

Northshire Day School

Growth Report

2023-2024 Annual Report



Mirrors, windows,
and sliding glass doors

Our Mission and Board of Trustees

Our Mission

Northshire Day School cultivates a nurturing and inclusive community where children grow and thrive.

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

Board of Trustees

Jacquelyne Wilson, President,
Governance Chair

Danny Sawtelle, Vice President,
Development Committee Chair

Marissa Eustace, Secretary

Robyn V. Harrington, Treasurer,
Finance Committee Chair

Heidi Bourhill, Member, Events
Committee Chair

Jon Comeau, Member Building &
Grounds Chair

Irene Nadler, Member

Mary Welford, Member



NDS | Northshire
Day School

Where children grow and thrive





Staff

Laurie Metcalfe, Executive Director
Jen Luty, Development Director
Jane Gras, Curriculum Director
Kelly Roemmelt, Administrative Director
Tammy Coulter, Food Service Director
Maggie Rubick, Mentor Teacher
Cindy Atkins, Family Tree Coordinator
Billie Jean Ackert, Saplings
Cléa Bériau, Multi-Classroom
Lesley Burdick, Willow
Kimberly Capps, Aspen
Andrew Coler, Hickory
Emma Cool, Birch
Valerie Coulter, Kitchen Assistant
Lucie Daley, Evergreen
Michelle Danforth, Multi-Classroom
Jayde Dufresne, Maple
Ashley Eaton, Willow

Karen Harrington, Maple
Machaila MacDonald, Evergreen
Julee Jones, Sycamore & Willow
Hope LaBatt, Saplings & Birch
Courtney Lynch, Multi-Classroom
Stephanie Muñoz Wells, Saplings
Nicole Nichols, Sycamore
Saranda Osmanovic, Evergreen
Ashley Poquette, Hickory & Evergreen
Nadine Rorden, Multi-Classroom
Pearl Schramm, Maple
Jennie Stam, Substitute
April Strock, Aspen
Faith Sullivan, Aspen
Ava Walsh, Substitute
Molly Watson, Sycamore
Sarah Whiteside, Substitute
Becky Wilder, Hickory

Mirrors, Windows, and Sliding Glass Doors

Curating a library that reflects our children

When we are selecting books for our classrooms, we are often guided by Dr. Rudine Sims Bishop's multicultural literacy framework: Mirrors, Windows, and Sliding Glass Doors.

Dr. Bishop says that literature could “help us to understand each other better by helping to change our attitudes towards difference.”



Windows offer a new perspective

While ‘mirrors’ allow us to see ourselves in the story, ‘windows’ provide us with access to people, places, and ideas that are different. As Dr. Bishop suggests, “When there are enough books available that can act as both mirrors and windows for all our children, they will see that we can celebrate both our differences and our similarities, because together they are what make us all human.”

Books that transport us

Sometimes books can help us to imagine someone else's perspective. Windows can become “sliding glass doors, and readers have only to walk through in imagination to become part of whatever world has been created or recreated by the author.”



From the Desk of the Executive Director



Our Northshire Day School Growth Report highlights the core of work, cultivating a nurturing and inclusive community where children grow and thrive. Together we provide early childhood education experiences to meet the needs of each child, support families in building strengths, and promote professional learning for our educators and staff. This report highlights the amazing work done each day, our community outreach and support, and the accomplishments of those dedicated to the success of our youngest learners.

This year we broadened our community outreach offering a weekly playgroup at our local library and being a partner site for 1000 Books Before Kindergarten. We participated in multiple family centered community events, provided resources to each family who joined our waiting list and participated in community, regional and state collaborations supporting young children and their families.


With the support of our donors, grants and local foundations, we expanded our work through our Family Tree Program including increased tuition assistance, daily van transportation, access to healthy local foods, retaining housing and ensuring each family has a medical home.

