THE WHITE HOUSE

CONFERENCE ON

CHILD CARE

October 23, 1997

Staff Copy

THE WHITE HOUSE CONFERENCE ON CHILD CARE

October 23, 1997

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Briefing

THE WHITE HOUSE

WASHINGTON

October 22, 1997

THE WHITE HOUSE CONFERENCE ON CHILD CARE

DATE:	**October 23, 1997**
LOCATION:	**The East Room**
TIME:	**9:20 a.m. - 12:00 p.m.**
FROM:	**Bruce Reed**
	Melanne Verveer

I. PURPOSE

To engage in a substantive discussion on child care with key policy-makers, experts, advocates, and community leaders.

Objectives for the Conference: (1) To call national attention to an issue that political leaders and policy-makers have traditionally ignored; (2) to prepare the way for a child care initiative in your next budget; and (3) to urge government and the private sector to address the significant challenge of ensuring that working families have access to safe, affordable child care.

II. BACKGROUND

The White House Conference on Child Care will bring together academic experts and economists; child care providers and advocates; religious, labor and business leaders; and parents. Several hundred additional people will attend sessions at three Federal agencies to watch the Conference proceedings by satellite and participate in working sessions with members of your Cabinet. The conference will also be broadcast live via satellite to more than 100 locations in at least 48 states. Mrs. Clinton will host a reception on the White House South Lawn at the conclusion of the conference for all those attending the White House and agency sessions.

The conference follows on a series of events that have included you, the First Lady, and other Administration officials, as well as years of involvement by you and the First Lady on child care. Recent events include your visit to a Head Start center in New Jersey; several appearances by the First Lady, including a visit to the Quantico Marine Base to view the military child care system, a round table discussion in Florida with business leaders involved in child care, and a speech at the University of Maryland; and numerous meetings with key constituencies hosted by members of the Domestic Policy team and the First Lady's staff.

Your opening remarks at the conference, however, will be your first opportunity to speak to the American people about this issue in a substantive way. In fact, you are the first President to address this issue seriously: focus group meetings with child care experts and advocates underscored the significance of your role in turning the nation's attention to this issue and recasting it as one in which all Americans have a stake. Your remarks will address the importance of good child care for America's working families, note past Administration accomplishments on this issue, announce several new policy initiatives and indicate your intent to unveil a child care proposal this winter.

Topics for Discussion: The conference will address three critical child care challenges -- availability, affordability, and safety and quality. You will be present for the morning session, which will include opening remarks by you and the First Lady, the presentation of a short video, and a panel discussion moderated by you and the First Lady. This panel discussion will be divided into two parts. First, panelists will discuss why child care matters -- both to our children's development and to the nation's economy. Second, panelists will examine how well (or badly) we are meeting the challenge of ensuring that safe, affordable child care is available to working families.

The afternoon panel discussion will be anchored by the First Lady, the Vice President, and Secretary Riley. This discussion will examine successful child care models across the nation and consider the roles that states, business and labor leaders, the faith community, health care professionals, and others can play in addressing critical child care challenges.

At the tabs that follow in this book, you will find a suggested script for each of the panels and bios of the panelists.

Policy Announcements: You will announce your intent to introduce a child care initiative as a part of your next budget proposal. In addition, you will announce several other initiatives (described in more detail in the attached October 20 memorandum):

1) The appointment of a Child Care Working Group that will report to Secretary Rubin on the role that business should play in providing child care;

2) An outreach plan to make child care workers aware of possible eligibility for Pell Grants, and a new scholarship program, of at least $50 million per year, that will provide assistance to full- or part-time students who are working toward a Child Development Associate credential or another degree in child development and who agree to remain in the child care field for at least one year (this program will be modeled after Governor Hunt's T.E.A.C.H. (Teacher Education And Compensation Helps) Early Childhood Project);

3) The transmittal of the "National Crime Prevention and Privacy Compact" to Congress, which will enable states to share criminal history information for limited other purposes, including background checks on child care workers; and

4) A strategy to expand access to and the quality of after-school programs through service activities. and the release of a "How-To Manual" describing how to integrate service and school-age care. identifying opportunities for children to learn through service. and highlighting programs that are currently using service to enrich out-of-school time.

III. PARTICIPANTS

Briefing Participants:

Bruce Reed. Melanne Verveer. Elena Kagan. Jennifer Klein. Nicole Rabner. June Shih

Event Participants:

Panel I (morning session moderated by YOU and the First Lady):

> **Ellen Galinsky,** President and Co-Founder. Families and Work Institute.
> **Michelle Seligson,** Founder and Director. National Institute on Out-of-School Time.
> **Secretary Robert Rubin,** Secretary of the Treasury.
> **Secretary Donna Shalala**. Secretary of Health and Human Services.
> **Governor James Hunt,** Governor of North Carolina.
> **Valora Washington,** Program Director. W.K. Kellogg Foundation.
> **Patty Siegel,** Executive Director. California Child Care Resource and Referral Network.

Panel II (afternoon session moderated by the Vice President and Mrs. Clinton):

> **Major General John G. Meyer,** Chief of Public Affairs United States Army.
> **Jane Maroney,** State Legislator. State of Delaware.
> **Dr. Susan Aronson,** National Board. Member of the American Academy of Pediatrics.
> **Bishop Joseph M. Sullivan,** Vicar of Human Services. Diocese of Brooklyn.
> **Beatriz Otero,** Executive Director. Calvary Bi-Lingual Multicultural Learning Center.
> **John J. Sweeney,** President. AFL-CIO.
> **Doug Price,** President. FirstBank of Colorado.

Guests. The conference will be attended by approximately 150 guests. including: Members of Congress. Governors and other state and local officials. academic experts and economists: child care providers and advocates: religious. labor and business leaders: and parents. A complete guest list is attached.

VI. PRESS PLAN

Open Press.

V. SEQUENCE OF EVENTS

- YOU and the First Lady proceed to the Red Room for briefing;
- YOU and the First Lady proceed to the Blue Room for meet and greet with panelists from both the morning and afternoon panel discussions;
- YOU and the First Lady are introduced into the East Room;
- The First Lady makes remarks and introduces a 5-minute video on child care;
- Video is shown;
- Kathy Carliner (parent) introduces YOU;
- YOU make remarks;
- YOU and the First Lady lead a panel discussion on "The Challenge: Availability, Affordability, and Assuring Safety and Quality Child Care";
- YOU make closing remarks;
- The First Lady makes closing remarks;
- YOU depart;
- The First Lady hosts a lunch in the State Dining Room;
- The First Lady and Vice President moderate the second panel -- "Learning From What Works"; and
- The First Lady hosts a reception on the South Lawn.

VI. ATTACHMENTS

Conference Agenda
Panel Descriptions, Participant Bios, and Scripts
List of Participants
Remarks
Background
--Fact Sheets on Child Care
--Overview Memorandum
Articles

Agenda

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THE WHITE HOUSE CONFERENCE ON CHILD CARE
AGENDA OVERVIEW

10:00-10:30 am
OPENING SESSION

10:00-10:10 The First Lady welcomes, makes remarks, and introduces video.
10:10-10:15 Video is shown.
10:15-10:17 Kathy Carliner (parent) introduces the President.
10:17-10:30 The President makes remarks.

10:30-12:00 pm
PANEL DISCUSSION -- THE CHALLENGE: AVAILABILITY, AFFORDABILITY, AND ASSURING SAFETY AND QUALITY IN CHILD CARE

The President and First Lady will moderate this session.

Panelists:

Ellen Galinsky, President and Co-Founder, Families and Work Institute.
Michelle Seligson, Founder and Director, National Institute on Out-of-School Time.
Secretary Robert Rubin, Secretary of the Treasury.
Secretary Donna Shalala, Secretary of Health and Human Services.
Governor James Hunt, Governor of North Carolina.
Valora Washington, Program Director, W.K. Kellogg Foundation.
Patty Siegel, Executive Director, California Child Care Resource and Referral Network.

12:00-2:00 pm
WHITE HOUSE LUNCHEON AND WORKING SESSIONS AT FEDERAL AGENCIES

The First Lady will host the White House luncheon at which Members of Congress will speak. In addition, Secretaries Shalala, Herman, Riley and Glickman will host sessions at several agencies where guests will watch White House proceedings by satellite and participate in working meetings.

2:00-4:00 pm
AFTERNOON SESSION

2:00-2:05 The First Lady welcomes and introduces the Vice President.
2:05-2:15 The Vice President makes remarks and introduces Secretary Richard Riley.
2:15-2:20 Secretary Riley makes remarks.

PANEL DISCUSSION -- LEARNING FROM WHAT WORKS

The First Lady and Vice President will moderate this session.

Panelists:

Major General John G. Meyer, Chief of Public Affairs United States Army.
Jane Maroney, State Legislator, State of Delaware.
Dr. Susan Aronson, National Board, Member of the American Academy of Pediatrics.
Bishop Joseph M. Sullivan, Vicar of Human Services, Diocese of Brooklyn.
John J. Sweeney, President, AFL-CIO.
Beatriz Otero, Executive Director, Calvary Bi-Lingual Multicultural Learning Center.
Doug Price, President, FirstBank of Colorado.

4:00-6:00 pm
SOUTH LAWN RECEPTION

The First Lady will host a reception for White House and Federal agency participants on the South Lawn. Mrs. Clinton will make remarks and report on the Federal agency working sessions. In addition, Members of Congress will make brief remarks.

Panelist Bios

The White House Conference on Child Care
Panel One Participants

Ellen Galinsky. President and Co-Founder, Families and Work Institute.

Before founding the Families and Work Institute, Ms. Galinsky served on the faculty of Bank Street College of Education and as President of the National Association for the Education of Young Children (NAEYC). She has been an advisor to the U.S. Department of Education on business and family involvement in education and to the U.S. Department of Labor. She has also served as an advisor to many states on their early education and care initiatives and on work and family issues.

The Families and Work Institute, is a non-profit, national center for policy research on issues of the changing workforce and changing family lives. Under Ms. Galinsky's leadership, the Families and Work Institute currently directs studies on the quality of child care in America and on the work, family and personal lives of U.S. workers. In addition to these studies, Ms. Galinsky, in conjunction with the National Governor's Association and the National Center for Children in Poverty, is involved in an effort to provide technical assistance to several states as they work to develop a comprehensive, integrated agenda for young children. She is also coordinating the outreach activities for a public awareness campaign on what families and communities can do to promote young children's healthy development and school-readiness.

Ms. Michelle Seligson. Founder and director, National Institute on Out-of-School Time, formerly the School-Age Child Care Project at Wellesley College Center for Research on Women.

