Messages from our Leaders

OUR BOARD CHAIR

Robin Wright DeLaVergne

It has been a great privilege to serve as the Chair of the Children’s Board of Hillsborough County since 2023. I am inspired by the dedication and passion of our Board, staff, provider community, and supporters who work tirelessly to make a positive impact in the lives of children and families in Hillsborough County. Together, we are a force for good, driven by a shared commitment to ensuring that every child can thrive and succeed.

I am humbled by the stories of children who have found a safe haven in our programs, in the tears of gratitude from parents who have received much-needed support, and in the dreams of a brighter future that we help nurture in the hearts of our youth. I extend my heartfelt appreciation to all our current and future providers that we support, we cannot do this work without you.

At the heart of the work of the Children’s Board lies a deep-seated commitment to the well-being and success of all children and families. We believe that by investing in their early years, we are not only shaping their futures but also building a stronger, more vibrant community for generations to come.

OUR EXECUTIVE DIRECTOR

Rebecca Bacon

After many years on the Children’s Board team, I am honored to transition to Executive Director of this wonderful agency. As a local Children’s Services Council, we are uniquely positioned to support local non-profits to cultivate a healthier and more vibrant future for our children and families and I cannot think of a better place to be.

Hillsborough County is growing rapidly, and we strive to evolve and grow with the community to be responsive to the changing needs. In 2023, we added twenty-three new programs and conducted a series of community town halls to better understand the needs of families. We continue to seek input and utilize data to strategically direct future funding releases.

Families face many challenges, with some of the most pressing needs in the areas of mental health, affordable housing, and childcare. Upon review of our 2023 results, it is apparent that the collective efforts of a caring community truly make a difference. Our impact is made possible through the dedication and collaboration of our Board of Directors, service providers, staff, and community advocates.

2024 is shaping up to be a record year for funding of new and innovative programming. I am confident that we will be able to strengthen a collaborative culture of learning, engage our community with best practices, and better utilize resources.
Meet Our Board Members

Robin Wright DeLaVergne
Board Chair

The Honorable Katherine G. Essrig
Vice Chair

Andrew J. Mayts Jr.
Secretary/Treasurer

Van Ayres
Hillsborough County Schools Superintendent

Lynn Gray
Hillsborough County School Board

Gwen Myers
Hillsborough County Board of County Commissioners

Beth Pasek
Dept. Children & Families

Edwin A. Narain
Gubernatorial Appointee

Sarah Naumovich
Gubernatorial Appointee

Megan Proulx Dempsey
Gubernatorial Appointee
Getting to know your Children’s Board

Vision
It is our vision that Hillsborough County will be recognized as one of the top places in the nation to raise children.

Mission
The Children’s Board invests in partnerships and quality programs to support the success of all children and families in Hillsborough County.
PARTICIPANT DEMOGRAPHICS

Gender

69%

More participants reported as Female

Race/Ethnicity

48% of participants
Non-Hispanic/ Latino

47% of participants
Hispanic/ Latino

Black/African American

49% 6%

White

38% 71%

Two or More Races

6% 9%

Refused/Other/NA

7% 14%

Ethnicity percentages were similar within funded program participants, but race composition varied greatly by ethnicity as shown.

41,575

Parents/Caregivers, Pregnant Women and Children Reported with Demographic Data

Age

43%

Birth to 8

11%

9-18 years

46%

Adults 19+

Households

51%

of households reported as Dual-Two Parent

49%

of households had members with some education beyond high school

Funded programs primarily serve children birth to age 8 and their caregivers.
Funded program participants reside in all zip codes of Hillsborough County, with the large majority residing in the City of Tampa and areas surrounding Interstate-4. The most frequently reported zip codes are 33612, 33610, 33614, 33604, 33578, and 33511. The participant map shows the concentration of program participants by zip code, with the darker areas representing the zip codes where more participants reside.
$39.5 million in program funding to support children and families in 2023.

Healthy and Safe $ 6,545,776

Developmentally on Track $ 6,423,120

Ready to Learn and Succeed $ 14,974,497

Family Support $ 11,603,334

The Children’s Board hosted Town Hall meetings throughout the county that engaged 480 family members as well as key stakeholders. The changing needs of our community are evident and the Children’s Board will continue to support efforts to collaborate and invest in programs that provide best practices to meet these needs.

All funded programs are monitored for compliance and performance. Their dedicated efforts also contribute to a culture of learning and growth for families and communities. The combined impact of services is demonstrated in the results of this report.
CHILDREN ARE HEALTHY AND SAFE

The primary goal of Children are Healthy and Safe is to improve overall community health by supporting pregnant women to seek prenatal care, postpartum support, and care for children as they grow.

