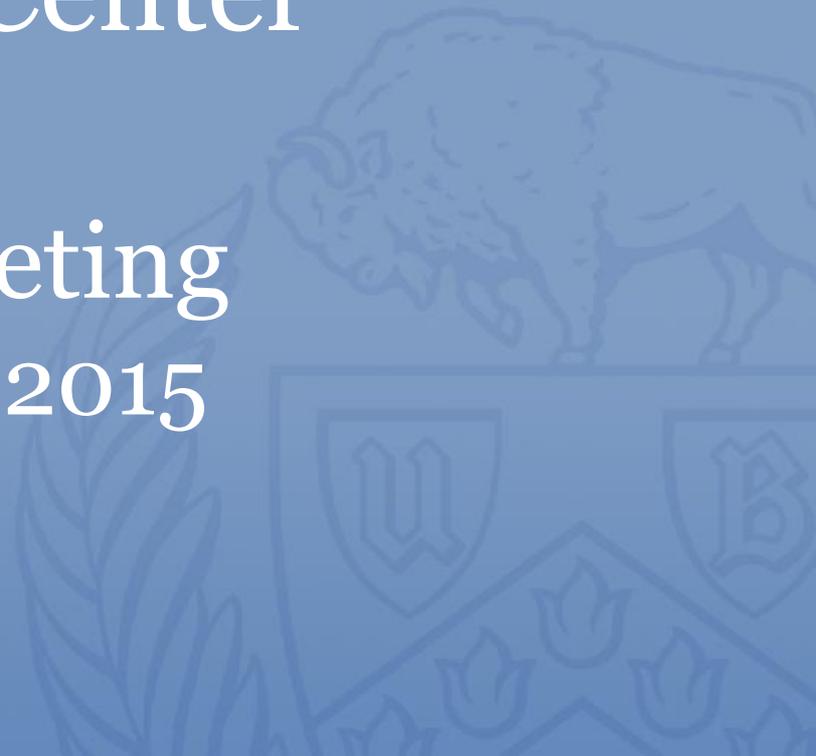




The University at Buffalo Child Care Center is committed to providing exceptional child care for students and employee families of the State University at Buffalo and families of Western New York.

University at Buffalo Child Care Center

Annual Meeting
January 15, 2015



Committee Structure

- Finance
- Program
- Marketing
- Development
- By-Laws
- Personnel
- Leadership



The UBCCC Board of Directors

- Introduction of members

Christopher Connor

Brian Hines

Beth Rogan

Elizabeth Bittar

Esther Eagan

Stella Fey

Jason Goodman

Dawn Reed

Kathleen Heckman

Jennifer Hess

Elizabeth Lidano

Carrie Racsummerger

Jennifer Temple

Elizabeth White

Andrew Wilcox

Jeff Balcom

Agenda

1. Welcome- Elizabeth Lidano
 2. President's Update - Christopher Connor
 3. Climate Survey-Amy Myzka
 4. Planning for Future of UBCCC - Christopher Connor
 5. Center Update- Kathi James
 6. Financial Report - Beth Rogan
 7. Board Election-Elizabeth Lidano
 8. Q & A
- 

UBCCC Board of Directors President's Update



Summary of Climate Survey Results 2010, 2013, 2014

Amy Myszka



Characteristics of the Trust Model

T
R
U
S
T

Credibility

- Communications are open and accessible
- Competence in coordinating human and material resources
- Integrity in carrying out vision with consistency

Respect

- Supporting professional development and showing appreciation
- Collaboration with employees on relevant decisions
- Caring for employees as individuals with personal lives