Before founding the School-Age Child Care Project (*SACCProject*), Ms. Seligson was the Assistant Director of the Human Relations/Youth Resources Commission of Brookline, MA, where she developed a city-wide system of parent-administered after-school programs in the public schools. The project gained national recognition and inspired the creation of the *SACCProject*. *SACCProject* serves as a research, training and policy institute focusing on how children spend their out-of-school time. The National Institute on Out-of-School Time's mission is to improve the quantity and quality of school-aged care programs nationally by concentrating its efforts in five primary areas: research, education and training, consultation, program and community development and public awareness.

Secretary Robert Rubin. Secretary of the Treasury.

Robert E. Rubin was sworn in as Secretary of the Treasury in January, 1995. From 1993-1995, he served in the White House as Assistant to the President for Economic Policy. In that capacity, he directed the National Economic Council, which oversees the Administration's domestic and international economic policymaking process, coordinates economic policy recommendations to the President and monitors the implementation of the President's economic policy goals. Prior to joining the Administration, Mr. Rubin spent 26 years at Goldman, Sachs & Co., in New York.

Secretary Donna Shalala.

Secretary Shalala was sworn in as the 18th Secretary of Health and Human Services in January, 1993. The Department of Health and Human Services leads the Administration's child care activities, coordinating Federal child care assistance through its Child Care Bureau.

Under Secretary Shalala's leadership, HHS is working to improve the health and safety of America's child care programs. For example, the Department launched the Healthy Child Care America Campaign to promote partnerships between child care and health agencies to ensure that children in child care are in safe and healthy environments and receive the health services they need. In October 1996, HHS awarded $2.5 million in grants to support and encourage the development of statewide strategies and planning for healthy, safe child care programs.

Governor James Hunt. Governor of North Carolina.

Governor Hunt, who is serving his fourth term as Governor of North Carolina, has led education reform efforts in his state and challenged all North Carolinians -- educators, business and community leaders, policy makers and parents -- to dedicate themselves to improving education state-wide. He set up the primary reading program, reduced class size, created dropout prevention programs, and established the North Carolina School of Science and Mathematics. He also successfully pushed to make kindergarten available to every North Carolina child.

Governor Hunt helped establish and still chairs the National Board for Professional Teaching Standards, which is working to boost excellence in teaching. In addition, he was recently named chairman of the National Education Goals Panel, which was set up in 1990 to monitor the progress of "Goals 2000," an achievement plan developed during a summit of the nation's governors. Governor Hunt also chairs the National Commission on Teaching and America's Future, which promotes the teaching profession to young people.

For the next four years, Governor Hunt has laid out an *Agenda for Action* that focuses on giving children a healthy start in life and further improving North Carolina schools. *Smart Start*, the Governor's early childhood initiative, is providing higher quality day care, more day care slots, better trained teachers and preventive health screenings for thousands of North Carolina children. Governor Hunt was also critical in the establishment in 1990 of the T.E.A.C.H. (Teacher

Education And Compensation Helps) Early Childhood Project, which assists teachers, directors and family child care providers in completing coursework in early childhood education and increasing their compensation. The T.E.A.C.H. Project has provided scholarships to recipients in each of North Carolina's 100 counties and has since expanded to Georgia, Illinois, New York and Colorado.

Dr. Valora Washington. Program Director, W.K. Kellogg Foundation.

The author of six books and over forty publications, Dr. Washington joined the Kellogg Foundation after serving as Vice President and tenured professor of Antioch College in Ohio, and having held both faculty and administrative posts at other Universities throughout the country. She has received several honors for her work on behalf of children and families, most recently in February 1997 when she was named one of "25 most influential working mothers" by *Working Mothers Magazine*.

As Program Director for the Kellogg Foundation, she has created and managed a variety of initiatives in excess of $86 million to work with communities on efforts to support children, youth and families.

Patty Siegel. Executive Director, California Child Care Resource and Referral Network (R&R Network).

Since 1970, Ms. Siegel has been actively involved in the development and delivery of child care services, combining perspectives as a teacher, as a parent-organizer and as the founding director of one of the nation's first child care resource and referral agencies, the Children's Council/Childcare Switchboard in San Francisco.

Since 1980, she has served as the Executive Director of the California Child Care Resource and Network (R&R Network), a private non-profit agency which represents and assists sixty-one local child care resource and referral agencies that help parents find child care. The R&R Network combines practical knowledge at the local level with extensive experience in working on state and national child care policy.

Ms. Siegel oversees the Child Care Initiative Project, a $7 million dollar statewide public-private partnership to expand the supply of licensed quality child care by recruiting and training new family child care providers, with special emphasis on infants and toddlers and Spanish speaking communities. She was involved in the creation and implementation of TrustLine, California's registry of license-exempt caregivers.

The White House Conference on Child Care
Panel Two Participants

Secretary Richard Riley. Secretary of Education.

Secretary Riley was sworn in as Secretary of Education in January, 1993. During the President's first term, Secretary Riley helped launch historic initiatives to raise academic standards; to improve instruction for the poor and disadvantaged; to expand federal grants and loan programs to help more Americans go to college; to prepare young people for the world of work; and to improve teaching. He also helped to create the Partnership for Family Involvement in Education, which today includes over 3,000 groups. In the second term, Secretary Riley has helped win an historic ruling by the F.C.C. to give schools and libraries deep discounts for Internet access and telecommunications services and helped win major improvements in the Individuals with Disabilities Education Act.

Before joining the Clinton Administration, Secretary Riley was a State Representative and State Senator from 1963-1977, and served as Governor of South Carolina from 1978 to 1986.

Major General John G. Meyer, Jr. Chief of Public Affairs, United States Army.

Major General John G. "Gil" Meyer, Jr. formulates Army public affairs policies and advises the Secretary of the Army and other senior Army and Department of Defense officials on public affairs matters relating to the Army. Prior to heading the Public Affairs Department, General Meyer served as the Commanding General of the Army's Community and Family Support Center, overseeing all family programs, including child development programs. Under his leadership, the Army improved its child care programs, reaching a national accreditation rate of 85% (meaning that 85% of the Army's child care facilities were accredited by the independent National Association for the Education of Young Children) compared to the national average of 5%. Major General Meyer was also instrumental in the military's efforts to increase the supply of child care.

Jane Maroney. State Legislator, State of Delaware.

Jane Maroney has served in the Delaware House of Representatives for eighteen years, where her legislative responsibilities include Health and Human Development, Education, Joint Finance Committees and the Delaware Commission on Family Law.

As chair of a legislative task force on child care in 1984, she successfully led the establishment of a resource and referral agency, the Child Care Connection, now called the Family and Workshop Connection. She serves on the Board of Directors as well as the St. Michael's Day Nursery, founded in 1895, providing quality early care to inner city children in Wilmington.

Representative Maroney has taken a leadership role in public health and safety issues both on national and local levels. In addition to championing early care, her recognition of the need to strengthen Delaware families has led her to focus on infant mortality, AIDS prevention and education, unintended pregnancy, youth suicide prevention, child support, and related issues. She currently serves as the Speaker's designee from the House of Representatives to the Delaware Health Care Commission and as a member of its Cost Containment Committee.

Dr. Susan Aronson. Member, American Academy of Pediatrics, National Board.

Dr. Aronson's involvement with the American Academy of Pediatrics spans over twenty years, to her most recent position as a District Chairperson. As the director of the Pennsylvania American Academy of Pediatrics Early Childhood Education Linkage System, she runs a state-wide program to improve health and safety in child care programs by providing technical assistance, and by training and linking health professionals and early care and education professionals. She serves as the co-chair of the Central Steering Committee for the second edition of the National Standards for Health and Safety in Out-of-Home Child Care, a joint project of the American Academy of Pediatrics, the American Public Health Association and the Maternal and Child Health Bureau of HHS. She has won numerous awards, most recently the Flashes of Brilliance - Gold Award for 1994, from the Academy for Health Services Marketing. Dr. Aronson is also a Primary Care Pediatrician at St. Christopher's Hospital for Children in Philadelphia, and a Clinical Professor in the Department of Pediatrics at the Hahnemann School of Medicine.

Bishop Joseph M. Sullivan. Vicar of Human Services, Brooklyn, NY.

Ordained as a priest for the Diocese of Brooklyn in 1956, Bishop Sullivan was appointed Assistant Director of Child Welfare in Catholic Charities Diocese of Brooklyn in 1961. Later as Director of Child Care of the Diocese he was responsible for coordinating ten child caring agencies which provided foster care services for 9,000 to 10,000 children. These agencies handled adoption, foster family care services, and residential treatment centers. In 1967, Bishop Sullivan initiated the development of day care and Head Start programs in Brooklyn and Queens. Catholic Charities currently operates eighteen day care and Head Start programs and a Montessori day care program for children in the community and children of Chase Manhattan Bank employees. He has served as the Vicar for Human Services since 1980.

John J. Sweeney. President, AFL-CIO.

Mr. Sweeney was elected President of the AFL-CIO in 1995. Prior to rising to that position, Sweeney was Vice President of the AFL-CIO and Chair of the Executive Council committees on Health Care and Organizing and Field Services. In 1996, he authored *America Needs A Raise, Fighting for Economic Security and Social Justice.* He also co-edited the UNA-USA Economic Policy Council's *Family and Work: Bridging the Gap.*

Beatriz Otero. Executive Director, Calvary Bilingual Multicultural Learning Center.

With over twenty years of experience designing and implementing community-based bilingual multicultural programs, Ms. Otero is the Founder and Executive Director of Calvary Bilingual Multicultural Learning Center, a child development, family centered organization. Calvary Bilingual Multicultural Learning Center provides early childhood and school-aged care to roughly 220 children, ages 2-14. Located in the Columbia Heights neighborhood, the Center's facility was donated in 1995 by Bell Atlantic, Washington, DC.

Ms. Otero has served as Program Director for early Childhood Programs at the Spanish Education Development (SED) Center and taught kindergarten in the DC Public Schools. A 1974 graduate in Education from the University of Maryland, Ms. Otero has taught at American University and the University of the District of Columbia. She has received numerous awards including the Betty Whaley Leadership Service Award from Leadership Washington and the Pioneer in Bilingual Education Award from the National Association on Bilingual Education. She serves as a member of the Mayor's Advisory Committee on Early Childhood Education and the Civic Council of DC Agenda, and is co-chair of the Columbia Heights-Shaw Family Support Collaborative.

Mr. Doug Price. President, FirstBank of Colorado, and Chair, Colorado Business Commission.

