



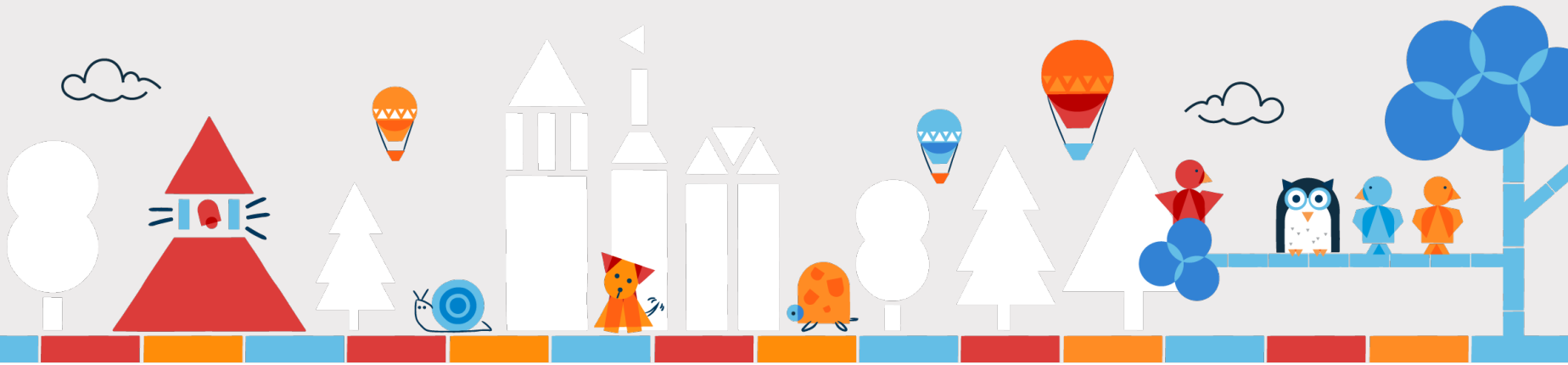
The Whole Child Approach

Presented by KinderCare Education
November 9, 2021



Agenda

- KinderCare Overview
- The COVID-19 Pandemic
- Bringing Everyone Back Together
- Diversity, Equity and Inclusion
- It Takes a Village
- Q&A



Introducing Taunya Banta

Meet Taunya

Taunya Banta is Manager of Inclusion Services for KinderCare, where she works with approximately 2,400 centers and sites nationwide creating inclusive learning environments.

Throughout her career, Taunya has supported families from diverse backgrounds in her roles as a classroom teacher, coach/trainer, speaker at industry conferences, and author.

In addition to her experience in early childhood and elementary education, Taunya is certified in Trauma Informed Care, Psychological FirstAid and Human Centered Design, and a mother to a young son.





Our Curriculum Never Stops Innovating

Our curriculum gives kids a foundation for the rest of their lives and meets parents' expectations of quality early childhood education.



Our curriculum is updated frequently using the latest research.

- ▶ Designed around the unique needs of every stage of development
- ▶ Focused on whole-child learning
- ▶ Transitioning to digital formats
- ▶ Enrichment programs offered to strengthen learnings and cater to children's unique abilities
- ▶ Annual assessments to show that our curriculum prepares kids for grade school

Programs focus on SIX developmental domains to nurture the whole child.

- ▶ Language and literacy
- ▶ Executive function
- ▶ Social and emotional development
- ▶ Physical development
- ▶ Cognitive development
- ▶ Creative expression

KinderCare is Leading the Industry

It's not just in one thing we do, it's everything we do that sets us apart from others.



Inclusion Services

Our dedicated team ensures we're educating the next generation to recognize and practice equity and inclusion for all.



Health and Safety

Our health and safety practices set a new standard for child care and give families peace of mind.



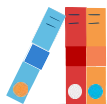
Accreditation

As America's most accredited child care provider, our curriculum, safety, and licensing are all vetted by a third party.



Nationwide Care

Over 1,500 child care centers provide families with the same curriculum and values nationwide.



Curriculum

By year three, KinderCare kids are 30% more likely to meet or exceed their learning benchmarks.



Data

We're one of the only providers to use comprehensive third-party processes to gather data that demonstrates your ROI and improves your solutions.



