a single mom, Prashant recalls his mother prioritizing education for him and his sister. “She was not educated and wanted to break the cycle, and hence did everything in her power for me and my sister to have the best education she could afford.” Joining Edward Street’s Board of Directors is his way of giving it back to the families in Worcester.



Prashant learned about Edward Street at a Leadership Worcester Alumni Event which hosted a wide array of non-profit organizations “scouting for board and committee members.” He was immediately drawn to Edward Street’s long and proud history in the field of early childhood and found respectful and knowledgeable staff who clearly articulated the challenge at hand. That caught his mind. He wanted to get deeply involved in an organization where he could apply his personal and professional experiences. Edward Street was at an inflection point, evolving and adapting. That meant “new strategies and tactics could take the organization to the next frontier.” He was hooked.

Prashant’s current role is in Innovation and Strategic Integration at The Hanover Insurance Group. A 2018 Leadership Worcester Alum, Prashant calls Worcester his second home since he moved to the United States eight years ago and is actively engaged in the community. Prashant is chairing Edward Street’s Marketing Committee.

Why Edward Street? *“Edward Street’s work is REAL. It has real impact on real lives with real outcomes that last a lifetime. I am grateful to be part of it.”*



Edward Street Welcomes Wendy O’Leary – A shared passion attracted Wendy to Edward Street’s work. “I have always been passionate about services for children and the role of education, in its broadest sense, to support the health and well-being of children.” It wasn’t surprising to Wendy that she found herself at the same meetings and around the same tables with Edward Street across the community. It was a natural connection.

“Edward Street’s mission resonates with me, and I appreciate their role convening and collaborating with those who value early education and care.” It was how Edward Street “looks to make systemic changes for the benefit of children in our community” that spurred her involvement. Equally important was how staff gets work done. As a

trainer, educator and author with more than 25 years of experience, Wendy noted, “the staff are knowledgeable, hardworking and passionate about supporting effective and developmentally appropriate education for children and value the role of parents and professionals in the early education and care field.”

Edward Street’s leadership on issues mattered to Wendy, too. For the past 15 years her focus has been on consulting with businesses, schools, not for profit organizations and individuals to develop sustainable strategies to support well-being and mental health. Her extensive experience teaching children and those who care for them, informed her recently published children’s book *Breathing Makes It Better*. She is excited about Edward Street’s work related to resilience and children’s mental health. “It is crucial that we address the long-term impact of trauma and look for ways to support children and those who care for and about them.”

Why Edward Street? *“Edward Street is an organization that I feel can make a long-term impact on the well-being of children.”*

AWARDS

Gilmore Honored with 2019 Erskine Award

In April, Eve Gilmore was honored by the YWCA of Central MA as a recipient of the 2019 Erskine Award in Community, Social Service and Government. Gilmore’s decades of work and leadership across Worcester’s community was spotlighted.



“Eve is a jewel in our community. She brings people, agencies and families together to solve problems and create solutions for our youngest community citizens. And she does it without fanfare or seeking any recognition. She just does it!” – Linda Cavaoli, Executive Director, YWCA of Central MA

RECOGNITION



GWCF’s Nonprofit Support Center learning cohort led by Chuck Gordon, New Kensington Group. Photo compliments of the Greater Worcester Community Foundation.

Community Collaboration & Learning through GWCF – Edward Street invested in learning too! With support from the Nonprofit Support Center, a team of staff and board members participated in a training and technical assistance series to increase our development capacity. Training engaged nine organizations in a peer learning cohort that was eager to expand their fundraising strategy. This work helped position Edward Street for growth and sustainability. We extend a special thank you to GWCF for their support.

FINANCIAL REPORT – JUNE 30, 2019 AND 2018

ASSETS

	2019	2018
Current		
Cash	62,050	27,425
Contributions Receivable	6,111	20,449
Prepaid Expenses	810	1,058
Interest Receivable	15,168	19,704
Total	<u>84,139</u>	<u>68,636</u>
Property and Equipment		
Computer Equipment	24,428	18,915
Less: Accumulated Depreciation	17,213	14,736
Net	7,215	4,179
Investments	<u>2,691,824</u>	<u>2,814,743</u>
Total Assets	<u><u>2,783,178</u></u>	<u><u>2,887,558</u></u>

LIABILITIES AND NET ASSETS

Current		
Accounts Payable and Accrued Expenses	13,592	7,884
Net Assets		
Without Donor Restrictions	2,694,586	2,804,674
With Donor Restrictions	75,000	75,000
Total	<u>2,769,586</u>	<u>2,879,674</u>
Total Liabilities and Net Assets	<u><u>2,783,178</u></u>	<u><u>2,887,558</u></u>



Since 1883, Edward Street Child Services has worked towards ensuring young children have high-quality early learning programs. Quality guides our work, and partnerships and community collaboration drive it.

SPONSORS & FUNDERS | 2019

AbbVie	Massachusetts Department of Early Education and Care
ArtReach	Seven Hills Foundation
Bay State Savings Bank	The Hanover Insurance Foundation, Inc.
Capital Advisors	Tufts Health Plan Foundation
City of Worcester's Division of Public Health	UniBank
Cornerstone Bank	United Way of Central Massachusetts
Coghlin Construction Services Fund	Webster Five
Davis Publications	Worcester County Chapter of Massachusetts Association for the Education of Young Children
Elm Park Hot Dogs	Worcester Family Partnership
George L. Alden Trust	YWCA of Central MA
Greater Worcester Community Foundation	
Guild of St. Agnes	
Hester Wetherell Trust	

We also want to thank all of our individual donors, too many to list, who support our annual appeal. Our sincere gratitude to all who made a gift during the year.

IN-KIND COMMUNITY PARTNERS

Catholic Charities
Creative Hub
DCF Adoption Services
HMEA's Autism Resource Central
Jumpstart for Young Children
Mass Audubon's Broad Meadow Brook
Polar Beverages
PC Doctectives
South High Marching Band
Southeast Asian Coalition
Steven Craig's "Silly Time Magic Show"
UMass Graduate School of Nursing
Vantage Printers
Vital Emergency Medical Services
Worcester WIC Program
Worcester Center for Expressive Therapies
Worcester Child Development Head Start
Worcester Family Resources Center
Worcester Fire Department
Worcester Public Library
Worcester Public Schools





Because of you... children matter.

“Edward Street ensures that early learning is a focal point in our community. They lead with an understanding that young children, families and high-quality early learning intersect to create a strong foundation for our community’s future.”

– **Gail Randall**
Trustee, George I. Alden Trust