

Action for Children



STRONGER TOGETHER

FY2025 IMPACT REPORT

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*This list is inclusive of members who served on our board July 1, 2024 -June 30, 2025.

DEAR FRIENDS,

Our community is strongest when the children, families, and educators in it are able to thrive.

That belief has guided Action for Children since 1972, and it continues to shape our work today as the needs of central Ohio families change and grow.

As we've seen time and time again, real progress happens when we work alongside one another. Our impact is greatest when individuals, employers, community leaders, and policymakers come together around a shared commitment to early learning and family well-being. Your partnership with Action for Children strengthens families, uplifts the workforce, and creates the conditions children in Ohio need to succeed.

Thank you for choosing to stand with us. As we look ahead, your support reinforces what we know to be true: when we collectively invest in young children and those who care for them, our entire community is stronger.



A handwritten signature in white ink, appearing to read 'Tasha Booker'.

Tasha Booker

Chief Executive Officer,
Action for Children

OUR MISSION

To transform the lives of children by supporting, empowering, and advocating for the adults who make the biggest impact on children's lives—their parents, caregivers and teachers.

OUR VISION

All children, nurtured by strong families and vibrant communities, have opportunities for quality early learning experiences that prepare them for success in school and life.



OUR CORE VALUES

ADVOCACY

We commit to lead the charge for increasing access to quality early childhood experiences and achieving outcomes that provide the strongest foundation for all members of our community. We cannot do this alone, and the best advocates are the adults who care for and educate our children: their parents, other caregivers, and early childhood practitioners. We will use our influence directly, and we will work to activate the power of other networks to fuel efforts to address this urgent need.

COLLABORATION

Our children deserve a community that works together. We can foster and sustain partnerships among child care and early learning providers, and within the wider nonprofit ecosystem and our community as a whole. We know that we are stronger when we partner with others to embrace a shared commitment toward enriching the lives of children, caregivers and families.

ADAPTABILITY

The needs of the community will change. We must be responsive to these changes, drawing on our considerable collective expertise. To be successful today, and in the future, we must be continuous learners and encourage creativity and new ways of problem-solving.

RESPECT AND COMPASSION

We believe that achieving results is essential and we believe that the way in which we go about doing so is equally important. We take a strengths-based approach in our interactions, meeting others where they are and understanding together how to move forward. Ours will be a conscious effort to support the needs, values, and backgrounds of our communities.

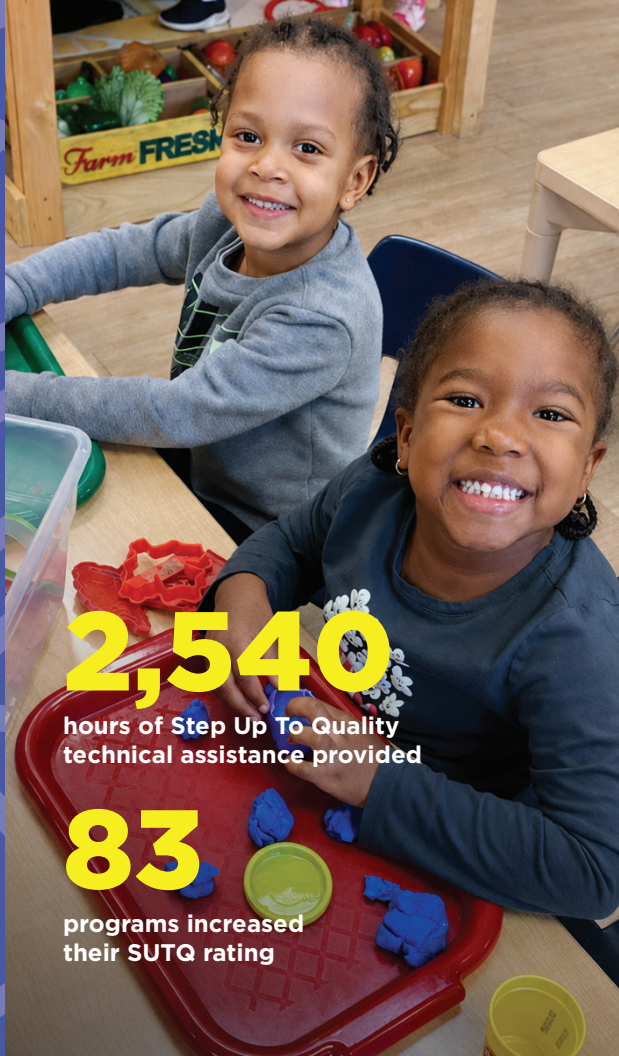


WHAT WE DO

Action for Children empowers parents, guardians, and child care professionals to make a positive impact on the lives of young children in central Ohio through:

