

COMMUNITY REPORT  
2017-2018



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## DEAR FRIENDS AND SUPPORTERS

With your help and support, Mile High Early Learning is helping Denver's most vulnerable children reach their potential and thrive. To achieve this goal, we engage families as champions and advocates for their children, and we provide training that promotes the well-being of our highly effective teacher workforce. We are proud to share three achievements from 2018 that support this work:

- **Retaining Teachers & Informing the Field.** The Colorado Early Childhood Workforce Survey 2017 examined factors that predict teacher turnover, retention, and well-being and found that the single factor associated with turnover was wages. Teachers reported high rates of burnout and intended to leave their jobs because they felt overwhelmed by children's challenging behaviors and by the high volume of paperwork stemming from multiple monitoring and reporting requirements. To address these issues, MHEL launched a Workforce Enhancement Initiative focused on impacting the working conditions and well-being of its workforce. We are delivering a set of interventions with teachers at MHEL (starting with a significant increase in teacher salaries implemented in 2018) and will test the effectiveness of these interventions at improving teacher retention and well-being. Our work will inform the state and national policy conversation about early childhood education while increasing early childhood teaching effectiveness, job satisfaction, and children's social-emotional development right here at MHEL.
- **Developing a sustainability plan for supporting Family, Friend and Neighbor (FFN) Caregivers.** Babies Ready for College (BRFC) is our signature program for FFN and provides caregivers of young children with vital information about how children's brains grow and ways to facilitate that growth so that their children will succeed in school. Because the number of children in informal care settings is significantly greater than those enrolled in formal settings, we believe it is important to reach caregivers through BRFC to fulfill our mission. Our research shows that after participating in BRFC, parents and caregivers feel more confident and less stressed, as well as a significant return on investment.
- **Ensuring that our teachers are maximizing their skills, knowledge, and practices.** MHEL uses the Classroom Assessment Scoring System (CLASS) to measure the quality of instruction by focusing on teacher interactions with children. CLASS observations were completed in the fall and spring with teachers demonstrating growth in each domain. As an example, our teachers' scores in the domain of Emotional Support were 20% greater than the national average. Our toddler teachers scored a 3.7 in Engaged Learning compared to a 2.6 national average, and a 6.0 in Emotional Support compared to a 4.8 national average.

We look forward to building upon these achievements and to continuing our work in partnership with you to help our children succeed in school.

*Cody Belzley*  
Cody Belzley  
Board Chair

*Pamela Harris*  
Pamela K. Harris, PhD  
President & CEO



# PROGRAM PROFILE 2017-2018

## CHILDREN AND FAMILIES SERVED

### Children Served

**26%** of children in Denver eligible for Head Start/Early Head Start were served

**100%** – average monthly enrollment of Head Start/Early Head Start children

**661** infants, toddlers, and preschoolers in seven core early learning centers

### Family Income

**94%** of families were living at or below the federal poverty level (\$24,300 for a family of four)

**60%** of the families were one-parent households

**85%** of children's parents/guardians were working or going to school

### Ethnicity

**52%** Hispanic

**26%** African American

**12%** European American

**7%** Multi-racial

**2%** Asian American/ Pacific Islander/Hawaiian

**1%** Native American

### Babies Ready for College

**778** Family, Friend and Neighbor caregivers, parents and children participated in Babies Ready for College, Babies Ready for College: Next Step, Play and Learn Groups, and/or Short & Sweet Book Clubs

### Drop-In Centers

MHEL Centers serving clients doing business with the Denver Courts and Department of Human Services had a combined total of **5,875** child visits.

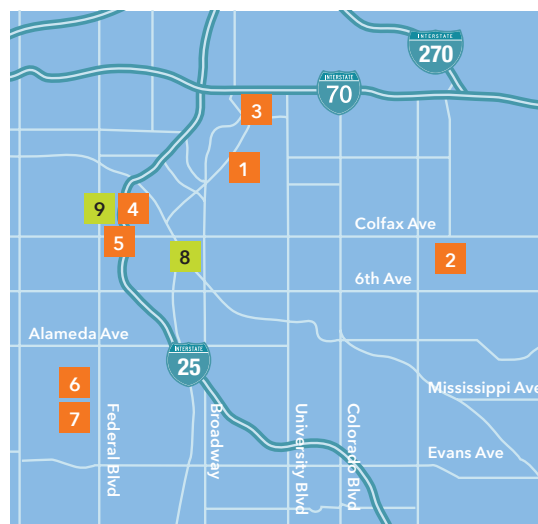
Mile High Early Learning operates seven early learning centers, two drop-in centers, and community education programs, all located in Denver.

