

# PARTNERS IN LEARNING

2386 ROBIN RD.  
SALISBURY, NC 28144  
704-638-9020  
epartnersinlearning.org

519 Best Street  
SALISBURY, NC 28144  
704-216-1502

## 2017-2018 ANNUAL REPORT

### History

Partners In Learning was founded due to a need in the community for high quality inclusive early education. A grass roots group, headed by Dr. Shirley Ritchie dreamed of a child care center in Rowan County that could serve all children no matter their income or disability. From that dream, Partners In Learning was formed.

### About

Partners In Learning is a non-profit organization that serves as the Model Inclusive Center providing early care and education to children six weeks through 12 years of age in Rowan County. Our community impact program provide comprehensive center, community-based, and home-based services to families in Rowan and the and surrounding Counties. Our mission is to model the highest quality learning environment that stimulates families and the community to provide optimal growth and development of children.

## Letter From the Executive Director, Norma Honeycutt

Dear Friends,

I am so thrilled to share the news of Partners In Learning this past year and how fortunate I feel to be part of such a great organization that is so loved and supported by our community. Listening carefully to our community is key to our goal of providing high quality early education, intervention, and family support services. As we review the year, probably some of the most notable events were achieving NAEYC re-accreditation, building capacity by adding an additional 40 children, doubling the number of children we serve with special needs, and adding the Triple P parenting program! That's a huge accomplishment for any organization and tells me that this is a special place that is well loved by this community.

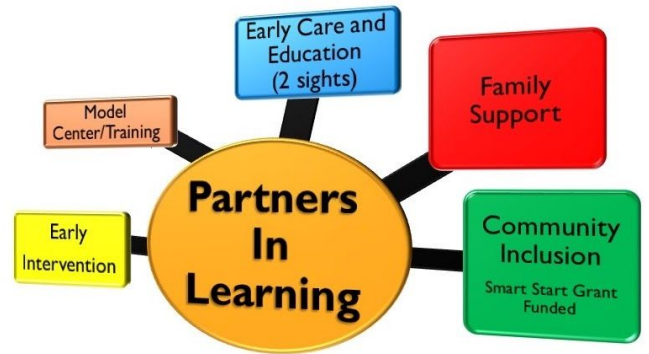
For 22 years now, Partners In Learning has maintained its mission to provide, in a fiscally responsible manner, early childhood education and therapeutic services to assist each child in reaching his or her highest potential. The year was also a milestone year for Partners In Learning financially. For the first time since we opened our Novant site in the fall, we are able to finish several months with a healthy and positive bottom line! This is in large part due to our high quality staff and reputation in the community which drove the increase in the number of children we serve at that site. We will continue to improve and expand programs and services, and diversify our funding sources. We want to maintain this level of success for the next 22 years and with your support, we know this is possible. Our door is always open for a tour of the facilities and we are eager to share the message of Partners In Learning to civic groups, youth organizations, and other community partners.

## Specialized Programs

Partners In Learning is a **5 star, Nationally Accredited Program community impact program**. Less than 1% of all child care centers attain this high standard. Partners In Learning utilizes the most current evidenced based practices and curriculum to provide total care to children and families.

### We Provide

- Early Education
- After School Program
- Summer Programs
- Early Intervention Services - Community Based Rehabilitative Services
- Director Leadership Coaching
- Social Emotional Behavioral Support
- Inclusion Specialist
- Family Support and Advocacy
- Love and Logic Family Parenting Program
- Triple P Family Parenting Program (Level 2-5, including teens)
- Triple P for the Special Needs Parent
- Community Trainings
- Special Needs Inclusive Playgroup
- Single Parent Support Group
- Special Needs Parent Support Group



**One of our 2017/2018 Preschool Graduating Class.  
 "A child's future is bright when we work together."  
 65 children graduated and are ready for  
 kindergarten!**