The single most important element of high-quality experiences for young children is the qualifications of the person who works with those children and their families. NDS is staffed by highly qualified Early Childhood Educators. Currently, 18 have Bachelor's Degrees, 8 have Master's Degrees and 8 are licensed teachers through AOE. Many of our early childhood educators have been in the field for over 10 years, and some have over 30 years' experience. As part of our continuous quality improvement, this year we added a Mentor Teacher to support our preschool classrooms. I am incredibly fortunate to work with this dedicated and qualified team. You will see many of their accomplishments highlighted in this report.

I am so proud of what our NDS Leadership team along with our educators, staff and board achieved this year. With the generous support of our community partners, our towns, local businesses and generous donors, we reflect on the past year with gratitude and look forward with hope and enthusiasm for our continued work together.

Thank you for your support in making NDS a great place to learn and grow!

With Heartfelt Appreciation,


Laurie A. Metcalfe, M.A. Ed.
Executive Director

From the Board of Trustees President



Several months ago I began my tenure as President of the Board of Trustees for the Northshire Day School. The school is now in its fifty-sixth year and thousands of children have had the good fortune to be cared for, educated, and loved by this organization. It is an honor to step into this role and I look forward to the future.

I spent my life as an educator and I know firsthand the importance of a quality early education program. I know that having early learning experiences, delivered by quality teachers, in a loving and kind environment, makes a difference, and it is expensive. NDS is committed to serving every child and we don't turn families away because of an inability

to pay. This means that financial stability and sustainability is a priority goal for the Board. Much of our work focuses on how to deliver a quality program, at the lowest cost possible, while also fostering donor support so we can close the tuition gap for those who need it. Through the generous support of donors we have established a supportive tuition assistance program.

NDS is a service organization and to better fulfill our mission we have established the Family Tree Program. The Family Tree Program oversees tuition assistance and provides support for other basic necessities like food and clothing for NDS families in need. The Family Tree Program also provides assistance with linking families to local resources - both NDS and non-NDS families. Through the generous support of donors, this once pilot program is now on firm financial ground and we hope to have it become a permanent program at NDS.

Over the upcoming year, the board will be revising its Strategic Plan. Areas that we intend to address as part of the process include: capital building needs, staff retention strategies, financial priorities, and possible expansion. The Strategic Plan will result in a map that articulates our future priorities and commitments. We look forward to engaging staff, families, community, and donors in this exciting work.

The work of NDS is possible through the generous support of its donors and local communities. This past year, as a result of private donations, grants, and scholarship support, we raised \$483,353. Over the past three years, voters from Manchester, Sunderland, and Dorset have approved over \$300,000 to support our programming. We are so grateful for the financial support we receive, which creates opportunity for those who need it most and allows NDS to deliver quality education to all its students.

A special thanks to Laurie Metcalfe and Jen Luty for their board support - they make our work meaningful and purposeful. I am especially grateful to work on such a high functioning team of trustees. All of my trustee colleagues do their homework, make decisions that are inclusive and focused on children. They also volunteer nonstop for everything from reading to children to reaching out to donors. We are a working board and provide guidance and leadership on finances, human resources, and donor development. I have worked with dozens of boards over my career and I tell them often that they are one of the best boards that I have ever worked with - thanks to all of you!

