Accreditation
We have been in the NAEYC Accreditation renewal process since the fall of 2018. The renewal process happens every five years. The focus this year has been on the Site Visits. The window for the Site Visits was between September 10 and December 20, 2019. This involves a NAEYC Assessor visiting to observe in a sampling of classrooms and reviewing the Classroom and Program Portfolios.
All visits have happened:

- Ridge Wood/Winchester  10/3/2019
- Thornton Creek       12/5/2019
- Old Village School   12/6/2019

We learned on October 29, 2019 that we achieved a new five year term of Accreditation at Ridge Wood/Winchester. We are awaiting the results from Thornton Creek and Old Village School. NAEYC has up to three months for the determination from date of site visit. An Accreditation Decision Report will be provided for each site, this data will allow us to identify areas of strength as well as growth areas. And hopefully we’ll have the opportunity to celebrate our success with the team once we’ve achieved our Accreditation renewal at all of our sites.

A significant shift with NAEYC is a strong focus on developing staff which is demonstrated through the Program Professional Development Plan. This requires us to show how training and professional development is responsive to staff needs and are individualized. We have supported this by creating an Early Childhood Specialist position who supports in the classrooms and assists with developing staff and redesigning how professional development is offered.
**New Pre-K Support Positions**
This year we added a full-time Early Childhood Specialist and part-time School Psychologist to our program.

Our Early Childhood Specialist position was filled by Brandy Gingell. Brandy brings 15 years of teaching experience, three years of coaching and an abundance of knowledge in various curricula and best practices in Early Childhood. Brandy was a key player in creating and implementing the coaching format for a Head Start program. Brandy started her position with us in August and since then has been supporting classrooms by using a variety of research-based coaching strategies including observation/feedback, modeling and video-taping. In October, she completed a CLASS assessment in each classroom and used this data to share strengths and opportunities for growth, helping drive discussions to create classroom goals. Brandy has also utilized Google classroom as a platform for teachers to share resources, celebrate successes and participate in “teacher challenges.”

Jen Kasaba is our part-time School Psychologist. Jen has worked in the district as a School Psychologist for many years and this year her role is to support both Pre-K and Kindergarten classrooms. Through this position our hope is to better support children who are displaying challenging behaviors in Pre-K, and provide a smoother transition to Kindergarten. Jen has been supporting classrooms by providing strategies and feedback to teachers, modeling Second Step lessons and facilitating MTSS meetings. This is our first year using MTSS at the Pre-K level. We have selected ASQ:SE-2 and Devereux Early Childhood Assessment as our data sources for this school year.

**Redesigned Professional Development**
As we align with NAEYC’s focus on developing staff and following best practices and research in Early Childhood, we have altered our approach on delivering professional development. Some changes we have made this year include:

- Applying an active learning approach (which includes practice activities, open discussions, implementation plans, videos, etc.)
- Mini-workshops for all teaching staff
- All staff PD Day with breakout sessions
- Opportunities for teachers to attend conferences and trainings (NAEYC, HighScope, MiAEYC) and share that information with peers
- Shift in collegial meetings to allow for training and collaboration with a focus on growth mindset
- Addition of welcoming rituals and optimistic closures

**Summer 2019 and 2019-2020 Enrollment**
As the community continues to grow, so does the demand for our programs. We continue to see a trend with increasing demand for our Full-Day Pre-K programs. We currently have 320 Pre-K children and 844 School-Age children enrolled as of January 15, 2020.
<table>
<thead>
<tr>
<th>Location</th>
<th>Program</th>
<th>2019-20 Currently Enrolled as of 1/15/20</th>
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<tbody>
<tr>
<td>Old Village</td>
<td>Parent/Child</td>
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<tr>
<td>Old Village</td>
<td>Half Day 3's / School-Day Pre-K</td>
<td>48</td>
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<tr>
<td>Old Village</td>
<td>Full-Day Pre-K</td>
<td>53</td>
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<td>Amerman</td>
<td>Kids’ Club</td>
<td>110</td>
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<td>Moraine</td>
<td>Kids’ Club</td>
<td>118</td>
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<td>Full-Day Pre-K</td>
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<td>Silver Springs</td>
<td>Kids’ Club</td>
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<tr>
<td>Ridge Wood</td>
<td>Summer Kids’ Club K-6</td>
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**Enrollment/Registration Process**

We continue to make upgrades to our current billing and family/child data management billing system. This has provided us with the ability to move to a fully online registration process for families. We look forward to streamlining many of our processes with the upgraded system. This has allowed us to utilize our electronic data and eliminate the need for many paper forms parents were once required to complete. Our goal of convenience for parents has been met, eliminating the need for parents to physically come to our office to complete the registration process.

