

I. Demonstrated Need

1. What is the need/opportunity being addressed by this program/project and how does that contribute to CDBG's national objectives?*

Childcare is an essential element in breaking cycles of poverty and helping children thrive. Lund's Early Childhood Education Program (LECP) contributes to CDGB's national objectives by providing high-quality, trauma-informed, childcare services that benefit low to moderate income families. The need for affordable high-quality childcare is listed as a Non-Housing Community Development Need in Burlington's Consolidated Plan, and the design of LECP directly advances Burlington's commitment in this area. LECP's subsidized tuition for families based on income is a key part of the City of Burlington's social safety net, reducing a significant expense for families and providing their children access to an education they might not otherwise receive.

The ability to access high-quality childcare is a critical issue in Vermont. Pre-pandemic, about 40% of Vermont children under the age of 5 did not have access to any regulated childcare programs and 67% did not have access to high quality care. In Chittenden County, childcare vacancy rates have remained at, or close to, 1% over the last 5 years. Without a safe and dependable place to leave their children during the day, parents' employment, education and treatment options are dramatically reduced or children's care is greatly compromised. Having a reliable, safe and intellectually stimulating place for their children to be while caregivers work, go to school/college, participate in vocational training or engage in needed substance use or mental health treatment is essential. Caregivers with access to high quality, affordable childcare are more likely remain in the workforce and be productive at work. This is a key element in helping families move out of poverty in the near future and in breaking multi-generational cycles of poverty for their children.

II. Program/Project Design

1. Give us a short summary (2 sentences) that describe the program/project.

Lund's Early Childhood Education Program (LECP) is a five STAR, high-quality and trauma informed program, creating sustainable change for some of Vermont's most vulnerable children and families. LECP focuses on supports for the entire family by building on family strengths and assisting them in their development of family Protective Factors.

2. Explain why the program activities are the right strategies to use to achieve the intended outcomes. Why is the program designed the way it is? (cite evidence, best practices, or community input)*

Early childhood is the most critical and the most vulnerable developmental period. This is also the age group with the highest rates of child maltreatment. LECP, which works to prevent child abuse and neglect through evidence based design, is a highly effective program that increases positive outcomes for children and families. Through a two generational approach, parents' capabilities to protect and support their children increase, which reduces the likelihood of abuse and neglect. Children are then set up for success, breaking the cycles of poverty, addiction and abuse for future generations.

LECP uses the Creative Curriculum, an established early education curriculum, which recognizes that children suffering from the effects of trauma must first be aided in social/emotional development before they can begin to master the academic skills needed for success in kindergarten. LECP employs several innovative techniques designed to serve children from all backgrounds and build the skills for success in school and beyond. LECP also plays the role of a family resource center to support families in multiple practical and emotional roles. Staff provide formal opportunities for parenting and child development education through family nights and resource sharing. In addition, staff are readily available for informal conversation, counsel and support in person or via phone or email. This support helps families build protective factors, the foundation of the Strengthening Families Framework. This framework is used by over 30 states “to align services for children and families, strengthen families in the child welfare system and work in partnership with families and communities to build protective factors” (flgov.com). When established, these factors diminish child abuse and neglect. Protective factors include:

1. parental resilience;
2. social connections;
3. concrete support in times of need;
4. knowledge of parenting and child development;
5. social and emotional competence of children.

Lund also uses the Early Multi-tiered Systems of Support (MTSS) framework, which helps mitigate the impact of toxic stress and adverse experiences for vulnerable children and builds protective factors in families. This framework is particularly applicable to the population at LECP because it:

- helps to identify children at risk;
- addresses social/emotional development as well as academic development;
- prioritizes everyone’s mental health not just those children who have been identified as struggling.
- accommodates using a trauma informed lens to promote the creation of safe predictable environments, teach emotional literacy and prioritize relationships.

3. How will this program/project contribute to the City’s anti-poverty strategy? If this activity is to respond to COVID-19, please also describe how this activity prepares or responds to the impacts of the COVID-19 pandemic.

LECP contributes to the City of Burlington’s anti-poverty strategy by removing barriers that keep low-income parents from entering the workforce. LECP is an intergenerational program, allowing parents the opportunity to work and children the educational opportunities needed to thrive. Working families have higher household incomes, which research shows results in a child’s success in school, improved health and increased learning outcomes. Children who have access to quality early childhood education experience lower rates of substance abuse, felony arrest, and incarceration than those who receive standard or sub-standard early childhood services.

4. How do you use community and/or participant input in planning the program design and activities?*

In order to ensure that LECP is meeting the needs of our families, LECP families complete two surveys each year to help assess the success of the program, strength of teaching staff, and progress towards outcomes. As one of 15 Parent Child Centers, Lund is constantly communicating with peer

organizations regarding best practices, training opportunities for staff, and opportunities to advocate for the needs of children.