Industry Leaders

We set the standard for care and evolve our practices and services to meet our unique moment in time.



Platform of Care

Together, we'll build a platform of care customized with Tuition Benefit, Back-Up Care, Priority Access, Dedicated Space, Enrollment Guarantee and on-site child care solutions to meet your needs.

The COVID-19 Pandemic



Pandemic Parenting

The Silver Lining: A gift they've needed all along; more time with those they love the most in this world.

55%

Working parents expressed the pandemic was the **most stressful time**

46%

Working parents say they **rarely have quality time** with their children that's uninterrupted by work

46%

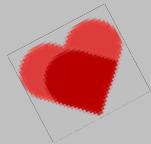
Working parents feel their **career growth is on hold** as they navigate child care needs

60%

Single parents state they've **never felt so alone** as during the pandemic

61%

Parents are **choosing between** physical health or social-emotional development



[Review the Parent Confidence Report Fact Sheet](#)

KinderCare's Response

Supporting our students and teachers is **our number one priority**. We listen to the experts and to one another.

Social-Emotional



- ▶ Supportive relationships
- ▶ Emotional safety & mental health
- ▶ Anti-bias education and trauma-informed care framework

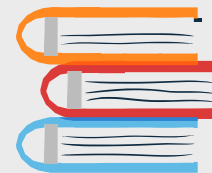
Family & Community Connection



- ▶ Learning Journey Profiles
- ▶ Family Culture Surveys
- ▶ Webinar series

Supporting Learning Loss

- ▶ Strengthening the foundation
- ▶ Readiness skills
- ▶ Distance learning support model



Teacher Support

- ▶ Relevant professional development
- ▶ Mental health supports
- ▶ Town hall listening sessions





**Bringing Everyone
Back Together**

Social and Emotional Connections

We all have a little rebuilding to do! For kids, that means reconnecting with friends and community is just as important as learning.



Our Education Team created a special **4-week curriculum focused on emotional safety and mental health** to help children:

- ▶ Practice skills for re-establishing routines, relationships, and independence.
- ▶ Receive personalized lessons tailored to where they are academically since this break from traditional schooling.
- ▶ Have fun and learn with friends their age in small group activities.

Physical Development and Wellness

The first five years of life is filled with remarkable physical growth and development critical to a child's future health and well-being.

Development of large and small muscle skills, movement concepts, strength and stamina, awareness, attitudes, and **knowledge needed to live a healthy lifestyle.**



Focus Areas

Gross motor
Small motor
Wellness



Integrating health and wellness into their lives at an early age **sets children up for success...**

- Improved outcomes for physical and mental health
- Supports academic achievement
- Increased stamina
- Better balance, coordination and control over their movements
- Reduced symptoms of anxiety and depression

Nutrition Matters

At KinderCare, nutrition is about more than the food on the plate. It's an important part of our educational model.

Proper nutrition is key for growing children and that's why we provide nutritious meals and snacks to meet the needs of rapidly growing bodies and minds....

That means...

- We don't serve juice, fried foods, or sugary snacks like graham crackers.
- More whole grains, fresh fruits, veggies and protein!
- And new, exciting international dishes like Chinese lo mein, Indian biryani, and a Southwest-style brown rice-and-bean bowls.



[Check out our You Tube Channel: KinderCare Cooks](#)



Diversity, Equity and Inclusion

Our Pledge

We believe all classrooms, workplaces, and communities deserve a culture that welcomes **EVERYONE.**

We commit to **looking inward, listen, learn, and take meaningful steps** toward change by...

- ▶ Helping teachers **create safe, welcoming classrooms** that meet every child's needs through our Inclusion Services team.
- ▶ **Partnering with an outside expert** and our Diversity, Equity, and Inclusion advisory caucuses comprised of our own diverse leaders to guide our initiatives.
- ▶ Working to **create equitable spaces** for our diverse employees, families, and children.



Anti-Bias Education

A way of teaching that helps children recognize fairness and un-fairness and learn how to speak up for others when they recognize prejudice or injustice.



