

Northland

EARLY EDUCATION CENTER

2010 ANNUAL REPORT

Shaping the future of children through quality early education and therapeutic intervention while teaching compassion for diversity.



SHAPING THE FUTURE OF CHILDREN

History

The Northland Early Education Center began its mission in 1981, when a group of concerned parents of children with physical and mental disabilities along with parents of children whose household incomes were low to moderate founded Lighthouse Preschool, which would become the Northland Early Education Center (NEEC) in 2002. These parents envisioned an early education agency that would serve all children, regardless of their developmental level or socioeconomic status. The school began in a basement of a house north of Excelsior Springs, Missouri with a class of only six children. From then, the school continued to grow and as the need for fully-inclusive early education for children with special needs continued to increase, it became evident that the school was in need of a larger building to ensure that services were available for all children with special needs residing in the Northland. In 1998, with funding from the Clay County Developmental Disabilities Resource Board, NEEC was able to move into a larger building that is more spacious and inviting. The new facility provided, and continues to provide an environment where children's classrooms are separated by age, not developmental level, allowing

them to learn not only from their teachers, but from one another.

Early Childhood Learning and Therapeutic Intervention Program

Each of NEEC's eight, chronologically based classrooms is staffed by dedicated early childhood professionals, including a lead teacher with either a Bachelor's degree in special education, early education or a related field, or, at the minimum, an Associate's degree in child development. All lead teachers prepare weekly lesson plans that fully utilize and incorporate the principles of the Project Construct curriculum model. At NEEC, children attain these skills in a fully-inclusive classroom environment, where children are separated by age, not developmental level. This child-centered, fully-inclusive environment is even more effective thanks to NEEC's lower than state mandated teacher to student ratios; for infant and toddler classrooms the ratio of teachers to students is 1:4, the ratio in the two year old classrooms is 1:6 and the three to five year old classrooms have a ratio of 1:7/8. An innovative curriculum, highly qualified teachers, national accreditations and low teacher to student ratios ensure that each child receives an educational foundation that will prepare them for future success.

In addition to high quality, fully-inclusive early education, NEEC offers therapy services for children with special needs who qualify. NEEC's therapy department consists of four therapists specializing in physical therapy, occupational therapy, speech and language pathology and special instruction. In order to ensure that children with special needs are interacting with their typically developing peers as much as possible, these highly qualified therapists provide children with special needs the therapy services they require directly in the classroom. Also, for those therapy goals that require a more private setting, NEEC does have a fully equipped therapy gym on-site. NEEC therapists also provide in-home therapy services for children with special needs whose families choose to educate them at home. Since it is understood that the fully-inclusive environment is the most appropriate for all children, NEEC does encourage in-home participants to transition to the on-site early education program.

Before and After School Care

In order to fulfill a growing need recognized in our community, NEEC provides a before and after school program for children ages six to fourteen with special needs. This program, which meets before and after school and during the summer months, has its own teacher who incorporates each child's Individualized Education Plan goals into the classroom's daily activities and lesson plans. Knowing that the fully-inclusive environment is the most appropriate for all children, this program is seeking to incorporate typically developing peer models. However, space for this program is limited and children with special needs still remain the number one priority for this continued learning program at NEEC.

Licensing and Accreditation

The Northland Early Education Center is proud to be accredited through the National Association for the Education of Young Children (NAEYC). NEEC is also accredited through the Commission on Accreditation of Rehabilitation Facilities (CARF) for its Child and Youth Programs. According to Kansas City's Metropolitan Council on Early Learning's "Status of Early Learning in Greater Kansas City 2010," only 9 percent of licensed childcare centers in the Greater Kansas City area are nationally accredited (<http://www.marc.org/mcel/assets/2010FullStatusRept.pdf>). Additionally, NEEC is a licensed private agency with the Missouri Department of Health and holds certification through the Missouri Department of Elementary and Secondary Education. These accreditations, licensures, and certifications ensure that NEEC's program standards are among the highest in the nation.



