



CBHC

Colorado Behavioral
Healthcare Council

golden
light bulb

Program Title: Rise to Success

Organization: Health Solutions

Program Abstract (50 words max, please):

Rise to Success exists to provide high-quality, developmentally appropriate care for children of Health Solutions employees while parent(s)/guardian(s) are engaged in supporting the community by providing behavioral and medical healthcare. Rise to Success focuses on the individual child's age and ability to stimulate social, cognitive, physical, and emotional growth.

Program Description (Include program development, program information, staffing requirements, pertinent data and start-up costs.): *Please limit to 2 pages, and remember to address all criteria specified.

Health Solutions developed The Rise to Success program during the COVID 19 pandemic when local school districts closed and transitioned to remote learning. Employee families were faced with the dilemma of how to care for their children, support their children's education from home, and maintain their employment. Health Solutions was faced with a dilemma in that the shutdown affected approximately 40 staff members needing to take leave to provide care and assistance for collectively over 70 children. The impact of this number of staff members taking leave would have halted our ability to provide behavioral and medical healthcare to an average of 1,000 clients per week. Creative thinking arrived at the concept of offering supervised classrooms with activities during regular working hours. Health Solutions Executive Team agreed to fund a group of tutors, mentors, and teachers to organize and provide supervised structure, academic lessons, tutoring, physical and social activities, and light food for employees' children. Health Solutions has absorbed the costs of this expensive support through general funds and grant funding to offer it at no cost to employees as a benefit.

Rise to Success opened in August 2019, utilizing an already existing building space at Health Solutions Family Center. Four classrooms were furnished to hold up to 16 students for a total capacity of 64 students, ages 5-17. The program began with employee volunteers until a licensed instructor and education assistant were able to be hired. The facility applied for and received a child care license. At the peak of the pandemic shutdown, Rise to Success had 32 children in attendance per day. Since its inception, it has provided partial or complete care for a total of 70 children, supporting the childcare needs of 57 Health Solutions employees. In addition, many of these staff members are two-income households, so having the support has allowed for other members in their home to continue employment contributing to the recovery of our community.

As schools began to reopen for in-person learning in the Spring of 2021, parents were allowed the option of continuing their children in remote learning for a full day at Rise to Success or using Rise to Success as an after-school and Friday childcare option. Rise to Success has continued throughout the summer as enrichment and recreational childcare option. Rise to Success will continue in the Fall to support students who continue online education and provide an after-school and Friday childcare option.

In addition to supporting children's online academic learning, Rise to Success offers enrichment activities of arts and crafts, science projects; rock wall climbing instruction; yoga and mindfulness; and group games.

Rise to Success start-up costs totaled \$118,650. (Laptops and other tech equipment \$72,150; Classroom furniture/equipment \$42,550; Legal support for licensing & zoning \$4,000) Staffing requirements are based on childcare licensing regulations to maintain the required 1 adult to 15 children ratio. Health Solutions currently employs 2 FTE positions and 1 PRN position for Rise to Success. Health Solutions hopes to continue the program and expand to provide services to the public because our community does not have enough childcare providers to support our workforce.

Rise to Success serves multiple purposes beyond the most apparent practical need of providing child care for children of employees. It gives peace of mind for employees knowing their children's academic, social, and emotional needs are being met, allowing them to focus on the vital work they do of providing behavioral and medical healthcare. It also provides a non-traditional learning environment that has offered individualized support for children who have not functioned as well in traditional school settings. Rise to Success staff have shared the following success stories:

An 11-year-old 5th grader who attended Rise to Success made the honor roll for the first time in the 4th quarter of school. Her mother reported that she does not usually make the honor roll and attributes that her teachers' support at Rise to Success helped her achieve better grades.

A 9-year-old 3rd grader attended Rise to Success for the entire school year. He had problems with being bullied at his school when attending in person. He enjoyed coming to Rise to Success and readily made friends. He developed and demonstrated leadership skills with the younger students. When he first tried rock climbing at the start of the school year, he was very fearful and lacked confidence. By the end of the school year, he had become one of the best climbers and encouraged others. His self-confidence increased significantly through his attendance at Rise to Success.

A 9-year-old 3rd grader struggled with social skills when she first enrolled at Rise to Success. Over time, she showed remarkable improvements in her social skills and began to make friends. She became more cooperative with adults and was able to take on helper roles in the classroom.