



# Connecting with Purpose.



ANNUAL REPORT 2022–2023

# Letter to Our Community

## DEAR PARTNERS,

As Invest in Kids (Iik) began planning for its 25th Anniversary, we reflected on the community relationships that have allowed us to serve thousands of families across the state over the past two decades. Last year, our work centered around **connecting with purpose**, building on both long-standing and new relationships to bring our three high-quality, evidence-based programs to more communities than ever before.

Our successes from the past year are shared throughout this report, but a few significant accomplishments include:

- **Nurse-Family Partnership®**  
4,023 first-time parents served across all 64 Colorado counties. Birth outcomes and breastfeeding rates remained positive for families enrolled.
- **The Incredible Years®**  
6,274 students learned critical social and emotional skills in classrooms across 22 counties. We know these skills will help prepare young children for a lifetime of healthy relationships.
- **Child First®**  
245 children served in 15 Colorado counties and will be expanding to 25 counties in the 2023–2024 fiscal year.

We are grateful to our community partners, including the nurses, teachers, and social workers across the state who have worked alongside Iik as we evolve to best meet families' needs **today and for the next 25 years**.

Thanks to your support, we have been able to realize our mission to partner with local communities and truly improve the health and well-being of more Colorado children and families by increasing access to programs proven to make a life-long difference. Thank you for being partners in living our values and transforming lives.



Lisa Hill  
President and CEO



Eric Hilty, J.D.  
Chair, Board of Directors



# Our Impact

As a result of our strong relationships with community partners, funders, and service providers, last year we connected with the purpose of expanding our reach to new counties to serve children and families across all 64 Colorado counties.

**14,371**

TOTAL SERVED

## NURSE-FAMILY PARTNERSHIP®

**3,355**

CHILDREN

**4,023**

PARENTS & CAREGIVERS

## THE INCREDIBLE YEARS®

**6,274**

STUDENTS

**474**

PARENTS & CAREGIVERS

## CHILD FIRST®

**245**

CHILDREN

### OUR MISSION

Invest in Kids partners with local communities to ensure the success of evidence-based programs that improve the health and well-being of Colorado's youngest children and their families.

### OUR VISION

To ensure that every Colorado child has a strong start in life.

### OUR APPROACH

Trusted Relationships  
+ Evidence-Based Programs + IIK Expert Implementation =

Better futures for Colorado's kids.



# How We Work

## SCIENCE OF IMPLEMENTATION

To ensure high quality and strong impact in all our programs, Invest in Kids uses the science of implementation in all that we do. The science of implementation is a road map for how we collaborate with communities to ensure that our programs are effectively and efficiently integrated into each local setting. From supporting site and community readiness for our programs, to developing feedback loops for data collection and use, IIK continually adapts and adjusts our implementation support to be responsive to community needs, while also staying true to the science of implementation.

The concept of Implementation Stages gives us the framework for how to move from early discussion with a community about their need for a program through the program being up and running—as well as getting to positive and sustained outcomes for children and families. IIK continually works with sites as they move throughout the Implementation Stages:

- **Exploration** begins by supporting the development of local readiness for a program.
- **Installation** continues when the decision has been made to move forward to launch a program.
- **Initial Implementation** starts once services begin in a community.
- **Full Implementation** is achieved when the majority of program staff are delivering the program with high quality.



**In the past year, Child First®(CF) staff engaged in 58 Exploration Stage conversations in Colorado with various agencies, local community groups, and other community stakeholders.**

These conversations resulted in movement into Installation Stage work with 3 specific agencies. Additionally, these Exploration conversations have continued deep engagement from 2 counties that are considering the fit of the CF program in their community. Our CF staff will continue Exploration Stage conversations each year, while also moving forward with sites throughout the Stages of Implementation to ensure that children and families benefit fully from the CF services.

# Commitment to Equity



Invest in Kids is dedicated to building a future where we can no longer predict child and family outcomes, such as healthy pregnancies, child development, and school readiness based on socioeconomic status, race, ethnicity, or zip code.

