



2021 Early Childhood Education Program Catalogue

The Business Equity for Indy (BEI): Learning and Talent Opportunities Taskforce conducted a landscape scan of existing programs and initiatives that support the education and training needs of Black and Hispanic individuals, ages 0 to 25, in greater Indianapolis, Indiana.

This document summarizes the Early Childhood Education Programs in Marion County, Indiana that were identified during the landscape scan, and is one part of the overall [Education and Workforce Development Program Repository](#). The repository complements the BEI Learning and Talent Opportunities Taskforce's [recommendations](#) for companies to improve education and workforce development outcomes for Black and Hispanic individuals, and identifies specific programs and initiatives in which the corporate community can engage.

Date 11/9/2021

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ABOUT BUSINESS EQUITY FOR INDY

Business Equity for Indy (BEI), a joint venture of Central Indiana Corporate Partnership (CICP) and the Indy Chamber in partnership with the Indianapolis Urban League, exists to help businesses take action and advance racial equity. We are bringing together business leaders, changing processes that no longer serve our community and creating measurable strategies that hold us accountable to make large-scale changes across our region.

Over the past year, the global pandemic has challenged our community in ways that we did not think possible. While hardships caused by COVID-19 have affected us all, these impacts are felt unequally. Our Black neighbors and communities of color have suffered disproportionately from COVID-19 in all its health-related, social, and economic impacts. Black populations and other people of color are experiencing one of the most tumultuous chapters in recent history, and we continue to see devastating racial disparities for individuals, families, and communities.

As business leaders, parents, children, friends, and human beings, we are strengthening our commitment to advance racial equity. We recognize that we play a vital role in removing barriers, reducing disparities, and expanding access. We have an extraordinary opportunity and responsibility to shift business behaviors that will help impact the quality of people's lives while creating inclusive growth for a more equitable future.

ABOUT BEI: LEARNING AND TALENT OPPORTUNITIES

Learning and Talent is one of five BEI pillars for advancing racial equity. In December 2020, the BEI Learning and Talent Opportunities Taskforce (Taskforce) launched with a goal to identify specific actions that the corporate community can take to improve education and training outcomes for Black and Hispanic individuals in greater Indianapolis. Led by co-chairs Claire Fiddian-Green, President and CEO, Richard M. Fairbanks Foundation, and Dr. Adrienne Sims, VP Talent Management, Human Resources, OneAmerica, Taskforce members collected, analyzed and reviewed Marion County education and workforce data, and identified the following priorities where businesses can engage and take meaningful action:

1. Access to high-quality early learning programs
2. Support for K-12 student success with an emphasis upon:
 - a. STEM skills development
 - b. Successful transition from high school to postsecondary education and/or careers
3. Access to and persistence through postsecondary education, and access to careers.

ABOUT THE EDUCATION AND WORKFORCE DEVELOPMENT PROGRAM REPOSITORY

In May 2021, the BEI Learning and Talent Opportunities Taskforce issued a survey to Marion County nonprofit organizations, K-12 schools, colleges and universities, and corporations to identify current programs and initiatives that are helping to address the education and training needs of Black people ages 0-25 years in Central Indiana, with an emphasis on Marion County. Respondents were made aware that responses to this request were to be included in a public-facing landscape scan that the BEI will release in 2021 and will help to inform recommendations developed by the Learning and Talent Opportunities taskforce regarding specific programs or initiatives that CICP and Indy Chamber members can support to help address racial disparities in education and workforce development in Central Indiana.

Organizations were asked to focus their survey responses on programs that fit within the following criteria:

Geographic Focus	Central Indiana, with an emphasis on Marion County
Population Focus	<ul style="list-style-type: none"> • Phase 1: Black/African American individuals, ages 0-25 years • Phase 2: Hispanic/Latino individuals, ages 0-25 years • Phases 1 and 2: <ul style="list-style-type: none"> ○ Individuals enrolled in early learning or childcare, school, college/university, or participating in a training program ○ Individuals that are employed, unemployed, or underemployed ○ Individuals disconnected from education systems
Education/Workforce Development Focus	<ul style="list-style-type: none"> • Early learning (birth to 5) • K-12 education • Post-secondary education or training/workforce development program

The Education and Workforce Development Program Repository consists of eight (8) separate documents: a summary of all programs identified in survey responses, as well as seven separate program catalogues, organized by program type. A program may appear in multiple catalogues if it has more than one program type classification.

