



# UNIVERSITY CITY CHILDREN'S CENTER

*What Happens Early In Life Lasts A Lifetime*  
2011 Annual Report

# What happens early in life lasts a lifetime...

## Dear Friends of UCCC,

2011 was a year of intense assessment, planning, and focus for University City Children's Center. We began implementation of our 2011-2014 Strategic Plan, focusing on five major strategic points to streamline our organizational structure, redefine our business objectives, fine-tune our messaging, and set a course toward expanding opportunities for children, families, teachers, and communities.

UCCC has a history of developing strong children and families from the inside out. With our innovative approach to early childhood development, UCCC is changing the way families, teachers, and communities understand the importance of early childhood education. The success of the inside out approach to early childhood and the demonstrated need for quality early childhood programs in St. Louis drives the mission of UCCC. In St. Louis City and St. Louis County, 85% and 75%, respectively, of children under the age of five are in full time care outside of their home at the time of their life when 95% of their brain is developing.

At this major crossroads in the life of the organization, we are nearing the close of a year of significant growth and transition for UCCC. With growing recognition of the LUME Approach and its benefits for children, the realization of the LUME Institute, and enhanced fundraising methods and systems, the continued development of diverse funding sources is critical to UCCC's future growth and success. This year we were awarded contracts with Child Care Aware® of Missouri in the eastern region and St. Louis City Public Schools to teach our approach to early childhood teachers. Our innovative professional development techniques enable teachers to deepen their own understanding of child development, put theory into practice, and learn how to enhance parents' relationships with their children, ultimately creating positive early experiences for children.

The success of 2011 has proven that our fundraising capacity is growing. We are extremely grateful to our donors: foundations, corporate partners, volunteers, and Board members for all of your financial and in-kind support throughout the year. Your generosity and belief in our vision for children and families makes our work possible and sustainable. We appreciate your continued confidence in our work and look forward to continued growth and innovation as we help children establish strong foundations for their personhood that will last a lifetime.

Sincerely,

MaryAnn Lingg  
Board President

Stephen P. Zwolak  
Executive Director



## Mission

UCCC is committed to providing innovative, quality care and education to a racially, culturally, developmentally, and socio-economically diverse population of children between six weeks and six years of age in a nurturing environment that provides supportive services to families.



## Vision

Our vision is to change the face of early childhood education by creating and amplifying a methodology that will serve as a model for creating systemic change for children and families locally, regionally, and nationally.



## Values

UCCC is a diverse, intentional early childhood community that respects and nurtures children and adults in a trusting culture of love, empathy, compassion, and joy that is guided by visionary leadership.



## Past

2000—2004

- UCCC has a rich history of providing quality early childhood education, but during the 1990s, the quality of UCCC was in a downward trend
- UCCC's program had deteriorated so much that we were not living our mission of providing innovative, quality care and education to a diverse population of children
- Our facility was a 120-year-old house that was rapidly deteriorating
- Our financial status was grim and completely dependent on United Way funding
- We were on the brink of extinction



## Present

2004—2011

- UCCC moved into the new building in 2004 and rebuilt our program and enrollment
- With an enhanced program and reestablished community reputation as a thought leader in early childhood, UCCC continues to learn and grow as an organization
- We have developed many new community partners and were awarded a Deaconess Impact Partnership in 2008
- With a healthy, diversified fundraising model in place, UCCC established LUME Institute in 2008
- With a vision of sharing a holistic and engaged approach to education that nurtures each child, the LUME Approach is at the core of everything we do at UCCC



## Future

2012—2015

- LUME Institute will become its own organization with the potential to impact 400,000—500,000 children by 2015
- UCCC will serve as the founding school and living model for the LUME Institute, teaching teachers and educating the community
- UCCC will utilize Teacher Child Interaction Development (TCID) to enhance coaching opportunities for teachers as part of their ongoing professional development
- UCCC and LUME will continue to build community partnerships at the local, regional, and national levels, sharing our methodologies and approach to developing children from the inside out



# Diversity Lives at UCCC

UCCC prides itself on diversity, but most importantly on **inclusiveness**, welcoming and supporting children and families of many different racial, cultural, developmental, and socioeconomic backgrounds. We believe that understanding of diversity begins in the first year of life, driven by the attitudes of adults. Teachers at UCCC must find intentional activities to expose all children to diverse experiences. We embrace the fact that childhood, family structures, and cultural norms are changing, yet aspects of childhood development remain constant over time and that all children deserve access to high-quality early childhood experiences and education.



