



OFFICE OF THE GOVERNOR
INDIANAPOLIS, INDIANA 46204-2797

FRANK O'BANNON
GOVERNOR

For immediate release Tuesday, December 2, 1997

O'Bannon unveils plan to make child care better, more available

The Governor will also announce a new plan to promote better training and better pay for providers of day care throughout Indiana.

Governor Frank O'Bannon and corporate chieftains from throughout the state unveiled today the Indiana Child Care Fund, a unique public/private partnership aimed at improving the quality of Hoosier child care.

The purpose of the fund is to turn contributions into investments in child care in Indiana. The fund will focus on improving the quality of care and leadership in child care centers, family child care facilities, early childhood programs, and school-age programs.

The Governor and influential leaders representing business, health care, higher education, and philanthropic organizations announced the fund this morning at the Children's Museum of Indianapolis.

The fund's first initiative in 1998 will be the development of the Child Care "Tool Kit," designed to help community teams throughout the state build their own local partnerships to expand and improve the quality of child care.

It will also sponsor the T.E.A.C.H. Early Childhood Project model, a long-term program that will provide scholarship opportunities for those working in licensed child care centers, family child care homes, ministries, and school-aged care. Organizers hope the TEACH component will help increase educational opportunities and compensation and a reduce turnover in child care staffs.

Joining Governor O'Bannon for the announcement were:

- **Doug Bakken** and **Dr. Kenneth Gladdish**, Indiana Donors Alliance;
- **Dr. Meredith Carter**, Ivy Tech State College;
- **Steven Hilbert**, Consecro Corporation;
- **Martha Lamkin**, USA Group;
- **Brenda S. Pitts**, Cummins Engine Company;
- **James Rogers**, Cinergy/PSI Foundation;
- **Evan W. Steger, III**, Ice Miller Donadio & Ryan;
- **Peter V. Sterling**, Children's Museum;
- **Randall L. Tobias**, Eli Lilly and Company; and
- **Dr. John Williams**, Wishard Health Services.

Judy O'Bannon, Indiana's First Lady, and Charlene Lugar, wife of U.S. Senator Richard Lugar, will be honorary co-chairs of the Indiana Child Care Fund.

"Each of these leaders – or Indiana Child Care Champions – supports the development of the Indiana Child Care Fund," Governor O'Bannon said.

"These community leaders are Child Care Champions because they understand that there is no more important resource in Indiana than our children," Governor O'Bannon said. "For the 60 percent of Hoosier households with parents working outside the home, accessible, affordable quality child care is essential."

"The Fund represents a unique approach to addressing community child care needs by emphasizing the linkage and importance of quality child care and brain development. The Fund does this through its Year 2000 (?) initiatives: the Indiana Child Care Fund 'Tool Kit' and the T.E.A.C.H. (Teacher Education And Compensation Helps) Early Childhood Project model.

Lilly's Tobias noted, "There is no single 'right' way to balance the needs of work and family. This is why the collaboration embodied in the Indiana Child Care Fund is so important."

Tobias added, "The only way to tackle an issue as complex, as sensitive and critical as child care is to pool the resources and the brain power of the entire community."

Dr. John Williams of Wishard Hospital said, "We see today's announcement as a logical extension of what we are doing at Wishard, and

are indeed very proud to offer our expertise to child care providers, parents, and, more importantly, to the children themselves.”

James Rogers of Cinergy/PSI makes the connection between child care and business. “If people can find a job maximizing their capabilities, they will create great value for stakeholders. We want to be the employer of choice. We want to create a nurturing environment where employees can do their best – displaying greater commitment and motivation, and producing better quality work with less stress and turnover.”

For details: Phil Bremen or Steve Campbell, 317-232-4578



Child Care: It's Good Business

An Employers' Tool Kit of Family-Friendly Policies

Successful businesses depend on the full utilization of the talents and skills of each employee. However, today's workers are increasingly struggling to manage commitments to their work, their families, and their communities. The home support systems of a generation ago—the spouse at home, extended family members living nearby—are no longer available to most families. And dependable, high quality child care is particularly in critical shortage in most Indiana communities.

This tool kit provides options and approaches for employers to consider when seeking to improve effectiveness by addressing these urgent needs of their employees. It provides options for small and large businesses, initiatives that fit any budget, and suggestions for building partnerships with local communities to better support our working families. With funding from the Indiana Child Care Fund, the tool kit was developed by the Purdue University Center on Families with input from over 20 businesses, foundations, and early childhood specialists.

The tool kit shares information on the following topics:

- **The business case for work/family programs and policies**
- **How to assess your employees' needs**
- **What the choices are and related costs**
- **Resources that can help you get started**

In addition to the resources provided for employers, the tool kit also contains a section for community leaders and county task forces who would like to develop a local strategy to improve child care. This section describes how communities can build an initiatives team, plan an approach to gain local business support, and create and sustain a productive public/private partnership. A third section of the tool kit provides a listing of resources and more detailed information on a variety of family-friendly initiatives.