In our classrooms, **we build and practice four key anti-bias skills** with young learners:

1. A sense of identity
2. Empathy and respect for human diversity
3. An understanding of fairness and justice
4. The ability to stand up for one's self and others too

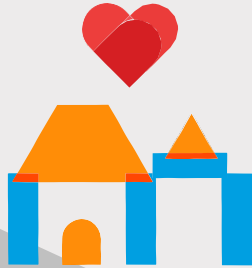
Inclusion Services

KinderCare is the only child care provider to recognize and address the need for customized learning plans.

Creating safe, welcoming spaces!

Unlike other providers, we have a **dedicated, in-house Inclusion Services Team** focused on welcoming children of all abilities and backgrounds. We know how critical these efforts are.

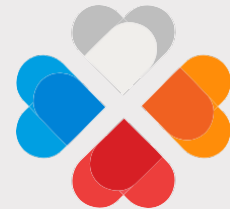
That's why we never outsource them.



Our team supports every learning center with the training and resources to support all kids.



They provide support and other accommodations for students with varying needs and abilities.



KinderCare does not reject or disenroll children based on ability or background.

How Children Experience Race

By talking about race with children early and often, we can help the next generation adopt even stronger anti-bias mindsets and behaviors.

The Ultimate Goal

To raise children who accept, value, and celebrate diversity, and treat others with kindness and respect.



Ages 0-3 years

Insight: We know that by 3 months old, babies begin noticing the physical differences associated with race, and prefer faces that match their caregivers'. Children as young as 2 begin to use race to reason about people's behaviors.

Ages 3-5 years

Insight: In this age range, most children can articulate the differences they see around them.

Ages 5-12 years

Insight: While the topic of race is complex and layered, in this age range, you can begin to share basic scientific explanations around physical differences between races like skin color and eye shape.

Connecting The Classroom And The Home

Together, we'll build stronger communities where children grow up to be more caring & engaged citizens.



We share resources to support families in actively raising anti-racist humans who celebrate the differences in themselves and others.

Whether they're in our centers or not, parents can access educational content for babies, preschoolers, and elementary schoolers like:

- ▶ Age-specific book recommendations and reading tips
- ▶ Cultural celebrations and awareness teaching tools
- ▶ At-home learning guides with social-emotional support
- ▶ Teaching tips and resources from experts in the industry

[DEI Resources](#)



It Takes a Village!

Case Western Supports You All The Way



[Case Western Homepage](#)

- Case Western partners with KinderCare to provide a 10% Child Care Tuition Subsidy
- The benefit provides access to over 1,500 learning centers and 600 before and after school programs
- Access to a customized parent portal
- Easy identification of KCE Centers nearest to you

How to Enroll? To find if a center near you visit kindercare.com/cwru, call 888-525-2780 or schedule a virtual tour with the Center Director.



**SAVE 10% ON TUITION
FIND A CENTER BELOW!**

HEALTH & SAFETY

FIND A CENTER 🔍

KinderCare Education

Welcome to Your Employee Family Benefits Page!

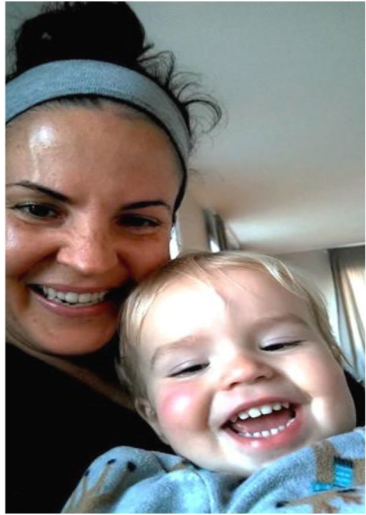
We're thrilled to partner with Case Western Reserve University to offer child and family care benefits to employees and their children from six weeks to 12 years old. Discover all the details here.

EXPLORE YOUR BENEFIT



KinderCare Is Ready When You Are

Appreciate the little things.
Celebrate all the things.
Document important things.



You're doing great. We know it's hard to imagine, but all that love, patience and TOGETHER time you've shared with your children strengthens their confidence and resilience!



We make it safe. Our children's and teachers' safety, both physically and emotionally, is our number one priority. We listen to the experts and to one another.

