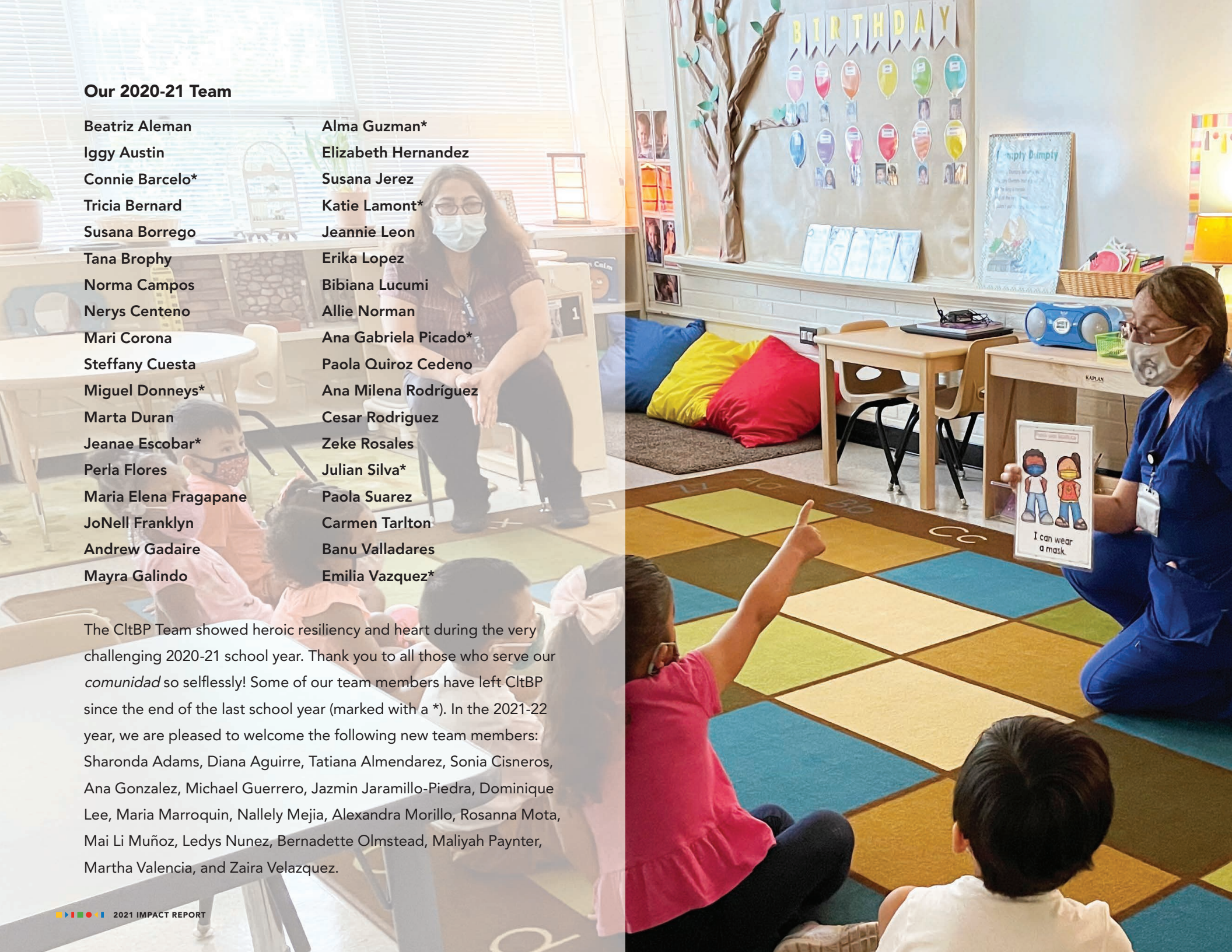


• CHARLOTTE •
BILINGUAL
• PRESCHOOL •

**2021 IMPACT REPORT:
CHALLENGE & INNOVATION**



Our 2020-21 Team

- | | |
|-----------------------|----------------------|
| Beatriz Aleman | Alma Guzman* |
| Iggy Austin | Elizabeth Hernandez |
| Connie Barcelo* | Susana Jerez |
| Tricia Bernard | Katie Lamont* |
| Susana Borrego | Jeannie Leon |
| Tana Brophy | Erika Lopez |
| Norma Campos | Bibiana Lucumi |
| Nerys Centeno | Allie Norman |
| Mari Corona | Ana Gabriela Picado* |
| Steffany Cuesta | Paola Quiroz Cedeno |
| Miguel Donneys* | Ana Milena Rodríguez |
| Marta Duran | Cesar Rodriguez |
| Jeanae Escobar* | Zeke Rosales |
| Perla Flores | Julian Silva* |
| Maria Elena Fragapane | Paola Suarez |
| JoNell Franklyn | Carmen Tarlton |
| Andrew Gadaire | Banu Valladares |
| Mayra Galindo | Emilia Vazquez* |

The CltBP Team showed heroic resiliency and heart during the very challenging 2020-21 school year. Thank you to all those who serve our *comunidad* so selflessly! Some of our team members have left CltBP since the end of the last school year (marked with a *). In the 2021-22 year, we are pleased to welcome the following new team members: Sharonda Adams, Diana Aguirre, Tatiana Almendarez, Sonia Cisneros, Ana Gonzalez, Michael Guerrero, Jazmin Jaramillo-Piedra, Dominique Lee, Maria Marroquin, Nallely Mejia, Alexandra Morillo, Rosanna Mota, Mai Li Muñoz, Ledys Nunez, Bernadette Olmstead, Maliyah Paynter, Martha Valencia, and Zaira Velazquez.

Dear Friend,

Charlotte Bilingual Preschool (CltBP) is so grateful for your many investments of time, talent, treasure, and passion in the 2020-21 school year. Thanks to your support, our CltBP community is more resilient at a time of immense challenges, and we continue to learn, grow, and thrive.

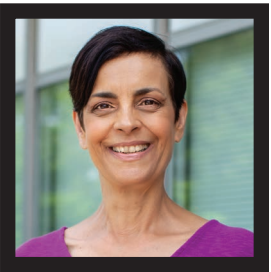
2020-2021 was for us the year of Challenge & Innovation.

Our *comunidad* faced COVID-19’s disproportionate impact on Latinx families: seismic shifts in job and food insecurity for our families; the closure and reopening of our CMS building; the Digital Divide; and so much more.

Because of these tremendous gaps, we leaned-in and met those challenges with innovations that worked. We saw our highest-ever levels of student attainment; excellence in online learning; adaptability in in-person learning; partnerships in digital literacy; and new career pathways for members of our family community to become early childhood educators.