Fairness

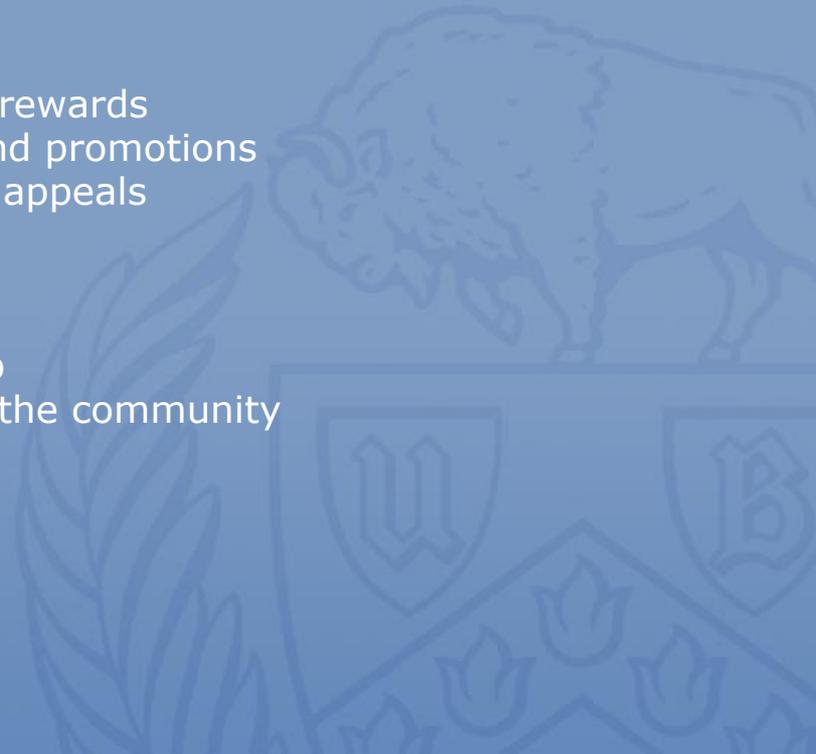
- Equity - balanced treatment for all in terms of rewards
- Impartiality - absence of favoritism in hiring and promotions
- Justice - lack of discrimination and process for appeals

Pride

- In personal job, individual contributions
- In work produced by one's team or work group
- In the organization's products and standing in the community

Camaraderie

- Ability to be oneself
- Socially friendly and welcoming atmosphere
- Sense of "family" or "team"



Response Rate

- December 2010
- 36 Responses
- March 2013
- 30 Responses
- August 2014
- 54 Responses



Areas of *Focus*

2010

- Communication
- Trust
- Senior Leadership
- Performance Issues
- Advancement Opportunities
- Compensation

