

## **PARTNERS IN LEARNING**

Catawba Location  
2386 Robin Rd.  
Salisbury, NC 28144  
704-638-9020  
Epartnersinlearning.org

Novant Location  
519 Best St.  
Salisbury, NC 28144  
704-216-1502

# **Annual Report FY 2018-2019**

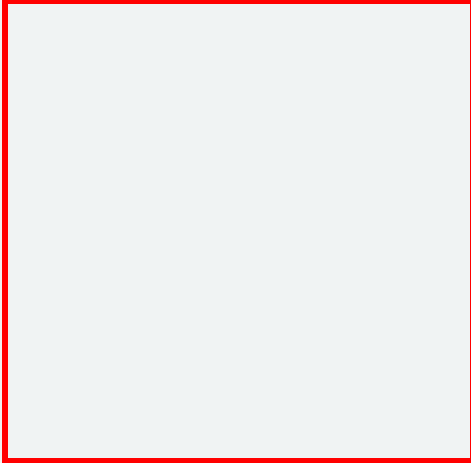
## **History**

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, dreamt of a child care center in Rowan County that could serve all children no matter their income or disability.

## **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 provides comprehensive center-based, community-based, and home-based services to families in Rowan and the 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



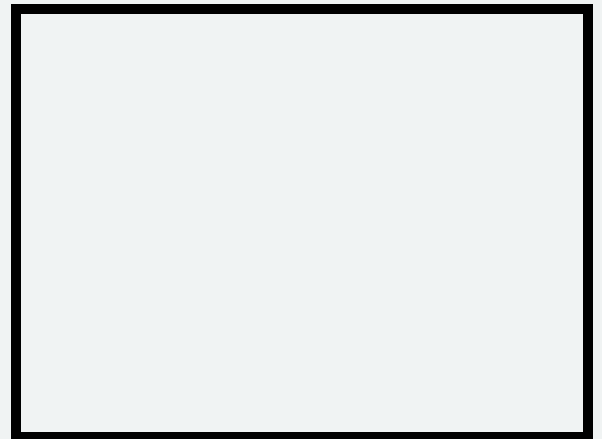
Thank you for making 2018/19 another remarkable year for Partners In Learning! This year marked 22 years of service for the organization. Our dedicated board and staff have done an incredible job at expanding our outreach while strengthening our programs and services. This is evident throughout the report.

Partners In Learning is stronger than ever due to our continually expanding community who come together to donate time, resources, and talent in support of our important mission.

***If I could sum up this year into words it would be about the moments, opportunities, and growth!***

**This year will be remembered as the year that our Board of Directors made the big decision to expand our program by developing a strategic plan to relocate and expand our Catawba site.**

This new location will allow us additional space to accommodate our ever-growing research based programs, as well as, our Triple P Program, Family Support Programs, Developmental Therapies, playgroups, and additional care for infants and toddlers. This expansion will go a long way in making a difference in our county.

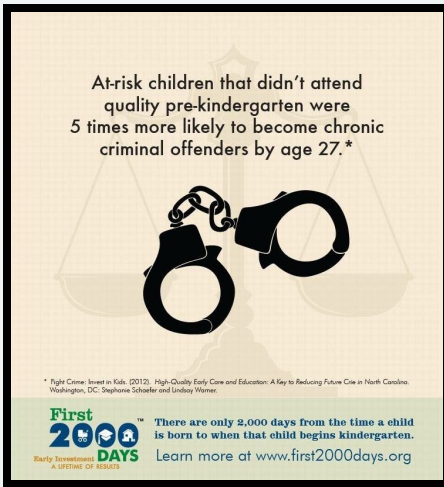


## **Specialized Programs**

Partners In Learning is a **5-star, Nationally Accredited Program**. Partners In Learning utilizes the most current evidence based practices and curriculum to provide total care to children and families. Beyond our center based programs, we are also a **Community Impact Program!** Every year we serve more community families than we do center based families!

- Accreditation represents the mark of quality in early childhood education.
- Partners In Learning is in the 1% of NC Child Care Centers that are accredited.
- As a nationally accredited program, we meet national standards of quality!
- Our staff are equipped with tools that provide the best learning experiences for young children, and provide student educators with the highest quality professional practice preparation.

# Community Impact



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

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

**106** Families received support in transitioning to an inclusive setting

**28** Child care centers received behavioral support services

**328** Site visits for classroom support

Our **Family Support Services** are designed to meet the individual needs of families through resources and supportive services. These services include but are not limited to: assisting with conflicts between parents and staff in the classroom; strategizing with staff and families about environmental factors that contribute to behavioral issues; providing resources for families to meet the needs of their child; helping families with referrals to secure appropriate community resources for their child; accompanying families to appointments for support; partnering with the classroom teacher to resolve issues; and more.