17,016 Participants measured

11 of 15 Outcomes evaluated met or exceeded target levels
Table shows performance achieved compared to target for all outcomes in this focus area.

**Outcomes met above targets are shown with a pink star:** Target — Performance

**Outcomes below targets are shown with a gray star:** Performance — Target

### OUTCOMES SUMMARY

<table>
<thead>
<tr>
<th>Outcome</th>
<th>60%</th>
<th>70%</th>
<th>80%</th>
<th>90%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Babies born at term</td>
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<tr>
<td>Babies born substance-free</td>
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<tr>
<td>Children at decreased risk of vaccine-preventable diseases</td>
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<tr>
<td>Children attending well-baby/child visits</td>
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<tr>
<td>Children with improved physical fitness</td>
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<tr>
<td>Children at reduced risk of unintentional injury</td>
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<tr>
<td>Pregnant women attend prenatal visits</td>
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<tr>
<td>Mothers initiating breastfeeding</td>
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<tr>
<td>Mothers sustaining breastfeeding</td>
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<tr>
<td>Parents/Caregivers with fewer depressive symptoms</td>
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<tr>
<td>Families with safer housing</td>
<td></td>
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<tr>
<td>Individuals demonstrate knowledge of health/safety</td>
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<tr>
<td>Individuals with increased knowledge of health/safety</td>
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<tr>
<td>Professionals demonstrate knowledge of health/safety</td>
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<tr>
<td>Professionals with increased knowledge of health/safety</td>
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</table>
CHILDREN ARE DEVELOPMENTALLY ON TRACK
The primary goal of Children are Developmentally on Track is the early identification of children with special needs through developmental screening and referral linkages.

8,826 Participants measured

4 of 7 Outcomes evaluated met or exceeded target levels
Table shows performance achieved compared to target for all outcomes in this focus area.

Outcomes met **above targets** are shown with a **blue star**: Target

Outcomes **below targets** are shown with a **gray star**: Performance

<table>
<thead>
<tr>
<th>OUTCOMES SUMMARY</th>
<th>70%</th>
<th>80%</th>
<th>90%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children &lt;34 months access developmental screenings</td>
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<tr>
<td>Children &gt;34 months access developmental screenings</td>
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<tr>
<td>Children linked with hearing assessment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Children linked with vision assessment</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Children with improved social-emotional competence</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parents/Caregivers support their child’s healthy development</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parents/Caregivers demonstrate behavior consistent with age-appropriate develop</td>
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</tbody>
</table>
CHILDREN ARE READY TO LEARN & SUCCEED

The primary goal of Children are Ready to Learn and Succeed is to support children who are getting ready to enter Kindergarten and provide the necessary resources throughout the early school years.

10,478 Participants measured

16 of 20 Outcomes evaluated met or exceeded target levels
Table shows performance achieved compared to target for all outcomes in this focus area.

Outcomes met above targets are shown with a purple star: **Target**
Outcomes below targets are shown with a gray star: **Performance**

<table>
<thead>
<tr>
<th>OUTCOMES SUMMARY</th>
<th>40%</th>
<th>50%</th>
<th>60%</th>
<th>70%</th>
<th>80%</th>
<th>90%</th>
<th>100%</th>
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</thead>
<tbody>
<tr>
<td>Children with inclusive early care placement</td>
<td></td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>Children ready for kindergarten</td>
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<tr>
<td>Children with improved school readiness skills</td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Children regularly attending school</td>
<td></td>
<td></td>
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<tr>
<td>Children with progress toward academic success</td>
<td></td>
<td></td>
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<tr>
<td>Children with increased motivation to learn</td>
<td></td>
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<tr>
<td>Children read to or read four times per week</td>
<td></td>
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<tr>
<td>Children with improved positive behaviors</td>
<td></td>
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<tr>
<td>Child/Youth with improved skills</td>
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<tr>
<td>Child/Youth with improved self-esteem</td>
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<tr>
<td>Children with on-time grade promotion</td>
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</tbody>
</table>
Table shows performance achieved compared to target for all outcomes in this focus area.

**Outcomes met above targets** are shown with a purple star: Target  
**Outcomes below targets** are shown with a gray star: Performance

### Youth - Middle/High School Age

<table>
<thead>
<tr>
<th>OUTCOMES SUMMARY</th>
<th>20%</th>
<th>30%</th>
<th>40%</th>
<th>50%</th>
<th>60%</th>
<th>70%</th>
<th>80%</th>
<th>90%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Youth with increased educational aspirations</td>
<td>⭐️</td>
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<tr>
<td>Youth with on-time grade promotion or graduation</td>
<td>⭐️</td>
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<tr>
<td>Youth with improved positive relationships with parents/adults</td>
<td>⭐️</td>
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<tr>
<td>Youth with increased school connection</td>
<td>⭐️</td>
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</tbody>
</table>
Table shows performance achieved compared to target for all outcomes in this focus area.