## Demographics

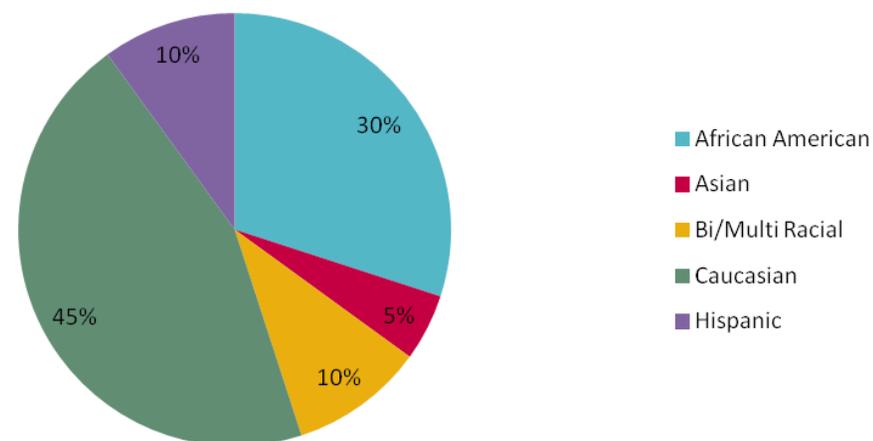


Figure 1: 237 Children attended UCCC in 2011. Family incomes range from \$0-\$150,000 annually with 57% of our families receiving tuition assistance. Over 30 ZIP codes are represented.

## 2011 Accomplishments

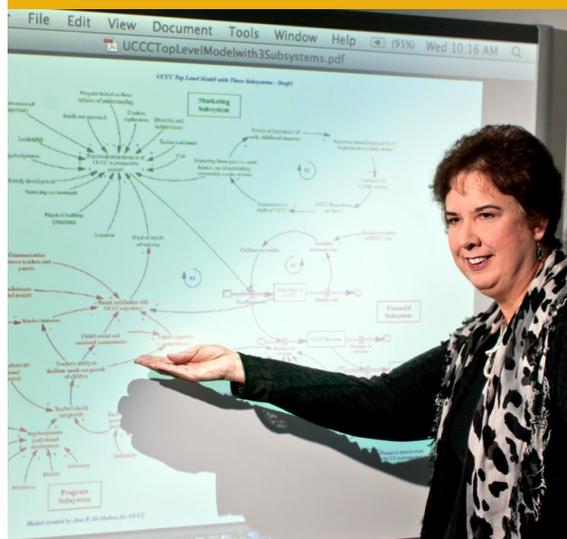
A high-quality early childhood education center, UCCC is a school in which children learn through their daily experiences of play and interaction with teachers, peers, and family members. Early childhood classes are dynamic; the most successful early childhood programs are nimble enough to recognize when learning opportunities arise out of spontaneous classroom activities. **Our goal is to create a classroom environment that is inviting and containing, and that bridges stages of emotional development with academic learning.** Here are just a few of the extraordinary things we accomplished in our daily work.

### Family Age Grouping



Our classroom structure was greatly enhanced through **Family Age Grouping** in the preschool program. Now, 3's, 4's, and 5's are able to learn from one another and across age groups more readily. Based on solid research, family age grouping promotes a sense of community while enhancing empathy and compassion.

