



# 2022-2023 Annual Report Empowering a Path to Success







## About CCSA

## Our Mission

**CCSA leads efforts to strengthen accessible and affordable quality early care and education by providing supports for families, communities and the workforce.**

## Our Vision

**All children have equitable access to affordable, high quality early care and education to lay the foundation for successful life outcomes.**

Child Care Services Association (CCSA) is a nationally recognized nonprofit working to ensure affordable, accessible, high quality early care and education for all families through research, services and advocacy. We are committed to supporting the right of young children and their families to have the best possible life.

# A Message from Leadership

Dear Friends,

It truly has been an honor to step in and serve Child Care Services Association (CCSA) as the new President.

As we get ready to celebrate the 50th anniversary of CCSA next year, I reflect on the incredible accomplishments we have been able to achieve thanks to the generosity of all our supporters and partners. We continue to develop new innovations, programs, and strategies to teach children, assist families, and support the early care and learning workforce.

Over the past year, we have bolstered our work with community, state, and national partners and have been able to make a significant impact on alleviating child care financial burdens for many families. The early care and learning workforce has continued to be uplifted and recognized for the critical work they do each day.

And we will continue to invest in children, families and early educators for the next 50 years to ensure all children have equitable access to affordable, high-quality early care and education to lay the foundation for successful life outcomes.

**Your partnership is what makes the work of CCSA possible.** Without you, we would not be able to provide the hope and support to families and the adults working with young children. This is why our founders came together 50 years ago—to ensure no family would have to choose between high-quality care for their child or to give up their career or put food on the table. Now, 50 years later, we are not only making an impact locally but nationally as well.

Every day we have been inspired by the heroes working in early care and learning programs. North Carolina's early care and learning programs have faced ever-changing conditions and they have adapted and found creative solutions to continue to serve children and families. Early educators have given endless hours to keep child care doors open. They have shown up despite their low wages. The silver lining is that attention is finally being given to the importance of early learning. With raised awareness, our state and nation can begin to focus on solutions.

As we reach our remarkable milestone, we are celebrating accomplishments and partnerships that have been built over the past 50 years. **We hope to see you on Saturday, May 18, 2024, for our 50th Anniversary Celebration Gala at the Cloth Mill at Eno River in Hillsborough, NC.** CCSA has a tremendous legacy and is forging forward with innovation that supports the early childhood workforce and the children and families of our community and beyond.

Thanks for your continuing support!



*Kristi B. Snuggs*  
**Kristi Snuggs,**  
**President**



*Aleksandra Holod*  
**Aleksandra Holod,**  
**Board Chair**



# T.E.A.C.H. Early Childhood® North Carolina Scholarship Program

The T.E.A.C.H. Early Childhood® North Carolina Scholarship Program (T.E.A.C.H.) offers early childhood professionals a debt-free education, providing significant financial support and a specialist to help them navigate through the barriers they might face in their personal life, career or at school. Often first-generation students, T.E.A.C.H. participants are nearly all women, and more than half are Black or women of color. T.E.A.C.H. supports participants as they work while furthering their education, with the ultimate goal of increasing their marketability in the field and raising the quality of care and education they provide for the children in their program.

## THE IMPACT

**2,333**

scholarship recipients from

**92**

of NC's 100 counties participated in T.E.A.C.H. North Carolina.

**947**

licensed child care facilities had at least one T.E.A.C.H. recipient.

**63,700**

children were enrolled in a child care program with at least one T.E.A.C.H. participant.

**56**

community colleges and,

**20**

four-year colleges/universities were attended by scholarship recipients in North Carolina.

**13%**

increase in earnings for those participants earning an associate degree.





## Success Story



I am a Native American of the Lumbee Tribe, and was born and raised in Robeson County. I am a wife, mother, grandmother, and teacher. I have three children who know the importance of education because of the example their parents have set. My husband has served in the United States Army for twenty-two years. I graduated Summa Cum Laude from Sandhills Community College with my AAS in Early Childhood in 2019. I then graduated Summa Cum Laude from the University of North Carolina at Pembroke in May of 2023.

As a first-generation college student, I made a commitment to be an example of resiliency for my children. As a mother, full-time student, and wife of an active-duty service member this has not been a small feat. When I decided to return to school, I was burdened financially, and feared failure. After much prayer and faith, God has shown me favor through T.E.A.C.H. scholarships. My journey has not been easy, but it has been humbling. I could never in one passage explain the impact that receiving this scholarship has had on my life. Of eight siblings, I am the second to attend college. I graduated from UNC-Pembroke with my bachelor's degree only one day after my 42nd birthday. I am proof that age is not a factor in the equation of education; it is never too late to gain knowledge. I decided to start my educational journey later in my life and that alone has been an experience. I am confident in the fact that God placed me in a waiting season that only delayed this mission, because he knew my purpose was in the classroom.