With Appreciation,

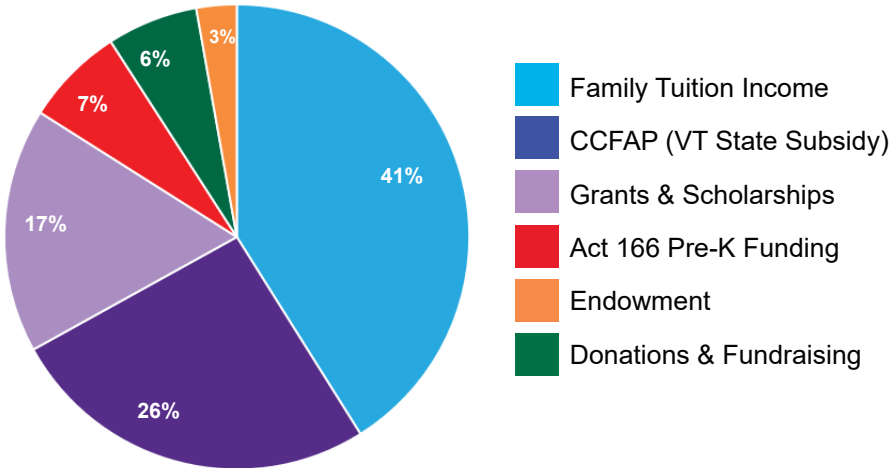
Jacquelyne Wilson

Jacquelyne Wilson
President, Board of Trustees

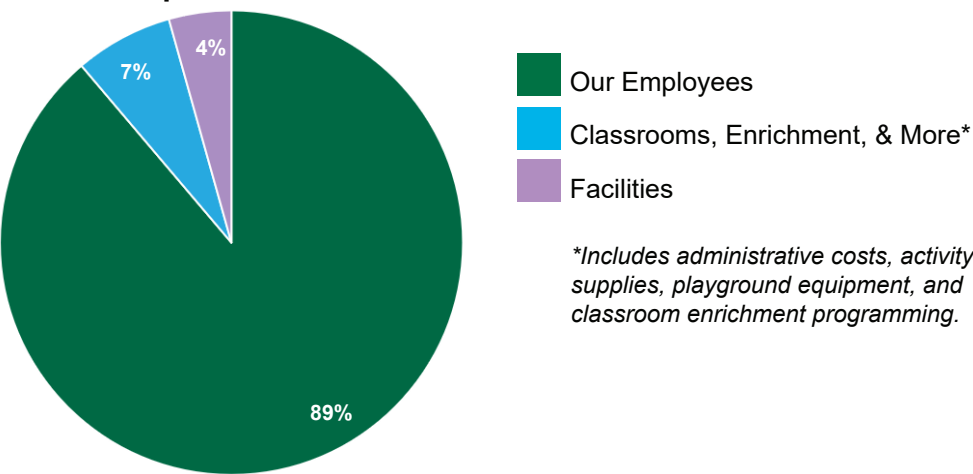


2023-2024 Financial Review

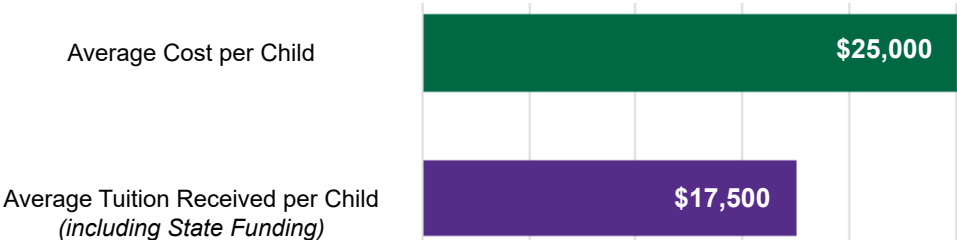
Annual Revenue



Annual Expenses



Average Annual Cost per Child vs. Annual Tuition Received



From our Community

"My two daughters spent their entire early childhood years learning and growing at NDS. The foundation and lifelong friendships that they brought with them to Elementary School was so important for their success. A strong start like that can only be made possible with a committed group of educators that love children and take sincere pride in the work that they do."

Stephanie Thompson-Roy



"As we like to say, supporting NDS is not only supporting our community's workforce, but the workforce BEHIND the workforce."

Robyn Harrington, Treasurer
NDS Board of Trustees



"Twenty years ago, I personally could not have directed myself fully into my career without the trust and resources provided by NDS and beloved teachers such as Becky, Julee, and Nicole (still there!) who cared for and educated my daughter. I find Northshire Day School to be an integral part of the infrastructure required to support a vibrant, functional community."

Betsy Bleakie



Celebrating Growth

Two Emerging Leaders

Pearl Schramm and Jen Rodriguez were recognized as emerging leaders by the Southern Vermont Young Professionals and Shires Young Professionals at the Southern Vermont Economy Summit at Mount Snow.

