



CCSA Communicates

Greetings!

This is my first message as President of [Child Care Services Association](#) (CCSA). I am thrilled to be here and grateful to our Board and to our staff for the opportunity to lead this organization.



Although I am only in week seven, I am grateful that CCSA was not new to me. I served as executive director of Durham’s Partnership for Children from 2003 – 2010 and worked closely with CCSA meeting the needs of the Durham community and our region. As the executive director of the Early Care & Learning Council, the NY state CCR&R network of 37 agencies, I had the chance to be in contact with **Sue Russell**, **Janet Singerman** and **Sheila Hoyle** through our membership with the National Association of Child Care Resource & Referral Agencies (NACCRRRA, now Child Care Aware of America).

As Senior Advisor to the Deputy Assistant Secretary of the Office of Early Childhood Development, I had the opportunity to visit regularly with the T.E.A.C.H. Early Childhood® National Center at CCSA and enjoyed the depth of passion and expertise. I’ve often turned to the T.E.A.C.H. emails, blogs and resources for information and new developments. In my Federal role, I also had the chance to work with NC leaders including **Susan Perry-Manning**, now Deputy Secretary for Human Services, **Tracy Zimmerman** of the North Carolina Early Childhood Foundation and **Anna Carter**, now Director of the Division of Child Development and Early Education.

It is exciting to be back in North Carolina where I learned my passion for early childhood development from leaders like **Peggy Ball** (now my Board Chair), **Karen Ponder** and **Stephanie Fanjul** and my Smart Start peers. I also will work with the NC Early Education Coalition and **Michele Rivest**, Policy Director and others. In many ways, it feels both comfortable and strange at the same time. *(cont. on page 2)*

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Letter from the President (cont.)

What drew me most to CCSA was the challenge and opportunity to champion the early childhood workforce at a time when there is finally more understanding that we must invest in the adults who teach and care for them. With 11.4 million households currently unable to afford their rent (National Housing Trust), 39% of early childhood teachers in NC accessing public benefits in the past three years, and December 2017 child care subsidy levels assisting over 70,000 children who need it, we are at a crisis in America. More than ever, there is an acute need for new ideas. We need new solutions; new messages and messengers; we need old messengers and new messages; and new funding for families and the

early childhood workforce. I believe CCSA can and will continue to lead with new ideas, just as we have by implementing new programs like our meal programs in Chapel Hill, Durham and Wake County to feed nearly 1500 children daily. I am excited to be part of CCSA. I look forward to sharing our thoughts, innovations and progress over the coming months and years. For now, I will work with a dedicated staff to build on the strong efforts of both Sue and Anna before me. I hope you will join me.

Marsha Basloe

CCSA Hosts Statewide Professional Development: ASK ~ Advancing Skills and Knowledge

CCSA thanks our sponsors for the ASK Conference



On behalf of Child Care Services Association, I was so excited to join more than 600 early childhood professionals from across North Carolina at the 45th annual Advancing Skills and Knowledge (A.S.K.) Conference. We were surrounded by engaged and excited early childhood educators at the morning sessions. Keynote speaker **Kim Hughes**, founder of Conscious Connections, energized the large audience, and CCSA Board Member **Sharon Hirsch** from Prevent Child Abuse North Carolina, held a conversation following the viewing of the film, *RESILIENCE: The Biology of Stress & The Science of Hope*.

There were hundreds of workshops! Educators had the chance to learn about recent research on child language and literary development; working with children with special needs; and evidence-based practice focused on early reading and cognitive development to promote school readiness and improved learning outcomes of young children. We also had nearly two dozen vendors, and we are so grateful for their time and support. We also thank our sponsors of the event.

Have You Used CCSA's Data Repository?



Young Children and their Families in North Carolina
Did you know that...