**Summer 2019/Summer of 2020**

Summer Kids’ Club returned to Ridge Wood for the Summer of 2019. Pre-K families were surveyed to get an indication of their interest in attending Full-Day Pre-K Summer
Camp at Old Village School (while still offering the program at Ridge Wood) during the summer. There was sufficient interest so both locations were offered.

Enrollment in Summer Kids’ Club was steady with nine classes. Full-Day Pre-K Summer Camp expanded to three classes at Ridge Wood and three classes at Old Village School.

Planning for the summer of 2020 has begun. We plan to offer Summer Kids’ Club at Ridge Wood and Full-Day Pre-K Summer Camp at both Ridge Wood and Old Village School again this summer.

**Staffing: Recruitment and Retention**

**Pre-K:**
Several programmatic enhancements were implemented last spring and into this school year with the Pre-K programs with the goal of improving services while also encouraging staff retention. Some of those changes included:

- Restructured wage and longevity scales
- Added staffing for instructional coaching and MTSS/social-emotional support
- Adoption of NAEYC’s changes in credential requirements which create more flexibility and emphasize staff development
- Increased budget for professional development and training and tuition reimbursement
- Eliminate spring break Pre-K programming (allows staff a break)

These enhancements seem to be having a positive impact on staff retention. We have reduced turnover are currently fully staffed in our Pre-K programs.

**Kids’ Club:**
Kids’ Club staffing has unique challenges with primarily part-time positions and a split work shift. We continue to actively recruit using both Care.com and Indeed.com to maintain staffing levels along with continually onboarding new staff. We have been able to maintain adequate staffing levels to allow for smooth program operation and minimal wait lists. This year we are budgeting to increase the entry level wage to $11.18/hour (from $10.85/hour).

**Professional Development**
Early Childhood staff are required to attain a minimum of 24 hours of PD annually. The minimum number of hours for our Extended Day staff is 16. The following opportunities were made available this year:

- 8/26/19: All Staff Meeting: Cultural, Climate and Communication
- 8/27/19: Northville Public Schools Opening Day for Staff: Future of Work and Learning
• 8/27/19: Class Training: Overview of CLASS Dimension
• 8/28/19: CPR and First Aid Training
• 8/28-29/19: New Staff: State of MI Training – Health & Safety Course 1 & 2
• 8/29/19: Pre-K Training & Updates: Multi-Tiered Support Systems (MTSS) Overview, Preparing for the NAEYC Site Visits
• 10/11/19 - New Staff Trainings: Curriculum Focus, Conflict Resolution and Seclusion and Restraint and Behavioral Management
• 10/18/19: Pre-K - Safe Schools Online Trainings ~ Child Abuse Mandatory Report, Bloodborne Pathogens, Playground Supervision, On-line Safety Cyberbullying, Seclusion & Restraint Awareness Training, Sexual Misconduct: Staff to Student, Common Illness Prevention, Head Lice, Diversity Awareness, FERPA: Confidentiality of Records, Youth Suicide: Awareness, Prevention and Postvention
• 10/18/19: School-Age - SafeSchools Online Training: CPR, Bloodborne Pathogen, On-line Safety Cyberbullying, Sexual Harassment Misconduct: Staff to Student, Playground Supervision, Seclusion & Restraint Awareness Training, Common Illness Prevention, Head Lice, Diversity Awareness, FERPA: Confidentiality of Records, Youth Suicide: Awareness, Prevention and Postvention
• 11/05/19: All Staff: Keep it Movin with Stress Free Transitions, Supporting Children Who Have Experienced Trauma, Therapeutic Art, Renewal and Relaxation through breath, yoga and self massage, Strategies for Establishing Balance in Work and Life, Building a Breath: How to incorporate yoga and mindfulness in classroom, Targeting Social and Emotional Learning Challenging Behaviors in Early Childhood, Self Care

Staff also participate in local workshops, conferences and training opportunities as indicated by their individual goals.