## EQUITABLE EVALUATION (EE)

IIK is focused on intentionally and explicitly centering equity in our program evaluations. This aspect of our Equity, Diversity, Inclusion, and Belonging (EDIB) work is known as the Equitable Evaluation Initiative. This requires us to examine our current thinking and approach to evaluation and encourages us to attend to the unique lived experiences and cultural contexts of the communities served by our programs. This approach also highlights the importance of context, culture, and power, and the role that these factors play in evaluation.

As part of Invest in Kids' Equitable Evaluation Initiative, we are focused on internal professional development and capacity building. One of the ways that we are working to bolster our internal capacity in this area is with bi-monthly Equitable Evaluation Learning Group sessions. Each session focuses on a different reading and topic related to equity and evaluation. In the coming year, these sessions will dive deeper into myths and biases in evaluation, systems-thinking, and community engagement in evaluation.

The Director of IIK's Equitable Evaluation Initiative is working with each department at IIK to develop a plan for incorporating equity-focused strategies and practices that center families and providers in IIK's program evaluations, as well as identify and define what this could look like at the organization level.

### Key Framework References

- **EE Framing Paper:** Center for Evaluation Innovation, Institute for Foundation and Donor Learning, Dorothy A Johnson Center for Philanthropy, Luminare Group. "Equitable Evaluation Framework (EEF) Framing Paper." Equitable Evaluation Initiative, July 2017, [www.equitableeval.org](http://www.equitableeval.org)
- **Culturally Responsive Evaluation chapter:** Hood, S., Hopson, R. K., & Kirkhart, K. E. (2015). Culturally responsive evaluation. *Handbook of practical program evaluation*, 281-317.

# Nurse-Family Partnership®

**4,023** CLIENTS SERVED

**3,355** CHILDREN SERVED

Nurse-Family Partnership® (NFP) is a program partnering highly trained registered nurses with first-time pregnant people, caregivers, and their babies. Beginning during pregnancy, and until the child is two, nurses visit families at home to deliver trusted information and resources to first-time expectant parents. With this structure, families develop a close, trusting relationship with their nurse who provides non-judgmental care as clients work to provide a stable, secure future for their new family.

**Invest in Kids' staff support all 64 counties in Colorado to ensure all first-time parents have access to NFP services.**

## FAMILY OUTCOMES 2022-2023

### CHILD HEALTH & DEVELOPMENT

**96%** of parents initiated breastfeeding at birth

**71%** of infants were screened for development delays at ten months

**94%** of toddlers were fully immunized at age two

### PREGNANCY

**88%** of clients were screened for depression during pregnancy

**90%** of babies were born full-term

**87%** of babies were born at a healthy birth weight

### ECONOMIC SELF-SUFFICIENCY

**57%** of clients 18 years old at intake were employed at program completion

**29%** of clients without a high school diploma/GED at enrollment earned a diploma/GED by program completion, 19% were still enrolled in school

**80%** of clients have not had a subsequent pregnancy at 18 months postpartum



## SIMULATION LAB

Over the past year, the NFP team developed a simulation project to help build nurses' confidence in physical health assessments, interventions, critical thinking, and prioritization. The engagement in simulations enables nurses to practice their clinical and decision-making skills through video observation and facilitated debrief. This simulation was in partnership with the Johnson Beth-El College of Nursing and Health Sciences at University of Colorado, Colorado Springs, along with their NFP team, to help bring innovative training opportunities to NFP nurses. IIK developed and filmed two 30-minute simulation videos of mock NFP home visits. IIK will utilize these videos for the Colorado Nurse Residency Program sessions as well as conduct an evaluation to determine future opportunities to utilize simulation-based learning for NFP in Colorado.

## ENSURING SEAMLESS CARE DURING TRANSITIONS

IIK also saw the effects of the COVID-19 pandemic that persisted, specifically impacting two of our NFP implementation sites, Tri-County Health Department (TCHD) and San Juan Basin Health, both of which had chosen to dissolve. We initiated community conversations to transition the NFP program in TCHD to a new agency, ensuring 500 families enrolled in the program would have a seamless continuation of services. We utilized best practices in Implementation Science and historical expertise to guide two new agencies, Adams County Health Department and Arapahoe County Public Health, through all phases of planning. Both agencies have successfully begun implementation of NFP in January of 2023 and IIK continues to provide implementation support to ensure sustainability.



