

Child Care News

A quarterly newsletter from The Children's Resource Center, Catawba County's Child Care Resource and Referral Agency
Volume XV, Issue 2 Fall 2015

HAPPY HOLIDAYS TO ALL OF OUR CHILD CARE FRIENDS!

We know how busy and harried our time can be from Halloween all the way to the New Year. We have some ideas for you to pass on to those in need or some ideas for you to use on simple but caring gifts for those that you love. Look at the following opportunities to give back to the community. These are only a few of the many opportunities to give throughout the year. Have a wonderful safe, caring Holiday Season! (click on the picture for more information)



FREE THANKSGIVING MEAL
SATURDAY, NOVEMBER 21
11 am until 7 pm

Everyone Welcome

FREE CLOTHING...all sizes COATS, SCARVES

VISION OUTREACH MINISTRY
SE ALLEYWAY
CONOVER, NC

Questions?
Call 828-461-8590

ccm Greater HICKORY
Cooperative Christian Ministry

Send your loved ones a message of PEACE, LOVE, HOPE & JOY this Christmas season!

For a minimum donation of \$5, GHCCM will send a beautiful, personalized Christmas card to a friend, family or loved one acknowledging a gift has been made in their honor. Your donation is tax-deductible and supports the programs of our Ministry and the clients and patients we serve. We will mail your Christmas cards on your behalf or you can pick cards up your cards at GHCCM.

Your Name: _____
Address: _____
City: _____ State: _____ Zip: _____
Email: _____
YES! Send a GHCCM Holiday Card to (use back for additional names):
Name: _____
Address: _____
City: _____ State: _____ Zip: _____

Mail your card requests, along with your check made payable to GHCCM to:
GHCCM, 31 First Avenue SE, Hickory, NC 28602
or call (828) 327-0979 ext. 231
or email ldcartes@chickory.com.
May you have a blessed Christmas season!

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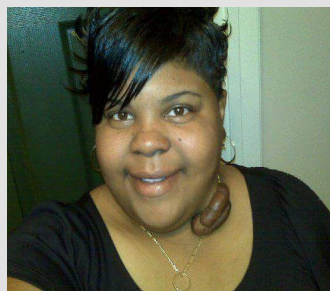


Welcome!

The Children's Resource Center would like to welcome Jennifer Whipple and La'Gentry Ross!



Jennifer joined The Children's Resource Center in July 2015 as The Family Support Specialist. Jennifer's role will be to help parents locate quality child care within the community that best meets their needs. She can also help to connect parents to other community resources. Jennifer's prior work experiences include School Nutrition Management with Catawba County Schools, Director of the Child and Adult Care Food Program at Ft. Lewis, Washington, and a Program Specialist with The Partnership for Children of Wayne County. In addition, she led the You and Me, Baby support group through The Parenting Network for a brief time. She also did a Child Life practicum at INOVA Children's Hospital in Falls Church, VA and a Child Life internship at Levine Children's Hospital in Charlotte. She holds a B.S. in Child Development from Appalachian State. Jennifer and her husband have one young daughter and son and they reside in Conover.



La'Gentry joined The Children's Resource Center in August 2015. She is a North Carolina Agricultural and Technical State University graduate. Aggie Pride! She served Guilford county schools as both an undergraduate student and a Kindergarten/Pre-K teacher for 2 years. La'Gentry graduated from Walden University in 2014 with a M.S. in Early Education with a focus in Educating Educators. She also served the Gaston and Lincoln county community for four years as a North Carolina PreK Teacher for the local Head Start program and is a licensed teacher in the State of North Carolina. As the Early Childhood Services Coordinator La'Gentry will work to promote/coordinate professional development plans and activities in all early childhood programs, as well as, provide technical assistance to family child care homes and centers throughout Catawba County.

CPR and First Aid Changes Coming Soon!

Details forthcoming from your Health Consultant.

Stay tuned.....