- ◆ Free child care referrals and access to community resources for parents and families
- ◆ Family support, group workshops, coaching, and classes for parents and guardians
- ◆ Training, coaching, and technical assistance for early childhood programs and early care and education professionals
- ◆ Child care resources and data for workforce development, public awareness and advocacy





2,540

hours of Step Up To Quality
technical assistance provided

83

programs increased
their SUTQ rating

QUALITY IMPROVEMENT

Strong early learning starts with strong support. Through our Quality Improvement services, we equip early care and education programs with the tools, coaching, and resources they need to raise the bar for young children. From Step Up To Quality guidance to one-on-one coaching for administrators and teachers, we help programs translate standards and brain science into daily practice. Professionals also gain access to free, practical tools focused on quality care, education, and meaningful family engagement. The result is measurable growth in program quality and stronger learning experiences for children.



LANGUAGE ENVIRONMENT ANALYSIS COACHING

Language is critical for children's development, serving as the cornerstone for communication, cognitive growth, and social interaction. Action for Children (AFC) has been utilizing conversation tracking technology paired with coaching since 2023 to support educators in enhancing language development in their early learning classrooms. Coaches work with teachers in their classrooms to improve children's language acquisition through data-driven professional development.

"A program we worked with saw an increase in language development in their toddler classroom within five weeks. One child had very few words but by the end of a focused look into language from both the teachers and children she increased greatly. The teachers became more aware of their own communication with each individual child within the classroom."

- Action for Children staff

"The LENA Grow program helped me pinpoint the times during the day I, as the teacher, was actively talking to the children in the classroom. That, in turn, helped me to be intentional with my conversations with the children. The program also helped identify which children in my classroom were talking throughout the day. I would use the data from the previous week to make a mental note to observe particular children. I would use the data to see if that child had a special interest. I would try to strike up a conversation about their special interest to encourage them to talk more."

- LENA Grow coaching recipient



STEP UP TO QUALITY CURRICULUM COACHING

Action for Children's SUTQ team held curriculum deep dives throughout the year covering the basics of understanding curricula, lesson planning and resources for any curricula the child care programs were using. The clinics had a great turn out, and after one in particular, an AFC coach received this email from a provider:

"We'd like to thank our coach and all of the Action for Children staff for the informative Curriculum Coaching event we attended! It provided clarity and insight on how, why, and what we need to do to get the most out of the program. We discussed the pointers that were given all the way home on what we learned and how to apply them."

- Curriculum Coaching attendee



4,552 hours of training
and coaching

84 early learning professionals
completed Action for Children's
CDA prep course

PROFESSIONAL DEVELOPMENT

A well-trained early care and education workforce is the foundation of high-quality early care and education. Action for Children offers a wide range of free and low-cost professional development opportunities designed for educators in centers, schools, and Family Child Care homes. From required health and safety trainings, to highly-regarded Child Development Associate (CDA) preparation courses with personalized coaching, our programs meet professionals where they are. On-site trainings and networking events further build skills, confidence, and community. Each year, hundreds of educators deepen their expertise and strengthen the environments where children learn and grow.



CDA

"Earning my CDA allowed me to get a job in a higher quality learning center, where I have since received two pay raises and have a mentor to help me continue my education. My grandmother even volunteers at my program. I feel good about myself again and I know I can accomplish what I set out to do. CDA has opened doors for me, and I am now continuing my education at Columbus State Community College in the fall."

