

## Save the Date!

CCSA's 45th Celebration will take place April 5, 2019 at the Sheraton Imperial Hotel at Research Triangle Park.

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# CCSA Communicates

VOLUME 1 | ISSUE 4 | DECEMBER 2018

**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's Desk

In my year at Child Care Services Association (CCSA), one thing that stands out above and beyond all else is the importance and the passion for the work of CCSA. Whether it is a CCR&R Referral Counselor meeting with a new parent to learn about quality child care, an early childhood teacher excited about furthering her education with a T.E.A.C.H. Scholarship in NC or in one of 20 other states, committed staff rolling out a new Infant-Toddler Educator AWARD\$ project statewide built from the success of the Child Care WAGE\$ salary supplement, developing a new Durham Pre-K project aligned with NC Pre-K or being part of a new Trauma Informed curriculum, the work is exceptionally important and our staff and board are committed to success for our children, families and educators.

As we close 2018, we do so with a new foundation under our Building 1000 in Chapel Hill and some renovations that you will see later in this newsletter. We are looking forward to 2019 as we continue to renovate the rest of the building. A celebration will be in order when we are done! And that is just what is planned, although not in our actual space. On **April 5, 2019**, CCSA will celebrate **45 years** of operation with a dinner at the Sheraton Imperial Hotel in Research Triangle Park. Please mark your calendars to join us. We are excited to have Shannon Rudisill, executive director of the National Funders Collaborative, as our keynote speaker. As a Duke University graduate, she is familiar with the Triangle, and we are pleased to have her return here to speak (see more about Shannon on page 2 of this newsletter).



Look for details on the 45th Celebration in the new year.

We recently welcomed two new Board members, Jo Abernathy, chief information officer at Blue Cross and Blue Shield of North Carolina and Jennifer Laceywell, director of a National Association for the Education of Young Children (NAEYC)-accredited, five-star child development center. Read our newsletter to learn more about these two members. Did you know that CCSA's Board of Directors comprises a diverse group of volunteers? One-third of CCSA's Board members are recipients of services, one-third are early childhood experts and one-third are community members at large. CCSA Board members work tirelessly to support systematic efforts affecting the field of early care and education, which includes having a strong QRIS system, increased education and compensation for the child care workforce, early childhood health and nutrition and a strong CCR&R system.

I have a favor to ask. Updating everyone's contact information will be the key to expanding and improving our communication. This update can be done by sending an email to [newsletter@childcareservices.org](mailto:newsletter@childcareservices.org). Thank you for your past support. I am eager to see how much we can accomplish together in the next year.

Our thoughts go to those who have felt great loss this year from hurricanes, devastating fires and other challenges. May your holidays be filled with peace, joy and love.

A very Happy New Year to everyone. 🙏

Sincerely,  
Marsha



# Save the Date! April 5, 2019, for CCSA's 45th Celebration

APRIL 5, 2019 | SHERATON IMPERIAL  
HOTEL AT RESEARCH TRIANGLE PARK



## KEYNOTE SPEAKER: SHANNON L. RUDISILL, EXECUTIVE DIRECTOR

**S**hannon Rudisill is the first executive director of the Early Childhood Funders

Collaborative, assuming the position in November 2016. Under her leadership, ECFC is pursuing a strategy of growth and strategic engagement with partners across philanthropy to build capacity for supporting policies and practices that help young children and their families thrive.

Before joining ECFC, Shannon was the associate deputy assistant secretary for Early Childhood Development at the Administration for Children and Families, U.S. Department of Health and Human Services. Shannon served on the Obama Administration's senior leadership team for early childhood programs, setting strategy for ACF programs such as child care and Head Start, and jointly administered with the U.S. Department of Education, such as the Race to the Top—Early Learning Challenge and the Preschool Development Grants. She is especially proud of the \$500 million Early Head Start-Child Care Partnership grants which will bring higher quality early care and comprehensive services to thousands of infants and toddlers from families in poverty.

From 2009-2014, Shannon was the director of ACF's Office of Child Care (OCC). OCC administers the Child Care and Development Fund (CCDF), which provides more than \$5 billion per year to states, territories, and approximately 500 tribal communities to provide child care for about 1.5 million children each month. At OCC, Shannon tirelessly pursued strategies to make child care work better for families and ensure that children are served in safe, healthy, and nurturing early learning and afterschool programs. Under her leadership, the Obama Administration's principles for child care reform were reflected in the reauthorization of the Child Care and Development Block Grant for the first time in nearly 18 years. [🔗](#)

# CCSA Welcomes New Board Members at its November Meeting



## JO ABERNATHY

**J**o Abernathy is the chief information officer at Blue Cross and Blue Shield of North Carolina. In this role, she is responsible for technology strategy and operations. Abernathy has more than 25 years of leadership experience in various technology areas, including client services, infrastructure management, data center operations, data warehousing, and application development.

