

Child Care WAGE\$® NC Celebrates 25th Anniversary

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Strolling Thunder with Think Babies NC on the Capital

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Child Care Services Association Celebrates 45 Years

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CCSA Communicates

VOLUME 2 | ISSUE 2 | JUNE 2019

Child Care Services Association works to ensure that affordable, accessible, high-quality child care is available for all young children and their families.

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From the President

I believe the spring just flew by, and with the heat we have been having, we are feeling like it is already summer. It was an exciting spring, however.

CCSA kicked off our 45th Anniversary celebration April 5th with many special guests, including Governor Hunt who presented the James and Carolyn Hunt Early Childhood Leadership Award to Robin Britt, president of the Guilford Child Development Center. You can read more about our celebration in this newsletter and on our website. We will continue to celebrate our 45 years this year and look forward to working with all of our partners on the next 45 years!

We are busy working on grant reports for multiple grants. We appreciate this time of year as we review the year, see the successes and think about the areas for continuing quality improvement. I personally like reading the stories and reviewing the data as we see the impact our programs are having.

There continues to be a huge need for our CCR&R services as well as scholarships. Our local services are busy, and in Durham, we are working with our community partners to implement the Durham PreK Program with support from Durham County. Fortunately, teacher education and compensation is in the news! That has kept our T.E.A.C.H. Early Childhood® Scholarship Program, Child Care WAGE\$® and Infant-Toddler Educator AWARD\$ programs working at high speed to meet our state's needs. In addition, believe it or not, we have already started to plan for next year's ASK Conference! Maybe we will top the 800+ early childhood professionals who attended this year. The 2020 Early Childhood Workforce Study also kicked off. This study will provide information on our workforce at the county level.

This spring, I had the opportunity to be part of



Governor Hunt presenting the James and Carolyn Hunt Early Childhood Leadership Award to Robin Britt

a panel at the ACF Region 4 Family Homelessness Listening Session. With a focus on early childhood homelessness by the Office of Child Care and the Office of Head Start, ACF is well-positioned to work with its other partners at ACF to focus on families. SchoolHouse Connections supported the ten regional meetings, and I look forward



to learning next steps (the Office of Head Start launched Home at Head Start: Helping Families Experiencing Homelessness Access Head Start Services). I am also excited to have the chance to participate in Kentucky's annual Early Childhood Institute this June and present with Ohio State University at the National QRIS Conference.

At the end of April, we held the T.E.A.C.H. Early Childhood® and Child Care WAGE\$® 2019 National Professional Development Symposium and Compensation Summit. You can read more about it in this newsletter! There were great sessions by special guests. It was also a time to reflect on all that has been

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From the President

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accomplished across the country and what remains to be done to build a high quality early childhood workforce for our youngest children.

North Carolina is continuing to look at infants and toddlers with support from the Division of Child Development and Early Education as well as the Pritzker Children's Initiative and Zero to Three. I am excited to have CCSA and the CCR&R Council be part of this work. Governor Cooper signed an executive order granting paid parental leave to the estimated 56,000 state employees who work in the agencies reporting to the governor. That is an important step to supporting families with infants and toddlers.

North Carolina has always been a leader in the early childhood arena, and we will continue to focus on how we build on the work already done to ensure that all children in America have access to the highest early learning experiences that a nation with our resources can provide. The legislature is in session working on our NC budget. Please help keep high quality early childhood education and support for our early childhood workforce in their view! 🇺🇸

Have a Happy Summer!
Marsha

Child Care Services Association Celebrates 45 Years with Dinner, Awards and Silent Auction



Carolyn Hunt,
Robin Britt and
Governor Hunt



Friday, April 5, 2019, Child Care Services Association (CCSA) celebrated 45 years of service at the Sheraton Imperial Hotel in RTP with a dinner, a silent auction and an award ceremony. While the rain poured, more than 200 people celebrated with CCSA. Many special guests joined, including Governor and Mrs. Hunt and Robin Britt from Guilford Child Development.

Read more about the event [here](#). 🇺🇸

📅 25 Years and Counting with WAGE\$®

In 1994, the first Child Care WAGE\$® salary supplements were sent to eligible participants in Orange County, North Carolina. Twenty-five years later, the program is a critical piece of the early childhood system in the state.

Child Care Services Association (CCSA) created WAGE\$ to address the high turnover, low education and exceedingly low compensation of the early childhood workforce. A 1989 workforce study that identified those issues also recommended North Carolina pursue a salary supplement program, but a funding source did not become available until the first round of Smart Start. CCSA's home county, Orange, funded the program and the rest is history!

WAGE\$ is now a statewide opportunity for all Smart Start partnerships. If they participate, their allocation is entirely for supplements. The Division of Child Development and Early Education provides additional funds to support administration.

In its 25 years, WAGE\$ has paid nearly 34,000 early educators across the state. It is hard to imagine the impact. Recipients have been better able to meet their personal needs and the needs of their families. They've been able to provide stable and engaging relationships, which are key to quality care, to countless children.