### Innovation Institute



A fan of experiential education, Dr. Ann McMahon has created an **Innovation Institute** for the staff at UCCC and LUME Institute. Her research includes improving systems and practices in early childhood education. The goal is to create a culture of innovation at UCCC and to facilitate that same culture of innovation in other child care centers across the state.

### Missouri Accreditation



In June 2011, UCCC's high quality program was recognized by **Missouri Accreditation**, which granted our five-year reaccreditation with no recommendations. UCCC was further honored by receiving the accreditation on the same day of the visit.

## 2011 Accomplishments

**Participation in the community has helped UCCC remain grounded in our strengths.** As a community leader in early childhood education, UCCC has partnerships with many area colleges and universities, including Washington University in St. Louis, Saint Louis University, Webster University, Fontbonne University, Harris-Stowe State University, and Maryville University. We host students of education, pediatrics, and social work as they prepare for their future careers. We reach families outside our current enrollment through family-friendly social events that are held in our building.

### 500+ Volunteers!



UCCC, a **United Way Certified Volunteer Center**, benefitted from the active participation of community volunteers who donated their time and skills to build strong relationships with children, work in our garden, assist with facility management and many other projects. We hosted groups of 20 or more from Brown Shoe, Edward Jones, Express Scripts, MICDS, United Way GenNext, Whitfield, and Washington University.

### Fearful, Feisty, Flexible



**Fearful, Feisty, and Flexible** describe the basic temperaments with which all humans are born. As babies, we are born into the world as individuals, and our relationships, interactions and learning styles are all influenced by our hard-wired temperament. At UCCC we understand each child's temperament and adapt to their style.

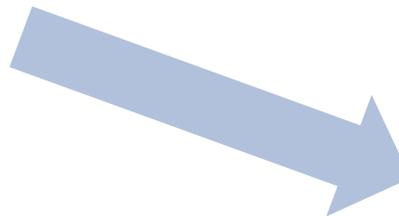
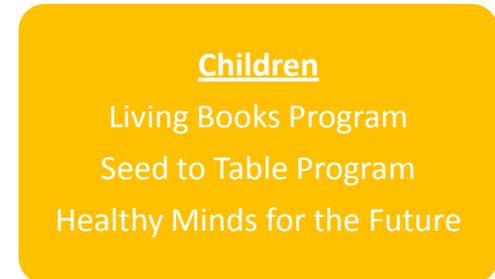
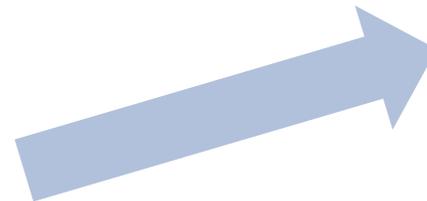
### Fairy Tales Can Come True



Once Upon A Time...2011's **Fairy Tales Can Come True** event at Powell Hall was a huge success raising over \$100,000 for our Tuition Assistance Program. The generosity of our corporate sponsors, individual donors, and volunteers helps sustain UCCC's capacity to offer tuition assistance to over 50% of the families we serve.

# The Why and How of UCCC's Program

UCCC is committed to intentionally supporting children from the inside out, knowing that what happens early in life lasts a lifetime. We support children, families, and teachers through a rich collection of programs that incorporate psychodynamic development, values and character building, and empathic learning through language, literacy, gardening, and family and school social activities.



# 2011 Outcomes

## What Children Know:

The **DIAL-3** (Development Indicators for the Assessment of Learning) is administered to pre-kindergarten aged children. They complete fun, age appropriate tasks as a means to measure their cognitive abilities in:

- Language
- Concepts
- Motor Skills
- Self-help
- Social Development



## What Children Feel:

UCCC uses the Devereux Early Childhood Assessment (**DECA**) to measure three protective factors that build resiliency in children: attachment, initiative, and self-control. **Our belief is that future achievement is determined by healthy emotional development.** Children's internal emotional development influences their capacity to learn; they are more able to embrace intellectual and academic challenges when they have the ability to develop healthy relationships.