Outcomes met above targets are shown with a purple star: **Target**
Outcomes below targets are shown with a gray star: **Performance**

<table>
<thead>
<tr>
<th>OUTCOMES SUMMARY</th>
<th>40%</th>
<th>50%</th>
<th>60%</th>
<th>70%</th>
<th>80%</th>
<th>90%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Families with increased social-emotional knowledge</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Early Childhood Educators with improved early literacy skills</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Early Childhood Educators with knowledge of developmentally appropriate practices</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Early Childhood Educators demonstrate developmentally appropriate practices</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Early Education Programs with Progress Towards or Achieving or Maintaining High Quality</td>
<td></td>
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</tr>
</tbody>
</table>
FAMILY SUPPORT

The primary goal of Family Support is to assist families in attaining services that increase formal and informal supports to improve their overall stability and security.

29,215
Participants measured

11 of 12
Outcomes evaluated met or exceeded target levels
Table shows performance achieved exceeded target levels for all outcomes in this focus area.

Outcomes met **above targets** are shown with a **green star**: Target — Performance

Outcomes **below targets** are shown with a **gray star**: Performance — Target

### OUTCOMES SUMMARY

<table>
<thead>
<tr>
<th>Outcomes</th>
<th>50%</th>
<th>60%</th>
<th>70%</th>
<th>80%</th>
<th>90%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individuals with increased concrete supports</td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Individuals with increased social supports</td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Individuals with improved mental well-being</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Families with improved family well-being</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parents/Caregivers with no verified reports of maltreatment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parents/Caregivers with increased literacy skills</td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Parents/Caregivers with increased parenting skills</td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Parents/Caregivers with increased knowledge of resources</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Parents/Caregivers with skills to achieve economic mobility</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Parents/Caregivers demonstrate progress toward educational success</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parents/Caregivers involved in child’s development/education</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Parents/Caregivers with reduced stress</td>
<td></td>
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</tr>
</tbody>
</table>
## 2023 Financial Statement

### OPERATING REVENUES

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ad Valorem Taxes</td>
<td>$62,625,916</td>
</tr>
<tr>
<td>Investment Income</td>
<td>$4,869,500</td>
</tr>
<tr>
<td>Administrative Services Organization</td>
<td>$597,386</td>
</tr>
<tr>
<td>Other Community Partner Funding</td>
<td>$202,254</td>
</tr>
<tr>
<td>Miscellaneous Income</td>
<td>$11,248</td>
</tr>
</tbody>
</table>

**Total Revenues**  **$68,306,304**

### EXPENDITURES

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program</td>
<td>$39,539,264</td>
</tr>
<tr>
<td>Salaries</td>
<td>$3,702,152</td>
</tr>
<tr>
<td>Employee Benefits</td>
<td>$1,385,320</td>
</tr>
<tr>
<td>Contracted Professional Services</td>
<td>$362,200</td>
</tr>
<tr>
<td>Facility Expenditures</td>
<td>$259,748</td>
</tr>
<tr>
<td>Resource Centers Facility Expenditures</td>
<td>$198,002</td>
</tr>
<tr>
<td>Professional Development</td>
<td>$163,635</td>
</tr>
<tr>
<td>Other Operating</td>
<td>$407,823</td>
</tr>
<tr>
<td>Capital Outlay</td>
<td>$47,513</td>
</tr>
<tr>
<td>Local Government Fees</td>
<td>$1,610,856</td>
</tr>
<tr>
<td>Debt Service - Principle</td>
<td>$253,984</td>
</tr>
<tr>
<td>Debt Service - Interest</td>
<td>$18,895</td>
</tr>
</tbody>
</table>

**Total Expenditures**  **$47,949,392**
Community Investments

The Administrative Services Organization (ASO), a dedicated source of flexible funds, was created in 2003 to support family directed care. The ASO promotes a wraparound approach where families and their case managers develop family support plans that identify their strengths, needs, and goals. Families prioritize the most critical services and select qualified community providers to aid them in meeting their goals. ASO funds purchase these services when no other funding or resources are available to meet these needs.

Most frequently needed services from ASO

- Tutoring
- Baby Items
- Electric
- Emergency Shelter
- Rental Assistance

89% of ASO families surveyed reported receiving the most needed services.