## THE GOALS OF NURSE-FAMILY PARTNERSHIP:

- Transform lives through improved pregnancy outcomes.
- Support the health and development of children.
- Encourage economic self-sufficiency for families.



# The Incredible Years<sup>®</sup>



The Incredible Years<sup>®</sup> (IY) is a series of evidence-based programs that serve young children, caregivers, and teachers. The three prevention programs include Teacher Classroom Management, Dinosaur School, and Preschool BASIC Parent Program. These programs give caregivers and teachers the tools to promote social-emotional learning, academic skills, and positive behavioral outcomes. Each works by leveraging positive parent-child and teacher-child relationships to promote young children's social-emotional skills.

**Over 40 years of research has documented that the benefits of The Incredible Years include:**

- Greater social-emotional skills in young children
- Increased use of supportive teacher classroom management strategies
- Increased use of nurturing parenting practices



During the program year, IIK partnered with local Colorado communities to bring IY programming to 22 counties.

**6,274**  
STUDENTS  
SERVED

**75**  
PARENT PROGRAM  
FACILITATORS

**486**  
TEACHERS AND  
EDUCATIONAL  
STAFF

**474**  
PARENT PROGRAM  
PARTICIPANTS  
SERVED





## 20TH ANNIVERSARY!

We were excited to celebrate our commitment to social and emotional learning and the 20<sup>th</sup> year advocating for and implementing The Incredible Years in Colorado. Over the past 20 years, this program has served over 103,000 children and 8,300 parents across Colorado. It was an honor to connect with dedicated local providers at a celebration in Adams County this spring.

## CHILDREN'S MUSEUM DAY

The IY program had their annual visit to the Children's Museum at Marsico Campus on June 10<sup>th</sup>, 2023, to celebrate families who attended 10 weeks of The Incredible Years® Preschool BASIC Parent Program. We had 60 families (180 people total) in attendance from the Denver metro area, who explored the museum for the day and had lunch together! Families also received a free 1-year membership from the museum and had an amazing time with their families.



"This program has been phenomenal. I don't want it to end. During each session, I get to recharge and gain amazing skills and strategies that I am able to directly apply with my children. Everything I learned here I have been able to apply and my relationship with my children has become a joyful one. I used to wait for them to go to school to recharge and enjoy my alone time, but now my time with them is more fun and rewarding."

—IY PARENT PROGRAM PARTICIPANT

# Child First®

Child First (CF) is a two-generation model that works with young children and their families, providing intensive, home-based mental health services. The program supports in building stronger relationships between caregivers and children to help protect and heal from trauma and toxic stress.

## Research shows the damaging effects of toxic stress on young children can be prevented if:

- Families are connected to needed community-based services to decrease stress.
- Families build strong, loving, caregiver-child relationships to protect and heal the brain from trauma and stress.

Within CF, each family works alongside a mental health clinician with experience in early childhood development and a family support partner who works with the entire family on sources of stress and connects them to needed resources.

In this program year CF served 15 counties and will be expanding to serve 25 counties in the 2023–2024 program year.

**245** CHILDREN SERVED

**68%**

of children and families met their treatment goals

**88%**

of families showed improvement in at least one practice domain (which includes child language development, caregiver-child interactions, parental depression, family adversity, problematic behaviors of the child, parental stress, child's social skills and development)



“Child First was able to refocus my energy, refocus my thought process and really dig down deep into what I have been through and understand my trauma so that I wouldn’t continue to repeat the cycle and the patterns.”