As chairman of Governor Roy Romer's Colorado Business Commission on Child Care Financing, Mr. Price is leading Colorado's effort to examine the needs of working parents and their children. The Commission has promoted business awareness through statewide meetings with corporate executives and the Governor, to discuss the economic and social benefits of employers creating parent friendly work places. He also serves as President of the Food Bank of the Rockies, a non-profit food distribution agency in Colorado, which annually handles over 10 million pounds of donated food and provides an estimated 700,000 meals each month. He serves as chairman of the Center City Housing Council of the Downtown Denver Partnership.

Guest List

President's List

LUNCHEON & CONFERENCE ON CHILD CARE - Thursday OCT 23 1997 - 9:30 AM White House - Business - East Visitors EntranceFor Official Government Use Only

THE PRESIDENT AND FIRST LADY

REPORT DATE October 22, 1997
REPORT TIME 6:21 PM

Accepts and No Responses

Ms. Pamela Nadine Abrams
Parents Magazine
New York, NY

Hon. (Rep.) Thomas H. Allen
(D/Maine), House of Representatives

Dr. Susan Aronson
American Academy of Pediatrics

Mr. Douglas Baird
President & CEO, Associated Day Care Services
Boston, MA

Hon. David J. Barram
Administrator, General Services Administration
Washington, DC

Ms. Rebecca Barrera
President, National Latino Children's Institute
Austin, TX

Mr. Jay Belsky
Penn State University
University Park, PA

Mrs. Helen Benham
Scholastic, Inc.
New York, NY

Ms. Gail Birch
Provider's Choice Inc.
Minneapolis, MN

Ms. Helen Blank
Director of Child Care, Children's Defense Fund
Washington, DC

Mr. David Blau
Professor of Economics, University of North Carolina
Chapel Hill, NC

Hon. Daniel T. Blue
Speaker, North Carolina State Legislature
Raleigh, NC

Ms. Mary Bourdette
Deputy Assistant Secretary for Legislation, US Department of Health & Human Services
Washington, DC

Dr. Barbara Bowman
Erikson Institute for Advanced Study of Childhood Development
Chicago, IL

Dr. Thomas Berry Brazelton
Professor Emeritus, Harvard Medical School
Boston, MA
Guest: Ms. Maureen O'Brien

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Accepts and No Responses

Ms. Paula Broglio
Maryland English Institute

Hon. Yvonne Burke
County Supervisor, Los Angeles County
Los Angeles, CA

Dr. Bettye M. Caldwell
Professor of Pediatrics, Arkansas Children's Hospital
Little Rock, AR

Ms. Nancy "Duffy" Campbell
President, National Women's Law Center
Washington, DC

Ms. Kathryn Carliner

Ms. Mildred "Ticia" Casanova
Director, Via Nova School
Berkeley, CA

Mr. Dennis Van Roekel (Substitute for: Robert Chase)
NAE Executive Education Committee member and school teacher, Phoenix Schools
Phoenix, AZ

Mr. John T. "Ted" Childs
Vice President, IBM Corporation
Armonk, NY

Hon. (Rep.) William "Bill" L. Clay
D/Missouri, House of Representatives
Washington, DC

Hon. (Mayor) Emanuel Cleaver
Mayor, City of Kansas City
Kansas City, MO

Ms. Ellen Clippinger
President, National School Age Care Alliance
Indianapolis, IN

Ms. Cathy Collette
AFCSME

Mr. Dwayne Crompton
Executive Director, KCMC Child Development Corporation
Kansas City, MO

Ms. Angela Crowley
National Association of Pediatric Nurse Associates & Practitioners
New Haven, CT

Ms. Judsen Culbreth
Editor, Working Mother Magazine
New York, NY

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Accepts and No Responses

Hon. (Rep.) Rosa DeLauro
D/Connecticut, House of Representatives
Washington, DC

Ms. Christine M. DeVita
President, DeWitt Wallace-Reader's Digest Fund
New York, NY

Hon. (Sen.) Christopher J. Dodd
D/Connecticut, United States Senate
Washington, DC

Dr. Alice Duff
Executive Director, Crystal Stairs, Inc.
Los Angeles, CA

Ms. Deborah Eaton
President, Family Day Care Association
Spring Valley, CA

Ms. Marian Wright Edelman
President, Children's Defense Fund
Washington, DC

Ms. Katherine Erickson
Executive Director, Path Finder Family Center
Minot, ND

Ms. Elaine Fersh
Director, Parents United for Child Care
Boston, MA

Mr. Dewayne Foskey
President, National Childcare Association
Conyers, GA

Honorable Diane B. Frankel
Director, Institute of Museum Services
Washington, DC

Ms. Ellen Galinsky
Co-President, Families & Work Institute
New York, NY

Hon. (Rep.) Benjamin A. Gilman
R/New York, House of Representatives
Washington, DC

Honorable Daniel Glickman
Secretary of Agriculture, Department of Agriculture

Hon. Olivia Golden
Assistant Secretary, Dept. of HHS
Washington, DC

Ms. Deanna Gomby
Los Altos, CA

Accepts and No Responses

Hon. Albert M. Gore

Ms. Sarah Greene
Chief Executive Officer, National Head Start Association, Partnership Project
Alexandria, VA

Ms. Annie Burr Griffin
Zero to Three National Center
Washington, DC

Ms. Eleanor Gugenheimer
Founder, Child Care Action Campaign
New York, NY

Ms. Peggy Haack
Wisconsin Early Childhood Association, Resource Specialist
Madison, WI

Hon. Jane Hague
County Supervisor, King County, Washington
Seattle, WA

Dr. David Alan Hamburg
President, Carnegie Corporation of New York
New York, NY

Dr. John Julian Hamre
Comptroller, U.S. Department of Defense
Washington, DC

Dr. Robert E. Hannemann
National President, American Academy of Pediatrics
Lafayette, IN

Mr. Irving Harris
Chairman, The Harris Foundation
Chicago, IL

Mr. William Harris
Harris and Lloyd
Cambridge, MA

Ms. Geraldine "Geri" Henchy
Senior Policy Analyst, Food Research & Action Center
Baltimore, MD

Dr. Bobby Henderson
The Center on the Family
Houston, TX

Hon. Alexis M. Herman
Secretary of Labor, Department of Labor

Ms. Sandra Hofferth
Research Scientist, University of Michigan Institute for Social Researchf
Ann Arbor, MI

Accepts and No Responses

Hon. (Gov.) James B. Hunt
Governor of North Carolina (D), State of North Carolina
Raleigh, NC

Dr. Brenda Hunter
Office of Hon. Dan Coats

Hon. (Rep.) Sheila Jackson-Lee
D/Texas, House of Representatives
Washington, DC

Hon. (Sen.) James M. Jeffords
R/Vermont, United States Senate
Washington, DC

Hon. (Rep.) Nancy L. Johnson
R/Connecticut, House of Representatives
Washington, DC

Hon. Elena Kagan
Dept. of HHS

Prof. Sharon Lynn Kagan
President, Yale University/Bush Center
New Haven, CT

Ms. Barbara Kamara
Executive Director, Early Childhood Development, DC Dept. of Human Services
Washington, DC

Dr. Augusta Kappner
President, Bank Street College
New York, NY

Hon. Edward M. Kennedy
D/Massachusetts, United States Senate
Washington, DC

Mr. Charles E.M. Kolb
President, Committee for Economic Development
New York, NY

Ms. Charlotte Koskoff
Plainville, CT

Ms. Deena Lahn
Executive Director, Child Care Law Center
San Francisco, CA

Dr. J. Ronald Lally
Director, Center for Child & Family Studies
San Francisco, CA

Hon. (Sen.) Mary L. Landrieu
D/Louisiana, United States Senate
Washington, DC

Accepts and No Responses

Hon. Joan W. Lawrence
State Representative, State of Ohio
Columbus, OH

Hon. (Rep.) Sander M. Levin
D/Michigan, House of Representatives
Washington, DC

Dr. Michael Levine
Program Officer, Carnegie Corporation of New York
New York, NY

Mr. David Liederman
Executive Director, Child Welfare League of America
Washington, DC

Dr. Eileen Lindner
National Council of Churches
New York, NY

Dr. Joan Lombardi
Associate Commisioner, HHS, Child Care Bureau
Washington, DC

Honorable Carolyn B. Maloney
D/New York, House of Representatives
Washington, DC

Hon. Jane Maroney
Wilmington, DE

Ms. Prema Mathai-Davis
CEO, YWCA
New York, NY

Mr. Matthew E. Melmed
Executive Director, Zero to Three National Center for Infants
Washington, DC

Mr. David Mercer
CEO, YMCA
Washington, DC

MajGen John Meyer

Ms. Elva Montalbo
Executive Director, Community for Hispanic Children & Family
New York, NY

Ms. Evelyn K. Moore
Executive Director, National Black Child Development Institute
Washington, DC

Ms. Gwen Morgan
Wheelock College
Boston, MA

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Accepts and No Responses

Mrs. Anna Murdoch
President, Children's Institute International
Los Angeles, CA

Ms. Ann Pleshette Murphy
Parents, Editor in Chief
New York, NY

Mr. Sanford Newman
President, Fight Crime, Invest in Kids
Washington, DC

Hon. (Rep.) Eleanor Holmes Norton
(D/District of Columbia), US House of Representatives

Ms. Karen Nussbaum
Director, Women's Program, AFL-CIO
Washington, DC

Ms. Beatriz Otero-Lemos
Calvary Bilingual Learning Center
Washington, DC

Mr. Brian Seibenlist (Substitute for: Carol Peck)

Dr. Carol Brunson Phillips
Executive Director, Council on Early Childhood Professional Recognition
Washington, DC

Dr. Deborah Phillips
Staff Director, Children, Youth & Families, National Research Council
Washington, DC

Honorable Patricia Piper
State Senator, State of Minnesota
St. Paul, MN

Honorable Marilyn Praisner
Council Member, Montgomery County Council
Rockville, MD

Mr. Douglas M. Price
President, First Bank of Colorado
Lakewood, CO

Hon. Bruce N. Reed
Assistant to the President for Domestic Policy, The White House

Mr. Robert Reiner
President, Reiner Foundation
Beverly Hills, CA
Guest: Mr. Chad H. Griffin

Ms. Barbara Reisman
Schuman Fund of New Jersey
Montclair, NJ

Accepts and No Responses

Ms. Nan H. Rich
National President, National Council of Jewish Women
Washington, DC

Hon. (Rep.) Frank Riggs
R/California, House of Representatives
Washington, DC

Hon. Richard W. Riley
Secretary of Education, Department of Education

Mr. Charles Romeo (Substitute for: Bruce Rohde)