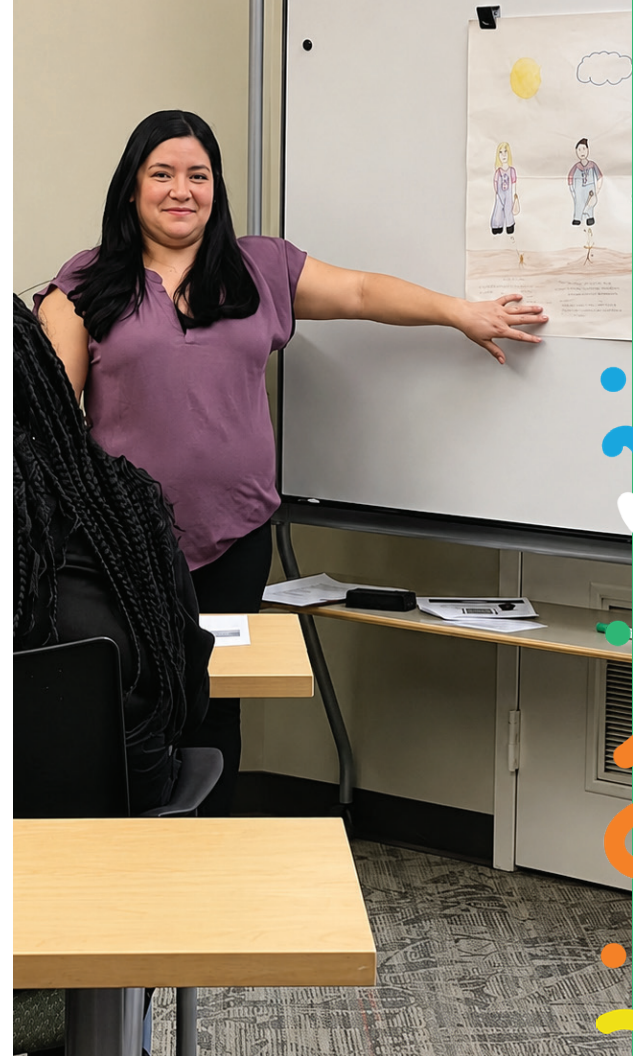
- CDA cohort graduate

In FY25, Action for Children hosted 36 professional development events, including five signature conferences in collaboration with external partners.

- ◆ (JULY 2024) Conscious Discipline with Nationwide Children's Hospital
- ◆ (NOVEMBER 2024) Beyond the Book Conference with the Ohio Imagination Library
- ◆ (FEBRUARY 2025) Trauma-Informed Care Conference with Nationwide Children's Hospital
- ◆ (APRIL 2025) Advocacy Training with Groundwork Ohio
- ◆ (JUNE 2025) Imagination Unleashed Conference with the Columbus Museum of Art

"[The best part of the training was] relaxing and getting in the moment like the children do. It was fun and I can't wait to do this with the children in our program. Thank you, this session was an incredible learning and listening experience. Please continue to have these professional development events."

- Imagination Unleashed conference attendee



122

new child care programs opened in central Ohio, providing expanded access to high-quality care for young children

\$886,662

Franklin County RISE incentives distributed to child care programs in Franklin County

\$4,534,680

in Franklin County RISE scholarships distributed to families in Franklin County



CHILD CARE BUSINESS DEVELOPMENT

Thriving child care programs need strong business foundations. Our child care business development services provide practical training and access to resources to help providers launch, sustain, and grow their programs. We assist with startup planning, background check requirements, marketing through the Child Care Program Referral Profile, and more. By combining compliance guidance with real-world business tools, we help programs remain stable, competitive, and responsive to the needs of working families.



Action for Children has been distributing child care scholarships and incentives to child care programs in Franklin County in partnership with the Franklin County Board of Commissioners since 2022. Since 2023, we've been partnering with Future Ready Five to expand reach, build community, and strengthen quality markers for the child care scholarship.

TACKLING THE CHILD CARE FUNDING CLIFF

Between July 1, 2024 and June 30, 2025, \$4,534,680 in Franklin County RISE scholarships were distributed to families in Franklin County, allowing children from birth to five to attend child care for the first time, or continue quality care. Families qualifying for RISE Scholarships often make too much to qualify for state assistance but still struggle to afford child care long term.

"I cannot tell you how much receiving a Franklin County RISE Scholarship means to me! It allows me to continue to work and be able to provide for my son! This program is key to our success and survival."

- Franklin County RISE scholarship recipient



INVESTING IN PROGRAMS

Franklin County RISE incentives are designed to reward and recognize child care programs that are improving quality care for families in central Ohio. Between July 1, 2024 and June 30, 2025, programs in Franklin County received \$886,662 in awards and education incentives.