## Impact

**160** Children served weekly through our Community Based Rehabilitative Service Program

**79** Center-Based Children receive support from our On-site Inclusion Director

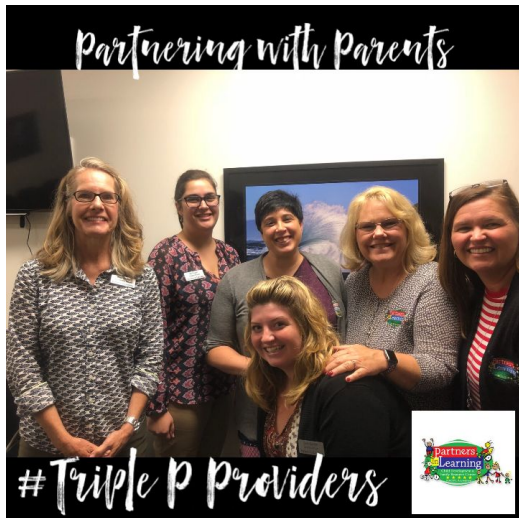
**52** Families Received Family Support Services

When Elsie started with us at the age of 16 months she was unable to sit up on her own, much less move on her own. She was in the toddler classroom for a year and half, in which she made tremendous growth. She learned how to pull herself up to the chair, push herself in her wheelchair, and speak in full sentences. Now she is in the preschool classroom where she has accomplished numerous independent skills including: maneuvering herself around the playground and classroom, climbing in and out of her car seat, getting in and out of her wheelchair, pulling herself up to the sink to wash her hands, and many other self-care needs .

To provide high quality specialized education to all children, our staff participates in continual education and trainings. This year staff participated in over **18 different trainings!** Some topics included:

- Health, Safety, and Trauma in Children
- Social Emotional Foundations in Early Learning
- Fine and Gross Motor Development
- My Plate: Helping Children Make Healthy Food Choices
- Opportunities for Action: Advancing Early Education Through Policy and Advocacy
- Childhood Trauma
- Poverty Simulation Training

## Impact and Growth



Our **Family Support Services** are designed to meet the individual need of families with children through resources and supportive services. These services include but are not limited to: Assist with conflicts between parents and staff in the classroom; Strategize with and family about environmental factors that contribute to behavioral issues; Provide resources for families to meet the needs of their child; Help families follow through with referrals to secure appropriate community resources for their child; Accompany families to appointments for support; Partner with the classroom teacher to resolve issues and more.

Thanks to a collaboration with Department of Social Services, we were able to expand our Family Support Services to include the **Triple P Parenting Program!** This was huge in helping us to secure additional income while also meeting our mission of providing evidenced-based family support in our community. We now have seven staff members accredited in various levels of the program so we can provide the most comprehensive service in Rowan County.

The Triple P Parenting Program Builds on the strengths that all parents have, and teaching parent's new skills by recognizing that no child comes with an instructional manual. Benefits to Triple P include:

- **Reduces Problem Behavior in children and improves parents' wellbeing and parenting skills..**
- **In communities where Triple P is widely available, children have fewer behavioral and emotional problems.**
- **Parents using Triple P report they are less stressed, less depressed, and don't use harsh discipline.**
- **Triple P can produce community-wide positive effects such as slowing the rate of child abuse and reducing foster care placements.**

**Quote from Triple P parent: "I definitely need to talk and figure out what I am doing wrong or what can make things better cause I feel like I am going to lose it sometimes".**

## Highlights

**In 2017/18 we served over 150,000 nutritionally balanced breakfasts, lunches and snacks!**



(Mr. Tim, our chef, teaching students how to prepare healthy foods.)

## Impact:

78 school agers engaged in learning activities

Packed 1,271 backpack meals for Rowan County Children

78 staff members : 6 with master degrees, 22 with bachelors, 19 with associates, and 20 in school

88 children enrolled at Novant

136 full-day children enrolled at Catawba

140 students enrolled are from low-income families

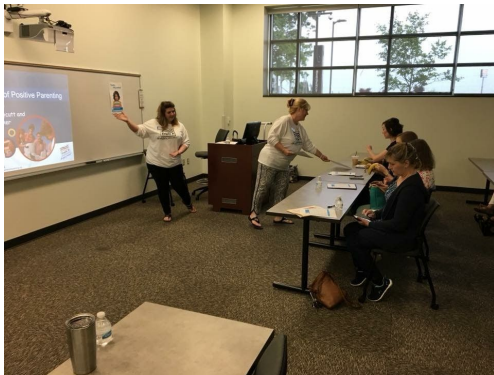
100 college students who volunteered

98 families attended parent workshops and support groups

451 area child care educators attended inclusion trainings

Over 2000 volunteer hours served by families and community

Provided 72 trainings to the community



Norma and Cassie leading Triple P presentation at our annual Special Needs Mini-Conference held at Rowan Cabarrus Community College. Over 100 early educators attended.