- 173,286 children under six live in North Carolina?
- 44% of children under six in North Carolina live in households where the sole parent or both parents in the household are working? This number represents 62% of all children under six.
- 64% of children five years old or younger in the State live in a family whose income is below the federal poverty level?
- 94% of children in North Carolina participated in the state subsidized child care program in December to help offset the high cost of child care?
- 14,847 children age zero to three and 4,277 children age three to five years old in the State had a parent or guardian who received consumer education and referrals for child care programs through one of North Carolina's Child Care Resource and Referral agencies in March 2017?
- 14,884 children ages zero through 120 months received referrals through child care resource and referral agencies in March 2017 were given their referral in a language other than English in North Carolina?
- 176,353 children age zero to five are in licensed child care centers in North Carolina? This number includes programs in day care and child day care centers, 27,766 children, 8,837 are zero to three years old and 174,837 are children age three to five years old.
- 4,854 children age zero to five are in licensed home child care homes in North Carolina? Of these children, 4,854 children are zero to three years old and 8,851 children are age three to five years old.
- There were funding for 25,512 children in Head Start, Early Head Start and High/Infant/Toddler Head Start in 2017? Head Start is a national, federal, comprehensive, voluntary program designed to meet emotional, social, health, nutritional and developmental needs of three and four year olds and their families. Early Head Start serves, prenatal and children age zero to three and low-income pregnant women. High/Infant/Toddler Head Start programs in North Carolina are licensed.
- Over 40 percent (21%) of 4,854 children were women in a North Carolina day or night program in North Carolina? The NC Head Start Program is designed to provide high-quality educational experiences to enhance school readiness for eligible four-year-olds. Head Start Program is licensed.
- 8% of children in the State have had gaps in kindergarten and 8% have had gaps in first grade in the 2015-2016 school year.

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Revised and Updated: 03/08/2018. Data Source: Child Care Services Association. 110 Department of Public Health, 11010 Research Triangle Park, NC 27709-2499
Contact: 110 Child Care Services Association, 11010 Research Triangle Park, NC 27709-2499

Looking for up-to-date information on the cost, quality and availability of early care and education? Do you search for trustworthy, basic child population demographics? Is Google disappointing you when you type in “early childhood workforce data”?

Not sure where to go for resources for child care public assistance?

We hope you will visit the early childhood data repository that provides early childhood providers, community agencies, state agencies and public policy makers with reliable up-to-date data on the quality, affordability and availability of early care and education in every county in North Carolina without having to search or contact multiple sources regarding early care and education.

The database is available on CCSA's website. It's user friendly and routinely updated. Users are able to click on a county on a map of North Carolina and find an array of early childhood education information. You

can choose to download a completed factsheet and/or a spreadsheet that can be used to look at the data. In addition, statewide data and factsheets are available to make comparisons with individual county data. Access to the repository is found below the following four sections.

- 1) Child Care in North Carolina** - Available for every county in the state and the state as a whole.
- 2) Early Care and Education Use in North Carolina** - Available for every county in the state and the state as a whole.
- 3) Young Children and Their Families in North Carolina** - Available for every county in the state and the state as a whole.
- 4) Early Care and Education Programs in North Carolina** - Available for every county in the state and the state as a whole.

The database can be accessed by visiting CCSA's website at <http://www.childcareservices.org/research.html>

Get the Tax Credits You Deserve!

Did you know that many families are eligible for [valuable tax credits](#) every year? Whether or not you owe any income tax, you could get thousands of dollars in tax benefits. Review CCSA's listing of [2017 Child Care Tax Credits](#) for more details on federal credits available. To get these credits, you must file a tax return. Find out where you can get your taxes prepared for free at [local VITA sites](#) or by calling is (800) 906- 9887, or by visiting <http://irs.treasury.gov/freetaxprep>.



More From Local, State, and National Partners!

Adverse Childhood Experiences (ACEs) report

Child Trends released, [The Prevalence of Adverse Childhood Experiences, Nationally, by State, and by Race or Ethnicity](#), based on the 2016 National Survey of Children's Health. Child Trends estimated the national occurrence of eight specific ACEs and compared the frequency across states by race and ethnicity.

Housing Instability Negatively Impacts Health

A [new study](#) from Children's HealthWatch demonstrates that when families have unstable housing, they are at risk for poor health outcomes and food insecurity. Caregivers of children 0 to 48 months of age were interviewed in 5 urban medical centers. Based on a survey of 22,000 families, about one third of low-income renters reported unstable housing which negatively impacted their health.