Reminder:

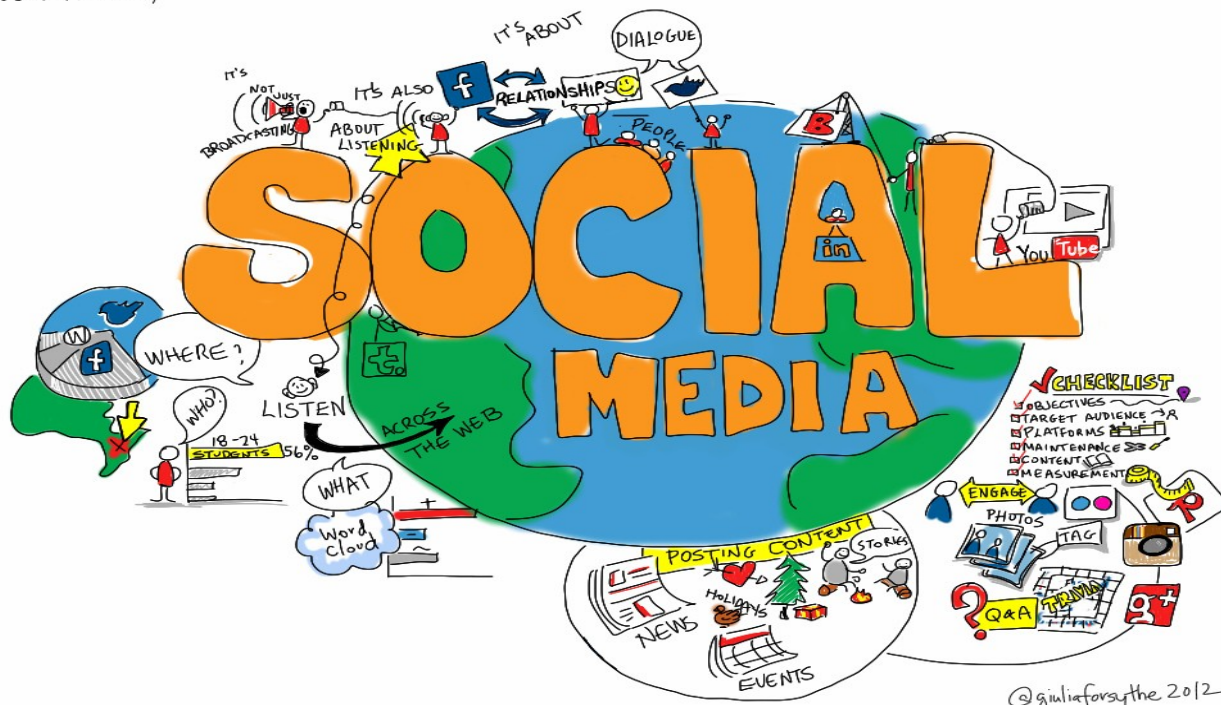
If you are registered for a training class and are unable to attend you must contact The Children's Resource Center at least 24 hours in advance to cancel. We understand emergencies may arise but we would like to give another teacher the opportunity to attend in your place. We have recently had many no shows which has prevented some teachers from attending who could have otherwise been contacted from the waiting list. Please call or send a quick email if you cannot attend a class for which you are registered.



Like Us. Follow Us. Join Us.

Like Us. Follow Us. Join Us.

@BROCK UNIVERSITY



@guliaforsythe 2012

Like Us & Join Us !

The Children's Resource Center has an interactive Facebook page! The CRC provides links to resources, and encouraging words to assist you in your noble task of caring for the community and children. Join **Feebie's Freebies** for free and affordable materials for all providers!

<https://www.facebook.com/childrensresourcecenter?ref=hl>
<https://www.facebook.com/groups/1640405169533211/>

Follow The Partnership for Children & A Teachers Domain !

The Partnership for Children is providing valuable tips and information for families and providers via Pinterest! A Teachers Domain provides ideas for facilitating NC Foundations for Early Learning and Development, classroom behavioral management, classroom organization, FCCRS for Family Child Care Providers, seasonal activities, and classroom décor ideas.

<https://www.pinterest.com/catawbacpc/>
<https://www.pinterest.com/ateachersdomain/>

738 4th St. SW
 Hickory, NC
 28602

The Children's
 Resource Center

828*695*6565
 828*695*6515 (Spanish)

www.childrensresourcecenter.org



Changes in Investigations of Child Abuse and Neglect in Child Care

DCDEE and the local departments of social services (DSS) currently work together to investigate reports alleging child abuse and neglect in child care. **Effective January 1, 2016, DCDEE will be the sole agency to investigate these allegations. Child abuse and neglect in child care will now be called Child Maltreatment.** DCDEE will work with law enforcement and other agencies as needed.

These changes are included in [Senate Bill 578](#). You can read the Bill in its entirety by visiting www.ncleg.net. You may not notice many changes with how investigations are conducted; however, below are some general answers about the new law.

What is child maltreatment?