## Our Plans for the Future: Come, Invest in our Future and Share in our Growth!

Building on our strong financial health and track record of providing quality early education, intervention, and family support services for our community children and families, our next challenges include:

- Closing the gap in teacher pay and providing additional education opportunities.
- Purchase two new buses, to replace our failing busses, so that we can invest our time in programming rather than bus repairs and worrying if it will be reliable for the next field trip. We also want to investigate how we might provide transportation for children to come to our center whose families may not have transportation.
- Expand our reach for Triple P Parenting Program and to be able to provide all of the levels of the program to further assist those families who need the most critical support.
- Enhancing our security features at our Novant location. Closed circuit camera system for entrances and playgrounds are a must. The camera and phone system in the classrooms are old and needs to be updated.
- Explore possible locations for a larger site to better meet the needs of our current growth

Clearly, these goals are an ambitious undertaking. To be successful, we will need the assistance of many people who care. People who care that our young children have a safe, nurturing place to go to during their pre-school years, and that families and the community will have the knowledge and skills necessary to contribute significantly to the optimal growth and development of children.

[We don't let challenges define us!](#)



## Support

This year we launched our Signature Scholarship Fundraiser;  
Just as I am: A Special Needs Fashion Show.

The actual cost of providing low ratios and highly specialized staff to serve special needs students far exceeds the cost we families can afford. Many of these families are at an economic disadvantage already due to the cost of multiple therapies. We want to ensure that the families we serve don't endure further financial hardships while providing their child with high quality [education](#). Research shows that high quality early [education](#) and intensive early [intervention](#) can make a huge positive impact on that child's future.

Every child deserves the opportunity of early education! Remember children are our future!

Please consider attending and supporting of Special Needs Fashion Show for the upcoming fiscal year! Already scheduled for September 22nd 2018!

## Community Connections

We are thankful for the support and collaboration of a variety of community organizations including:

- Salisbury Rowan Community Action Agency Board of Directors
- Head Start Policy Council
- Child Care Resource and Referral Advisory
- NC Institute for Child Development Professionals
- Local Interagency Coordinating Council
- Rowan County Community Advisory Council
- Early Childhood Associate Advisory Committee
- Rowan County NC Pre K Board
- Leadership Rowan
- United Way Day of Caring
- Smart Start Rowan
- Healthy Baby Coalition
- EESLPD Unit Partner
- YMCA - Special Olympics
- ApSeed

Grant Supporters:

Robert Ragon and Claire Lavelle

Clifford A. and Lillian C. Peeler Family Foundation

Margaret C. Woodson Foundation

The Blanche Julian Robertson Family Foundation

The Salisbury Family Foundation

Hurley-Trammell Foundation

We also had support from many donors, including 95% of our staff!

Partners In Learning Giving Tree

Roots - Donors who gave \$500 or more

|                            |                        |                    |
|----------------------------|------------------------|--------------------|
| Central Carolina Insurance | Greg and Missie Alcorn | Novant Health      |
| Fisher Greene Insurance    | Troy and Paula Dibley  | One Step at a Time |
| Lyn and Jay Boulter        | Don Fortner            | Mark Ritchie       |
| Geraldine Hurley           | Robert Lavelle         | Anonymous          |

## Partners In Learning Giving Tree Continued

## Branches - Donors who gave \$100 - \$499

|                        |                           |                      |                |
|------------------------|---------------------------|----------------------|----------------|
| Carolyn Brown          | Patricia Reynolds         | Jesse Bryd           | Karen Campbell |
| Larry and Edith Bolick | Dr. Christopher McIltrout | Mr. and Mrs. Kimball | John Hudson    |
| Janet Spriggs          | Jimmy Greene              | Libby Post           | Sarah Helms    |
| Mr. and Mrs. Henderson | Mr. and Mrs. Roy          | Mr. and Mrs. Eagle   | Henry Buck     |
| Ben Mynatt Nissan      | Moose Pharmacy            | F&M Bank             | Joy Whidden    |
| Salisbury Academy      | Allergy Partners          | Cannon Pharmacy      | Linda Hawkins  |
| Mr. and Mrs. Steinman  | Mr. and Mrs. Steinman     | Mr. and Mrs. Knight  | Suzanne Yost   |
| Michael Hanzlik        | Mr. and Mrs. Adams        |                      |                |