T.E.A.C.H. has been a major element in the equation of my educational journey. T.E.A.C.H. alleviated the financial stress and eliminated extra hours at work. I have always been the person who saves everyone else; T.E.A.C.H. allowed me to save myself. I am so proud to represent my family, my heritage, and the T.E.A.C.H program.”

– Daisy McDougald, Assistant teacher, Bachelor's Degree Scholarship, Hoke County



# Child Care WAGE\$<sup>®</sup> Program North Carolina

Child Care WAGE\$<sup>®</sup> (WAGE\$) provides education-based salary supplements to low-paid teachers, directors and family child care providers working with children between the ages of birth to five with the goal of improving the education and retention of the early care and education workforce through increased compensation.

The program is designed to provide young children more stable relationships with better-educated teachers by rewarding teacher education and continuity of care. In NC, WAGE\$ is a funding collaboration between a county's local Smart Start partnership and the Division of Child Development and Early Education.



Child Care  
**WAGE\$<sup>®</sup>**  
Program

## THE IMPACT

**\$1,219**

average six-month supplement.

**4,122**

early childhood educators received a supplement through WAGE\$.

**1,799**

early education programs with supplement recipients.

**84,077**

children attended child care programs with WAGE\$ participants.

**14%**

turnover rate of WAGE\$ participants.

**96%**

of the WAGE\$ participant survey respondents said that WAGE\$ encourages them to stay with their current programs.



## Success Story



*“Child Care WAGES® has helped me not lose focus on my ‘why.’ I am constantly asked why I won’t go into the school system to make more money. Money cannot buy happiness and purpose! My purpose is in early childhood education. I have no doubt that it is my calling,” said Wendy Boozer.*

*Wendy is an early childhood educator working in Randolph County – but she didn’t originally plan on that career. She had a background in medical assistance but when her daughter’s Head Start family advocate suggested she consider working with children, Wendy decided to give it a shot. She has been working with Head Start ever since.*

*She took Intro to Early Childhood Education and knew that she wanted to pursue an Associate Degree in Early Childhood Education. It wouldn’t have been possible, according to Wendy, without the T.E.A.C.H. Early Childhood® Scholarship Program. Wendy said, “I couldn’t afford school out of pocket, so T.E.A.C.H. was an amazing opportunity. I would never have gotten the degree without T.E.A.C.H. I was an assistant for 11 years, but now I am a lead teacher because I have a degree. My education has helped me learn more deeply about child development and meet children where they are. I know so much more now.”*

*She doesn’t want to stop her educational pursuits. She has completed significant coursework toward her bachelor’s degree. With the attainment of her degree, Wendy’s WAGES supplement will again increase. Since she began the program, she has advanced multiple levels on the salary supplement scale to reflect the pursuit and completion of her associate degree and the coursework she has earned toward her bachelor’s. “WAGES has really mattered because the pay in early childhood is so low. I don’t do it for the money, no one does. I do it for passion but the money helps. It ignites a fire. It’s a thank you. I am noticed. I matter. WAGES allows me to live my passion and keep working on my ‘why.’”*

# Infant-Toddler Educator AWARD\$<sup>®</sup> Plus

Infant-Toddler Educator AWARD\$<sup>®</sup> Plus provides education-based salary supplements to low-paid early educators working full-time with children birth through age two in North Carolina. Historically, there has been a significant difference in the quality of care that infants and toddlers receive when compared to that of 3-5 year olds. Since a child's brain develops more in their first five years than at any other time in life, it is critical that infants and toddlers are cared for by supportive, stable educators. With increased compensation, AWARD\$ Plus recipients can better afford to stay in the infant-toddler classroom and many are encouraged to continue their coursework.



Infant-Toddler Educator  
**AWARD\$<sup>®</sup> Plus**

## THE IMPACT

**\$1,200**  
average six-month supplement.

**1,483**  
early childhood educators  
received supplements.

**868**  
early education programs with  
supplement recipients.

**21,357**  
children attended a child care  
program with at least one  
AWARD\$ Plus participant.

**14%**  
turnover rate for  
AWARD\$ Plus recipients.

**85%**  
of active AWARD\$ Plus  
participants had an Associate  
Degree in Early Childhood  
Education, its equivalent or higher.



