



2021 COMMUNITY REPORT

Expanding Innovations in Early Childhood Development



Nurturing Families. Discovering Solutions. Advancing Change.



Dear Friends of Clayton,

While this year has continued to present us all with challenges, Clayton has persevered in its mission to make a positive impact for children, their families, and our community. We could not have continued our essential work without the support of our staff, partners, donors, and supporters. When our entire community comes together, we can make lasting changes for the children and families building Colorado's tomorrow.

Throughout the year, we strived to realize the values we defined in our Strategic Direction to nurture, discover, advance, and provide equity and infrastructure for the organization. We made important strides in our pledge to weave Diversity, Equity, and Inclusion into everything we do and our DEI Committee is making that possible. In addition to analyzing data from an all-staff survey to identify our key DEI challenges, Clayton conducted DEI trainings with support from Promise54 and hosted DEI definition work groups to finalize the terms of diversity, equity, and inclusion for the organization. Staff, partners, and members of the community collaborated on a tremendous effort to open the Clayton Cares Market, offering free food and household essentials to our families on a weekly basis. Our educators continued to nurture children and families, providing them with much needed health and wellness care during the pandemic. The Research & Evaluation and Quality Assessment Teams conducted valuable research both on and off campus, advancing our understanding of early education best practices. And the Policy and Advocacy Team played an integral role in bringing Colorado's new Department of Early Childhood and universal pre-k to life, which will support children for generations to come.

As we embark on another year, there is still much more work to do. We look forward to the launch of the community engagement process for our innovation hub and serving more in our community.

On behalf of the Clayton Early Learning Board of Trustees, we want to thank you for the many things you made possible over the past year, as we met the challenges of the pandemic while laying the groundwork for the future.

Best Regards,
Chris Reiss
Board Chair



We Believe

Clayton understands that a whole child, whole family approach to the early years is one of the most powerful ways to address societal inequities and create a thriving community.

Our Mission

Clayton Early Learning is an innovation hub that fosters thriving, equitable communities by partnering with families to nurture a whole child, whole family approach to the early years, discover what works, and advance systems change.

Our Vision

With the support of family and community, every child's first five years create the foundation to thrive.



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STRATEGIC AREAS OF FOCUS

Clayton Early Learning envisions a world where every child's first five years create a foundation to thrive. With decades of front-line experience dedicated to children and families, and a national reputation for excellence, we **nurture** a whole child, whole family approach to the early years, **discover** what works, and **advance** systems change to shape the future of early childhood development. In partnership with families and our community, and through our integrated work in direct service, research and evaluation, workforce development, and policy change, Clayton is uniquely positioned to become Colorado's hub for innovative work in early childhood development.

Our strategy is rooted in a set of core values that are foundational to creating the beloved community: an unwavering commitment to diversity, equity, and inclusion; integrity; bold humility; excellence; and innovation through collaboration. Within this values-based framework, Clayton is making important tactical investments in talent and infrastructure that empower our professional team to address systemic inequities and interrupt the cycle of poverty, offering children a brighter future with lasting positive effects for our entire community.



1. Nurture

Clayton's campus becomes a hub for thriving children and families



2. Discover

Clayton discovers what works for whole child, whole family development



3. Advance

Clayton advances systems change through people, policy, and products



4. Equity

Clayton fosters an anti-racist, beloved community aligned to our core values



5. Infrastructure

Clayton invests in essential infrastructure to support a high-functioning organization



Building Valuable Partnerships

Active collaboration on the Clayton campus and in the field with many respected partners deepens our reach into the community, brings additional resources to bear, and enhances our team with specific high-level expertise to build momentum for our strategic direction.