OUTCOME MEASUREMENTS FOR 2010

The families of NEEC have entrusted their most cherished belongings to the staff and teachers at the Center, their children. In order to ensure that our program is continually improving, NEEC utilizes an Outcome Measurements format for evaluating annual goals. The Outcome Measurements serve as a motivation and tracking tool, allowing us to better qualify the impact that our programs have on the children and families we serve. The NEEC Board of Directors, administration, and staff believe that the well-organized, thoughtful, and honest program evaluation provided by the Outcome Measurements is imperative to furthering our mission of shaping the future of children through quality early education and therapeutic intervention while teaching compassion for diversity.



Ashley Armstrong, Physical Therapist working with Ryan on walking



Karen Weseloh, Occupational Therapist working with Johnny in NEEC's therapy gym

- NEEC provided a total of 2,299 hours of physical and occupational therapy, speech and language pathology and special instruction
- 100% of children with special needs who graduated from NEEC were mainstreamed into typical kindergarten classrooms
- 95% of children with special needs receiving services from NEEC made progress on at least 75% of their IFSP/IEP/classroom goals
- 9% of children with special needs receiving in-home therapy services transitioned to the on-site early education program
- On average, 41% of children enrolled on-site at NEEC were children with special needs.
- 56% of children receiving services from NEEC, both in-home and on-site, were children with special needs
- NEEC provided early education for 143 children
- 76% of staff had been employed at NEEC for at least one year

2011 ACTION PLAN

The long-term goals for NEEC is an on-site consistent enrollment of 50 percent children with special needs and 50 percent children who are typically developing. In 2011, NEEC's goal is to continue to work to ensure our on-site enrollment is consistently at least 43 percent children with special needs to 57 percent children who are typically developing. On average in 2010, 41 percent of the children served on-site had special needs.

In order to expand upon NEEC's 2011 goals, the NEEC Quality Improvement Committee has established the following action items:

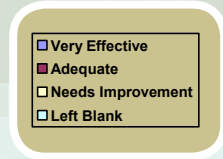
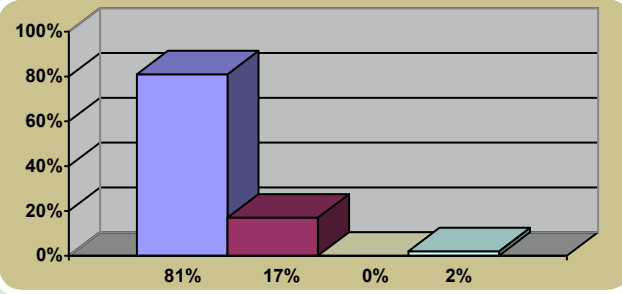
1. The Executive Director, Program Director and Development Director will increase community outreach through newsletters, presentations, contact with hospitals and advocacy groups, and special events with the specific purpose of growing a constituency of concerned community members.
2. The Program Director will ensure that several spots on-site are left available for children with special needs requesting placement at NEEC.
3. The Program Director, Executive Director and the Board of Directors will make every effort to ensure that all children with special needs seeking placement at the school can find scholarship opportunities.



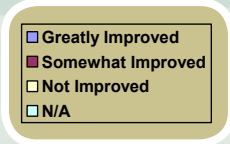
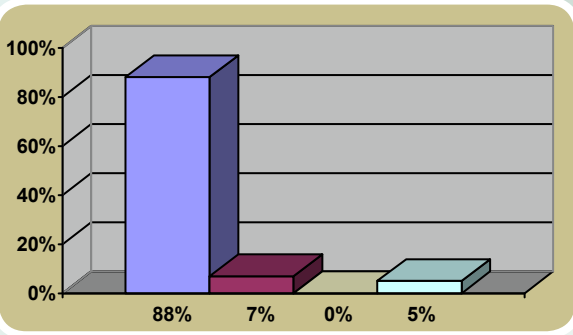
Tina Kemp, Speech and Language Pathologist, working with Landon

2010 FAMILY SATISFACTION SURVEY

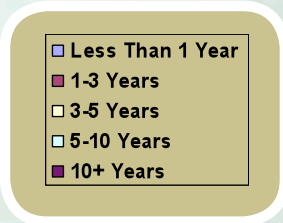
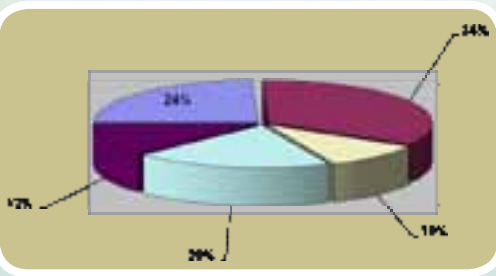
Are you satisfied with the services provided for your child by NEEC?



