



**BRIGHT
FUTURES**

2024 YEAR END REPORT



INTRODUCTION

In 2024, Triad Bright Futures (TBF) deepened our efforts to partner with the community to advance quality, equitable early childhood experiences for all families. We facilitated and supported the collaborative work of the Cornerstone Workgroups with focus on the four pillars of the Bright Futures Roadmap:

- Quality Early Care and Education
- Family Support and Home Visiting
- Mental Health Consultation and Support
- Screening, Assessment and Referrals

Triad Bright Futures also significantly expanded our outreach efforts, including informational campaigns with grassroots and paid media strategies to inform and empower families, providers and early childhood professionals with information and local resources.



ACCOMPLISHMENTS & MILESTONES

COLORADO UNIVERSAL PRESCHOOL (UPK)

- Assisted 4,145 children in Jefferson, Gilpin and Clear Creek Counties to access Colorado Universal Preschool (UPK) funding and other resources, a 2% increase from Year 1 (2023-24). Of those enrollments, we saw an increase of 28% in geographic target areas in Lakewood, Arvada, Edgewater, and Wheat Ridge, as compared to Year 1. UPK provides between \$6,000 and \$10,000 in financial assistance with tuition for children the year before they enter kindergarten.
- TBF supported 206 childcare providers to participate in the UPK program, a 21% increase and 98% retention rate in providers from Year 1 (2023-24). These providers offer mixed-delivery preschool through community-based (for-profit, nonprofit, licensed in-home, faith-based) and school district options. We saw an increase of 30% in participating licensed family childcare home providers for the 2024-25 school year.
- TBF hosted 33 provider support sessions and responded to 3,743 help requests from families and providers through the Triad Bright Futures UPK Help Desk.

As a part of the overall Bright Futures Roadmap efforts for equitable access and community engagement, TBF partnered with Latinas Community Connections Services (LCCS), a grassroots navigation services organization, to provide targeted outreach in support of UPK and early childhood resources to Spanish-speaking families. We trained the team on how to complete a UPK application, submit a help ticket and navigate the resources on our website. Families living in disproportionately impacted neighborhoods in our geographic target areas benefited from our collaborative outreach efforts. We reached 369 families directly with 1:1 support in accessing UPK and early childhood resources through this collaboration.



ACCOMPLISHMENTS & MILESTONES

COLORADO UNIVERSAL PRESCHOOL (UPK)

Triad Bright Futures also partnered with Gary Community Ventures' communications team on a Facebook video advertising campaign that resulted in strong audience engagement, particularly for Spanish-speaking audiences and families living in Jefferson County zip codes that have the highest concentration of non-white 0–5-year-olds combined with lowest median household incomes. We learned that sharing information in different modalities (audio, visual) for families in communities where English may not be the primary language is essential to reaching them.

In 2025, we hope to work with the Colorado Department of Early Childhood more intentionally to retrieve the data we need to monitor and assess the impact of our targeted outreach efforts. We would also like to learn more about GIS mapping used by other LCOs to better identify where we are missing families and providers, particularly in Jefferson County.



Working with TBF to create flyers and information for families highlighting licensed family child care homes (FCCH) as a valued early care and education program and UPK program was amazing! The TBF staff listened to our ideas and created some amazing informational flyers for families and programs. JCCCA members were so excited to see and use these. Some providers said it helped them enroll children in their programs.

I heard from FCCH providers in other LCO catchment areas that said they wished their LCOs would do the same. This work really made our FCCH providers feel seen, valued and included, something that does not always happen within our field. We also greatly appreciate TBF sharing our Facebook posts. I also feel like the voice of FCCH programs is being heard and considered in the Cornerstone 1 workgroup.

Carrie Kennedy, President, Jefferson County Child Care Association

ACCOMPLISHMENTS & MILESTONES

BRIGHT FUTURES ROADMAP

In the spring of 2024, TBF hired a project manager to oversee implementation of the Bright Futures Roadmap (Roadmap), ensuring consistent convening of Cornerstone and Mountain Workgroups and increased participation from diverse community members.

- Representatives from 38 organizations across Jefferson, Gilpin & Clear Creek counties worked toward collective goals to streamline access to services, support early childhood workforce development, and strengthen connections among partners.
- Jefferson County Roadmap partners advanced the following goals during 2024:
 - Developed innovative strategies aimed at expanding the local talent pool for early educators, including the launch of a talent pipeline management cohort with support from the Greater Arvada Chamber of Commerce.
 - To support workforce retention and bridge the income and cost of living gap for early educators already in the field, partners developed a wellness and support page for early childhood educators.
 - Created efficiencies and support for the home visitor workforce through shared trainings, a home visitor meetup and coordinated outreach efforts.
 - Promoted central home visitation navigation and the Jeffco Family Navigator to home visitors working directly with families in order to improve cross-program referrals.
 - Increased public awareness for mental health consultation through enhanced content on the Triad Bright Futures website and a social media campaign to build awareness about the importance of social emotional development.
 - Strengthened internal mental health consultation relationships across organizations to improve connections and increase consultant wellness and support.
 - Unveiled a draft interactive graphic to explain the field of early childhood mental health consultation to providers, professionals and families. This contains a searchable index of services available at every level of service, including workforce development and support, health promotion, early intervention and treatment. This draft will be finalized and shared in early 2025.
 - Supported Healthy Jeffco Alliance's client interview project which gathered data around systems navigation challenges families face when accessing care.