## What Children Can Do:

The Ages & Stages Questionnaire (**ASQ**) gives us an effective way to systematically screen infants and young children for developmental and social-emotional delays in the crucial early years of life.

Because **developmental and social-emotional delays can be subtle and can occur in children who appear to be developing typically**, early identification is important.



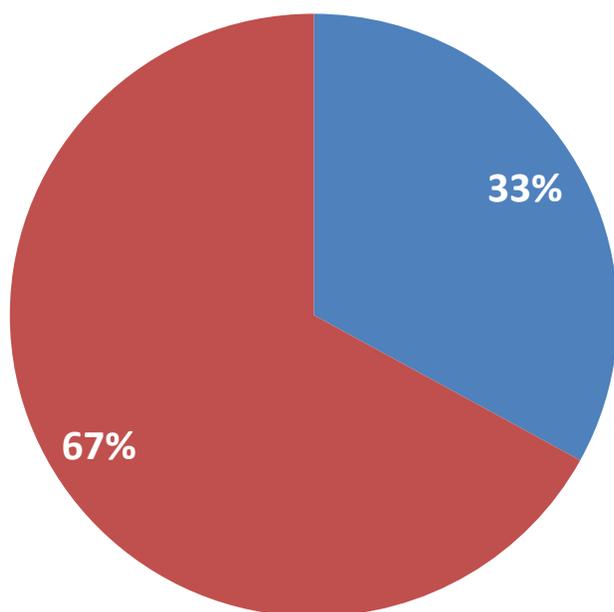
**Impact:** UCCC gathers the necessary data to measure children's progress and measure the effectiveness of our teachers. By studying the results, we can accommodate and develop program changes necessary for children while validating that the LUME Approach has valuable application and can be successfully taught, transferred, and practiced by any early childhood caregiver in any setting. Because we know what happens early in life lasts a lifetime, we focus on developing each child's personhood.

## 2011 Outcomes

### DIAL 3 - *Developmental Indicators for the Assessment of Learning*

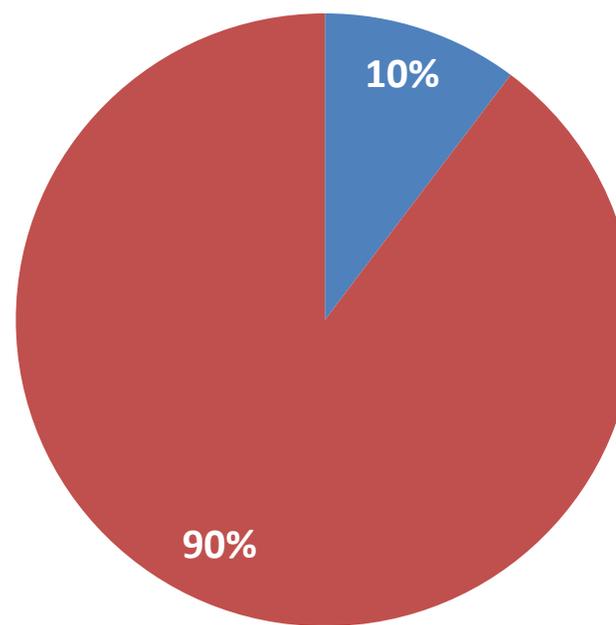
INDICATOR: 80% of students met or exceeded Developmentally Appropriate Standards.