Pearl advocates for systemic changes that will bring fair compensation, affordability, and access to high quality early childhood education.



Emerging Leaders were selected based on their work as community leaders and for their commitment to serving Southern Vermont.

Jen implemented the vision for the Family Tree Program over the last year and a half, supporting families while focusing on their strengths.

Vermont's First Hope Facilitator

Executive Director Laurie Metcalfe brings HOPE (Healthy Outcomes from Positive Experiences) to the community as the first Vermonter to complete the HOPE Facilitator Certification.

Metcalfe also attended the Fourth Annual HOPE Summit on March 20 and 21, 2024 and is now certified to offer the Introduction to HOPE Training.



Weekly Playgroup at MCL

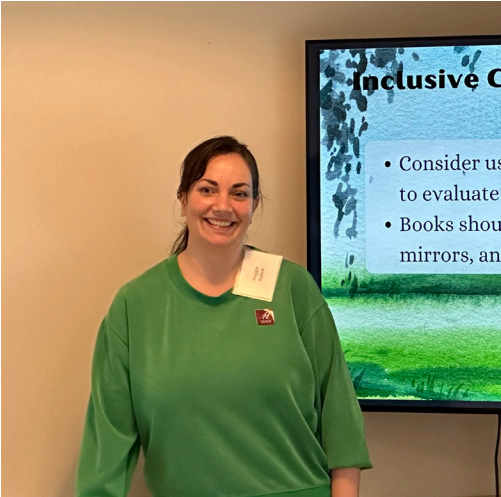
Northshire Day School began offering a free weekly playgroup on Thursday mornings in the Hunter Community Room at the Manchester Community Library. The playgroup is open to caregivers of children ages birth through six years and their siblings.

Our playgroup is open to the community and made possible by a Direct Service Community Grant Award from Sunrise Family Resource Center.



Farm to Early Childhood Conference at Hildene

Maggie Rubick presented a workshop called “Promoting Belonging within Farm to Early Childhood Curricular Experiences” at the first regional Farm to Early Childhood Conference in May 2024. NDS co-sponsored along with Shelburne Farms, Building Bright Futures Bennington Quality Task Force, Bennington Early Childhood Center, and the Vermont Agency of Agriculture Food and Markets.



Partners for inclusion

Arthur Short was recognized by the Town of Manchester as an Unsung Hero in April 2024.

Short serves as president of the Mt. Laurel Foundation. Laurie Metcalfe describes him as “a true partner to other organizations supporting children with specialized needs and really supports our community by making sure that we all feel accepted and supported.”



July 2023 - June 2024 Leadership Giving

Growth Society

Roby Harrington, III

Susie Hunter and Doug Watson

Leadership Branch

Anonymous (1)

The Allen Family

Tom Buchok and Liz Porto

Laura Chmielewski

Jon and Kristen Comeau

Mary Jo Gourd *in honor of Bethany Bonner*

Robyn Harrington

Jonathon Hawton and Anne Hatfield

Kathryn Kirwan and Trevor Neal

Seth and Jennifer Luty

Lauren and Scott Magrath *in honor of Laurie Metcalfe*

Laurie Metcalfe *in honor of our NDS educators*

Keith and Patty Michl

Greg and Linda Millert *in honor of Henry and Finley Melzig*

Maureen K. and Fred Molinari Family

Irene and Marty Nadler

Danny and Meghan Sawtelle

Jim and Kate Wachala

The Weiss Family

Sally Wichert

Jackie and Jeff Wilson

Flourishing Buds

Scott and Heidi Bourhill

Chip and Kit Chamberlain

Molly and Steven Hemkens

Maciek and Lili Kobielski

Doug and Lindsay Melzig

Gordon and Ruth Metcalfe *in honor of the growth and education of all NDS children*

Phil and Kathryn Pabst

Wilbur Rice

Sarah Whiteside

Seeds of NDS

Michael Glier

Nancie Heinemann

Steve and Ginny Houseman

Bruce and Carol Kern

Cindy Loudenslager
Joseph and Sheila Luty
Eric and Sue Melzig
Joy and Bob Miller *in honor of our grandchildren Róisín, Deaglán, and Coaimhe*
Jenn Moore
Chip and Vicki Muller
Andrew and Jen Rodriguez

Every gift to the Growth Fund supports our children, families, and educators. Thank you for investing in our community and inspiring our mission!

