



learning grove

2020 Annual Grove Report



“We are one people, one family, the human family, and what affects one of us affects us all.”

— *John Lewis, **Across That Bridge: Life Lessons and a Vision for Change***

The events of 2020—the pandemic, the killings of unarmed African Americans by police officers, the social unrest in response to racial injustice, the local, state and national elections, the pain and suffering of so many. As well, there were birthday celebrations and “firsts,” smiles and laughter, Zoom calls and virtual events. To reiterate John Lewis’s statement, “We are one people, one family, the human family, and what affects one of us affects us all.” All that happened in 2020 affected us all—our children, our families, our staff, our partners, our board members, our supporters.

Throughout all of 2020, Learning Grove teachers and staff worked to remain a constant in ensuring nurturing, consistent, and caring relationships for our children, students, families as we navigated what life brought us. We were able to do all that we did by working as one—our children, families, staff, partners, board and donors—and for that we are so truly grateful. As we reflect on the past year and move forward with hope and dreams for the year ahead and beyond, we must not forget that “what affects one of us affects us all.”

Let us take these words with us as we nurture lifelong success for children and families.

With gratitude,

Shannon Starkey-Taylor
CEO, Learning Grove



Mission Statement

Learning Grove develops and supports innovative quality learning experiences that empower children, youth, and families across diverse communities.

2020 Community Impact

Learning Grove serves thousands of children and students each year. **In 2020, 4,606 children and students were served.** Children in our programs are developmentally on track in their cognitive and language skills and social emotional development – setting them up for lifelong success. For middle and high schoolers, NaviGo provides opportunities for students to explore their career interests and supports college and/or career readiness. **Through it all, Learning Grove makes sure families are engaged in their children's education, supported, and have their needs met each step of the way.**

Early Childhood and School Age:

- 1,251 children served.
- 94% of children 0-5 are on-track in social-emotional development.
- 79% of preschoolers are on-track in cognitive & language development.
- Expanded our teacher pipeline partnership at Scarlet Oaks and Early Head Start partnership at Erlanger-Elsmere schools.
- 91% of children K-5 demonstrated social/emotional competencies necessary for success.
- Parent survey data feedback indicates 98% of children K-5, look forward to programming; 78% of parents noticed an increase in their child's social/emotional competencies; and 98% of parents highly rate interactions with staff.



NaviGo:

- 2,521 students served.
- 2,405 middle and high school students participated in In-School Coaching to create viable paths to post-graduation success.
- 116 high school students experienced high-quality work-based learning opportunities through NaviGo Scholars.
- NaviGo Scholars student survey feedback indicates 92% identified their career interests; 96% met all or some of their career readiness goals; and 94% felt confident or progressed toward their future plans.

Outside Services:

- 834 families served.
- 85% of mothers enrolled in home visitation through Young Families / Every Child Succeeds are in school or are employed.
- 119 virtual family-centered Learning Together sessions provided parents and caregivers early learning tips and ideas at home.
- 5 new community partnerships established to give families access to diapers, healthy meals and other vital resources.
- 345 families engaged with Early Childhood Resource Coordinators to connect to education, housing, food, and other critical resources.
- 234 families received over 15,000 lbs. of food through the Price Hill Pantry in partnership with Freestore Foodbank.





Trust Takes Time...

A new family of seven, two adults and five children, first met Maria, Early Childhood Resource Coordinator, at the Price Hill Food Pantry shortly after moving to the neighborhood in summer 2020 at the height of the pandemic. At the time, Brittney* was pregnant with her second set of twins, and the family had only one income. As an ECRC, Maria's role is to get to know families with young children in the neighborhood, ensure that their basic and emergent needs are met, share ways to support their child's development, connect them to additional services when needed, and help to empower them to meet their own goals concerning housing, education and health.