We're here for you when you're ready. Our return to learning approach gives us time to get to know each other and listen to what your family (and child) have been through recently.



[Additional Parent Resources available on KinderCare Blog](#)



Q&A

Frequently Asked Questions

Can the savings be combined with other offers, such as sibling discounts?

Only one recurring tuition savings may be applied to a family's account. Families who qualify for more than one tuition savings offer will be allowed to choose the best one for them.

How do I find information on tuition rates and operating hours?

Tuition rates and operating hours vary by location. Contact a center or site directly for specific program information, to verify participation in the tuition savings program, and to schedule a tour.

Can I enroll my child at any time, or are there specific enrollment windows?

You can enroll at any time. If the center or site does not have available space for your child, you will be placed on a waiting list. Contact the center or site of your choice directly for information about space availability and waiting-list procedures.

What identification is considered acceptable proof of employment?

A current paystub or employee identification badge is acceptable proof of employment. You may black out private information when submitting a copy of your paystub. Proof of employment will be validated annually.

Do you offer back to school programs?

Yes, we are here, open, and ready to care for our families. Our schools are working directly with your local public schools to navigate school age integration within our safety and curricular strategies. Additionally, most community centers will have a back-to-school program for students [between 5-12 years old for full and part time options. Learn more at Back to School with KinderCare](#)

What if my child is already enrolled in a KinderCare or Champions program?

Simply let the Center or Site Director know that you are eligible for a tuition savings through your employer, provide proof of employment, and ask to begin saving 10% on your child's tuition. Tuition savings cannot be pre-dated or retroactive.

Where can I find more information?

You can directly contact the center or site of your choice, visit kindercare.com/cwru or call 888-525-2780 for additional information.



The KinderCare Education™ Family of Brands

**Thank
You!**





Extra Takeaways

Your Child's Mental Health

We're in a unique time filled with teachable moments to help kids learn how to manage stress in healthy ways.

Top five ways to help support your child's mental health so they can thrive now and throughout their life:

1. Try to stay **consistent with your routine and talk with your kids** when changes need to be made.
2. **Practice social and emotional skills** at home and also virtually to deal with social distancing.
3. **Prioritize self-care for yourself** and know you don't have to hold it together all the time.
4. Focus on resilience as a family by **practicing gratitude, deep breathing, and spending time together.**
5. If you need help to manage your child's stress, **reach out** to their pediatrician, school counselor, or medical professional.



3 Ways To Empower Your Little Change-Maker



Books

Children's books are a natural way to diversify their understanding and world view. Stories can open conversations in an authentic way and allow children to ask questions & explore their thinking.



Play

Children love to play, and for good reason. Play is empowering! During play children are active learners—they make choices, make meaning, and make connections. It's the vehicle to all learning!

Community

Your neighborhood – and the world – is an amazing classroom. Teaching children about their community, their role in it, and service to others helps them explore their sense of self and belonging.





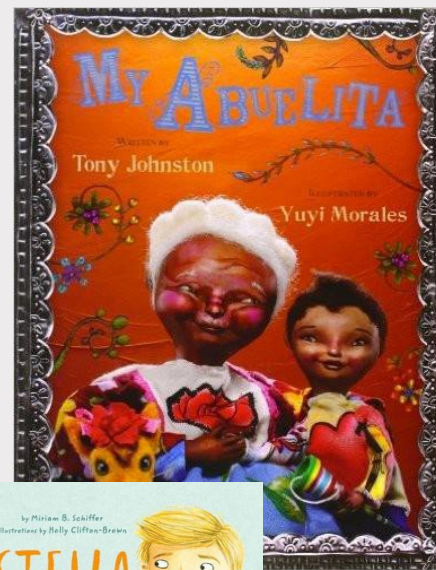
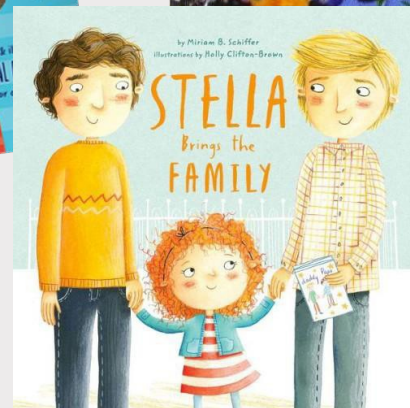
Children's Books

Your Child's Library

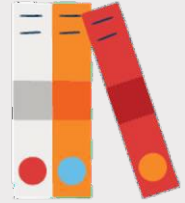
Intentionally stock your child's book collection with stories that have a variety of protagonists, story lines and messages

Seeing characters and hearing stories different from their own lived experience will allow space for curiosity and some awesome questions.

