



ANNUAL MEETING — October 21, 2008  
Remarks by: Carolyn Dederer  
Executive Director

As Day Nursery Association entered 2008, the Board of Directors began the year with a review of the Strategic Plan. It was updated and prioritized to take a fresh look at our goals and gain a renewed sense of urgency in meeting its stated objectives and focus.

**PRIORITY:** Excellence in program delivery as exhibited by the National Association for the Education of Young Children accredited status.

1. Teacher wages must be raised to ensure recruitment and retention of qualified candidates that will help us meet the increased NAEYC requirements.
  - We are developing a plan to raise wages. Today we will recognize 40 staff members for years of service, education achievements and promotions.
2. Educational levels of teachers must be increased to deliver excellent programming.
  - By 2010, 75% of our lead teachers will be required to have BA's and AA's. In 2007, our percentage of people meeting this benchmark was 43%. Today, 54% of our lead teachers have degrees. Thirty-six teachers are currently enrolled in an AA program and 24 teachers are in a CDA (credential) program. We are positioned to meet this deadline, and teachers' learning improves our program every day.
  - Ball State University has also requested a meeting to develop local BA courses in Early Childhood Education. This will be a critical resource for us. Five staff are being recognized today for educational achievements.
3. Training for classroom teachers must be a continual process in order to ensure delivery of high standard curriculum, consistent with our goals.
  - We instituted a Summer Institute that placed all classroom teachers in 3 weeks (7.5 hours) of intensive instruction on developmentally appropriate practice as applied through the Creative Curriculum®, as well as the use of two environmental rating scales (ECERS and ITERS) that objectively evaluate the child's physical environment in order to promote learning. These tools (Creative Curriculum® and ECERS AND ITERS) are ongoing resources to assist teachers to adhere to planned and intentional practice.
  - Additionally, reorganization of administrative supervision has supported more focused attention to classroom service delivery.
4. Separation of Executive Director's duties out of Operations into Development has allowed more focused attention on raising additional resources needed to support the above three priorities.

5. The provision of services to the most vulnerable children has always been a core value at Day Nursery. This year, we have taken three steps in the right direction toward the ongoing achievement of this goal.
  - The first is the expansion of the sliding fee scale to include infant care and to expand its reach by 10%. Now eligible families can receive help with the most expensive care (infants' full fee is \$243/week) and pay as little as 40% of all age fees.
  - Secondly, we have contracted with four organizations to provide back up care for children whose regular care is not available. These circumstances cause students to miss and fail classes, employees to miss work and lose jobs, or parents to miss important medical care. All of these circumstances affect the well-being of children and put them at risk. Our partners in these endeavors are:
    1. Marion County Health and Hospital Corporation
    2. Ivy Tech Community College
    3. Workplace Options
    4. LifeCare, Inc.
  - The third effort is the Mentoring Program through Child Care Answers that reaches out to ministries and home care providers. As part of United Way's Ready to Learn Initiative on the near East Side, we are mentoring 21 child care settings with the goal of improving their ability to provide excellent services. In October, we kicked off the central Indiana region's mentoring program that is part of Paths to Quality. Our five Mentors will reach all kinds of child care programs in the metro area also with a goal of improving services and benefiting children.

**GROWTH:** We seek growth in capacity to serve and impact more families and/or with additional resources that support excellence. The number of our centers has not increased this year, but we have been successful in meeting ever increasing costs in them as well as gaining efficiencies in back room support. Our growth outside of the walls of the Day Nursery Centers is significant in the Mentoring Programs of Child Care Answers.

1. The 2008 budget saw an increase in funding, some of which came from the Mentoring contract with the IN Association of Child Care Resource and Referral. Also in the budget increase, was a 7% increase in United Way funding. This was due to meeting prioritized community needs, excellence in governance and management, and United Way partnership.
2. The Auxiliary is celebrating its 70<sup>th</sup> Anniversary this year with nine new members, bringing its total to 231 members. The Annual Fashion Show raised a record number of dollars which the members hope to include in a donation goal of \$70,000 to the Association to mark the Auxiliary's banner year.
3. We have been able to dedicate \$70,000 to new or improved technology this year. New updated hardware, software upgrades, and training all combine to make the centers, the mentoring program, the HR function, and the accounting and development departments more efficient and customer responsive.
4. The Ruth A. Lilly Center for Excellence in Early Childhood Education is Day Nursery's window into the community to teach, mentor, and demonstrate the best techniques and skills available to working with young children, their teachers, and parents. We envision a future for this facility that will include classes and workshops, observations, a Lending

Library, and, of course, the Mentoring Program for all those involved in early childhood education. We hope to dream beyond even all of this to include entrepreneurial services to providers, parents and children.

**DEVELOPMENT:** 2008 has been and is a planning year for Day Nursery's 110<sup>th</sup> Anniversary Philanthropic Initiative.

1. During the first half of the year, Day Nursery contracted with Johnson, Grossnickle and Associates to conduct a Feasibility Study on our behalf designed to gauge our ability to expand our funding base. JGA interviewed 31 stakeholders of Day Nursery and concluded that there is support among donors for three key initiatives: Teacher training and compensation, sliding fee scholarships, and endowment support. This Initiative will take place over the next four years, and we hope to strengthen programs both through program grants and endowment growth.
2. With the above Initiative, we are positioned to fully develop the Day Nursery Endowment to provide sustainability over the next 110 years.
3. Three events were held over the past year to bring people together around the cause of helping young children: The Second Annual Board Reunion in November, the Big HeARTs, Bright Futures art show and wine tasting event, featuring our resident artist, Candice Hartsough McDonald, and the Stir Crazy cocktail event was in partnership with the new north side restaurant of the same name.
4. The 2008-2012 Philanthropic Initiative celebrates its Inaugural Gift of \$50,000 from Gene and Rosemary Tanner. This generous contribution has been placed in the Endowment Fund, and will provide two annual scholarships to low income children, into perpetuity. The leadership demonstrated by the Tanners, long time Auxiliary and Board of Directors supporters, sets the standard for strengthening and sustaining the Day Nursery Endowment, while assisting many struggling young families for many years.

With all of these plans, accomplishments, and dreams, we will continue the endeavor to serve our families and community in the long legacy and tradition of which we are so proud.

Thanks to all of you who make it possible every day.

Carolyn M. Dederer  
Executive Director

**For more information about Day Nursery Association, contact:**

Day Nursery Association of Indianapolis, Inc.  
615 North Alabama Street, Suite 300, Indianapolis, IN 46204  
(317)636-9197

[www.daynursery.org](http://www.daynursery.org)