Your investments in our children, our families, and our early-education model make it all possible. Thank you!

This 2021 Impact Report offers a snapshot of how our *comunidad* worked together to thrive together last year. We hope you take pride in our progress and continue to invest with us. Thank you for all you do to help remove systemic barriers so all our children and families can realize their brightest futures.



Humbly,

Banu Valladares, Executive Director, Charlotte Bilingual Preschool

Challenge: The pandemic had a disproportionate impact on Latinx families, highlighting the systemic barriers our children face.

Innovation: CltBP teachers adapted online and in-person teaching methods to respond to family feedback; shifted to smaller class sizes; and trained family members to evaluate children’s social-emotional development.



The COVID-19 pandemic had a disproportionate impact on Latinx children: State education data for the 2020-21 school year show that students still learning to speak English had a composite pass rate of 14%, versus 48% for all other learners.

But for CltBP learners, the results are different.

The percentage of CltBP students meeting or exceeding developmental expectations for their age across social-emotional, physical, cognitive, language, and literacy domains **increased from 7% at the beginning of the school year to 94% at the end of the year.**

Teachers and families reported medium to large improvements in children’s social-emotional functioning. These findings suggest children’s gains were observable in the classroom, outside of school, and from multiple perspectives. Students showed **significant growth** over the year and met or exceeded goals in almost all subject areas.

100%
students showed improved social-emotional development

91%
showed improved cognitive development

100%
improved in English literacy

98%
improved in Spanish literacy

99%
improved in math

WHAT’S NEXT: The CltBP Team is working with nationally recognized experts in bilingual education programming to document the critical elements of our model. With this detailed and replicable guide, we will partner with other preschools to train them to offer our dual language early education programming to more Spanish-speaking families in Mecklenburg County.