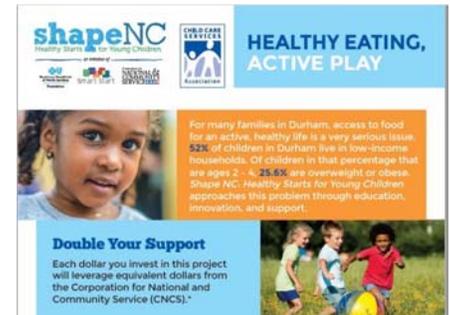
The Brain-Changing Power of Conversation (Blog)

Source: Harvard Graduate School of Education

According to the [February 2018 issue of Usable Knowledge](#), a blog series from the Harvard Graduate School of Education, recent studies have found that "Conversational interplay between caregiver and child is enough to transform the biology of kids' brains. The quality of these exchanges is more important than the quantity of words children hear." Conversation is a social interaction that is essential to literacy skills and cognitive development for all children and should begin at birth.

CCSA & SHAPE NC : Health and Nutrition Services

Shape NC: Healthy Starts for Young Children, an initiative of Smart Start and BCBSNC Foundation, funded by the Corporation for National and Community Service (CNCS), is a multi-year initiative created to increase the number of children starting kindergarten at a healthy weight and ready to learn. Shape NC helps communities and child care centers like the ones CCSA works with to develop environments, practices and policies that encourage young children to be healthy. CCSA will provide technical assistance, coaching and training to over 20 early education centers in the counties of Durham and Orange serving children birth to age 5. The project uses the combined evidence based models of Go NAPSACC, Be Active Kids, and Preventing Obesity by Design to improve center practices and children's attitudes towards healthy nutrition and physical activity. An external firm will evaluate the program's effectiveness and will measure outcomes at the center- and child-levels after participation for 1, 2, and 3 years. Through Shape NC, CCSA will make a positive impact on children's health and will influence practices in early education as the results of the study are disseminated more broadly.



Each dollar you invest in this project will be matched with dollars from the Corporation for National and Community Service (CNCS) up to \$400,000. Helping young children learn how to live a healthy life will lessen later risk of health issues and chronic illness.

Contribute at www.childcareservices.org or send contributions to:

**Child Care Services Association,
PO Box 901, Chapel Hill, NC 27514.**



A new **NWLC** report, [*Shortchanging Our Youngest Children: State Payment Rates for Infant Care*](#), was released. The report analyzes state-by-state data from February 2017 on payment rates for infant care, including payment rates for center-based and family child care, and tiered payment rates for higher-quality care for infants.

Society Benefits from More Bilingual Young Children

More than half of the world's population speaks at least two languages and estimates indicate that nearly **66 percent** of children worldwide are raised as bilingual. The world may be on to something. Continue reading [here from](#) the Bipartisan Policy Center.

Child Care & Early Education RESEARCH CONNECTIONS

Recent Highlights from Our Research and Policy Library

Quality Indicators and Child Outcomes

- [What explains associations between existing early care and education quality measures and children's outcomes?](#)
- [How well do scores on the Early Childhood Environment Rating Scale-Revised \(ECERS-R\) and its earlier form \(ECERS\) predict child outcomes?](#)
- [Are there threshold scores on the ECERS-R associated with positive child outcomes?](#)
- [How do group size and child-adult ratios in early childhood classrooms relate to child outcomes?](#)

Child Care Services Association's Nutrition Service Program

In my first few weeks at Child Care Services, I had the chance to meet with **Robert Cates** and **Lisa Menna** who lead our Meal Service & Nutrition Programs. Not only did I learn a lot about our Meal Service Program, we also visited a couple of sites so I could see the staff and children serving and eating! It was so wonderful to see! CCSA's Meal Service Program provides nutritious meals that are high quality and affordable. Lunch is delivered daily along with an afternoon snack and breakfast for the following morning. The Meal Service Program is also connected to the National Farm to School movement including celebrating the National Farm to School month (<http://growing-minds.org/north-carolina-crunch/>). CCSA has been incorporating fresh, local foods into our menus and continues to find ways to increase the use of local products and better food options.