Child maltreatment is similar to serious child neglect and child abuse. People who have seriously neglected or abused a child are placed on the Responsible Individuals List (RIL) with DSS. DCDEE will now have a similar list called the Child Maltreatment Registry. This list will have the names of caregivers who maltreat a child in child care.

Who is a caregiver?

The new law defines "caregiver" broadly, and includes: the operator of a licensed child care facility or religious-sponsored child care facility, a child care provider (as defined in G.S. 110-90.2(a)(2)), a volunteer, or any person who has the approval of the provider to assume responsibility for children under the care of the provider.

How does the law define child maltreatment?

The new law defines child maltreatment as: "Any act or series of acts of commission or omission by a caregiver that results in harm, potential for harm, or threat of harm to a child. Acts of commission include, but are not limited to, physical, sexual, and psychological abuse. Acts of omission include, but are not limited to, failure to provide for the physical, emotional, or medical well-being of a child, and failure to properly supervise children, which results in exposure to potentially harmful environments."

Who is required to report child maltreatment in child care?

Every person has a duty to report suspected maltreatment. You can make a report of suspected maltreatment in a child care setting to DCDEE by calling 919-527-6500 or 1-800-859-0829 in NC.

What will be different about investigations of child maltreatment in child care?

DCDEE will now take on the responsibility for the entire investigation of child maltreatment in child care. The law requires that information about ongoing investigations must be kept confidential and, as such, will not be included on the DCDEE website.

What information is available to the public at the end of a child maltreatment investigation?

- If DCDEE determines that child maltreatment DID occur, DCDEE will share the investigation findings, the dates of all visits made during the investigation, and any corrective action taken.
- If DCDEE determines that child maltreatment did NOT occur, DCDEE will share violations of child care licensure law or rules resulting from the investigation and any administrative action taken as a result. DCDEE cannot post on the website that a child maltreatment investigation occurred if the maltreatment was unsubstantiated.

Can I find out if someone is on the Child Maltreatment Registry?

Yes. The names of individuals on the Child Maltreatment Registry are public information. DCDEE will maintain the registry. People on the registry may **not** work in child care. The public can submit a form to DCDEE to find out if someone is on the Child Maltreatment Registry. The form will be available on our website in January 2016.



Emergency Preparedness and Response

Emergency preparedness and response (EPR) rules went into effect July 1, 2015. The rules are designed to assist licensed child care programs to be adequately prepared to respond to the needs of children and others in the event of disasters and emergencies. The new rules require:



- **Shelter-in-place or lockdown drills** completed quarterly in addition to monthly fire drills.
- One staff person / FCCH operator must **complete the *Emergency Preparedness and Response in Child Care training***
- Licensed facilities are required to have an **EPR Plan. The Plan must include:**
 - written procedures for accounting for children and adults
 - how children will be transported
 - communication plan
 - how the program will meet the nutritional and health needs of the children
 - relocation and reunification plan
 - emergency telephone numbers
 - evacuation diagrams
 - date of last revision of the Plan
 - needs of children who are non-mobile and with special needs
 - Location of the *Ready to Go File*
- Trained staff must **review the EPR Plan annually or when information changes** to ensure it is current
- Trained staff must **review EPR Plan with staff** during orientation and annually
- Substitutes and volunteers in ratio and additional caregivers who are present **must be informed** of the Plan and its location.
- Emergency evacuation plan is **no longer an enhanced policy** option.

Read the complete [EPR Child Care Rules](#)

EPR in Child Care Training

Timeframes

Current programs

Designated individuals must complete the *EPR in Child Care* training by July 1, 2017.

New programs

Designated individual must complete the *EPR in Child Care* training within one year of the effective date of the initial license.

* If a trained person leaves a program, the program has four months to have another trained person on staff.

.....Stay tuned for training dates



Professional Development Bonus

Professional Development Bonuses Extended to December 2016 or when the funds are gone! Bonuses are available to 4- and 5-star child care centers and family child care homes to reward investments in professional development. Early Educator Certification is an option for eligibility. Number and time-limited resources so act now! Access details and application [here](#).

Professional Development Bonus Award

A one-time bonus incentive to North Carolina 4- and 5-star licensed early learning programs that implement certain policies and practices related to staff professional development

This Race to the Top/Early Learning Challenge activity is intended to provide a one-time bonus incentive to North Carolina 4- and 5-star licensed early learning programs that implement certain policies and practices related to staff professional development and have staff members who complete specified professional development activities.