—CHILD FIRST CLIENT

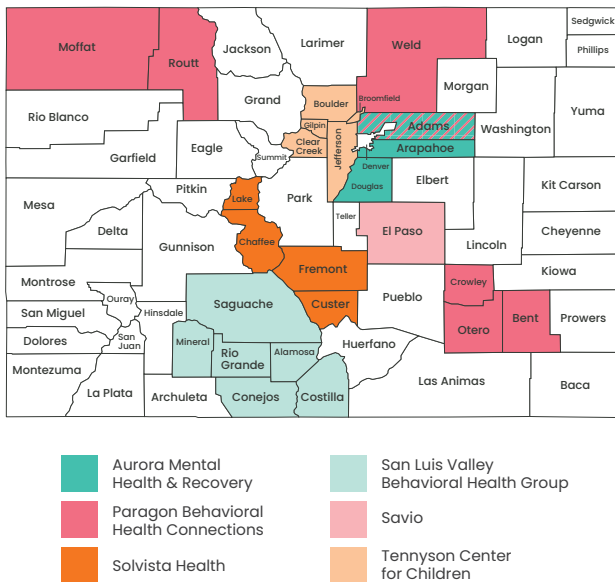




## 2022 ADVOCATE OF THE YEAR AWARD

The National Service Office (NSO) for Nurse-Family Partnership and Child First chose to recognize IIK Child First Director, Marisa Gullicksrud, as a 2022 Advocate of the Year. This is the first year they presented this award to a small number of advocates who have made a significant and measurable impact.

Maria Brough, Senior Manager of National Advocacy for the NSO stated, "We selected Marisa as a recipient due to her dedication to engaging in advocacy in all forms and educating people on Child First. This award is a testament to her dedication to creating a better future for families and communities and we are so honored to present this award to her."



## EXPANSION IN COLORADO

Since December 2022, the CF program started to expand with their 5th and 6th locations in Colorado! One of the new agencies, Solvista Health, will support two teams: one in Lake and Chaffee Counties, and a second serving Custer and Fremont Counties. The other new provider is Paragon Behavioral Health Connections serving Bent, Crowley, Moffat, Otero, Routt, and Weld Counties. We are excited to expand the Child First program and look forward to serving families in more counties across the state.

## CHILD FIRST'S SECOND RANDOMIZED CONTROL TRIAL

During 2022-2023, Child First sites are participating in a study that aims to understand the impacts of the CF program on children, caregivers, and families. This study is a randomized control trial (RCT) that will take place in CF sites in Colorado (CO), Connecticut (CT), and North Carolina (NC). Six hundred families will be enrolled in the study over the course of 18 months. The study aims to assess the impact of CF on parent and child outcomes, such as children's social-emotional skills and behaviors, caregivers' psychological functioning, families' involvement with Child Protective Services, and the quality of caregiver-child relationships. One of our Colorado representatives, Aurora Mental Health and Recovery is being touted as a "shining star" participant due to their ability to enroll families in the study. Findings will be shared with Child First sites, key partners in CO, CT, and NC, Child First National Service Office staff, and other researchers, practitioners, and policy makers.



# Jane-A-Thon



Our 24th Annual Jane-A-Thon was our biggest to-date with **a total of 440 skiers and snowboarders raising an amazing \$343,428** for Colorado children and families! Our corporate sponsors recruited

record numbers of participants, and everyone enjoyed perfect snow conditions, contests, prizes, food and fun! We want to extend a special thank you to our planning committee and volunteers who made this event possible.



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# Financial Overview

Fiscal Year Ending June 30, 2023

## NURSE-FAMILY PARTNERSHIP

For every \$1 invested in Colorado’s Nurse-Family Partnership, a projected \$7.90 can be saved in future costs for the highest-risk families.

**\$1 → \$7.90**

## THE INCREDIBLE YEARS

For every \$1 invested in the IY Parent Program, \$4.13 can be avoided in future costs.

