

# KALEIDOSCOPE 2023 ANNUAL REPORT

## IN THE PAST SCHOOL YEAR...



### Orcas Daycare Association Board Chair

Regan Vaughn

Vice Chair

Kathryn Moore

Secretary

Betsy Wilson

Treasurer

Michele Salierno

Member

Amanda Caps

Member

Patrick Leary

Member

Renee Racik

### KALEIDOSCOPE Staff:

Director

Amber Paulsen

Assistant Director

Robyn Gordon

Infants

Mimi Nikaido

Waddlers

Emma Orantes

Felicia Gossett

Iris Arevalo

Toddlers

Katelyn Minnis

Shelbi Roberts

Preschool

Chelsie Guilford

Breena Sunn

Pluto Dolohov

Delmy Yanira Ibarra

Ashling Gordon

Forest School

Shelby Sanders

Jexa Bolt

Charlie Morrison

Chef

Kelly Doty

Happy August, Everyone!

I'm Regan Vaughn - Kaleidoscope Board President as of January 2023 - with a brief update from the board to get this thing going...

This past year, aside from the collective support provided to Kaleidoscope behind the scenes, one of our biggest accomplishments is actively rolling out our Board Policy Governance system which evolved from a commitment to build a very specific style of Policy Manual for the Kaleidoscope Board of Directors. Policy Governance is a holistic system used by thousands of boards. Through the process of identifying and documenting expectations, the board and administration have a way to consistently communicate and avoid confusion about responsibility. Most importantly, by using an efficient system for monitoring organizational performance, the board can spend more of its time focused on long-range strategy, which is where it can bring the greatest value. This style of governance ensures the Board (present and future) stick to a jointly agreed upon vision with our focus on 'bigger picture' problem solving. All this while supporting administration and holding the organization accountable in a way that is minimally invasive and allows everyone to go in and do their job each day... heaven knows that's challenging enough as it is! We're quite proud of the resulting policy. We see it as a 'living document' designed to evolve and grow with the Kaleidoscope over the years - kinda like our own little constitution. It was a big deal bringing all of this to fruition and realigning the organization around it- and it's been a great success! And at the core of it, lies in the very intentional paradigms we've set forth for the organization- something we call our Ends Statements- which we wanted to share with you here:

*Kaleidoscope exists so that our community has:*

*-An inclusive, year-round, Early Childhood Education Center that provides reliable, high-quality childcare that is accessible to working families.*

*-Progressive and innovative early childhood education programs that nurture the whole child and foster diverse world views.*

*-An empowered network of teachers, staff, and parents that supports family development and community connections.*

All put together, we hope you agree it makes for a pretty great vision of what our little school strives to be each day. If you ever have any questions about our Policy Governance - or anything else to do with Kaleidoscope- we're always around and willing to chat!



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Kaleidoscope was open for 241 days, more than 2000 hours, and provided over a 100,000 hours of high quality preschool and childcare services to island families!

We extended our hours to help our working families.

We have supported 78 families, who work for 113 different businesses.

Since April, 30 families have joined our 14 fun filled Friday Play Days.

In June of 2020, Kaleidoscope instituted a Tier system for tuition. Tier 1 represents the cost of care, Tier 2 is subsidized and Tier 3 is scholarshiped. Families choose the model that best suits their budget. 21% of our families use Tier 1, 13% of our families use Tier 2, and 16% of our families use Tier 3 and 50% of our families receive some form of outside financial assistance.

800 hours of inclusive, 1:1 education dedicated to the support of children with special needs.

72 hours of Teaching Team gatherings, for planning, reflection, individualization, discussion, and professional growth.

Over 1000 bags of food picked up at the Orcas Island Food Bank by Kaleidoscope staff and brought to the center so that parents have their food available when they pick up their child at the end of their work day.

15 children took some of their first steps with us,

22 children potty trained,

28 children, brand new to childcare,

10 Kaleidoscope families have added new babies to our community (or will soon)!

21 kids headed to kindergarten, prepared to flourish in their next phase of life.

1000 of seeds planted in the garden, and infinite seeds planted in the minds of our kids!