III. Proposed Outcomes

1. What are the intended outcomes for this project/program? How are people meant to be better off as a result of participating?

The intended outcomes for LECP are to break the cycles of poverty and provide children the opportunity to thrive. By participating in this program parents are able to work, pursue education or make progress towards their treatment goals, children make progress towards development milestones, and families’ basic needs are addressed.

2. List your goals/objectives, activities to implement and expected outcomes (# of units, # of individuals, etc.)

Objective	Activities	Outcomes
Children will receive quality childcare and education, allowing parents to work or pursue education and/or treatment goals	<ul style="list-style-type: none"> • Children are enrolled in childcare • Staff receive MTSS training 	28 children
Children will meet or exceed developmental milestones	<ul style="list-style-type: none"> • Program uses intentionally designed curriculum • Staff provide continuous assessment 	247 days 28 children
Children receive specialized services to meet their needs	<ul style="list-style-type: none"> • Lund partners with Howard Center to provide therapeutic care 	6 children
Families identified as having barriers to meeting their basic needs are connected to resources	<ul style="list-style-type: none"> • Children are provided nutritious meals and snacks • Staff assist families with paperwork to qualify for childcare subsidy • Lund programs work together to provide wraparound and integrated support when needed • LECP builds relationships with other organizations and refers families as needed 	247 days 25 families
Children will leave pre-k ready for Kindergarten, as defined by the Burlington School District	<ul style="list-style-type: none"> • Lund staff continually access enrolled preschoolers • Program provides daily skill building and activities that address Kindergarten readiness 	247 days 7 children

IV. Impact / Evaluation

- 1. How do you assess whether/how program participants are better off? Describe how you assess project/program outcomes; your description should include: what type of data, the method/tool for collecting the data, from whom you collect data, and when it is collected.***

Lund uses Teaching Standards Gold (TS Gold), an ongoing observational tool used for assessing children from birth through kindergarten. This is research-based, valid and reliable system is used across the country. TS Gold is based on 38 objectives for development and learning that include predictors of school success and are based on school readiness standards. Teachers observe children during their regular, everyday activities, which provides a more robust and meaningful picture of their development. Teachers then compare these results to the Vermont Early Learning Standards to ensure children are developing the skills needed to be successful.

Parents and caregivers are key stakeholders in assessing the success of LECP, and are surveyed twice a year. The results help staff understand how participation in the program is helping build protective factors for families served.

- 2. How successful has the project/program been during the most recent reporting year for your CDBG project? Report the number of beneficiaries you intended to serve with which activities (as noted in your last Attachment A) and your final outcomes (as noted on your Attachment C) from June 2021 (or June 2020). For non-CDBG participants – report on your achievements from the previous year.**

Attachment A: We served four children from four families during this time period.

Attachment C: During this period LECP served 38 Burlington residents, 25 of those were from extremely low to low income families.

- 97% of children made progress towards social/emotional developmental goals.
- 100% of families identified as having barriers to meeting their basic needs were connected to resources to help them remove these barriers.

V. Experience / Organizational Capacity

- 1. What is your agency's mission, and how do the proposed activities fit with your mission?**

Lund helps children thrive by empowering families to break cycles of poverty, addiction and abuse. Lund offers hope and opportunity to families through education, treatment, family support and adoption. LECP is crucial to Lund's success, as its intergenerational approach helps children thrive while also supporting families who are working to make a difference for themselves and their children. Lund's integrated and family-centered programs work together to ensure families have access to the wraparound programs needed

to succeed. LECP focuses on the most important years of a child’s development, birth to age 3, ensuring children can get off to a strong start and thrive.

2. Explain how your agency has the capacity to carry out the proposed activity (i.e. staff qualifications, years of experience related to this type of activity, etc.)*

LECP’s staff time is comprised of 9 highly qualified staff, 8 of whom have worked at LECP for over 5 years. Judy Harvey, LECP’s Program Coordinator, has worked at LECP since 2005 and has over 25 years of experience. Jadranka Gubic, an Early-childhood Educator in the baby room has worked for LECP for over 40 years. Two teachers are licensed and LECP is a 5 STAR program, the highest rating a program can achieve. Staff are trained in trauma informed care to best respond to the children’s’ needs.

3. What steps has your organization/board taken in the past year to address racial equity, inclusion, and belonging internally? What new commitments have been made to address racial equity, inclusion, and belonging internally in the year ahead?