“Helping families to improve their lives and be independent.”
- ASO family

ASO HIGHLIGHTS: OUR YEAR IN NUMBERS

- Flexible Funds Available = $3,445,000*
- 54 unduplicated case management and family support programs
- 3,538 participants enrolled in ASO
- Over 300 participating case managers
- 85 different service types available to meet most needed services

*Includes funding from Hillsborough County BOCC ($100,000 Domestic Violence, $500,000 Social Services)

Photos from ASO Success Stories of families receiving supports to achieve safer housing and employability skills for career mobility.
SUMMER SERVICES

To increase families’ access to high-quality summer programming, the Children’s Board partnered with Hillsborough County Board of County Commissioners. Summer grants provided enriching activities at three existing summer programs for youth ages 6 to 14. These are some of the highlights achieved this summer:

151 youth served

STEM 184 hours

Reading 4,576 hours

Writing 336 hours

Books read 237

Fitness 5,511 hours
SUMMER PASSPORTS

The Children’s Board Summer Passport program offers summer camp scholarships to children ages 6 to 14. These passports enable youngsters to engage in top-notch Hillsborough County camps without any expense to their families. In 2023, a total of 417 children enjoyed 1 to 2 weeks of exciting summer camps at seven locations including: Tampa Theatre, Straz Center for the Performing Arts, Zoo Tampa at Lowry Park, Glazer Children’s Museum, Museum of Science and Industry (MOSI), the Lightning Foundation, and the Tampa Museum of Art.
LIST OF 125 FUNDED PROGRAMS

A Kids Place of Tampa Bay, Inc.
  • Power for Kids
ALK of Florida Inc. d/b/a Resource Empowerment Center
  • Villages Care (Children and Families Engaging)
Bay Area Legal Services, Inc.
  • Lawyers Helping Kids
Big Brothers Big Sisters of Tampa Bay, Inc.
  • 1-to-1 Mentoring (Elementary)
  • 1-to-1 Mentoring (Middle)
Boys & Girls Clubs of Tampa Bay, Inc.
  • After-Zone Elementary School Initiative
  • After-Zone Middle School Initiative
  • Brandon Art Masters (BAM)
Brandon Sports Aquatics d/b/a High 5, Inc.
  • Water Warriors
Champions for Children, Inc.
  • Baby Bungalow
  • Family Focus
  • Laylas House
  • Parents as Teachers
Children’s Home, Inc. d/b/a Children’s Home Network
  • Kinship Hillsborough
  • Reaching and Inspiring Students Everywhere (RAISE)
  • Supporting and Empowering Educational and Developmental Services (SEEDS)
Children’s Museum of Tampa, Inc., The d/b/a Glazer Children’s Museum
  • Children’s Board Free Tuesday
  • Learn & Play Tampa Bay
  • Pop Up Play at Plant City CBFRC
Dawning Family Services, Inc.
  • A Path to Prevention
  • Housing for Success
Early Childhood Council of Hillsborough County, Inc.
  • Community Developmental Screening Program
  • Inclusion Support Services
Easter Seals Florida, Inc.
  • Early Learning and Intervention Program
  • The Incredible Years
Family Enrichment Center, Inc., The
  • Kinship Care
Family Healthcare Foundation, Inc.
  • Connecting Kids to CARE
Florida Baptist Church d.b.a. One More Child
  • One More Child/Family Support
Florida Education Fund
  • Code Masters
  • Robotics/Gaming/Game Design
Florida Health Science Center
  • Tampa General Hospital Gastrointestinal Center of Excellence
Florida Impact Inc.
  • Family Dinner Table
Florida State University
  • Successful Start
Frameworks of Tampa Bay, Inc.
  • ExSel Student Workshops
G3 Life Applications
  • Health/Fitness
Girl Scouts of West Central Florida, Inc.
  • Girl Scout Troop Program
Gulf Coast Jewish Family and Community Services, Inc.
  • Good Afternoon Friends and Amigos
  • Padres de Crianza
  • Teen Parent Engagement Program
Healthy Start Coalition of Hillsborough County, Inc.
  • Healthy Families Hillsborough
  • Healthy Steps Hillsborough
  • Safe Baby Plus
Heart of Adoptions Alliance, Inc.
  • Thrive Adoption Support
Hillsborough Community College Foundation
  • Quality Early Education System
Hillsborough County School Readiness Coalition, Inc. d/b/a Early Learning Coalition of Hillsborough County, Inc.
  • School Readiness Funding
Hillsborough County BOCC
  • Healthcare Services Enrollment Campaign Outreach
Hillsborough Education Foundation, Inc.
  • Tech Connect
Hispanic Services Council, Inc.
  • La RED de Padres Activos / The Network of Active Parents
Housing Authority of the City of Tampa
  • Building Family Financial Skills
  • Building Hope
  • Village Link Up
Instruments 4 Life, Inc
  • Instrument Workshops
  • Music Outreach Program
Joshua Way of Hope
  • Building a Stronger Me
  • Life Skills 360 Training Institute
Just Initiative, Inc.
  • Woven Empowerment (WE Program)
Learn Tampa Bay, Inc. d/b/a Achieve Plant City
  • Learning Is Fun Together (LIFT)
Lutheran Services Florida, Inc.
  • Children’s Board Family Resource Centers
Mary Lee’s House, Inc.
  • Community Alliance
Metropolitan Ministries, Inc.
- Homeless Family Early Intervention Program (First Hug)
- Pathways to Hope