The Meal Service Program started in Chapel Hill. The Jim & Carolyn Hunt Child Care

Resource Center is home to the Durham kitchen. In fact, CCSA has provided this meal service in Orange and Durham counties for over 30 years. And now, CCSA has expanded to serve programs in Wake County, and it is still growing. CCSA's Meal Services Program



ensures that children receive nutritionally adequate meals each day to help prevent nutrition related problems in growth and development.

For sample menus and more information, call 919-960-8777 (Orange County), 919-314-6860 (Durham County) and 919-403-6950, ext 6860 (Wake County).

Serving Young Children Experiencing Homelessness Training



The Division of Child Development and Early Education (DCDEE) released the Serving Young Children Experiencing Homelessness online training module in the DCDEE Moodle Professional Development platform. The federal Child Care Development Fund Block Grant Act of 2014 contains several provisions intended to increase access to and continuity of child care for families experiencing homelessness. The Act requires states to provide training and technical assistance to child care providers and eligibility workers on identifying and serving young children and their families experiencing homelessness.

You can enroll in “Serving Young Children Experiencing Homelessness” on the DCDEE Moodle website at [https://www.dcdde.moodle.nc.gov/course/search.php?](https://www.dcdde.moodle.nc.gov/course/search.php?search=homelessness)

[search=homelessness](https://www.dcdde.moodle.nc.gov/course/search.php?search=homelessness). You must have an NCID (North Carolina ID) to access the DCDEE Moodle site. Click [HERE](#) for detailed instructions on how to create an NCID.

2018 NC Child Care Resource & Referral Institute



The 2018 CCR&R Institute, held at the North Raleigh Hilton March 6th – 7th, brought together staff from a majority of the 64 CCR&R agencies in NC, presenters, partner agencies and sponsors numbering over 180! The opening plenary guest speaker, Susan Perry-Manning, Deputy Secretary of NC DHHS, offered updates on early childhood initiatives in the state, as well as updates from her office. Anna Carter, Director of DCDEE also had a chance to speak about priorities. Luncheon keynotes, Senator Jeff Jackson (Mecklenburg) and Rep. Craig Horn (Union), gave encouraging speeches about the legislature’s non-partisan commitment to early childhood education. National speakers from Zero to Three, Child Care Aware of

America and Better Futures presented information on brain development, health equity and staff wellness in child care, and business practices in child care programs. Understanding implicit bias, homelessness and its relationship to early childhood development, the opioid epidemic in NC, and a film screening of “The Biology of Stress + the Science of Hope” (Prevent Child Abuse NC) were other topics offered at the conference. Institute attendees had the opportunity to earn five hour CEUs toward their professional development.



ZERO TO THREE Launches *Think Babies* Campaign in North Carolina!

The NC Early Education Coalition, in partnership with Child Care Services Association, has been selected as a state partner for ZERO TO THREE's *Think Babies™* campaign. As a *Think Babies* state partner, we will receive funding and technical assistance to support advancing an infant-toddler agenda in North Carolina. These resources will help us build on the great work already happening in this area by the many fantastic partners working on behalf of children and families in our state.

The *Think Babies* campaign is designed to bring national and state attention to what babies and families need to thrive: healthy beginnings, supported families, and quality early care and learning. This year is the first time that ZERO TO THREE will be partnering with state level advocacy grantees in six states. Other partners for *Think Babies* state action include: Colorado Children's Campaign and Clayton Early Learning; Georgia Early Education Alliance for Ready Students; Advocates for Children of New Jersey; Rhode Island Kids Count; and Children's Alliance in Washington.

In the coming months, The Coalition will be working with a broad coalition of partners to advance policies and investments for infants-toddlers in North Carolina and encourage our elected officials to *Think Babies*.

The Coalition will share additional information about this exciting opportunity and post updates on [their website under the Think Babies tab](#). The first event is the [Building Strong Foundations for Babies forum](#) on April 4th at the McKimmon Center in Raleigh. Seats are limited so [register](#) today. You can also [sign up at Think Babies NC](#) today to continue to receive the latest information and updates about this new project.

T.E.A.C.H. Early Childhood® and Child Care WAGE\$® 2018 National Professional Development Symposium

T.E.A.C.H. Early Childhood® Center staff are busy finalizing the slate of workshops for the T.E.A.C.H. and WAGE\$ 2018 Professional Development Symposium **April 24-25, 2018**, at UNC-Chapel Hill's Friday Conference Center.