She is passionate about technology transformation and employee engagement, which has been recognized by Computerworld and CIO 100. Blue Cross NC has made Computerworld's list of 100 Best Places to Work in IT for two years. In 2018, they ranked No. 9 among midsize companies.

Abernathy has been a speaker at various technology events, including those sponsored by the CIO Executive Council, the NC Technology Association, the Triangle Technology Executives Council, and Women in Technology International. She was also named CIO of the Year by *Business Leader* magazine.

A lifelong North Carolinian, Abernathy holds a bachelor's degree in Economics from UNC-Chapel Hill and a Master of Business Administration from UNC-Greensboro. She is dedicated to causes that help improve the health and well-being of people in our community.



## JENNIFER LACEWELL

**J**ennifer Lacewell, a North Carolina native, is an early childhood education leader and advocate with more than 14 years of experience. She currently serves as the director of a National Association for the Education of Young Children (NAEYC) accredited, five-star child development center in Durham, NC.

Jennifer holds a B.S. in Family and Consumer Sciences with a concentration in Child Development and Family Relations from North Carolina Central University, and is a candidate for a M. Ed. in Leadership, Policy, and Advocacy in Early Childhood Education at the University of North Carolina Wilmington.

Jennifer currently serves on the Durham County, NC, Pre-Kindergarten School Readiness Committee.

Her professional affiliations include membership of the National Association for the Education of Young Children, North Carolina Licensed Child Care Association, Kappa Delta Pi International Honor Society in Education, and Alpha Kappa Alpha Sorority, Inc. [🔗](#)

## First-Time Parenting Knowledge (Video)



[Watch the Video](#)

**C**hild Trends released a [new video](#) in September highlighting its research findings that first-time parents have the most questions about social and emotional development for their children. Researchers also found that many parents use similar information sources, ask similar questions, and often wish to learn more effective disciplinary approaches, regardless of race or ethnicity. [🔗](#)

# Infant-Toddler Educator AWARD\$

**C**CSA is very excited to administer North Carolina's Infant-Toddler Educator AWARD\$ (AWARD\$) with CCDF funding from the Division of Child Development and Early Education. Funding became available as a result of a grant opportunity designed to improve the experiences of infants and toddlers in early care and education settings, and compensation was a priority. AWARD\$, a statewide salary program, is based on the Child Care WAGE\$® Program, but it will have distinct differences aside from its funding and statewide reach. To be eligible, an educator will need to:

- Work with children birth through 2 years old at least 35 hours per week
- Work in a child care facility with at least three stars in NC's QRIS system
- Have at least the AAS ECE or equivalent (the top levels of the WAGE\$ scale)
- Earn \$18 or less per hour

Award amounts range from \$2,000 to \$4,000 annually. The program began in early October 2018 with approximately \$2.5 million in supplement money. We expect this will reach 900-1,000 teachers in the first year, and well more than 900 applications have been submitted already. Staff members are working hard to enter mail, and applications will be processed in the coming months.

We know that our youngest, most vulnerable children need educated and stable teachers, but these teachers are often paid the least and have less education than the early childhood workforce at large. AWARD\$ was designed to help retain the best-educated infant-toddler teachers by offering additional compensation tied to education. A secondary goal is



## REACHING FOR MORE?

EXCITING NEW OPPORTUNITY FOR FULL-TIME  
INFANT-TODDLER TEACHERS TO EARN  
\$2,000 TO \$4,000 MORE PER YEAR!

Infant-Toddler Educator AWARD\$ is a new statewide salary supplement program designed to better compensate and retain well-educated teachers working with our youngest children.

To be eligible for AWARD\$, applicants must:

- Work at least 35 hours/week with infants, ones or twos.
- Earn at or below \$18/hour. Bonuses from the employer will be included in calculations to determine hourly rate.
- Work in a licensed child care program with at least three stars.
- Have an Associate Degree plus or including at least 24 birth to five focused semester hours or higher.

AWARD\$ is funded by the Division of Child Development and Early Education. Visit [www.childcareservices.org/awards](http://www.childcareservices.org/awards) for more details.

