



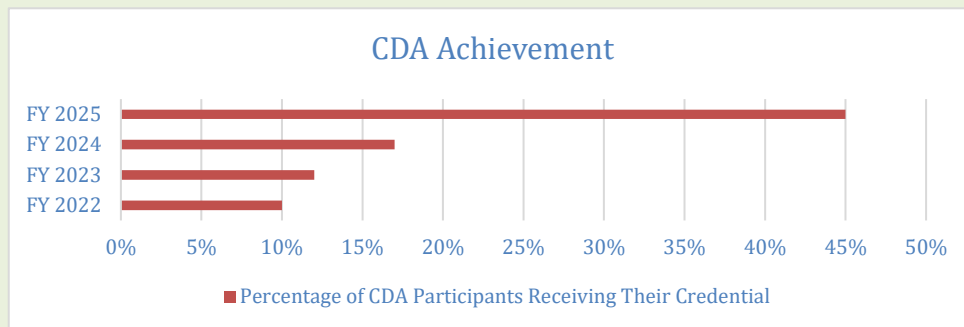
MISSION

To advance an equitable society by supporting early childhood educators and parents who seek to provide the highest quality care for children.

PROGRAMS

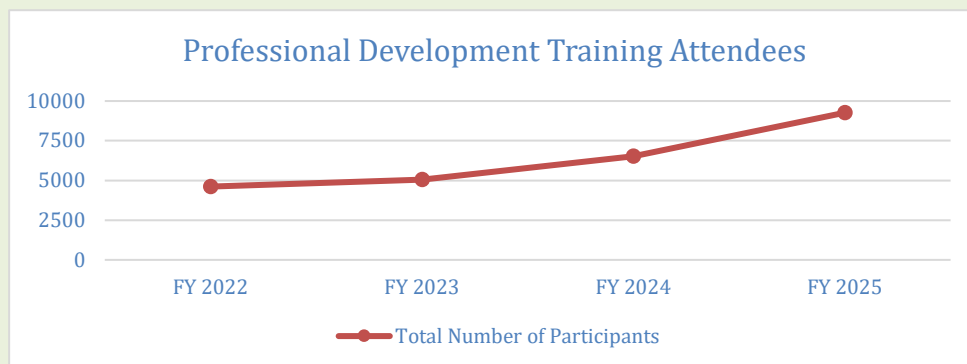
Workforce Development: The CDA, a National Credential Program

- The Child Development Associate (CDA) is a nationally recognized credential awarded by the Council for Professional Recognition upon completion of a comprehensive training program for childcare professionals. Leaps & Bounds Family Services is one of two organizations in the state of Michigan who have been awarded the CDA Gold Standard for demonstrating high quality execution of this comprehensive training program.
- This year, 231 individuals participated in the training through Leaps & Bounds Family Services, with 206 completing it and starting the credentialing process. 45% have since been certified by achieving 120 hours of instructional training, 60 hours of this is provided on Saturdays. Participants also receive regular individualized guidance including homework support and assistance throughout the certification application process.
- Additionally, Leaps & Bounds Family Services hosted a CDA Ceremony for the participants that completed the rigorous process of earning their CDA Credential. Among the credentialed participants, in attendance were also representatives from the CDA Council, Early Childhood Investment Corporation, Wayne Regional Educational Service Agency, United Way and Macomb Intermediate School District.



Early Childhood Educators (ECE) Career Center: Professional Development Training for Childcare Providers

- Professional Development trainings are available to all childcare providers in Wayne, Oakland and Macomb counties, both Licensed and License-Exempt. All trainings are designed to equip early educators/caregivers with the skills and knowledge to provide high quality care and education to young children.
- 9,265 providers participated in an average of 32 trainings held each month, through in-person, live-virtual and pre-recorded trainings.
- The ECE also certified three staff members in Instructional Design, equipping us with the means and expertise to develop our own trainings as we move forward. As a result, three entirely new trainings were developed and many of our older trainings received revisions to bring them up to date. This new pathway ensures providers always receive superior quality trainings.



Wayne-Oakland-Macomb Resource Center: Quality Improvement for Childcare Providers

- The Resource Center works with over 2,500 childcare providers in Wayne, Oakland, and Macomb counties; the initiative is designed to improve program quality and the level of care provided. Services include individualized coaching and educational workshops with supportive resources as well as quick access to the agency's professional development trainings.
- With the support of our Quality Improvement Coaches, 63.17% of Licensed childcare centers and 44.57% of Licensed homes participated in the state's Great Start to Quality recognition and improvement system.

Parents as Teachers: Home Visiting to Build Thriving Families

- The Parents as Teachers home visiting program focuses on families with children ages birth through four years old residing in Wayne and Macomb counties.
- A total of 353 visits were completed this year, primarily to Arabic and Bengali families. Each visit covers a range of topics, including early learning activities, case management, referral services and advocacy support.
- A total of 428 resourceful materials were distributed to these families, such as new children's books, learning materials, formula and diapers.

Support to Childcare Providers Through Additional Projects

- Ensuring children's safety and wellbeing is critical. As a result, Health and Safety Home Visits were provided to 217 License-Exempt childcare providers who care for relative or neighbor children. The agency provided information, resources and safety supplies—including fire extinguishers, first aid kits, baby gates, cabinet locks.

MARKETING/RECRUITMENT

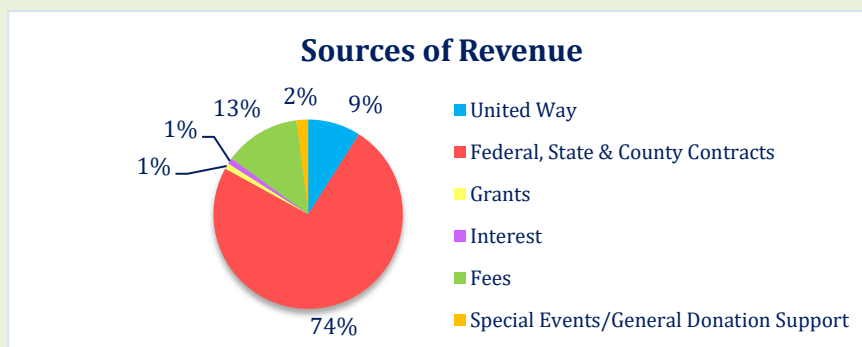
- This year investments were made in Marketing initiatives, with a focus on establishing consistent and cohesive design across all shared content to strengthen brand recognition.
- Through strategic email outreach, our communications achieved 313,494 total points of contact. This is a significant increase from the 14,500 email connections made the previous year.
- Our staff prioritized furthering relationships with the population we serve, leading to 14,315 phone communications and 22,320 text exchanges.
- Social Media, primarily Facebook, garnered 56,945 impressions.

VOLUNTEER INVOLVEMENT

- Strong support from volunteers and Board Members amounted to 705 hours of contributed time this past year.

FINANCIAL STATUS

- Leaps & Bounds Family Services continues to practice sound, conservative financial management and ended the year within the approved operating budget. The organization's cash reserve remains strong.
- Our Annual Fundraising event was an in-person dinner with a silent auction.
- Sources of revenue include: United Way (9%), Federal, State & County Contracts (74%), Grants (1%), Interest (1%), Fees (13%) and Special Events/General Donation Support (2%)



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