- A partnership with Developmental FX, a leader in pediatric interventions, provides educators at our Educare Denver school with specialized tools and knowledge to address children's developmental differences with improved classroom environments and relational responsiveness.
- The strategic work of our Policy Team benefits from deep collaboration with respected advocacy organizations including the Alliance for Early Success; and the Colorado Children's Campaign with whom we co-created the Raise Colorado Coalition to take collective action in support of bold public policy for children and families.
- Colorado's business community demonstrates its belief in our mission with invaluable support for many Clayton programs, among them the longstanding commitment of Designscares Colorado and Hardy Boy Plants that elevates our garden and nutrition work.



CLAYTON CARES INITIATIVES

Emergency Food Response

Launched at the onset of the pandemic in 2020, Clayton Cares was our emergency response effort to provide fresh and nonperishable food, prepared meals, and diapers/wipes to Clayton families, as well as staff and neighbors in our community. Originally a weekly drive-through event, in 2021 the program shifted to build an ongoing supply of non-perishable foods through the Totes of Hope program with our valued partners at Food Bank of the Rockies. Clayton staff gave their time and worked alongside community volunteers to pack totes that were picked up on campus, or in many cases, delivered to our home-based families by our dedicated child and family support team.



Totes of Hope distributed to children and families

745

Clayton Cares Market

With generous support from local funders, Clayton is taking our food insecurity work to the next level with a new service concept that provides a dignified shopping experience, conveniently located on our campus. Opened in the fall of 2021, the Clayton Cares Market is a clean and bright grocery store at which families in the Clayton community are invited to make their own choices from shelves stocked with culturally diverse fresh and nonperishable foods, as well as personal hygiene and household supplies, all at no cost. Working closely with new partners including We Don't Waste, and Conscious Alliance, we are exploring exciting opportunities for expansion in the future.



Food provided **14,000 lbs**

Number of Market visits by children, families, and staff

570



Health and Wellness

We know that good health in early childhood is the foundation for school readiness, giving children the ability to thrive in school and in life. Through an applied focus on pediatric health, we track well-child medical check-ups and immunizations and support parents to effectively navigate the healthcare system for their families. And, since we know that early intervention is key to mitigating potential problems, children enrolled in Clayton programs are given professional hearing, speech, language, and vision screenings from our partners at Marion Down's Center for Hearing Speech and Language, as well as full dental screenings provided by The Children's Hospital Pediatric Dental Clinic.

Throughout the pandemic, we have remained committed to equitable access to critical medical services. Our ongoing partnership with COVIDCheck Colorado enabled Clayton to offer free COVID-19 testing on campus for children, families, and our neighbors in the community. To further protect the health of our children, families, and the community, we also partnered with Denver Health to host numerous COVID-19 vaccine clinics that immunized our staff and members of the surrounding community.

Our nutrition team prepares 1,000 fresh, plant-forward meals a day, from scratch, including our own organic baby food. Children who enter our program above or below a healthy body weight, receive the nutrition and family support needed to trend to a healthy range by the end of the school year. Our recently launched Clayton Cooks Recipe Book features recipes from the Clayton kitchen, enabling parents to extend their children's healthy eating habits at home.



Children maintained healthy body weight

92%

COVID-19 tests administered

1,000+

Covid-19 vaccines to eligible adults

1,076

Children who are up-to-date on immunizations

90%



Creative Approaches to Early Childhood

Clayton's early childhood educators know that every interaction, every moment of every day, literally every aspect of a young child's life holds tremendous opportunity for learning and development. To enhance the daily activities that take place in our state-of-the-art classrooms and in our home-based programming, we take early learning to the next level with special experiences that engage children and their families. Whether learning through hands-on play in one of our 36 on-campus garden beds, enjoying an up-close visit with a furry friend from the Denver Zoo, or a joyful yet purposeful slosh through the mud, we look for culturally diverse opportunities for learning to spark children's imagination and foster curiosity while building on fine motor skills, socialization, and creative expression. By including parents in these special events, as well as opportunities to get involved in the governance of the school, we build community and demonstrate how to make early learning a priority for their families.

