



CHILD CARE SOLUTIONS

Navigating the way to high quality child care

Annual Report
2024-2025



Mission

To build strong communities by ensuring equitable access to high-quality, affordable early child care and learning. We achieve this by supporting and empowering the child care workforce, championing bold systems change, and fostering meaningful, strategic collaboration to build a future where the foundation for thriving is fully accessible to every child.

Vision

A future where every child has the foundation to thrive, supported by a resilient, inclusive child care system that values families, empowers early child care professionals, and guarantees equity for all.

Values

- Equity & Access
- Professional Empowerment
- Quality & Excellence
- Strategic Collaboration
- Family & Community Focus

A Message From Our Executive Director:

50 Years of Impact



Reflecting on the past year, I am filled with a profound sense of pride and gratitude. This has been a landmark season for Child Care Solutions as we celebrate our 50th Anniversary—a half-century of dedicated service to the children, families, and early childhood professionals of Onondaga and Cayuga Counties.

Reaching this milestone is not just a testament to our agency's longevity; it is a celebration of the thousands of lives touched by quality child care. To mark this new chapter, we reached another significant milestone: moving our Syracuse headquarters to a new home on Erie Blvd East. This vibrant space is a modern hub designed to better serve our providers, empower our staff, and provide a welcoming environment for the families who walk through our doors.

While our surroundings have changed, our core mission remains steadfast. As we look toward the next 50 years, we are energized by the possibilities and stay committed to being the leading voice for early childhood excellence in our region. Thank you for being a vital part of our journey; together, we are not just celebrating our history, we are building a brighter future for the next generation.

With gratitude,

Anne Napper
Executive Director



CONTACT US

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Syracuse, NY 13210

Mon-Fri 8:30am - 4:30pm

Auburn Office

100 North St., Suite 3

Auburn, NY 13021

Tues-Fri 8:30am-4:00pm

Our Impact | Building a Stronger Community

EXECUTIVE OVERVIEW OF SERVICE & OUTCOMES

Child Care Resource & Referral (CCR&R)

As a CCR&R agency, we serve as the essential hub of the early childhood ecosystem. We bridge the gap between families seeking high-quality care and providers striving for excellence. By offering data-driven insights to policymakers and direct support to our community, we ensure that every child has a strong start.

142.6

142.6 hours of intensive technical assistance was provided in Onondaga (100) and Cayuga (42.6) County

776

776 instances of basic technical assistance was provided to grant award recipients in Onondaga (631) and Cayuga County (145)

Parent Services: Empowering Families

Navigating childcare is one of the most significant decisions a parent makes. Our experts empower families to find safe, affordable, and high-quality options that meet their unique needs. We don't just provide a list; we provide the tools to evaluate care and the resources to make it financially accessible.

Our team **helped 2,232 parents** find the care they needed by providing customized referrals and parent consultations.

2,259

parent referrals and parent consultations:
- Cayuga: 167
- Onondaga: 1,234
- Onondaga County (DSS): 315

online / web-based parent referrals and parent consultations:
- Cayuga: 55
- Onondaga: 488

4

Thanks to generous funding from the **United Way of Central New York**, 4 children had access to high-quality care through the Community Child Care Scholarship program.





Provider Services: Building Healthy Foundations

Through the federally funded Child and Adult Care Food Program (CACFP), our team ensures children receive the nutrition they need to thrive. We monitor and educate providers, helping them instill healthy habits that serve as a foundation for a lifetime of wellness.

1,177	Each month 1,177 children had access to nutritious meals and snacks meeting USDA nutritional standards due to CACFP participation.
144	144 individuals participate in the CACFP each month.
734,937	Providers participating in CACFP served a total of 734,937 meals and snacks, helping the children in their care establish healthy eating habits.
37 Providers 438 Visits	37 new providers were added to the CACFP program. Staff completed 438 monitoring visits.
\$2,364,084.82	\$2,364,084.82 in meal reimbursement paid to CACFP participating home-based child care providers

Legally Exempt: Supporting Care

Many families rely on "Family, Friend, and Neighbor" care, especially in areas where care facilities are sparse. We provide these Legally Exempt providers with application support and technical assistance to ensure they are compliant with NYS regulations and equipped to offer safe, secure care.

1,263	1,263 individuals (94: Cayuga, 1169: Onondaga) were enrolled as legally exempt providers, who provide care for parents who receive child care assistance through the county.
184 <i>Inspections</i>	12 <i>Complaints</i>
<p>Legally Exempt Specialists number of program inspections:</p> <ul style="list-style-type: none"> - Cayuga = 16 (plus 0 follow-up) - Cayuga Complaints = 0 - Onondaga = 155 (plus 13 follow-ups) - Onondaga Complaints = 12 	

Professional Development: Elevating the Workforce

Quality care starts with a well-trained workforce. Each year, we work with local educators to meet NYS training requirements and sharpen their developmentally appropriate practices. We don't just help providers meet the bar; we help them raise it.

