

Northshire Day School

Growth Report

2019-2020 Annual Report



Letter from the Board of Trustees President



I realized I took a literal deep breath as I sat down to write this letter. In work and in life, I have written my share of thank you notes, explanatory letters, cases for support, defenses of decisions, and dreams for the future. It seems to me that this moment calls for all of the above. Even in these difficult and often confusing times, I have never felt so overwhelmed with gratitude, so engulfed by the historical moment, or inspired by those around me as I do right now. I hope this serves to lift you up as you recognize the power of community and the work we have all accomplished together this year.

NDS has been serving the children and families of the Shires for over 50 years and this year certainly made a mark on the historical timeline. While we were devastated to be mandated to close, we were also thrilled —and terrified— that we had prepared for that eventuality and were ready to re-open the next day for children of essential personnel. We are proud that at a time of great uncertainty and fear, our educators stepped up to come to work and care for children so their families could provide essential services. Our staff partnered with state agencies issuing new regulations and countless new forms daily, adapted to constantly changing health and safety requirements, cooked and delivered meals to families facing food insecurity, among many many adjustments. Our Family Committee set up sharing bins of toys and books and clothes and food. Our Trustees set up fundraisers, applied for government loans, called, wrote, and texted family members and friends, local businesses, town offices, foundations, ... everyone we could imagine who might be able to step up and help NDS at a time of great need. Thanks to all of this work from so many of you we very much believe we will be here to celebrate another 50 years of serving our community's children through joy and play and exploration.

While all of that was going on, NDS revamped the website to be more family-friendly, on-boarded a new Administrative Director, and grew and diversified the Board of Trustees.

It is of special note that so much of this was possible because of the leadership of Laurie Metcalfe, our Executive Director. In her three short years here, Laurie has proven herself tireless, dogged, a champion of both children and early educators, and —to the great benefit of all at NDS— a lifelong learner. I know Northshire Day School came through the past six months relatively unscathed thanks to Laurie's hard work and leadership. It is my genuine hope that everyone in this community of educators, parents, and supporters take a moment to thank Laurie for her very late-night budgeting and rebudgeting, her legislative advocacy, her relentless attention to detail, her ability to laugh through some really hard times, and her bottomless fount of compassion. We are truly lucky to have Laurie on our side.

I have to be honest about where we are though -we may not be done with the hard times yet. We will hope that Covid spares our community this year, and we will take every precaution we can to mitigate risk while providing the care our families need and want for their beloved little ones. However, we may need to turn to each of you again to ask for help. We came together and did this once. I know that should this year also prove tumultuous, we can come together and care for NDS again. I am counting on all of you, as part of our community, to be there for NDS just as NDS is there for our community.

I have boundless gratitude for you and all that you do to make this wonderful school so special for so many. Thank you.



Lauren Magrath
President, Board of Trustees

The More Things Change The More They Stay the Same

I am certain you know what it is like to have your whole world upended, your comfortable routine disrupted and some of your worst fears amplified. The COVID-19 pandemic has brought sudden and significant changes to the way we work, live and play.



It has been a complex and challenging time for Northshire Day School. Our team of educators, staff, administrators and trustees stepped into roles they never had to step into before leading us through complex circumstances with caution, uncertain of what the future would hold. Together we have operated an essential childcare program, provided



remote activities in the absence of in person play and learning, transitioned children and families back to NDS after an extended closure, secured additional funding sources to allow us to remain open and maintained the health and safety of our NDS community. As life often can be - this has been messy and scary and hard. It has also been wonderful and amazing and rewarding. The stability we find

in this uncertainty comes from one another sharing in our work and finding our collective strength to persevere.

There are reminders of the current health crisis and the many changes it has brought to our days - abandoning visible smiles to wearing facial coverings, forgoing leisurely morning drop offs for health checks at the entryway, replacing family-styles meals with plated ones, having confidence in the reliability of supplies to frequent scarcity, providing paper and virtual reports of the day's activities in lieu of afternoon connection with families over the child's day. So many things have changed the way we approach and implement our work.