2021 Highlights for Children and Families:

- International Mud Day provided a fun sensory and immune-boosting experience
- Moonbeam Gardens Planting Day launched our yearly seed to stomach activities that teach children about growing healthy food
- Clayton Culture Night is our annual celebration of the diversity of our community
- Nutrition and cooking activities with the release of the Clayton Cooks Recipe Book
- Policy Council gives parents a voice in their school community
- Fathers Building Futures encourages fathers' active participation in their children's education

Nurture



Total Children in Clayton's Early Head Start, Early Head Start Child Care Partnership, and Head Start Programs

293 Early Head Start Children Served

147 Early Head Start Child Care Partnership Children Served

266 Head Start Children Served

Children at Clayton Who Qualified for Early Head Start, Early Head Start Child Care Partnership, and Head Start

100%

Early Head Start Children Served

Early Head Start Child Care Partnership Children Served

Head Start Children Served



Preparing Families for the Transition to Kindergarten

Clayton takes great pride in preparing children and families for a smooth and successful transition to kindergarten. Guided by a comprehensive and collaborative process, the transition begins a full year in advance and prepares families to engage and advocate for the education and development of their children. Our staff provides developmental guidance, resources, and school of choice options to inform parents about options for kindergarten while assisting them in identifying a school that best meets their needs. Clayton's team of Child Family Educators works closely with parents to complete enrollment packets, school of choice applications, and other eligibility forms, as well as facilitate family visits to schools. As a final step, and to facilitate continuity, Clayton shares preschool student growth data collected in Teaching Strategies GOLD®, a system for assessing children, with kindergarten teachers ensuring they are aware of each incoming student's unique abilities and needs.

Total Early Head Start, Early Head Start Child Care Partnership, and Head Start Children as a Percentage of Funded Enrollment

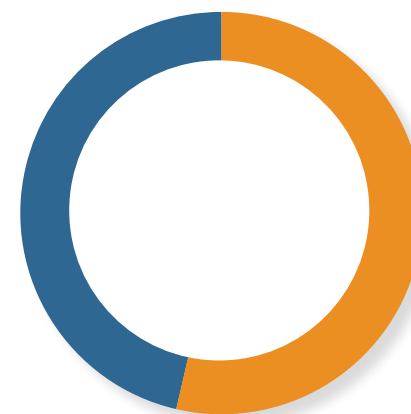
Early Head Start Enrollment **93%**

Early Head Start Child Care Partnership Enrollment **97.5%**

Head Start Enrollment **80%**



Clayton Demographics 2020-21

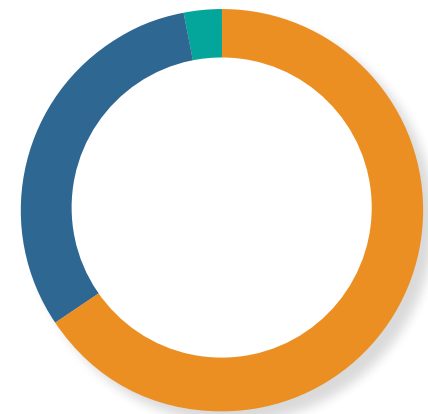


Race

Asian	0.9%
Black	33.7%
Multiracial	10.1%
Native American or Alaskan Native	3.4%
Unspecified/Other	2.9%
White	49.0%

Ethnicity

Hispanic	53.8%
Non-Hispanic	46.2%



Language

English	65.6%
Spanish	31.5%
Other	2.9%



Studying the Effects of COVID-19

Clayton researchers and National Jewish Health research physicians formed a partnership to examine the pandemic's impact on the early childhood community and understand the particular risks to families and educators. By the end of 2021, we collected data from 43 Clayton staff, 71 children across all Clayton's programs, and 49 families, which included surveys and interviews examining how families were faring during the pandemic, COVID-19 testing results, and health symptoms. Within the preliminary results indicating that the pandemic has indeed significantly impacted the health and well-being of staff and families, our team is focusing on the importance of supporting the mental health of young children, especially in families who have experienced confirmed cases of COVID-19. The ongoing findings are contributing to Clayton's important early childhood health and safety practices at our school and in the community, especially for diverse, low-income families.