How would you rate your child's improvements since he/she began attending NEEC?



2010 Staff Retention



2011 PROGRAM GOALS

In order to ensure that the programs at NEEC are always improving and the staff has goals to strive toward, the teachers and administration formulate annual program goals. The following are program goals for 2011:



- Routine playground maintenance and organization
- Implement a formal assessment program
- Provide ongoing scholarship information for teachers
- Plan a Family/Alumni Get-Together
- Continue therapy topics at monthly staff meetings
- Increase sign language use in the classrooms
- Each staff member participate at one community event
- Reconfigure committees and meet
- Invite Board Members to luncheons, holidays, and events
- Provide parent trainings (3 per year)
- Provide child care for parent training by organizing volunteers
- Continue recycling efforts
- Increase volunteer participation for program participation
- Increase Community Careers Month participation
- Incorporate more dramatic play outside
- Complete interest trainings:
 - Nutrition
 - Love & Logic/Conscious Discipline/Classroom Management
 - Science (Mad Science/Steve Spangler)
 - Developmental/Teaching Strategies

Spotlight



SETH

Before Seth was born, we found NEEC. We toured the preschool about four months prior to his due date. We knew immediately this was the place for our soon to arrive bundle of joy. At that point we did not think our son would need any of the special services the school provides. We were just happy with the environment and the excellent qualifications of the staff. The school was also very close to our home.

Seth was born on a warm August day, without complications. We took him home from the hospital four days after he was born. Everything seemed to be normal.

The first three months of Seth's life, my husband and I enjoyed being off on maternity leave together. Seth started attending NEEC full time about a week prior to me going back to work.

When we took Seth in for his three month check up, the pediatrician expressed some concerns. She noticed that his legs tended to stay tucked in toward his body and his arms and hands were always placed at his mid-line. If you straightened his arms or legs out, he would immediately snap them back in place. She referred us to the physical therapy department at Children's Mercy Hospital. After further evaluation by a physical therapist, Seth was diagnosed with high tone in his lower extremities and low tone in his upper body. The physical therapist indicated that Cerebral Palsy may be a possible cause for his tone.

My husband and I immediately began reading studies and research we found on the internet and bought or checked out every book possible on the subject of Cerebral Palsy. We found some great information, as well as, some not so great information. The challenge was there was no set treatment protocol for children with Cerebral Palsy. Medical professionals are not even sure why some children are effected with this disability. The one consistent piece of information was that the prognosis was positively impacted by early intervention.

Seth started attending physical therapy and occupational therapy when he was about three months old. Fortunately, we were blessed with amazing therapists from the very beginning. After seeing the therapists at Children's Mercy for several months, we found out Seth qualified to receive therapy services from the therapists at NEEC. He was already attending NEEC, so the transition worked out really well.

When I say we were blessed with amazing therapists from the very beginning that is an understatement. The therapists at NEEC played such an integral role in Seth's progress over the last three years. Today, I am thrilled to say that Seth is doing very well. His walking continues to improve. He is walking up and down stairs with assistance, as well as, starting to vocalize more and more every day. He is extremely happy and very affectionate. He continues to make steady and consistent progress.

Seth's success cannot all be attributed to his therapists at NEEC. We also received an amazing amount of support from his teachers, his classmates, and several of the families at NEEC. When people see him walking down the hallway on his own they stop and say "Wow, he is really doing great!"

I am still amazed every day by how resilient children can be. When we started this journey, we were not really sure what path to take or what tomorrow would bring. We did know how lucky we were to have such a happy child. Seth faces challenges every day, but his ability to bring a smile to your face is never in question.