Nonprofit Leadership Center of Tampa Bay, Inc.
- Capacity Building

Parents and Children Advance Together (PCAT) Literacy Ministries, Inc.
- South County Literacy Initiative
- Sulphur Springs Literacy Initiative

Positive Spin, Inc.
- Empowering a Community with Hope (EACH One)

Preserve Vision Florida, Inc.
- Children’s Vision Health and Safety

REACHUP, Inc.
- GROWTH with Doulas and Dads (Giving Resource Opportunities with Trust and Hope)

Rebuilding Together Tampa Bay, Inc.
- Safe and Healthy Homes for Families

Redefiners World Languages
- Americorp Senior Demonstration Program Literacy Tutoring
- Global Explorers Program
- Multilingual Citizens Program

School District of Hillsborough County
- Renaissance myON Reader

Seniors in Service of Tampa Bay, Inc.
- Readers in Motion

Spring of Tampa Bay, Inc., The
- Family Safety from Domestic Violence

St. Joseph’s Hospital d/b/a St. Joseph’s Children’s Hospital
- Mobile Health and Safety Education
- Pediatric Echo Lab and Intensive Care Units

St Joseph's Hospital d/b/a St Joseph’s Women’s Hospital
- Community Maternity Clinic
- Supporting Motherhood and More

Success 4 Kids and Families, Inc.
- Successful Families

Tampa Hillsborough Homeless Initiative, Inc.
- UNITY Information Network

Tampa Metropolitan YMCA, Inc.
- Sulphur Springs YMCA Out of School Time Program

Tampa Museum of Art
- Children’s Board Free Family Days

University Area Community Development Corporation, Inc.
- Get Moving! Mind, Body, Soul
- Get Moving with Water Safety

University of South Florida Board of Trustees
- The Helping our Toddler’s, Developing our Children’s Skills (HOT DOCS) Developing our Children’s Skills (DOCS K-5)
- Hillsborough HIPPY Parent Involvement Project
- Program-Wide Positive Behavior Support
- Trauma Informed Schools

Summer Services Grants

Family Enrichment Center, Inc., The
- 2023 STEAM-sational Summer Program

Housing Authority of the City of Tampa
- 2023 Summer Enrichment

ReDefiners World Languages, Inc.
- 2023 Summer Spanish Immersion Technology Program

Summer Passports
- Children’s Museum of Tampa, Inc., The d/b/a Glazer Children’s Museum
- Lightning Foundation, Inc.
- Museum of Science and Industry (MOSI), Inc.
- Straz Center for the Performing Arts
- Tampa Museum of Art, Inc.
- Tampa Theatre
- Zoo Tampa at Lowry Park

Technical Assistance Grants
- ALK of Florida, Inc. d/b/a The Resource Empowerment Center
- Frameworks of Tampa Bay, Inc.
- Heart Gallery of Tampa, Inc.
- ReDefiners World Languages, Inc.
- Rooted in Play Corp
- Tampa Jewish Family Services, Inc.
- Umoja, Inc.
- Wheels of Success, Inc.

Administrative Services Organization (ASO) Recipients
- Bay Area Legal Services, Inc.
- Catholic Charities, Diocese of St. Petersburg, Inc.
- Champions for Children, Inc.
- E.C.H.O. of Brandon, Inc.
- Family Promise of Greater Brandon, Inc.
- Housing Authority of the City of Tampa
- Just Initiative, Inc.
- Manifestations Worldwide, Inc.
- Mary & Martha House, Inc.
- Metropolitan Ministries, Inc.
- New Life Village
- Pace Center for Girls, Inc.
- Project LINK, Inc.
- REACHUP, Inc.
- School District of Hillsborough County - School Social Work
- Sin-Cera, Inc.
- Success 4 Kids and Families, Inc.
- University Area Community Development Corporation, Inc.
- University of South Florida - Bay Area Early Steps