Through a grant with Smart Start Rowan, we are able to provide classroom assistance and **Behavioral Support Services** to all childcare centers and private early education centers in Rowan County. Our behavioral support program allows teachers to get the classroom support they need to manage challenging behaviors, and provides them with ongoing training in best educational practices. We also train teachers on how to implement developmentally appropriate assessments.

## Elisha's Story



Last year we received a phone call from Elisha's mother who was upset. She just recently found out that her son had been diagnosed with autism. She was looking for support; somewhere she could take him to socialize and not feel judged by others because of his tantrums. We connected her with our Family Support Specialist. She was able to get him enrolled in the center, and connect him to our support group, Triple P Parenting, and other community services.

Due to his behaviors, the family had always been nervous to include him in any public or group setting. There was an adjustment period, not only for the family, but for Elisha. We wanted the transition to be as smooth as possible for the family, so we used visual supports, engaged the family trainings, and provided our staff our teachers with additional training. At the time, Elisha did not have much language and most certainly did not engage with his peers.

Today, almost a year later, the family has added another baby to the family. Elisha is thriving, he is talking, he is communicating his wants and needs, advocating for himself, and taking each challenge that comes his way by the horns and overcoming any obstacle. He is making friends and imitating play with others. His family feels more confident because of the educational and family support services they have received through Partners In Learning.



# Growth

## *Marketing Video*

This year, thanks to generous donors, we were able to create a very impactful marketing video, through Dreamancy. As a non-profit organization, it is critical that we are able to effectively share our mission with others in the community. [https://youtu.be/ZXy4t2\\_jmw](https://youtu.be/ZXy4t2_jmw)

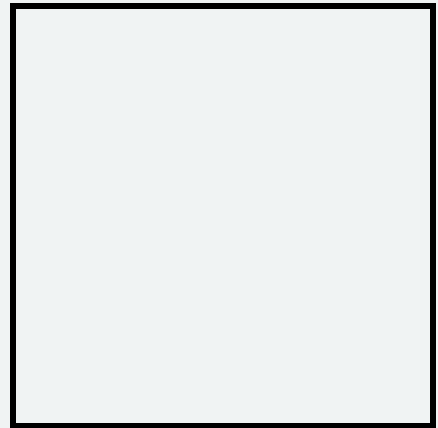
## *Salary*

The Board of Directors recognize that our staff are our most important resource. We aligned our salaries with the NC teacher pay scale! This allows us to ensure we are able to retain the highest quality staff!

## *Advancing Staff Education*

We partner with TEACH to provide scholarships for teachers desiring to advance their education.

We employ: **4** with master degrees, **13** with bachelors, **15** with associates, and **15** who are currently in school



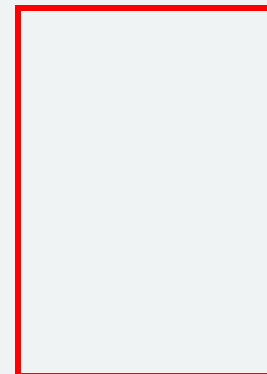
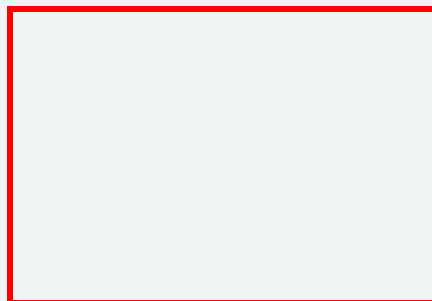
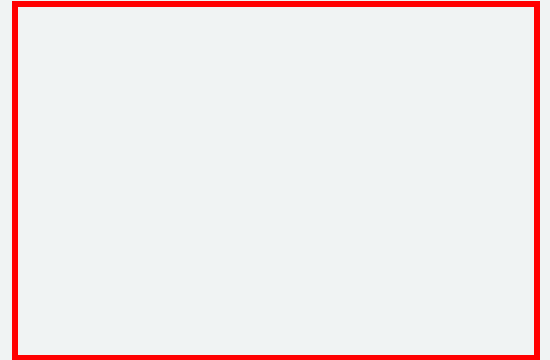
## *Handicap Accessible Bus*



We were able to purchase a newer, more dependable, handicap accessible bus. This has been a goal for us over the last three years! Field trips allow for us to ensure children feel included in the community, as well as, experience hands-on learning opportunities. We also utilize our bus daily to pick up children from local public and private schools to attend our after school program.