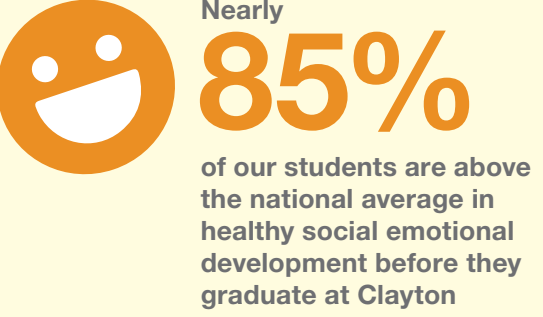
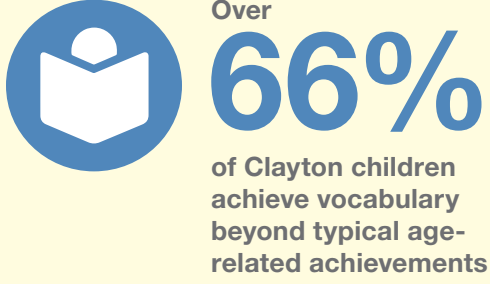
Trauma Responsive Care

While all children are born with amazing potential, children who experience poverty are also highly susceptible to profound and lasting implications from exposure to trauma, especially during the early years. To address that challenge, Clayton has made a three-phase, fully immersive commitment to becoming a trauma-informed organization at every level of our work. With expertise from the Sanctuary Institute, enabled through funding from The Caring for Denver Foundation, we are developing a culture-based, trauma-informed practice that understands the impact of traumatic stress and has the skills and resources to minimize its long-term effects. Complementary to our whole child, whole family approach, this important work will embed a restorative culture at Clayton in which our staff is emotionally available to each other, and the children and families we serve.



Educare Learning Network (ELN) Study

Our school, Educare Denver, is part of a network of 25 early education schools across the nation that continually research early education best practices to improve the lives of our children and families. Since 2020, the ELN study has evaluated the progress of children and families enrolled in Educare and uses that data to provide practical suggestions for program improvement that better supports the learning and development of children and families. Clayton's Research & Evaluation Team has played an integral part in this study, working with our Educational Services Team to collect and analyze information from our students and families. In 2021, the team documented increases in our students' vocabulary, math, and social-emotional development, providing important information to inform their successful transition to kindergarten.



Discover

“Being a part of the Clayton Community Ambassador Program has helped me become a Voice for the Voiceless. Not only am I confident in speaking up for my family and myself, I am able to speak up for those who cannot speak for themselves, for the rights of all who feel voiceless.”

Ealasha Vaughner, former Clayton parent and current Clayton Community Ambassador Program Coordinator

Advocating for Children and Families

Informed by our direct service work with children and families, Clayton’s Policy and Advocacy Team collaborates with partners and colleagues in the early childhood field to influence policy leaders across the political spectrum who are making positive change. In Colorado’s historic 2021 legislative session, Clayton amplified the voices of our community, speaking to the benefits of numerous bills focused on equitable access to early care and education, maternal and infant health, and addressing financial security for working families.

To contribute to the design of the state’s new Department of Early Childhood, and its charge to roll out Universal pre-K in 2023, Clayton is sharing expertise from more than 30 years of front-line work in early childhood to ensure a unified early childhood system that provides families with greater access to the high-quality early education that every child deserves.