#### EARLY LEARNING CENTERS

- 1** Anna Jo Garcia Haynes, 2851 Tremont Place
- 2** Lowry Montessori, 957 Ulster Way
- 3** Northeast, 3503 Marion Street
- 4** Rude Park, 1275 Decatur Street
- 5** Sun Valley, 990 Alcott Way
- 6** Westwood, 980 S. Lowell Blvd.
- 7** SWIC, 1000 S. Lowell Blvd.

#### DROP-IN LOCATIONS

- 8** Denver Warm Welcome Court Child Care Drop-in Center, 520 W. Colfax Ave.
- 9** Good Beginnings Drop-in Center, 1200 Federal Blvd.



# PROGRAM ACCOMPLISHMENTS

## 2017-2018

### Child Outcomes

- **84%** of students achieved their school readiness objectives by the end of the year
- Only **71%** of children started with the skills they needed to be successful in school
- **100%** of children received early intervention learning screenings; and 72 children were identified as having special needs and received services through an Individualized Education Plan or Individualized Family Service Plan
- **100%** of children had a medical home and health insurance and were current on immunizations and physicals
- **90%** of children had continuous, accessible dental care; **82%** received preventive care

### Family Outcomes

- **95%** of families found the program helpful to their children
- **80%** of families participated in parenting education programs
- **14%** of parents received health education
- **10%** of families participated in GED/ESL/Job Training

More than **300** parents volunteered at MHEL, and parents read to their children for a total of **8,016** hours.

- **99%** of parents felt welcomed at school
- **99%** of parents found the resources provided to families to be supportive
- **98%** of families think that monthly parent meetings are helpful and meaningful

### Workforce Development

Staff education achievements:

- **2** teachers with MA degrees
- **31** teachers with BA/BS degrees
- **15** teachers with AA degrees
- **7** staff are Montessori certified
- **4** staff received their Child Development Associate credential
- **13** staff completed 45 hours of training on the Pyramid Plus model that supports children's social/emotional development
- The 8th Annual weeklong **Mile High Early Learning Professional Development Institute** gave staff the opportunity to engage in collaborative discussions and to attend a wide variety of professional skills workshops
- Staff contributing to a 401K increased to **95%**, with MHEL providing a matching contribution

### Program Outcomes

All early learning centers are rated a level 4 on Colorado Shines, the Quality Rating and Improvement System, in recognition of the high quality of programming provided. MHEL uses the Classroom Assessment Scoring System (CLASS) to measure the quality of teacher interactions with children. The quality of teacher/child interactions showed growth in all domains: Emotional Support, Classroom Organization, and Instructional Support.

