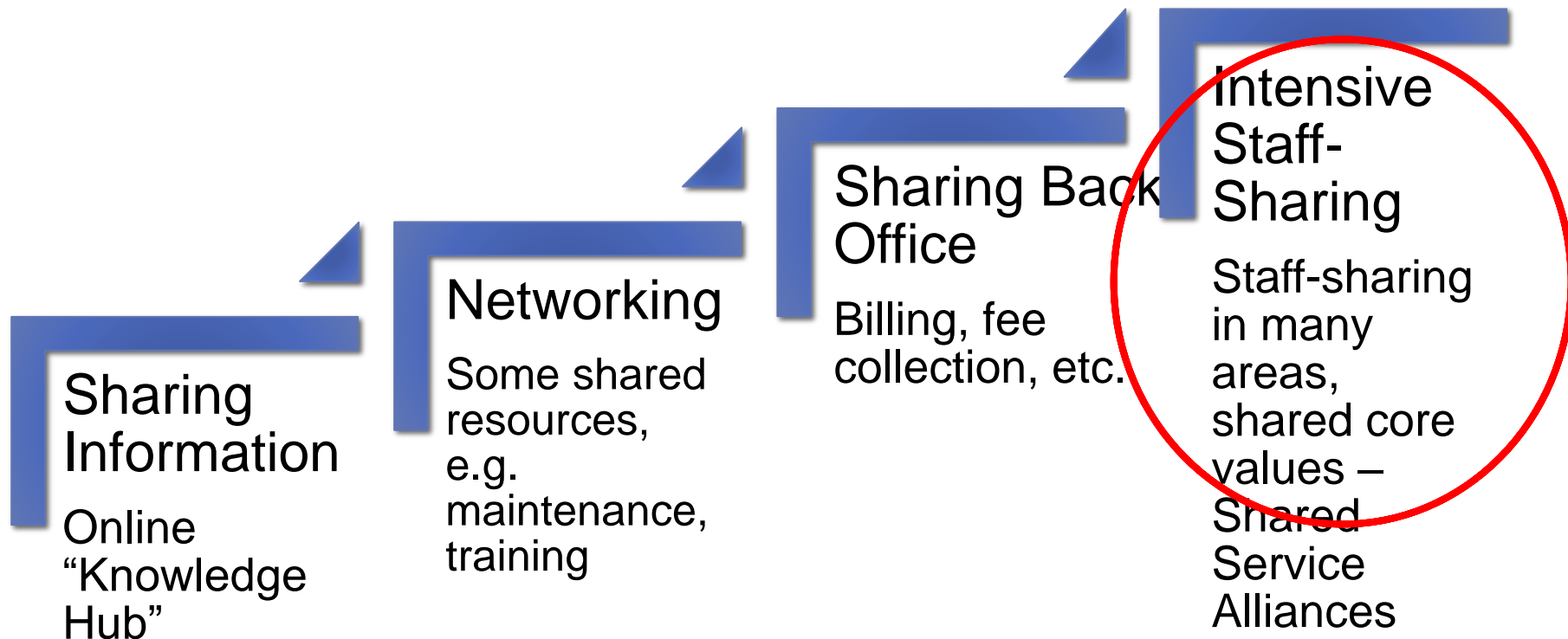


Intensive, Staff-sharing Alliances: Two Examples

Opportunities Exchange
April, 2019

A Range of Approaches in Action

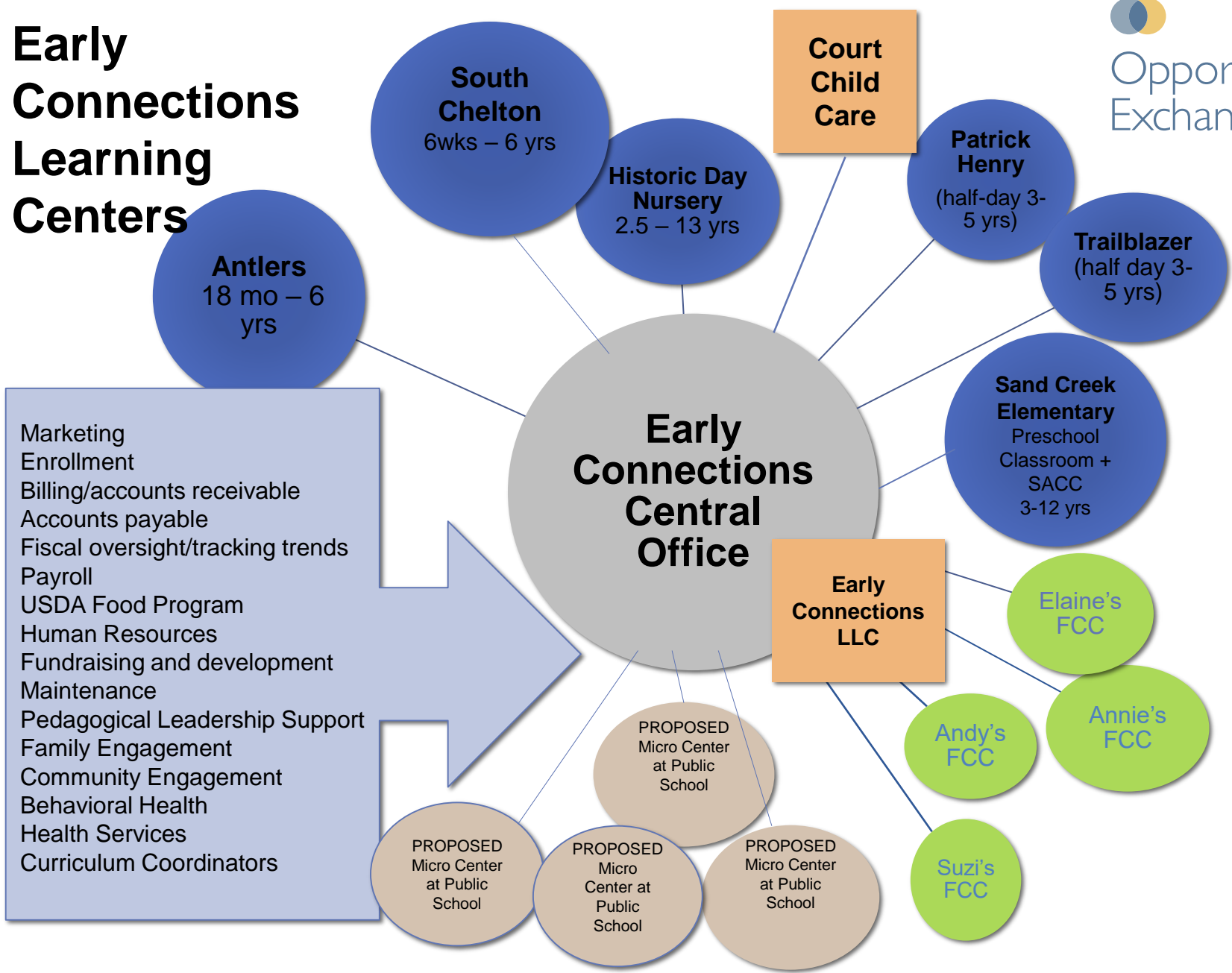


Early Connections Learning Centers

Colorado Springs

- Multi-site non-profit organization with:
 - 4 full-day centers
 - 2 school-based PreK classes
 - 2 off-site school-age programs
 - Drop-in facility at the Courthouse
 - Network of 41 FCC homes
 - Plans to launch 4 infant-toddler micro-centers in public schools
- Although a multi-site organization, previously not organized with a Shared Services framework. Reorganized in 2009, centralizing most functions.
- Currently serve 380 children (including 56 infants + toddlers) in center-based classrooms. FCC homes have mixed ages.

Early Connections Learning Centers



- Marketing
- Enrollment
- Billing/accounts receivable
- Accounts payable
- Fiscal oversight/tracking trends
- Payroll
- USDA Food Program
- Human Resources
- Fundraising and development
- Maintenance
- Pedagogical Leadership Support
- Family Engagement
- Community Engagement
- Behavioral Health
- Health Services
- Curriculum Coordinators

Early Connections Central Office

Early Connections LLC

PROPOSED Micro Center at Public School

PROPOSED Micro Center at Public School

PROPOSED Micro Center at Public School

Antlers
18 mo – 6 yrs

South Chelton
6wks – 6 yrs

Historic Day Nursery
2.5 – 13 yrs

Court Child Care

Patrick Henry
(half-day 3-5 yrs)

Trailblazer
(half day 3-5 yrs)

Sand Creek Elementary
Preschool Classroom + SACC
3-12 yrs

Elaine's FCC

Annie's FCC

Andy's FCC

Suzi's FCC

Early Connections Learning Centers

Shared Services include:

- Billing/fee collection (including CACFP, subsidy, parent fees, etc.)
- Enrollment management and reporting, data, etc.
- Quality assurance (on-site TA, PD, classroom observations, curriculum support, cross-site learning communities, etc.)
- Child Outcome Assessment training and support
- Family involvement, medical support, literacy, bi-lingual staff
- Staff support, including HR, benefits, PD plans
- Behavioral Health and Family Advocate
- Community Engagement