With the education they obtained to participate and earn even higher awards, they have been role models and motivators for their

colleagues. They've enhanced the learning experiences of the children they serve. They have saved their employers time and money by staying in their programs, reducing the need to hire replacements. They have represented the field as professionals.

In the first surveys for WAGE\$ to collect participant and employer perspectives about the program, one director reported that her entire center was a special story. Ten of her 11 staff were participating in WAGE\$ and none of these participating staff left her program during 1994. She said that WAGE\$ was a tremendous morale boost and that, because of WAGE\$, many of her staff were returning to school.

We are still hearing these incredible stories of impact. In 2019, a participating teacher shared her experience: "Early childhood is a very low paying field. We have such a high turnover rate because most teachers can't afford to live off of their salary.


We're losing good teachers to other fields for this reason. As someone who receives WAGE\$, I can attest to the fact that this supplement has kept me at my current job even when I was ready to quit. By me staying at my current job, my employer doesn't have to hire someone else and, most importantly, my class has the stable environment that they need."

With stories like these, we look forward to the next 25 years. Happy anniversary, WAGE\$! 🇺🇸



WAGE\$® Spotlight: Early Childhood Educators Soar with WAGE\$ in Dare County


Research clearly shows the important role that compensation plays in quality care and the benefits of teacher retention and education for the successful growth and development of young children. Based on this, Children & Youth Partnership for Dare County (CYP) reinstated the Child Care WAGE\$® Education-Based Salary Supplement Program in January 2018.

Since then, Dare County early childhood care and education teachers have benefited from WAGE\$. Hear their stories in Children & Youth Partnership's latest Dare Kids Connection [here](#). 



CCSA joined in the celebration of Week of the Young Child

Week of the Young Child is an annual week-long celebration with themed days hosted by NAEYC to spotlight early learning, young children, their teachers, families and communities. The themes are "Music Monday," "Tasty Tuesday," "Work Together Wednesday," "Artsy Thursday" and "Family Friday."

CCSA joined in the celebration for "Artsy Thursday" and "Family Friday" by visiting Chapel Hill Cooperative Preschool and the Durham PreK classroom at Childcare Network #57. Read more [here](#). 




Spotlight on the UNC-G Spring Graduating Class: T.E.A.C.H. Early Childhood® North Carolina Scholarship Recipients

The University of North Carolina Greensboro held its Spring commencement ceremony for the School of Health and Human Sciences on May 9, 2019, at the UNC-G Auditorium. The School of Health and Human Sciences is dedicated to preparing new generations of professionals, leaders, scholars and entrepreneurs to enhance the quality of life of individuals, families and communities in North Carolina and the world through teaching, scholarship, community engagement and service.

On the evening of May 9, twelve graduates were hooded earning a Master of Education in Birth through Kindergarten Interdisciplinary Studies. Of these graduates five were T.E.A.C.H. Early Childhood® North Carolina scholarship recipients. This group of graduates represented the 4th cohort of Spring graduates from UNC-G since the Master's Degree in Education with an Emphasis in Early Childhood Leadership and Management Scholarship inception. Since this program is completed online, students were able to form virtual relationships but many of them met face-to-face for the first time just prior to the commencement ceremony. During this gathering, recipients were able to meet their CCSA TEACH NC scholarship counselor, Kimberly Bynum. Kimberly presented each graduate with a small gift that included T.E.A.C.H. Early Childhood® North Carolina swag to celebrate the momentous occasion.

Congratulations class of 2019! Continue to be strong leaders in your community and champions for early care and education!

Pictured above is a group picture of the Spring 2019 graduating class including the following scholarship recipients: Jamesa Biting, Elizabeth Delk, Amy Phillips, Robin Sink and Brenda VanKoughnett. 

Shape NC in Action!

After a Be Active Kids® training in February, Ms. Fee and Ms. Darlene at Kid's Korner II in Durham, NC, a Shape NC site, demonstrated what they learned with the usage of tape to get their children moving.

"We used masking tape, just as [Swanda] and Rhonda demonstrated at last week's Be Active Kids® Training, [and] lined the carpet in various patterns and designs. The children moved about the lines to the song, 'Listen and Move.'"

"Each child has a line that leads to their cubby while doing some type of movement activity.



The children also use the lines to move from center to center.

"One of the toddlers also participated in the movement. She was just as excited about the lines on the carpet.

"When the school ages arrived at the center this afternoon, they all looked puzzled at the tape on the floor and then joined in the line movement.

"The line engaged the children in movement for more than 60 minutes."


It's great to see

evidence and capture children being active and aware of their body and spatial awareness.

Way to go Kids Korner III! Keep on MOVING and making a DIFFERENCE!

CCSA is implementing the Shape NC project to increase the number of children starting kindergarten at a healthy weight. The program promotes healthy eating and active play for children from birth-5 years old by working with child care programs to instill healthy behaviors early on, creating a solid foundation for a healthy life.

Shape NC integrates multiple research based models to provide an in-depth approach to childhood obesity prevention. It combines evidence-based programs to create a comprehensive approach in partnership with the following statewide programs: [Be Active Kids®](#), [Preventing Obesity by Design](#) and the [Nutrition and Physical Activity Self-Assessment for Child Care](#).


