The 2006/2007 fiscal year represents record-breaking growth for CDSA. In the short-term, this expansion caused some financial strain; but in the long term, it has strengthened our financial stability and broadened our income base.

Much of the expense incurred during this expansion occurred in the 2006/2007 fiscal year. As expected, we spent a great deal of money creating new systems for an agency that had more than doubled in size. This investment was expected and in keeping with our strategic plan, which we are on-track to achieving (details below).

CDSA is now well-positioned to reach more children in communities that need our high-quality programs. And that’s exactly what we’re all about!

**CDSA’s Strategic Plan**

We are pleased to announce that CDSA is achieving the three-year strategic plan that our staff and Board of Directors developed in March 2005. There are six major goals in the plan: to expand the areas and communities we serve, to increase community involvement within our programs, to maintain high quality programs and earn national accreditation, to achieve and maintain financial stability, to continue to increase diversity in board, staffing and enrollment, and to attract and retain high-quality staff.

**Expansion – Sites and Services**

Did you know that CDSA has doubled the number of program sites in the past three years? Since we implemented our strategic plan, CDSA has added four school age sites and four pre-kindergarten sites. Today, we serve 450 children and their families, and offer nine school age sites and six pre-K sites, all but one on Seattle Public School campuses.

Building our pre-K program has been a major focus for CDSA. Early learning, or kindergarten readiness, is proven to have a far-reaching impact on a child’s success. In Washington, it is estimated less than half of all children, and only one quarter of low income children, enter kindergarten adequately prepared. Seattle Public Schools asked CDSA to open pre-K sites in several locations, and supported us through the Early Learning Network and the “Step Ahead” program.

**Our Locations:**

CDSA is pleased to provide quality childcare in the following locations:

- Beacon Hill Elementary *(School Age Care Only, Pre-K Sep ’08)*
- Madrona K-8 *(Pre-K and School Age)*
- Hawthorne Elementary *(Pre-K and School Age)*
- Maple Elementary *(Pre-K and School Age)*
- Highland Park Elementary *(Pre-K and School Age)*
- Montlake Elementary *(School Age Care Only)*
- Kimball Elementary *(School Age Only)*
- Sanislo Elementary *(School Age Care Only)*
- Leschi Elementary *(Pre-K and School Age)*
- Sanislo Pre-K *(Near Sanislo Elementary)*
Community Building

CDSA actively participates in the several communities we serve. Not only do we value community influence and input in our programs, we aim to encourage the direct interaction with community members by inviting them to volunteer in our classrooms, join our board of directors, or attend CDSA sponsored events. Many friends of CDSA give time, talent or money to the agency.

We have developed a strong, diverse and committed Board of Directors that is leading CDSA to a new level. The strategic plan that led us to grow and serve more families was created by the Board and staff. The Board is also responsible for involving the community in supporting CDSA: in the 2007 dinner & auction, fifteen thousand dollars was raised for tuition assistance.

CDSA continues to recruit board members to reflect our growing community. For the 2006/2007 year, our Board included parents of CDSA students as well as members of the greater community.

Premium Programs – National Accreditation

At CDSA, we want to prove our commitment to providing high-quality programs by becoming accredited. This is a rigorous, one-to-two year self-study process that demonstrates CDSA is meeting national quality standards.

Five of our nine school age programs have achieved National After School Accreditation (NAA): Hawthorne, Leschi, Madrona, Montlake, and Sanislo. CDSA provides some of the only accredited school age care in the Seattle Public Schools.

We are working to achieve National Association for the Education of Young Children (NAEYC) accreditation in all of our pre-K centers. Our Madrona, Hawthorne, and Leschi pre-K programs are currently receiving training to complete this process.

In addition to NAEYC, three of our pre-K sites in 2006/2007 participated in the Early Learning Network’s “Step Ahead” program, which meets or exceeds NAEYC quality standards. In these programs, ELN evaluated students and determined that more than 90% were “kindergarten ready” by year-end.