Hon. (Gov.) Roy R. Romer
Governor of Colorado (D), State of Colorado
Denver, CO

Mrs. Marni Lachman Roosevelt
Valley Glen, CA

Mrs. Irma Margarita Rossello
San Juan, PR

Hon. Robert E. Rubin
Secretary of the Treasury, Department of the Treasury
Washington, DC

Ms. Dana Friedman (Substitute for: Marguerite Sallee)
Co-President, Families & Work Institute
New York, NY

Dr. Samuel G. Sava
Executive Director, National Association of Elementary School Principals
Alexandria, VA

Ms. Michelle Seligson
Executive Director, Center for Research on Women, Wellesley College
Wellesley, MA

Honorable Donna E. Shalala
Secretary of Health & Human Services, Department of Health & Human Services

Ms. Sarah Cardwell Shuptrine
President, The Southern Institute on Children & Families
Columbia, SC

Ms. Patty Siegel
CA Child Care Resource & Referral
San Francisco, CA

Ms. Cynthia Sikes
Los Angeles, CA

Hon. Rodney E. Slater
Secretary of Transportation, Department of Transportation
Washington, DC

Accepts and No Responses

Ms. Marilyn Smith
Executive Director, National Association for Education of Young Children
Washington, DC

Honorable Gene B. Sperling
Deputy Assistant To The Presid, The White House
Washington, DC

Hon. (Rep.) Debbie Stabenow
(Michigan), House of Representatives

Mr. Richard B. Stolley
President and CEO, Child Care Action Committee and Time Warner
New York, NY

Dr. Linda Stone
University of South Florida
Winter Park, FL

Bishop Joseph M. Sullivan
Vicar of Human Services
Brooklyn, NY

Mr. Ken Svedjan
State Representative, State of North Dakota
Bismark, ND

Mr. John J. Sweeney
President, AFL-CIO
Washington, DC

Ms. Ruby Takaneshi
Foundation for Child Development
New York, NY

Ms. Helen H. Taylor
Director, Head Start Bureau, Dept. of HHS
Washington, DC

Dr. Linda Thompson
Maryland State Office for Children, Youth & Families
Baltimore, MD

Mr. Dean Tice
Executive Director, National Association of Recreation and Parks
Washington, DC

Dr. William Tobin
Executive Director, Early childhood Legislation Coalition

Ms. Deborah Vandell
Child Care Researcher and Expert, University of Wisconsin
Madison, WI

Hon. Melanne Verveer
Assistant to the President & Chief of Staff to the First Lady, The White House

Accepts and No Responses

Ms. Yasmina Vinci
Executeitve Director, National Association of Child Care Resource and Referral Agencies
Washington, DC

Ms. Meredith Wagner
Senior Vice President, Lifetime Television Network
New York, NY

Ms. Kate Warren
Director, Family Resource Center
Oakland, CA

Dr. Valora Washington
Program Officer, W.K. Kellogg Foundation
Battle Creek, MI

Ms. Claudia Wayne
Director, National Center for the Early Childhood Workforce
Washington, DC

Mr. Sanford Weil
CEO, Travelers Group
New York, NY

Dr. Heather Weiss
Director, Harvard University Child Care and Development
Cambridge, MA

Ms. Bernice Weissbourd
President of Family Focus, Family Resource Coalition
Chicago, IL

Ms. Lynn White
National Child Care Association
Conyers, GA

Mr. William White
President, Mott Foundation
Flint, MA

Dr. Marcia "Marcy" Whitebook
Researcher, National Center for Early Childhood Workforce
Washington, DC

Ms. Gail Wilson
President, National Association of Child Care Resource and Referral Agencies
Engelwood, CO

Ms. Janet Wise
Chairperson, National Indian Child Care Association
Okmulgee, OK

Ms. Faith A. Wohl
National Performance Review

Hon. (Rep.) Lynn C. Woolsey
D/California, House of Representatives
Washington, DC

REPORT DATE: October 22, 1997
REPORT TIME: 6:21 PM

Accepts and No Responses

Dr. Edward Zigler
Professor of Psychology, Yale University Bush Center for Chil Development in Social Policy
New Haven, CT

Ms. Elaine Zimmerman
Executive Director, Connecticut Commission on Children
Hartford, CT

Script

The White House Conference on Child Care
Panel One

THE CHALLENGE: AVAILABILITY, AFFORDABILITY, AND ASSURING SAFETY AND QUALITY IN CHILD CARE

Participants

The President

The First Lady

Ms. Ellen Galinsky

Ms. Michelle Seligson

Secretary Robert Rubin

Secretary Donna Shalala

Governor James Hunt

Dr. Valora Washington

Ms. Patty Siegel

The White House Conference on Child Care

Suggested Script

MORNING SESSION

THE FIRST LADY welcomes. makes remarks. and introduces video.

Video (5 minutes) is shown.

Kathy Carliner (parent featured in video) introduces the ***PRESIDENT.***

The ***PRESIDENT*** makes remarks.

The ***PRESIDENT* and *FIRST LADY*** join PANEL DISCUSSION.

PANEL DISCUSSION -- The Challenge: Availability, Affordability, and Assuring Safety and Quality in Child Care.

THE FIRST LADY will introduce the seven members of the panel:

Ellen Galinsky. President and Co-Founder. Families and Work Institute.
Michelle Seligson. Founder and Director. National Institute on Out-of-School Time.
Secretary Robert Rubin. Secretary of the Treasury.
Secretary Donna Shalala. Secretary of Health and Human Services.
Governor James Hunt, Governor of North Carolina.
Valora Washington, Program Director, W.K. Kellogg Foundation.
Patty Siegel, Executive Director. California Child Care Resource and Referral Network.

Part I: WHY IS CHILD CARE IMPORTANT?

The ***FIRST LADY*** introduces the first part of the panel: **We are first going to hear from three experts on why child care matters. First, Ellen Galinsky will address why child care is important to our young children and what good care looks like. Second, we will hear from Michelle Seligson, about the importance of after-school opportunities to our nation's youth. And lastly, we will hear from Secretary Rubin about the significance of child care to our economy.**

Ellen Galinsky, President and Co-Founder. Families and Work Institute.

Lead in question for the ***FIRST LADY***: **Ellen Galinsky is going to start off by addressing why child care is important for young children and tell us a little bit about recent research in neuroscience and child development.**

Suggested follow-up for the ***PRESIDENT*****: There are some who suggest that parents are the only good caregivers for children and, therefore, child care is harmful to children's development. Would you please address that?**

Suggested follow-up for the ***FIRST LADY*****: Please speak more about how we can all do a better job of empowering parents to make choices about working and child care that are best for their families. In particular, what are your views about how we can support parents who want to stay home?**

Michelle Seligson - Founder and director, National Institute on Out-of-School Time, formerly the School-Age Child Care Project at Wellesley College Center for Research on Women.

Lead-in for the ***PRESIDENT***: **Let's turn now to Michelle Seligson to tell us about the importance of programs for school-age children for their development, school-readiness, and safety.**

Suggested follow-question for the ***FIRST LADY:* I know there is quite a debate over where before and after school programs should be located -- in schools, in community centers, or in church basements -- and how they should be funded. Can you speak to that?**

Suggested follow-up for the ***PRESIDENT:* Can you speak more about the components of a good after-school program. Are after school programs are only valuable if they're academically oriented?**

Secretary Robert Rubin, Secretary of the Treasury.

Lead-in for the ***FIRST LADY:* I'm now going to ask Secretary Rubin to address the significance of child care to our nation's economy.**

Suggested follow-up for the ***FIRST LADY*****: Looked at from a broad economic perspective, how does the issue of child care affect our ability to bring all Americans into the economic mainstream?**

Suggested follow-up for the ***FIRST LADY*****: Experts say that the child care market is fundamentally flawed. The cost of child care far outweighs the ability of most parents to pay for it. Can you speak to the limitations of the marketplace to solve this dilemma?**

Part II: HOW ARE WE DOING IN MEETING THE CHALLENGE:

The ***FIRST LADY*** will introduce the next section: **We are now going to turn to four experts who will address how we are doing in meeting the challenge of assuring that working families have access to safe, affordable child care. Secretary Shalala will provide an overview of child care across the nation. Governor Hunt will address the issue from a state perspective. Valora Washington will tell us what communities are doing. Patty Siegel will provide insights into child care on the front lines.**

The panelists are:

Secretary Donna Shalala, Secretary of Health and Human Services.
Governor James Hunt, Governor of North Carolina.
Valora Washington, Program Director, W.K. Kellogg Foundation.
Patty Siegel, Executive Director, California Child Care Resource and Referral Network.

Secretary Donna Shalala, Secretary of Health and Human Services.

Lead-in for the ***FIRST LADY:*** **Secretary Shalala, please begin by giving us an assessment and overview of how we're doing as a nation.**

Suggested follow-up for the ***FIRST LADY:*** **How has Head Start been effective in meeting child care needs, and what can we learn from the Head Start experience?**

Governor James Hunt, Governor of North Carolina.

Lead-in for the ***PRESIDENT:*** **We'll now hear from Governor Hunt, who has done so much in his state of North Carolina. Governor Hunt?**

Suggested follow-up for the ***PRESIDENT:*** **Governor Hunt, if we target efforts to improve quality, do we risk pricing care out of the reach of working families? Have you faced this problem in North Carolina?**

Suggested follow-up for the ***FIRST LADY:*** **By law, states must set aside a portion of their federal child care dollars for efforts to improve quality. The President fought hard for this provision in the Personal Responsibility and Work Opportunity Act. Should the Federal government do more to encourage states to make needed health and safety improvements?**

Valora Washington, Program Director, W.K. Kellogg Foundation.

Lead-in for the ***FIRST LADY:*** **Now let's hear from Valora Washington about how communities are doing in addressing child care needs.**

Suggested follow-up for the ***FIRST LADY:*** **How can we begin to engage those in communities who don't think this issue affects them?**

Suggested follow-up for the ***PRESIDENT:*** **You've talked a lot about the importance of community investment in child care. Would you also speak about the cost to communities of making that investment?**

Patty Siegel, Executive Director, Child Care Resource and Referral Network.

Lead-in for the ***PRESIDENT*****: Patty Siegel will now discuss what is arguably the most important perspective -- parents.**

Suggested follow-up for the ***FIRST LADY*****: You were involved in creating TrustLine -- a system in California for checking the backgrounds of child care providers. Can you talk about TrustLine and, more generally, about background checks and registries?**

Suggested follow-up for the ***PRESIDENT*****: In this country we talk a lot about family values, but we need ask ourselves whether we are giving parents the tools they need to make the choices that are best for them and their families. What can we do to help parents who want to stay at home?**

The ***PRESIDENT*** makes closing remarks.

