

**1. Summarize the activities undertaken in providing the scope of services described in Attachment A.**

Peacock Family Services is a high-quality educational option for Bainbridge Island. Both our childcare/preschool center and our Nature Nuts afterschool and summer camp options for children grades K-3 are licensed by the WA Department of Children, Youth, and Families.

We build strong relationships with our families with low teacher/student ratios and class sizes, along with our innovative approaches in both indoor and outdoor classrooms. We are dedicated to leading the field through professional development and local partnerships. Peacock Family Services' efforts are guided by our core values of inclusiveness, health, and community.

Peacock Family Services' vision is that all children will reach their full potential, nurtured by families and caregivers who feel supported, informed, and connected. Peacock believes that inclusiveness is essential to maintaining diversity, engagement, and support for our families. We also believe that our families should reflect a cross-section of our community. Therefore, our programs and services are not just for those families that can afford care.

With the funds raised through this COBI Human Services grant, our Tuition Assistance Program continued to provide care for families in need. The first few years of a child's life are a particularly sensitive period in the process of development, laying a foundation during these early years for cognitive functioning; behavioral, social, and self-regulatory capacities; and physical health. Due to concerns brought about by the family's financial constraints, many children face various stressors during these critical years that can impair healthy development.

We are grateful for the level of funding we received. Not only do we have a high level of need in keeping currently enrolled families stable, we also strive to welcome additional at-risk families into our care.

Childcare is also a workforce issue. The U.S. Chamber of Commerce Foundation recently reported, "As childcare not only plays an essential role in children's early learning and development, it also has a critical impact on the current workforce (many of whom are parents) and on businesses (which employ parents)." That is why, during the beginning of the COVID19 crisis in our State, Governor Inslee called childcare facilities to action in keeping our doors open to essential workers, and in turn those other professions returning to work.

Due to the COVID19 crisis, many of our families are in increasingly dire financial circumstances. Whether our parents are essential workers, able to work from home, or work in fields that need them physically present but have not yet reopened, each family still holds the need for and the value of the care and instruction their children receive at Peacock. As one Peacock preschool parent recently reflected on their family's months at home during this pandemic, "This time has helped us recognize how important Peacock is for [our son's] social development... I thought it was just allowing me to work, but I'm realizing he was benefiting as much as I was!"

**2. Reference the project objectives identified in Attachment A. Were those objectives achieved? Why or why not? Were there any unexpected positive outcomes or challenges?**

Peacock's Tuition Assistance program, which is in part supported by this grant, embodies our commitment to inclusiveness, health, and community. We were able to offer Hardship Scholarships to

families recommended to us by Helpline House. Even though the funds provided do not cover the true cost of care, we accept government subsidies through DSHS, covering the remaining cost of care with the funds we raise for the assistance program. In an effort to support families on multiple levels, we also offer Teacher and Sibling Discounts. These funds collectively amounted to \$39,757 provided to these families during 2019. Throughout that calendar year, we were able to extend support to 17 families, including 28 children.

At any given time of the year, the families supported through Peacock's variety of tuition assistance opportunities range from those with our youngest toddlers through the preschool age groups and even the after school and summer camp programs. Though levels of support vary based on the needs of the families, many of them would not have been able to afford childcare or preschool without some form of support.

Additionally, it is important to note that this financial assistance needed to be sustained over the period of time the child is in our programs. Every year, several of our preschoolers who had been in the tuition assistance program at Peacock, graduate on to kindergarten. Sustained support allowed each child to thrive during their months, if not years, with us, while each family continues to be an important part of our parent community.

**3. Reference the specific measurable results identified in Attachment A. Were they achieved? If not, what challenges prevented the achievement of the anticipated results? How many Bainbridge Island residents were served? Are the conditions for those residents generally improving or worsening?**

We believe that we were successful in achieving the desired outcomes for these grant funds. Funds used to support families amounted to collectively 8,640 funded hours in relation to the anticipated 5,905 hours of care targeted with the COBI funding for 2020. With continuing support coming from throughout the community, we were able to do that much more. Our total 2019 tuition assistance amounted to over 20K hours and over \$39K.

Support offered at Peacock in the first half of 2020 to those in the DSHS program, as well as scholarship support, amounted to 14 of our families and 27 children, ranging from toddlers to Pre-K students. Of these, 12 families, 24 children, were Bainbridge Island residents.

Tuition prices do not completely reflect how much it costs to operate a high-quality childcare business. The paradox in offering financial support for low-income families is that, without a balance between the needs of the parent and the related business' expenses, including staff wages and quality resources, the organization itself may become compromised.

Due to the COVID19 crisis, we are seeing a great increase in need for tuition assistance, along with the additional resources needed in providing care during a pandemic. With permission from COBI, the 2020 funds not only supported our tuition assistance program, but were also allowed to be allocated toward the additional health and safety expenses incurred while being open during the crisis.

