



Family FlexSM

Early Education Center • Easing the demands of modern parenthood

Annual Report 2014



Family Flex provides quality early education and care with flexibility that meets the diverse needs of today's families.

Our *values* are in support of families' confidence in professional, quality teachers who represent the characteristics of PEARL so that children can have an enriching early educational environment.

- Passion for early childhood education
- Every day authenticity in educating
- Accountable in relationships with peers & community
- Reflection in teaching and professional development
- Lifelong learning for children, families and teachers

Our *vision* is that Family Flex Early Education advances early childhood education through training, practice and communication to provide the critical developmental foundation for every child to succeed in learning and at life.

Dear Families, Friends and Supporters:

The 2013-2014 school year was eventful to say the least! Family Flex Board of Directors celebrated many successes within our four strategies: educational value, a strong foundation of educators, nonprofit sustainability and facilities improvement.

One goal in promoting educational value was to continue and expand quality ratings. This year we expanded our Qualistar rating from two classrooms to the whole center. We saw an above average score of three stars, with Family Partnerships scoring 10 out of 10 points!

In creating a strong foundation of educators, the organization was able to help two further their education through the TEACH scholarship, we updated our compensation profile to reflect current trends, and sent teachers to Rocky Mountain Early Childhood Conference, as well as various training throughout the year. We offered regular planning time and supported coaching related to *Pyramid Plus* and *Strengthening Families*. We also had two Metro State interns in our preschool program and hired several new teachers, including recent graduates and teachers with years of experience in the field.

In our second year as a nonprofit organization we have established a strong, efficient and well-rounded Board of Directors, with three acting committees. Maintained revenue streams with over 90% enrollment, and funding through two grants: Social Emotional Early Development (SEED initiative) and the Infant/Toddler Quality and Availability (ITQA grant). Both grants provided thousands of dollars to improve quality, training and learning environments. Also, the ITQA grant allowed Family Flex to begin accepting Colorado Child Care Assistance Program (CCCAP) in our infant program, providing care and education to at-risk families. We continued to support other assistance programs to aid the financial needs of early education access for families through the Colorado Preschool Program (CPP) and Denver Preschool Program (DPP). In the next year, we welcome our new Board Chair, Mary Ellen Williams, to continue to work towards nonprofit sustainability.

Family Flex continues to seek and research alternative means to provide high quality early education, teacher training and innovative strategies to promote positive learning environments for so many of Denver's youngest students.

Sincerely,

Lizzie Meyer
Executive Director

Marie Hueston
Board Chair 2012-2014

Strategic Plan 2013-2018

Family Flex has defined four *strategies* to guide our goals for the next 5 years:

Educational Value: Through Life Long Learning Preparation and Parent Partnerships

- Increase Quality Rating Scores, goal of five star quality rating through state licensing.
- Continue to host and increase parent topic nights, center events and bring in outside speakers, professionals and workshops.
- Evaluate other Early Childhood Centers to discern lessons learned and implement best practices for school readiness.
- Educate on the value versus cost of early education.

A Strong Foundation of Educators

- Retain and seek teachers who embody PEARL values, offer performance based increases, explore additional incentives and enforce PEARL in daily operations.
- Extend and increase professional development opportunities with trainings (on and off site), coaching and scholarship options.
- Work towards securing new graduate interns to employee programs with local higher education institutions.