Some of the Speakers from National Organizations for the 2018 Symposium

- Buffett Early Childhood Institute, University of Nebraska
- Council for Professional Recognition
- National Association for the Education of Young Children
- National Governors Association
- National Women's Law Center

Who Should Attend

- T.E.A.C.H. Early Childhood® and Child Care WAGE\$® staff
- Professionals supporting the education and professional development of the early education workforce, including non-profit organization professionals and higher education faculty
- Partners working in or on behalf of early education systems including state and national governmental agency personnel, funders and others working on professional development systems

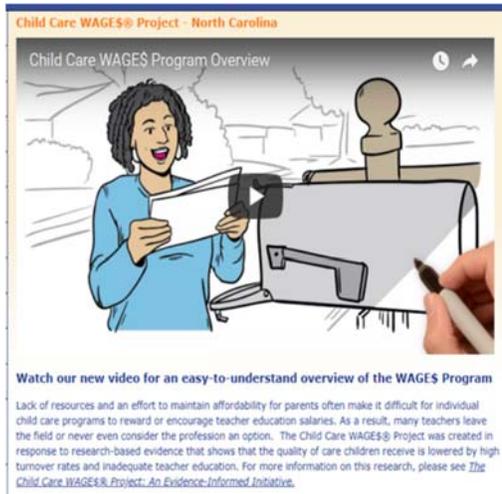
Find the Registration Brochure [here](#)

Read the [recent blog](#) Sue Russell, Executive Director of the T.E.A.C.H. Early Childhood® National Center, wrote for New America about the power of education in the lives of the women in our field.



Early Childhood Workforce

Child Care WAGES®



Child Care Services Association has been working to improve the compensation of the early care and education workforce for nearly 25 years. It created and implements the Child Care WAGES® Program, an education-based salary supplement program for early educators funded in North Carolina by participating Smart Start Partnerships and the Division of Child Development and Early Education. When a community participates, eligible early educators have the opportunity to receive higher compensation. Not only will they see their income increase through these six-month awards, but the payments are tied to their education and stability in their child care programs. Children then can benefit from better-compensated, more stable teachers who have valuable education. WAGES is also licensed and offered in four additional states.

Compensation matters. For more information on the Child Care WAGES® Program, call Child Care Services Association at 919-967-3272.

Early Educator Certification

Are you certified?

Early Educator Certification (EEC) is North Carolina's certification system for early care and education and school age professionals working with or on behalf of children ages birth to twelve. EEC is an acknowledgement of an individual's verified level of educational achievement, based on a standardized scale. As with other occupations, EEC recognizes and validates the educational accomplishments of its workforce. Individuals, children, programs, and society benefit when the education of those working in a profession increases and is known by all its consumers - families, employers, legislators, business and industry, funders, and more.

The North Carolina Institute for Child Development Professionals (Institute) is the certifying body for early care and education and school age professionals in North Carolina. The Institute also offers three endorsements designed to reflect specific roles in early care and education and school age care. Endorsements are held in conjunction with EEC. The Professional Development Endorsement (PDE) verifies that an individual has met guidelines established by the Institute for education, training, and experience that reflect needed



qualifications to teach other early educators. The Technical Assistance Endorsement (TAE) verifies that an individual has met the guidelines established by the Institute for education, training, and experience that reflect the needed qualifications to provide technical assistance about early care and education or school age care. The Administrator Endorsement is intended for those who serve in administrator roles in early childhood and/or school age programs.

Each endorsement has eligibility requirements related to education and experience.

For more information about EEC and the endorsements, visit www.ncicdp.org and click on Certification and Endorsements. Have questions? Call (919) 942-7442 or email info@ncicdp.org.

Early Childhood Workforce (cont.)

From the Office of Head Start

The Office of Head Start (OHS) invites public comment on several major proposed changes to the Head Start Program Information Report (PIR). These proposed changes will better align with the comprehensive revision of the Head Start Program Performance Standards, reduce reporting burden, and improve the data collection.

Major changes include proposals to remove, add, and significantly update PIR questions. The changes are proposed to go into effect for the 2019–2020 PIR collection.

