



2025/2026

Annual Impact Report

Celebrating 30 Years of Inclusion

Partners In Learning Child Development Center

704-638-9020
epartnersinlearning.org

A Letter from Leadership

Dear Friends,

Every child who walks through our doors has a story. Some need a safe place to learn and grow. Some need a therapist who understands them. Some need help finding their voice. And some simply need a place where they are fully included, celebrated, and given the opportunity to thrive.

Because of you, Partners In Learning continues to be that place. This year brought tremendous growth, along with challenges including rising costs, workforce shortages, and an ever-increasing demand for services. Yet through it all, we continued to say yes to children and families who needed us.

As we celebrate 30 years of Partners In Learning, we are also building our future. Our United as One expansion will bring our organization together under one roof, add six classrooms, and expand our clinical and mental health services. We are creating something truly unique, a place where children of all abilities learn side by side and where families can find education, therapy, and support all in one place.

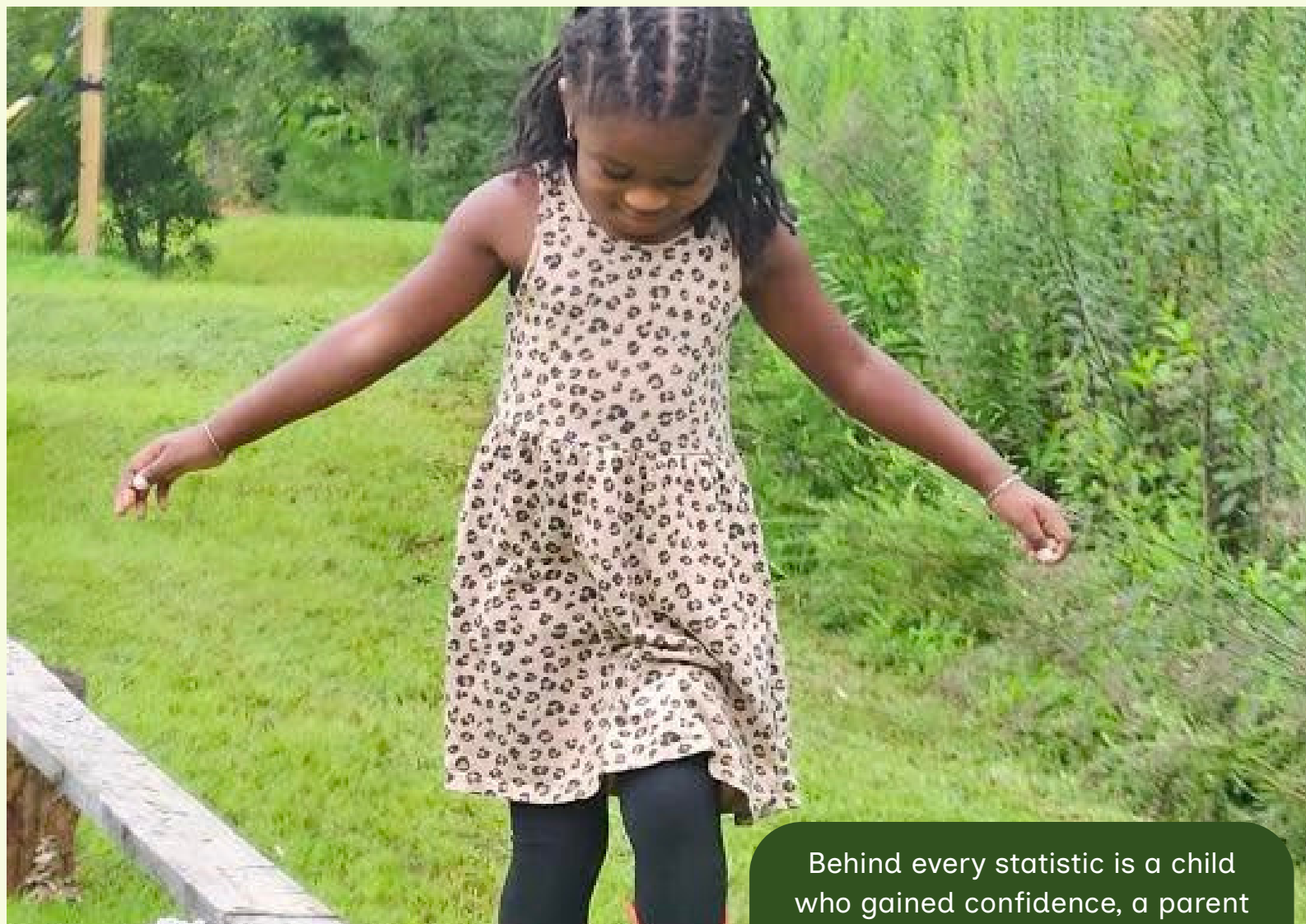
But our vision reaches far beyond our walls. Partners In Learning is helping redefine early care and education in North Carolina. We are demonstrating what is possible when inclusion, early learning, clinical services, and family support come together around the needs of the whole child and family. Our hope is that what we are building here will become a model that inspires change far beyond our community.