A single payment will be made after satisfactory completion of the Professional Development (PD) Bonus Award requirements and will be based on the number of children ages birth to five (pre-kindergarten) enrolled in the program as of the date of application.

Eligibility Requirements

North Carolina Child Care Centers

Must have a 4- or 5-star license and provide documentation indicating:

- Director has completed .5 CEU on NC Foundations for Early Learning and Development;
- All site administrators (e.g. director, assistant director) have completed the .5 CEU on Choosing and Using a Curriculum and Instructional Assessment;
- All non-temporary, full & part-time teaching staff and administrators have a current written annual individual professional development plan (as specified on PD Bonus Application); and
- Currently serving children ages birth to five receiving child care subsidy, Head Start, Early Head Start, or NC Pre-K, and/or willingness and history of such service (as documented by a current child care subsidy contract/agreement).

In addition, each center must provide documentation for two of the following four options:

- All non-temporary, part- and full-time teaching and administrative staff have attained NC Early Educator Certification;
- Personnel policy which indicates that all non-temporary, part- and full-time teachers receive paid time-off when participating in professional development activities;
- An employee salary schedule that rewards higher education and longevity; or
- Director has completed the .5 CEU Cultural Competence training/coaching event.*

* This option will not be available until January 2015.

North Carolina Family Child Care Homes (FCCH)

Must have a 4- or 5-star license and provide documentation indicating:

- At least two children (excluding FCCH provider's own child/ren) are enrolled as of the date of application;
- FCCH provider has completed the .5 CEU on NC Foundations for Early Learning and Development;
- FCCH provider has completed the .5 CEU on Choosing and Using a Curriculum and Instructional Assessment;
- FCCH provider has completed an annual professional development plan (as specified on PD Bonus Application); and
- Currently serving children ages birth to five receiving child care subsidy, Head Start, or Early Head Start, and/or willingness and history of such service (as documented by a current child care subsidy contract/agreement).

In addition, family child care home providers must provide documentation for two of the following three options:

- Attainment of NC Early Educator Certification;
- Earned 3 or more points on the Program Standards component of your FCCH's current 4- or 5-star license; or
- Completion of the .5 CEU Cultural Competence training/coaching event.*

* This option will not be available until January 2015.

Professional Development Bonus Awards are contingent on funding being available from the NC Division of Child Development and Early Education. Awards will be made on a first-come, first-served basis until all funds are obligated.

The one-time bonus payment will be calculated based on the full time equivalent (FTE) number of birth to five-year-old (pre-kindergarten) children enrolled in the child care center or family child care home as of the date of its application.

Bonus Amounts

Family Child Care Homes	\$300
Child Care Centers	
2 - 25 FTE children enrolled	\$500
26 - 50 FTE children enrolled	\$1,000
51 - 75 FTE children enrolled	\$1,500
76 - 100 FTE children enrolled	\$2,000
101 - 125 FTE children enrolled	\$2,500
126 or more FTE children enrolled	\$3,000

Contact your local child care resource and referral (CCR&R) agency to access the .5 CEU training on NC Foundations for Early Learning and Development, Choosing and Using a Curriculum, and/or Cultural Competence necessary to apply for the Professional Development Bonus Award.

The application for the Professional Development Bonus Award and supporting documentation should not be submitted to Child Care Resources Inc. (CCRI) until the program has met all eligibility requirements.

Contact us:

Child Care Resources Inc.
4600 Park Rd., Suite 400
Charlotte, NC 28209

704-376-6697 ext. 262
pdbonusaward@childcareresourcesinc.org
www.childcareresourcesinc.org

How to Apply

- PD Bonus Award applications can be downloaded at <http://bit.ly/PD-Bonus-Award>
- Applications are also available at your local child care resource and referral agency.

Submit your application and supporting documentation to:
Child Care Resources Inc.
Attn: PD Bonus Award
4600 Park Rd., Suite 400
Charlotte, NC 28209

CCR&R Council
North Carolina Council on Early Learning and Development

NC DEED
Division of Child Development and Early Education
2016-2017 School Year | 2017-2018 School Year | 2018-2019 School Year





Child Care Facilities Required Fire Safety Training

Recent inspections of Child Care Facilities and questions about required fire safety training have prompted this article. Below are some of the most common questions and their answers about the required fire safety training.

Do staff members need fire safety training every year?

Yes, fire safety training is required by the NC Fire Prevention Code on an annual basis for ALL staff and shall be documented.