The core mission of Lund is to provide services to Vermont’s children and families regardless of race, color, religion, gender, sexual orientation, gender identity, gender expression, ancestry, place of birth, veteran status, age, or national origin. For 131 years, Lund has supported some of the most marginalized women and families in Vermont, helping them achieve better health, stronger relationships, and independent living. Through improved use of data, Lund has made strides in better understanding our client needs and to identify opportunities to reach new populations. Lund is learning how current practices might create unintended barriers to programs. For example, Lund is reflecting on the descriptions we use so they most accurately reflect an inclusive representation of the clients we serve including how we refer to our clients in ways that accurately represent those we serve.

Lund programs are open to all Vermonters and to best support our families, it is crucial that Lund staff and leadership reflect the population we serve. Our Board of Trustees prioritizes diversity, equity and inclusion and recruits new board members based on a Diversity of Perspectives matrix. One area of growth the Board has prioritized is welcoming new members with life experiences similar to the families Lund serves. They are also including more client voices in their work. The Board works in concert with the staff Diversity, Equity and Inclusion Committee which offers regular workshops for all staff in the areas of: LGBGTQ, disabled, and women’s rights and needs in the context of human services. The staff DEI committee is organizing an annual “day of service” to mark Juneteenth across the agency.

4. Have you received Federal or State grant funds in the past three years? Yes No

5. Were the activities funded by these sources successfully completed? Yes No N/A
If No, please explain:

VI. Proposed Low & Moderate Income Beneficiaries

1. Will the program solely serve a specific group of people? If so, check ONE below:

- Abused Children Elderly (62 years +) People with AIDS
 Battered Spouses Homeless Persons Illiterate Adults
 People with Severe Disabilities

2. a. For your proposed project, please estimate how the Burlington residents will break out into the following income categories during the total grant period. Use the Income Table at <https://www.burlingtonvt.gov/CEDO/2021-HUD-Income-Limits>

Service / Activity	Unduplicated Total # of Burlington HH / Persons to be Served	# Extremely Low-Income (30% median)	# Very Low-Income (50% median)	# Low-Income (80% median)	# Above Income Limits (above 80% median)
LECP	28	13	1	1	13

b. All CDBG grantees serving limited clientele will be required to use CEDO’s *CDBG Beneficiary Self-Certification* form to collect beneficiary data including race, ethnicity, annual income, and family size. Is your organization willing and prepared to add this documentation to the intake process for your CDBG funded program by July 1, 2022?

- Yes NO Not Serving Limited Clientele

VII. Commitment to Equity, Inclusion and Belonging

1. Who is the project/program designed to benefit? Describe the project/program’s target population, citing (if relevant) specific age, gender, income, community/location, race or ethnicity, or other characteristic of the people this program is intended to serve. How do you select and reach your target population?

This program is designed to benefit families stuck in cycles of poverty and abuse while navigating the effects of trauma. LECP serves children two months to five years and primarily serves families in Chittenden County, specifically Burlington. LECP offers a sliding scale for tuition to ensure that income is not a barrier for participation. Families learn about LECP through partner organizations such as DCF and Children’s Integrated Services and many are referred by Lund staff through their participation in other Lund programs.

2. Describe the steps you take to ensure the project/program is accessible, inclusive, addressing racially equity, and culturally appropriate for the target population. *

Given the population in which LECP works with, it is crucial to ensure that staff have the skills, knowledge and training needed to meet children where they are. All teachers are trained in trauma informed care and

celebrate where each child is coming from. Being sensitive, understanding and supportive are key values for each staff member, allowing strong relationships to be built between staff, children and families.

VIII. Budget / Financial Feasibility

1. Budget Narrative: Provide a clear description of what you will do with CDBG’s investment in the project/program. How will you spend the money? Give specific details.

We will use CDBG funds to pay a portion of the mortgage on our early education program facility.

2. If you plan to pay for staff with CDBG funding, describe what they do in relation to the specific service(s) / activity(ies) in your Project/Program Design.

a.

Specific Service / Activity	Position/Title	Work Related to CDBG-Funded Activity	# of Hours per Week spent on this Specific Service / Activity	% of Hours per Week spent on this Specific Service / Activity to be paid with CDBG

b. All CDBG grantees that use CDBG funds for salaries must submit timesheets that capture total time and effort of staff members funded with CDBG. These timesheets must record hours worked on CDBG-funded programs, hours worked on non-CDBG funded programs and the corresponding program name/funding source(s). Timecards must include a narrative for all CDBG and non-CDBG funded activities, and must be signed by the employee and supervisor. Does your organization have the ability to implement a timekeeping system for CDBG funded staff that meets these requirements by July 1, 2022? Yes No Not funding salaries

3. Program/Project Budget

Line Item	CDBG Funds	Other	Total
Mortgage	\$27,018	\$12,477	\$39,495

4. Funding Sources

	Program/Project		Agency	
	Current	Projected	Current	Projected
CDBG	\$ 27,018	\$ 27,018	\$ 27,018	\$ 27,018