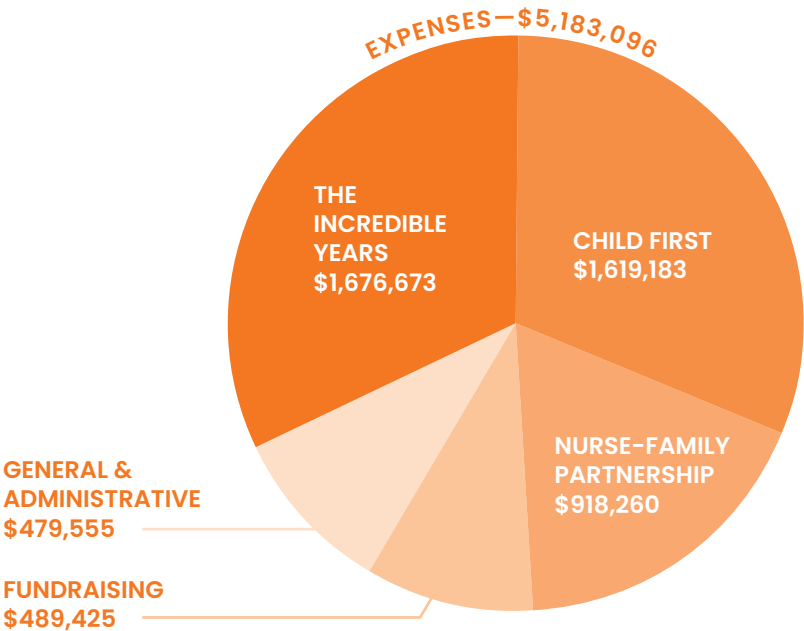
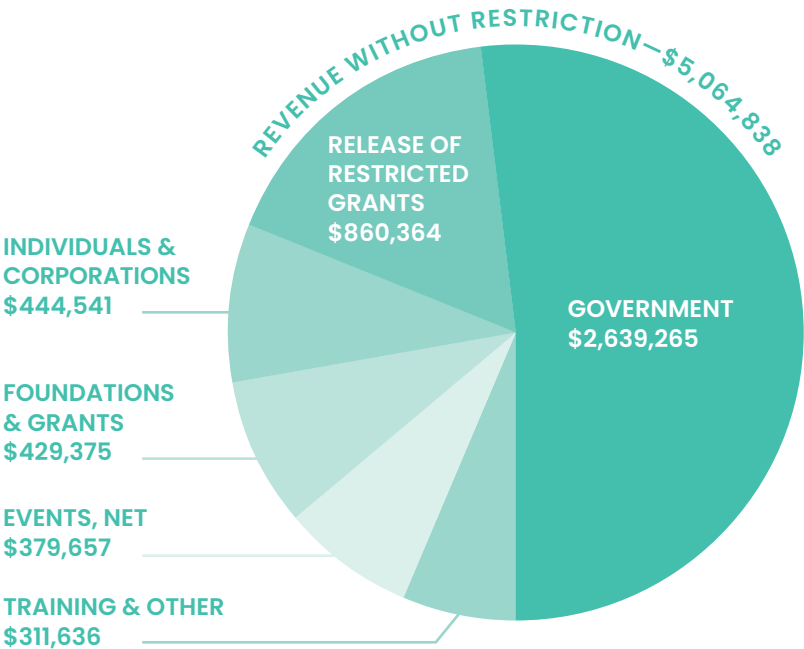
**\$1 → \$4.13**

**\$ .81 of every dollar is spent directly on programs**

## STATEMENT OF ACTIVITIES

audited numbers

Revenue without Restrictions	\$5,064,838
Expenses	\$5,183,096
<b>Revenue less Expenses</b>	<b>\$(118,258)</b>
New Restricted Revenue	\$729,178
Release of Restricted Revenue	\$(860,364)
Change in Net Assets	\$(249,444)



# Donors

Supporters of \$500 or more  
July 1, 2022–June 30, 2023

Thank you to all of our donors  
for supporting Colorado  
children and families during  
the 2022–2023 fiscal year.

## THE IIK SUPPORT SQUAD RECURRING DONORS

The IIK Support Squad is a special group of donors who have made a commitment to support Invest in Kids with a monthly gift of any size. Their gifts each month provide a reliable base of support so we can better serve children and families. Thank you IIK Support Squad!

Lillian Alves  
Karen Newman and  
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#### WE'VE MOVED!

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scan the QR codes.



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