"We are beyond honored to receive the news that our proposal has been selected for funding to support our Vision. This investment will truly make a meaningful impact on the children and families we are committed to serving. We are deeply committed to creating innovative, high quality early learning experiences, and this funding brings us one step closer to realizing that goal."

- Franklin County RISE grant recipient

96 Family Child Care professionals served through The Village

21 completed mock inspections and application submissions for new Family Child Care programs

FAMILY CHILD CARE SUPPORTS

Family Child Care professionals play a vital role in their communities, and Action for Children makes sure they don't have to do it alone. Through Action for Children, home-based providers receive specialized supports, tailored training, networking opportunities, and hands-on guidance. For those starting a new program, we offer clear, step-by-step support for both Type A and Type B homes, along with practical resources to navigate the state licensing process with confidence. By strengthening Family Child Care businesses, we expand access to safe, high-quality options for families across our region.



"I really enjoy our one-on-ones just for helping me to know where to go. It has helped me knowing that it's okay to investigate. Before if I wasn't familiar with something, I just didn't touch it because I wouldn't know how useful or helpful it really could be. Now, I know how I can utilize this or that, and it really helps my relationship with parents and in maintaining paperwork."

- The Village participant

"The Village coaching has been so amazing because you guys have opened me up out of my comfort zone and helped me tap into what I struggle with. I've been doing this a lot of years and I'm really good at what I'm comfortable with, but you help me think and approach things in a different way. Especially in this time of uncertainty, you guys are on the front line but it's like you say, 'We're here and we're going to make this connection together. Just breathe through it. We're here to help you and we're going to go through it together.' And the people that embrace your help and want to grow, you really see the difference."

- The Village participant



2,891 families assisted
in finding quality
child care

732 counseling sessions
provided to at-risk
families

362 fingerprinting and
background check
appointments

4 Parent + Youth Ambassador
support groups hosted

+2 listening sessions organized for
families to interact with the Ohio
Department of Children and Youth

67 original Action for Children
resources created

COMMUNITY RESOURCE NAVIGATION

Families often know what they need. The challenge is knowing where to start. Action for Children helps parents and caregivers connect with child care, public benefits, and trusted community resources. By guiding families through complex systems and helping them access the right supports, we make it easier for families to find stability and move forward.



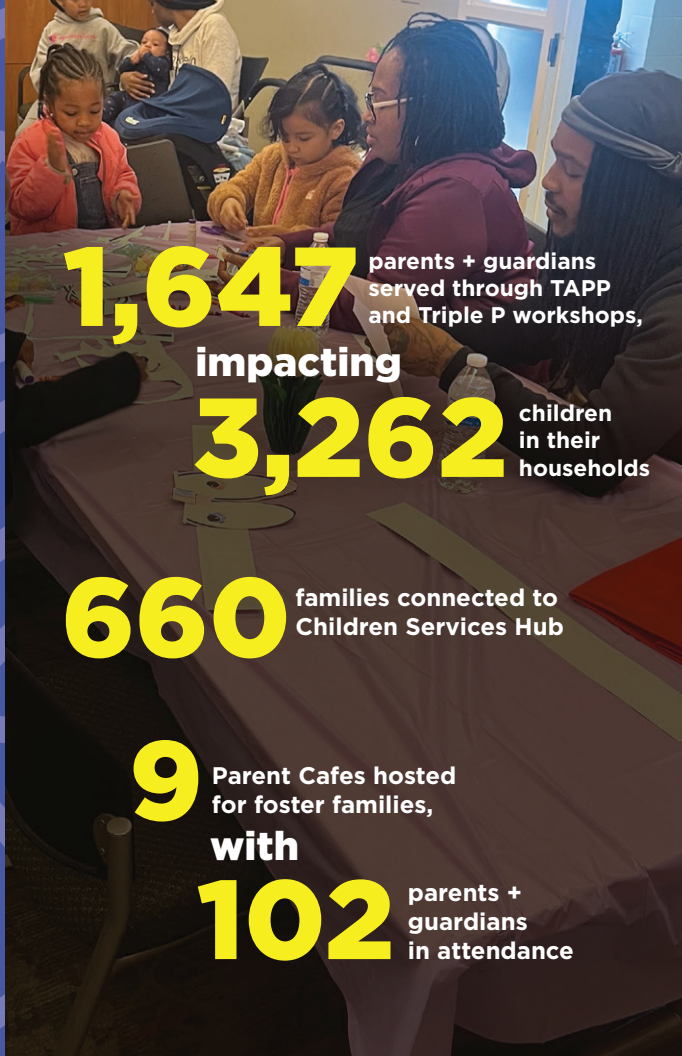
"I am sincerely appreciative to everyone who is involved with Franklin County RISE. Our children would not have been able to attend preschool at a licensed child care provider without it, and this is something that will benefit them now and for the rest of their lives."