## GRATITUDES:

Our family could not function without you guys-  
Maressa Chord

What we cherish and respect about Kaleidoscope most is the attention teachers put into the students and the strong communication maintained with parents. -  
Zac Parkerson

I appreciate that you encourage our children to adventure outside in every season in all kinds of weather and that you trust their capacity to learn, invent and play.

I also appreciate how much Kaleidoscope helps support families of all income levels via the sliding scale and also makes sure that families are connected with the resources they need to keep their kids in school. -  
Brooke Budner

Apart from being the only consistent child care on the island for working families-- Kaleidoscope helped connect our family to other resources in the community to help our son. We are forever grateful to them.  
Xo -  
Alex Stephenson

A heartfelt thanks for all of the hard work each of you do to support our island kids and families. -  
Betsy, Nick and Charlie



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Over 100 family conferences held to celebrate milestones and growth.

And oh, so many books bought, read, shared and loved.

Did you know that Kaleidoscope has a native Spanish speaker in every classroom?

Work began on The Kaleidoscope Forest and \$150,000 of our Department of Commerce Early Learning Facilities grant has been expended locally. We were awarded our Conditional Use Permit and Residential Building Permit, along with approval for our composting toilet systems.

Monthly, we treat our teachers and their families to dinner from a local restaurant.

32,228 hours spent immersed in nature, exploring the forest through play-based, interest led and child inspired authentic outdoor experiences.

178 Beach Days for a total of 356 hours of adventure along the shores of the Salish Sea!

Kaleidoscope collaborated with the Orcas Island Chamber Music Festival to bring the Preschool Musician Program to all of our children.

2100 Golf balls found, resulting in \$189 in ice cream credit.

“Library Jenny” comes from Orcas Island Library and has shared countless stories with our Forest Preschoolers.

Kaleidoscope has been creative in addressing the housing dilemma and we have assisted 7 employees with a roof over their head.

## GRATITUDES:

Every week I hear an employee say “I love my job”. It makes me feel good to take my kid somewhere that people genuinely want to be. –

**Alainah Betts**

I appreciate that Kaleidoscope staff are always willing to go above and beyond to help the children in their care. My son has special needs, and his teachers, from the infant room to forest school, have always worked hard to make sure he has a successful experience in their care. Kaleidoscope teachers are willing to be an advocate and a support system for both the children and families when working through complicated processes such as IEP meetings and more. –

**Kami Griffin**



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With approximately 20 staff members at any given time, Kaleidoscope is one of the largest, year round employers on the island. We have 5 employees currently taking college classes with 6 more to enroll in the upcoming year. Most recently, our teachers have earned 2 Associate Art Degrees in Early Childhood Education, 2 Washington State Early Childhood Initial Certificates 2 Short State Certificates and 2 State Certificates, at no expense to them! Each accomplishment is recognized with a wage increase. We have also awarded over \$20,000 in bonuses to show appreciation for their commitment to Kaleidoscope and our families. We see our teachers as our most valuable asset and have committed to their overall health by offering health insurance, including vision and dental, life insurance, gym memberships and free counseling.

7,430 wholesome meals served in the 2022-2023 school year! 65% of our \$25,000 Farm to Early Learning Grant was spent on Orcas. 1,708 pounds of locally grown meats served to our island kiddos. According to Cooker Teacher Kelly, they have eaten “about a cow, 3 pigs, several dozen chickens, a few goats, probably a truckload of cheese, an orchard of apples and more eggs than every gen-x kid ever threw at houses on Halloween combined.”

Over 194 days, Families have helped deliver fresh meals to the forest.

Art in the Forest has brought even more color and wonder to the woods. Art lessons are taught with an emphasis on nature in art. We have made masks, clay forest spirits, water colored with rain, and explore our forest through art.

## GRATITUDES:

Kaleidoscope helps keep this  
Mama sane. -  
Renee Racik

From day 1 of our time with  
Kaleidoscope, and despite much  
change, your teachers (and you)  
truly care and actively welcome  
families into the Kaleidoscope  
community. That sense of  
community, and seemingly small  
gestures/acts that build to make  
a unique, caring and inclusive  
culture are what make  
Kaleidoscope so much better  
than other programs. Thanks for  
all you do, -  
Mark Salierno



## WE CAN'T WAIT TO SEE WHAT THE NEXT YEAR BRINGS!