About Early Learning Network and “Step Ahead” PreSchools

In 2004 the Families and Education Levy through the city of Seattle helped fund the Early Learning Network’s “Step Ahead” programs. The Step Ahead program is dedicated to providing high quality, culturally-relevant Pre-Kindergarten programs for low-income families.
Community

CDSA provides affordable childcare to families of all backgrounds in a diverse and enriching environment. Below are combined Pre-K and School Age demographics for

**Ethnicity/Race**

- African American: 30%
- Asian: 15%
- Hispanic: 10%
- Pacific Islander: 2%
- Native American: 1%
- White: 40%
- Unknown: 2%

**Income Level**

- Above Moderate: 30%
- Moderate: 15%
- Low: 25%
- Very Low: 25%
- Unknown: 5%

Striving for Educational Excellence

High-quality childcare requires well-trained, well-compensated teachers. Our focus on achieving accreditation has helped us to attract and retain strong, committed leaders who share CDSA’s vision of providing outstanding care.

CDSA offers excellent employee benefits, including: medical and dental insurance for full-time staff; medical benefits for part-time staff; sick leave; vacation; paid holidays; substitute teacher list; matched retirement plan; employee childcare benefit; opportunities for professional development; and tuition reimbursement for those completing CDA, AA or BA in Early Childhood Education.

Did You Know?

CDSA offers one of the most competitive benefits packages in the industry. In 2006-2007 CDSA gave away over $8,000 of free childcare (including preschool and summer camp tuition) under the employee childcare benefit.

Diversity

With our expansion into new neighborhoods, CDSA is serving more diverse communities than ever before. There are 8 languages spoken by families in our programs! We have always celebrated cultural differences; with our community-centered approach to learning, CDSA creates a space that welcomes dialogue and diversity. Teaching children to practice acceptance, inclusion and understanding is essential to the social and individual success of children.

More learning occurs when there are differences to compare, contrast and appreciate. CDSA encourages children to understand differences and to learn and grow by experiencing cultures in which they have not previously participated.
Financial Summary

CDSA Administrative Team
Caryn Swan Jamero  
Executive Director

Brianna Jackson  
Associate Director

Colleen Meyer  
Director of Operations

Geoffrey Pounds  
Senior Bookkeeper

John Parsell  
Payroll & Benefits Coordinator

Karen Washington  
Office Manager

Board of Directors
Yuka Renee Bryce
Natasha Burrowes
Barbara Daniels
Nicholas Heyer
Rashidah Lopez
Blakely Lord
Ramon Nash
Glen Osborn
Lisa Thomas

Program Supervisors
Rebecca Cannell  
Beacon Hill

Bohemia Taylor  
Hawthorne

Jennifer Allman  
Highland Park

Florentino Francisco  
Kimball

Roderick Booker  
Leschi

Vikki Polk  
Madrona

Blake Salter  
Maple

Gabrielle James-Baker  
Montlake

Jose Perez  
Sanislo

Financial Stability

CDSA serves a fifty per cent low-income client base. We are building our development capacity to meet the needs of mid-to-low-income, inner-city families who would otherwise be unable to afford high-quality childcare.

Many providers do not accept DSHS clients or limit the intake to 10% because of the low reimbursement rate per child. We do not limit the number of families subsidized by DSHS, the city of Seattle and our tuition assistance programs, that we serve.

Adding more sites increases enrollment and revenue, but increases costs as well. The staff and board work toward financial stability by increasing enrollment, advertising and fundraising.

Our tremendous growth has met real needs in the community. It will take time before enrollment reaches capacity and covers up front investment. In 2006/2007, we moved the CDSA offices to a new location (with more space and lower rent) and invested in a server to upgrade our computer system (a necessary expense to keep CDSA running efficiently).

CDSA continues to receive support from United Way of King County, the city of Seattle, DSHS, Medina Foundation, the Seattle Foundation, Safeco, School’s Out Washington, Child Care Resources, and many other neighborhood agencies.

Total 06/07 Revenue: $2,041,172

Total 06/07 Expenses:

To all those who have donated, and continue to donate to CDSA...

...Thank You!
CDSA Mission Statement

CDSA is dedicated to providing affordable quality childcare in safe and caring surroundings. We seek to promote each child’s intellectual, physical, and social development within our diverse community and with an emphasis on respect for self, others, and the environment.