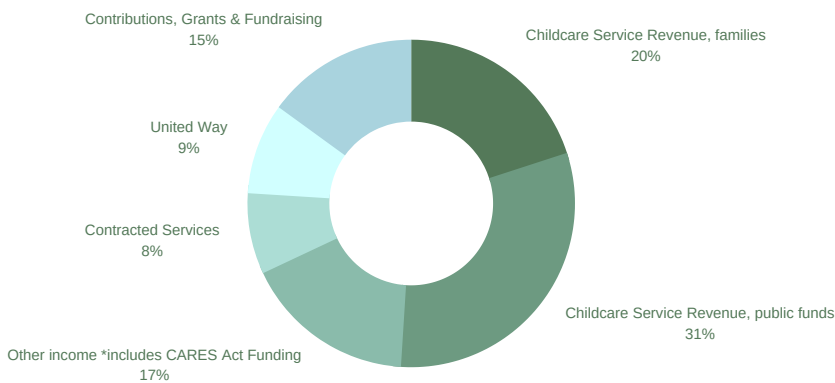
At first, Brittney did not share many details about her life, so Maria talked about basic things like food, clothing, and general pleasantries, but nothing personal.

Trust takes time. The mother opened up one day about her job and details of significant challenges faced during childhood and as an adult. Since that time, their relationship and conversations have continued to evolve with Maria offering guidance and support in response to the mother sharing her hopes and dreams for herself and her family. Brittney, now employed and thinking about her future, continues to come to the pantry for food, diapers and health and hygiene supplies every few weeks to support her family. Maria reflected recently about her work with Brittney and her family over the past ten months. Maria shared, "The relationship that I have developed with this mother and her family has made me think about the importance of being consistent, respectful, and listening to our families. They need to feel safe and that they matter to us not as one more number, but an important member of our Learning Grove family. Trust takes time..."

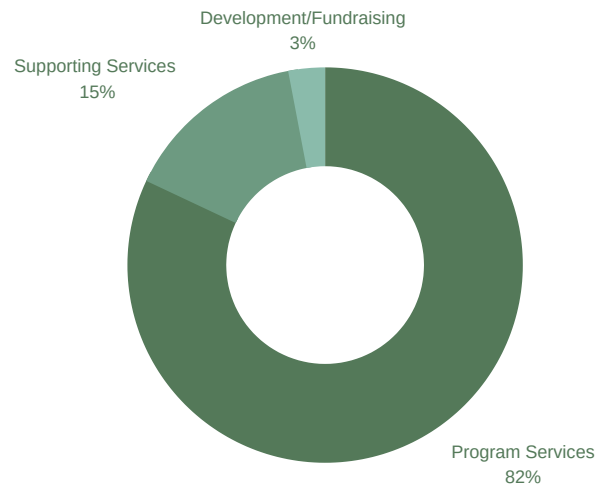
**Name has been changed to protect privacy.*

2020 Operations

Operating Revenue (Unaudited)



Operating Expenses (Unaudited)



"It's Not a Sprint, It's a Marathon"

These are the words that Denise Steward, Senior Director of Equity and Donor Relations, often uses to remind teachers, staff and volunteers who serve on Learning Grove's Diversity, Equity and Inclusion (DEI) Taskforce or on its five subcommittees as they discuss issues, address challenges and work to ensure equitable policies and practices within the organization. Launched in June 2020, the DEI Taskforce's subcommittees focus on everything from families and communities, to classroom environments and curriculum, to HR policies and practices and diversifying business partners. Together the goal is to ensure our policies and practices lead to a more equitable learning environment for all children, and strengthen interpersonal relationships among our families and staff.

Denise recently shared that, "In leading teachers, staff and volunteers who are doing the work, it is important that there's no shame or blame. No one is holding anyone responsible for things that happened in the past. The inequitable systems present in our society and our institutions were developed over centuries. This work is about now and what we do to make the changes and create the environments so that all of our children succeed and families thrive."



The DEI Taskforce recently adopted a quote from Audre Lourde that represents the on-going work taking place within Learning Grove. It states, "It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences." Denise also shared that, "Together, our teachers, staff and volunteers are learning to actively recognize, accept, and celebrate those differences, and that takes time. It takes time to learn, to process and to develop trust so that the necessary action can take place for lasting changes to be sustained. And the time required to really do it right doesn't take place in the time it takes to run a sprint, but in the time and effort it takes to run a marathon."

In addition to the work taking place internally at Learning Grove, Denise and other leadership staff serve on several regional committees working to advance DEI efforts.

2020 Board of Directors

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Mark Wilson - Member at Large

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Karen Floyd
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Sally Moomaw

Marcia Sherman
Tiffany Shiver
Tyran Stallings
Mike Stubbfield
Debbie Vargo*

**deceased*



**AGENCY
PARTNER**