## Impact by the Numbers

- 91 children enrolled at Novant
- 132 full-day children enrolled at Catawba
- 85 students enrolled are from low-income families
- 14 receive a Partners In Learning Scholarship
- 183 college students volunteered
- 299 families attended parent workshops and support groups
- 281 area child care educators attended inclusion trainings
- Over 300 volunteer hours served by families and community
- Provided 42 trainings to the community
- 115 school agers engaged in learning activities
- Our school age children packed 1140 backpack meals for Rowan County Children
- Over 100 early educators and parents attended our annual Special Needs Mini-Conference held at Rowan Cabarrus Community College.



*"I look forward to the conference every year. It helps me to know how to better meet my child's needs."  
Parent of a child with special needs.*



## Jaxon's Story

Jaxon Eddings has benefited greatly from accommodations in his classroom at Partners in Learning. His parents, Jason and Rebecca, recently completed the Triple P parenting program in their home with a Partners staff member. The three met on Sunday mornings because of Jason Eddings' work schedule.

Rebecca Eddings says what she and her husband paid was absolutely worth the price.

*"Overall, we definitely feel more confident as parents," she says. "It helped us see things in a different light. We have more realistic consequences for the boys behavior now, and it definitely seems to be helping with both children."*

Partners In Learning began serving our community with **Triple P** services in early 2017. The Triple P – Positive Parenting Program is a parenting and family support system designed to prevent and treat behavioral and emotional problems in children and teenagers. It aims to prevent problems in the family, school, and community before they arise and to create family environments that encourage children to realize their potential. This year we have been able to expand our providers, as well as, increase the level of support that families can receive. In 2018, we entered into a contract with the local department of social services to provide parent education to families involved with the Department of Social Services that are at risk of losing their children or have lost their children and attempting to reunify with them.

We have touched over **70 families** lives and expanded our providers from a team of 2 to a team of 7!



## Alumni Story

Alumni parent and board member, Libby Post, recalls her family's experience at Partners In Learning.

"Partners In Learning (PIL) provided a great start for sons Abraham Post and Simon Post. Abraham Post was a PIL graduate in 2001. PIL gave him a strong basis for reading and a curiosity about the world. He also learned how to get along with other children and adults. Abraham met his best friend and college roommate, Evan Dunn, at PIL! Abraham graduated with Honors from the University of North Carolina with a double major in computer science and political science and a minor in information systems. He was inducted into Phi Beta Kappa- the national honor society that offers membership to less than 1% of college graduates. Abraham will be working in downtown Charlotte for CapTech, a technology consulting firm. Abraham's brother, Simon Post graduated from PIL in 2003 and is getting ready to start his sophomore year at the University of North Carolina Chapel Hill with a major in Computer Science. PIL helped give these boys a great foundation for a strong education and a well-balanced life."

*Research has shown time and time again that infants who receive the high-quality child care and early education programs do better in school, have more developed social skills, and display fewer behavior problems. ~ Judy Biggert*

## Savanna's Story

Savanna was born 6 weeks, 4 days early and spent 12 days in the NICU. When she was 3 months old, she was having development issues, and we were referred to our Early Intervention program.

She was diagnosed with low muscle tone which was one of the reasons why she was not rolling over. We never, in a million years, would have realized just how amazing and beneficial therapy would be for her development.

Mrs. Lori, from Partners In Learning, worked with Savanna helping her develop motor movement. Before we knew it, Savanna mastered rolling over, crawling, and even walking.

We continued working week after week on her development goals. When she was 2 years old, she was not speaking and her only way of communicating was throwing herself on the ground screaming. She was reassessed for speech services.

With the speech therapist and Mrs. Lori working together on the same goals, Savanna is now able to communicate in clear full sentences. Because of the services she's received, she is right on target for her age. She is able to start preschool and play with friends her age.

None of which would be possible without her weekly therapy sessions from Partners In Learning. They genuinely care for the families they work with and also support the parents during this time. I cannot express my gratitude, appreciation, or heartfelt thanks for all that they did for our little girl to make sure she was right on track and not so behind with her development.

As a mom, no one can tell you the ups and downs of parenting. But it is harder and more difficult when your child comes unexpectedly early and then has developmental issues. We are so grateful for the service that they offer to help children with their development; in our daughter's case, catch up to where she needs to be. These services are crucial for children and their development. It really can change the lives of the families. It surely changed ours for the best.