Review all the 2020-2021 Preschool data from our Evaluation & Research Team!



Challenge: Families struggled to balance the commitment to their children’s early education with their concerns about in-person programming.

Innovation: The CltBP Family Programs team shifted activities to online learning models to support families with children from birth to age 5. These family engagement activities are fundamental to early education success and key to the CltBP “more than a preschool” early education model.

Creciendo Juntos (Growing Together) is a weekly early development workshop for parents alongside their infants and toddlers. Families learn culturally appropriate at-home activities that support early development. **ParentChild+** is a national home-visiting program that works with families with children 18 to 36 months to promote positive social-emotional development and family bonds that support early learning.

Based on lessons learned through these programs, as well as virtual preschool classrooms in spring 2020, CltBP launched its **Reading Bridge** program to help families continue children’s literacy development during the pandemic.

Families participating in ParentChild+ showed significant improvements in their attachment parenting, and their children showed **significantly improved social-emotional skills**. Families participating in Reading Bridge reported **significant increases in home literacy practices** as well as enjoyment of reading, both for children and family members.

“It has taught me that it is very important to develop learning skills from home. I thought I should leave that only for school.”

A Family Member participating in CltBP’s Reading Bridge program

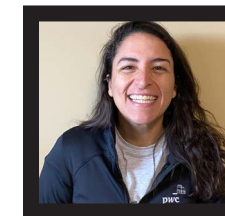
WHAT’S NEXT: CltBP has expanded these programs in the 2021-22 school year to prepare more children and families for success in school. Moving forward, CltBP will explore strategies for incorporating the strengths of the Reading Bridge model into our traditional preschool classrooms.

Challenge: CltBP families asked for support using technology to access online learning and enrichment activities.

Innovation: The PwC/Charlotte Bilingual Preschool Digital Literacy Program offered virtual tutoring to help families develop basic technology skills. PwC employee volunteers throughout its East Coast operations delivered training in Spanish to our families.

Holly Trotter, a partner with PwC, was volunteering on the CltBP Finance Committee when we began seeking an answer to our digital literacy challenge. Holly now serves on the CltBP board, and thanks to her advocacy and the volunteer coordination of her colleague, Valeria Brito Barbosa, **35 CltBP families learned “Zoom & Email Basics,” “Google Basics,” and “How to Use a Website.”** Nineteen PwC employees gave 220 hours across three 3-week sessions in 2020-21.

“ It has been such a rewarding experience to tutor with the PwC/Charlotte Bilingual Digital Literacy Program. Teaching and helping in my native language has been beyond amazing, and I love seeing CltBP family members gain real confidence in their technology skills. I feel such a deep connection with everyone I’ve met through the Program. ”



Valeria Brito Barbosa
PwC Financial Markets Manager

WHAT’S NEXT: CltBP and PwC are expanding our Digital Literacy Program to support new families joining the CltBP *comunidad*. CltBP continues to engage generous individuals, families, civic and corporate volunteer groups to partner on CltBP family activities.



Contact Advancement Associate Allie Norman today about volunteering with CltBP!

CltBP thanks all our 2020-21 volunteers!

129 total volunteers
2,051 total volunteer hours



Challenge: CltBP family members told us they felt isolated, disconnected from health and wellness resources, and frustrated with complex social and community structures. These barriers hampered their ability to effectively engage in their children's early development.



Innovation: Based on families' needs and interests, CltBP hosted weekly virtual Family Cafés and Workshops where attendees shared their strengths, challenges, and questions.