- Franklin County RISE scholarship recipient

"A father of two moved to Ohio from California because costs are more affordable here. He wanted support with child care and custody of his youngest, but was lost on where to go because of his income even though he was struggling financially. We started with connecting him with legal aid and our agency's child care referral team. Then we started getting creative and finding other supports to help with his financial burden. It was bumpy and we had some twists and turns, but he has started the process in the courts for custody and he is getting his house and family in a better place!"

- Action for Children staff





1,647 parents + guardians
served through TAPP
and Triple P workshops,

impacting

3,262 children
in their
households

660 families connected to
Children Services Hub

9 Parent Cafes hosted
for foster families,
with

102 parents +
guardians
in attendance

PARENT EDUCATION

While parenting does not come with a manual, guidance and shared learning can make a difference. Action for Children offers classes, workshops, and practical strategies that help parents strengthen communication, build positive relationships with their children, and respond to everyday challenges. In our 25 years of providing parent education, we've seen that when caregivers feel supported and informed, children benefit.



"I valued the course and how it has allowed me to take on those extra steps needed to ensure there is a continued healthy environment for both of my children to grow confidently and lovingly in."

- Parents Who Parent Separately participant

"I like that we learned about roadblocks, like what not to say and do in a situation and try not to always blame the child for a situation, but instead be open minded and see all point of views. I like that no one judged anyone's situation and instead actually gave advice."

- The Art of Positive Parenting (TAPP) participant

"This class was very informative and something that I wish MY parents were required to go through when they split in my childhood."

- Putting The Children First participant



93 mothers + mother figures
empowered by AFC's case
management and support programs

40 fatherhood cohorts completed
across four counties,
serving
500+ fathers
+ father
figures

1,500+
children impacted by
fatherhood services
provided by
Action for Children



FAMILY EMPOWERMENT

Through case management, employment supports, and comprehensive peer discussions, Action for Children helps parents and guardians strengthen their confidence as caregivers. These services meet families where they are and honor their values and goals, helping parents create the stability and opportunity every child deserves.



FATHER UP

FatherUp has recently been piloting individual non-primary workshops to further the needs of our fathers. These individual workshops are voluntary and have resulted in a strong turnout of past and present graduates of FatherUp.

- 1 **Starting Strong: The Entrepreneurship Blueprint**
- 2 **Manage the Moment**
- 3 **Handling Tough Conversations Workshop**

"A dad we worked with was awarded custody of his young daughter after his estranged wife relocated with the child to another city without permission. He initially faced significant emotional challenges related to the separation, but our staff provided support to help him stabilize and successfully navigate the Franklin County Children Services system and the court process. With our help, he applied skills and strategies learned through the FatherUp workshops to manage his stress and remain focused on his goal of reunification. As a result, the court ultimately returned his daughter to his care and granted him legal custody. Ultimately, the help he received resulted in a more confident father and securing the best interest of their child!"

- FatherUp staff

MOTHERS MATTER

"I met a mom I work with at an in-person postpartum support group, where I was volunteering as a co-facilitator. After encountering her and sharing Mothers Matter, she enrolled. She attended every session, shared openly and encouraged the other moms regularly. I saw her actively parenting during our Zooms, navigating a marital separation, and bringing context and resources to our discussion groups weekly. Upon graduating from the program, I learned that she has been chosen as my new co-facilitator for those support group meetings. I am so proud of her."

- Mothers Matter staff





1,282 Kindergarten
Readiness
home visits
and
2,151 Help Me Grow
home visits
completed

246 parents and
guardians
and
325 children impacted
through AFC
home visiting

1,708 safe sleep
interactions

14,454
parents connected to statewide
Help Me Grow services, including
early intervention for child
developmental concerns

HOME VISITING

The earliest years shape a child's future. Through home visiting, Action for Children partners with families from pregnancy through the early childhood years, offering guidance on child development, health, and early learning. By supporting parents during these formative stages, we help children grow in safe, nurturing environments where they can thrive.