Clayton Community Ambassador Program

The award-winning Clayton Community Ambassador Program is designed to highlight parent and staff leadership with opportunities to practice advocacy in state and federal policy. Since its inception in 2019, the program has tripled in size and consists of Clayton parents, caregivers, and recently added Clayton staff, who participate in specialized training with community partners and network with professionals to learn the skills needed to become changemakers within their community. Based on the belief that the most influential catalysts for change are those directly affected by policy decisions, this unique program empowers members of the Clayton community to communicate effectively with lawmakers, adding an authentic perspective to conversations that impact children and families. A grant from the Rose Community Foundation is supporting the growth and expansion of the program, with resources that provide for the continued participation of program alumni.



“I was thrilled to learn that our leaders here in Colorado want to double-down on support for early childhood with a special department that puts young children and their families first. Since 90% of brain development happens before the age of five, it is in our best interest as parents and as a society to sow our seeds early to reap our biggest rewards.”

George Davis, Clayton Parent

Advance

NEXT STEPS



Place-Based Early Childhood BA Program

Clayton is committed to elevating the early childhood workforce with specialized professional development opportunities. Our collaboration with the School of Education and Human Development at the University of Colorado Denver, provides a unique opportunity for educators to work toward a bachelor’s degree while working at Clayton. With a grant from Early Milestones Colorado funded by the Buell Foundation and Gary Community Investments, the program blends tuition-free classroom credits with hands-on learning through daily work in the early childhood environment. The program is designed for robust collaboration and group discussions, giving students the necessary support to succeed. This investment in our early childhood workforce is currently advancing the careers of 12 Clayton educators.

Supporting Early Childhood Education (ECE) Professionals Across Colorado

Clayton’s Quality Assessment Services Team travels across Colorado to conduct evaluations and provide services to coaches, providers, and other ECE professionals to promote a cycle of continuous improvement, and ensure high-quality standards are met and exceeded in all areas of Colorado’s early childhood landscape. The team is primarily responsible for the implementation of the Colorado Shines ratings program, as well providing training and certification.



640
ECE
professionals
trained

700+
ECE
professionals
received
information
sessions

200
ECE
professionals
certified

220
programs
evaluated

91%
of Colorado
counties received
ratings, trainings,
or other services

“I have attended several of the Colorado Shines Refresh Information Sessions and find them very informative. The sessions help sharpen my technical assistance skills and give me tools to share as I partner with programs.”

The Early Childhood Partnership of Adams County



Early childhood offers one of the most powerful levers to create a brighter future based on justice, opportunity, and equity. To authentically realize that future, we are working from the inside out to become an anti-racist organization poised to transform the systems and beliefs that perpetuate inequity. To ensure our organization is racially diverse at every level and that our policies and practices are inclusive and equitable, we engage with our staff and our community to improve our practices and continue on a forward path toward creating the beloved community characterized by trust, dignity, and love. Read Clayton's DEI definitions by visiting claytonearlylearning.org/DEI.



Diversity, Equity, and Inclusion (DEI) Action Plan

To enrich the Clayton culture with an explicit focus on diversity, equity, and inclusion, our action plan includes the development of a shared understanding of the importance of this work, a robust slate of skill-building activities to foster stronger and more trusting relationships, information and resources, the creation and adoption of common language and definitions, and standards of accountability. Our DEI Committee and Affinity Groups are actively engaged in providing ongoing support to staff in their DEI work as individuals and collectively as a team.

DEI Leadership Institute

Clayton's Leadership Institute training gives supervisors the tools needed to establish common and foundational management practices that foster the beloved community, guide us to live our core values, and achieve our mission. Within a commitment to personal growth and learning, building new perspectives, and advancing our core values around DEI, specific areas of leadership development address how to create and sustain inclusive teams, understanding implicit bias, and decision-making skills.

Infrastructure

We're making catalytic investments to ensure that both the quality of our team and operational excellence are defining characteristics of Clayton. With the overarching goal of making Clayton one of the best mission-driven places to work, we are arming our values-based team with 21st-century tools and resources to facilitate the work of our innovation hub. Clayton's People Services Team works to implement and evaluate a wide variety of talent initiatives to increase effectiveness in recruitment, retention, and culture-building.