Program Type / Classification	Definition
Early Childhood	Program targeted to children ages 0-5 (or through preschool), such as childcare programs, early learning centers, and other efforts to develop foundational academic or social skills.
Academic	Curriculum-based or other instruction to develop academic skills (e.g., literacy, math, computer science, CTE) to improve overall academic proficiency and future career preparation.
Financial Aid Support and Financial Literacy	Program that assists with scholarship access (e.g., FAFSA, 21 st Century Scholars, and completion of other scholarship applications applications), or program that develops financial literacy skills, such as budgeting, personal or professional financial management, and home ownership knowledge/skills.

Job Shadow and Career Fair	Career exploration program that allows students or individuals to learn about career opportunities and/or observe jobs in action to help inform their future career selection. Individual participants are not contributing hands-on work in a career fair or job shadow program.
Leadership/Soft Skills and College/Career Prep Support	Program that develops communications, leadership, or relationship-building skills or helps participant complete college/postsecondary application, develop a resume, prepare for interviews, or develop other skills to support postsecondary enrollment or secure employment.
Mentoring and Career Navigation	Program in which individual receives guidance and support identifying postsecondary and career pathways, or advice on soft skills development. This support is often provided through a one-on-one advisor relationship.
Work-Based Learning	Program providing on-the-job learning and training, such as an apprenticeship, internship, or other hands-on work experience. Program may or may not provide credit-bearing experience.

The Program descriptions within the program catalogues contain a subset of data collected from each survey response.

Programs were classified by type by the Taskforce, and any edits to program descriptions were made by the Taskforce for clarity. The BEI Taskforce accepts responsibility for any inaccuracies resulting from these classifications and edits.

EARLY CHILDHOOD EDUCATION PROGRAM INDEX

Organization Name	Program Name	Page
Early Learning Indiana	Day Early Learning	ECE - 1
KinderCare Education	Coronado KinderCare Learning Center	ECE - 2
Loving Hearts Learning Place Childcare	Loving Hearts Learning Place Childcare	ECE - 3
Purpose of Life Ministries	Purpose of Life Academy	ECE - 4
Quality Preschool LLC	Quality Preschool	ECE - 5
pilotED Schools	pilotED Schools: Bethel Park Early Childhood Education (ECE) Youth Apprenticeship program	ECE - 6
Goodwill of Central & Southern IN	Nurse Family Partnership (NFP)	ECE - 7
Hawthorne Community Center	Youth Programming	ECE - 8
Indiana Diaper Bank	Diaper Distribution Network	ECE - 9
Eastern Star Church Jewel Human Services Corporation	ROCK Initiative	ECE - 10

DAY EARLY LEARNING

By Early Learning Indiana (Nonprofit)

Contact Information

Website: <https://earlylearningin.org/>

Respondent Name: Emily Nelson

Email: emilyn@earlylearningindiana.org

Overview

Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	Yes
Financial Literacy	-
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	-
Work-Based Learning	-

Brief Program Summary: Early Learning Indiana practices what it teaches and seeks to transform the early education field starting with its eight Day Early Learning (DEL) centers. These centers are a network of premier, community-based lab schools where Early Learning Indiana (ELI) can advance the science of early education, invest in a new generation of teaching and instill essential skills in approximately 800 children each day. Despite opportunities to expand to more profitable markets, ELI is committed to serving the most vulnerable families in Indianapolis and achieving equitable educational outcomes.

All eight Day Early Learning centers are located in Indianapolis, and they serve children ages 6 weeks to 6 years old. Around 64 percent of DEL families are non-white, and 60 percent of children at DEL centers receive tuition assistance, either through government subsidies or through supplemental funds raised by ELI. Currently, 37% of children served are Black/African American, and 8% are Hispanic/Latino(a/x).