SUPPORT FOR PREGNANT + NEW PARENTS

In-home support for families from pregnancy up to two years old with pregnancy planning, postpartum support, and comprehensive connections to resources.

While receiving home visiting from Action for Children, a mother we worked with succeeded with many of her goals, including having a stable job, a car, and finding a new home for her family. She also grew in her knowledge of parenting and how to be loving, consistent, and supportive as a mom, while also teaching limits. In the time since her daughter completed the program, she has continued to thrive, can write her own name clearly, and is excited to start school!

"Our home visitor came in with beautiful energy!! She was always so kind, supportive, patient, loving, caring, considerate, and showed real love and investment in her role. She has made a huge impact and it is easy to see she loves what she does."

"As a parent, I am more patient and understanding, and I have learned to follow through, which makes a huge difference."

CONNECTIONS TO EARLY INTERVENTION SERVICES

Making the connection to expanded home visiting and early intervention services for caregivers with new babies, and families with young children with developmental delays or disabilities. Action for Children's Central Intake and Referral team completed both a Child Care and Library Campaign, where Help Me Grow information was shared with nearly 600 child care programs in Franklin County, and child assessment kits were dropped off to 50 libraries in central Ohio.

SETTING THE FOUNDATION FOR SCHOOL SUCCESS

Continuing in-home support to build reading, math, language, and social skills, preparing young children for success in kindergarten and beyond.

"My son absolutely loves his Parent Partner! She has been a part of my family, and my son looks forward to seeing her every month. She's attentive, encouraging, supportive and energetic. I am so proud to be a part of this program!"

- SPARK parent





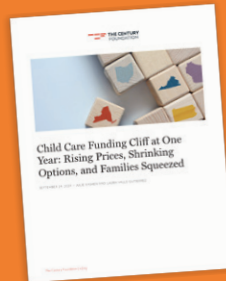
ADVOCACY + PARTNERSHIP

JOURNEY TO 5 PARTNERSHIP

Action for Children actively participates in Journey to 5, a Licking County collaboration facilitated by Nationwide Children's Hospital in partnership with community organizations, child care programs, and community stakeholders. The collaborative meets monthly to work together on solutions that help children in Licking County enter kindergarten ready to learn. Action for Children's partnership with Journey to 5 provides high-quality trainings on site or at locations convenient Licking County professionals, at no cost to them.

FRANKLIN COUNTY RISE PARTNERSHIP

Action for Children partners with Future Ready Five and the Franklin County Board of Commissioners to strengthen kindergarten readiness across the community. Together, we administer child care scholarships, provide education awards for early childhood professionals, host kindergarten readiness workshops for parents, offer innovation awards for child care programs. Action for Children also delivers coaching through Future Ready Five's Kindergarten Readiness Collaborative.



SEPTEMBER 24, 2024 CENTURY FOUNDATION REPORT

Action for Children data are featured in a special report published by national think tank The Century Foundation on the child care funding cliff a year after a historic post-covid investments in child care. The report takes a closer look at the aftermath in five states and the leadership needed to solve it.



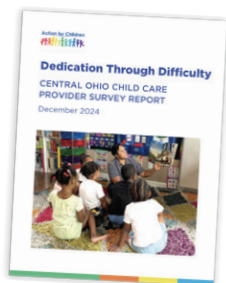
DECEMBER 3-4, 2024 **U.S. CHAMBER OF** **COMMERCE CHILD CARE** **INNOVATION SUMMIT**

Action for Children leaders participated in the U.S. Chamber of Commerce's National Child Care Innovation Summit: Business Leaders in Action, joining business and government partners from across the country to discuss emerging approaches to employer-supported child care. The summit created opportunities to exchange ideas, strengthen cross-sector

relationships, and bring new perspectives on child care business partnerships back to central Ohio.

DECEMBER 11, 2024 **DEDICATION THROUGH** **DIFFICULTY REPORT**

Action for Children published the sixth iteration of its Central Ohio Child Care Provider Survey Report, written by AFC Board Member and OSU Professor Dr. Joyce Chen and Action for Children's Director of Child Care and Education Initiatives, Dr. Kat Glenn-Applegate. The report details child care compensation, PFCC, an exclusive look at new programs in central Ohio and participation in Step Up To Quality, and highlights actionable next steps for stakeholders.