What records do inspectors' need to see?

Inspectors' will need to see records of training. This can include class roster, certificates, training sheet, etc.

How should records be kept?

A notebook with all fire inspection related material is preferred, however, a file will do. The main point is to be able to produce these documents quickly and easily.

Can a Director do the training in his/her center?

Yes, staff members can do the training on the topics below, but it must be documented, which includes a description of the topic and having each staff member sign a roll.

How much training do I or staff members need?

It is recommended that each staff member of your center have no less than 2 hours of training and as much as 4 hours of training annually. All training must be documented.

What types of training are acceptable?

The following topics/hands-on training is acceptable:

- Fire Extinguisher Training
- Tornado/Severe Weather Planning
- First Aid
- Lockdown Procedures (Recommended to include Fire & Police Departments)
- Emergency Planning
- Kitchen Safety
- Carbon Monoxide
- Code Breakers "Deciphering the Code"

(These trainings can include but are not limited to videos, brochures, lectures, printed materials, hands-on, discussion based, etc. As long as it is clearly documented.)

Where can I get this training?

The Director can provide training, but it must be documented on the Fire Safety Training Form provided by the Children's Resource Center or you can attend classes offered by safety agencies.

For more information, or if your center would like to schedule Fire Safety Training with a Certified Educator, please contact your local fire agency:

Catawba County Fire Marshal's Office (828) 465-8238
Conover Fire Department (828) 464-1295
Newton Fire Department (828) 695-4334

Claremont Fire Department (828) 459-9296
Hickory Division of Fire & Life Safety (828) 323-7522

**If you have additional required fire safety training questions contact:
Terri Byers (828) 323-7521 or tbyers@hickorync.gov**



4-H Training Programs

Partnered with the Children Resource Center



INTRO. TO 4-H

For this training educators will discover what the 4-H organization is and the programs it has that can be an added value to their school aged child care program.

November 4, 2015

6:30pm - 8:30pm

4-H SCIENCE 101

4-H Science 101: Training on 4-H STEM curriculum. 4-H has it all, from robots to microorganisms! Come learn some great activities and experiments, including the a preview of our spring Microbiology curriculum, to use in your program! Choose one of two sessions being offered for this training.

December 16, 2015

10am - 12pm & 6:30pm - 8:30pm

HEALTH ROCKS!

Health Rocks!: This is curricula for a healthy living program targeted at young people ages 8 to 14. facilitators will learn several hands-on activities that educate youth on the consequences of tobacco, alcohol and drug use. Choose one of two sessions being offered for this training.

January 20

10am - 12pm & 6:30pm - 8:30pm



If you are interested in attending one or more of these training events please contact:

The Children's Resource Center / 828-695-6565
www.childrensresourcecenter.org



For more information about 4-H
and other Cooperative Extension
service contact:
828-465-8240
1175 S. Brady Ave., Newton



Professionalize Yourself!



At Your Pace & On Demand!

This course is always open, available & never full!

Online

Cost: **\$15.00**

Time: Always available when you want it!

Instructor: Karen Darby (darby.karen@swcdcinc.org)

Credit issued: .2 CEU (equivalent to 2 DCDEE contact hours)

Register online at www.swcdcinc.org

Do you want to be seen as a professional? How do you describe your job with young children? The first steps in gaining recognition as early education professionals from others is to first recognize, describe, and conduct ourselves as professionals. Be seen as a professional by creating a professional development plan, maintaining a professional development portfolio, and presenting yourself as a professional in a career with young children.

After this training, participants will be able to define professionalism in their own words, design a professional development plan based on performance outputs and appraisals using the 5 steps to creating a professional development plan and list the processes involved in creating and maintaining a professional portfolio.

Participants will engage in 2 hours of online coursework that includes, powerpoint presentation with audio and discussion prompts, video clips, required reading materials, online polls and interactive slides to encourage interaction and engagement as well as increase learner retention of knowledge.