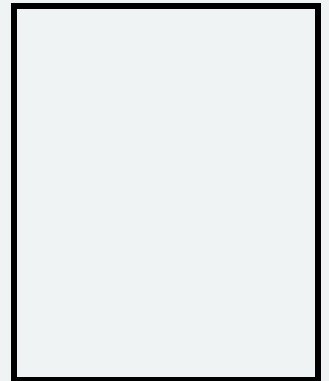
With love and appreciation, Justin and Jenifer Alexander

# Invest in our Future and Share in our Growth!

## Future Goals

### *Provide Applied Behavior Analysis*

One in fifty eight children are diagnosed with Autism Spectrum Disorder. However, families in Rowan County are unable to access **ABA Therapy**, medically necessary treatment, covered through insurance due to lack of services. They must travel outside of Rowan County and be placed on a year long wait list! We hope to change that by providing ABA in the future, so no child in Rowan County goes without due to lack of service!

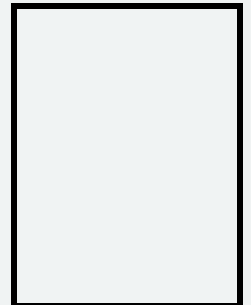


### *Increase Early Care for Infants and Toddlers*

Did you know that NC is considered an infant/toddler care dessert, according to the NC coalition? That means families wanting to return to work are unable to find the necessary early care and education needed for their precious child. We currently have a waitlist over 80 for infant and toddler care!

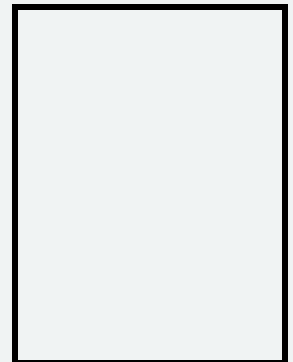
### *Securing funding for a Commercial Range Hood*

We are in need of a commercial range hood for our Novant location so we can utilize our commercial stove. Our chef at our Novant site cooks for 93 students a day using a residential grade cooktop! The cost of a commercial range hood is \$25,000.



### *New Facility*

Our building at Catawba is growing old, and there simply isn't enough space to expand. We are in desperate need to relocate so we can accommodate the growing needs of our community! During our board strategic planning in April 2018, the board formed 3 task forces to begin the process to look at a time line, location options, and feasibility of a new facility.



## **Support**

To be successful in meeting the needs of the community, we need the assistance of many people who care. We want to ensure that our young children have a safe, nurturing place to go to during their preschool 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.

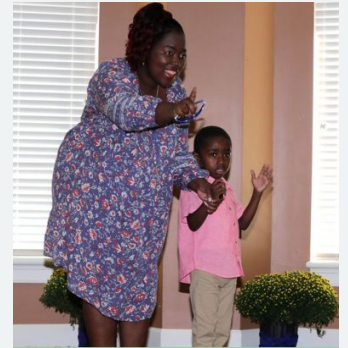
### **There are many ways to give and show your support!**



### **Just as I am: A Special Needs Fashion Show**

The annual Special Needs Fashion Show is held in memory of Jacob Usher, an alumni student with Down syndrome who passed away due to a congenital heart defect at the age of seven. The event provides families of children with special needs the opportunity to strut across the runway, celebrating

what makes them special. It provides community awareness about developmental disorders, as well as, the need to serve those families in our community. It is also our only fundraiser which helps to support the costs associated with programming. The actual cost of providing low ratios and highly specialized staff to serve special needs students far exceeds the cost 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 children 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.



## **Annual Appeal**

Our Annual Appeal campaign helps to support teacher training/education and specialized programs. We offer many support services, including behavior support, Triple-P, and family support services for free or at a reduced rate. It is important that we remove as many barriers to services as possible to families that are already facing hardships.

## In-Kind Donations

As a non-profit we accept a variety of donations. We are always in need of:

School Supplies, Office Supplies, Gently Used Toys/Books, Weighted Blankets, Gift Cards for Teacher Incentives, etc

## Corporate Matching

Many corporations offer employee matching to their organization of choice. This is an easy way to maximize your donation! Be sure to check if your company offers employee matching and if so, select Partners In Learning as your top choice!