Stay open and curious with them!



Storytime Teaching Tips



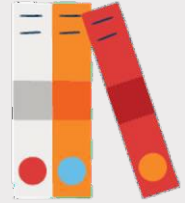
Children's books about race and diversity for ages 0–2

- “Shades of People” by Shelley Rotner and Sheila M. Kelly (authors), Shelley Rotner (photographer)
- “Shades of Black: A Celebration of Our Children” by Sandra L. Pinkney (author), Myles C. Pinkney (illustrator, photographer)
- “K is for Kiss Goodnight” by Jill Sardegna (author), Michael Hays (illustrator)

To give your child respectful language to talk about and appreciate differences in others and themselves, narrate some of the differences you observe while reading:

- “This child has beautiful brown skin, like you.”
- “This child has white skin, just like your best friend.”
- “Look at their eyes. They’re brown, just like yours!”

Storytime Teaching Tips



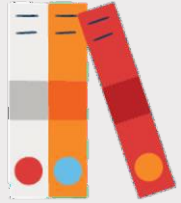
Children's books about race and diversity for ages 3–5

- "I Am Enough" by Grace Byers (author), Keturah A. Bobo (illustrator)
- "Black Is Brown Is Tan" by Arnold Adoff (author), Emily Arnold McCully (illustrator)
- "Last Stop on Market Street" by Matt de la Peña (author), Christian Robinson (illustrator)

To help develop your child's strong sense of self, ask these questions while reading:

- What are they doing that you like to do?
- What's different from the things you like to do?
- How is their family the same or different from ours?
- Do they have the same color skin, hair, or eyes as you?

Storytime Teaching Tips

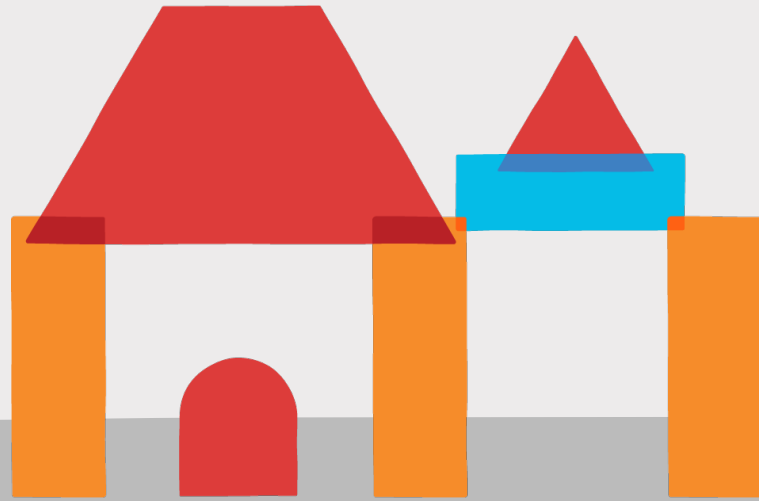


Children's books about race and diversity for ages 5-7

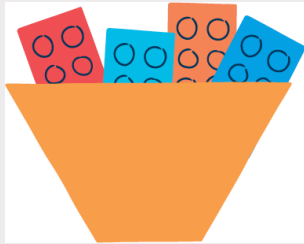
- "Amazing Grace" by Mary Hoffman (author), Caroline Binch (illustrator)
- "Bein' With You This Way" by W. Nikola-Lisa (author), Michael Bryant (illustrator)
- "The Day You Begin" by Jacqueline Woodson (author), Rafael López (illustrator)

To help your child learn empathy and recognize how discrimination hurts people, ask these questions while reading:

- How would that make you feel?
- Why is that unfair?
- What could you do if you saw someone being hurtful to another person?
- What could you say or do if someone said or did those hurtful things to you?