ACCOMPLISHMENTS & MILESTONES

BRIGHT FUTURES ROADMAP

- Clear Creek and Gilpin County partners and families completed a six-month early childhood community needs assessment process. The [Assessment Report](#) takes a detailed look at the challenges and opportunities faced by families, and offers concrete next steps and solutions brought forth from families, local leaders, and other community members. Top priorities for these counties include increased infant and toddler care for children under age 4 and increased enrichment opportunities for children under age 5.
- In 2024, TBF made significant enhancements to our social media channels and website, increasing public awareness of local resources and the importance of supporting healthy early childhood development. We increased website users and conversions 5% quarter over quarter, completed three public awareness building campaigns (licensed in home child care, mental health consultation and home visitation) and doubled our newsletter subscribers.

Being a member of the mental health consultation cornerstone has been such a fulfilling experience. It has been personally supportive and systemically impactful in knowing who else is out there doing similar work. The mapping exercise and tool has been instrumental in understanding new ways to help residents navigate to prevention based services that will support their understanding and develop the skills to positively impact their child's development and avoid repeating the harms of the past. There are so many out there serving in this way and it is inspiring to know that, and how to find them.

Amanda Davis, Mental Health Specialist,
Jefferson County Public Health



ACCOMPLISHMENTS & MILESTONES

BRIGHT FUTURES ROADMAP

In the fall of 2024, Triad Bright Futures received an 18-month Impact on Equity grant from Early Milestones Colorado to support a project with Cuenta Conmigo Cooperative, Edgewater Collective and Jefferson County Public Health, called Maternal Child Health Leaders for Equity (MCHLE). This project supports 20 Spanish-speaking community leaders to receive training in maternal child health and civic engagement combined with hands-on practice. The project directly addresses and disrupts the inequities that Latine moms and families face before, during and immediately after giving birth, from a health and health systems perspective, increasing access to family support resources.

Triad Bright Futures serves as the bridge to Bright Futures Roadmap partners and as lead agency for the grant. Nineteen Triad Bright Futures partners provide co-mentoring and volunteer opportunities in the field. This increases the relationship between families and health organizations, allowing partners to grow in providing culturally responsive services to Spanish-speaking community members. Additionally, cohort participants receive new and up-close information about avenues for career exploration and professional and financial growth.



ORGANIZATION

- On December 31, 2024, Triad Bright Futures concluded its two-year fiscal sponsor arrangement with Colorado Statewide Parent Coalition (CSPC) and joined the Administrative Partnership Program at Trailhead Institute on January 1, 2025. Trailhead is a nonprofit public health institute and specializes in capacity-building and collaboration to help grow innovative organizations, projects and partnerships whose work has a positive impact on health. We are deeply grateful to CSPC for their startup support of Triad Bright Futures from 2023-2024 and are excited for the strategic and operational growth opportunities ahead with Trailhead.
- Additional Triad Bright Futures milestones for 2024:
 - Developed a fundraising plan and hired a contract fundraiser.
 - Recruited and hired an Evaluator, Butler Institute for Families, for development of a Theory of Change and evaluation plan for the Roadmap.
 - Updated our governance structure and strategic plan.

LOOKING AHEAD

Triad Bright Futures is optimistic and energized to advance these strategic priorities in 2025:

- Build inclusive networks and support partner capacity to implement projects that advance the Bright Futures Roadmap.
 - Effectively implement UPK to ensure equitable access for families.
 - Support early childhood workforce development efforts across all Cornerstones.
 - Expand culturally responsive services through Cornerstone projects and goals.
 - Advance community-driven solutions from the Community Needs Assessment in Gilpin & Clear Creek Counties.
- Ensure maximum organizational sustainability of Triad Bright Futures.
 - Diversify funds.
 - Increase evaluation capacity.
 - Recruit, retain and develop highly qualified Triad Bright Futures employees.
 - Increase public awareness of Triad Bright Futures by cultivating communication strategies that are accessible and driven by community needs.
- Identify and advance policy efforts and changes in practice that leverage community strengths, expand access to services and improve economic opportunities for families with young children.
 - Begin to develop policy pillars from Cornerstone Workgroups and support public awareness.
 - Promote and align with state early childhood frameworks and plans.
 - Support legislative efforts that align with TBF's vision for early childhood in Jefferson, Gilpin and Clear Creek counties.