2013

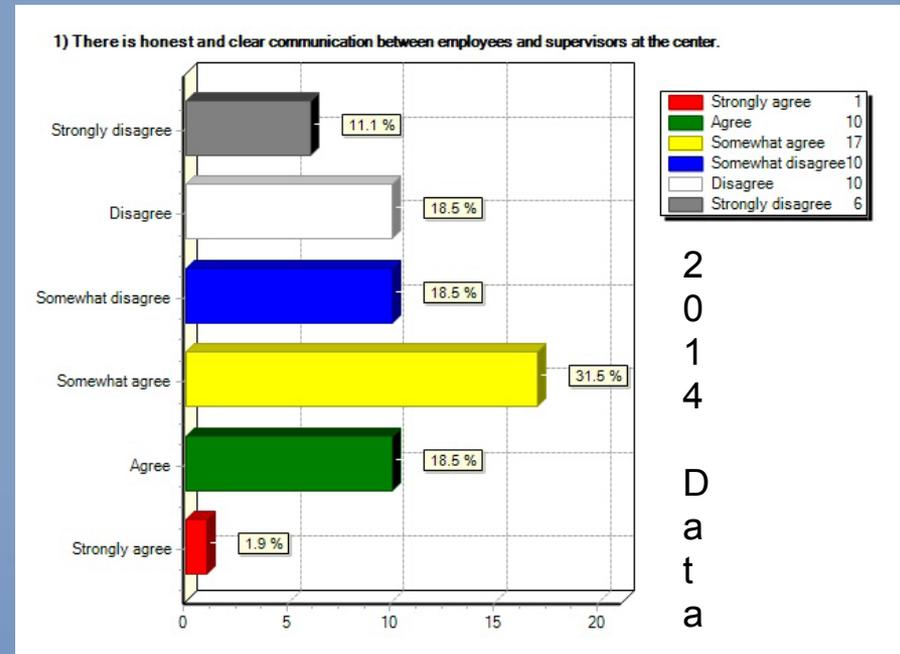
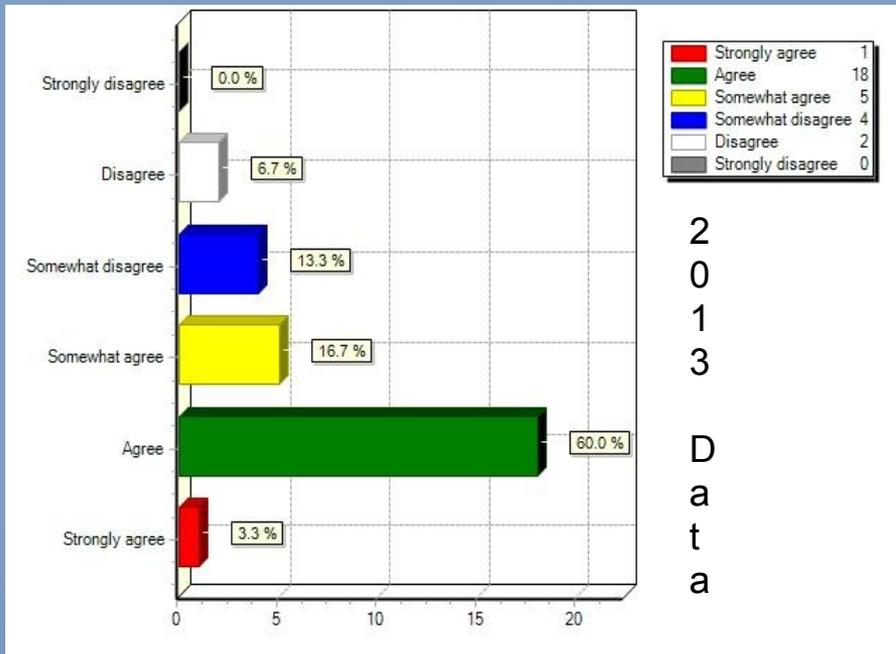
- Communication
- Trust
- Performance Issues
- Advancement Opportunities
- Compensation