Written by:
Jeff & Vanessa Colvin



2011 EVENTS

- May 16th- 20th Scholastic Book Fair
- May 18th and 19th , Family/Teacher Conferences
- May 7th, 9th Annual Walk in the Park, English Landing Park in Parkville
- May 30th, Memorial Day, NEEC Closed
- June, Field Day
- June 4th, Day of Caring
- July 4th, Independence Day, NEEC Closed
- July, Graduation

- August, Enrollment Night
- September 5th, Labor Day, NEEC Closed
- September 10th, 9th Annual Diamond K Ranch Party & Auction
- October 10th, Teacher In-Service Day, NEEC Closed
- November, Family/Teacher Conferences
- November 24th, Thanksgiving, NEEC Closed
- November 25th, day after Thanksgiving, NEEC Closed
- December 26th, day after Christmas Day, NEEC Closed

Alumni *Spotlight on Erin*

On September 30, 1999 my husband & I became parents for the first time when our daughter, Erin, was born. Two weeks after her birth we were told that she had several heart defects and would require surgery at a later date. Because I am in the health care profession and follow a healthy lifestyle and I was shocked that I had a daughter with health problems. Little did I know this was only the beginning.



Two weeks before Erin's first birthday, we had the surgery to fix her heart defects. The day after surgery, she bled into her lungs and it took 40 minutes to resuscitate her. During this time her brain suffered severe injury due to the lack of oxygen-carrying blood to it. As a parent I cannot put into words the complete devastation we felt as doctors told us the awful news. She is diagnosed with hypoxic ischemic encephalopathy, cortical visual impairment, severe developmental delays, is fed through a tube in her stomach and takes several medications.



We were so grateful that Northland Early Education Center would accept our daughter with her special needs, as I don't think many would. It is imperative that my husband and I continue to work full time to receive the health insurance benefits offered by our respective employers. She received all of her therapy there (physical, occupational, & speech) which saved us the time of taking her to several therapy appointments and trying to schedule them around our work

schedules. In addition to the therapy that she received, she also got to be around other children which she greatly enjoyed. The all-inclusive environment is a unique one where all children can learn not only their ABC's but also how to relate to children that have disabilities.

NEEC also strives to keep their care affordable, which is important for those of us who have other children that need childcare as well. Erin did make progress while at NEEC and we were thrilled with the staff and therapists there. I don't know what we would have done without NEEC; it was truly a blessing at a time when we most needed it!



Written by: Andy & Jennifer McAreavy

2010 STAFF MEMBERS OF THE MONTH

Each month the staff of NEEC choose one colleague who exemplifies service and professionalism to be the Staff Member of the Month. The following individuals were chosen as Staff Member of the Month in 2010:

Paula Morrow

Kim Drew

Holly Julo

Courtney Couch

Sally Kellam

Pat Thielen

Corrie Cox

Natasha Palmer

Taylor Wheat

Jack Lake

Shannon Crim

Kathleen Hatfield

Back Row left to right: Holly Julo, Corrie Cox, Jack Lake,
Taylor Wheat, Sally Kellam

Front Row left to right: Natasha Palmer, Courtney Couch,
Paula Morrow, Pat Thielen, Kim Drew



2010 SUPPORTERS

Thank You!

As a 501 (c)(3) organization, 40 percent of NEEC's annual operating income is derived from parent paid tuition, as well as an additional 40 percent from county and state fees for service, and for the remaining 20 percent NEEC relies on the generosity of charitable contributions received from generous corporations, foundations and individuals throughout the community. Each year NEEC strives to diversify our funding pool and form relationships with new community members and donors. Our goal is not necessarily to receive funding from every new person we meet; we simply want to convey the message of how important quality, fully-inclusive early education services are for all young children.

The Board of Directors, children, families and staff of NEEC would like to thank the following corporations, foundations and individuals, as well as the businesses and individuals who provided items or services for, and attended, our 8th Annual Walk in the Park and 9th Annual Diamond K Ranch Party and Auction, for their benevolent support in 2010. Thanks to the charitable spirit of our donors, NEEC is able to further our mission of shaping the future of children through quality early education and therapeutic intervention while teaching compassion for diversity.