To support the Shape NC project, click [here](#) and then click Donate Now. Your gift to Shape NC will help build healthy foundations for children in Durham and Orange counties, and will be matched 100% through a grant from the Corporation for National Community Service. For more information about Shape NC's progress in its first year, click [here](#). 



Shape NC shares seeds in Durham community roots

Shape NC presented on Mother's Day at Watts Street Baptist Church in Durham, N.C. for a "Minute for Missions." Swanda Warren, Technical Assistance Manager, and Monnie Griggs, Technical Assistance Director, (pictured above) of CCSA's Shape NC handed out

envelopes of seeds to "invest in the time to plant and be a part of something beautiful and beneficial to our community." The offering plate collections have been given to CCSA to support

Shape NC. Thank you to Mrs. Nancy from Asbury Preschool, a year-one Shape NC site, for capturing the moment! 




Durham PreK



We are excited to announce our new Durham PreK logo. Creating the logo was a collaborative process between Child Care Services Association, Durham's Partnership for Children (DPfC) and the Durham County Government. Thank you to Kompleks Creative for capturing our joint vision for Durham PreK.

Durham PreK is in its final steps of a joint RFA process with NC Pre-K to identify 2019-2020 high-quality classrooms in Durham County. We are looking forward to starting with 18 Durham PreK

classrooms in August 2019. To support Durham PreK's high standards for quality early childhood education, teachers and directors will receive weekly coaching and professional development from our Technical Assistance team. Additionally, all B-K licensed teachers will be paid on Durham Public Schools' certified salary schedule. We are grateful for Durham County Government's commitment to expanding access to high-quality pre-K as well as their support for early childhood professionals, families and children. Learn more [here](#). 



NC Farm to Preschool Network Advisory Committee Member

KIMBERLY SHAW

Owner and Operator

A SAFE PLACE

Mrs. Kimberly Shaw is the owner and operator of A Safe Place (ASP). Mrs. Shaw started as a family child care home in August 1997 and the business has been growing ever since. Mrs. Shaw began child care operations out of the family residence. One year after inception, the Shaw's had to renovate and expand to their home to meet demand for the quality care she provided. The growth continued to include two full-time five stars, NAEYC accredited centers dedicated to quality child care to families that would otherwise not be able to afford such. A Safe Place has NC pre-K classrooms and are community partners with Early Head Start providing activities that create opportunities for children to learn about themselves in a safe and healthy environment. ASP provides a loving atmosphere that supports the development of self-esteem and self-confidence, and provides good models and tools to be successful in life. These attitudes and philosophies for doing business have enabled A Safe Place to become the success it is today. ASP is located in a food desert and has continued to work to create access to fresh, healthy foods and activities for the community. This urban mini-farm is currently a POD (Preventing Obesity by Design), F2CC (Farm to Child Care), and Shape NC location in Wake County to teach the children and families involved about growing food, eating healthier, and maintaining active lives both at the school and at home.



- Mrs. Shaw currently serves on the boards of Wake County Smart Start, **Child Care Services Association**.
- In 2014 Mrs. Shaw received The Dorothy B. Graham Child Care Leadership Award. In 2017, 2018 Served on the board of the Early Education Coalition.
- In 2017, 2018, and 2019 Served as a Statewide Mentor for the Farm to Early Care and Education Initiative.
- In 2015 and 2017 A Safe Place CEC Inc. received the City of Raleigh Urban Agriculture Award.

CCSA's Nutrition Services Gaining Recognition

CCSA's Nutrition Services gained some recognition during National Nutrition Month in March when NC DHHS staff recommended the program as a champion in implementing the Child and Adult Care Food Program (CACFP) guidelines for meals in child care. Staff from the USDA Southeast Regional Office visited CCSA's Durham kitchen during CACFP Week (pictured above).

CCSA's Nutrition Services also participated in the NC DHHS *Celebrating Menu Success in CACFP* webinar. Featured programs exemplified successful efforts in implementing the new meal patterns in CACFP. In addition, CCSA demonstrates a commitment to including local seasonal foods on their menus, including implementing "Harvest of the Month," and providing nutrition information to parents.

CCSA Nutrition Services is inspiring in other ways too. Lisa Menna and Robert Cates met with a group coordinated by Chatham County Partnership for Children and Chatham County Public Health as part of an information gathering effort for their hopes of establishing a central kitchen in Chatham County. The group toured both the Durham and Chapel Hill kitchens, giving them a firsthand view of the diversity of scenarios encountered in operating a central kitchen. Discussions led to the group leaving with a better idea of what they need to seek out in the way of funding, commitment from centers, staffing and procurement requirements.



The Role of Implicit Bias in Early Childhood Settings

By Marsha Basloe

Better Together™ was the theme of this year's Child Care Resource & Referral (CCR&R) Institute held in Greensboro, N.C. in March, and Mary Erwin recently shared details of the Institute. A highlight of this year's conference was the keynote delivered by Dr. Walter Gilliam from the Edward Zigler Center in Child Development and Social Policy at Yale.