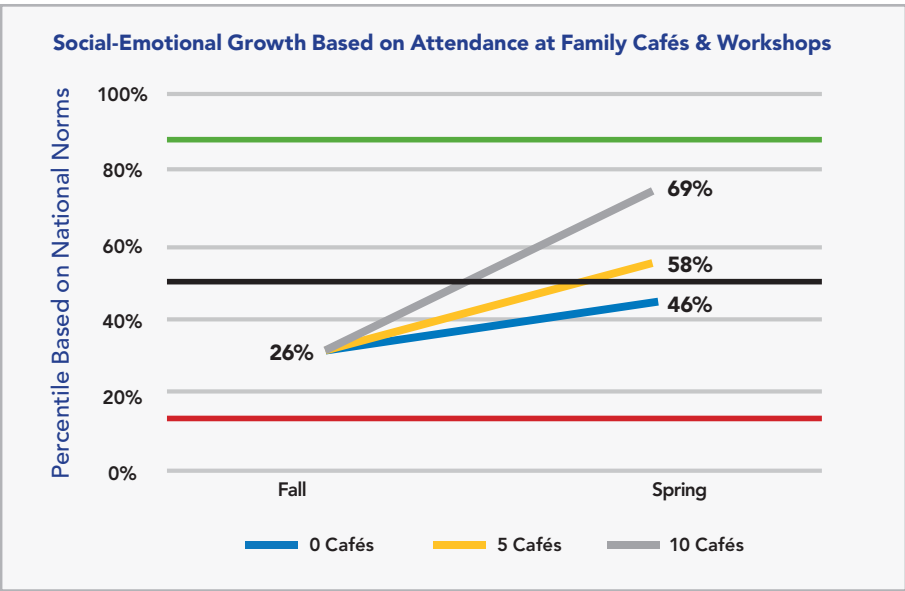
Rosa Garcia (CltBP mother); her youngest son, Kenneth, dozing; and Iggy Austin, CltBP Family Education Coordinator

“ I have been present at all the Cafés since my son joined CltBP when he was 3 years old. He had a language problem. I was so worried thinking, ‘maybe Paul will never speak.’ At the Family Cafés I have acquired a lot of knowledge: the stages of child development from 0 to 5 years old and the therapy services at our disposal. This has made all the difference in Paul’s language development! I have also learned so much from other families. [CltBP Family Education Coordinator] Mrs. Iggy always listens and answers the questions of the families, supporting without any judgment. I am very grateful as a person, woman, and mother. ”

Rosa Garcia, CltBP mother (pictured at left)

When family members participated in Family Cafés and Workshops, their children showed stronger social-emotional growth.

CltBP’s Family Cafés and Workshops connected families with a community of support, promoted family health and wellness, encouraged positive educational involvement, and offered resources for navigating social structures. As a result, families who attended more Cafés and Workshops showed greater increases in their educational involvement at home, their parenting efficacy, and their confidence to support their child in elementary school.



WHAT'S NEXT: CltBP continues offering virtual Family Cafés and Workshops so families can participate, regardless of challenges related to transportation, scheduling, or health concerns. We are also expanding our Walking with a Purpose program, which invites families to walk, talk, and develop relationships with peers, creating another opportunity for families to receive and provide support as part of a strong *comunidad*.



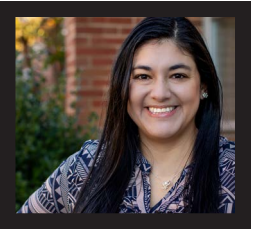
Challenge: To promote equity in early education for Latinx children and families, CltBP – and our greater community – need certified and experienced dual language educators to teach in preschool classrooms.

Innovation: The CltBP Workforce Development Program is creating pathways to careers in early childhood education (ECE) for CltBP family members. We are preparing the quality educators our community needs to provide equitable early education for more Latinx children and families.

Charlotte’s Leading on Opportunity Task Force recommended “increasing the cultural competencies and linguistic diversity of our early childhood workforce to better serve children and families of all backgrounds, races, and ethnicities.” CltBP partnered with Central Piedmont Community College (CPCC) and Wake Tech to offer early childhood education certification classes in Spanish. With the support of Charlotte Works, CltBP launched its Apprenticeship Program in the fall of 2021 to give aspiring educators a paid 40-week field learning experience guided by CltBP teachers and coaches.