Technology needs required:

- electronic device with internet connection
- electronic device with audio/ability to watch/listen to a video
- Keyboard/mouse (laptop with mousepad)
- Ability to email assignments to instructor
- Ability to receive electronic documents (email)

- the post knowledge assessment must be taken using a laptop or desktop computer, it is not currently available on mobile devices but will be made available pending software updates

Scan here for
registration link





BSAC

Basic School Age Care

Self-Paced & On-Demand!
Take BSAC at YOUR Convenience, When YOU Want It!
Online

Cost: **\$30.00**

Instructor: Karen Darby (darby.karen@swcdcinc.org)

Credit issued: .5 CEU (equivalent to 5 DCDEE contact hours)

Register online at www.swcdcinc.org

BSAC (Basic School Age Care) is a 5 hour introductory level training event for school age care professionals that are new to the field. The training includes the following modules: 1) Health, Safety, & Nutrition, 2) Environmental Design, 3) Child/Youth Development 4) Developmentally Appropriate Activities, 5) Guiding Child Behavior, and 6) Quality School Age Care. This training is required by the NC Division of Child Development and Early Education for school age care professionals working in licensed programs but is a great training for new staff in any afterschool program setting.

Participants will engage in interactive online activities that reinforce health and safety practices, create and promote learning environments that meet all children's developmental needs that foster positive behavior and identify quality elements of school age care.

Participants will engage in 5 hours of online coursework that includes, powerpoint presentation with audio with discussion prompts, video clips, required reading materials, online polls and interactive slides to encourage interaction and engagement as well as increase learner retention of knowledge.



Technology needs required:

- electronic device with internet connection
- electronic device with audio/ability to watch/listen to a video
- Keyboard/mouse (laptop with mousepad)
- Ability to email assignments to instructor
- Ability to receive electronic documents (email)

Scan here for
registration link





STAFF

Monica Thomas
Director

Ashley Benfield
*Family Support
Coordinator*

Jennifer Whipple
*Family Support
Specialist*

La'Gentry Ross
*Early Childhood
Services Coordinator*

Leonor Tobar
*Latino Community
Specialist*

Terri Huene
*Provider Support
Specialist*

Susan Arnold
*Provider Support
Specialist*

Shawna Huffman
Alignment Specialist

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(Vice-Chair)
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(Secretary /Treasurer)
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Robin Saunders
Darlene Burgess
Deborah Braswell
Sara Kunamen

Inspector's Spot – Fall 2015 – This month's topic:

DON'T FAIL WITH FALL

By: Thomas Raper, Fire Inspector – Hickory Fire Dept.

It's fall! The time of year for cool weather, pumpkins and all of those awesome fall decorations. Decorating your rooms for the autumn season can be a lot of fun, especially if you get your students involved. However, it's important to know what you should and shouldn't do.

Straw bales and corn stalks always are a sure sign of the fall season, but are they allowed in your classroom? Before adding any decorations such as this, it is best to ask your fire inspector and the center director for guidance. There is a possibility the decorations you have chosen are not allowed. If the fire inspector and your director allow the decorations, be sure to keep them away from any possible ignition source. These could include lamps, electronics, heating and cooking devices or hot glue guns, just to name a few.

Everyone loves seeing the pumpkins, scarecrows, leaves and other fall decorations; but be sure to place them in the correct and safe areas. Be sure that none of your decorations are blocking exit paths, doorways and emergency exit windows (if your room has them). Remember that no decorations can hang from the ceiling in your room, including running string or rope from wall to wall. In the hallways, combustible wall decorations are limited to no more than 20% of wall space and cannot obstruct traffic in any way.

Think before you decorate. Always ask your center director and fire inspector if you have any questions or doubts with your decorations. Don't get written up or worse, get someone hurt. Enjoy fall in a safe way so that your staff and your kids will create good memories.

For more information, or if your center would like fire extinguisher or safety training, contact the following:
Catawba County Fire Marshal's Office at 828-465-8238 Conover Fire Department at 828-464-1295
Hickory Fire Department at 828-323-7521 or 828-323-7522 Newton Fire Department at 828-695-4334

If you have questions for fire inspectors or educators, contact Terri Byers at 828-323-7521, or email: tbyers@hickorync.gov

Upcoming School Age workshops offered by Southwestern Child Development Commission/School Age Project:
Register at www.swedcinc.org

Learning event Title	Dates	Times	Cost
BSAC	Dec 8 & 15, 2015	7:00-8:30 pm	\$25
Someone Else's Eyes: Encouraging Empathy in Afterschool	Dec 3 & 10, 2015	8:30-10:00 am	\$25

The mission of The Children's Resource Center is to ensure that all children and their families in Catawba County have access to quality, reliable, child care and developmental opportunities. All services, programs, activities and employment practices of The Children's Resource Center are available to all people regardless of race, color, religion, age, national origin, sex, handicap, or political affiliation.

The Children's Resource Center is a Smart Start funded project through the Catawba County Partnership For Children.