Delivered in a "TED talk" manner, Dr. Gilliam shared his research on implicit bias with the audience and the implications research has on both policy and practice impacting the early childhood workforce and children in early learning settings.

What is Implicit Bias?

Webster's dictionary defines it as *"bias that results from the tendency to process information based on unconscious associations and*



PHOTOGRAPH BY ROBIN ANN SINK

feelings, even when these are contrary to one's conscious or declared beliefs."

What is the Relationship Between Implicit Bias and Early Childhood Settings?

Read more [here](#). 

Significant mental health problems can and do occur in young children

By Jennifer Gioia, CCSA Communications Manager

Millions of Americans live with mental illness. With May just passing as National Mental Health Awareness Month, it is important to recognize that prevention and early intervention are the solutions to a healthier, happier life.¹ The National Alliance on Mental Illness records 1 in 5 (46.6 million) U.S. adults experience mental illness at least once in their lifetime, and "half of all lifetime mental health conditions begin by age 14 and 75% by age 25, but early intervention programs can help."²

One dependable way to intervene and prevent mental illness is recognizing it as early as possible, since even infants and young children can have mental and developmental disorders.³ Healthy social and emotional development is the foundation for brain development in young children, and high-quality early care and education is a large piece of that development.

Child Care Services Association (CCSA) works to build solid foundations for the development of our youngest children by ensuring all children have access to high-quality early care and education and that their teachers are educated and qualified. To ensure accessibility and affordability for all children, CCSA offers free child care referral services and scholarships for parents. CCSA also maintains teachers are educated and stable through the T.E.A.C.H. Early Childhood® Scholarship program, and the Child Care WAGES® and Infant-Toddler Educator AWARD\$ compensation programs.

With this high-quality child care and education, infants and toddlers, "who engage with responsive, consistent and nurturing caregivers, are more likely to have strong emotional health throughout life."³ Supports such as T.E.A.C.H., WAGES and AWARD\$ help child care teachers further their education and receive additional compensation, allowing them to continue teaching and caring for our youngest children.

While having happy, educated and stable teachers improves the quality



of care and education a child receives, child care can still be unaffordable for parents, especially if they have more than one child in need of care. CCSA's free child care referral services simplify the child care search, helping parents focus on what's truly important for their specific child's needs without worrying about another expense. "Ensuring all families have access to affordable, high-quality child care can help mitigate some of the impacts of poverty and prepare children for success in school and beyond."⁴

Read more [here](#). 

SOURCES

1. <https://www.nami.org/Get-Involved/Awareness-Events/Awareness-Messaging>
2. <http://www.ncimha.org/>
3. A. Szekeley, C. Oser, J. Cohen, T. Ahlers. ZERO TO THREE. *Advancing Infant and Early Childhood Mental Health: The Integration of DC:0-5TM Into State Policy and Systems*. July 31, 2018.
4. <https://www.americanprogress.org/issues/early-childhood/reports/2018/11/15/460970/understanding-true-cost-child-care-infants-toddlers/>

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

Nearly 160 people from 26 states and the District of Columbia recently gathered for the Symposium, where we kicked off a yearlong celebration of 30 years of T.E.A.C.H. Early Childhood®. Over the course of the two days, participants attended workshop sessions specific to the needs of their programs and their interests. They heard nationally known speakers talk about public policies and changes occurring within the early childhood industry, higher education faculty discuss access barriers, solutions and promising practices and what leveraging investments in early education has done and continues to do to transform the workforce. Thirty-five (35) presentations were provided from 11 T.E.A.C.H. and/or WAGE\$ programs, numerous higher education faculty and representatives from several national organizations in attendance.

Dr. Caitlin McLean from the Center for the Study of Child Care Employment, presented *Transforming Early Childhood Jobs: Toward a System that Works for Early Educators, Children, and Families*. She shared both the challenges facing the workforce and some good news as well. The challenges are those seemingly intractable issues including low wages, high turnover and economic worries our early educators face, including having enough money to pay the bills, including housing, food insecurity and affordable health care. But there is some hope.

Read more [here](#). 

Stay in the know
and follow CCSA



PHOTOGRAPH BY MELANIE BUSBEE



Advocates Push for Change at Strolling Thunder

By Elaine Zukerman, Infant/Toddler Education & Advocacy Coordinator, NC Early Education Coalition

Babies, parents, teachers and early childhood advocates took Raleigh by storm on April 9th for Strolling Thunder: A Think Babies™ NC Advocacy Day! The NC Early Education Coalition (the Coalition), in partnership with MomsRising and the NC Association for the Education of Young Children (NCAEYC) hosted the event to raise public awareness and speak with policymakers about the importance of making the potential of every baby their top priority.

Strolling Thunder is the flagship event of the national Think Babies™ campaign, of which the Coalition is a state partner, to bring attention to the many issues that impact babies and their families.



Ensuring that babies have healthy beginnings, supported families and access to high-quality early care and learning experiences during the first months and years of life has an enormous impact on how a child learns and grows throughout his or her lifetime. But here in North Carolina, more than half of infants and toddlers live in poverty or low-income households, less than 1% of all babies receive home visiting services and the infant mortality rate is one of the highest in the country.