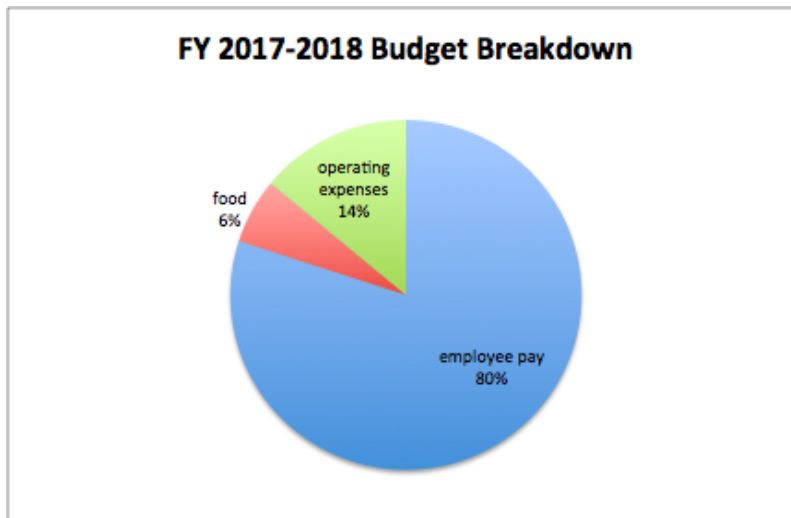
## Leaves - Donors who gave \$1 - \$99

|                     |                  |               |                |
|---------------------|------------------|---------------|----------------|
| Anthony Brown       | Anthony Andruzzi | Erin Stringer | Tammy Petrea   |
| Alisha Moore        | Ashley Deaton    | Eliza Osborne | Jessica Watson |
| Traci Williams      | Pat Driver       | Lynn Marsh    | Tonya Correll  |
| Mr. and Mrs. Baird  | Sandra Freeze    | Micah Ennis   | Lynda Watson   |
| Mr. and Mrs. Miller |                  |               |                |

Show your support today by making an online tax-deductible donation at

[www.epartnersinlearning.org/donate/](http://www.epartnersinlearning.org/donate/)

## Our Financials



**\$2,350** each month is given away in scholarship money so a child can have a chance at early education!

**Over \$1,000.00** was spent on a wellness program for staff - helping our staff have great physical and mental health is critical in providing high quality services to the families we serve.

Thanks to a generous donation, we were able to secure a donor database, which is helping to advance our fundraising efforts.

## Board Members

Dr. Lyn Boulter - Board Chair, Retired Educator

Libby Post - Board Secretary, Retired Dietitian

Jimmy Greene - Board Treasurer, Fisher Greene Insurance

Sarah Knight - Board Member, Greystone

Brandi Langford - Board Member, Food Lion

Dr. Janet Spriggs - Board Member, Rowan Chamber President

Teresa Dakins - Board Member, Trinity Oaks

Elizabeth Roy - Board Member, Salisbury Academy

David Najarian - Board Member, Catawba College

Majoria Pearson - Board Member, Hanford Dole Principle

Jesse Byrd - Board Member, YMCA Athletic Director

Edith Bolick - Board Member, Catawba College

Jeremy Dewolf - Board Member, Salisbury Pediatrics

Paula Dibley - Board Member, RCCC

Shawn Edman - Board Member, Novant Health

We are so thankful for the hard work our board members do to lead and grow our organization!

## A Family Story...

**"Partners in Learning has been a blessing for our family. Our children have been at Partners in Learning from the time they were really little. The teachers made the transition as easy as they could by loving and caring for our children in the best way. Becoming parents is hard enough and having to leave your baby can be so challenging, but knowing that they are being cared for makes it so much easier. And then, we've loved having our children learn and grow over the years. They have learned so much and enjoyed their teachers." ~ Paula Dibley**