## Success Story



*Veronica Pigford loves working with two-year-olds, but she didn't start with this age group.*

*“I came here for a summer job when I was working in the public school system and I just fell in love with infants and toddlers,” Veronica said. “I love all the children, but I am so happy working with the twos. They love you so much. They cling to you. They appreciate you and are eager to learn new things. I really like being part of that.”*

*Veronica expected to go down a different path. She obtained a degree in criminal justice to become a probation officer. Being a teacher wasn't her long-term plan, but when she began working with four-year-olds as a teacher assistant in the public school system, she knew she wanted to change course and go back to school for her Bachelor's Degree in Early Childhood Education. Veronica said, “Education in the field is important if you want to see kids grow appropriately. I'm better prepared in my classroom because of my degree.”*

*As much as she loves working with children, it does have its challenges. According to Veronica, those challenges can be summed up in one word – money. She said, “It seems like you are misled about how low the pay really is, even though the work is so important. I have two degrees! I should make more money than I am. I do more than is required for me to do, but I love the children and seeing their faces, so I try to stay. I love the parents and many of them really understand and appreciate what we are doing.*

*I love the warmth that goes through you when children you have taught come back years later to see you, and you know that you contributed to their growth. Even when they go to college, to know that you were a part of that, it matters. I'm proud when parents want their other children to be in my room. It lets me know I'm doing something right!”*

*Veronica is grateful for AWARDS Plus for coming to her rescue and allowing her to stay in her program.*



# T.E.A.C.H. Early Childhood<sup>®</sup> National Center

The T.E.A.C.H. Early Childhood National Center at CCSA (National Center) helps improve the education, compensation, career progression and retention of the early childhood workforce. Central to this work is the replication of the T.E.A.C.H. Early Childhood Scholarship and Child Care WAGE\$ programs across the country through statewide non-profit organizations.

The T.E.A.C.H. program is currently in 22 states; five states operate WAGE\$. The National Center helps these organizations ensure that early childhood educators earn more, continue their education and stay in the field, with the end goal of building a pipeline of educators for future generations.



## THE IMPACT

**\$56.2**

million was invested in T.E.A.C.H. programs by 22 states.

**17,288**

T.E.A.C.H. scholarship recipients were supported.

**626,701**

children benefited from having a better-educated teacher.

**13%**

was the average wage increase of T.E.A.C.H. participants.

**47%**

of T.E.A.C.H. scholarship recipients were people of color.



## Success Story



*In the spring of 2023, I reached my first educational goal of receiving a Certificate of Proficiency in Early Childhood Education. Upon completion, I was recognized for earning a spot on the Chancellor's and Dean's List for completing my courses and maintaining a 4.0 GPA. I am currently working towards my next goal of receiving an associate degree in early childhood education.*

*This would not be possible without the support and guidance that I have received from T.E.A.C.H. Early Childhood® Arkansas, specifically from my scholarship counselor. After not being enrolled in college courses for ten years, I was a bit hesitant and nervous when this opportunity was presented to me. However, I know that this opportunity was given to me for a purpose of bettering myself for my family, the students I encounter and the childcare staff I supervise. Through my educational journey, it has been made clear that this is exactly what I am meant to be doing with my life and my passion for early childhood education has flourished with the help of my wonderful professors and classmates.*

*My experiences have taught me a great deal of discipline and time management, which are both essential in this profession. I have also learned different teaching strategies and methods that will help me grow as an educator and in return, benefit my students. I have studied the different developmental stages that children go through and ways that we can actively support and enhance their development. I have really enjoyed applying my knowledge to a real-world childcare center and seeing how effective these practices can be!*

*– Abby Heird, T.E.A.C.H. Scholar*



## THE IMPACT

**\$28.3 million**

funded WAGE\$ Programs  
in five states.

**9,924**

people participated in WAGE\$  
programs across the U.S.

**14%**

turnover rate for WAGE\$  
participants.

**99%**

of WAGE\$ participants  
nationally were women.

**3,919**

child care programs across the  
US had supplement recipients.

**\$1,271**

was the average  
six-month supplement.



## Success Story



*Denita has been in the business of caregiving since becoming a CNA (certified nursing assistant) at sixteen years old. When her daughter was born, she went from working in nursing homes to private care, and in 2004, decided to switch from the field of caregiving to child care.*



*Denita says, “When I started my in-home program, I did not realize all that was entailed with early childhood. I thought of myself as a person who got to stay home and watch kids and provide them with activities while providing them with a safe and nurturing environment.” It didn’t take long before she was attending training sessions and striving to continually improve and provide the best quality of care she could. In the summer of 2013, she began to work toward achieving her associate degree. She graduated in 2016 with an Associate Degree in Human Services. She wanted to keep working towards her bachelor’s degree, but with the cost and credit hours needed, she decided to wait.*

*Since then, Denita has been able to continue her education. She received her CDA in August 2018, and used the T.E.A.C.H. scholarship to graduate from Chadron State College in the spring of 2022 with her Bachelor’s Degree in Early Childhood Education. She is enrolled in Nebraska’s Step Up to Quality program, where she has been a Step Five (the highest level) since 2019, and is part of Sixpence Sprouting Success. Denita says, “I have had the pleasure of working with multiple organizations that view early childhood education as one of the most important foundations of development just as I do. I’ve taken classes to improve my family child care program not only for myself, but for my own children and the children I care for as well. The day I got the letter in the mail about Child Care WAGES®, it was definitely like a pat on the back and a thank you for what many of us are doing in this field.”*