NDS Champions

NDS Champions is a monthly giving club that supports our mission through recurring donations to provide our school with steady, reliable funding for early childhood education.

This is a special group of people reaching out each month to provide affordable and high-quality early childhood education for southern Vermont families.

Anonymous (2)
Laura Chmielewski
Andrew Coler
Michael Cool
Ashley Eaton
Jane Gras
Hope LaBatt
Erica Lin
Laurie Metcalfe
Jenn Moore
Nadine Rorden
Maggie Rubick
Pearl Schramm
Molly Watson
Sarah Whiteside
Becky Wilder
Jim and Kate Wachala

Thank you, Businesses & Organizations

Community Partners

Bank of Bennington

Building Bright Futures, Vermont Early Childhood Fund

The Fausett Foundation for the Preservation and Protection of Green Mountain
Boys History

The Green Mountain Girls Association

J. Wilson Consulting LLC

James D. Sawtelle, CLU, ChFC

Keith Michl, MD

Manchester Capital Management

The Mt. Laurel Foundation

Northwestern Mutual Foundation

October Mountain (D.J. St. Germain Company, Inc.)

r.k. MILES

The Robert T. Keeler Foundation

Scott Bourhill Builders

The Stanley & Sylvia Stroup Family Foundation

State of Vermont, Department of Buildings and General Services

State of Vermont, Department for Children and Families, Child Development
Division

The Stratton Community Foundation

The Town of Dorset

The Town of Manchester

The Town of Sunderland

The President's Fund

The President's Fund was established in 2021 by outgoing NDS Board President Lauren Magrath. Lauren volunteered on the NDS Board of Trustees for six years and also enjoyed eight years as an NDS parent.

Donors to the President's Fund are building a stronger foundation for longevity and sustainability at NDS. Thank you!

Lauren and Scott Magrath
Jenn Moore

Friends of NDS

American Express Foundation
Avocado Pit of Manchester
Bonfire
Burr and Burton Academy and Applejack Stadium
Charlie's Coffee House and Riley Rink at Hunter Park
Downtown Window and Design
Green Mountain Excavating
H.N. Williams Store
Hannaford Community Bag Program
Katie McKenna Coaching
Manchester Community Library
North Meadow Farm
PayPal Giving Fund
Rawsonville Marketplace
The Richards Group
Scholastic Book Fair
Shaw's Supermarkets
The Stewart's Foundation
Vermont Cookie Love
Vermont Kitchen Supply
Vermont Retirement Planners, LLC
Wilburton Inn *in honor of Tammy and Val Coulter*
Willoughby's Depot Eatery *in honor of Becky Wilder*

Thank you to all who invest in our community by supporting the workforce behind the workforce!

Invest in Northshire Day School

You make high-quality early childhood education available to our community.

To make a safe and secure online gift, visit our online giving page at www.northshiredayschool.org/support-nds/givenow.

To give securities, please contact Jen Luty at 802-362-1395 or email jluty@northshiredayschool.org for stock transfer instructions.

You can make a planned gift to secure your legacy and invest in the future of Northshire Day School. Include Northshire Day School as a beneficiary in your will, living trust, or life insurance policy.

Thank you, Volunteers!

Volunteers

Thank you for volunteering your time to benefit Northshire Day School! Your commitment enriches our community.

Billie Jean Ackert

Michael Barcomb

Melissa Bell

Heidi Bourhill

Tom Buchok

Lesley Burdick

Kimberly Capps

Andrew Coler

Jon Comeau

Tammy Coulter

Laura Chmielewski

Lucie Daley

Ashley Eaton, Willow S. and Fern S.