Child Care Services Association  
PO Box 901, Chapel Hill, NC 27514  
Questions? Call us!  
919-967-3272

Infant-Toddler Educator  
**AWARD\$**



to encourage those who do not yet have degrees to obtain them. Contact [awardsinfo@childcareservices.org](mailto:awardsinfo@childcareservices.org) or 919-967-3272 for more information. 

## The T.E.A.C.H. NC Early Childhood® Scholarship Program had guests in October!

**T**he Education Trust, in partnership with NAEYC, held focus groups in Durham and Greensboro to listen to early childhood educators of color talk about their views of policies and practices that increase the educational requirements needed to teach in preschool. We heard from educators working on CDA, associate degrees, and bachelor degrees, and we heard their passion and appreciation for the T.E.A.C.H. Early Childhood® Scholarship Program.

The Education Trust is hoping to broaden its understanding of the impact of educational requirement policies and use this information to inform future policy, research, and practice work. 





The **T.E.A.C.H. Early Childhood® National Center** is planning for the 2019 T.E.A.C.H. Early Childhood® and Child Care WAGES® National Professional Development Symposium, “Creating a Profession: Leveraging Investments in Early Childhood Education to Transform the Workforce.”

The 2019 Symposium will be held **April 23-24, 2019** at the William and Ida Friday Conference Center in Chapel Hill, NC. This boutique symposium brings together professionals from more than 25 T.E.A.C.H. and WAGES® programs across the country, higher education faculty, and state and national leaders who are all working on issues related to the education, compensation and retention of the early education workforce, including improving compensation and compensation parity, reaching the diversity of the workforce, creating access to high quality and articulated higher education programming, creating career and education pathways, and addressing the complex policy landscape of early childhood education in our country.

See the 2018 Symposium Program [here](#).



ADVANCING SKILLS & KNOWLEDGE



**SATURDAY, FEBRUARY 23, 2019**  
East Chapel Hill High School

Presented by  
**Child Care Services Association**



platinum sponsor



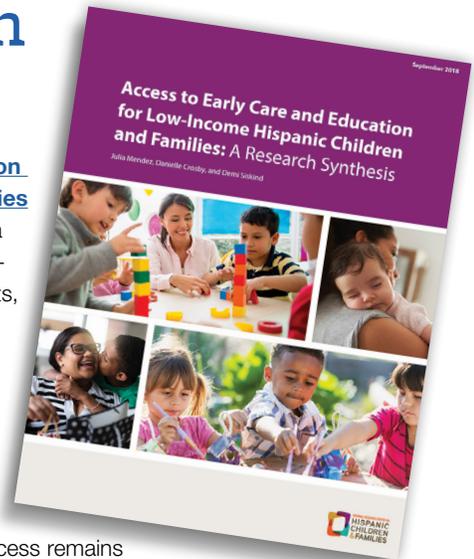
<https://www.childcareservices.org/providers/ps/training/>

## Access to Early Care and Education for Low-Income Hispanic Children

This **new report from the National Research Center on Hispanic Children & Families**

(September 2018) provides a research synthesis on the latest literature, technical reports, and white papers on early care and education (ECE) access for Hispanic families living in poverty. The findings reveal that although the use of ECE programs has increased among low-income Hispanic families, access remains available to some Hispanic populations. Also, socioeconomic stressors, such as inadequate community support and non-traditional work hours, decrease the ability for Hispanic families to engage with ECE programs. Recommendations for more effective recruiting and engagement with Hispanic families are provided.

Source: *National Research Center on Hispanic Children & Families*



I am **WAGES®**



“WAGES provides a better quality of life for teachers. It’s good for the children because happy teachers teach happy.”  
--WAGES Participating Director



[www.childcareservices.org](http://www.childcareservices.org)

# A Different Focus in Wake County in 2019



As 2018 comes to a close, CCSA acknowledges the sunsetting of the Wake County Quality Supplements (QS) program, a four-year collaboration between CCSA and Wake County Smart Start (WCSS).

First funded by WCSS in 2014, the Wake QS program was designed to incentivize and support Wake County child care facilities with the ongoing cost of providing quality care to children, particularly children receiving child care subsidies from Wake County Human Services (WCHS). Facilities meeting standards for high quality, including a 4-5 star rating and increasing Program Standard Points, were eligible to receive monthly supplement payments ranging from \$36 to \$6,900. Payments were tiered based on type of facility (centers or homes), star-rating, Program Standard Points, national accreditation, and number of WCHS subsidy children being served.