*– Denita Julius, WAGES Participant & T.E.A.C.H. Graduate*

# Studying N.C.'s Early Childhood Education System and the Workforce

CCSA's Research Division conducts comprehensive studies, created and maintains the North Carolina Early Care and Education Data Repository and provides data resources to improve child care, recognizing that information is the first step to improving an early care and education (ECE) system. Since the 1990s, CCSA has researched and reported on topics such as teacher turnover, supply and demand, subsidy, careers in early childhood, child care fees, after school care, child care system issues and more. These studies give policymakers in our state and local governments, and stakeholders in our communities the information they need to strengthen early childhood education.

With funding provided by the Department of Health and Human Services, CCSA conducted a 2022-2023 *Early Care and Education Workforce Study in North Carolina*. This study is quantitative in nature with surveys being sent statewide to early care and education center directors and teaching staff and to family child care providers. Additional funding was provided by the Blue Cross Blue Shield Foundation to supplement the study with the voices of early care and educational professionals through focus groups and interviews. The survey focuses on basic demographics, working conditions, education levels, wages and benefits, experience and the effects of the COVID-19 pandemic. Results will be ready in spring 2024.

Also in FY23, Metro United Way in Kentucky funded CCSA to collaborate with Community Coordinated Child Care (4-C) to produce a similar quantitative workforce study in Louisville. CCSA is providing consultation throughout the process as well as survey design, data cleaning and analysis and report writing. Data collection is being conducted by 4-C. Results will be available in early summer 2024.









## Child Care Resource and Referral

The Child Care Resource and Referral Division provides services locally, regionally and statewide. It is comprised of several different departments, including: Family Support, Technical Assistance, and Professional Development and Support Services.

CCSA delivers comprehensive child care consumer education and referral services through an initiative known as Child Care Referral Central (CCRC). This initiative is a regional collaboration between CCSA and the Alamance, Caswell, Person, and Franklin-Granville-Vance Partnerships for Children.

Dedicated referral specialists play a vital role in educating families about the key features of high-quality child care, empowering them with knowledge. Moreover, specialists curate a tailored list of referrals to child care programs that align with the unique needs of each family.



## THE IMPACT

**2,505**  
referrals were provided.

**3,300**  
children were placed in high-quality child care.

**640**  
families received consumer education services.

**826**  
referrals were provided for families whose income was less than \$30,000/year.

**991**  
families receiving referrals were Black,

**420**  
were Latino, and

**445**  
were White.



## Success Story



### Praise from families:

*“It helped me to feel more qualified and educated when making a decision when selecting a childcare facility for my daughter.”*

*“I greatly appreciate the service I received as I was able to look through the list of options provided, set up tours, after speaking with the counselor I knew what to look for, what questions to ask, and was able to make an informed decision that I was happy with.”*

*“My family and I are grateful for this service! Literally a life saver. I’m a first time mom. I didn’t know what to look for in a center (other than the basics). Referral services helped me look more into depth for child care services, which was a learning moment for me. I was stressed before receiving services and almost lost hope. Now the stress has been lifted. I’m happy and feel refreshed! I get to spend quality time with my child.”*

## CCR&R Council

CCSA is one of three lead agencies in the N.C. Child Care Resource & Referral Council, along with Southwestern Child Development Commission in the western part of the state and Child Care Resources Inc. in Charlotte, N.C. Together, the Council manages child care consumer education and referral, professional development, technical assistance, data collection and analysis and public awareness activities across N.C. through a contract with the Division of Child Development and Early Education.

North Carolina’s CCR&R system is a national model for high performance, achieved by maintaining strong standards and accountability for outputs and outcomes and evaluated each year through an annual review. CCR&R programs have provided essential services in NC for more than 40 years.

# CCSA Child Care Scholarship Program

The CCSA Child Care Scholarship Program helps families find and fund child care. Quality child care is expensive, making it frequently unaffordable, especially for low and moderate income families.

CCSA provides financial assistance to families in which the parents are working, looking for work and/or in school or training and need care for children ages birth to 12 years old. The primary goal of these scholarships is to provide children with access to the high-quality child care that is so important for their early development.

CCSA's scholarships include:

- **Smart Start Scholarships:** support for children birth to five living in Durham County.
- **General Scholarships:** support for children birth to five living in Durham or Orange County.
- **UNC Scholarships:** support for children birth to twelve to students and staff of UNC-Chapel Hill.
- **Partner Program Scholarships:** provides support to the Pre-K and Early Head Start programs in Durham.
- **Build Babies Durham:** funded through ARPA to support children birth to five years old with a priority for birth to two years old.