Connie Eaton

Molly and Derek Frome

Anne Hatfield

Megan Hewes

Emily Houghton

Jason Jones

Justin Kojack

Evelyn and Doug Kunnath

Hope LaBatt

Jennifer, Mikayla, and Walter Luty

Gordon and Ruth Metcalfe

Laurie Metcalfe

Patricia Michl

Irene Nadler

Nicole Nichols

Saranda Osmanovic

Jen Rodriguez

Kelly Roemmelt

Maggie Rubick

Brenda Schramm

Pearl Schramm

Jane and Eric Severance

Anne Simonds

Weston, Parker, Lauren, and Michael

Smilovich

Riley and April Strock

Stephanie Thompson-Roy

Tyler Troumbley

Molly Watson

Sarah and Jack Whiteside

Jacquelyne Wilson

Kyle Zecher

Join Our Leadership Giving Club

Leadership gifts fulfill some of the most immediate needs of our children. Gifts at this level show your investment in helping children grow. Members are invited to special events and are recognized in our annual report.

Seeds of NDS

\$250-\$499

Flourishing Buds

\$500-\$999

Leadership Branch

\$1,000-\$9,999

Growth Society

\$10,000 and beyond



Nicole Nichols - 25 Years

Known to many children, families, and staff at NDS as “Cole”, Nicole is a nurturing and engaging Early Childhood Educator. She has her Child Development Associate Credential and Level III Teacher Associate Certificate and is well-known at NDS for bringing upbeat music to her classroom. Nicole feels deeply rewarded by being part of children’s developmental growth and seeing their smiles every day.

Nicole is caring, patient, and funny and can often be found on the floor of the Sycamore Classroom interacting joyfully with children. She brings silliness and structure to her classroom.

Nicole is a lifelong Vermonter who started working at NDS when we were located on Highland Avenue in the Sarah Larson house. At the time, her daughter Hannah was just a baby and former Executive Director Carol Kern invited Nicole to work part time in the afternoons with infants. In just a few months, Nicole was a full-time early childhood educator who has now formed lasting meaningful connections with many of her former students and their families.

Since then, the building and resources available at NDS have changed, but Nicole says that everyone at NDS is still a family - just a bigger one!

You Make a Difference Award



Pearl Schramm

Pearl is a licensed Early Childhood Educator with a M.Ed. in Early Childhood Special Education from Champlain College. As an educator, Pearl is a team-player who is consistently focused on individualized approaches and inclusive practice. She is wonderful with the children and inspires others to look at things through the eyes of the child. Her expertise, knowledge and calmness create an atmosphere that fosters learning through play.

Pearl is committed to the early childhood education field and is always pursuing professional growth. She is passionate about ongoing learning, which benefits her classroom and our program.

She engages in committee work that has a program- and community-level impact and serves as an advocate and mentor teacher. Pearl's deep love for this work is evident and inspiring, and her thoughtful and inclusive approach to the children in her care creates a culture of belonging within her classroom community. Pearl is an asset to our program and an emerging leader within our early childhood community.

Pearl is a valuable part of our NDS team and goes above and beyond to make sure each child has what they need. She truly exemplifies the concept of "making a difference."

Dianna Scott

Our team enjoys seeing Dianna's smiling face when she enters our building. Dianna is more than just a partner to NDS: her knowledge and skills make her a valuable resource to all of our early educators in their collaborative work supporting young children.

Dianna is extraordinary in her work with children at NDS. She is thoughtful, kind, attentive, follows through on commitments, and offers support to the teachers, classrooms and other children. Additionally, she provides a yoga class to our NDS staff and has volunteered her time to come to our staff retreat. Her commitment, professionalism and compassion are evident in all of our interactions with her.

Dianna is an advocate for children, families, and educators. She frequently goes beyond what is expected in order to ensure that children get the specialized supports and services that they need. Dianna generously shares her expertise, and has helped our classroom teams to navigate complex situations with children's best interests in mind. She is flexible in her approach and consistent in her professionalism.

Our educators are deeply grateful to work in collaboration with Dianna and value her insight, collegiality, and feedback.