Areas of *Focus* 2014

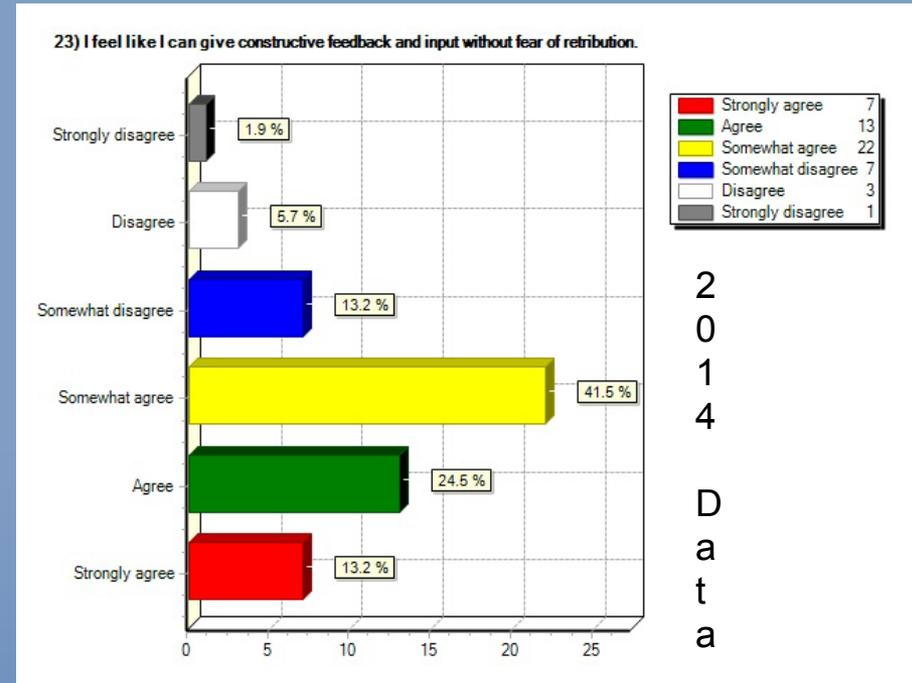
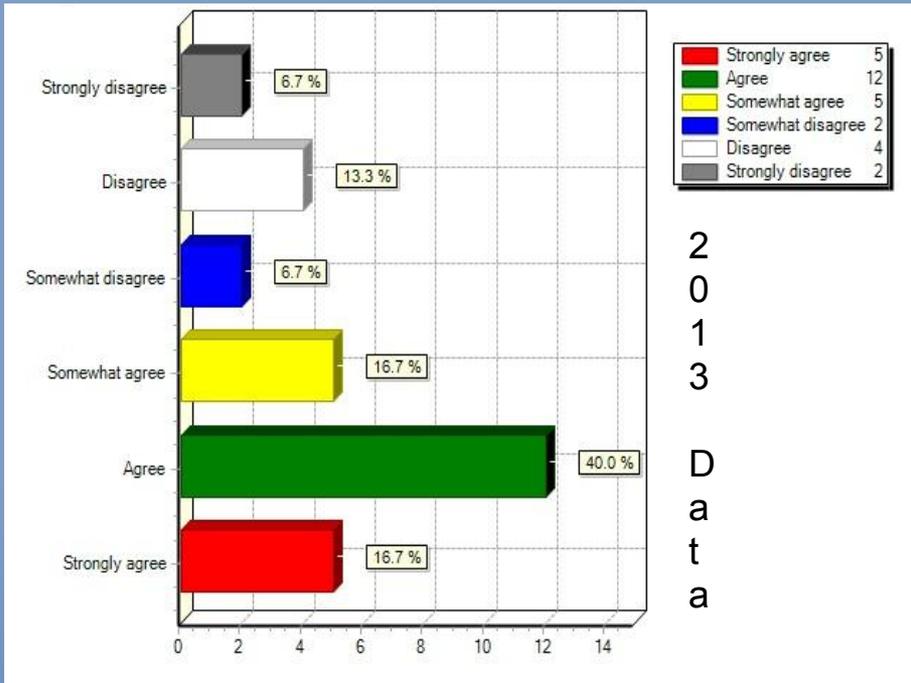
- Communication
- Trust
- Senior Leadership
- Performance Issues
- Advancement Opportunities
- Compensation
- Tools/Workspace



There is honest and clear communication between employees and supervisors at the center.



I feel like I can give constructive feedback and input without fear of retribution.



Positive Trends

- Pride
- Satisfaction with working environment
- Professional development
- Work/life flexibility
- Recognition - feel valued



Parent Climate Survey

High Level of Satisfaction

- Centers are well maintained
- Curriculum
- Teaching teams

Next Steps:

- Conduct focus groups with parents
- Discuss your ideas for improvements

Areas in Need of Focus

- Communication
 - *Policies
 - *Information from teachers



Areas of Strength

- Teachers and quality of programming
 - assessment and parental feedback
- School age preparation
- University learning environment
 - opportunities
 - programming
- Affordability



Identified Areas of Improvement

- Infrastructural support
 - organizational
 - staffing
 - board structure and composition
 - technology
 - Procure
- Enrollment Management
 - demand (i.e. infant room)
 - finance
 - marketing
- Inclusion
 - Additional focus groups
 - teachers, staff, parents,
 - Town halls



Identified Areas of Improvement

- Communication
 - Helping Hands Committee Newsletter
 - Website
 - Updates, personnel changes, information (i.e. board minutes)
 - Confidentiality vs. informative

- Personnel
 - Retention and recruitment of our teachers
 - wage scale assessment and compensation packages
 - investing in personal and professional development
 - climate and culture of our center

Identified Areas of Improvement

- Safety and Compliance
 - policies, protocols and procedures
- Fiscal management
- Strengthen connection to UB community



Implementation

- UBCCC Strategic Development Subcommittee
 - Foundations of UBCCC
 - RFP
 - Operations and personnel
 - Administrative and Management
 - staffing
 - Enrollment
 - Culture and climate assessment
- Board Committees
 - opportunities for non-board volunteers
- Venues for feedback and input
 - focus groups, town halls, etc.