To do better for our children and our state's future, North Carolina's leaders need to focus on our youngest and most valuable resource by investing in things that work. It's time to adopt policies built on the science of brain development and support budgets that put babies and families first.

This was the focus of Strolling Thunder, as nearly 150 advocates and children gathered for remarks from national and state leaders and policymakers, story time with legislators, testimonials from parents and child care providers, children's crafts and activities and a group stroller walk around the General Assembly. Attendees also had individual meetings with their legislators throughout the day, and all 170 legislators received a special delivery of a children's book written specifically for this event that imagines a North Carolina where all children and families have what they need to thrive.

Learn more about the Think Babies NC initiative [here](#). 

Sesame Street in Communities Launches Foster Care Initiative



May is National Foster Care Month, and in honor of adults working in foster care, Sesame Street in Communities has launched their Foster Care Initiative. These new online resources provide support for foster families during their transition into new life roles. Children and adults will meet Elmo's new friend, Karli, and her "for-now" parents, Dalia and Clem. Like many foster families, Dalia and Clem are trying to find ways Karli can cope with the new changes in her life by helping her find the words for her emotions and assuring her that the situation is not her fault. Through printables, videos and articles written by previous and current foster parents, adults are provided with strategies and activities to help their foster children feel safe and have a sense of home and belonging. Fostering a child takes patience, resilience and sacrifice, but Sesame Street is fostering hope for these families during times of crisis and change. Learn more [here](#). 

Adverse childhood experiences are different than child trauma, and it's critical to understand why

By Jessica Dym Bartlett, Vanessa Sacks, Child Trends

Legislators, caregivers, and the media increasingly recognize that childhood adversity poses risks to individual health and well-being. [The original Adverse Childhood Experiences \(ACEs\) Study](#) has helped raise public awareness about this critical



public health issue. However, as the use of ACEs questionnaires for identifying potentially harmful childhood experiences has [gained popularity](#), it is important to understand how ACEs differ from other commonly used terms, including childhood adversity, trauma, and toxic stress.

Continue to read this article [here](#). 


CCSA Volunteer Program

The CCSA Volunteer Program is in its infancy stage. Our volunteer coordinator, Teresa Graves, has recently begun the process of registering CCSA with various volunteer agencies. The goal is to build a cadre of virtual volunteers, as well as volunteers that can help with tasks in our offices.

CCSA is hoping to find virtual volunteers to help with projects such as translating agency documents into Spanish, writing blogs, and researching and writing early childhood articles for agency use.



Volunteers that work in our offices will help with everyday tasks like stuffing envelopes, data entry, and filing. We will also recruit volunteers to help with special events sponsored by the agency.

CCSA has a dynamic, committed staff, so developing a team of volunteers can only enhance the services that the staff is able to provide! Those interested in volunteering should contact Teresa at teresag@childcareservices.org, or at (919) 967-3272. 





CCSA celebrates National Teacher Appreciation Day with Durham PreK

For National Teacher Appreciation Day, we visited the Durham PreK classrooms at Oxford Manor Head Start, White Rock Child Development Center, Childcare Network # 57 and Brown's Early Learning School. We appreciate your dedication as Durham PreK teachers. Thank you for all you do for Durham children and families! 📷



The Perfect Gift! ... on Child Care Provider Appreciation Day

By Christy Thalheimer, M.Ed., Child Care Services Association, Child Care Referral Manager

Mind Full, or Mindful?

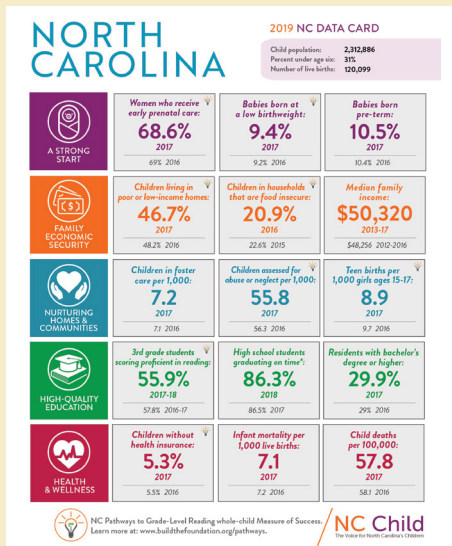


It seems fitting that **Child Care Provider Appreciation Day** is recognized nationally on the same weekend as we celebrate Mother's Day. We often think of one of the many early educator roles as being that of a caretaker; one who offers safety, security, knowledge and compassion to children. When **Parenting** magazine polled mothers in a recent article about what gifts they wanted for Mother's Day, the top 10 had nothing to do with something purchased. Instead, the top 10 had one thing in common: taking care of themselves albeit through a clean house, "off mom" routine for a day or a spa day.

A Gift for You

What if I told you I wanted to give you a gift this Provider Appreciation Day of better overall well-being and enhanced connections with your students? What if I told you this was possible without having to spend one dollar or attend another training?