Foundations, Corporations & Service Groups

- Hall Family Foundation – \$15,000
- Impact KC – \$11,798.25
- State of Missouri Childcare Facility Improvement Grant – \$11,798.25
- Irvn E. and NeVada P. Linscomb Foundation – \$10,000
- Oppenstein Brothers Foundation – \$5,000
- National Marketing Resources – \$4,750
- William T. Kemper Foundation – \$4,697
- ARC of Clay & Platte Counties – \$2,000
- The Harvest Ball – \$2,000
- CVS Charitable Trust – \$2,000
- Assurant Employee Benefits – \$1,500
- The Platte County Eleemosynary Society – \$1,000
- Harry C. Arnote Foundation – \$1,000
- United Way of Greater Kansas City – \$910.40
- Liberty Soroptimist Club – \$300
- Faubion United Methodist Women – \$264.59
- Cirque d'Alex – \$1,000
- Jani-King – \$750
- Bart's Electric – \$500
- Liberty Fruit Company – \$500
- Husch Blackwell Sanders LLP – \$500
- Midwest Grills & BBQ Supplies LLC – \$500
- The Astra Group – \$500
- Lou Rockford's Catering – \$500
- InSCO Industries – \$350
- Enterprise Bank & Trust – \$350
- First Missouri National Bank – \$250
- Camochic.com – \$250
- Sam's Service Center – \$250
- Pediatric Orthopedic Surgery Associates – \$250
- Ifft & Co. – \$250
- Kearney Commercial Bank – \$250
- DST Systems, Inc. – \$250
- Kearney Trust Company – \$250
- Tucker Painting Inc. – \$250
- Dobberstine Custom Homes – \$250
- O'BryanNet – \$150
- Northland Festivals Inc. – \$100
- Veterinary Center of Liberty – \$100

Individuals

- **\$12,000**
 - Ken & Roswitha Schaffer
- **\$3,600**
 - Mark & Lorry Kelly
- **\$1,000 - \$850**
 - Steve & Kim Thorne
 - Trent Nichols
- **\$550 - \$300**
 - Brian & Shannon Crim
 - Gus & Amy McDonald
 - Dave & Chris Crockett
 - Dale Herrick
- **\$250 - \$100**
 - Betty Clevenger
 - Anthony & Suzanne Grafton
 - Craig Porter
 - Eric & Stacey Ploth
 - Dr. Alan Grimes
 - Dr. Gerard R. Feldhaus
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 - Andy & Jennifer McAreavy
 - The Lewis Family
 - Lisa Bone
 - Mary Meeker
- Deloris Flexer
- Jason & Amy Croghan
- Mark & Heather McWilliams
- Sarah Wilmes
- **o Up to \$100**
 - Cheryl Galloway
 - Margaret Foley
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 - Jenny Brandt
 - Nancy Borman
 - Tom & Janet Kuhn
 - Roger Bennett
- The Kohrs Family
- Jeff & Ann Songer
- Missy Hancock
- David Jones
- Gladys Brown
- Cynthia Brown
- Teresa Sharitz
- Heather Claybrook
- Cindy Christopher

In Memory of Vernon Clevenger

- James and Barbara Hull

In-Kind Contributions:

- o Outback Steakhouse on Barry Road
- o Antioch Printing
- o Community America Credit Union
- o Liberty Home Depot
- o Steve and Kim Thorne
- o Don Morrow
- o Liberty Hy-Vee
- o Cirque d'Alex
- o National Marketing Resources
- o Lou Rockford's Catering
- o InSCO Industries
- o Gladstone Flowers
- o Sprint – Barry Road
- o Midwest Grills & BBQ Supplies LLC
- o The Polished Edge
- o Price Chopper
- o Shatto Milk Company
- o D. Preston Whitney
- o Lyle Updike's Roaming BBQ Catering
- o Christopher's Landscaping
- o Dr. Robert G. Marx
- o Helzberg Diamonds
- o Tivol Jewelers
- o US Toy Company
- o Kansas City Chiefs Football Club
- o WynBrick Center in Liberty
- o Catered Elegance
- o Brent Webb
- o Loch Lloyd Golf Course
- o The National
- o National Marketing Resources
- o The Deuce at the National
- o Dr. Dohrmann Chiropractic & Acupuncture
- o Worlds of Fun
- o Ideal Image
- o Staley Farms Golf Club
- o Liberty Hills Country Club
- o Zona Rosa
- o Christopher's Landscaping
- o Holiday Inn Express- Kansas City Westport Plaza

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EARLY EDUCATION CENTER

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