To our donors, sponsors, and community partners: you are part of every life changed here. Your generosity gives children opportunities, gives families hope, and allows us to dream bigger about what is possible.

Thirty years ago, Partners In Learning began with a vision. Today, because of people like you, that vision is changing lives—and redefining what is possible for children and families across North Carolina.

With Heartfelt Gratitude,
Norma Honeycutt, M.Ed.





Impact at a Glance

Behind every statistic is a child who gained confidence, a parent who found hope, a teacher who inspired growth, or a family that discovered they were not alone. Together with our supporters, we continue to remove barriers, celebrate differences, and build a community where every child can succeed.

- 🍃 **323 Children Served in Early Learning**
- 🍃 **17,783 ABA Therapy Hours**
- 🍃 **276 Children Receiving Developmental Therapy**
- 🍃 **91 Parents Completed Positive Parenting Program (Triple P)**
- 🍃 **1,490 Counseling Sessions**
- 🍃 **149 Families Supported**



Early Care & Education

We are redefining the field of high-quality early care and education—setting new standards where excellence is not the exception, but the foundation for every child’s future.

- Norma Honeycutt, Executive Director

Inclusive Early Care

✓ 323 Full-Time Enrollments (75 Best Street & 158 Woods)

School Age Programs

School Age Programs provide an engaging environment where children explore STEM, build meaningful connections with highly trained staff, and thrive in small-group settings designed to support their growth, curiosity, and confidence.

- 95 children participated in after school, summer fun camps, and school break camps

Staff Development

Partners in Learning is dedicated to creating brighter futures for our staff by supporting their educational journeys, celebrating their achievements, and empowering them to grow as professionals and leaders in the classroom.

- Five teachers receiving tuition assistance
- 2 teachers graduated with degrees
- 8 teachers enrolled in higher education
- Hundreds of hours of specialized training

Tuition Assistance

Partners In Learning is committed to ensuring all families have access to high-quality early care and education. Through tuition assistance, we help make enriching learning experiences more accessible and empower every child to thrive.

- \$27,278 in tuition assistance awarded

Family Support



Sometimes progress is not measured by immediate behavior changes, but by a caregiver's willingness to keep showing up, ask for help, and try new approaches despite overwhelming circumstances.

The resilience of the families we serve leaves a lasting impact, reinforcing the importance of walking alongside our families during difficult seasons, advocating for needed services, and creating opportunities for healthier, more stable futures.

- Megan McIntyre,
Family Support Specialist



- 91 parents completed a minimum of six one-on-one Triple P sessions
- 24 families received intensive family support
- 16 community family events hosted with 1,472 attendees
- 4 new Triple P practitioners trained

Early Intervention

Seeing the Friend, Not the Chair

When a young girl receiving CBRS joined our three-year-old classroom, it was one of her first opportunities to learn and play alongside other children. Her mother hoped she would feel welcomed but wasn't sure what to expect.