DEL centers meet or exceed the highest standards for child care in Indiana and are accredited by the National Association for the Education of Young Children (NAEYC). Seven DEL centers are rated Level 4 on Paths to QUALITY™ (Indiana's QRIS system) and nationally accredited by NAEYC. The eighth and newest location, DEL at Eastern Star Church, is a Level 3 and awaiting a NAEYC site visit to reach Level 4, once COVID-19 restrictions are lifted.

Success Metrics: Early Learning Indiana believes that all children are competent and capable, learn through relationships with adults and peers, construct knowledge from diverse experiences, develop at a unique and individual pace, and are constantly learning. In order to support this

approach, teachers and leaders must provide a learning environment inclusive of the following components, for children to reach their full potential:

- Relationships are caring and responsive, establishing the security children need to explore the world around them;
- Play is seen as crucial to children’s physical, intellectual and social development; teachers provide an intentional focus on identifying and calling out each child’s positive attributes;
- Teachers seek to understand and adapt to the context of each child’s individual family, community and experiences;
- Every child receives the educational resources they need to succeed; and
- Children are provided the predictable relationships, routines and actions that allow them to thrive.

Day Early Learning’s ultimate measure of success is children being prepared to succeed in kindergarten and beyond. Children are assessed regularly using the Teaching Strategies GOLD observational assessment and other measures. All pre-kindergarten children (regardless of payer) are also assessed using the Kindergarten Readiness Indicator adopted for children enrolled in Indiana’s On My Way Pre-K program. ELI gathered baseline data for children within DEL centers in 2020 and is implementing instructional interventions in response to areas of identified need. In addition to these child level assessments, at least annually, ELI leverages Teachstone CLASS® to evaluate interactions between teachers and children. Evidence shows that the quality of these interactions is a leading indicator for the learning outcomes achieved.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
800	37%	8%

Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
Yes	Yes	-	-	-

Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Eight Day Early Learning (DEL) centers

Resources

Annual Operating Cost: \$9,700,000

Initial Start-Up Cost: \$860,000

CORONADO KINDERCARE LEARNING CENTER

By KinderCare Education (Nonprofit)
Paths to QUALITY Rating: 4

Contact Information

Website: <https://www.kindercare.com/>
Respondent Name: Katherine Riemke
Email: katherine.riemke@kindercare.com

Overview

Program Type Classification(s):

Program Type Classification(s)	
Academic	Yes
Early Childhood	Yes
Financial Literacy	-
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	-
Work-Based Learning	-

Brief Program Summary: Child care education center for children ages 1-12.

Success Metrics: N/A

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
100	N/A	N/A

Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
Yes	Yes	-	-	-

Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: \$0

LOVING HEARTS LEARNING PLACE CHILDCARE

By Loving Hearts Learning Place Childcare (Nonprofit)
Paths to QUALITY Rating: 4

Contact Information

Website: <https://www.southminsterindy.com/ministries/preschool-child-care/>
Respondent Name: Ashley Denney
Email: lovinghearts@southminster-pcusa.org

Overview

Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	Yes
Financial Literacy	-
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	-
Work-Based Learning	-

Brief Program Summary: We provide excellent quality childcare to Franklin Township and the surrounding areas. We are a play based learning center. We are a NECPA accredited, PTQ level 4 registered ministry.

Success Metrics: Maintenance of accreditation and PTQ level.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
80	4%	4%

Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
Yes	Yes	-	-	-

Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Franklin Township

Resources**Annual Operating Cost:** \$600,000**Initial Start-Up Cost:** \$0

PURPOSE OF LIFE ACADEMY

By Purpose of Life Ministries (Nonprofit)
Paths to QUALITY Rating: 4

Contact Information

Website: <https://www.purposeoflifeministries.com/>
Respondent Name: Rev. David Greene
Email: dgreene@purposeoflifeministries.com

Overview

Program Type Classification(s):

Program Type Classification(s)	
Academic	Yes
Early Childhood	Yes
Financial Literacy	-
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	-
Work-Based Learning	-

Brief Program Summary: Purpose of Life Academy (POLA) is a level-4 Paths to Quality facility that focuses on teaching students both English and Spanish. POLA has been in operation since April of 2002. It utilizes the A-Beka Curriculum. The facility serves children from 6 weeks to 12 years old. POLA is NAEYC accredited and licensed for a total capacity of 164 students.