In addition to meeting minimum quality and subsidy-service standards, participating child care facilities were required to demonstrate administrative and fiscal capacity (considered key indicators of quality infrastructure) and were required to participate in quality improvement efforts over the course of their multi-year participation in the program. Such efforts included preparation for accreditation, business training, literacy projects, health consultation, director's academies, and various technical assistance initiatives. Most recently, participants were offered up to \$2,700 in bonuses for engaging in CLASS® (Classroom Assessment Scoring System)-related quality improvement activities.

Over the past four years, the QS program served more than 130 child care facilities, affecting approximately 1,500 children receiving child care subsidies per year. Participating facilities received an average of more than \$1,000 per month in supplements and more than \$4.5 million was issued by the QS program.

Child care facilities reported using QS funding to:

- Purchase classroom materials related to environmental or instructional quality;
- Facilitate higher staff compensation or bonuses;
- Support facility improvements;
- Maintain or improve teacher/child ratios;
- Provide professional development for staff and/or administrators;
- Pay Accreditation fees (i.e. NAEYC, NAFCC, etc.); and
- Purchase membership in an early childhood related association.

Over the past two years, subsidy reimbursement rates have increased, decreasing the gap between these rates and the rates for private child care in the general market. In light of these rate increases, the Wake County Smart Start Board of Directors determined that priorities for Smart Start funding would be shifted to other areas of need in the Wake County early childhood system. As a result, Quality Supplement payments for December 2018 will be the last issued by the Quality Supplement Program.

Wake County Smart Start and Child Care Services Association are pleased to have provided support to Wake County facilities through the Quality Supplement program. We believe that the QS program has been valuable to providers and has contributed to their ability to sustain and improve the quality of their services to the children and families in their care. CCSA hopes that new resources and initiatives like the QS program will someday become available again to support providers in their efforts. We were pleased to support Wake County Smart Start's efforts.

## Durham PreK

Durham County Government has committed to equitable access to high-quality preschool for all children in Durham. Investments will not only increase the number of publicly funded PreK slots, but also broaden eligibility and work with teachers and private centers to build their quality through teacher and director education, mentoring and coaching.

The County entered a two-year contract with Child Care Services Association (CCSA) to manage the expansion of Durham PreK. The Board of County Commissioners (BOCC) established a governing body chaired by the Durham County manager's office to approve Durham PreK standards and policies. CCSA looks forward to sharing information on this new project in 2019. For more information, click [here](#).



Voluntary, Universal Pre-kindergarten in Durham County  
How Do We Get There From Here?



By:  
Durham's Community Early  
Education/Preschool  
Task Force



Visit Child Care Services Association at:

<https://www.childcareservices.org>



## Shape NC: Increasing health and physical activity in young children

In 2018, CCSA is in Year 2 of Shape NC, a project that aims to reduce obesity and increase physical activity in young children at their child care center. Shape NC 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 three research-based models—**Be Active Kids®**, **Preventing Obesity by Design** and the **Nutrition and Physical Activity Self Assessment for Child Care (Go NAP SACC)**—

to create a comprehensive approach to preventing childhood obesity.

In November, CCSA collaborated with the NC Partnership for Children and Maria Hitt from Orange County Partnership for Young Children to plan a tour to visit local natural outdoor environments. The goal of the tour was for the sites

to share their stories of how they became interested in the natural learning initiative, how they changed a culture in their center, how they got the process started and how to maintain the natural learning initiative work.

The tour consisted of directors from Year 1 and Year 2 of Shape NC. The three natural learning outdoor environments were toured in Orange County were Community School for People Under Six, Spanish for Fun Academy, and University Child Care Center.

Shape NC is funded through a grant from the Corporation for National and Community Service, and CCSA is required to raise a local 100% cash match. We need you! Please consider giving to support Shape NC, and your contribution will be matched dollar for dollar.

Click [here](#) to give, and please designate your gift to Shape NC. 🙏

## Vroom! From the Perspective of an Intern

By Sloan Godbey

**A**s an intern from UNC-Chapel Hill, I have spent the past few months researching Vroom and determining how CCSA can use this program to benefit children and families in the communities we serve. Vroom is an app that provides parents with personal information about their child's development based on their age and different activities and tips to help educate and interact with their



child. The tips and tools are designed to fit into parents' everyday lives, making the simplest of moments a brain building one. While Vroom is completely free and is very influential and beneficial to children's development, it is not yet very well-known. To combat this, I developed a campaign focused on educating families and how to implement Vroom as well as ideas and initiatives for the future.