<p>32 <i>Class Room Trainings</i></p>	<p>125 <i>Attendees Registered</i></p>	<p>The team offered 32 classroom trainings with a total of 125 providers registered. The trainings covered all OCFS categories, as well as Business trainings that met requirements for Staff Retention and Stabilization Grants.</p>
<p>69</p>		<p>69 Onsite Trainings at the request of various programs mainly in Onondaga and Cayuga Counties.</p>
<p>33</p>		<p>In addition to individual trainings, two Child Development Associate (CDA) sessions were offered. Each session had approximately 12 students completing the class.</p>
<p>9</p>		<p>Medication Administration Training (MAT) was also offered for programs who want to administer medications. A total of 9 MAT trainings were conducted, training 46 participates.</p>
<p>247</p>		<p>Health Care Consultant Services, including health care plan consultations, reviews, and site visits, were conducted for 247 child care programs and providers (31 in Cayuga County and 216 in Onondaga County).</p>
<p>1358 <i>Technical Assistance Sessions</i></p>		<p>Our IT and Professional Development Specialists provided 1358 technical assistance sessions, helping caregivers understand and nurture the development of children.</p>

PEDALS: Social-Emotional Excellence

The PEDALS (Positive Emotional Development and Learning Support) Hub strengthens community relationships between providers and school districts in Onondaga County. Our coaches work directly with administrators and educators to implement evidence-based curricula that foster emotional intelligence in our youngest learners.

<p>638</p>	<p>638 children (ages 2-5) benefited from the supported social-emotional curriculum and resource implementation in their programs.</p>
<p>100%</p>	<p>100% of the children in these programs were screened with developmental and social-emotional tools/assessments, to ensure that needed intervention was identified as early as possible.</p>



Registration: Ensuring Safety and Compliance

Our Registration team ensures that local childcare programs meet and exceed NYS health and safety standards. We work side-by-side with providers to build the secure environments every child deserves.

23 <i>New Programs</i>	184 <i>Children served</i>	The Team registered 23 new Family Day Care programs with the ability to serve 184 children , providing child care options for families in Onondaga County.
755 <i>Inspections</i>	40 <i>Complaints</i>	Registrars conducted 755 program inspections and investigated 40 complaints to help ensure the health and safety of children in FDC and SACC programs in Onondaga County.
30		The Team received 30 Family Day Care applications from September 2024 - August 2025.
5		The Team received 5 School Age Child Care applications from September 2024 - August 2025.
8 <i>School Age Child Care Programs</i>	1080 <i>Children Served</i>	The Registration team registered 8 new School Age Child Care programs with the ability to serve 1080 children , adding more options for families in Onondaga County.

Infant & Early Childhood Mental Health Consulting

Extending across 14 counties in NYS Region 3, our Mental Health Consultants partner with early childhood care professionals to foster calm, productive learning environments through behavioral support, developmental screening tools, customized classroom plans, and essential family resource connections.

501 <i>Children Served</i>	51 <i>Classrooms</i>	After expanding its eligibility to include children up to age five, the grant successfully served 501 children this year.
681		Our team delivered 681 hours of expert consultation to early childhood care professionals through a flexible mix of in-person and virtual sessions



Child Care Quality Improvement Initiative

CCQI elevates early childhood environments by providing providers with social-emotional tools, modern technology, and essential safety equipment. In addition to funding supplies, the program offers professional development including CPR, First Aid, and MAT training to ensure local child care programs are as safe, enriching, and high-quality as possible.

Sept. - Dec. 2024 Cohort 2	Jan. - Aug. 2025 Cohort 3	2024-2025 Total
45 Providers <i>(Family & Group Family)</i>	55 Providers <i>(Center-based, Family & Group Family)</i>	55 Providers
Approx. 150 Children Age Birth-5 Benfited	Approx. 155 Children Age Birth-5 Benfited	Through the implementation of high-quality curricula and resources, approximately 305 children (ages birth-5) in Onondaga County benefited from the CCQI.