Success Metrics: Academic success for each student in English and Spanish

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
164	75%	22%

Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
Yes	Yes	-	-	-

Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: \$600,000

Initial Start-Up Cost: \$0

QUALITY PRESCHOOL

By Quality Preschool LLC (Nonprofit)
Paths to QUALITY Rating: 3

Contact Information

Website: <http://www.qualitypreschoollc.com/>

Respondent Name: Jessica Schuette

Email: qualitypreschool1@gmail.com

Overview

Program Type Classification(s):

Program Type Classification(s)	
Academic	Yes
Early Childhood	Yes
Financial Literacy	-
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	-
Work-Based Learning	-

Brief Program Summary: Quality Preschool is an early childhood development program serving children ages 6 weeks through 12 years of age.

Success Metrics: N/A

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
150	16.4%	14.7%

Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
Yes	Yes	-	-	-

Geographic Scope:

- Central Indiana Counties: Marion

- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: \$0

PILOTED SCHOOLS: BETHEL PARK EARLY CHILDHOOD EDUCATION (ECE) YOUTH APPRENTICESHIP PROGRAM

By pilotED Schools (K-12)
 Paths to QUALITY Rating: 1

Contact Information

Website: <https://www.pilotED.org/>
Respondent Name: Lauren Hall
Email: lhall@pilotED.org

Overview

Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	Yes
Financial Literacy	-
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	-
Work-Based Learning	Yes

Brief Program Summary: ECE students' growth in terms of their academic achievement as well as their social-and-emotional learning, resilience, and empathy
 Youth Apprentices growth in terms of their academic achievement and persistence, degrees and credentials acquired, economic mobility (increased pay overtime), and social-and-emotional wellness and behavioral health outcomes.

Success Metrics: -ECE students' growth in terms of their academic achievement as well as their social-and-emotional learning, resilience, and empathy
 -Youth Apprentices growth in terms of their academic achievement and persistence, degrees and credentials acquired, economic mobility (increased pay overtime), and social-and-emotional wellness and behavioral health outcomes

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
30	50%	35%

Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
Yes	-	Yes	-	-

Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Indianapolis, Zip code 46203

Resources

Annual Operating Cost: \$95,000

Initial Start-Up Cost: \$95,000

NURSE FAMILY PARTNERSHIP (NFP)

By Goodwill of Central & Southern IN (Nonprofit)

Contact Information

Website: <https://www.goodwillindy.org/>

Respondent Name: Rachel Zaudtke

Email: rzaudtke@goodwilleducation.org

Overview

Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	Yes
Financial Literacy	-
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	-
Work-Based Learning	-

Brief Program Summary: Goodwill's Nurse-Family Partnership® (NFP) pairs mothers pregnant with their first child with a registered nurse for ongoing home visits aimed at supporting mothers and families in providing the very best start for their children during the earliest, most developmentally critical years. NFP is a national, community health program, widely researched and recognized for increasing health care access and improving health outcomes. The program supports the Indiana Department of Health's Labor of Love campaign to reduce infant death, providing prenatal care and teaching parents about and encouraging smoking cessation, breastfeeding and safe sleep. Research on the Nurse-Family Partnership shows that their nurse-visited children fare better in cognitive and language development than their control-group counterparts. Nurse-Family Partnership can help ensure school readiness for young children born into families at risk, and prevent challenges in early education that can lead to a lifelong struggle with academic achievement.

Success Metrics: NFP collects over 2000 data points on families over the 2.5 - 3 years of engagement. This includes health outcomes for mother and child, social determinants of health, fidelity to the NFP model, and more. Data is analyzed internally for various reasons and the National Service Office (NSO) releases quarterly reports to each agency. The NSO also continues to follow families beyond graduation to determine long term impacts.