The ***FIRST LADY*** makes closing remarks, and invites guests to lunch in the State Dining Room.

Suggested close for the ***FIRST LADY*****: I'm so pleased that several members of the President's Cabinet -- Secretary Glickman, Secretary Herman, Secretary Shalala, and Secretary Rubin -- will now host working sessions at three Federal agencies.**

The White House Conference on Child Care
Panel Two

LEARNING FROM WHAT WORKS

Participants

The First Lady

The Vice President

Secretary of Education Richard Riley

Major General John G. Meyer

Ms. Jane Maroney

Dr. Susan Aronson

Bishop Joseph M. Sullivan

Mr. John J. Sweeney

Ms. Beatriz Otero

Mr. Doug Price

The White House Conference on Child Care
Panel Two

Suggested Script

AFTERNOON SESSION

The ***FIRST LADY*** welcomes and introduces the seven panelists:

Major General John G. Meyer, Chief of Public Affairs, United States Army.
Ms. Jane Maroney, State Legislator, State of Delaware.
Dr. Susan Aronson, Member, National Board, American Academy of Pediatrics.
Bishop Joseph M. Sullivan, Vicar of Human Services, Diocese of Brooklyn, NY.
John J. Sweeney, President, AFL-CIO
Ms. Beatriz Otero, Executive Director, Calvary Bilingual Multicultural Learning Center.
Mr. Doug Price, President FirstBank of Colorado, and Chair, Colorado Business Commission.

The ***FIRST LADY*** introduces the ***VICE PRESIDENT.***

The ***VICE PRESIDENT*** makes remarks and introduces **Secretary Richard Riley.**

Secretary Richard Riley makes opening presentation.

PANEL DISCUSSION: Learning From What Works.

The ***FIRST LADY*** introduces the panel discussion: **The purpose of this discussion is to learn from successful models. Gathered with us here are representatives of many sectors of society to address what roles they can and do play in addressing and meeting child care needs.**

General Meyer, Chief of Public Affairs United States Army.

> Lead-in for the ***FIRST LADY*: We'll begin by hearing from Major General Meyer. I am particularly happy to have him with us today, to discuss the strength of the military's child care programs, because I was privileged to visit Quantico Marine Base recently. Major General Meyer, please tell us about how the military has succeeded in making its child care programs so strong.**

Suggested follow-up for the ***FIRST LADY:*** **In April, at the White Conference on Early Childhood Development, the President held up the military as an exemplary model of child care delivery. There, the President asked the Department of Defense to share its expertise. Can you tell us what you've done to carry out that request?**

Suggested follow-up for the ***VICE PRESIDENT:*** **Major General, as you know, some argue that the military is not a useful model because of the unique characteristics of the military and because of the amount the government spends on it. What are your thoughts on this?**

Jane Maroney, State Legislator, Delaware.

Lead-in for the ***VICE PRESIDENT*****: We'll now turn to Jane Maroney for another perspective of the role of states in improving child care.**

Suggested follow-up for the ***FIRST LADY*****: What do you think our next steps should be as a nation; more specifically, how do you think the Federal government should work with and assist the states?**

Dr. Susan Aronson, Member, National Board, American Academy of Pediatrics.

Lead-in for the ***VICE PRESIDENT*****: Dr. Susan Aronson is with us to address the role health professionals can play in improving the quality of child care, with special attention to health and safety.**

Suggested follow-up for the ***VICE PRESIDENT*****: How can the health community help to address the needs of children in child care with chronic illnesses like asthma or with disabilities?**

Suggested follow-up for the ***FIRST LADY*****: National health and safety standards have been very controversial. Can you address both the benefits and the disadvantages of national standards on health and safety? I'd also like to ask Jane Maroney to address this issue.**

Bishop Joseph Sullivan, Vicar of Human Services, Diocese of Brooklyn, NY.

Lead-in for the ***FIRST LADY*****: Bishop Sullivan is with us to discuss the role of the faith community in addressing child care and supporting families.**

Suggested follow-up for the ***VICE PRESIDENT*****: Religious institutions have long contributed to meeting child care needs. In your view, how can we build on these efforts and engage religious leaders to use their moral authority in communities to make further progress?**

Suggested follow-up for the ***FIRST LADY*: Based on your experiences working in New York, what are the particular challenges of working in the inner city?**

John J. Sweeney, President, AFL-CIO.

Lead-in for the ***VICE PRESIDENT*: We will now hear from John Sweeney who will discuss the role of the labor community in meeting the child care needs of working families.**

Suggested follow-up for the ***FIRST LADY*: You've mentioned that the best arrangements are those in which business and labor work in partnership. Can you give an example of where that has worked?**

Suggested follow-up for the ***VICE PRESIDENT*: As we've learned, the key to quality child care is the caregiver. Tell us about the child care workforce and what we can do to support and retain workers.**

Beatriz Otero, Executive Director, Calvary Bilingual Multicultural Learning Center.

Lead-in for the ***FIRST LADY*: Beatriz Otero is with us to talk about the role and responsibility of child care providers -- both in the workplace and the community. Beatriz?**

Suggested follow-up for the ***VICE PRESIDENT*: Tell us about a typical day at your center.**

Suggested follow-up for the ***FIRST LADY:* What are your thoughts on how we can continue to support the many providers you represent? What should our next steps be?**

Doug Price President, FirstBank of Colorado, and Chair, Colorado Business Commission.

Lead-in for the ***VICE PRESIDENT:* I am pleased to turn to Doug Price who has participated in one of the family conferences that Tipper and I host. He's with us today to discuss the role of business leaders in meeting child care needs. Doug, please tell us how you've become involved and what you and Governor Romer are doing in Colorado.**

Suggested follow-up for the ***FIRST LADY*: How can we enlist more business leaders to address the child care needs of their workers and of the communities in which they have a presence?**

Suggested follow-up for the ***VICE PRESIDENT*: How can we address the barriers that small businesses face in addressing child care issues?**

The ***VICE PRESIDENT*** makes closing remarks.

The ***FIRST LADY*** makes closing remarks and invites guests to South Lawn Reception.

SOUTH LAWN RECEPTION

The FIRST LADY welcomes and makes brief remarks, reporting on working sessions of Cabinet members from the different agencies, and introduces Members of Congress.

Members of Congress make remarks.

The First Lady makes closing remarks.

Remarks

Fact Sheets

A Profile of the Child Care Work Force

Approximately three million child care teachers, assistants, and family child care providers in the U.S. care for 10 million children each day.

Who are the child care teaching staff?

97% are female
41% have children
10% are single parents

- Child care teaching staff earn an average of $6.89 per hour or $12,058 per year (based on 35 hours per week and 50 weeks per year) (data from *Cost, Quality and Child Outcomes in Child Care Centers*, Technical Report 1995, salary data are in 1993 dollars).

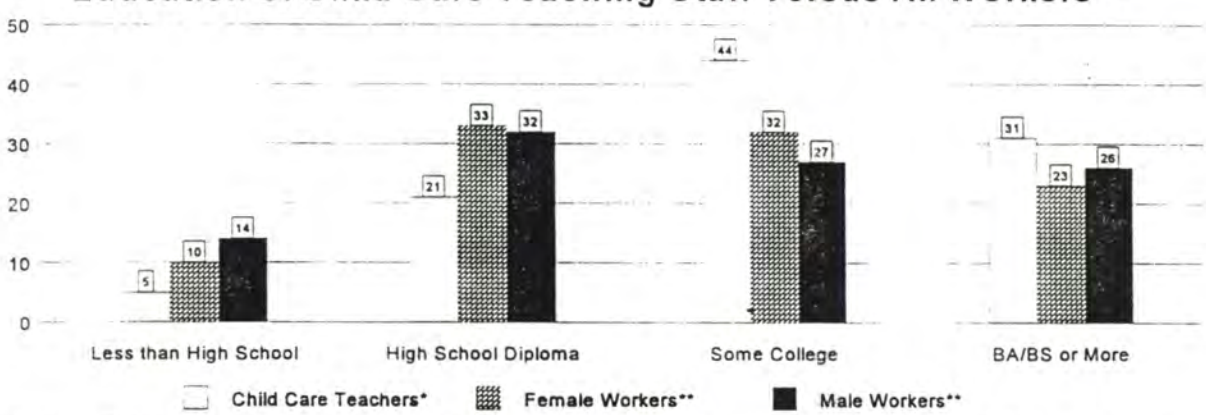
- Only 18 percent of child care centers offer fully paid health coverage to teaching staff.

- Although they earn lower wages, child care teachers are better educated than the general population.

- One-third of all child care teachers leave their centers each year.

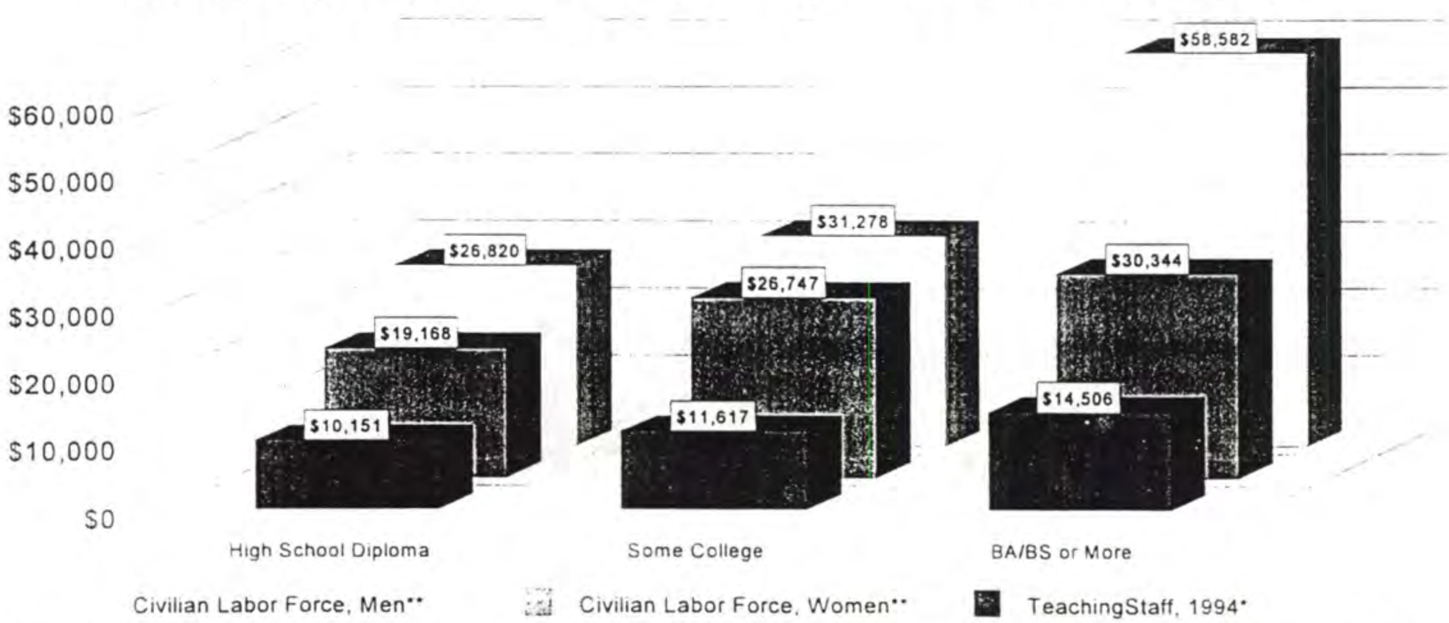
- Family child care providers who care for and educate young children in their homes also have very low earnings. Providers earn $9,528 annually after expenses (data from *The Economics of Family Child Care Study*, a forthcoming publication from Wheelock College, earnings in 1996 dollars). Unregulated providers, who care for fewer children and are offered fewer supports, earned just $5,132 after expenses.