Implementing a Vroom campaign allows parents to succeed with very little work or stress. Vroom is another tool CCSA promotes to support parents successfully educating their children. Education can sometimes be tricky for parents to tackle, but Vroom takes the difficulty out of working with young children. Vroom focuses heavily on making sure ordinary tasks are turned into brain building moments, backed by extensive research. Vroom believes a child's brain develops rapidly from Day 1, a child's brain architecture is shaped by positive adult-child relationships, and parents and caregivers play a key role in creating positive brain building environments for their children. With this in mind, Vroom is the perfect tool for parents to actively engage with their child.

With this information, parents can benefit from the influential aspects Vroom has to offer. There are a lot of helpful resources for parents to feel comfortable and excited about implementing Vroom into their daily lives. Vroom is valuable to all families of young children. I cannot wait to see the impact it has on the community.

We launched the Vroom campaign so it coincides with Child Care Aware of America's Vroom week. Take a look here:

<https://info.childcareaware.org/blog/get-ready-for-vroom-week-2018>. 🙏

**Shape NC aims to reduce obesity and increase physical activity in young children at their child care center.**



## CCSA's Meal Service Program

CCSA's Meal Service Program has operated in Chapel Hill since 1989, serving Orange County with scratch-made meals that meet or exceed USDA and CACFP (Child and Adult Care Food Program) standards for child care. In 2008, CCSA's Meal Service expanded to Durham, increasing its reach into more communities in a commercial kitchen designed just for the purpose of providing meals for child care in greater numbers. As our services grew in Durham County, we were able to serve centers in Durham with a wide variety of sizes and settings and occasionally serve centers throughout the Triangle.

It soon became apparent that there were child care centers in Wake County looking for meal time solutions that would help improve their overall programs and the quality of food they provided for children in their care. CCSA began looking for opportunities to expand into a Wake County location that would serve centers in the immediate area. In June 2017, we began preparing and delivering meals from our first kitchen location in Wake County. Today, that kitchen serves 381 children. Many thanks to Marcello Cappellazzi for these photos.

CCSA has three kitchens throughout the Triangle that each operate in their own way, providing the same nutritious meals with seasonal menus and local ingredients, helping centers build on their Farm to Child Care initiatives and reaching more families by encouraging nutrition education.

Our meal program provides breakfast, lunch and afternoon snacks. For more information, contact Robert Cates 919-960-8777 for Orange County and Lisa Menna 919-314-6860 for Durham and Wake counties.



IMAGES COURTESY OF MARCELLO CAPPELLAZZI

## CCR&R Institute March 12-13, 2019



The CCR&R Council is pleased to announce the keynote for the 2019 CCR&R Institute will be Dr.

Walter S. Gilliam, director of the Edward Zigler Center in Child Development and Social Policy at Yale University. Dr. Gilliam is a professor of Child Psychiatry and Psychology at the university's Child Study Center and member of the board of directors for Zero To Three, Child Care Aware of America and the Irving Harris Foundation. He is also a research fellow of the National Institute for Early Education Research and a former senior advisor to the National Association for the Education of Young Children. [To download Dr. Gilliam's full biography click here.](#)

The NC CCR&R Council Institute will be held at the Greensboro Downtown Marriott March 12-13, 2019. For more information email [nccrrcouncil@gmail.com](mailto:nccrrcouncil@gmail.com)

## Early Learning Facilities Policy Framework

The Bipartisan Policy Center released this report, [Early Learning Facilities Policy Framework](#),

which calls attention to the need for increased investment in early childhood facilities. The policy framework recognizes that the quality of the physical buildings and spaces where children learn, play, and grow are a fundamental part of their development and learning.



# CCSA's Volunteer Program



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

CCSA would like to engage virtual volunteers to assist with projects such as translating agency documents into Spanish, graphic design for the organization, researching projects to support CCSA's efforts, and researching and writing early childhood pieces and/or blogs for agency outreach. Volunteers who work in our offices will help with multiple tasks such as stuffing envelopes, data entry, and filing. We will also recruit volunteers to help with special events sponsored by the organization.

CCSA has a dynamic, committed staff, so developing a team of volunteers can only enhance the services we provide. Those interested in volunteering should contact Teresa at [teresag@childcareservices.org](mailto:teresag@childcareservices.org) or 919-967-3272. 