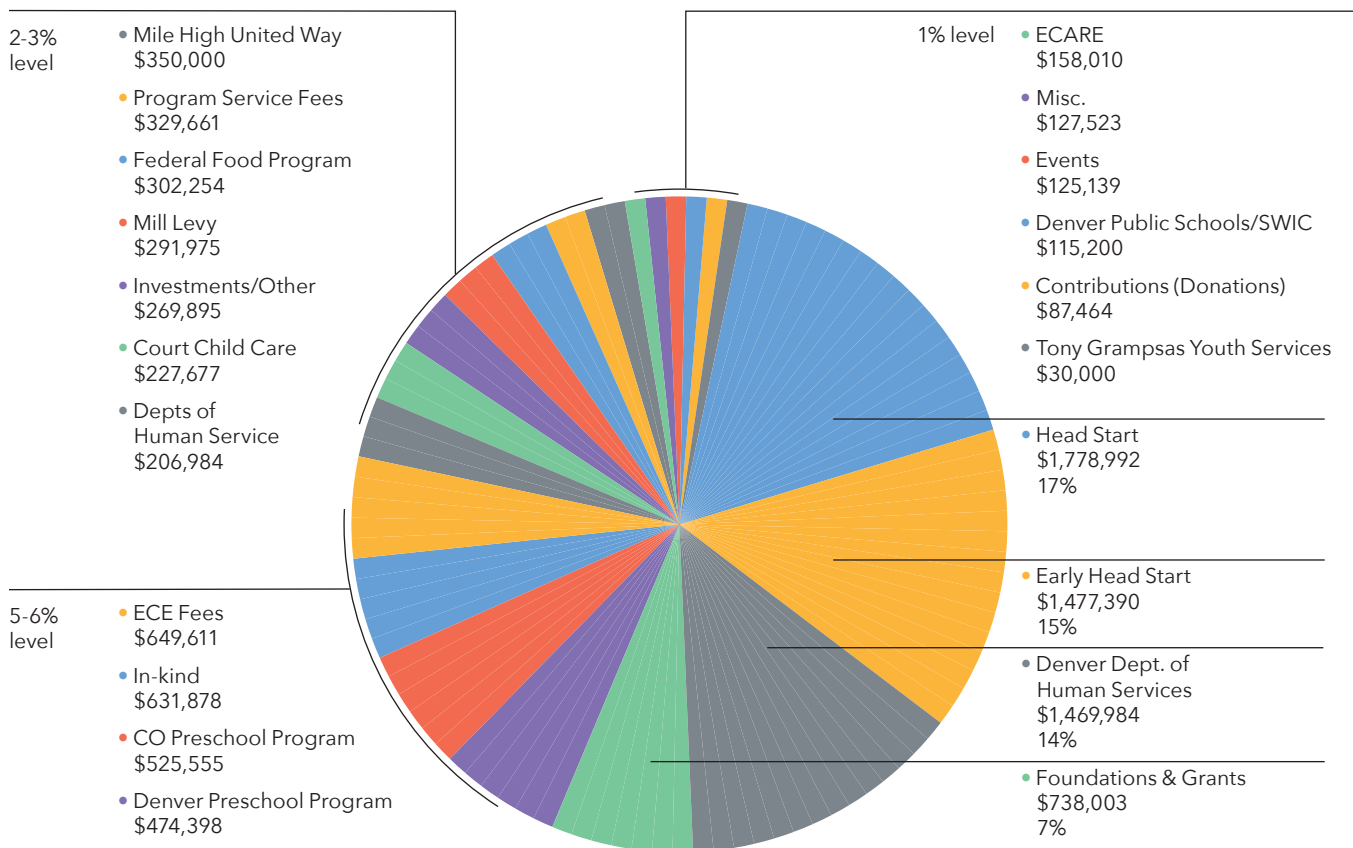
Mile High Early Learning completed the full cycle of monitoring events under the Office of Head Start's aligned monitoring system for the current project period for Head Start and Early Head Start, and was found to be fully compliant in all areas and all events of the monitoring cycle.

# FINANCIAL PROFILE

## FY 2017-2018

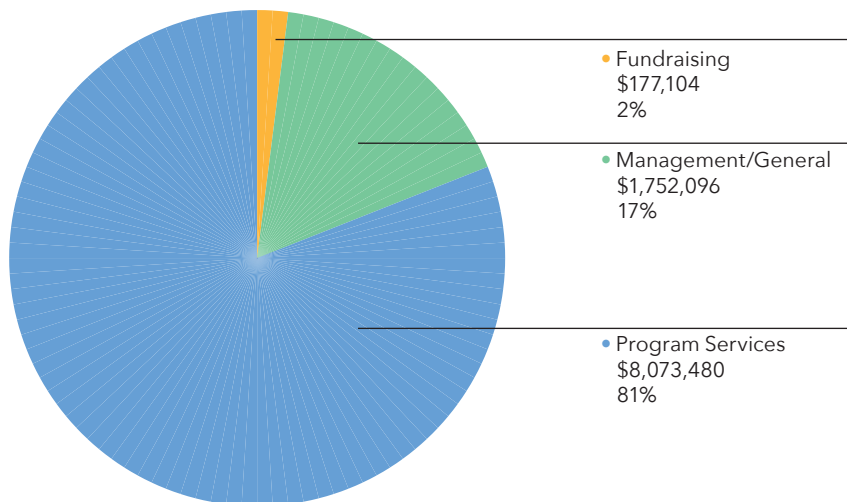
### MHEL REVENUE

**\$10,533,241**



### MHEL EXPENSES

**\$10,002,680**



**NOTE:** Mile High Early Learning's 2017-18 financial audit received an unmodified clean opinion, noting no material weaknesses, non-compliance, or findings. 2017-2018 budget available upon request.

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*We gratefully acknowledge the following companies, civic groups, foundations and individuals for giving their resources so generously.*

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