Read more [here](#). 📷



Data cards show child well-being geographic disparities

by **Liz Bell** | May 2, 2019

NC Child's 2019 data cards provide snapshots on the state of health, education, and community well-being for North Carolina and for each of its 100 counties—centered around the child's experience. That experience is quite different depending on where the child grows up. Population-level indicators “that promote children's healthy growth and development” are split into five categories: a healthy start, family economic security, nurturing homes and communities, high-quality education, and health and wellness.

North Carolina saw some small positive changes in the years NC Child reports annually. The percent of children living in poor or low-income families decreased from 48.2% in 2016 to 46.7% in 2017. The median family income increased from \$48,256 from 2012-2016 to \$50,320 in 2013-2017. The percent of children in households experiencing food insecurity dropped from 22.6% in 2015 to 20.9% in 2016.

Click [here](#) to read the rest of the article.



PreK and Early Care Career Expo in Durham

On Saturday, June 1, 2019, Durham Technical Community College partnered with NC Central University, Durham's Partnership for Children, UNC-Chapel Hill, UNC-Greensboro, Child Care Services Association, Durham PreK and NC Pre-K to sponsor a PreK and Early Care Career Expo where community members interested or already working in pre-K and early care learned more about early childhood career advancement and educational opportunities.

Marsha Basloe, President of CCSA, and Wendy Jacobs, chair of the Durham County Board of Commissioners, started off the expo with a warm welcome, before introducing Rhodus Riggins, Jr., a quality enhancement coordinator at the Education Quality Improvement and Professional Development Project at UNC-Greensboro and adjunct faculty member at Alamance Community College.

Sessions included:

- Steps to obtain an AA/AAS/AS in early childhood education
- Steps to obtain a BA/BS or MA/M.Ed in early childhood education
- Steps to obtain a Birth through Kindergarten (B-K) License
- Financial assistance for pursuing a higher



degree and licensing program, such as T.E.A.C.H. Early Childhood® Scholarship, FASFA and Durham Tech Promise

- Career prep, including cover letters, resumes and preparing for an interview
- Career path panel exploring different careers in early childhood education

The career path panel included:

- Cathy Collier-Robinson, Director of Early Childhood Education at Durham Tech, who was also the panel moderator
- Nita McAdoo, Early Childhood Technical Assistance Specialist at Child Care Services Association
- Karyn Stith-Wilkerson, Director of Kiddie Kollege
- Ana Claros, Child Care Referral Counselor at Child Care Services Association
- Maggie Connolly, Technical Assistance Manager III, Instructional Support at Child Care Services Association
- Cheryl Brown, Owner, Director of Brown's Early Learning School
- Dr. Harriette Bailey, Assistant Professor, B-K Coordinator, Principle Investigator and Co-Principle Investigator at UNC-Greensboro

Resource tables were available for networking by Durham Tech, NCCU, UNC-Greensboro, UNC-Chapel Hill, Durham PreK, NC Pre-K, T.E.A.C.H. Early Childhood® Scholarship Program, Child Care WAGES®, Child Care Referral Central,

Early Educator Support, Licensure and Professional Development (EESLPD) Unit.

With this pre-K and early care career expo, CCSA continues to strive toward an improved early childhood care and education workforce.

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NIEER

The State of Preschool 2018

STATE PRESCHOOL YEARBOOK
The National Institute for Early Education Research

RUTGERS
Graduate School of Education

“The State of Preschool 2018” by NIEER is now available!

The National Institute for Early Education Research (NIEER) has published “The State of Preschool 2018” State Preschool Yearbook. New research finds more children attending state preschool programs across the US but funding failing to keep pace. Read the report [here](#).

What the Research Says about Online Early Learning Options for Preschoolers

The NC House Education Committee recently moved forward a bill to pilot and potentially scale an online early learning program for low-income preschool-aged children who are not currently accessing NC Pre-K. The online program is intended to be used for 15 minutes a day, five days a

week, and is proposed as an alternative early learning option for children who are eligible for NC Pre-K but not receiving the service because of wait lists or barriers like transportation.

Research demonstrates that an online program is not an effective alternative to high-quality preschool. Is the proposed program worth investing in in the short-term as the state ramps up to universal preschool? The research is mixed. [Read more](#).

Residential child care project aims to reduce suffering by responding to it

By Melanie Lefkowitz | May 16, 2019

If a child falls off a bike and gets hurt, and then cries and throws the bike in frustration, most adults wouldn’t then punish the child and take the bike away.

But children in residential facilities who are suffering from emotional pain—which may not be visible or obvious—are sometimes punished for screaming, crying or throwing things.

A model of care for children’s residential agencies, developed over nearly 15 years by the Residential Child Care Project at Cornell, takes children’s emotional pain into account and emphasizes the bond between the children and their caregivers. In a four-year study at 13 facilities, the Children and Residential Experiences (CARE) model reduced behavioral incidents and, according to surveys of children and adolescents living in these facilities, improved their relationships with caregivers.

“No child should be punished for behavior that is a result of pain—either physical or emotional. That is inflicting pain on top of the pain they already feel, which only increases the damage,” the researchers wrote in “[An Evidence-Based Program Model for Facilitating Therapeutic Responses to Pain-Based Behavior](#)

in Residential Care,” published in the International Journal of Child, Youth and Family Studies.