However, there is also much that has not changed. The loyalty of our donors to support NDS has remained and have given generously this year understanding the financially fragile place we find ourselves in with a significant increase in expenses to operate during a pandemic. We can still depend on those who believe in the importance of our



work to help us keep our doors open. At a time while we watch other early childhood education programs around the state close their doors leaving gaping holes in a system critical for the care and education of young children, we count our blessings frequently.

Our goals and purpose have not changed. We were essential long before the pandemic coined the

term “essential childcare.” The mission of Northshire Day School to grow communities of happy, healthy children remains strong. Pandemic or no pandemic, our focus is on children and our commitment is to provide high quality care and exceptional early education experiences. We have been here for families and children for over 50 years. It may look different for now but even with the changes, the heart of work stays the same.

We hold on to hope, remain true to our vision, and plan for a future that brings us far beyond the pandemic years. A future where dedicated people continue to make a difference in the lives of young children —just as they always have.

With gratitude for your part in our journey,

Laurie Metcalfe
NDS Executive Director



During Covid-19, In One Week

2,000 Pairs
of Gloves



130 Extra
Staff Hours



7 Bottles
of Soap



7,000
Paper Towels



*we compost them

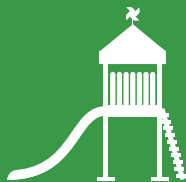
25 Loads
of Laundry



300
Cloth Masks



80 Hours of
Outdoor Play



1,400 Meals
Delivered to
Classrooms



Unlimited
Laughter





Farm to School

In early 2019, the NDS Farm to School Committee formed and began developing a plan to integrate sustainable Farm to School practices throughout the NDS community. Our garden is an integral part of our preschool program, as students help us plant the seeds and tend to the garden. In early 2020, our program was awarded a Child Nutrition Grant from the VT Agency of Agriculture, which will help us expand our Farm to School efforts. We have formed a partnership with Oak Hill Children's Center called the Bennington County Farm to Early Childhood Collaborative. Together, the team participated in the Northeast Farm to School Institute and collectively focused on creating a regional infrastructure that will promote and support Farm to Early Childhood engagement throughout Bennington County.

You Make a Difference Award Maggie Rubick



Maggie Rubick joined Northshire Day School in 2012 as an educator in the preschool classroom with Becky. Becky knew right away that Maggie was going to be a great addition to the NDS community. Maggie is patient, kind and loving when it comes to working with young children and their families. She truly believes that it is a team effort and building that strong relationship can only enhance the education of each and every child in her classroom.

Maggie is the chair of our Farm to School Committee and has initiated and led NDS in farm to school activities over the last several years. She is a member of the Let's Grow Kids Action Team, the Starting Points Leadership Network and is our NDS representative at our regional Early Childhood Council. Maggie is working on her adult instructor certification through Northern Lights at CCV. Maggie is a 2017 graduate of the Snelling Center for Government Early Childhood Leadership Institute. She is a licensed early childhood education teacher and is currently pursuing her master's degree in Developmental Psychology through the City University of New York.



Maggie was instrumental in supporting educators during the COVID-19 closure working closely with our remote educators, designing mask training and working to support both staff and families transitioning back once the closure was lifted. Maggie's expertise and research-based approach to her work in early childhood education as well as her kind and personable manner makes it easy for her colleagues to turn to Maggie for advice and guidance. Most recently, Maggie took the lead on designing and creating the addition of a third preschool classroom at Northshire Day School. Maggie is a tremendous asset to our Northshire Day School community. We are so very fortunate to have her on our team. Thank you for all you do. **Congratulations Maggie!**

Community Partner Service Award Betsy LaVecchia



When thinking about a partner who has made a huge impact on Northshire Day School, the choice was easy, **Betsy LaVecchia**. Betsy is a speech language pathologist (SLP) with the Bennington Rutland Supervisory Union and she has been providing SLP services at NDS for the past several years. She has compassion, patience, and kindness when working with each child. Betsy builds a relationship with each child to make them excited for their time spent together. All of the children love to see Betsy walk through the door and run right up to her. She not only is a fabulous educator and SLP to the young children she works with, but she is also wonderful support staff to have, as she is fair and equal to all teachers in the classroom. She provides them with guidance and support while supporting the children as well. We couldn't think of a better person to receive this award and we are honored to work with her!! **Congratulations Betsy!!**