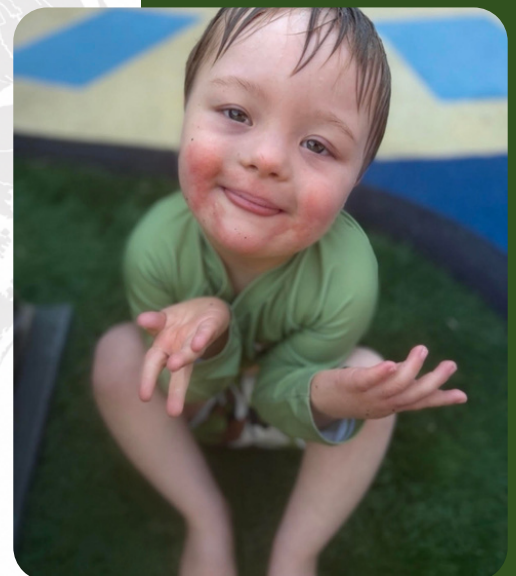
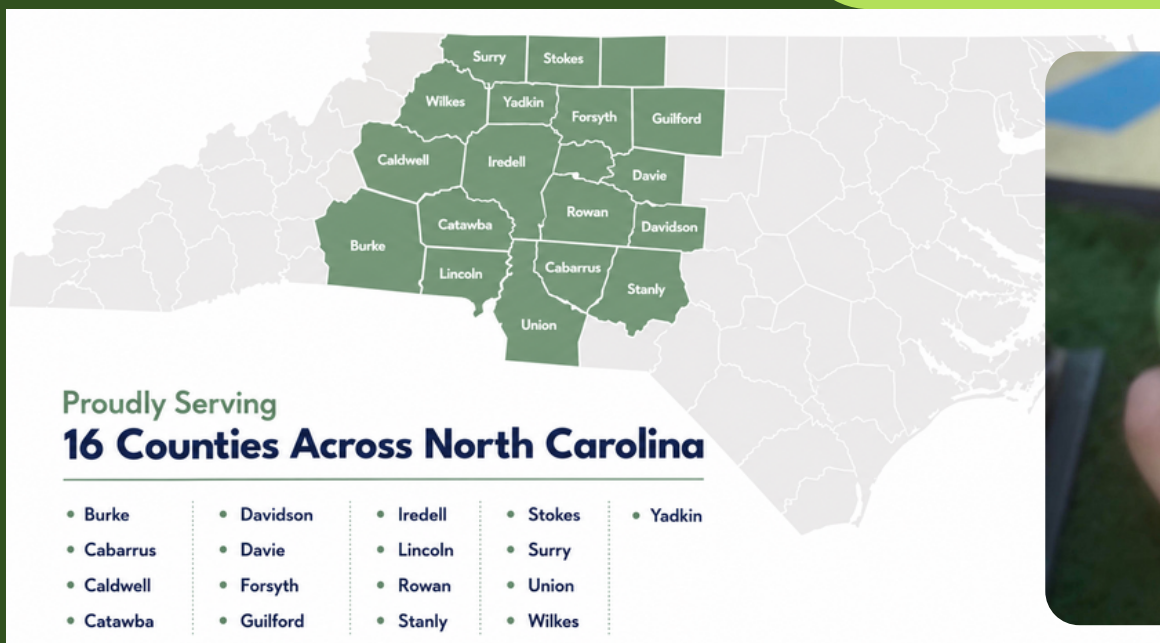
One classmate immediately embraced her. She didn't see the "big chair" or focus on their developmental differences—she simply saw a new friend. The two quickly connected through stories, toys, and a shared love of Pete the Cat.

Watching her daughter laugh, play, and form a friendship for the first time brought her mother to tears. Their bond was a beautiful reminder that when children are given the opportunity to connect, true inclusion comes naturally.

—Cassie Karriker, Clinical Services Director



- 276 children received **Community-Based Rehabilitative Services (CBRS)**
- 223 children with special needs served in our inclusive classrooms
- 125 referrals made for identified additional services
- 4 inclusion coaching engagements
- 630 developmental assessments completed



Mental Health

- 🍃 95 Current Clients
- 🍃 54 New Clients
- 🍃 1,490 Sessions Completed
- 🍃 108 Children Served
- 🍃 17 Adults Served
- 🍃 125 Families Served
- 🍃 18 Families and Teachers completed CPRT/CTRT Training



Success Story

After losing their father to suicide, a young child on the Autism spectrum struggled to process their grief, becoming caught in repetitive questions and behaviors that were also painful for their mother.

Through Child-Centered Play Therapy, the child found a safe way to express emotions that were difficult to put into words. Using therapeutic toys, sand trays, and creative play, they gradually worked through their confusion, regulated their emotions, and moved beyond his intense fixation.

At the same time, their mother received guidance to better understand his needs while caring for her own well-being. Today, they can express their feelings and honor their father's memory in a healthier way, allowing mother and child to move forward together in healing.



Behavioral Health

Finding Their Voice

When she began ABA services, this young child was non-vocal and often communicated her frustration through aggression. Her clinical team focused on building trust and introduced ASL, helping her learn to request “more,” say “all done,” and refuse unwanted items.

Her team consistently paired these signs with spoken words. After a year of dedicated intervention, she reached an incredible milestone: while requesting her favorite snack, she imitated the “mmm” sound for “more”—not once, but several times. It was her first vocal imitation and a powerful step forward for a child discovering new ways to communicate her wants and needs.