Education of Child Care Teaching Staff Versus All Workers***



*National Child Care Staffing Study **Current Population Surveys, 1995. Bureau of Labor Statistics, U.S. Department of Labor

Annual Wages of Child Care Teaching Staff Versus All Workers***



*National Child Care Staffing Study, wages in 1996 dollars **Current Population Surveys, 1996. Bureau of Labor Statistics, U.S. Department of Labor

****These charts only provide information on center-based teaching staff.*

This fact sheet is primarily excerpted from materials developed by the National Center for the Early Childhood Work Force (NCECW), (phone: 202-737-7700; E-mail: ncecw@ncecw.org)

Child Care for Young Children: Demographics

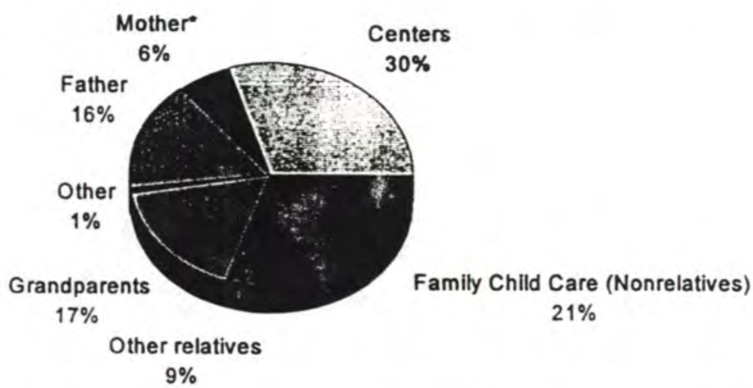
● According to the National Center for Education Statistics, in 1995 there were approximately 21 million infants, toddlers, and preschool children under the age of six in the U.S., more than 12.9 million of these children were in child care.†

● Forty-five percent of children under age one were in child care on a regular basis.†

● While use of center-based care increased from 1988 to 1993, most young children are still in a home-based setting, including family child care.**

Primary Child Care Arrangements Used by Families with Employed Mothers for Preschoolers: 1993

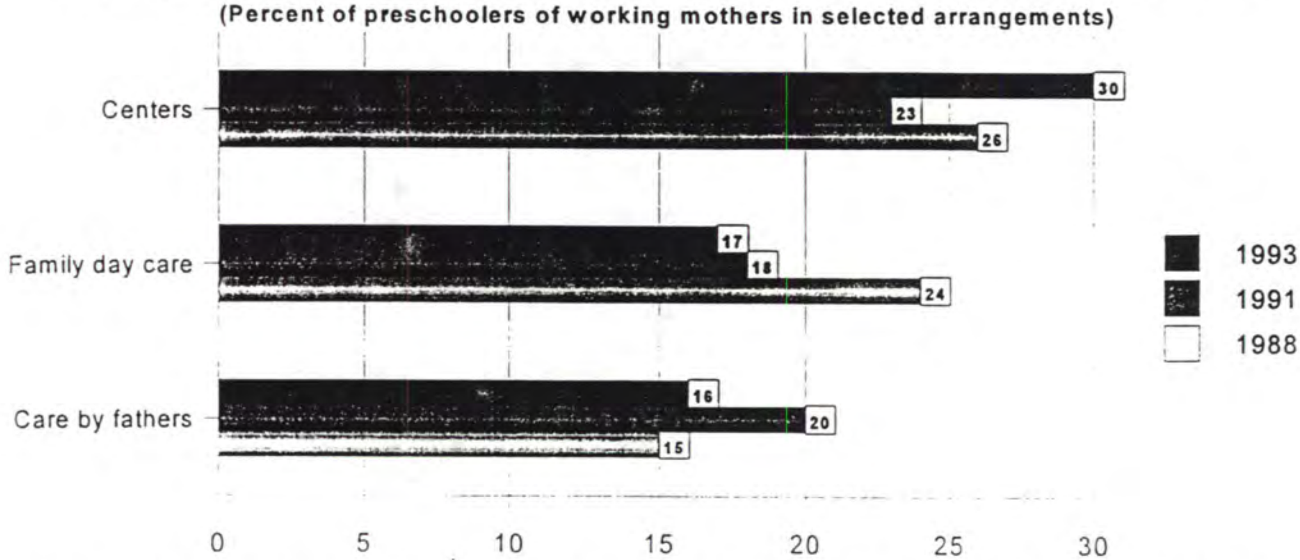
(Percent of preschoolers of working mothers in selected arrangements)



* Includes mothers working at home or away from home. Source: Casper, L.M. *Who's Minding Our Preschoolers?* U.S. Bureau of the Census, Current Population Reports, P-70, no. 53, Washington, DC 1996

Changes in Selected Child Care Arrangements: 1988 to 1993

(Percent of preschoolers of working mothers in selected arrangements)



Source: Casper, L.M. *Who's Minding Our Preschoolers?* U.S. Bureau of the Census, Current Population Reports, P-70, no. 53, Washington, DC 1996

This profile of child care demographics has been excerpted from information provided by the † National Center for Education Statistics, U.S. Department of Education and the **U.S. Bureau of the Census.

For additional information, contact the National Child Care Information Center at (800) 616-2242 or visit the Web site at ***http://ericps.crc.uiuc.edu/nccic/nccichome.html***

Child Care for Young Children: Quality

"Recent brain research suggests that warm, responsive child care is not only comforting for an infant; it is critical to healthy development."

- Rethinking the Brain: New Insights into Early Development
Families and Work Institute (1997)

- **Higher quality child care for very young children (0 to 3) was consistently related to high levels of cognitive and language development.** "Mother-Child Interaction and Cognitive Outcomes Associated with Early Child Care", NICHD Early Child Care Research Network (1997)

- **Studies have raised concerns about the quality of care:**
  - A four-state study of quality in child care centers found **only one in seven (14%) were rated as good quality.** *Cost, Quality and Child Outcomes in Child Care Centers, (Executive Summary)* University of Colorado at Denver (1995)
  - **Thirteen percent of regulated and 50 percent of nonregulated family child care providers offer care that is inadequate.** *The Study of Children in Family Child Care and Relative Care*, Families and Work Institute (1994)
  - **"The quality of services provided by most centers was rated as barely adequate."** *The National Child Care Staffing Study* (Executive Summary), National Center for the Early Childhood Workforce (1989)

- **"[M]any children living in poverty receive child care that, at best, does not support their optimal development and, at worst, may compromise their health and safety."** *New Findings on Children, Families, and Economic Self-Sufficiency*, National Research Council, Institute of Medicine (1995)

What Works to Improve the Quality of Child Care

- **Children who receive warm and sensitive caregiving are more likely to trust caregivers, to enter school ready and eager to learn, and to get along well with other children**. . . To ensure that child care settings nurture children, protect their health and safety, and prepare them for later school success, better qualified staff are essential." *Starting Points: Meeting the Needs of Our Youngest Children*, Carnegie Task Force on Meeting the Needs of Young Children (1994)

- **"[S]maller group sizes, higher teacher/child ratios and higher staff wages result in quality child care.** Outcomes for children are also better when they attend programs that include a curriculum geared to young children, well prepared staff and where parents are involved in programming." *Early Childhood Care and Education: An Investment That Works*, National Conference of State Legislatures (1997)

- **Any child care setting will benefit from a health consultant**. . . to advise on potential infectious diseases, explain symptoms and treatments to families, plan health alert procedures when infectious disease occurs, and assist with public health reporting requirements. *Caring for Infants and Toddlers in Groups*, Zero to Three: National Center for Infants, Toddlers and Families (1995)

- **States with stronger licensing requirements had a greater number of good-quality centers** according to recent research. *Cost, Quality and Child Outcomes in Child Care Centers*, University of Colorado at Denver (1995)

- **Voluntary conformity to higher standards through professional center accreditation or through meeting another set of quality standards also increased the likelihood of higher classroom quality.** *Cost, Quality and Child Outcomes in Child Care Centers*, University of Colorado at Denver (1995)

For additional information, contact the National Child Care Information Center at (800) 616-2242 or visit the Web site at ***http://ericps.crc.uiuc.edu/nccic/nccichome.html***

Out-of-School Time
School-Age Care

According to the Bureau of the Census, in 1997 there were 38.8 million children between the ages of 5 and 14 years living in the U.S. There are approximately 24 million school-age children with parents in the workforce or pursuing education (based on 1993 SIPP data from the Bureau of the Census).

Care Arrangements of School-Age Children

● Experts estimate that **nearly 5 million school-age children spend time as latchkey kids without adult supervision during a typical week.**

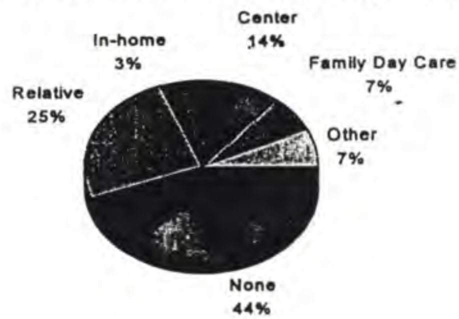
● **Approximately 1.7 million children in kindergarten through grade 8 were enrolled in 49,500 formal before- and/or after-school programs in 1991,** according to the National Study of Before and After School Programs.

● In 1993-94, according to the National Center for Education Statistics, there were 18,111 before- or after-school programs in public schools–70% of public schools did not offer extended learning programs.