Northshire Day School Staff Recognition



Becky Wilder -30 Years

Becky has been a part of the Northshire Day School for the past 30 years. When she began her career here back in 1990 she worked in our two year old room for a little bit and then moved on to the preschool room where she has continued working throughout her time here. Becky loves and adores each and every child that has come through her preschool classroom. She is warm, loving, energetic and very dedicated to the children and the families in her care. She works tirelessly each day to create an inviting, fun, and engaging environment for the children to learn and grow in. As children and families have moved on throughout the years here at NDS they all hold a soft spot for Becky and remember her fondly.

Northshire Day School

Staff Recognition



Jane Gras -20 Years

Jane has been with Northshire Day School for 20 years (this time around). Jane originally came to Northshire Day School part-time in 1988. In 1990, she went from Preschool Teacher to Pre-K Teacher to Head Teacher to Director in the span of 12 months! She left briefly in 1995, during which time she was the secretary of the NDS Board. She returned to NDS in 2000. Jane is the NDS Curriculum Director bringing a wealth of expertise and experience to the children and teachers she supports. She is the backbone of Northshire Day

School. She works endlessly to support all of us making sure all of the details of the day are in place from the folded laundry to the specialized services needed to ensure every child's success. During this unique time period of COVID-19, Jane is also our health officer, evaluating children with physical illness and working with families to ensure their child's wellness. Jane's commitment and hard work is evident to all who have the privilege of working with her. She is kind, caring, resourceful, supportive and frequently adds joy to our days with her amusing facial expressions and unique sense of humor. Jane is the one who keeps everything moving forward, embracing change and rising to any challenge. We wouldn't want to do this work without her and are grateful for all she brings to our NDS community.



Stephanie Thompson-Roy -10 Years

Stephanie first came to NDS as a teacher in the Preschool Classroom with Becky. After a brief time in that role, Stephanie moved into the office overseeing the finances and bookkeeping for NDS. As the job grew with additional responsibilities, Stephanie moved into a full-time Administrative Director role. She has spent the last several years managing scheduling, finances, human resources, facilities and helping as needed in the classroom. She has recently moved out of her administrative role and remains a part of our NDS team as a

substitute educator. Stephanie has remained at NDS with a steadfast love for the work, her time with young children and her attachment to our NDS teachers and staff. She appreciates being part of an institution central to the community and being a part of the important work of helping children grow and learn.



Karen Harrington -5 Years

Karen started working for Northshire Day School in summer 2015, as a teacher assistant in the Sr. Toddler class. In the last 5 years, Karen has shown tremendous growth both as a teacher and caregiver. Her love for children, teaching and the outdoors have made her a perfect fit for not only the Senior Toddler classroom but for the NDS team as well. Karen is passionate, determined, and a life-long learner. Her love and passion are shown daily in her work with children. Karen wanted to progress and commit even more

to early childhood, knowing how critical early years are to young children. In the summer of 2019, Karen was successfully accepted into the TEACH program and started to take college courses, while being a full time mother and working full-time. She is determined to succeed! She just earned her Level 2 certificate and is currently working hard to finish her Associates in Arts in Early Childhood. Karen, you have made a difference in so many children's lives. Be proud of the work you are doing!



Molly Watson -5 Years

Molly has been at the Northshire Day School for the past 5 years. She began her career here in our preschool room where she worked with our 3-4 year olds. Although she enjoyed working with this age she began looking to work with younger children which led her to our Toddler room with 2 year olds. For the past 3 years Molly has loved, nurtured, and enriched the lives of the 2 year olds in her classroom. Molly is a very caring person, not only supporting the children in her classroom but the families as well and truly enjoys coming

to work every day and seeing the growth and milestones that the children in her care accomplish throughout the year. Molly always has a warm smile and a true love for young children.