“ Thanks to CltBP’s Apprenticeship Program, I know what it’s like to be in a dual language classroom. I’m learning how to manage multiple kids at the same time; how to understand them individually and how each one learns; how to manage and help them understand their feelings; how to be consistent. I’m able to connect with students, parents, and teachers to prepare for a more confident start of my career. ”



Tatiana Almendarez
CltBP Apprentice

WHAT’S NEXT: In the current year, 61 more family members have taken the first step on the path to a career in ECE. Thanks to an Innovation Grant from Smart Start of Mecklenburg County, CltBP has added a part-time ECE Career Navigator to help CltBP family members successfully enroll and complete CPCC coursework in early childhood education. In the 2022-23 school year, current Apprentices will be eligible for employment as full-time preschool teachers, and CltBP will hire and coach new Apprentices in dual language early childhood instruction.



Challenge: As CltBP's two generation model gains local, state, and national attention, the organization must translate its ambitions into financially sustainable plans.

Innovation: Inspired by a new and widely praised financial communications approach, CltBP is adopting a "full-cost model" when sharing the story of our financial resources and health with donors and funders.

Our 2020-21 Financial Picture

In a year of so much turbulence and economic uncertainty, CltBP's supporters sustained our impact and made multi-year investments in our long-term goal to serve 1,500 children by 2030. Your support drives our enduring vision – to make Charlotte-Mecklenburg a place where differences in language and culture are mutually enriching, and all children have greater access to advantage and opportunity.



WHAT'S NEXT: CltBP's lease on its current facility expires in August 2023. CltBP's Board has assembled a task force to identify and contract for a new facility and raise any funds needed to upfit the new space and meet all licensing requirements. We have intentionally built our Cash On Hand to begin to provide a financial foundation for this important capacity-building move.



Invest in the CltBP Vision Today!

OUR BOARD OF DIRECTORS

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- Dr. Devonya Govan-Hunt - Vice President
- Tim Leaycraft - Treasurer
- Beatriz Rodriguez - Secretary
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- Peter Blair
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- Grace Nystrum
- Mandy Ravin
- Ashley Reid
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- Holly Trotter

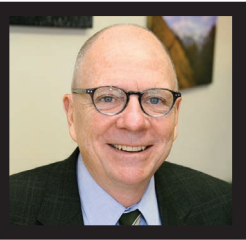
We are grateful for the leadership of our current board members, listed above, as well as those whose board tenures ended during the last year. Their contributions are innumerable!

- Manuel Arrese
- Joyce S. Ford
- Juan Carlos Escobar Riaño
- Oscar Saavedra
- Mary Stewart Stokes
- Camelia Taheri
- Douglas B. Thie

Dear Donors,

On behalf of Charlotte Bilingual Preschool’s Board of Directors, I thank you for the tremendous generosity you showed us in 2020-21. Your gift is important for financial reasons, to be sure – but it also shows you believe in our vision: **that together we can make Charlotte-Mecklenburg a place where differences in language and culture are mutually enriching, and where all children have greater access to advantage and opportunity.**

Charlotte Bilingual Preschool has ambitious goals for helping children and their families gain access to the opportunities they seek. But nonprofits alone cannot solve this issue. We are so proud to stand alongside the individuals, families, faith organizations, corporations, and foundations listed on the following pages. This is our *comunidad!* We look forward to cultivating stronger relationships with all our donors in the year ahead, and we ask your help in connecting us to others who share a passion for this work.



Onward!

Bill Geiger

President, Charlotte Bilingual Preschool Board of Directors

ORGANIZATIONS

We Thank These Organizations for the Support They Provided from July 1, 2020 to June 30, 2021.

\$100,000+ Anonymous Foundation Bank of America Blue Cross and Blue Shield of North Carolina Foundation C. D. Spangler Foundation Smart Start of Mecklenburg County	\$25,000 - \$49,999 Christ Episcopal Church NC GlaxoSmithKline Foundation PwC Read Charlotte Reemprise Fund Sisters of Mercy of NC Foundation Truist Foundation United Way of Central Carolinas Wray Ward Z. Smith Reynolds Foundation	\$5,000 - \$9,999 Compare Foods First Presbyterian Church Ginter Foundation NC Early Childhood Foundation OrthoCarolina Presbytery of Charlotte Speedway Children’s Charities Tech Rising The Junior League of Charlotte, Inc. The Mary Norris Preyer Fund
\$50,000 - \$99,999 Anonymous Foundation Charlotte Mecklenburg Community Foundation Charlotte Merchants Foundation Faison The Leon Levine Foundation The Merancas Foundation Women’s Impact Fund	\$10,000 - \$24,999 Blue Cross Blue Shield of North Carolina GEM Foundation Knight Foundation Myers Park Baptist Church PNC Grow up Great Foundation Stephen L. Cornwell Foundation	\$2,500 - \$4,999 Garfinkel Immigration Law Firm Madison Homebuilders, L.L.C. McGuireWoods
		\$1,000 - \$2,499 Duke Energy Foundation Milestone Therapy Group Northwood Ravin Wells Fargo