Early Connections: Pedagogical Leadership Approach

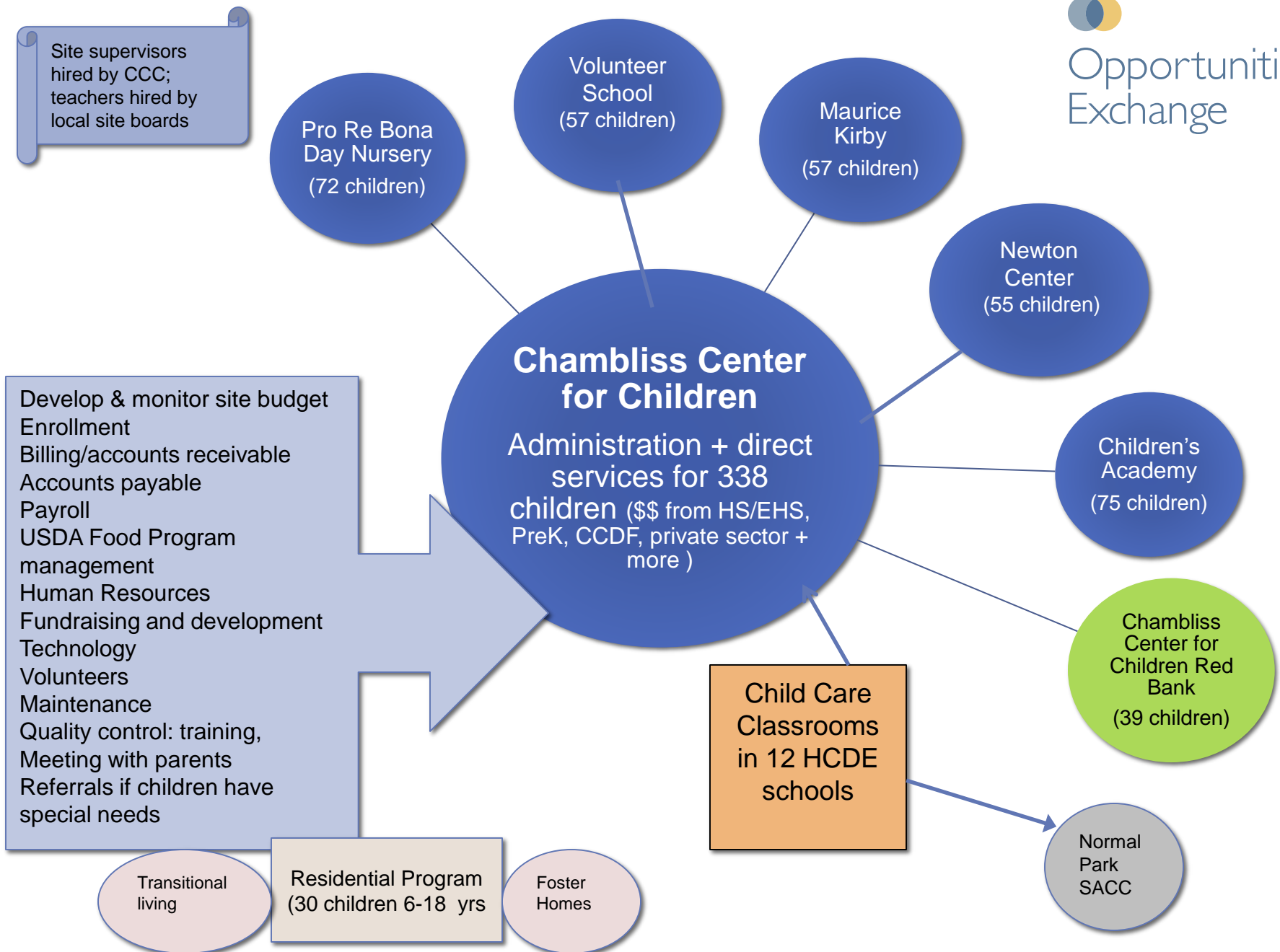
- Center directors responsible for: classroom observations, coaching teachers, monitor GOLD; supervise teachers in classroom; coordinating/supporting teacher home visits
- Center directors meet every 2 weeks, supported by Curriculum & Instruction Coordinators and VP of Center Operations
- Cross-center teacher learning communities, by age group (e.g. infant/toddler teachers learn together)
- Teacher Representative meeting, agency-wide

Early Connections: Business Leadership Approach

- Joint marketing, via centralized website
- Centralized enrollment
- Billing and subsidy administration
- Fee collection, late fees and discharge
- Fiscal/admin oversight: tracking by center and classroom
- Food program management, meal purchasing, CACFP administration, group purchase of supplies
- HR and benefits
- Maintenance