Experienced Educators

At Northshire Day School, our Educators have over 225 years of combined experience educating and caring for young children in the Northshire. At a time when others are experiencing a shortage of qualified educators in Early Childhood Education, NDS has retained 5 licensed teachers, 17 qualified early educators, and 8 amazing staff continuing in their education and professional journey. Professionalism, development, and life-long learning are priorities for the educators at Northshire Day School. We are proud of our history of educators who come to NDS and stay for 15, 20, and even 30 years.

Growing a Strong Community of Happy & Healthy Children



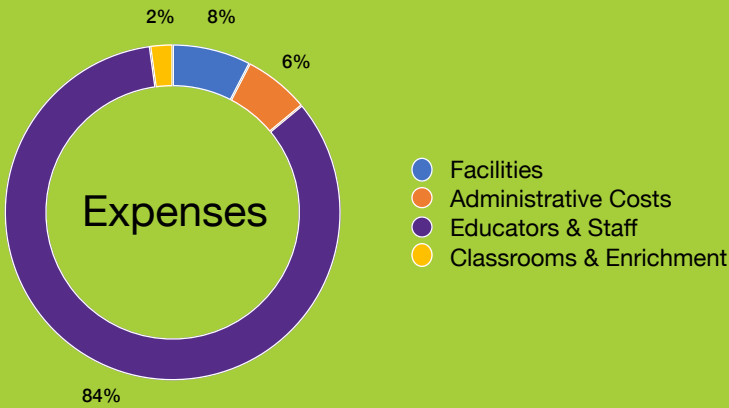
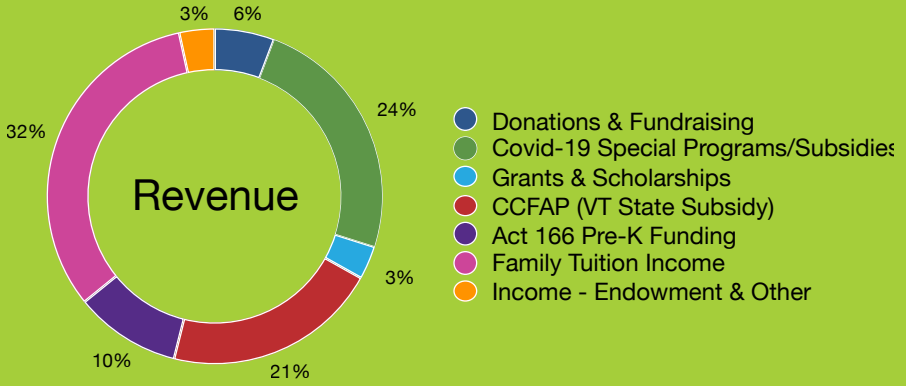
STAFF

BOARD MEMBERS

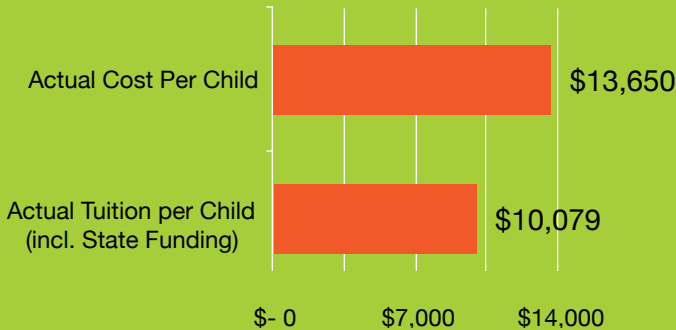
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Kelly Roemmelt, Administrative Director
Tammy Coulter, Food Service Director
Billie Jean Ackert, Saplings
Felicia Blanchard, Willow
Talia Bronson, Sycamore
Jenna Caler, Substitute
Kelly Chhun, Saplings
Noah Clifford, Hickory & Evergreen
Valerie Coulter, Kitchen Assistant
Lucie Daley, Hickory
Ashley Eaton, Willow
Abbey Grant, Aspen
Emma Gras, Substitute
Karen Harrington, Hickory
Julee Jones, Evergreen
Hollie Labas, Maple
Stephanie Muñoz Wells, Birch
Nicole Nichols, Sycamore
Hannah Nichols, Saplings & Birch
Lisa Pergament, Aspen
Annie Peters, Birch
Cecilia Rodridguez, Evergreen
Maggie Rubick, Maple & Aspen
Stephanie Thompson- Roy, Substitute
Christine Turrini, Maple
Molly Watson, Sycamore & Willow
Sarah Whiteside, Substitute
Becky Wilder, Evergreen