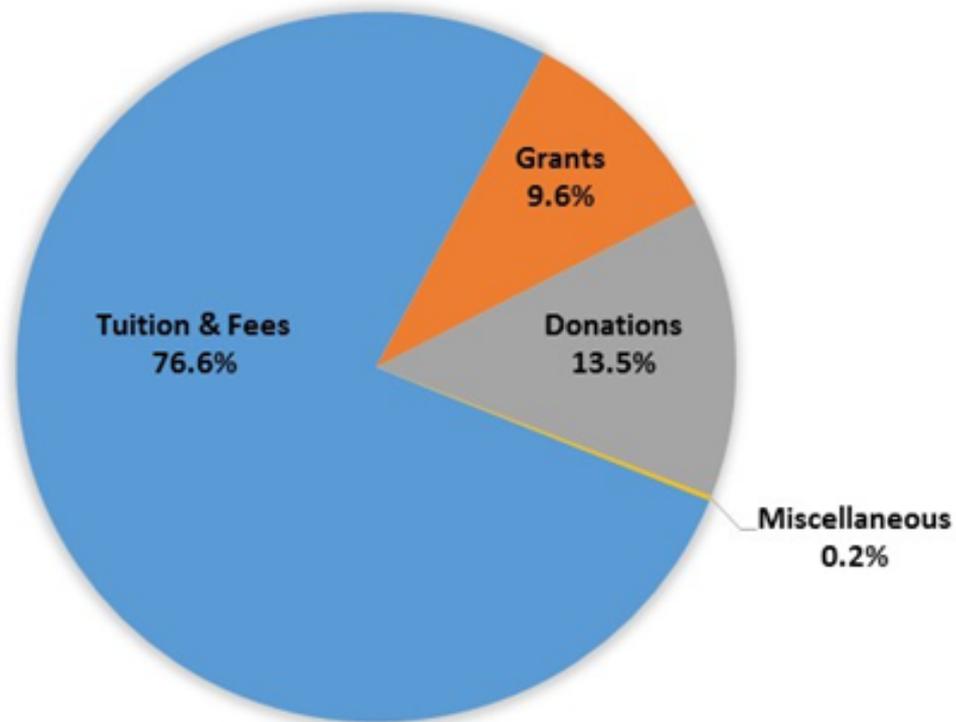


Financial Report

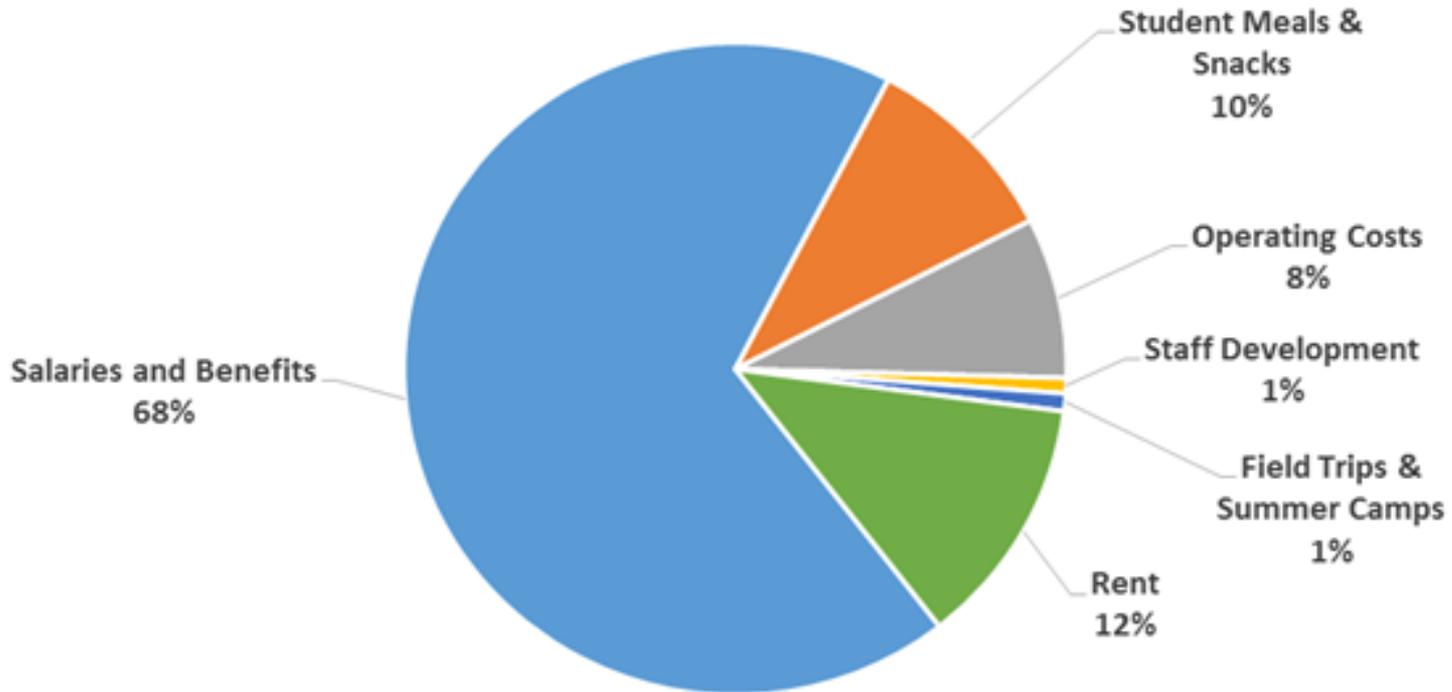
Beth Rogan



2014-2015 PROJECTED REVENUE
\$2.66M



2014-2015 Projected Expenses \$2.65M



Center Update

Kathi James



“When all is said and done, I just want to know that my child is happy when he is at UBCCC”





Field Trips & Learning Experiences