**CCSA supports our  
community during  
the Holidays**



**CCSA completed its 2018  
Holiday Food Drive!**

**132 pounds of food &  
\$668 in cash was  
collected!**



According to the  
Food Bank of Eastern &  
Central NC,  
that equals **3,452 meals!**

We were pleased to  
support our community.



## Early Childhood Homelessness



Current efforts to end homelessness are largely focused on the immediate housing needs of adults. Yet recent research further demonstrates the importance of addressing childhood, early care, and education in efforts to prevent and end homelessness. SchoolHouse Connection's blog post summarizes five new studies, including Homelessness Before Birth and During Infancy.

<https://www.schoolhouseconnection.org/new-research-reinforces-connections-among-homelessness-childhood-and-education/> 

## Sesame Street Releases New Materials on Family Homelessness

Not having a home is one of the most isolating and stressful situations young children and their families can face.

On top of the stigma and shame, children who experience homelessness often feel invisible. One in every 30 children—**2.5 million children in America—go to sleep without a home of their own each year.** That's more than 2 million invisible children. Of those 2.5 million, **nearly half are children under 6.** That's 1 in 18.

These groundbreaking resources are **part of Sesame Street in Communities**—a program to help community providers, parents, and caregivers give children a strong and healthy start.



### THE NEW RESOURCES INCLUDE:

- A storybook featuring Lily, who knows what it's like to not have a permanent place to stay.
- Activities and coloring pages that adults and children can do together, including strategies that don't require physical belongings—like stretching and breathing exercises, or singing the same lullaby each night.
- Professional development resources for providers serving families experiencing homelessness, including teachers and healthcare professionals.

For further information, <https://sesamestreetincommunities.org/topics/family-homelessness/> 

## ICPH is Bringing Family Homelessness into Focus

Family homelessness is a multi-faceted issue impacting countless families across the country in different ways. ICPH is dedicated to shining a light on this widespread issue. Learn more about what we do and why we do it in our new video. 



[Watch the Video](#)

# New poll shows NC voters want more investment in early childhood

The NC Early Childhood Foundation released [new poll results](#) showing that NC voters strongly support more investment in early childhood. The bipartisan poll shows that voters across the political spectrum are united in wanting policymakers to prioritize making sure that all children have healthy beginnings, supported families, and access to quality early care and learning experiences.

## HIGHLIGHTS OF THE FINDINGS INCLUDE:

- **80% of North Carolina voters support increasing annual state general funding for early child development programs to \$400 million**—an annual increase in state general funding from 1% to 2%.
- **80% of North Carolina voters say early education should be a higher priority than reducing business taxes in the state.** Majorities across all parties agree, including 60 percent of Republicans, 83 percent of Independents, and 94 percent of Democrats.
- **NC voters recognize that families need more help in the early years.** 81% of North Carolinians support the state providing more families with voluntary home visiting and parent education programs that help parents improve their child's healthy development. 87% believe that parents should be able to take paid leave after the birth or adoption of a child. 72% of Republicans, 88% of Independents and 96% of Democrats support increasing access to the state's early childhood programs, Smart Start and NC Pre-K.
- **Voters throughout the state say there is a lack of affordable and quality early education programs.** 65% of North Carolina voters say that half or fewer early childhood programs in their area meet both criteria. In fact, respondents making over \$100,000 per year are virtually just as likely (51%) as those who earn less than \$40,000 per year (53%) to say that only some or few programs near them are affordable and high-quality.



2018 North Carolina Survey Results

NC Early Childhood FOUNDATION

**80% of NC voters support doubling state general funds for early education from 1% to 2%.**

Voters agree: North Carolina should invest more in early child development now.

Learn more at [www.buildthefoundation.org](http://www.buildthefoundation.org)

- **Voters recognize that young children need skilled and well-compensated teachers.** 91% of North Carolina voters support increasing wages for early childhood educators in order to reduce turnover, make sure they have a high level of preparation, training and skills and strong knowledge of early childhood development in order to improve the care and education children receive.

Click the button below for more information about the poll, as well as a toolkit of resources you can use to share these exciting results. 

[NC Voter Poll Results and Toolkit](#)



## Book Harvest Celebrates Giving One Million Books

Congratulations to Book Harvest for giving its one-millionth children's book. That's quite a tower of books! Since 2011, Book Harvest has made sure children in NC have books of their own to support their love for reading and academic success.

The [one-millionth book](#) was given to a toddler through Book Harvest's Book Babies program. Governor Roy



Cooper and Durham Mayor Steve Schewel congratulated Book Harvest and issued proclamations.