A [Summary of Proposed Changes to the PIR](#) is posted in the PIR section of the ECLKC website. The Summary includes instructions for providing your comments to OHS. The comment period is open until April 6, 2018.

From Child Care Aware of America (CCAoA)

Parental cost of child care varies widely from state to state, but with the median income for millennials near poverty levels, affording child care is a huge challenge. See the new report from CCAoA [Millennial Generation: How the Changing Economic Environment Impacts Parents' Ability to Afford Child Care](#).



Transforming the Financing of Early Care and Education

Brain research has left no doubt – to invest in children and give them the best opportunity for successful growth and development, we must invest in the adults who teach and care for them. We know that children need stable and engaging relationships with teachers who can provide appropriate and supportive learning experiences. In order for teachers to provide that stability and to pursue their own ongoing learning, they need fair and adequate compensation. We are all still digesting the recently released report.

An ad hoc committee under the auspices of the National Academies of Sciences, Engineering, and Medicine studied how to fund early care and education for children from birth to kindergarten entry that is accessible, affordable to families, and of high quality, including a well-qualified and adequately supported workforce consistent with the vision outlined in the report [Transforming the Workforce for Children Birth Through Age 8](#).

The committee used the information gathered to explore the following questions:

1. In most states the cost of a high quality early learning program exceeds the cost of college tuition, making it unaffordable for most lower income families. What changes need to be made to the funding structure of the early care and education system in order to ensure that sufficient funds are available to support quality of care and early learning consistent with the science of child development?
2. What are the implications for families of varying levels of costs of early care and education relative to their income

and how can a reasonable share for families be determined?

3. What funding mechanisms at the federal, state and local levels have been effective at creating a strong element of support for the workforce (i.e., higher education; ongoing professional learning system; compensation degree/credential attainment)?
4. What promising funding mechanisms at the federal, state, and local levels warrant further examination through a systematic approach to implementing and evaluating at scale?
5. What other workforce development considerations at the national, state, and local level affect the effective implementation of these funding mechanisms?
6. What frameworks or tools can support national, state, and local systems to develop funding mechanisms that are most likely to be effective in their contexts?

See highlights of the report here from the [NC Early Childhood Foundation](#).



**Recently Released Reports
by The Office of Planning, Research
and Evaluation Administration for
Children and Families (OPRE)**

[A Visual Overview of Differences in Child
Care Subsidy Policies Across States/
Territories](#)

Explore this visual presentation of differences in Child Care and Development Fund policies related to eligibility, application processes, payments, and provider policies.

[A National Portrait of Head Start Children
and Families: FACES 2014](#)

[A Portrait of Head Start Classrooms and
Programs in Spring 2015: FACES 2014-2015
Data Tables and Study Design](#)

[A Spotlight on Dual Language Learners in
Head Start: FACES 2014](#)

[Building Family Partnerships: Family En-
gagement Findings from the Head Start FAC-
ES Study](#)

[Child and Family Outcomes During the Head
Start Year: FACES 2014-2015 Data Tables
and Study Design](#)



CCSA Needs You!

Imagine young children growing their own vegetables, riding bicycles and tricycles on trails, eating local food and learning about healthy eating at their child care center. Healthy, physically active young children—that's the goal of Shape NC, a multi-year program that CCSA is undertaking to help child care centers in Durham and Orange counties provide these wonderful programs so our young children may succeed, grow and enter kindergarten at their healthiest and most active. ***But we need you!*** We must raise **\$12,000 before April 30** to fully implement the program. **Every dollar you invest in this project will be matched** by the Corporation for National and Community Service.

Donate to Shape NC online at www.childcareservices.org/support-us or by calling Kara Shultz at (919) 967-3272. Be sure to note on your donation that it is meant for Shape NC. Checks may be mailed to CCSA, PO Box 901, Chapel Hill, NC 27514. Thank you!

Child Care Services Association

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The CCSA Communicates newsletter contains links to other websites and news articles. These links represent just a few examples of the numerous reference materials currently available to the public. The opinions expressed in any articles or web pages do not necessarily reflect the positions or policies of Child Care Services Association. The inclusion of resources should not be construed or interpreted as an endorsement of any private organization or business listed herein.