**Spring 2011**



1<sup>st</sup> Assessment

**Fall 2011**



2<sup>nd</sup> Assessment

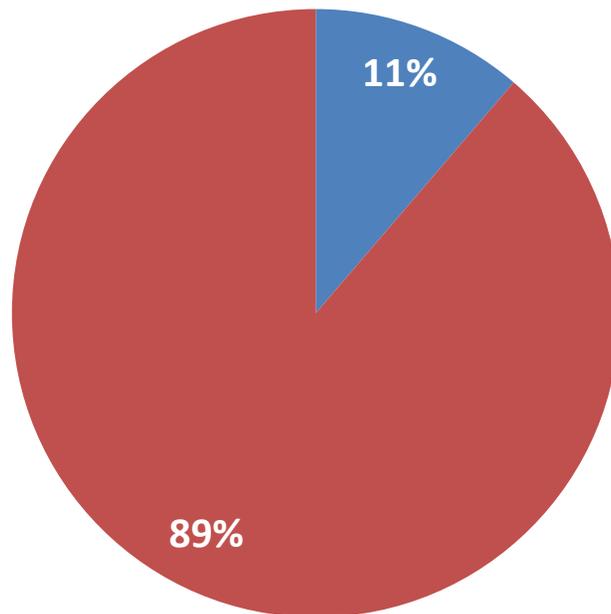


## 2011 Outcomes

### DECA - *Devereux Early Childhood Assessment*

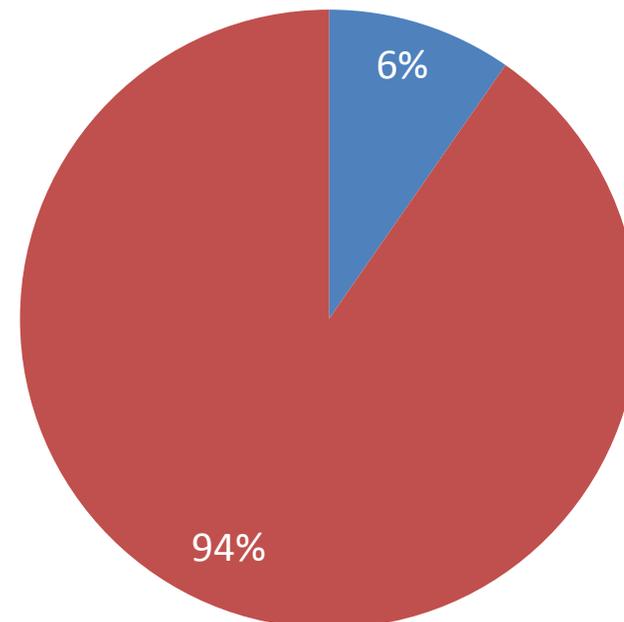
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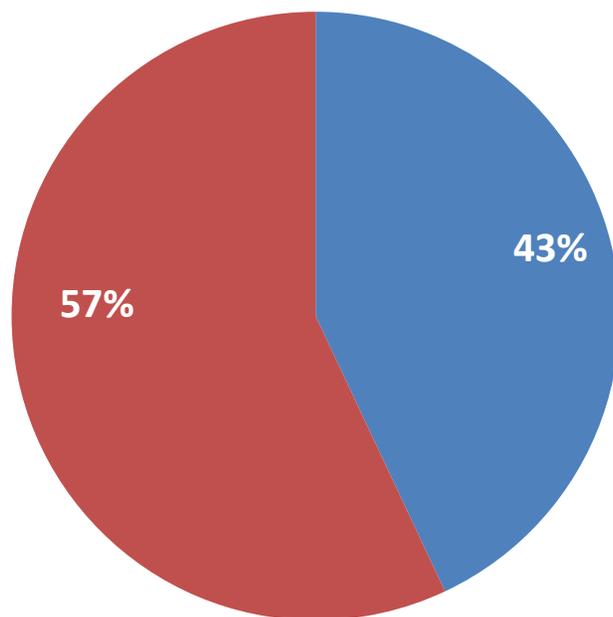