Read the rest of the article [here](#).

Introducing NC ECE Shared Resources!

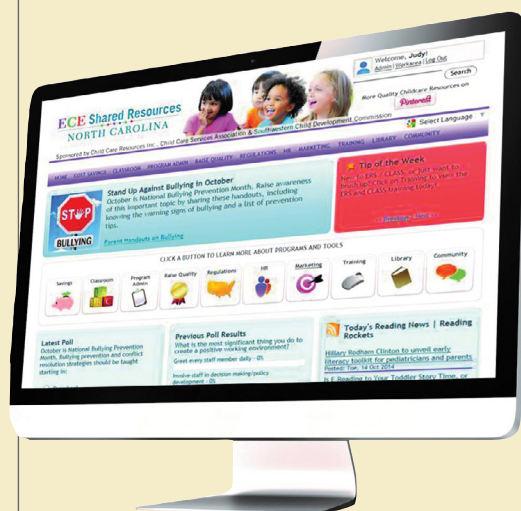
Introducing an easy-to-use, online web platform created for child care program owners, administrators and classroom teachers to be a “one-stop shop” that will save time, money and help continuously improve the quality of child care services!

With [NC ECE Shared Resources](#), child care program owners and staff will quickly and easily find reliable answers to an ever expanding multitude of ECE questions and solutions for their program—just by clicking on one of the tabs at the NC ECE Shared Resources website: Jobs, Program Administration, Human Resources, Classroom, Savings, Regulations, Family Engagement, Quality, Marketing and Training.

NC ECE Shared Resources provides child care program owners with more information about child care program operations, in one easy-to-navigate website, than anywhere else!

[Subscribe today!](#) With just a few clicks, child care program owners will begin to: save time, money and improve quality!

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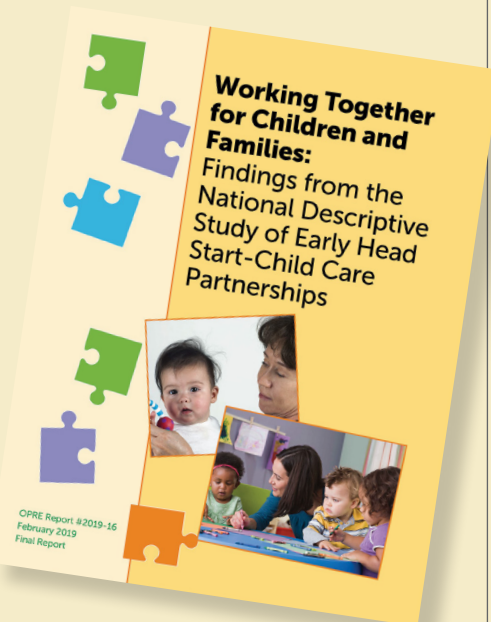


Family & Community Engagement News from CCAoA

A 15-Minute In-Service Suite to build Children's STEAM Skills

Check out new STEAM (Science, Technology, Engineering, Art, Math) resources from the National Center on Early Childhood Development, Teaching and Learning. The **15-Minute In-Service Suite about STEAM** shows new ways to build Children's STEAM skills by providing engaging environments; nurturing, responsive and effective interactions; and learning experiences and activities. Be sure to also check out the **Take It Outside! Adventures in Nature with STEAM** webinar to learn about nature-based learning and how to use STEAM activities outdoors.

[Get the Resource.](#)



Recommendations for Continued Success of Early Head Start—Child Care Partnerships

By **[Linda Smith](#)**, **[Kathlyn McHenry](#)**

In today's economy, when having both parents in the workforce is a reality for many families with young children, options for affordable, high-quality early care and learning are more critical than ever. The Early Head Start—Child Care Partnership (EHS-CCP) program was created in 2014 to help address this need.

The partnerships support child care programs serving infants and toddlers that meet Early Head Start performance standards but retain the flexibility to address the variety of social, cultural, and work-related needs of families in diverse communities around the country. This innovative structure results in a unique blend of the best features of Early Head Start and child care, allowing providers to leverage and blend resources to improve quality, offer comprehensive services, and expand access.

Stay in the know and follow CCSA



On March 7, the U.S. Department of Health and Human Services' (HHS) Office of Planning, Research, and Evaluation published **[a report](#)** identifying descriptive characteristics of the first cohort of 250 EHS-CCP grantees who partnered with 1,892 child care partners (including 1,084 centers and 808 family providers). The findings underscore the importance of the program and identify how the partnerships are meeting their intended goals of improving quality and delivering comprehensive services to more low-income infants, toddlers, and their families.

For instance, the study found participating child care providers benefit from additional funds to serve children and improve quality through an extensive array of resources, coaching, and technical assistance. Nearly all child care partners (93 percent) reported that improving the quality of their services motivated them to participate in the program.

Continue reading **[here](#)**.



By **[Gerry Cobb](#)** | Contributor
Director of the Pritzker Children's Initiative

One of the most promising policy trends we have seen in recent years, regardless of political affiliation or geography, is a commitment to early childhood education by state leadership. From California to the Carolinas, governors and lawmakers are prioritizing young children and their families. According to the National Institute for Early Education Research, state funding for pre-kindergarten exceeded \$8.1 billion in 2018, up \$280 million from 2017.