NSO Reports include:

- The Fidelity Report: The purpose of this report is to help supervisors monitor the extent to which her/his team is implementing NFP with fidelity to the model, and to improve implementation fidelity where necessary

- The Outcomes Report: The Outcomes Report is populated from data collected in the field related to achieving the following outcomes: Changes in smoking status during pregnancy; Premature births by race and ethnicity; Premature births by mother’s age at infant birth; Low birth weight by race and ethnicity; Breastfeeding initiation; Child’s immunizations; Subsequent pregnancies; Workforce participation over time for clients 18 years and older at intake; Breastfeeding continuation at 6 and 12 months; Ages and Stages Questionnaire screening and referrals. The purpose of this report is to help every supervisor monitor the extent to which her/his team is achieving outcomes that can be measured while a family is active in the program and that are related to common indicators of maternal, child, and family functioning.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
1,185	56%	8%

Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
-	-	-	Yes	-

Geographic Scope:

- Central Indiana Counties: Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, Putnam, Shelby
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: \$6,102,113

Initial Start-Up Cost: \$4,171,231

YOUTH PROGRAMMING

By Hawthorne Community Center (Nonprofit)

Contact Information

Website: <https://www.hawthornecenter.org/>

Respondent Name: Caleb Sutton

Email: csutton@hawthornecenter.org

Overview

Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	Yes
Financial Literacy	-
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	Yes
Mentoring and Career Navigation	-
Work-Based Learning	-

Brief Program Summary: Hawthorne Community Center offers hundreds of youth programs to serve families in their community. These programs include athletics (e.g., basketball league); programming during out-of-school times (summer camp, summer break, spring break, if school has half day, etc.).

Success Metrics: N/A

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
667	46%	27%

Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
Yes	Yes	Yes	-	-

Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Emphasis on near west side

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: N/A

DIAPER DISTRIBUTION NETWORK

By Indiana Diaper Bank (Nonprofit)

Contact Information

Website: <https://indianadiaperbank.org/>

Respondent Name: Rachel Suskovich

Email: rachael@indianadiaperbank.org

Overview

Program Type Classification(s):

Program Type Classification(s)	
Academic	-
Early Childhood	Yes
Financial Literacy	-
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	-
Work-Based Learning	-

Brief Program Summary: Sixty percent of families experiencing diaper need miss work or school because they do not have enough clean diapers to drop off with their child at early learning programs. The Indiana Diaper Bank aims to bridge that gap by providing diapers to early learning centers.

Success Metrics: Decreased absenteeism to early learning programs as it pertains to diaper need by 85%.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
3,500	33%	32%

Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
Yes	-	-	-	-

Geographic Scope:

- Central Indiana Counties: Boone, Hamilton, Hendricks, Johnson, Marion
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: \$35,000

Initial Start-Up Cost: \$150,000

ROCK INITIATIVE

By Eastern Star Church Jewel Human Services Corporation (Nonprofit)
Paths to QUALITY Rating: 3

Contact Information

Website: <https://www.easternstarchurch.org/>
Respondent Name: Leigh Evans
Email: levans@easternstarchurch.org

Overview

Program Type Classification(s):

Program Type Classification(s)	
Academic	Yes
Early Childhood	Yes
Financial Literacy	Yes
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	Yes
Mentoring and Career Navigation	-
Work-Based Learning	-

Brief Program Summary: Comprehensive community & economic development vision to impact quality of place in the Arlington Woods neighborhood through housing, financial literacy, education & community building efforts. The ROCK Initiative's education component includes strategic partnerships with the Day Early Learning Center located at Eastern Star Church and with the Sankofa School of Success @ Arlington Woods School 99.

Success Metrics: N/A

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
N/A	85%	10%

Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
Yes	Yes	Yes	Yes	-

Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Arlington Woods Neighborhood

Resources**Annual Operating Cost:** N/A**Initial Start-Up Cost:** \$0