HONOR & MEMORIAL GIFTS

We Were Grateful to Receive Gifts Made In Honor or In Memory Of These Friends of CltBP, from July 1, 2020 to June 30, 2021.

Winry Barcelo Marco Burgarello Kate Carlson Marty Hedgpath Hayes Keith Mary Kluttz Erika Lopez and the Lopez family	Eric Mager Edith and Clint McElroy Aimee Norman Allie Norman Betty and Michael Overman Sofia Rios Mary and Tim Stokes	Joanne Stratton Tate Claire and John Tate Banu Valladares Betty and Juan Valladares Evelyn Valladares
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INDIVIDUALS

We Thank These Individuals for the Support They Provided from July 1, 2020 to June 30, 2021.

\$5,000+

Anonymous
Ana Dubois and Manuel Arrese
Katie Lamont and Aditya Bhasin
Martha and Eric Eubank
Adelaide Horton and John A. Fraley
Verena Martin and Ruben Gutierrez
Kathy and Ben Hill
Sue Laguna-Whang
Marina Davila and Angela Lopez Fund
Mandy and David Ravin
Mary Stewart Stokes
Erin and John Stubbs
Claire and John Tate

\$2,500 - \$4,999

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Beth and Bill Geiger
Dr. Devonya Govan-Hunt
Kathy and Charlie Iazard
Ruth and Tim Leaycraft
Hannah Little and Seth Nanaa
Mary Payne and Richard Stafford

\$1,000 - \$2,499

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Keisha and John Akers
Jenny and Michael Beaumont
Kelly Brooks
Isabelle and Jim Burbank
Dr. Paola Uceda and Aldo Caballero
Diana Castro and Jason Carcache
Michelle Cicoletti
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Rosie and Sal Elrahal
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Cindy and Harvey Gantt
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Marty and Wes Andress
Allain Andry
Anonymous Facebook Donations
Camelia Taheri and Andres Ayala
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Anne and Reid Leggett
Margaret and Harrison Marshall
Leslie and Michael Marsicano
Edgardo Martine

We Thank These Individuals for the Support They Provided from July 1, 2020 to June 30, 2021.

\$500 - \$999 continued

Karen & Mark Michael
Amanda and Chris Nitto
Claire Geiger and Jesse Parker
Dr. & Mrs. Carl E. Ravin
Ashley Reid
Sally and Russ Robinson
Cathy and Terry Roche
Ellen and Tom Ruff
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Anne and Steve Schmitt
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Kim and Ryan Walsh
Diana Crawford and Hugh Wrigley

\$250 - \$499

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Rosalyn Allison-Jacobs
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Connie and Richard Barcelo
Barbara Bascom
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Betsy and Bill Blue
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Devyn Brown
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Marcy Wood
Sharon and David Wright

In 2021, we refreshed Charlotte Bilingual Preschool's logo. Our schoolhouse logo served us well when our focus was entirely on our Preschool Programs, but as you can see from this Impact Report, we are much more than a preschool now! This evolving identity led us to invest months with marketing experts from **Bank of America** and **Wray Ward** exploring how our logo could better communicate the full scope of our vision. We are grateful for their pro bono guidance – and so proud of the results!

The full circle, embracing many shapes, represents our core value of *comunidad* – **listening to others, valuing differences, and building trust**. The new colors communicate the energy and feel of home we associate with our Latinx cultures. Whenever you see it, we hope this new logo reminds you of the bright futures ahead for the children and families of Charlotte Bilingual Preschool!



Stay connected with Charlotte Bilingual Preschool:

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