Improving Staff Health and Wellness

Given the unrelenting emotional toll of the pandemic, especially for our front-line educators, Clayton has doubled down to support the health and wellness of our team. Guided by staff input, and funded by a local foundation, we have created a comprehensive menu of opportunities for our valued colleagues to refresh, recharge, and reconnect with simple pleasures like chair massage breaks, healthy lunches and snacks, or encouraging fitness with yoga classes. We know when our team is grounded

in wellness and self-care, they are able to approach their work for Clayton's children and families with renewed energy and positivity.

Enhancing Technology

Clayton's Information Technology and Development teams collaborated to create an expanded infrastructure to improve connectivity among our staff and enhance our ability to communicate effectively with our external audiences. The Connector, Clayton's new intranet, is a one-stop site that enables staff to access important internal resources and help requests, download tools, read the latest Clayton news, and engage socially with their colleagues. We also launched a customized Salesforce platform that streamlines the management of our donor databases and provides analytics that tracks our relationships with donors to boost our stewardship strategies.



Equity

INDIVIDUAL DONORS

Kia Abdool
 Laura Alexander
 Rob Stegall and Rachelle Anderson-Stegall
 Karyn Andrus
 Anonymous
 Katharine Arnold
 John Axe
 Adam and Jill Barkin
 Richard and Helen Benson
 Richard and Jacqueline Berkman
 Sarah Berkman
 Barbara Berkman
 Doris Biester
 Virginia Bishop
 Buck and Janelle Blessing
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 Matt and Erin Brill
 Brooke Brown
 Cheryl M. Caldwell
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 Mary Caulkins
 Jin Young Chung
 Cathy Cikot-Triece
 Silvia Cobos



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Hilary Gustave
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 Arthur Morrissey
 Alma Mueller
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 Olga Ortuzar
 Margaretha Maloney and Robert Palaich



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 Brian and Jane Williams
 Howard and Sandra Wolf
 Thomas S. Wright
 Kelly Young
 Jonathan Zerden
 Maria Zubia

Thank YOU



CORPORATE, FOUNDATION, AND OTHER DONORS

- A Madorin Studio
- Alliance for Early Success
- AmazonSmile Foundation
- Beacon Fund
- Blackbaud Giving Fund
- Buell Foundation
- Buffett Early Childhood Fund
- Caring for Colorado Foundation
- Caring for Denver Foundation
- Carson Foundation
- Children's Dentistry of Cherry Creek
- City of Denver (Denver Emergency Food Relief Fund)
- Colorado Blueprint to End Hunger
- Colorado Department of Education
- Colorado Department of Health and Human Services
- Comcast Cable Corporation
- Community First Foundation
- Community Shares of Colorado
- COVIDCheck Colorado
- Cravitz Family Charitable Fund
- Cydney and Tom Marsico Family Foundation
- DaVita
- Deloitte
- Delta Dental of Colorado
- Denver Great Kids Head Start
- Denver Health
- Denver Human Services
- Denver Preschool Program
- Denver's Early Childhood Council
- Designscapes Colorado
- Dressel-Martin Media Works, Inc.
- Eastern Hills Community Church
- Educare Learning Network
- Educare Maine
- Epworth Foundation
- Fidelity Charitable
- FirstBank
- Flood and Peterson Insurance
- Gary Community Ventures
- Gates Family Foundation
- Hagar Communications
- Hankin Family Fund
- Hardy Boy Plants
- Hays Companies of Denver
- Helen McLoraine Endowment Fund
- HIPPY USA
- J.P. Morgan's Private Bank
- KPMG
- Kroenke Sports Enterprises
- Liberty Global, Inc.
- LibertyGives Foundation
- Lino's Tile Company
- Margulf Foundation
- Merle Chambers Fund
- Mile High United Way
- Mortenson Construction
- Nancy M. and Douglas M. Yeager Family Foundation
- New Schools Venture Fund
- Ounce Of Prevention Fund
- Parent Possible
- PDC Energy
- Polsinelli
- Rockefeller Philanthropy Advisors
- Rose Community Foundation
- Sam S. Bloom Foundation
- Sidney E. Frank Foundation-Colorado Fund
- Small Business Majority Foundation
- Snell & Wilmer, LLP Charitable Foundation
- Sturm Family Foundation
- The Anschutz Foundation
- The Benevity Community Impact Fund
- The Denver Foundation
- The Safeway Foundation
- The Women's Foundation of Colorado
- U.S. Department of Health and Human Services
- Weecycle
- Welby Gardens
- ZERO TO THREE
- ZOMA Foundation