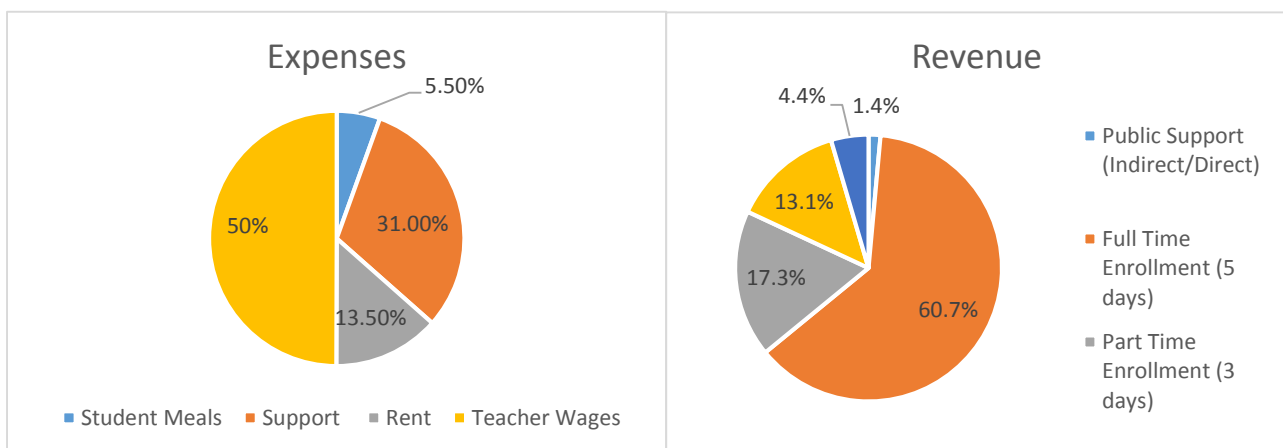
Non Profit Sustainability

- Pursue on-going board development through training, recruitment and fundraising.
- Seek additional revenue streams (grants, capital improvements, capital campaign).
- Create funded scholarship program to increase high quality access to low income families.

Facilities Improvement

- Create Facilities Committee to review location, property and needs of organization.
- Replace, replenish and update facilities as needed and appropriate to current health and safety trends.

Financial Overview



At the end of the year, Family Flex was financially stable allowing for expenditures in facility improvement and teacher bonuses. 2014-15 projections are positive with main financial goal to increase alternative revenue streams to fund future scholarship programs and other needed expenses.

Children and Families Served

Children Served:

- Over 80 children 2013-14
- 15 preschool graduates
- By end of year at 99% of capacity
- Over 10 Denver Preschool Program participants
- Two Colorado Preschool Participants

Age Breakdown:

- 24 infants
- 24 toddlers
- Up to 35 preschoolers
- Up to 16 school age children

Services Provided:

- Creative Curriculum (play based)
- Developmental Assessments
- Parent/Teacher Conferences
- Enrichment Programs
- Healthy Meals Daily
- Parent Topic Nights
- Extended Day and Year Round
- School Age Programs

Student Data:

- Assessment of children age 2 and up with *Teaching Strategies Gold* (TSG). Children demonstrated growth in all areas and objectives
- 38% preschool graduates started as infants, 38% started as toddlers

Teacher Profiles

Teachers Employed

- Over 20 full time teachers
- 14 with at least one full year of service
- six with more than three years with organization
- Two TEACH scholarship recipients
- 13 with degrees (AA, BA, MA)
- 11 with five or more years of experience in the field (some 20+)

Professional Development:

- Qualistar (Denver Art Museum)
- Qualistar (Getting Ready for Ratings)
- Rocky Mountain Early Childhood Conference
- Pyramid Plus
- Strengthening Families
- Director's Boot Camp
- Project Learning Tree
- ECE Design Conference
- Denver Mental Health and Challenging Behaviors
- STEM for Early Childhood Education
- Allergy, Health and Safety and general CPR, 1st Aid, Universal Precautions

Organization Involvement:

Denver Early Childhood Council, RAFT, Qualistar, CLASS, DPP, CPP, Pyramid Plus



Board of Directors

Jennifer Alabisio

Assistant Vice President, Compliance
Curian Capital, LLC
Role/Expertise: parent, accounting, regulations,
interest in education

Matt Holmes

Vice President
Summit Company
Role/Expertise: parent, investment management,
early childhood economics

Marie Hueston

Board Chair
Role/Expertise: Family Flex Founder, early
childhood advocate and consultant,
entrepreneurship

Kristine Strain Ingraham

Assistant News Director
CBS4
Role/Expertise: parent, media and public
relations

Lizzie Meyer

Executive Director
Family Flex, Inc.
Role/Expertise: school management, educator,
operations

Jennifer Miner-Dethmers

Attorney
CO Dept of Law
Role/Expertise: parent, legal, government,
Previous nonprofit board experience

Sally Peterson

Entrepreneur
Role/Expertise: parent, fundraising, former
Family Flex director experience

Brandy Radey

Public Relations Consultant
Suncor Energy
Role/Expertise: parent, community perspective,
public relations, fundraising/grants, marketing

Kelly Rosenberg

Attorney
Colorado Attorney General's Office
Role/Expertise: parent, legal, regulatory world

Jane Walsh

Project Specialist
Denver Public Schools
Role/Expertise: community perspective, early
childhood education, public sector (ie.DPS)

Jamie Webb

VP Store Managers
Macy's West
Role/Expertise: parent, human relations, legal,
private school advocate

Mary Ellen Williams

Executive Director
Foothills Art Center
Role/Expertise: parent, community perspective,
nonprofit management, accounting, fundraising

Teacher Representatives

Teri Bierman (Coach Preschool Teacher)
Katie Stoltman (Preschool Teacher)

DONORS

Board of Directors annual contribution
Ronchetti Family, Duffany/Terrell Family, Belzley Family
Fall Fundraiser (over \$500.00) & Calendar Sales (over \$300.00)