State (specify)			\$7,321,512	\$7,389,355
Child care subsidy	\$315,044	\$342,416	315,044	342,416
School districts	58,566	73,832	58,566	73,832
Childcare nutrition program	35,174	40,000	35,174	40,000
Parent Child Center grant	81,077	85,004	229,293	229,416
Strengthening Families grant	40,000	40,000	40,000	40,000
Federal (specify)	NA	NA	NA	NA
United Way	0	0	131,000	72,000
Private (specify)	232,270	100,000	1,768,646	1,287,500
Program Income	216,752	344,465	322,608	426,622
Other (specify)			40,945	43,884
Medicaid billing			677,560	718,500
Total	\$ 1,005,901	\$ 1,052,735	\$ 10,967,366	\$ 10,690,543

5. Of the total program/project cost, what percentage will be financed with CDBG?

$$\frac{\$ \underline{27,018}}{\text{CDBG Funding}} \div \frac{\$ \underline{1,048,009}}{\text{Total Program/Project Costs}} = \frac{\underline{2.6}}{\text{Percentage}} \%$$

6. Of the total program/project cost, what would be the total cost per person?

$$\frac{\$ \underline{1,048,009}}{\text{Total Program/Project Cost}} \div \frac{\underline{28}}{\# \text{ Total Proposed Beneficiaries}} = \$ \frac{\underline{37,428}}{\text{Cost Per Person}}$$

$$\frac{\$ \underline{27,018}}{\text{Total Amount of CDBG Funding}} \div \frac{\underline{28}}{\# \text{ Total Proposed CDBG Beneficiaries}} = \$ \frac{\underline{965}}{\text{Cost Per Person CDBG Investment}}$$

7. Why should CDBG resources, as opposed to other sources of funding, be used for this project?

CDBG resources should be used to fund this project because of LECP's long standing ability to benefit low-income residents and remove an important barrier, childcare, for families entering the workforce. LECP's impact is in direct alignment with CDBG's national objectives and the importance the City of Burlington has placed on residents having access to affordable childcare.

8. Describe your use of community resources, including volunteers. Include any resources not listed in your budget. Will CDBG be used to leverage other resources?*

Because of COVID-19, Lund had to suspend its volunteer program. Instead, Lund staff found creative ways to support the children and staff, including a “Magic Day” fairy wonderland set up by the Happy and Healthy Committee, an impromptu staff celebration, and a week of painting by staff and a few community volunteers. Lund was fortunate to be able to continue our holiday giving campaign, which provided clothing, toys, and other necessities for the children at LECP.

While CDBG will not be directly used to leverage other resources, being able to show diversity of funding sources is helpful when applying for grants, speaking with stakeholders and soliciting donors.

IX. Collaboration/Efficiency

- 1. Give 1 or 2 examples of key successful collaboration(s) between your program/project and another agency/program/group to address the needs of the people you serve.**

Lund partners with the Howards Center to provide specialized services, specifically therapeutic care, to children in need of additional supports. Staff work with individual children and in small groups. Staff from Lund and the Howard center work collaboratively to ensure that LECP has the resources and equipment that would support these children in particular.

- 2. Do identical or similar community programs exist? How does this program complement or collaborate rather than duplicate services? What makes this program unique?**

While there are other early education programs in the Burlington community that serve a similar population, Lund is unique as we serve a higher percentage of high needs children. In FY21, 62% of families received a subsidy, 6 received additional supports through the Howard Center and 10 were involved with Children’s Integrated Services. This is in comparison to other programs where only 20% of families are considered high need. Due to the number of children who are in need of high-quality and affordable childcare in contrast to the limited spots available in Burlington, there is no concern about the duplication of services.

- 3. Provide 1 example of how your agency has become more efficient in achieving your outcomes or managing your project/program.**

Over the past year, Lund has invested in a new Electronic Health Records (EHR) system and has hired an EHR manager position. This agency commitment to data has positively impacted every program, making the process of collecting and reporting data more efficient and effective.

X. Sustainability

- 1. How will this project have a long-term benefit to the City of Burlington? If this program/project ends, how will that benefit continue?**

As stated previously, children who have access to quality early childhood education experience lower rates of substance abuse, felony arrest, and incarceration than those who receive standard or sub-standard early childhood services. An investment in childcare is more cost effective than paying for these social services later on in life and will result in long term economic and social capital for the Burlington community.

2. CDBG funding is intended for new or expanded services. If CDBG funding ends, will the project be able to continue?

Because of the critical need for high-quality and affordable childcare in Burlington, LECP will continue to operate. However, we cannot overstate the importance of CDBG funding, which ensures that our largest contingency, families from Burlington, have access to childcare

3. How will you prioritize the proposed project activities if you do not receive the full amount requested?

If we do not receive the full amount requested, we will continue to pursue private funding opportunities to ensure this program can continue.