## 2011 Outcomes

### ASQ - *Ages & Stages Questionnaire*

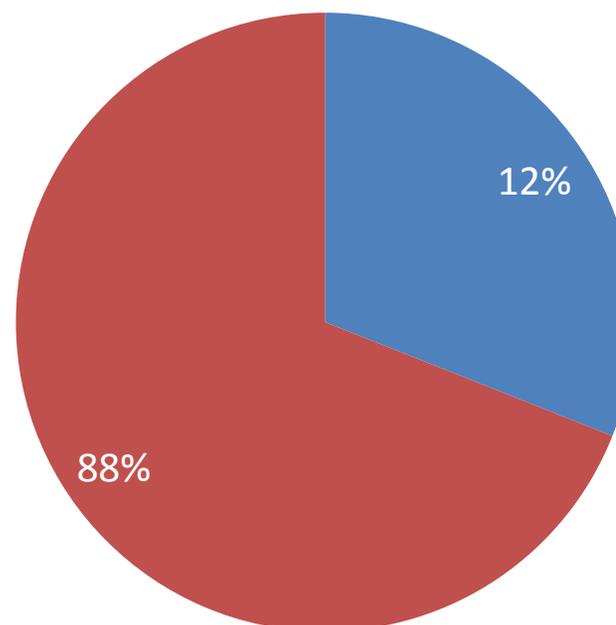
INDICATOR: 80% of students met or exceeded Developmentally Appropriate Standards.

**Spring 2011**



1<sup>st</sup> Assessment

**Fall 2011**



2<sup>nd</sup> Assessment



# Why UCCC Is Different



UCCC is an innovative early childhood center that has been recognized as a thought leader for the services we provide to young children and families. We have created our own approach to classroom practice, professional development, and family services that we call the LUME Approach. We serve a highly diverse population of families from over 30 zip codes in the St. Louis region.

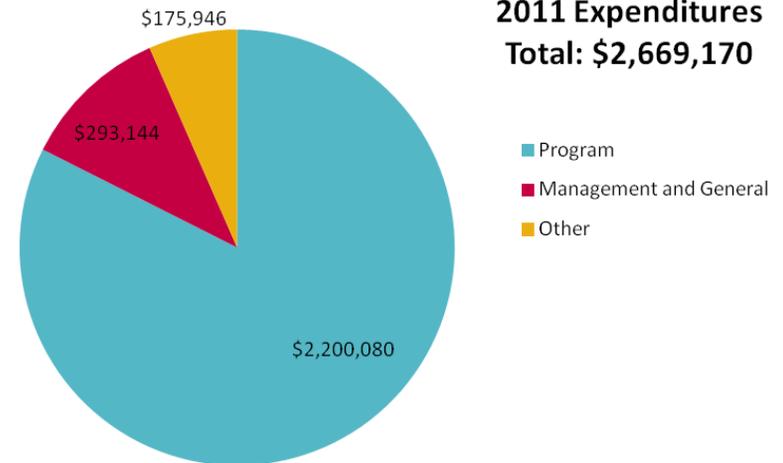
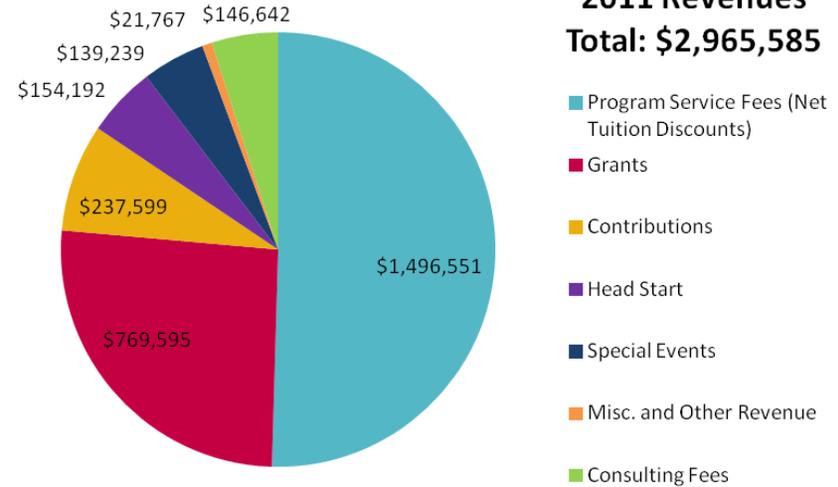
## What Sets Us Apart:

- Methodology and Approach
- Mirroring Curriculum as a Classroom Process
- TCID—Teacher Child Interaction Development System for Professional Impact
- Adventure Playground—Outdoor Education through our Garden, Green House, & Tea House
- Bi-weekly Clinical Case Conferences for Early Childhood Teaching Teams
- Involved Parents
- Nimble Approach to Change Programmatically, Financially, and Organizationally
- Systemic Thinking for Impacting Early Childhood Education
- Broad Impact on Children and Community



# 2011 Revenues and Expenses

University City Children's Center and the Board of Directors made a commitment in 2011 to strengthen the organization's financial capacity. This was executed through continuing revenue diversification and expenditure management. We are on the path to sustained, long-term financial stability, accomplishing our goals without compromising integrity or excellence in executing the program.



# The ABC's of Missouri YOPS

Youth Opportunity Tax Credits (YOPs) are designed for programs that broaden and strengthen opportunities for positive development and participation in community life for youth. Funds raised through YOP-eligible gifts will directly support UCCC's low-income families. YOPs provide one more way to help grow UCCC; in 2011, UCCC applied for \$150,000 in YOPs, which translates to \$300,000 in cash gifts. We are truly grateful to our donors who commit to helping UCCC and have benefitted from the Missouri YOPS program.

## A

### *What are tax credits?*

Different than a tax deduction, which works by lowering taxable income, **tax credits are a direct reduction of taxes due.** With tax credits, the donor has a chance to reduce the amount owed to the state.

UCCC is extending tax credits to:

- New donors making a first-time gift of \$1,000 or more
- Current donors making an increased gift of \$1,000 or more

## B

### *Is my gift eligible?*

Any entity or individual who pays Missouri income tax and files a Schedule A for itemized deductions may receive a tax credit. This includes:

- Individuals
- Corporations
- Partnerships
- S Corporations
- Licensed Limited Liability Corporations

## C

### *How do tax credits work?*

The YOP Program provides 50% credit for all eligible gifts.

Example (at the 28% tax bracket):

Cash Gift	\$1,000
Federal and State Tax Savings (Net of max, AMT offset)	\$ 368
YOP Tax Credit of 50%	\$ 500
<b>Total Tax Savings</b>	<b>\$ 868</b>
<b>Net Cost of Donation</b>	<b>\$ 114</b>



# The Future

## The LUME Approach



L U M E I N S T I T U T E

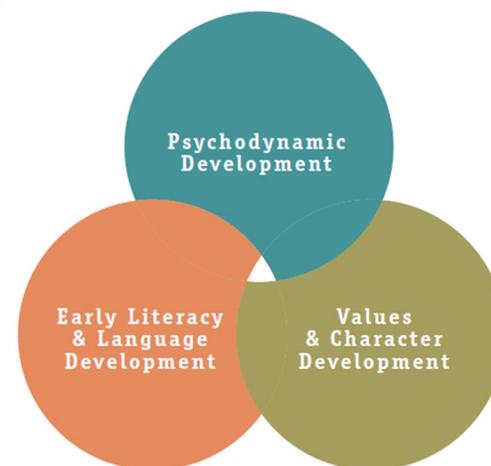
**The power to change society lies in changing the way young children are taught.**

**Our mission is to elevate early childhood teaching to create systems that engage, innovate, impact, and transform children's lives.**

The LUME Institute evolved from the values, philosophy, and methodologies embodied by University City Children's Center. Our vision is to build and share a holistic and engaged approach to early childhood education that nurtures each child, facilitates family involvement, and integrates the local community.

The LUME Institute is dedicated to promoting innovative thinking, exploration, and knowledge sharing, while developing methodologies that deepen understanding of how children learn and grow. It will become the catalyst for individuals who think, research, develop, enhance, and replicate comprehensive systemic early childhood concepts in their respective centers and broader communities.

Our approach to nurturing children through creativity, psychodynamics, literacy, empathy, compassion, and inclusiveness is based on innovation, insight, and sound theory. Modeling our methodologies introduces teachers, administrators, families, and other stakeholders to an integrative program that is transforming early childhood education.