Annual Cost per Child vs. Annual Actual Tuition Paid



Our Student's Favorite Things About NDS



We love to give & get hugs from our teachers.

-Junior Toddlers



Today I learned how to whistle!

-Robby



Playing with Friends.

-Wiley



Art.

-Theo



When we play Outside!

-Delilah



Learning new stuff.

-Marli

Introducing the Growth Fund

Tuition and grants don't cover the full cost of early education at Northshire Day School. The Growth Fund helps close that gap. It supports teacher salaries, benefits, and professional development, as well as student enrichment programs. It helps buy books, crayons, cribs, and maintains our playgrounds and garden. Critically, the Growth Fund ensures we can subsidize tuition for all Northshire Day School families, and help every child every day.



The Growth Fund Supports



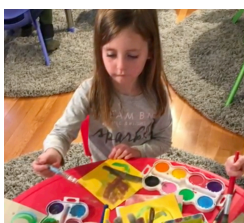
Enrichment

Expanding a child's imagination takes resources. The Growth Fund allows us to purchase books, toys, paints, and gardening supplies. It ensures we can bring in science, music, and dance programs and grow young minds through joy and exploration.



Educator Development

Our commitment to fostering a love of learning does not stop at our children. Our educators are central to that work so we provide funding for them to keep growing and learning, too!



Financial Aid

We believe it is critical that NDS offers space available on a first come, first serve basis, regardless of any family's ability to pay. Your support ensures our school can cover costs beyond state subsidies so all the children in our community have the opportunity to access to early childhood education.



Highest Priorities

We will always adapt to the times. Your gift to the Growth Fund allows us to immediately respond to urgent needs as they arise.

Your Gift Matters

Northshire Day School is grateful for the support of alumni, parents, friends, employees, and community members. Whether you give \$5, \$50, \$500 or \$5,000, your gift helps Northshire Day School provide early education and exceptional high-quality childcare to our community.

Ways to Give

Credit Card, PayPal, Bank Transfer

To make a safe and secure online gift, visit our online giving page. It is convenient and eliminates the need for envelopes, stamps, or checks. In addition, your gift starts working for Northshire Day School right away! <https://www.northshiredayschool.org/support-nds/givenow/>

By Mail

To donate by mail, please make your check payable to Northshire Day School, and designate your gift in the memo section.

Send to:

Northshire Day School
Laurie Metcalfe
5484 Main Street
Manchester Center, VT 05255

Give Securities

Making a gift of stock is great way to invest in NDS. For stock gift transfer instructions, please contact Laurie at 802-362-1395 or email lmecalf@northshiredayschool.org.

Matching Gifts

Many employers offer matching gifts to qualifying non-profits, like Northshire Day School. Inquire with your company to see if your tax-deductible gift to Northshire Day School qualifies.

More

Ways to Support

Gifts of Time & Talent

Volunteer Opportunities

Our volunteer partners provide support that help meet the needs of our school and our students to enhance their educational experience. We are currently inviting volunteers to come support us after school hours helping us maintain our gardens and grounds. To learn more about volunteer opportunities, please inquire by emailing lmetcalfen@northshiredayschool.org.



Join Our Board

We are continually looking for board members who are inspired, invested, and offer unique perspectives from our community. Our Board members are committed to Northshire Day School Mission and Values and the importance of Early Learning in our community. Interested members are invited to inquire about joining our board by emailing ndsboard@northshiredayschool.org.