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

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

## Board Members

Dr. Lyn Boulter - Board Chair, Retired Educator

Libby Post - Board Secretary, Retired Dietitian

Jimmy Greene - Board Treasurer, Fisher Greene Insurance

Teresa Dakins - Trinity Oaks

Elizabeth Roy - Salisbury Academy

David Najarian - Catawba College

Susan Muth - Don Fortner, Dentist

Majoria Pearson - Koontz Assistant Principal

Jesse Byrd - YMCA Athletic Director

Edith Bolick - Catawba College

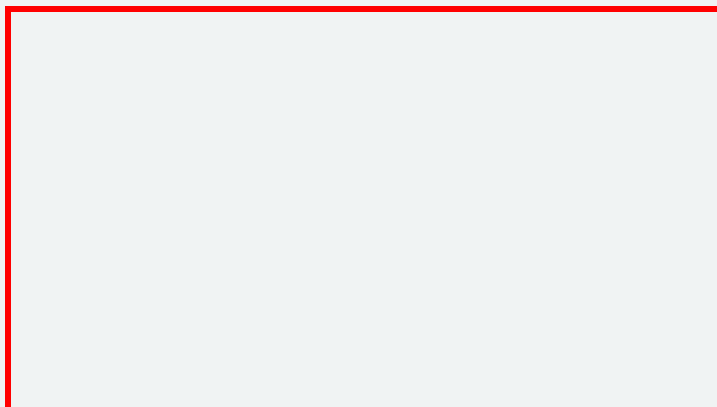
Paula Dibley - RCCC

Celia Jarrett - Community Advocate

Lea Silverburg - Special Educator

Melonie Thompson - Salisbury Police Officer

Victor Martin - Juvenile Court Officer



## Partners In Learning Giving Tree

### **Grant Supporters**

Clifford A. and Lillian C. Peeler Family Foundation Foundation	Smart Start Rowan	The Salisbury Family
Margaret C. Woodson Foundation	Novant Health	
The Blanche Julian Robertson Family Foundation	Hurley-Trammell Foundation	

### **Roots - Donors who gave \$500 or more**

Central Carolina Insurance	Greg and Missie Alcorn	Cheerwine
One Step at a Time	Stacye Harborth	Linda Hawkins
Lyn and Jay Boulter	Mark Ritchie	Robert Lavelle
Anonymous	Steven and Celia Jarrett	David Post
Branson Pethel	Larry and Edith Bolick	Trinity Oaks
John and Susan Muth	Salisbury Pediatrics	Wells Fargo
Wivianny and Ryan Dehaas	Hotwire Communications	

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

Fisher Greene Insurance	Carolyn Brown	Patricia Reynolds	Kyna Grubb
Darlene Ball	Karen Campbell	Mr. and Mrs. Dibley	Aerik Williams
Dr. and Mrs. McIltrot	Mr. and Mrs. Kimball	John Hudson	Susan King
Jimmy Greene	Libby and Jon Post	Sarah Helms	Nancy Beard
Mr. and Mrs. Henderson	Mr. and Mrs. Roy	Mr. and Mrs. Eagle	
Ben Mynatt Nissan	Moose Pharmacy	F&M Bank	Pat Driver
Salisbury Academy	Allergy Partners	Cannon Pharmacy	Linda Hawkins

## Partners In Learning Giving Tree

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

Mr. and Mrs. Steinman	Mr. and Mrs. Knight	Suzanne Yost	Tina Hoffman
Michael Hanzlik	Mr. and Mrs. Adams	Norma Honeycutt	K-Dee's Jewelry
Patricia Williams	Renee Bradshaw	Cannon Health Pharmacy	
Susan Norvell	Lettered Lily	Charles Taylor	Anonymous
Mr. and Mrs. Messinger	Mr. and Mrs. Eagle	Mary Edens	Mary Ann Cody
Susanna Hollingsworth	Beth Loney	Don Fortner, DSS	Karla Foster
Dianne Neubacher	Amber Poole	Ann Robertson	Tonia Smith
Amy Vestal	Joanne Stewart	Jenna Thompson	Mandy Bost
Lindsey Green	Laura Hilla	Henry Buck	

### **Community Collaborations**

*In order to provide all our services and programs, it is critical that we connect with other resources in the community. We are grateful for all our partnerships:*

Salisbury Rowan Community Action Agency	Head Start Policy Council	Rowan County Chamber	
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	United Way Day of Caring	
Department of Social Services	Smart Start Rowan	YMCA - Special Olympics	
Rowan Cabarrus Advisory Committee	Innovative Approaches	Stop International Trauma task force	
North Hills Christian School	Salisbury Academy	Catawba College	Rowan Cabarrus Community College
Local Emergency Responders (Fire, EMS, Salisbury Police Department, Rowan Sheriff Department)			



## Financials

### **Budget for 2018/2019**

Program Expenses - \$1,639,900

Food - \$129,500

Operating Expenses - \$338,800

**TOTAL \$2,105,200**

**\$2,300** each month is given away in scholarship money so a child can have a chance at early education!

**\$1,675** 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.