● School-age children are likely to spend time in many different care arrangements. According to the National Child Care Survey (1990), **76 percent of school-age children with an employed mother spend time in at least two child care arrangements during a typical week, in addition to their time in school.**

● According to the National Child Care Survey, children aged 5 to 12 with employed mothers use the following types of supplemental care: 7% are in family day care; 14% are in centers, 3% are cared for by in-home providers, 25% are cared for by relatives and 44% do not use supplemental care.

Use of Supplemental Care, Children 5 to 12 with Employed Mothers



The Effects of Out-of-School Time on Children

● Children under adult supervision in a formal program during after-school hours have demonstrated improved academic achievement and better attitudes toward school than their peers in self- or sibling care. Miller and Marx, 1990 in *Supplement o the National Assessment of Chapter 1*

● Youth are at greatest risk of violence after the regular school day. Youth between the ages of 12 and 17 are most at-risk of committing violent acts or being victims between 2:00 pm and 6:00 pm–a time when they are not in school. *Fight Crime: Invest in Kids*, 1997

The most frequently mentioned barrier to participation is the parents' inability to pay the tuition and fees charged by programs. Other barriers include availability, quality of activities, inadequate facilities, transportation, high staff turnover, hours of the program and lack of resources.

Components of Successful Before- and After-School Programs include: linkages between after-school and regular school programs, children's participation in age appropriate learning activities, hiring of qualified staff, low student-staff ratio, involvement of parents, program evaluation and coordination with the schools and other community organizations.

For information on what states and communities are doing to meet the need for school-age care, contact the National Institute on Out of School Time (formerly the School-Age Child Care Project), Center for Research on Women, Wellesley College at (617) 283-2547 or visit the World Wide Web site at: http://www.wellesley.edu/WCW/CRW/SAC/. For additional information on extended learning in after-school programs in schools, contact the U.S. Department of Education, please call (800) USA-LEARN or visit the World Wide Web site at: http://www.ed.gov/PFIE.

Economics of Child Care

● In 1994, 62% of married mothers with a child under age six were in the workforce, compared with 30% in 1970.†

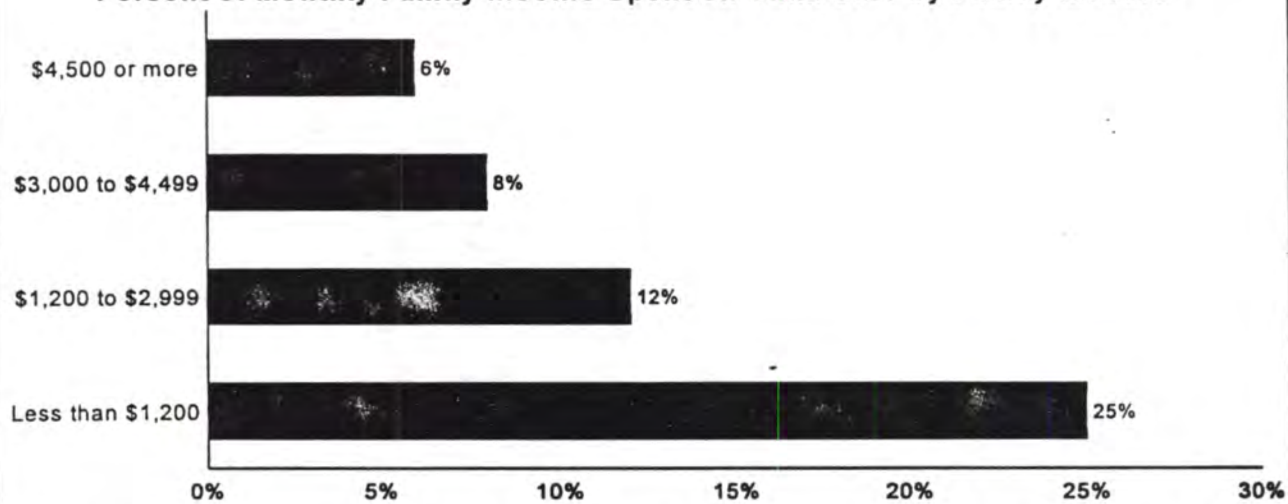
● The increased employment of mothers outside the home has led to a sharp increase in the use of child care over the past several decades. Eight of 10 employed mothers with children under six are likely to use some form of nonparental child care arrangement.†

● In 1990, 7.2 million mothers with 11.7 million children under age 15 worked full or part time during nonstandard hours.**

● In 1993, the average family with an employed mother and a child under age five spent about $74 per week for child care for all preschoolers in the family.*

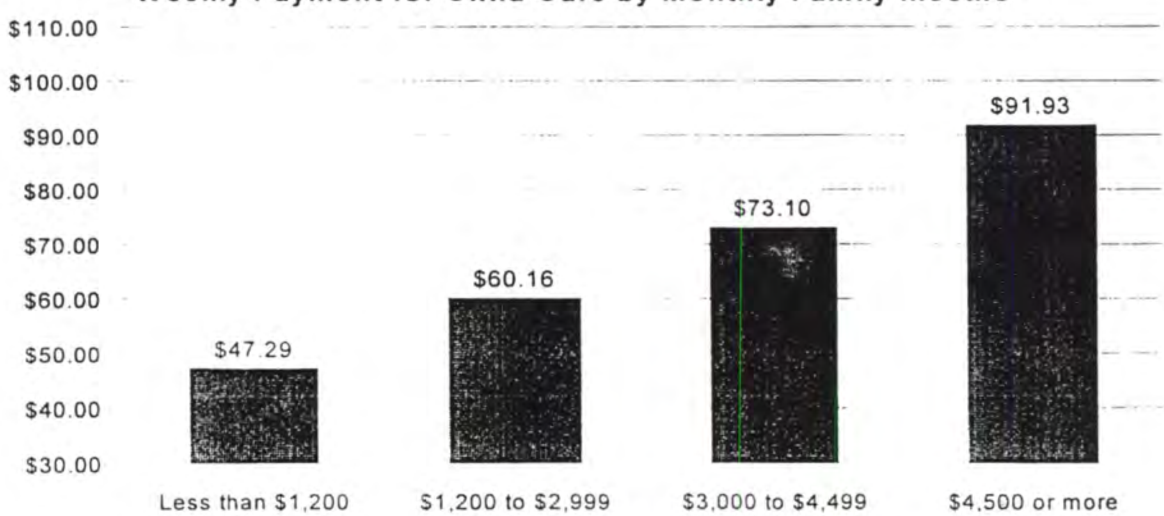
● Families with annual incomes under $14,400 that paid for care for children under five spent 25% of their income on child care, compared with 6% for families with incomes of $54,000 or more.*

Percent of Monthly Family Income Spent on Child Care by Family Income *



* Limited to families with a preschooler, 1993 data. Source: Casper, L.M. *What Does It Cost to Mind Our Preschoolers?* U.S. Bureau of the Census, Current Population Reports, P-70, no. 52. Washington, D.C., 1995

Weekly Payment for Child Care by Monthly Family Income*



*Limited to families paying for child care for preschoolers, 1993 data Source: Casper, L.M. *What Does It Cost to Mind Our Preschoolers?* U.S. Bureau of the Census, Current Population Reports, P-70, no. 52. Washington, D.C., 1995

Information in this fact sheet is excerpted from † Sandra L. Hofferth, "Child Care in the United States," *The Future of Children*, vol. 6, no. 2 Summer/Fall 1996, with additional information from: National Center for Education Statistics, U.S. Department of Education; *U.S. Bureau of Census; **Women's Bureau, U.S. Department of Labor.

For additional information, contact the National Child Care Information Center at (800) 616-2242 or visit the Web site at http://ericps.crc.uiuc.edu/nccic/nccichome.html

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Who's Minding the Children?

Quality of Day Care Is Often a Casualty of the Booming Economy

By Barbara Vobejda
Washington Post Staff Writer
Wednesday, October 22, 1997; Page A01
The Washington Post

Two day-care centers in Columbus, Ohio, have closed recently because their operators couldn't find enough workers. In California, where the public schools are hiring teachers to reduce class sizes, day-care administrators say they are unable to find replacements for the staff they are losing to the schools. In Battle Creek, Mich., centers say they can't compete with factory jobs making cereal for Kellogg's, which pays two or three times child-care salaries.

This is what specialists in the field call the crisis of day care: hiring and retaining the kind of high-quality people it takes to provide good care. And with numerous national studies finding that most day care is of poor quality, child development experts warn that the emotional and intellectual development of a generation of children is being jeopardized.

Thursday, President Clinton and first lady Hillary Rodham Clinton will host a White House conference on child care, the single most visible effort yet to focus attention on the subject.

The conference agenda, acknowledging the problems of quality, availability and financing, is aimed at exploring solutions, primarily public-private sector partnerships to funnel new funds into the system. But even as advocates are encouraged by the high-profile platform, they are also skeptical that the federal government, states or the private sector are on the verge of making the kind of financial infusion it would take to turn around an industry whose basic economics work against quality.

The conference comes at a particularly challenging time, industry experts say, because the nation's healthy economy and low unemployment rate have made staffing shortages and high turnover in child care even worse.

The result, said Ed Hassenger, executive director of the Altrusa Day Nursery in Battle Creek, is an applicant pool with very poor qualifications, some who struggle to read and write.

"You have a population . . . unable to work with children," he said, and so centers work on their skills. "Then you start over again. So you have a vicious circle."

Even when workers were in greater supply, the industry had trouble paying the kind of premium wages it would require to keep highly trained staff.

Of the 3 million day-care workers in this country, half are likely to quit their jobs this year, according to Marcy Whitebook, co-director of the National Center for the Early Childhood Work Force and a leading expert on the industry's economics.

They will leave to earn more money as grocery store clerks or washing United Postal Service trucks or, if they have a college education, teaching in the public schools. It is no wonder, since a third are paid only the minimum wage.

Child-care providers say they would pay more if they could, but that would mean charging parents more, which is difficult because day care already accounts for a huge portion of family expenses.

"There simply isn't enough purchasing power in the hands of parents to insure children get good quality care," said Gail Richardson, who heads the Child Care Action Campaign, a national advocacy group.

But fixing the problem is difficult, because when it comes to day care, the standard rules of the marketplace don't apply.

First, said Suzanne Helburn, a University of Colorado economist who has studied child-care quality, "there's not enough money in the system."

Helburn and others said child care should be viewed not as a typical market, but like public education or health care, where the cost of providing the service far outweighs the capacity of consumers to pay. Yet unlike child care, public schools and health care are heavily subsidized or underwritten entirely by government or employers.