Management Team 2024

Anne Napper Executive Director
Shannon Gillen Director of Operations
Mike Ransom Finance Director
Beth Henderson Director of Registration
Kristi Cusa Director of Professional Development
Nicole Cole Director of Infant Toddler Mental Health
Jessica Ellis Director of Child Care Quality Improvement
Michelle Wolstenholme Legally Exempt Coordinator
Rebecca Nobile Parent Services Coordinator
Alexis Graham Parent Services Coordinator
Brittany Trumble Registration Coordinator

Management Team 2025

Anne Napper Executive Director
Shannon Gillen Director of Program Operations and Data Management
Mike Ransom Finance Director
Beth Henderson Director of Registration
Fred Watts Registration Coordinator
Nicole Cole Director of Infant Early Childhood Mental Health
Jean Fetzko Director of Professional Development
Jessica Ellis Director of Quality Care & Improvement
Rebecca Nobile Parent Services Coordinator
Michelle Wolstenholme Legally Exempt Coordinator
Ashley Gladden Provider Services Coordinator

2025 Board Members

Alexandra Punch
Chair

Rachel Leonardo
Vice Chair

Julie Burgess
Treasurer

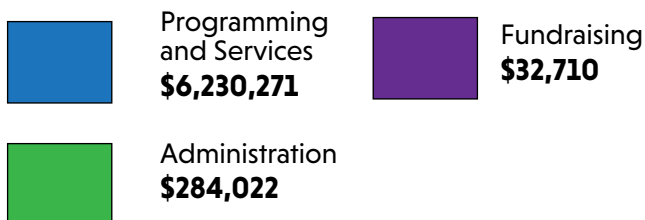
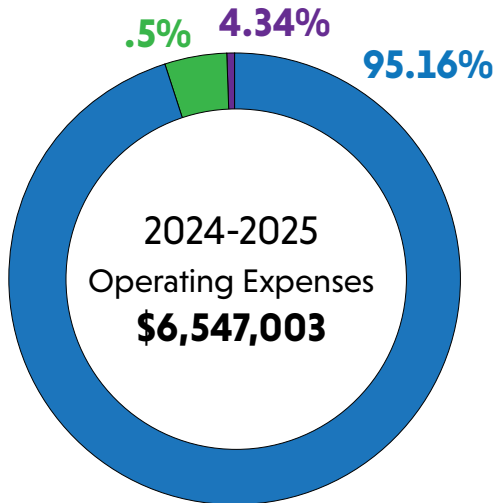
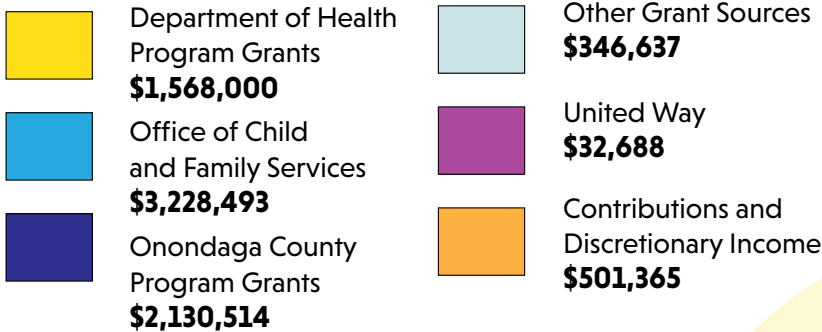
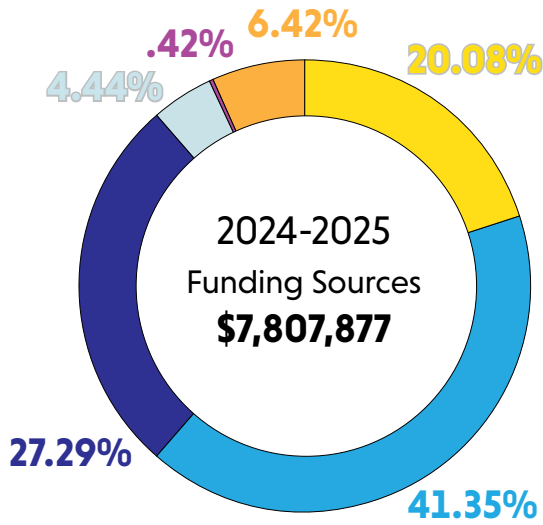
Rosemary Avila
Amy Bisnett
Mary Earl
Nancy Gabriel
Nicholas Graham

Rebecca Heberle
Katherine Landers
Summer Merrick
Sophia Mesko
Kylie Murphy

Bikash Regmi
Julie Sheedy
Maria Taddeo
Carlos Tearny
Melek Yavuz

Financial Summary

Fiscal Year 2024-2025, complete financial summary is available on our website.



Board Donors

Alexandra Punch

Mary Earl

Nancy Gabriel

Julie Sheedy

Katherine Landers

Summer Merrick

Nicholas Graham

Julie Burgess

Carlos Tearney

Rebecca Frank



We sincerely thank the individuals and organizations who so generously help us achieve our mission through financial contributions. Your invaluable support provides the resources needed to carry out our work and make our vision a reality.

THANK YOU