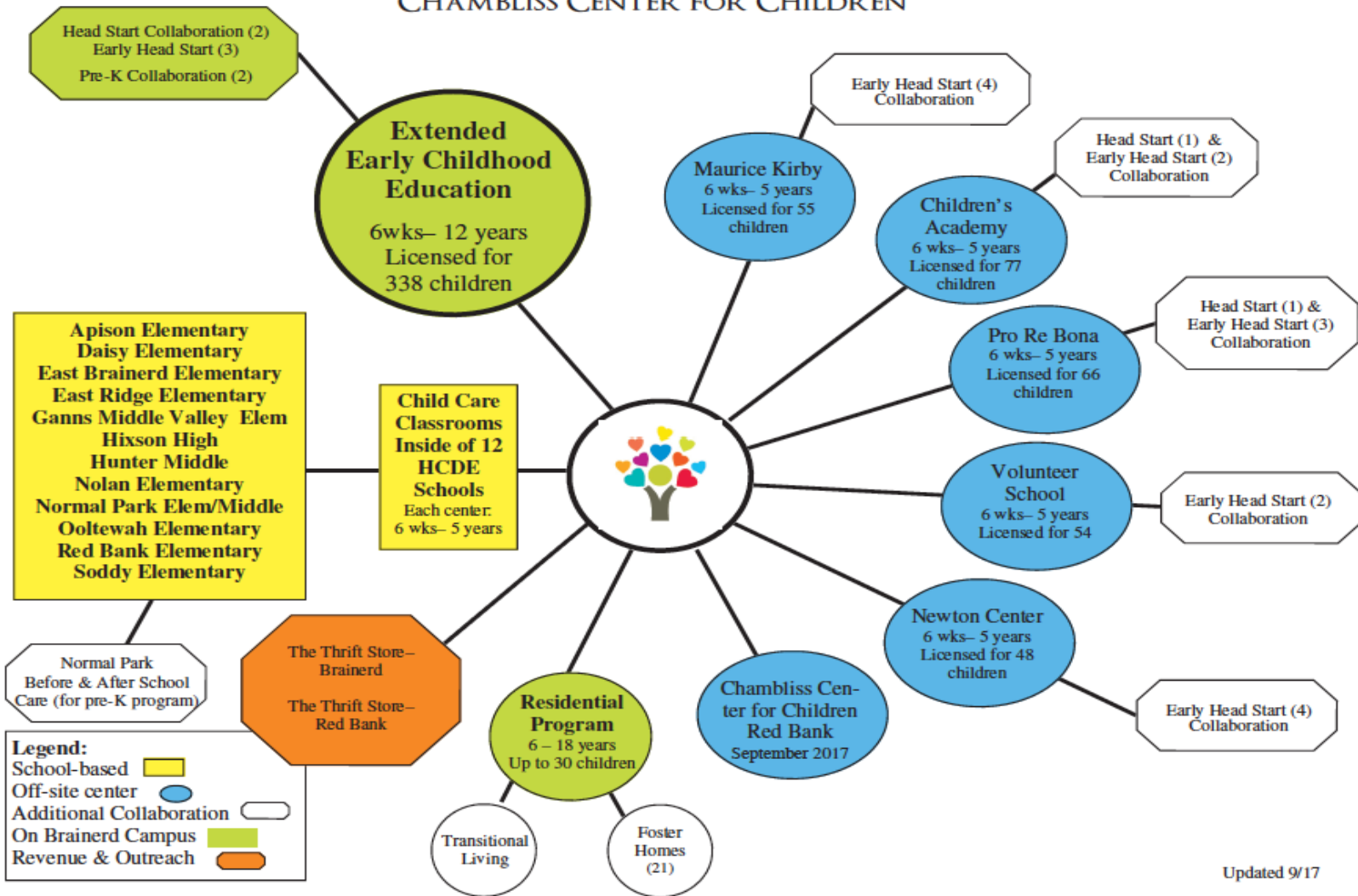
Early Connections Results

- Finances – bad debt decreased to approximately 2% + cost savings
- Enrollment – centralized marketing efforts support high enrollment
- Choice for families – high quality options in center or home based care, full day year-round for Head Start
- Time – center directors now focus most of their time on supporting teachers, instead of on administration
- Teachers – salaries increased and able to offer other benefits
- Child Outcomes – 85% of children score “Exceeding Widely Held Expectations” on Teaching Strategies GOLD
- Family Supports – Classroom teachers do home visits



Chambliss Shared Service Alliance by Funding Source

CHAMBLISS CENTER FOR CHILDREN



Updated 9/17

Results: Chambliss Center

- Finances – all sites more sustainable
 - Average enrollment vs. capacity: 92%
 - Average bad debt: 2.9%
 - Revenues: Chambliss raises funding to fill gaps at centers
- Time – Reduced staff time on admin, operations, HR
- Teachers – Better wages, retirement benefits, career ladder
- Family Support – At-risk children and families now linked to comprehensive health, mental health and social services
- Child outcomes – Children score well on kindergarten screening