The subsidy to child care is much more limited, with 70 percent of the total price tag paid from the pockets of parents. On average, families with preschool-age children pay $74 a week for child care, making it the third largest expense, after housing and food, for many working parents.

While it strains a family budget, that $3,700 a year provides less than half what experts estimate quality care would cost -- as much as $8,500 per child per year.

At the Shirlington Children's Center, an Arlington day-care center, director Anna Wodzynska is familiar with the problem. Two years ago, four of her seven workers left, and within a short time, all of the replacements quit.

"If you can keep a teacher for a year, that's great," she said.

But if she wanted to raise salaries from the $8 she now pays teachers to the $12 she thinks would lower turnover, it would increase the price of care from $130 a week to $200. But she said that is impossible. "Here, in Shirlington, no one could afford that."

Even the cost of day care is more than many parents can afford, especially low-income, single mothers.

Carrie Trombetta, a 20-year-old mother with two young children, earns $5.15 working at Barnhill's Country Buffet in Pensacola, Fla. She gets up each morning and starts calling around to friends and family, asking who might care for her boys while she goes to work.

"I look all day for a babysitter until I go to work," she said. "I offer to pay them in food stamps because I can't afford to give them money."

When she applied for a government child-care subsidy, she was told there were 600 people on the waiting list in front of her.

Over the past decade, the federal government has increased what it spends to help low-income parents pay for child care from $500 million to nearly $3 billion. But only one in 10 children who are eligible for those funds is receiving them, leaving many states with thousands of families on their waiting lists.

Experts point to numerous studies underscoring their arguments that financing affects quality: A 1995 study by researchers at four universities rated just one in seven day-care centers as good quality and linked the problem to wages, training and experience.

A year earlier, the Families and Work Institute, a New York-based research organization, found comparably poor levels of quality in home day care, when children are taken to another person's home rather than a center.

And in April, a similar White House conference focused on brain development from birth to age 3, emphasizing that in order to learn and develop properly, young children need consistent and positive relationships with adults.

Gloria Hicks, who runs the Teddy Bear Day Care in Fairfax, has seen firsthand the importance of that consistency.

"It's very hard for the younger ones, the infants and toddlers, to warm up to strangers," she said. "They're more fussy, crying" when new teachers take over. Hicks said she steps in and helps the children. Still, she said, "They have to develop a bond with a person, then all of a sudden, they have to develop a bond with a new person."

Even as advocates call for public and private investments to subsidize the system, they caution that simply adding dollars is not the answer.

Whitebook, the work force expert, argued that, even with the increased federal investment in recent years, little has been done to improve day-care wages or reduce turnover.

"The challenge is not just more money, but more money with an eye toward improving the care."

Indeed, even in the segment of the child-care system where there is plenty of money -- high-income parents willing to pay hundreds of dollars weekly -- there are still problems.

"The more affluent families are not very good consumers," said Helburn. "They don't understand what good quality is."

In part, parents lack the expertise to be good consumers but they also lack the emotional distance it sometimes takes to make a rational choice.

"Parents, when they're looking for child care, find it a very painful process," said Ellen Galinsky, co-president of the Work and Families Institute. The process of choosing day care, she said, "symbolizes separation. They don't look with dispassion" as they do in many other instances of comparison shopping.

DAY CARE IN AMERICA

Experts argue that the quality of child care is harmed by high turnover among providers. One in two workers is expected to quit this year, in part because wages are limited by how much parents can afford to pay.

Care providers for preschoolers with employed mothers, 1993

Child-care centers: 30%

Relatives: 25

Parents: 22

Home day care: 17

Nannies: 5

Other: 1

Budget for a typical child-care center, per child per month

COSTS

Labor: $285

Other: $44

Rent: $55

Food: $19

REVENUE

Parent fees: $302

Other: $55

Public fees: $63

The poorest Americans spend the greatest share of their income on child care.

Annual Weekly Share of income

income expense

Under $14,400 $47.29 25%

$14,400-35,999 $60.16 12%

$36,000-53,999 $73.10 8%

$54,000 and over $91.93 6%

Children under 6 who have both parents or only parent in work force: 12 million

Licensed child-care centers: 93,221

Average salary for providers in child-care centers: $6.89 an hour

Amount U.S. employers lose due to child-care-related absences: $3 billion

Percentage of employees eligible for employer-assisted child-care benefits: 4 percent

SOURCES: Packard Foundation, Child Care Action Campaign

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U.S. News

The Clintons' day-care model: the Pentagon

The military way emphasizes standards and, not surprisingly, more spending

BY BRUCE B. AUSTER

Five years ago, after receiving an anonymous tip, Linda Smith and her team of Pentagon specialists sped south to Quantico, Va., to inspect, unannounced, the Marine Corps's child-care center there. The facility, a wooden World War II-era structure that housed 85 kids under age 5, was so dilapidated that Smith's heel broke through the floor. One day later, she had shut it down.

Quantico's center has long since reopened in a new facility, with strict health and safety standards, and mandatory training and better wages for its staff. Many other military day-care centers were also bad a few years ago and are good today--a pattern that will lead first lady Hillary Rodham Clinton to praise the military model at this week's White House conference on child care. But while the military--which provides care for more than 200,000 children--provides many lessons for improving day care in the civilian sector, some can be copied only at great expense.

The armed services were stung by a General Accounting Office report in 1982 that concluded that many military facilities--including centers run in condemned buildings and one set up in a former stable--were "neither safe nor suitable places" for children. The military responded by demanding high standards of all its 800 centers and 9,800 in-home care providers. In theory, troops, who transfer to new posts every two or three years, should now find quality care wherever they are based. In contrast, child-care programs in the civilian world vary in quality from the very good to the very bad.

Facing turnover rates of 300 percent, the military placed an unusual emphasis on training and retaining its caregivers. Although entry-level pay for military day-care jobs isn't much better than the $7 an hour most civilian providers earn, it can rise to $9 an hour for teachers who get additional training. By contrast, in the civilian sector 32 states don't even require training. At Fort Meade in Maryland, turnover among the child-care center staff is less than 20 percent, compared with 36 percent in the civilian sector nationally. The center received a coveted national accreditation.

Surprise inspections. In the military, home-based caregivers, who serve one third of military kids, receive the same training as those at the large centers and are subject to the same health and safety standards. In the civilian sector, as many as 1.1 million at-home providers are unlicensed. Sheila Gregg, who has been caring for kids for 10 years in her Fort Meade duplex, gets four surprise inspections a year, in addition to monthly visits from an outreach worker. Although the standards mirror those in the civilian world, they are rigorously enforced.

But these improvements do not come cheap. The Pentagon spends $273 million a year on child care; combined with parents' investment, it costs about $6,800 a year for each child-care slot. That's well above the $3,700 national average for day care and roughly comparable to the $6,300 to $8,500 average for high-quality care. Even that investment fails to provide for 130,000 military children, whose parents must make other arrangements. And while the White House will showcase model child-care programs this week, it will not propose adding much to the $3 billion the federal government now spends, mostly targeted to low-income families. Business and civic leaders, who are already spending tens of millions of dollars on child care, will be called on to do more. But even the Pentagon, with its deep pockets, invested in child care only reluctantly, reasoning that its soldiers and sailors would fight better if they knew their kids were well cared for. "It was difficult for [the Pentagon] to fund child care," says Carolyn Becraft, the official responsible for day care. "But it's a readiness issue for us. It's a business decision." Part of the Clintons' goal is to persuade companies, parents, and communities that significant financial investments are in their interests, too.

Have a comment? Want to read what others have to say? Click here.

10/22/97- Updated 01:11 AM ET

Clintons to tackle child-care issues

WASHINGTON - As if on cue to illustrate the problem Hillary Rodham Clinton was describing, secretary and single mom Paula Broglio stood up and presented herself to the first lady as a living example of a working woman who can't make it on her own.

On a $25,000 salary and with no child support from her ex-husband, Broglio lives with her 4-year-old son in the guest bedroom of her parents' house so she can afford $200-a-month subsidized child care at a Catholic school while she's at work.

"If I did not have that, and I didn't have my parents, I would probably have to quit my job and go on welfare, because who would watch my child during the day and how could I afford to live in an apartment?" Broglio asked earlier this month at the University of Maryland, where the first lady was speaking about her latest effort to influence public policy.

"That is the problem," Clinton answered. "I could not more vividly describe it."

But Clinton couldn't say how the White House Conference on Child Care, which she and President Clinton will host Thursday, might help the 38-year-old Adelphi, Md., secretary and her little boy, Vincent.

"Your child will be in school before we probably get much of the changes that I would like to see happen," she said.

White House aides are being deliberately vague about what the Clintons have in mind to address the problems of affordability, availability and safety in the nation's child-care industry.

During the 1993-94 health-care debates, they learned that large-scale proposals can bring protest from those who see big government taking over a responsibility that should be left to families and private businesses.

"If you're having a White House conference, I suspect you think there's a government solution," says Gary Bauer of the conservative Family Research Council.

In an interview with USA TODAY on Tuesday, Hillary Clinton wouldn't say what the administration will propose.

"What I'm interested in is putting the spotlight on this issue and using the White House to . . . ignite a national conversation," she said.

The goal, she said, is to "call national attention to an issue that political leaders and policymakers should focus on but which has often been ignored."

She wouldn't talk specifics, and her aides said she is not necessarily backing ideas she has mentioned recently: creating a national registry of child-care workers who have been convicted of crimes, for example, or offering protection for caretakers who fear being sued over minor accidents.

In her book *It Takes a Village*, Clinton said child care "is an issue that brings out all of our conflicted feelings about what parenthood should be and about who should care for children when parents are working or otherwise unable to."

Children's issues have been a passion for Clinton since the early 1970s, when she worked as a lawyer at the Children's Defense Fund, a liberal advocacy group. Now she is wading back in to help tackle what the president calls "the next great frontier" in his effort to help working families.

In a recent speech at a Newark church, he ticked off a list of large and small initiatives he already has promoted: a new TV rating system to alert parents about violent or sexual content, a tobacco settlement that aims to stop smoking among children, a $500-per-child tax credit for working families and a balanced federal budget that increases funding for health care for low-income children.

"But we still have to make sure that our parents have access to quality, affordable child care," he said. "That's the great, big hurdle left."

Richard Stolley, president of the Child Care Action Campaign, hopes Thursday's conference can help convince businesses that helping employees find child care helps productivity. "Business needs to be convinced there is a bottom-line benefit," he says.

But the nation's child-care system is in such bad shape, he says, that "we're deluding ourselves if we think this is going to make an enormous difference."

By Mimi Hall, USA TODAY

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