Building Skills, Confidence, and Brighter Futures

-  **17,783 ABA Hours Completed**
-  **41 ABA Clients Served**
-  **75 Staff Certifications Completed**
-  **110 Caregiver Training Hours Provided**
-  **407 Classroom Support Hours Provided**

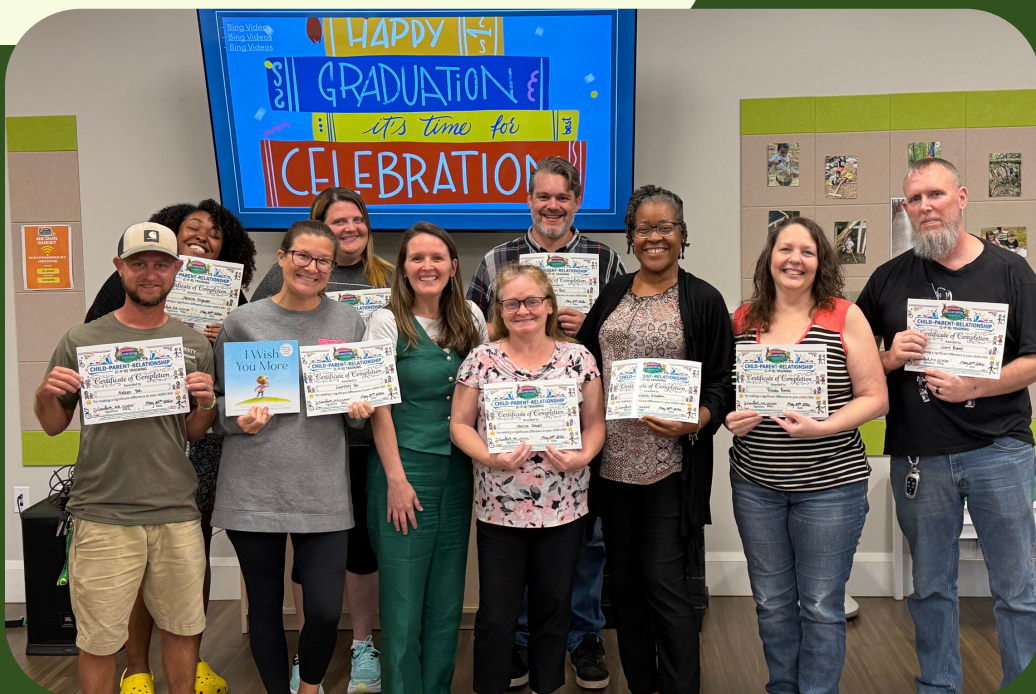
A Transformational Investment in Stronger Families

Through a three-year, **\$420,192** investment from Rowan County Opioid Settlement Funds, Partners in Learning is expanding two evidence-based, trauma-informed programs that strengthen relationships, build resilience, and support healthier futures.

Child-Parent Relationship Training (CPRT) & Child-Teacher Relationship Training (CTRT) use therapeutic, play-based strategies to help parents and educators better understand children, strengthen emotional connections, and create supportive environments at home and in the classroom.

Triple P provides parents and caregivers of children from birth through age 18 with practical, nonjudgmental support to navigate challenges, strengthen family relationships, and prevent crises. Together, these programs equip the adults in children's lives with tools to encourage healing, connection, and lasting well-being.

Grant Spotlight





Rooted In Growth, United As One

Partners In Learning is embarking on a transformational expansion that will bring both early learning centers together at The Woods. The unified campus will provide additional classroom space, strengthen collaboration among staff and programs, and create a much-needed mental health clinic where children and families can access vital support.

More than a physical expansion, this project represents the future of Partners In Learning—one connected campus where education, inclusion, and therapeutic services work together to meet the evolving needs of our community. Rooted in our mission and made possible through collective support, this campaign will expand our capacity to serve, deepen our impact, and help generations of children and families thrive.

- **Six Additional Early Learning Classrooms**
- **Dedicated Mental Health Wing with five additional therapy rooms**
- **Additional Sensory Room**
- **Additional Staff Flex Space**

\$6 Million Goal

**Completion Date: May
2027**



Program Growth & Outreach



POWERING FAMILIES. STRENGTHENING OUR ECONOMY.

Partners In Learning is more than early care and education—we are an essential part of Rowan County's economic infrastructure.

Every day, our programs help children thrive—and help our community thrive.

OUR ECONOMIC IMPACT



110

EMPLOYEES

98% live locally
≈ 108 local employees



\$4.34
MILLION

93% OF PIL SPENDING
STAYS LOCAL
Keeping dollars working
in Rowan County



323

EMPLOYED FAMILIES
SUPPORTED

95% of our families
are employed



PIL HELPS FAMILIES WORK.
THAT STRENGTHENS OUR ECONOMY.