*The LUME Approach addresses the complex nature of how children develop.*



L U M E I N S T I T U T E

CLIENT	PROJECT	SERVICE	PROGRESS
<b>Child Care Aware® of Eastern Missouri</b>	Social Emotional Competency Impact: 65 Teachers, 250 Children	Professional Development	During 6 Month Process: Delivered 24 clock hours of professional development workshops to 65 teachers, 4 clock hours of coaching each, and 2 assessments for each child
<b>Child Care Aware® of Missouri</b>	Eastern Region CCR&R Network Member Agency Potential Impact: 7,000-10,000 Teachers, 70,000+ Children	Professional Development, Inclusion Training, Accreditation Facilitation, Community Outreach, and Supply Building	Using the LUME Approach, established 2011-2012 training calendar and executed professional development for 350 teachers in the first 6 months
<b>Urban Strategies</b>	The Flance Center at Murphy Park Potential Impact: 154+ Children Annually	Facility Development, Program Development, Operations Management	100% of capital funding secured MOU signed Ground breaking Fall 2012

## 2011 Partners



**Thank you to all of our partners!** These relationships add buoyancy and depth to our organization.

**Affiliations:** AEPi/AEPhi, ARCHs, Child Care Aware® of Missouri, Child Day Care Association, Maryville University, Parents As Teachers, Saint Louis University, St. Louis Community College, University City School District, Webster University ... and many more!

# 2012 Board of Directors

## Executive Committee

**MaryAnn Lingg, Ph.D.** - President  
Psychotherapist

**Mark Hood** - First Vice President  
Community Volunteer

**Brent Baxter** - Second Vice President  
Clayton Capital Partners

**Mark Thomas** - Treasurer  
R.L. Hulett and Company

**LaToya Wilson, DMD** - Secretary  
St. Louis Children's Hospital

**Jerry Mathews** - Member-At-Large  
Right Management

## Directors

**Deanna Carroll** - State Farm

**Sherita M. Haigler** - Fontbonne University

**Ken Harrington** - Washington University in St. Louis

**Christine Jacobs, M.D.** - Saint Louis University School  
of Medicine

**Kara Kirchherr** - Teacher Representative

**Ken Kotiza** - Community Volunteer

**Alan Kuebler** - Designated University Member,  
Washington University in St. Louis

**Ed Macias** - Washington University in St. Louis

**Jessica Martin** - Parent Representative,  
Washington University in St. Louis

**Gwendolyn Packnett, Ph.D.** - University of Missouri -  
St. Louis

**Ann Prenatt** - Designated University Member,  
Washington University in St. Louis

**Fes Shaughnessy** - Community Volunteer

**Kirby Soffer** - Real Estate Investment

**David Schmid** - Regions Morgan Keegan Trust

**Patrick Sweeney** - Greensfelder, Hemker, & Gale, P.C.

**LaVanna Wrobley** - Madyon Consulting



# Building Strong Kids for a Healthy Future: Looking Ahead to 2012



## Strengthening Families

Infants are born genetically programmed to connect with caregivers. Healthy early relationships actually help children develop better language skills and become better learners. Children find strength and resiliency at UCCC that they can carry throughout their lives.

It is because of this that UCCC teachers nurture deep relationships with children, and help parents do the same. Strong relationships build strong children, because what happens early in life lasts a lifetime!

Five Protective Factors are the foundation of the Strengthening Families framework. These factors build family strengths and create a family environment that promotes the best child and youth development. The small steps we take at UCCC leave big footprints in the lives of our children and families.

### The Five Protective Factors:

1. **Parental Resilience**
2. **Social Connections**
3. **Concrete Support in Times of Need** (we all need help sometimes)
4. **Knowledge of Parenting and Child Development** (being a great parent is part natural/ part learned)
5. **Social and Emotional Competence of Children** (adults need to help children to communicate)

**Thank you for building strong children and families with us!**