Campus & Community Collaborations



School Age Program



Development of a High Performing Team



Family & Friends Fun Walk

Board Elections

Candidates:

Stella Fey

Jason Goodman

Jennifer Temple

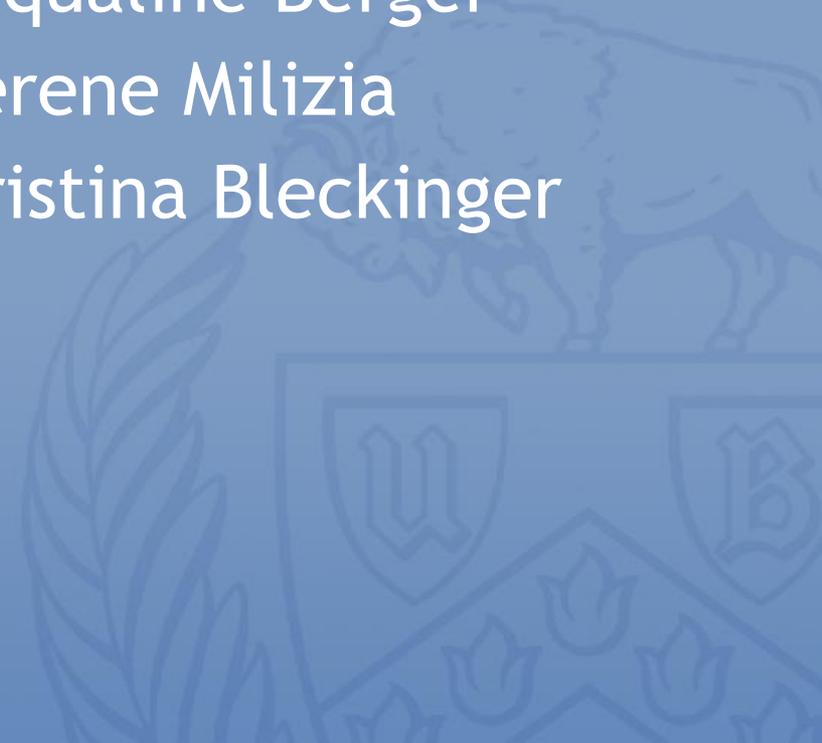
Yuke Tjandra

Scott Ludtka

Jacqueline Berger

Sherene Milizia

Christina Bleckinger



Questions?

Feedback Welcome:

ubcccboard@gmail.com