[Keep reading here.](#) 



## Effective Discipline to Raise Healthy Children

Corporal punishment—or the use of spanking as a disciplinary tool—increases aggression in young children in the long run and is ineffective in teaching a child responsibility and self-control. In fact, new evidence suggests that it may cause harm to the child by affecting normal brain development. Other methods that teach children right from wrong are safer and more effective.

The **American Academy of Pediatrics (AAP)** has strengthened its call to ban corporal punishment within an updated policy statement, “**Effective Discipline to Raise Healthy Children**” (<http://pediatrics.aapublications.org/content/early/2018/11/01/peds.2018-3112>). The policy statement, published in the December 2018 issue of *Pediatrics*, also addresses the harm associated

with verbal punishment, such as shaming or humiliation. The AAP supports educating family members and caregivers on more effective discipline strategies that teach appropriate behavior and protect the child and others from harm.



## Putting Parents Front and Center

By [Linda Smith](#), [Sarah Tracey](#) and [Katie Hancock](#)

The impact of parents and parenting on children’s development is critical and especially important during the first few years of life. The science is clear: new babies are born hardwired to develop a strong connection with someone who will support and nurture them. Walter Gilliam of Yale University explained it this way: <https://bit.ly/2SkH3sn>.

### WHAT ARE ACES? AND HOW DO THEY RELATE TO TOXIC STRESS?

“ACEs” stands for “Adverse Childhood Experiences.” These experiences can include things like physical and emotional abuse, neglect, caregiver mental illness, and household violence.

The more ACEs a child experiences, the more likely he or she is to suffer from things like heart disease and diabetes, poor academic achievement, and substance abuse later in life.

### TOXIC STRESS EXPLAINS HOW ACES “GET UNDER THE SKIN.”

Experiencing many ACEs, as well as things like racism and community violence, without supportive adults, can cause what’s known as **toxic stress**. This excessive activation of the stress-response system can lead to long-lasting wear-and-tear on the body and brain.

The effect would be similar to revving a car engine for days or weeks at a time.

### WE CAN REDUCE THE EFFECTS OF ACES AND TOXIC STRESS.

The ideal approach, however, is to prevent the need for these responses by reducing the sources of stress in people’s lives. This can happen by helping to meet their basic needs or providing other services.

For those who have experienced ACEs, there are a range of possible responses that can help, including therapeutic sessions with mental health professionals, meditation, physical exercise, spending time in nature, and many others.

Likewise, fostering strong, responsive relationships between children and their caregivers, and helping children and adults build core life skills, can help to buffer a child from the effects of toxic stress.

ACEs affect people at all income and social levels, and can have serious, costly impact across the lifespan. **No one who’s experienced significant adversity (or many ACEs) is irreparably damaged.** though we need to acknowledge trauma’s effects on their lives. By reducing families’ sources of stress, providing children and adults with responsive relationships, and strengthening the core life skills we all need to adapt and thrive, [we can prevent and counteract lasting harm.](#)

Center on the Developing Child | HARVARD UNIVERSITY  
Learn more about ACEs from the [Guides for Positive Control and Prevention](#).  
For more information: <https://developingchild.harvard.edu/ACES/>

## ACEs and Toxic Stress: Frequently Asked Questions

The terms adverse childhood experiences (ACEs) and toxic stress seem to be everywhere right now, but what are they exactly and how are they related? Clear up the confusion in this new, easily shareable resource that includes a helpful, downloadable infographic and answers to the most frequently asked questions (FAQs). Most importantly, information is included about how to help mitigate the effects of ACEs and toxic stress, whether you’ve experienced them yourself or want to help others. Learn more at <https://developingchild.harvard.edu/resources/aces-and-toxic-stress-frequently-asked-questions/>.

## A Guide to Toxic Stress

Chances are, you’ve heard or read something about toxic stress—maybe from the media, from a physician or other medical professional, or from a family member, friend, or neighbor. You may feel overwhelmed by all of the toxic stress information out there. And, unfortunately, it’s very easy to find misleading or incorrect information. The Center on the Developing Child created this **Guide to Toxic Stress** to clear up the confusion and help you learn the facts about toxic stress step by step. For more information <https://developingchild.harvard.edu/guide/a-guide-to-toxic-stress/>.