\$18.5 MILLION
IN ANNUAL EARNINGS

Represented by the 323 employed families we support.
(Using Rowan County average private-sector wage of \$57,155)



When parents can work,
our entire community
benefits—through
increased productivity,
local spending, business
growth, and tax revenue.



PARTNERS IN LEARNING
TOTAL ESTIMATED ANNUAL ECONOMIC IMPACT

\$22+ MILLION
AND GROWING

Direct local spending (\$4.34M) + the earnings of employed families (\$18.5M) = a stronger Rowan County for all.

♥ SUPPORTING CHILDREN TODAY. STRENGTHENING OUR COMMUNITY TOMORROW. ♥



Growth Happens Together. Making An Impact, One Family At A Time

During a recent Early Head Start visit, I had the opportunity to support a child and their family during classroom routines and activities. What made this visit especially meaningful was the incredible level of family involvement. The child's dad, grandmother, grandfather, and uncle all attended the session and actively participated throughout the morning.

The family joined the child during mealtime and play-based learning activities, helping model positive interactions and encouraging engagement with peers and classroom routines. Their presence created a supportive and joyful environment, and it was clear how much the child valued having their family involved.

The Early Head Start staff shared how excited they were to see such strong family participation. They noted that having multiple family members present not only supported the child's confidence but also demonstrated a wonderful example of family commitment to their development and learning.

This visit highlighted the powerful impact of family engagement. When families participate in children's daily learning experiences, it strengthens relationships, builds confidence, and reinforces the strategies we are working on during CBRS sessions. The child beamed with pride having their family there, and the entire team celebrated this special moment of connection and support.

-Jeannie, Community-Based Rehabilitative Services Provider



Together, We Create A Path Forward

When developmental concerns emerged for a soon-to-be 5-year-old child receiving occupational therapy, our therapists and classroom teachers worked together to understand the child's needs and identify additional opportunities for support. The team then partnered with the child's mother, creating a space where she felt informed, heard, and empowered to make decisions about her child's future.

Together, they reframed an IEP not as a label, but as another tool to help her child learn, grow, and succeed. With her questions answered and concerns addressed, the mother confidently moved forward with the referral process—knowing that an entire team was working alongside her toward one shared goal: helping her child thrive.

“Progress happens together. When families and professionals work with empathy and shared purpose, we can break down stigma, build trust, and create pathways for every child to succeed.”



Thank you to *all* our generous donors

"Impact begins when our community comes together. No gift is too small. Each one provides greater opportunities to reach, inspire, and transform the lives of the children and families we serve. We are deeply grateful to every donor whose generosity helps make this important work possible."

–Katelin Rice, Development Director

Majestic Oaks: \$10,000 +

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Towering Pines: \$5,000 – \$9,999

Duke Energy Foundation
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Salisbury Pediatrics
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**Visit epartnersinlearning.org to view
all of our generous supporters!**



Shaping Brighter Futures

Every day, Partners In Learning creates opportunities for children, families, and educators to learn, grow, and thrive. Your support strengthens high-quality education, inclusive programs, mental health services, early intervention, and resources that help families build brighter futures. Because of you, Partners In Learning is redefining the field of early care and education and creating lasting community impact.

This year, your generosity made it possible to:

- Provide nurturing early education for 293 children
- Deliver thousands of hours of mental health, developmental, and ABA therapy to children and families
- Allow us to break ground on our building expansion, bringing us one step closer to a united campus

Thank you for being a partner in this journey. With your support, we grow stronger, together.



As we look ahead, the *Rooted In Growth, United As One* capital campaign is an important part of that vision. By bringing our early learning centers together at the Woods and investing in a dedicated mental health wing, we can expand our reach, deepen our impact, and create a more connected home for learning and brighter futures.

Ways to Give:

- Donate online at epartnersinlearning.org
- Mail your gift to: 1774 S. Martin Luther King Jr. Ave., Salisbury, NC 28144
- Call 704-638-9020 to explore the giving option that best suits you



***Make An Impact,
Donate Today***

Organization Leadership

Executive Leadership

- Norma Honeycutt, Executive Director
- Emilie Scharf, Associate Executive Director
- Katelin Rice, Development Director
- Cassie Karriker, Clinical Services Director
- Alana Ianello, Autism Services Director
- Heather Fidler, Woods Early Learning Director
- Salisha Atkins, Human Resources Director



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