## THE IMPACT

**1,070**  
children received scholarships.

**62%**  
of families whose children received scholarships earned less than \$25,000/year.

**52%**  
of children receiving scholarships were African-American, and

**29%**  
were multi-racial.

**19%**  
of children served lived in a Spanish speaking household.

**91%**  
of children receiving scholarships attended 5-star child care programs.



## Success Story

### Here's what families said about CCSA's Scholarship services:



*“This scholarship program really helps me afford childcare for my children. I moved to North Carolina from Florida for a job opportunity and was shocked at how high child care was here. I almost had to move back home because I couldn't afford childcare for my 3 children. It wasn't until I was introduced to this program and have been able to afford childcare that I'm able to live happy here in North Carolina with my new employment. If it wasn't for this scholarship program I would not be where I am today and I am very grateful for this program.”*



*“For my daughter it meant a lot because she was able to start her integrating into society with other children. She was able to play with others outside of her immediate family. She was able to learn things. It was helpful to get my daughter out of the house and for her to learn how to be around other adults and children without me.”*



*“I was able to go to work, maintain the work, while he was somewhere safe. We trusted options and schools that were given to us. I appreciated that locations were given to us. I've never had any complaints, since I've used this with my other 2 older children in the past. I've always had good counselors. And I pray that the scholarship continues for future families that may need it and everyone utilizes it, because it's there!”*

# Professional Development and Technical Assistance

The quality of early care and education children receive dramatically affects a child's social, emotional, physical and intellectual development, and ultimately their success well into adulthood. To ensure that all children have qualified, educated and trained educators, CCSA provides technical assistance (TA) to child care centers and family child care homes as they work to improve program practices and standards in an effort to create and provide high-quality learning environments.

**CCSA's Professional Development Program** offers a variety of training opportunities to early childhood educators to improve the quality of early care and education in family child care homes, centers and preschools. The program focuses on increasing teacher education and training, promoting developmentally appropriate practices in early childhood settings, and improving the accessibility and affordability of professional development necessary to maintain licensure and certification.

These opportunities help create the optimal environment for children's growth, development, and readiness for school.

CCSA's Professional Development Program offers cost-effective options, including workshops, seminars, online classes and continuing education courses. Additionally, CCSA also hosts the ASK (Advancing Skills and Knowledge) Conference, a day dedicated to the professional development of early childhood educators.

## THE IMPACT

**835**

teachers and directors received on-site technical assistance.

**4,135**

children were cared for by teachers or directors that received technical assistance.

**3,311**

people attended development workshops.

**513**

teachers and directors that received TA reported improvement in their learning environments.

**6**

child care programs received technical assistance for the accreditation process.

## Success Story

*A teacher at New Life Child Development came to the Ready Infant Toddler Classroom (RITC) project with limited Early childhood experience, but wasn't afraid to ask questions and try out suggestions. The TA specialist was excited that she came with questions and was interested in learning. With the support of her Director, she immediately enrolled in Making the Most of Classroom Interactions (MMCI) offered to a cohort of teachers in the project. In MMCI, participants took a deeper dive into creating positive climates through interactions, regard for children's perspectives, learning formats, and language modeling.*





# NC Birth-to-Three Quality Initiative

The Birth to Three Quality Initiative serves all 100 counties across North Carolina. Regional Birth-to-Three Specialists provide leadership, coaching, training and hands-on support for teachers and site administrators. A team of Anchor Birth-to-Three Specialists provides virtual cohort-based learning collaboratives for early childhood professionals across the state. The project is rigorously monitored to ensure consistency, equitability and quality of services delivered, and its impact is evaluated by several measurable outcomes.

## THE IMPACT

**113**

classrooms participated in Practice-Based Coaching with project specialists.

**3,859**

teachers and directors participated in Professional Development courses, impacting over

**65,000**

children throughout the state.



## Success Story



*“I learned valuable information that I was not aware of before this experience. I feel so much better walking into my classroom now that I’ve been able to learn what I was doing incorrectly and what I could improve on. Also, seeing my kids enjoy the new room arrangement and toys/materials has been extremely rewarding. I’m very thankful for all the help and knowledge that I have received.*

*- Twos Teacher*

*“[Our coach] is able to work within the classroom and see what’s actually happening. She’s able to give pointers based on what she’s seeing and what the teachers are telling her. She validates the teacher’s experience and is happy to step in to model different approaches.”*

*- PBC Participant, Child Care Administrator*



# Shaping Healthy Lives

Shaping Healthy Lives (SHL) is a quality improvement project led by CCSA's Technical Assistance (TA) team supporting health, nutrition and physical fitness for young children attending child care programs in Durham County. SHL uses three research-based models (Be Active Kids®, Preventing Obesity by Design and Go NAP SACC) to provide an in-depth approach to health and wellness focused on childhood obesity prevention. CCSA TA specialists work with participating child care centers and family child care homes to assess their need to increase physical activity, improve the children's meals, engage families in the process and enhance the materials provided to children to support these goals. SHL's goal is helping child care programs provide opportunities so children may, regardless of their family's circumstances, succeed and enter kindergarten healthy and active.