## State Child Care Subsidy Systems: Building the Supply of High-Quality Child Care for Families with Infants and Toddlers

According to this recent [blog entry from BUILD Initiative](#), subsidized child care reduces parent stress, allows them to keep stable employment, and increases positive interactions with their children that is essential for healthy child development. The blog also provides step-by-step strategies to help states make effective use of the new Child Care and Development Block Grant (CCDBG) funding to improve access to quality child care for infants and toddlers.



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**Child Care Aware of America**

THE US AND THE HIGH COST OF CHILD CARE

Child care is a major expense in family budgets, often exceeding the cost of housing, college tuition, transportation, and food.

**CHILD CARE VS. HOUSING**  
In 2017, the cost of center-based care for 2 children exceeded housing costs for homeowners with a mortgage in 35 states and the District of Columbia.

**CHILD CARE VS. COLLEGE TUITION**  
In 2017, the cost of center-based infant care exceeded one-year's tuition and fees at a four-year public college in 28 states and the District of Columbia.

**CHILD CARE VS. HOUSEHOLD EXPENSES**  
In 2017, the cost of center-based care for 2 children exceeded the costs of food and transportation combined in all regions of the country.

## Capacity Building Self-Assessment Tool

In 2018, the Office of Child Care published this [Capacity Building Self-Assessment Tool](#) to assist leaders and organizations in the early learning and child care field to lead sustained improvements and achieve goals and objectives over time. The tool includes a benchmark chart divided into 5 main dimensions and 23 subdimensions for self-assessment. The 5 dimensions an organization must assess prior to capacity building include its:

- Culture and Climate
- Engagement and Partnerships
- Financial Resources
- Infrastructure
- Knowledge and Skills

Child Care Aware of America's final report, *The US and the High Cost of Child Care*, is ready! Unfortunately, their findings show that child care is unaffordable in every state and the District of Columbia. In fact, in most states, the cost of care each month is now more than the average cost of housing.

To learn more, you can download the [report here](#). To explore the interactive Cost of Child Care Map, [click here](#).

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# Communities receive Think Babies™ funding to support young children and families across the state!

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

Eight communities in North Carolina will receive Think Babies™ Community Advocacy Activity Mini-Grants to support community advocacy efforts focused on infants, toddlers, their educators, and their families. This funding is provided by the NC Early Education Coalition (the Coalition), with support from the national ZERO TO THREE Think Babies™ campaign and the Pritzker Children's Initiative's National Collaborative for Infants and Toddlers.

The mini-grants are a component of Think Babies™ NC. This statewide initiative seeks to ensure that North Carolina's young children, ages 0-3, benefit from effective



public policies, programs and funding to promote a solid foundation for what they need to thrive: healthy beginnings, supported families, and quality early care and learning experiences.

Communities were invited to apply for a mini-grant to design a local activity to increase public awareness and policymaker support to address issues facing the state's youngest children, ages 0-3, their educators, and their families. The Coalition received 24 applications from organizations across the state.

"We are very excited about the opportunity to bring the Think Babies™ NC initiative to a local level," says Coalition Policy Director Michele Rivest. "We know that these committed advocates will raise awareness of the issues facing infants and toddlers, and together we will build a stronger network to help advance solutions in local communities and throughout North Carolina."

The recipients of the Think Babies™ Community Advocacy Activity Mini-Grants and a description of their projects can be found [here](#).

For more information about the mini-grants and the Think Babies™ NC initiative, please visit [www.ncearlyeducationcoalition.org/think-babies.html](http://www.ncearlyeducationcoalition.org/think-babies.html).





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## New international study by Sharon Lynn Kagan: The Hechinger Report | 10/08/2018

The U.S. could learn a lot about early education from our international counterparts. That's the conclusion of a comprehensive, multi-year study of six early education systems that are beating the U.S. on money spent per child, percentage of children enrolled and math achievement at age 15. <https://hechingerreport.org/time-to-change-how-we-think-about-early-education-international-study-finds/>



## SUPPORT CCSA

Whether through helping low-income families afford quality child care, child care referrals, salary supplements for 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!**

Consider giving to CCSA online at [www.childcareservices.org/support-us](http://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!



**CHILD CARE SERVICES ASSOCIATION**

PO Box 901  
Chapel Hill, NC 27514

- (919) 967-3272
- (919) 967-7683
- [www.childcareservices.org](http://www.childcareservices.org)
- [facebook.com/ChildCareServices/](https://facebook.com/ChildCareServices/)
- [twitter.com/ccsachildcare?lang=en](https://twitter.com/ccsachildcare?lang=en)

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.