FEBRUARY 7, 2025

IMMIGRATION RESOURCES PRESENTATION

Action for Children partnered with Emily Brown, J.D., Director of the Immigration Clinic at the Ohio State University Moritz College of Law to present a webinar on immigration law and how it applies to child care businesses. AFC staff also created comprehensive toolkits for parents, caregivers, child care professionals, and community partners. Resources in four languages were shared directly with webinar participants and through Action for Children's digital resource library.

MAY 19, 2025

NATIONAL HEAD START CONFERENCE

Action for Children's Director of Child Care and Education Initiatives presented on a panel during the 2025 National Head Start Conference. The session focused on assessments in the early learning space and was moderated by MDRC, a nonpartisan research organization that developed and piloted Measures for Early Success, a study of new culturally-aware assessments for young children.

JUNE 17, 2025

RALLY FOR **WORKING FAMILIES**

Action for Children joined with a number of statewide organizations to participate in a rally in support of policies that would lower costs for child care and support families, organized by Groundwork Ohio. AFC's CEO, Tasha Booker, gave remarks at the rally focused on real stories and investments that make a difference.



THANK YOU TO ALL OF OUR DONORS WHO HELP TO MAKE OUR WORK POSSIBLE.

FUNDING PARTNERS + SPONSORS



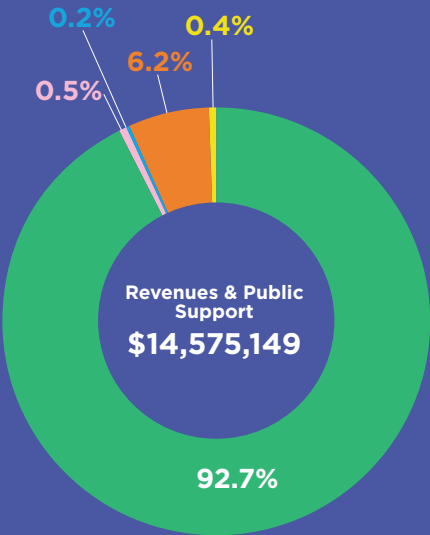


SCAN TO DONATE TO ACTION FOR CHILDREN

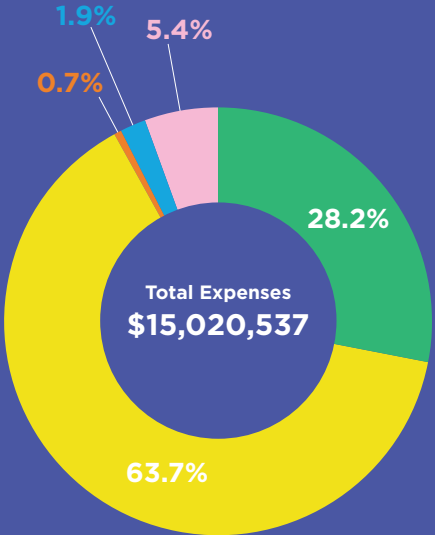


FINANCIALS

FISCAL YEAR 2025



- Grants
- Contributions
- Special events
- Contract services
- Other



- Parents, guardians and families
- Management + general
- Fundraising and special events
- Community
- Early childhood community



GET INVOLVED

“If you want to go fast,
go alone; if you want
to go far, **go together**”

-African Proverb

SUPPORT FAMILIES AND PROVIDERS

Raising and caring for young children comes with real costs. By shopping our Walmart SPARK Good wish list, you help us deliver essential supplies to families and child care providers — strengthening classrooms, easing burdens, and supporting children as they learn and thrive.

PROVIDER APPRECIATION DAY

Caring for young children takes skill, heart, and dedication. Each year, we honor early learning professionals by hand-decorating and delivering appreciation cards in the weeks leading up to Provider Appreciation Day — celebrated annually on the Friday before Mother’s Day — recognizing the vital role they play in helping children learn and thrive.

STAY CONNECTED

Staying informed is one of the best ways to strengthen our community. “The Four” is your way to stay connected with Action for Children throughout the year. Here, you can hear from our CEO, explore real stories from the people who make up our community, and stay up to date on what’s happening at AFC.

Want to
Engage?



Want More
Information?



Want More
to Explore?



SCAN TO
DONATE



actionforchildren.org

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(614) 224-0222 | (M-F) 9am - 4pm

Action for Children