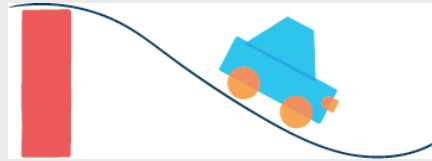


Play



Making Meaning

Letting children follow their natural curiosity by making choices is how they'll be interested in what they're doing.



Making Connections

Children are constantly paying attention to what happens during play and fitting it into what they know about the world.



Making Choices

Play creates connections aren't just passing thoughts—they're real neural pathways in their brain architecture.



Unpacking Play

“The toys, materials, and equipment you put out for children; the posters, pictures, and art objects you hang on the wall; and the types of furniture and how you arrange them all influence what children learn. In addition to seeing themselves in their learning environment, children also need materials that honor diversity both within and beyond their own identity group.”

Louise Derman-Sparks & Julie Olsen Edwards
Anti-bias Education for Young Children and Ourselves

Go on a representation scavengerhunt in your home!

An item that reflects the experiences of someone with a disability

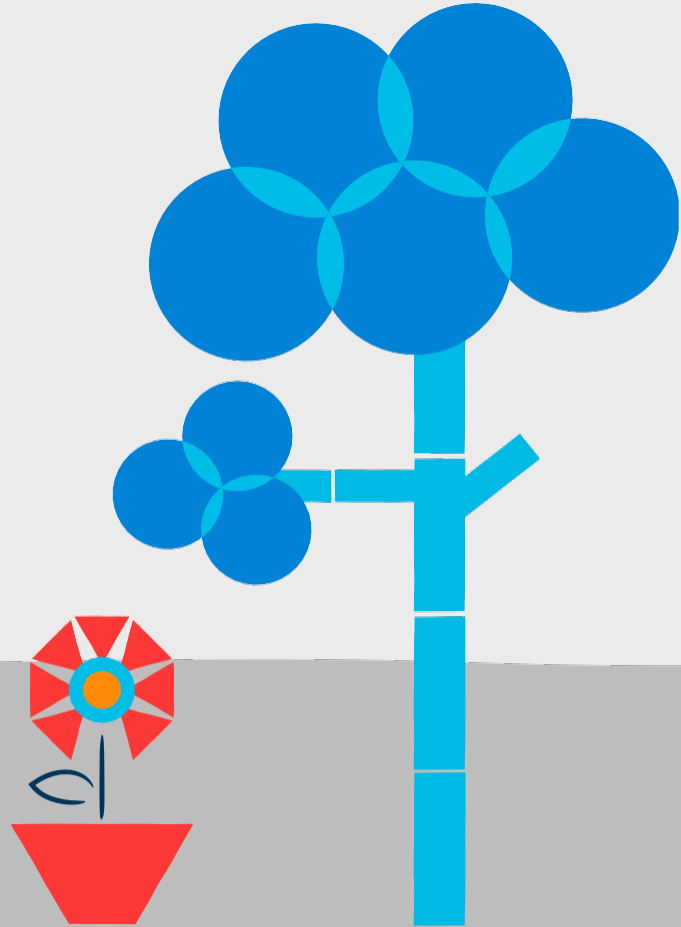
Represents a variety of family structures

Language other than English used to build community

Appeals to a child of any gender identity

Art from a culture other than American

Community



Experiences in Your Community

Explore Neighborhoods



There is so much to see in a neighborhood –different types of homes, parks, schools, people and so much more! Explore your own neighborhood first and ask open-ended questions about what your child notices on the walk or ride.

Do a quick Google search for [local neighborhoods](#) and click through pictures to learn more about the community culture & people

Gather and Eat

Restaurants are an amazing place to experience new things. From the types of food to eat, to the languages you may hear

spoken, your child will learn to appreciate different Foods and customs in preparing and gathering to eat.



Check out your [local tourism website](#) to discover authentic ethnic restaurants and explore the menus

Take in the Arts

Museums, dance performances, and festivals are a few examples of arts in action where diversity and innovation abound. Check out local arts organization's website for events happening on the weekend and map out a calendar mixing it up!



Check out the Smithsonian's National Museum of African-American History & Culture [virtual exhibits](#)