Continue reading **[The Investment Our Youngest Learners Need: Expansion of pre-K is welcome, but it shouldn't come at the expense of the needs of infants and toddlers.](#)**

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What Is Early Childhood Development? A Guide to the Science

Healthy development in the early years of life provides the building blocks for lifelong health, educational achievement, and responsible adulthood. What can we do during this incredibly important period to ensure that children have a strong foundation for future development?

This multi-part guide explains the science of how children develop in their earliest years. Using videos, research briefs, infographics, games, and other tools, this set of materials is organized in sections to respond to three questions:

1. Why is early childhood important?
2. How does early childhood development happen?
3. What can we do to support child development?

Enjoy these online resources [here](#).



National Center for Children in Poverty Update

The National Center for Children in Poverty recently updated its [Early Childhood Two-Generation State Policy Profiles](#) and [Young Child Risk Calculator](#).

The [EC Profiles](#) provide a two-generation view of current policies affecting children birth to age 8, nationally and state-by-state, in the areas of early care and education, health, and parenting/family economic supports.

The [Young Child Risk Calculator](#) (YCRC) has been updated using the latest data from the 2017 American Community Survey. NCCP's YCRC shows the percentage of young children (by age bands) who are in poverty and deep poverty in each state and nationally, and characteristics of families in these groups. Visit NCCP's website: www.nccp.org to view the state profiles and other NCCP resources that can inform efforts to help America's most vulnerable children.

OPRE Featured Research and Reports

[Tips for Promoting Self-Regulation when Working with Infants](#)

Explore these tips for helping caregivers use co-regulation to support early development of self-regulation skills in infants.

[Tips for Promoting Self-Regulation when Working with Toddlers](#)

Explore these tips to help caregivers use co-regulation to promote self-regulation skill development in toddlers.

[Tips for Promoting Self-Regulation when Working with Preschoolers](#)

Explore these tips to help caregivers use co-regulation to promote self-regulation skill development in preschoolers.



[Tips for Promoting Self-Regulation when Working with Young Children in Home Settings](#)

Explore these tips to help caregivers use co-regulation to promote self-regulation skill development for young children in home settings.

naturalresources

Free Resources to Support Kindergarten Transitions for Families, Programs, Districts, and Communities

Attendance Works, an organization whose mission is to advance student success and reduce equity gaps by reducing chronic absence, has shared a new toolkit that offers strategies, resources, and success stories about transition practices to help children and families as they enter elementary school. Early Matters: Integrating Attendance into Kindergarten Transition. Resources are available in multiple formats and are organized by topics that range from supporting families and engaging community stakeholders to providing professional development. All materials are available through this website: <https://www.attendanceworks.org/resources/toolkits/integrating-attendance-into-kindergarten-transition/>.

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Summertime: Top 10 Facts About Hot Cars— Look Before You Lock!

1. An average of 38 children have died in hot cars each year in the USA since 1998.
2. Since 1998, more than 700 children have died in vehicles from heat stroke in the USA.
3. More than 70% of heat stroke deaths occur in children younger than age 2.
4. More than half of heat stroke deaths occur because a caregiver forgot the child in the car.
5. Roughly 30% of heat stroke deaths occur because the child got in the car without a caregiver knowing and couldn't get out.
6. Nearly 20% of deaths occur because a caregiver intentionally left the child in the car.
7. Cars heat up quickly. A vehicle can heat up 20 degrees in 10 minutes.
8. Cracking the windows or not parking in direct sunlight does not make a car significantly cooler. Heat stroke deaths have occurred even when the vehicle was parked in shade.
9. A car can reach 110 degrees when temperatures are only in the 60s. Heat stroke can take place when the outside temperature is as low as 57 degrees.
10. The body temperatures of children can increase three to five times faster than adults. Heat stroke begins when the body passes 104 degrees. Reaching an internal temperature of 107 degrees can be deadly.

SUPPORT CCSA

Whether through helping low-income families afford quality child care, child care referrals, salary supplements for our underpaid early childhood educators or educational scholarships to allow the men and women who teach our young children to continue their own education, CCSA is dedicated to ensuring that our children grow up happy, healthy and ready to succeed. We can't do it without you!

Please consider giving to CCSA online at www.childcareservices.org/support-us or by calling Kara Shultz at (919) 967-3272. Checks may be mailed to CCSA, PO Box 901, Chapel Hill, NC 27514. Thank you!



PHOTOGRAPH BY KIANA BOSMAN ON UNSPLASH

Preventing Heatstroke Resources

- **Tips To Avoid Child Heatstroke**
- **Preventing Heatstroke: What To Do If You See a Child Alone in a Car**
- **How Much Do You Know About Preventing Child Heatstroke:**
Take a quiz to learn how to prevent child heatstroke in cars
- **Steps To Prevent Heatstroke**
- **Where's Baby: Look Before You Lock:** National Highway Transportation and Safety Administration educational campaign



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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.