While we believe that we were successful in achieving the expected outcomes, there are still barriers that hinder our efforts. Aside from the pandemic, a consistent barrier on Bainbridge and surrounding communities is the preconceived notion that there are no families in need on the island. Despite the affluence present on Bainbridge, there are many working families that need a helping hand. Helpline

House provides a screening process for us that identifies additional families who qualify for financial assistance, including those in a “grey-zone” where they cannot afford a pivotal need, though do not qualify for State subsidy assistance. As people become more aware of the financial realities many of our families face, more support for programs like our tuition assistance will follow, improving the lives of more island families.

**4. Describe the involvement of any partners identified in Attachment A, as well as any unexpected cooperative relations that developed through implementation of the project. Did the City funding help the Service Provider attract additional funding or other types of support?**

Helpline House, our local partner, aides us in assessing each family's finances and need for support. With this unbiased assessment, Peacock uses our Tuition Assistance Program to invite these families into enrollment at a level that they can afford.

Government agencies are also able to provide assistance in locating additional support for the families with special situations, for example children in foster care, helping Peacock to connect with those funding sources as well.

We believe that support from COBI’s Human Services funding program validates our efforts and outreach in the community. Peacock maintains an ongoing development plan that includes grant support, fundraising events, and personal donor appeals. In addition to the generosity of the City of Bainbridge Island and a diverse collection of donors, Peacock is expanding our donor base. We are working diligently to have a strong impact on quality childcare and family learning support for our community by bringing our services to the diverse families of Bainbridge Island. As we communicate the message of this work, we hope to broaden our reach out to new potential contacts and donors.

**5. Reference the project budget specified in Attachment A. Provide an analysis of actual expenses and income in relation to the projected budget.**

Our 2020 budget was initially \$639K, with the Tuition Assistance Program at just over \$37K, amounting to 5.8% of our gross revenue. With a growing impact from COVID19 crisis, we anticipate the need for tuition assistance in 2020 to be much greater.

Due to our closure for the month of April, as well as a large percentage of our families not comfortable with returning to care before Phase 3, as of Q2 of 2020, we supported families with \$9,390 of the funds through the tuition assistance program. Nevertheless, we were able to support the center and Nature Nuts families as designed for the COBI funds, exceeding those expectations as described in question #3 of this report, amounting to collectively 8,712 funded hours in relation to the anticipated 5,905 hours of care targeted with the COBI funding for the entire second year.

**6. Provide a short description of how the City funding has helped the Service Provider or helped the community, including any quotes or stories related to this support.  
New quote needed: single mother story?**

Continuity of Care is defined as the practice of ensuring that young children have consistent engagement in developmentally appropriate, high-quality learning activities with a sensitive and

responsive caregiver with whom they have a stable relationship. A wide variety of organizations that advocate for early care and education recommend policies and practices that promote the Continuity of Care Model, including the National Association for the Education of Young Children (NAEYC), Ounce of Prevention Fund, and Zero to Three.

Financial challenges constrain both parent and child. When Lea joined our teaching team, she was a young single parent, overwhelmed by motherhood, along with her financial situation. Her son lagged behind his peers in social-emotional development.

Single mothers in the workforce are particularly affected by a lack of access to affordable and reliable childcare. An estimated 24% of US households with children are headed by single women.

Helpline House identified that Lea met the qualifications for the State subsidy program. Helpline also helps Peacock identify families who don't meet the government requirements for subsidies, but still can't afford full tuition. In these cases, we are able to then offer the family a need-based scholarship. Supported families immediately benefit from Peacock's services, as well as from the stabilizing force and consistency at home, work, and school.

Lea's son attended Peacock's preschool for years before heading recently off to kindergarten, while Lea advanced her career and is still working in the field of education.

Peacock Family Services knows that our efforts to secure funds, identify families in need, and provide care at a critical time in life make a difference for the entire family, as financial challenges constrain both parent and child.

Twice yearly, Peacock conducts Parent/Teacher Conferences to enhance communication between home and school. These conversations, and subsequent action plans, are documented in each child's file, noting the status of developmental milestones and further objectives.

In offering care to at-risk families, we often see immediate stabilization of family dynamics. In the children, we see improvements in weight gain, cognitive and emotional development, and an overall positive, healthy change in outlook, behavior, and emotional well-being. These observations affirm the importance of the support we offer.

"We do want to say how much we have appreciated all of your love and care the past few months and we know our daughter has enjoyed herself tremendously. She has learned so much, and we credit that to your fantastic teachers. Thank you, and hope you and the Peacock staff are safe and healthy. Thank you!" It is comments like these that bolster our commitment to long-term care for all of our families.

**7. Provide recommendations, if any, that the Service Provider may have regarding future funding cycles.**

We ask that COBI continues to offer support for young and growing families so that they are able to live and work within our wonderful community.