By following SHL's best practices, CCSA and participating sites can help reduce obesity in even our youngest children. In addition, SHL's play-based activities directly affect the physical, emotional and social development of children in the program — supporting parents and teachers to create environments that promote lifelong health.

## THE IMPACT

**980**

children benefited from health/wellness activities and improved outdoor learning environments.

**24**

child care centers and family child care homes received coaching and professional development.

**100%**

of centers and family child care homes successfully implemented at least three improvement strategies from their improvement plans.



## Success Story

*CCSA worked with Butterfly Kisses Academy to create a new play zone, gravel pit, sensory garden, balance beam, and rock climbing area in order to encourage more movement and creativity. All of the new play equipment, provided by the SHL project, was put in an open area that kids and teachers could access daily. When the project began, the TA coach reviewed the OLE Design Plan with the children in the Pre K class. The teachers worked hard to achieve the goals related to the Go NAPSACC (Nutrition and Physical Activity Self-Assessment for Child Care) program.*



## Durham PreK

CCSA administers and manages the expansion of Durham PreK. Durham PreK is Durham County's local investment in high-quality early childhood education for all 4-year-olds in Durham County. With an abundance of evidence that high-quality universal preschool could reduce the disparities in skills among children entering kindergarten, Durham's policymakers have focused resources on developing and expanding quality preschool programs for 4-year olds. Children from lower-income households are often left behind, furthering inequality and setting the stage for the achievement gap that persists through high school. A critical component of Durham PreK is the diverse settings in which the preschool classrooms are located.

CCSA works in collaboration with Durham's Partnership for Children, NC Pre-K, Durham Head Start - Families and Communities Rising, and Durham Public Schools, along with other supporting partner agencies such as Book Harvest and the Durham Children's Initiative, to enhance quality and expand accessibility of all public preschool seats in Durham County.

## THE IMPACT

**24**  
Durham PreK sites with,  
**39**  
classrooms for Durham  
County's 4-year-olds.

**614**  
children served.

**80%**  
of Durham PreK staff were  
Black/African American,

**10%**  
were White,

**4%**  
were Latinx/Hispanic, and

**4%**  
were Asian/Pacific Islander.





## Success Story



*“My child has met so many new friends with diverse cultural backgrounds. Her social skills and ability to understand differences in others has been positively impacted by the diversity of her classroom. I think this has been the most unexpected benefit of the program. Academically, she has become more interested in science and learning letter sounds than she would have in a traditional daycare setting. I feel like she is well prepared for kindergarten.” — Lori Apicella*



*“Prek has opened my eyes to see how smart kids are. They want to learn a lot of things. My daughter learned a lot this year. She learned a lot about gardening, and plants. She cries if she can’t go to PreK.”*

*— Deja Mercer*



*“Thank you for including my child in this program. I think he has really thrived, and I am very grateful for Durham PreK. He loves his teachers and classmates. His confidence in his ability to learn new things has improved dramatically through his experience in Durham PreK.” — Kelly Caravella*



# spoonFULL, CCSA's Meal Services Program

spoonFULL, **F**resh, **U**nique, **L**iked, and **L**ocal, provides high-quality and affordable nutritious meals and snacks daily to children enrolled in participating child care centers in North Carolina's Durham, Wake and Orange counties, keeping children healthy, helping teachers focus on teaching and saving providers money. spoonFULL, reflects our commitment to serving quality, locally grown food when possible and providing children with meals that nourish their bodies and minds.

In FY23, participation in SpoonFULL, CCSA's meal services program, increased to 24 centers, providing meals to more than 1,430 children across Durham, Orange, and Wake counties. Meals are prepared and delivered daily, with lunch, afternoon snacks and breakfast for the next day. SpoonFULL's team of experienced chefs work hard to provide creative meals that are familiar to young children as well as introduce new foods like baked cod and foods from other cultures like arroz con queso (rice with cheese). Nutrition is part of every early childhood curriculum.

## THE IMPACT

**946,067**  
total meals served.

**24**  
centers participated  
in spoonFULL.

**1,431**  
children received meals  
and snacks daily.



# THE IMPACT

**497,611**

**nutritious meals and snacks  
served to an average of**

**760**

**children**

**59**

**child care programs benefited**

## Child and Adult Food Care Program

CCSA sponsors the USDA's Child and Adult Care Food Program (CACFP) for family child care homes in Durham, Orange, Vance and Wake counties. This program, which targets children in families that qualify for free or reduced lunch, sets nutrition standards for children ages birth-12 years old and subsidizes the cost of food for child care programs.