Thank You

STATEMENT OF FINANCIAL POSITION

June 30, 2021 (with summarized information for the year ended June 30, 2020)

	2021	2020
Assets		
Cash and cash equivalents	\$1,536,208	\$475,354
Prepaid expense and other assets	24,117	3,535
Accounts receivable	476,017	632,691
Grants and contributions receivable (note 3)	1,209,409	1,107,166
Investments (note 4)		
Property and equipment, net of accumulated depreciation (note 5)	52,230,746	44,053,522
	9,891,389	10,072,138
Total Assets	\$65,367,886	56,344,406
Liabilities and Net Assets		
Accounts payable	\$526,460	436,469
Accrued payroll and other liabilities	1,198,744	782,805
Deferred revenue	2,181	22,874
Total liabilities	1,727,385	1,242,148
Net assets (note 6)		
Without donor restrictions		
Undesignated	11,092,933	10,743,936
Board designated	28,164,747	23,966,322
With donor restrictions	24,382,821	20,392,000
Total net assets	63,640,501	55,102,258
Commitments (notes 7 and 9)		
Total Liabilities and Net Assets	\$65,367,886	\$56,344,406

The financial audit for FY 2020-21 of Clayton Early Learning done in compliance with the OMB Compliance Supplement resulted in a clean audit (unqualified opinion) with no findings.

STATEMENT OF ACTIVITIES

For the year ended June 30, 2021 (with summarized information for 2020)

	Without Donor Restrictions	With Donor Restrictions	Total 2021	Total 2020
Revenue, Gains and Support				
Program revenue				
Federal government grants	\$7,452,533	–	\$7,452,533	\$6,611,812
State and local government funding	3,694,126	–	3,694,126	3,687,801
Contract revenue	929,951	–	929,951	1,387,023
Private grants and contributions	1,012,969	1,466,632	2,479,601	1,726,254
Tuition and fee revenue	51,493	–	51,493	84,200
Total program revenue	13,141,072	1,466,632	14,607,704	13,497,090
Investment return, net	5,739,608	4,737,616	10,477,224	1,628,248
Rental income (note 8)	222,499	–	222,499	310,571
Special events	51,073	–	51,073	7,686
Other income	75,672	–	75,672	–
Net assets released due to:				
Spending policy appropriation	1,108,817	(1,108,817)	–	–
Satisfaction of donor restrictions	1,104,610	(1,104,610)	–	–
Total revenue, gains and support	21,443,351	3,990,821	25,434,172	15,443,595
Expenditures				
Program	12,216,870	–	12,216,870	11,670,918
Campus facilities	865,457	–	865,457	854,574
Administrative	3,129,221	–	3,129,221	2,836,513
Fundraising	684,381	–	684,381	524,597
Total expenditures	16,895,929	–	16,895,929	15,886,602
Change in net assets before gain on sale of golf course	4,547,422	3,990,821	8,538,243	(443,007)
Gain on sale of golf course	–	–	–	23,463,413
Change in net assets	4,547,422	3,990,821	8,538,243	23,020,406
Net assets, beginning of year	34,710,258	20,392,000	55,102,258	32,081,852
Net assets, end of year	\$39,257,680	\$24,382,821	\$63,640,501	\$55,102,258



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