Budget
A thorough budget review and cost comparison process is completed annually prior to setting tuition rates each year. Program increases were recommended this year and are in place for the 2019-20 school year. With recent changes to the NAEYC Program Professional Development Plan (PPDP) and staff qualifications, we increased our line items for conferences and trainings and tuition reimbursement.

Our scholarship funds helped provide support for one Pre-K family this year. Income eligibility requirements are reviewed and additional risk factors taken into consideration when making scholarship determinations.

Community Outreach
Classroom Service Learning Projects have become a tradition in our summer programs. They provide an opportunity to educate children on the needs of others. The goal is for children to go beyond donating items and move into becoming active participants in
helping others which includes input on the focus of the project, the goal and the action plan.
The kick off assembly included a visit from Dayton, a puppy in training for the Leader Dogs for the Blind, and his trainer Patti Butzin. The closing assembly included visits from representatives of many of the organizations involved to collect the children's work and share their gratitude. Service Learning Projects this summer included:

**Full-Day Pre-K Summer Camp:**
Collecting items to create treasure bags for *New Hope Grief Support*
Cleaning and maintaining the butterfly garden on our playground
Creating placemats for *Meals on Wheels*
Making cards for *Cards for Hospitalized Children*
Holding a lemonade stand to raise money for the *Leader Dogs for the Blind*
Collecting small toys for *Children’s Hospital* (play dough tools, hot wheels, crayons, etc.)

**Summer Kids’ Club:**
Collecting wish list items for the *Michigan Animal Shelter*
Creating cards for Veterans
Holding popsicle sales to raise money for *Kids’ Gala Foundation*
Holding popsicle sales to raise money to purchase station snacks for the *Northville Fire and Police Stations*
Selling lemonade to raise money for the *Leader Dogs for the Blind*
Collecting pencil cases and school supplies for a school in Detroit
Holding popsicle sales to raise money for the *Humane Society*

Community Outreach continues in the school year program. Examples of projects include:

**Charlotte’s Wings - 11/25/19 - 12/6/19**
How It Works: Collecting new children’s books for children ages 6 months to 13 years old
Learning Connection: Children learned compassion and about helping others in need.
Contact: Tricia Behm, Head Teacher, Pre-K Plus 4s and Half-Day Pre-K 3s at Ridge Wood

**Humane Society of Huron Valley -Ann Arbor, MI - 11/2019-12/2019**
How It Works: The classrooms at Old Village School collected items for the Huron Valley Humane Society.
**How it Works:** The classrooms at OVS collaborated to collect items for the Human Society

**Learning Connections:** Children often have a natural connection to animals and want to help them.

Contact: Sarah Tokarski, Head Teacher, Full-Day Pre-K at Old Village School

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**Northville Senior Center-Northville, Michigan- 10/2019 and 12/2019**

**How It Works:** Preschool children provided a tour of Old Village School for a group of seniors from the Northville Senior Center.
The preschool children then visited the Senior Center to sing carols during their tree lighting activity.

**Learning Connection:** Providing children with leadership opportunities and engaging with senior members of our community.

Contact: Sandi Maynard, Head Teacher, Full-Day Pre-K at Old Village School

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**Northville Civic Concern - April 2020**

**How It Works:** We collect non-perishable food in our classrooms and at the Children’s Exhibit each year.

**Learning Connection:** Provides an opportunity to learn about the needs of others in our community.

Contact: Chelsea Simons, Program Coordinator, ECEEDP

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**Students**

Our image of the child as someone who is rich, and full of potential with many strengths and capabilities is one of the many guiding principles we embrace from the schools of Reggio Emilia. As educators we advocate for each child as competent and worthy of our attention, care and respect.