Wishlist Donations

Classroom Supplies

As the saying goes, “One person’s junk is someone else’s treasure.” As you clean out your closets, take out your recycling, or stop by the grocery store, please to keep Northshire Day School in mind. Please visit our website www.northshiredayschool.org/morewaystosupport for a list of supplies currently on our wishlist. If you have any items you would like to donate, please drop them off at our front door M-F between 8am-5pm.

Shop [amazon.smile.com](https://www.amazon.com/smile)

You Shop, Amazon Gives

AmazonSmile is a simple way for you to support Northshire Day School every time you shop, at no cost to you. AmazonSmile is available at smile.amazon.com on your web browser and can be activated in the Amazon Shopping app for iOS and Android phones. When you shop at AmazonSmile, you’ll find the exact same low prices, vast selection and convenient shopping experience as Amazon.com, with the added benefit that AmazonSmile will donate 0.5% of your eligible purchases to Northshire Day School. <https://smile.amazon.com/>

Shaw's GIVE BACK WHERE IT COUNTS Bag Program

In November, buy a GIVE BACK WHERE IT COUNTS Bag

Each time a shopper purchases the \$2.50 GIVE BACK WHERE IT COUNTS Bag at Shaw's in Manchester, Northshire Day School will receive a \$1 donation.



Learning Through Play

In a play-based program children choose activities based on their current interests. This term is often interchanged with “child-centered,” meaning the curriculum is based around the children. A play-based classroom is broken up into areas such as kitchen, sensory, science, reading, blocks, etc. In this type of setting the teachers encourage the children to play, facilitating social skills along the way. Even though it may look like children are “just playing” they are learning valuable skills throughout their day.

Thank You, Annual Donors

The Northshire Day School community is extremely appreciative of your support. As a nonprofit organization, we rely on donations from generous donors. Because of you, we are able to provide affordable high quality early education and care to over 100 children annually. **Thank you for your support!**

Individual Donors

Billie Jean Ackert
Katy & Keith Addona
Michele Ann
Dick & Cindy Barrows
Sierra Batey
Vanessa Beattie
Steve Blanchard
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Roby Harrington III, In honor
of Julie Mackey
Erin Hayes
Trudy Heinrichs
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Robert T Keeler Foundation
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Molly Watson
Laurie Fulton Webster
Mary Welford
Liz Wickersham & Dan Begallie
Ronald Wilder
Becky Wilder
Francis & Virginia Wilkins
Jan Williams
Patti Williams

Thank You, Annual Donors

Businesses & Organizations

AmazonSmile Foundation
Bromley Mountain
Chandler Four Corners
Dorr Oil
Green Mountain Boys Association
Green Mountain Excavating
Green Mountain Girls Association
GSK Climate Control
H.N. Williams Store
Let's Grow Kids

Mance's Family Tree Farm
Manchester Capital Management
Mother Myrick's Confectionary
Mt. Laurel Grant
Northshire Book Store
Prospect Rehabilitation
rk Miles
Samantha Lauzon Photography
The Pharmacy Northshire
The Richards Group



Northshire Day School Supporting our Community

We believe it takes a village to raise happy & healthy children. Here are ways we have supported our community this year:

- Hosted the Wellness Fair
- Community Warming Rack, available to all community members
- Our staff volunteered to work at Susan G Komen, Race for a Cure
- Celebrated the Holidays by joining the Manchester Tractor Parade
- During the Covid-19 Stay Home, Stay Safe Order NDS provided:
 - Essential Childcare for Essential Workers
 - Bins with Food available 24 hours a day for anyone in need
 - Bins with Books & Art Supplies
 - Educational Activities for children via our Facebook page

Words Our Families use, To Describe NDS

COLLABORATION WARM NURTURING
CHILDREN ART FRIENDLY INCLUSIVE
FUN RESPECTFUL HAPPINESS CARING LOVING
TRUST FAMILY WELCOMING SHARING SAFE
COMMUNITY QUALITY SUPPORTIVE
TEACH EDUCATION COMMITMENT GROW
PREPARED HEALTHY PROFESSIONAL
PLAY





Northshire Day School

Northshire Day School

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Manchester Center, VT 05255

www.northshiredayschool.org

Northshire Day School is a non-profit 501 (c) (3) organization