# Child Care Services Association Statement of Functional Expenses

	FY2023	FY2022
<b>Grants and Assistance</b>		
Grants and awards	10,610,701	9,761,517
Scholarships--TEACH	3,407,329	2,977,877
Scholarships--child care	6,653,781	5,787,144
Subcontracts	6,657,909	6,227,095
<b>Total Grants and Assistance</b>	<b>27,329,720</b>	<b>24,753,633</b>
<b>Operating Expenses</b>		
Salaries and Fringe Benefits	9,237,314	7,982,160
Program and Office Supplies	939,990	852,708
Contracted Services	399,988	733,392
Occupancy	65,673	141,100
Travel and Meetings	396,335	199,536
Depreciation and Amortization	317,595	238,042
Postage and Telephone	147,822	139,178
Printing and Publications	45,612	29,470
Repairs and Maintenance	36,434	35,311
Dues and Subscriptions	189,623	172,655
Interest Expense	52,317	53,935
Insurance	43,688	42,226
Other Expenses	29,794	47,106
<b>Total Operating Expenses</b>	<b>11,902,185</b>	<b>10,666,819</b>
<b>Total Expenses</b>	<b>39,231,905</b>	<b>35,420,452</b>

# Thank you to our many public and private FY 2022–2023 funding partners!

## Individuals

**Peggy Ball**  
**Marsha R Basloe**  
**Leigh & Clay Bordley**  
**Ned F. and Ginny Brooks**  
**Matthew Brown**  
**Signe Ahmuty Brown**  
**Donna Bryant**  
**Richard and Nadine Burton**  
**Meredith Camacho**  
**Anna Carter**  
**Frank D. Castlebury, III**  
**James Chappel**  
**Manuel Louis Costa, Jr. and Nancy Park**  
**Andrew and Wendy Davis**  
**Marguerite DeCarli**  
**Lanier Degrella**  
**Charles and Anna Derrick**  
**Pam Eaton**  
**Cynthia Eggleston**  
**Mark Evans**  
**Peter Filene**  
**Gail Ann Garinger**  
**Priscilla A. Guild**  
**Joe Hackney**  
**Phillip H. Hershberger and Anne W. Mitchell**  
**Sharon Hirsch**  
**Charles Humble**  
**James and Carolyn Hunt**  
**Diane Kessing Jaskot**  
**Kathleen and F. Reed Johnson**  
**Jennifer Lacewell**  
**B. Paul Lindsay**

**Allison Miller**  
**John Morris and Laura Benedict**  
**Jessica Norris**  
**Ana De Hoyos O'Connor**  
**Felicia Olds**  
**Michael J. Palmer**  
**Michelle Peck**  
**Karen Ponder**  
**David E. Price**  
**Wendy Price**  
**Ana Elisa Sanchez**  
**Martin Schweitzer**  
**Harold Sellars**  
**Kitty Sherwin**  
**Andrew Short and Andrea Vizoso**  
**Kara Loftin Shultz**  
**Kristi Snuggs**  
**Eric and Shawn Sowers**  
**Laura Svetkey**  
**Thomas Feinberg and Ellen Peisner-Feinberg**  
**Steve and Sandra Toler**  
**Rosemarie Vardell**  
**Asata Virgo**  
**Theodore Waechter Jr.**  
**Mamie Watson**  
**Andrew H. Weathersbee**  
**Felecia Weathersbee**  
**Cynthia Wheeler**  
**George F. Whitfield**  
**Chris and Janet Willett**  
**Paul Winterhoff**  
**Dona R Wisidagama**



## Foundations

**Alliance for Early Success  
AmazonSmile Foundation  
American Online Giving  
Bainum Family Foundation  
BlueCross BlueShield of North Carolina Foundation  
The Coronaca Fund of Triangle Community Foundation  
Dan Hudgins Summer Child Care Fund of Triangle Community Foundation  
Sparling Family Fund of Triangle Community Foundation  
Stranahan Foundation  
Svetkey-van der horst Fund of Triangle Community Foundation  
Tepper Family Fund of Triangle Community Foundation  
Triangle United Way  
Truist Charitable Foundation  
W. Clement & Jessie V. Stone Foundation  
W.K. Kellogg Foundation  
Z. Smith Reynolds Foundation**

## Government

**Durham County Government  
North Carolina Department of Health and Human Services - Division of Child  
Development and Early Education  
North Carolina Department of Health and Human Services - Division of Public Health  
Town of Carrboro  
Town of Cary  
Town of Chapel Hill**

## Colleges and Universities

**Duke Office of Durham and Community Affairs  
North Carolina State University  
University of North Carolina at Chapel Hill**

## Non-profit Organizations

Center for Child and Family Health  
The Council of Professional Recognition  
Dogwood Health Trust  
Durham's Children's Initiative  
Durham's Partnership for Children  
East Durham Children's Initiative  
Orange County Partnership for Children  
NC State Employees Combined Campaign  
National Association for the Education of  
Young Children  
St. Thomas More Church  
The North Carolina Partnership for Children  
United Way of the Greater Triangle  
Wake County Smart Start

