Dear Friend,

Charlotte Bilingual Preschool (CBP) is so grateful for your many investments of time, talent, treasure, and passion in the 2020-21 school year. Thanks to your support, our CBP 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

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Connie Barzelot
Truc Bearnard
Susana Borrego
Tara Brophy
Norma Campos
Nerys Centeno
Mai Corrao
Steffany Cuesta
Miguel Donneys*
Marta Duran
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Sharonda Adams, Diana Aguirre, Tatiana Almandare, Sonia Camaros, Ana Gonzalez, Michael Guerrier, Jasmyn Janellio-Pedro, Dominique Lee, Mara Marron, Nadja Mejia, Alexandra Morillo, Rosanna Moore, Mai Li Muñoz, Ludy Nunez, Bernadette Olmstead, Makraj Paynter, Martha Valencia, and Zaira Velasquez.

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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.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>100%</td>
<td>Students showed improved social-emotional development</td>
</tr>
<tr>
<td>91%</td>
<td>Students showed improved cognitive development</td>
</tr>
<tr>
<td>100%</td>
<td>Students improved in English literacy</td>
</tr>
<tr>
<td>98%</td>
<td>Students improved in Spanish literacy</td>
</tr>
<tr>
<td>99%</td>
<td>Students improved in math</td>
</tr>
</tbody>
</table>

**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.
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.

**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.

“**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.
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.

**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.

CltBP thanks all our 2020-21 volunteers!

**129** total volunteers

**2,051** total volunteer hours
When family members participated in Family Cafés and Workshops, their children showed stronger social-emotional growth.

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

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)
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.

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.

25 family members took the entry level ECE course in 2020-21
4 Apprentices are being paid to gain hands-on experience in CltBP classrooms this year
15 current team members have completed some level of training in our Workforce Development program

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.
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.

**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.

**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.
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

$50,000 - $99,999
Anonymous Foundation
Charlotte Mecklenburg Community Foundation
Charlotte Merchants Foundation Faison
The Lean Leuene Foundation
The Merances Foundation
Women’s Impact Fund

$25,000 - $49,999
Christ Episcopal Church
NC-GlassSmithKline Foundation
PwC
Read Charlotte
Reamplify Fund
Sisters of Mercy of NC Foundation
Trust Foundation
United Way of Central Carolina
Wray Ward
Z. Smith Reynolds Foundation

$10,000 - $24,999
Blue Cross Blue Shield of North Carolina
GEM Foundation
Knights Foundation
Myers Park Baptist Church
NC Early Childhood Foundation
OrthoCarolina
Presbyterian of Charlotte
Speedway Children’s Charities
Tech Rising
The Junior League of Charlotte, Inc.
The Mary Norris Preyer Fund

$5,000 - $9,999
Compare Foods
First Presbyterian Church
Faison
Ginter Foundation
NC Early Childhood Foundation
OrthoCarolina
Presbyterian of Charlotte
Speedway Children’s Charities
Tech Rising

$2,500 - $4,999
Garfield Immigration Law Firm
Milestone Homebuilders, LLC
McGwireWoods

$1,000 - $2,499
Duke Energy Foundation
Erickson 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.

678-411-2121 • cltbp@charlottebilingualpreschool.org • WWW.CLTBP.ORG
We Thank These Individuals for the Support They Provided from July 1, 2020 to June 30, 2021.

INDIVIDUALS

Emily Felt
Rosie and Sal Elrahal
Charlie Elberson
Mike Clement
Michelle Cicoletti
Diana Castro and Jason Carcache
Dr. Paola Uceda and Aldo Caballero
Isabelle and Jim Burbank
Jenny and Michael Beaumont
Keisha and John Akers
Mr. Henry Agusti

$1,000 - $2,499
Mary Payne and Richard Stafford
Hannah Little and Seth Nanaa
Ruth and Tim Leaycraft
Kathy and Charlie Izard
Dr. Devonya Govan-Hunt
Beth and Bill Geiger
Anonymous

$2,500 - $4,999
Claire and John Tate
Erin and John Stubbs
Mary Stewart Stokes
Kortny and Corey Ficke
The Farley Family
Jean Elkins
Paty Avila Ramirez and Juan Carlos Escobar Riaño
Rosalind and Jerry Richardson
Kim and Mark Rudolph
Whitney and Nate Simpson
Tate G. Yor Doctor Advised Fund
Janice and Ray Toward
The Gromet Family Fund
Sarah Beth Hughes and Douglas Theil
Ronan and Rose Townsend
Deborah Mapleskey and Don Ward
Betsy and Sandy Weatherbee
James White

$500 - $999
Diana Crawford and Hugh Wrigley
Kim and Ryan Walsh
Melissa and Todd Walker
Laura and Brian Walger
Sam Towne
Ann Temple

$250 - $499
Diana Lamar and Allen Lamar
Roslyn-Alison Jacobs
Mary Carter Babcock
Rosalyn Allison-Jacobs
Alex and Lauren Akers

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