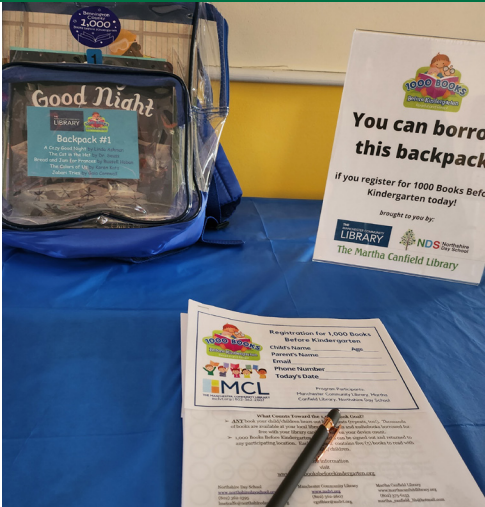


Community

1,000 Books Before Kindergarten

NDS partnered with Manchester Community Library and The Martha Canfield Library to offer this nationwide challenge to all families with children between the ages of birth and Kindergarten.

By reading just one book a night, families can reach the 1,000-book goal in three years and provide their children essential early literacy skills.



Trunk or Treat

NDS hosted a Trunk or Treat for local families with children from ages birth to eight years old.

NDS educators, staff, and friends created festive displays for the youngest members of our community to celebrate Halloween.

Family Social & Run for Fun

The NDS Family Committee hosted a Family Social and Run for Fun at the Dana L. Thompson Memorial Park in Manchester on May 1, 2024.

Educators from NDS joined in to paint faces.



Family Garden Day

NDS Families joined the NDS Farm to School Committee and UVM Extension Master Gardeners for some light gardening in the corral and preschool garden spaces, as well as to participate in a taste test!

Other activities included a nutritious snack, story station, seed-starting station, and making labels for the garden.



Art from the Schools at SVAC

Children's artwork was on display at the Southern Vermont Arts Center in April and May as part of their Art from the Schools Exhibition.

The Southern Vermont Arts Center held an opening reception welcoming children and celebrating the artwork of children throughout the area.



Preschool Celebration

On June 12, 2024, we celebrated our Preschoolers with their families in the front corral.

Children crossed over a bridge to the next year and sang "I am smart, I am kind, I am loved, and I am growing!"



International Childrens Day

We celebrated International Children’s Day on June 7, 2024.

On a day to honor children, our children jumped in the bounce house, enjoyed face painting, and did music and movement with Hullabaloo.



Cookbook Release Party

On September 29, 2023, we unveiled the NDS Family Cookbook as part of our first-ever alumni weekend.

Alumni, family, and friends of NDS joined us to sample some of Tammy’s recipes.

Family Wellness Fair

On September 30, 2023 we held our annual Family Wellness Fair.

We played music, jumped in the bounce house, and spent time with wellness vendors and nonprofits from throughout the region.



The Family Tree Program

Made possible by a grant from the Irene and James Hunter Charitable Fund, the Family Tree Program promotes strong families and healthy development for children prenatally through age five, provides resources, service coordination and support to help all families thrive during everyday circumstances as well as persevere during times of stress or crisis.

This strengths-based program is available to all NDS families and promotes protective factors including parenting and child development knowledge, resilience, social connection, social-emotional competence and concrete resources.

In 2023-2024, NDS received a Strengthening Families Child Care Grant from the State of VT, Department for Children and Families, Child Development Division(CDD). The goals of the CDD's Strengthening Families Program are to both strengthen and build resilience in families and children and improve affordable, equitable access for children and families to high-quality, comprehensive early childhood programs.

“The funding makes it possible for each and every child to get the support they need and have equitable access to services regardless of income qualification,” NDS Executive Director Laurie Metcalfe.

NDS Families were offered the opportunity to complete a survey for our Strengthening Families Grant Family Support Report.

99%

of families who completed the survey reported a positive impact on their lives because of Strengthening Families Grant Program services and activities.



NDS | Northshire Day School

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Manchester Center, VT 05255

www.northshiredayschool.org