Members of the Jeffco Home Visitation Collaborative, with backbone support from Triad Bright Futures, have demonstrated their commitment to ensuring families are supported in their roles as children's first and most important teachers through collaboration and connections across programs. In the spring of 2024, over 70 home visitors and coordinators from 13 home visitation programs gathered together to build relationships and learn about each other's work. Home visitors spoke of the value of these connections to their work and expressed how they felt after the gathering. This feedback was compiled into a word cloud and shared with participants. Months after the spring gathering, home visitor connections continue being fostered. Opportunities to build relationships across perinatal and early childhood programs increase resource connections and strengthen systems of care. When organizations work together and align efforts to improve access to resources and supports in the community, children and families benefit.

Mary Margaret Fouse-Bishop, Jefferson County Public Health

SUPPORTERS & LEADERSHIP

By working together, partners in Jefferson, Gilpin and Clear Creek Counties are leveraging combined expertise, networks, resources, and relationships to address the root causes of inequities in early childhood development and education. With continued collaboration, we can amplify this collective effort and build a system where all children, regardless of their background, are given the best possible chance to thrive. The Triad Bright Futures staff are deeply grateful to our funders, past Executive Committee, current Board Members, donors and partners for their leadership and support of our work.

2024-2025 FUNDERS

- Colorado Department of Early Childhood
- Colorado Gives Foundation
- Early Milestones Colorado
- Gary Community Ventures
- The Buell Foundation

2025 ADVISORY BOARD

- Kami Welch, Arvada Chamber of Commerce, Chair
- Leigh Pytlinski, Jeffco Schools, Secretary
- Jessica Simmons, Sunlight Peak Advisory, Treasurer
- Kelly Dunkin, Colorado Gives Foundation
- Alix Hopkins, Jefferson County Public Health
- Rachel Meixner, Jefferson County Head Start
- Susan Berumen, Gilpin County
- George Marlin, Clear Creek County

2025 COMMUNITY LEARNING NETWORK LEADERS

- Kat Douglas, Jefferson County Human Services
- Paulina Erices, Cuenta Conmigo Cooperative
- Naomi Esquibel, The Goddard School- Arvada
- Mary Margaret Fouse-Bishop, Jefferson County Public Health
- Briana Francis, Jefferson County Public Library
- Jess Fuller, Arvada Chamber of Commerce
- Alethia Gomez, EPIC Colorado
- Leigh Kallechey, Jefferson Center
- Sarah Kinzer, Mountain Resource Center
- Carrie Kennedy, Jefferson County Child Care Association
- Maria Martinez, Edgewater Collective
- Laurie Walowitz, The Action Center
- Miriam Wilch, Benefits in Action

2024 EXECUTIVE COMMITTEE

- Kami Welch, Arvada Chamber of Commerce, Chair
- Leigh Pytlinski, Jeffco Schools, Secretary
- Lorena Garcia, Colorado Statewide Parent Coalition
- Pat Bolton, Triad Early Childhood Council / Child Care Innovations
- Susan Berumen, Gilpin County
- Lesley Dahlkemper, Jefferson County
- George Marlin, Clear Creek County
- Paulina Erices, Cuenta Conmigo Cooperative
- Kelly Dunkin, Colorado Gives Foundation



MORE FROM OUR PARTNERS

When the Arvada Chamber of Commerce launched its B.O.L.D. 2026 Initiative (Big Opportunities for Leaders to Deliver), childcare became one of the four central pillars. Arvada and regional employers, of all industries and sizes, were noticing that childcare access and affordability was a significant barrier to talent recruitment and retention, impacting local businesses ability to thrive.

The Arvada Chamber was thankful to build a collaborative partnership with Triad Bright Futures, as the need around childcare capacity and access for families and providers requires a coordinated regional approach. The Arvada Chamber and Triad Bright Futures both participate in collaboratives hosted by one another, promote the resources and events hosted by one another, and connect on progress of their initiatives while exploring continued opportunities for collaboration.

In September 2024, Triad Bright Futures Executive Director, Jennifer Anton, and Arvada Chamber of Commerce's Director of Housing & Childcare, Tess McShane, co-presented at the Strengthening Colorado Families and Communities Conference in Keystone, CO. Their presentation focused on building bridges through partner collaboration, and the benefits of engaging businesses and economic development organizations in regional collaborative work on childcare.

This partnership exemplifies how aligning efforts across sectors can create meaningful progress on complex challenges like childcare, ultimately strengthening families, businesses, and communities alike.

Tess McShare, Director of Housing & Childcare Initiatives, The Greater Arvada Chamber of Commerce