## Businesses/Corporations

Blackman & Sloop CPAs P.A.  
Blue Cross Blue Shield of North Carolina  
Fidelity  
HH Architecture PA  
Hatch Early Learning  
My Pro Photographer  
Neimand Collaborative  
Olde Harbourtowne's Homeowners Association  
School Readiness Consulting

*This list represents charitable gifts and grants made to Child Care Services Association between July 1, 2022, and June 30, 2023. While we have made every effort to be accurate and thorough, it is possible to accidentally omit or misspell a name. Please contact the Director of Development and Communication at 919-967-3272 x. 1927 with any additions or corrections.*



## **WAGE\$ Participating Partnerships**

Alamance Partnership for Children  
Alexander County Partnership for Children  
Alleghany Partnership for Children  
Alliance for Children (Union County)  
Blue Ridge Partnership for Children  
Buncombe Partnership for Children, Inc.  
Burke County Smart Start, Inc.  
Cabarrus County Partnership for Children  
Caldwell County Smart Start  
Cleveland County Partnership for Children, Inc.  
Columbus County Partnership for Children, Inc.  
Craven Smart Start, Inc.  
Down East Partnership for Children  
Durham's Partnership for Children  
Franklin Granville Vance Smart Start, Inc.  
Guilford County Partnership for Children  
Halifax-Warren Smart Start Partnership  
for Children, Inc.  
Harnett County Partnership for Children, Inc.  
Hertford-Northampton Smart Start Partnership  
for Children, Inc.  
Iredell County Partnership for Young Children, Inc.  
Lee County Partnership for Children  
Martin-Pitt Partnership for Children, Inc.  
Montgomery County Partnership for Children  
North Carolina Division of Child Development  
and Early Education

Partners for Children & Families Inc. (Moore County)  
Partnership for Children of Johnston County, Inc.  
Partnership for Children of Lenoir and Greene  
Counties  
Partnership for Children of Lincoln/Gaston Counties  
Partnership for Children of the Foothills  
Randolph County Partnership for Children  
Region A Partnership for Children  
Richmond County Partnership for Children  
Rockingham County Partnership for Children, Inc.  
Smart Start of Brunswick County, Inc.  
Smart Start of Davidson County, Inc.  
Smart Start of Davie County, Inc.  
Smart Start of Forsyth County  
Smart Start of Mecklenburg County  
Smart Start of Transylvania County  
Smart Start of Yadkin County, Inc.  
Smart Start Partnership for Children, Inc.  
(Henderson County)  
Smart Start Rowan, Inc.  
Stanly County Partnership for Children  
Surry County Early Childhood Partnership  
The North Carolina Partnership for Children  
The Partnership for Children of Cumberland County  
The Partnership for Children of Wayne County, Inc.  
Wilkes Community Partnership for Children  
Wilson County Partnership for Children

## **T.E.A.C.H. Early Childhood National Center Participating State Organizations**

Alabama Partnership for Children  
Arkansas Early Childhood Association  
Early Childhood Council Leadership Alliance  
(Colorado)  
Children's Forum, Inc. (Florida)  
Iowa Association for the Education  
of Young Children  
Indiana Association for the Education  
of Young Children  
Maine Association for the Education  
of Young Children  
Michigan Association for the Education  
of Young Children  
Child Care Aware® of Minnesota  
Child Care Aware® of Missouri  
Nebraska Association for the Education  
of Young Children

NevAEYC  
Child Care Aware® of New Hampshire  
Child Care Services Association (North Carolina)  
Ohio Child Care Resource and Referral Association  
Pennsylvania Child Care Association  
Rhode Island Association for the Education  
of Young Children  
South Carolina Endeavors  
Signal Centers (Tennessee)  
Texas Association for the Education  
of Young Children  
Utah Association for the Education  
of Young Children  
Vermont Association for the Education  
of Young Children  
Wisconsin Early Childhood Association

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**Chris Willett**  
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**CHILD CARE  
SERVICES  
ASSOCIATION  
ANNUAL  
REPORT FOR  
FISCAL YEAR  
2022-2023**



**CHILD CARE SERVICES ASSOCIATION**  
PO Box 901 Chapel Hill, NC 27514

 (919) 967-3272

 (919) 967-7683

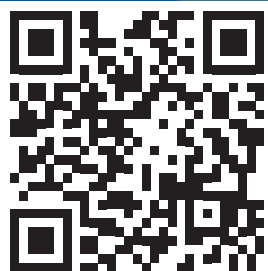
 [info@childcareservices.org](mailto:info@childcareservices.org)

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please visit [www.ChildCareServices.org](http://www.ChildCareServices.org) or  
scan the QR code to the left**