**INDIANA
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T.E.A.C.H.

Early Childhood Project

Purpose

- To provide educational scholarship opportunities for people working in licensed child care centers and family child care homes;
- To increase the knowledge base of early childhood professionals working with young children, thus improving the care these children receive;
- To encourage child care programs to support the continuing education of their staff;
- To provide increased compensation that is directly related to increased education;
- To reduce staff turnover by supporting the above goals while also requiring from participants a one year commitment to child care after their scholarship year;
- To provide a sequential professional development path for teachers, directors and family child care home providers currently in the field; and
- To create a model of partnership for improving the quality of care that children in child care programs in Indiana receive.

Scholarship

- The T.E.A.C.H. Early Childhood (Teacher Education And Compensation Helps) Project provides scholarships for early childhood professionals, who work full time, to return to school part time as they work towards a Child Care Credential, a Child Development Associate (CDA), an Associate or Bachelor Degree in Early Childhood Education or to become an Early Childhood Model/Mentor Teacher;
- Each scholarship recipient receives a certain amount of money to help with the costs of college tuition, books, and travel; on some programs, recipients also receive paid release time.
- Scholarships are based on the principle of partnership with the participant, the sponsoring child care program and the T.E.A.C.H. Early Childhood Project all sharing in the cost.

Commitment

- Participants make a commitment to remain their sponsoring child care center or home for at least 6 months to a year beyond the contract period.

Compensation

- All participants receive a salary increase through either a raise or bonus after completing a certain amount of course work following the contract period.

Successes of the T.E.A.C.H. Model

- In North Carolina, over 2,390 teachers, directors and family child care providers have completed a Child Care Credential on a T.E.A.C.H. Early Childhood Scholarship.
- A study of a group of teachers on the Early Childhood Associate Degree Scholarship Program indicated gains in scores that measure a teacher's understanding of appropriate practice with young children and in the quality of their classrooms.

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Indiana Child Care Financing Initiative

Highlights

**Prepared by
Indiana Family and Social Services Administration**

February 2, 1998

Be warm, loving and responsive.

When children – especially from birth to age three – receive warm, responsive care, they are more likely to feel safe and secure with the adults who take care of them.

Respond to your child.

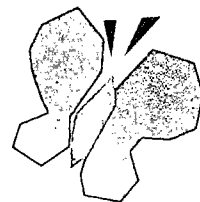
If your child smiles, smile back. If he's upset, comfort him.
If she's hungry, feed her. Children become securely attached when parents and other caregivers try to read these signals and respond.

Talk. Sing. Read.

Telling stories about daily events, reading books out loud and describing what's happening while you're doing it, all help give your child a solid basis for later learning.



Building Bright Beginnings
Indiana I Am Your Child Coalition
402 West Washington Street
Room W-461
Indianapolis, IN 46207
Family Health Helpline
1-800-433-0746



Simple steps to help your child soar.



Making a difference in your child's life.

Building Bright Beginnings is part of the national *I Am Your Child* campaign. In Indiana, it's a cooperative effort by Governor Frank O'Bannon, the Indiana Family and Social Services

Administration (FSSA) and the Indiana State Department of Health (ISDH) to make sure parents know how to give their children a good start in life.

Birth to age three are critical years in your child's development.

The following steps will help your child soar.

Establish routines.

Daily routines are reassuring for children. For example, before bed read a story to your child. This helps children learn what to expect from their parents and to understand the world around them a little more easily.

Encourage exploration and play.

Let your children explore. And be there to answer their questions and explain the mysteries to them. In the early years, children learn a lot through playing.

Discipline, don't punish.

Children need limits and consistent, loving adult supervision. Never hit or shake a child. These forms of "discipline" have been shown to have long-term negative effects.

Each child is unique.

Children grow and learn at different rates.

When children are praised, they begin to see the connections between their actions and your response.

Choose quality child care and stay involved.

Before you choose someone to care for your child, visit and see how child care workers respond and interact with the children. Choose a provider who responds positively to each child, engages each child in creative play and gives each child individual attention. And make sure that the setting is clean and safe.

Love your child. It makes a difference.



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Head Start

Debbie Beeler
President Elect Indiana Head Start
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Mitchell, Indiana 47446
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Child Care Center

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Indianapolis, Indiana 46218
317-547-3551

Family Day Care Home	Frances McCauley McCauley Child Care 4440 Eastbourne Indianapolis, Indiana 46226 317-547-3759
School Age Care	Ellen Clippinger At-Your-School Child Services, Inc. 4720 N. Park Indianapolis, Indiana 46205 317-283-3817
Infant Toddler Care	Amy Ladd Union Hospital 1606 N. Seventh Terre Haute, Indiana 47804 812-238-7304
Ministry Care	Rev. Tino Smith Greater Victory Temple Ministries 100 S. 17th Street Terre Haute, Indiana 47802 812-234-0943
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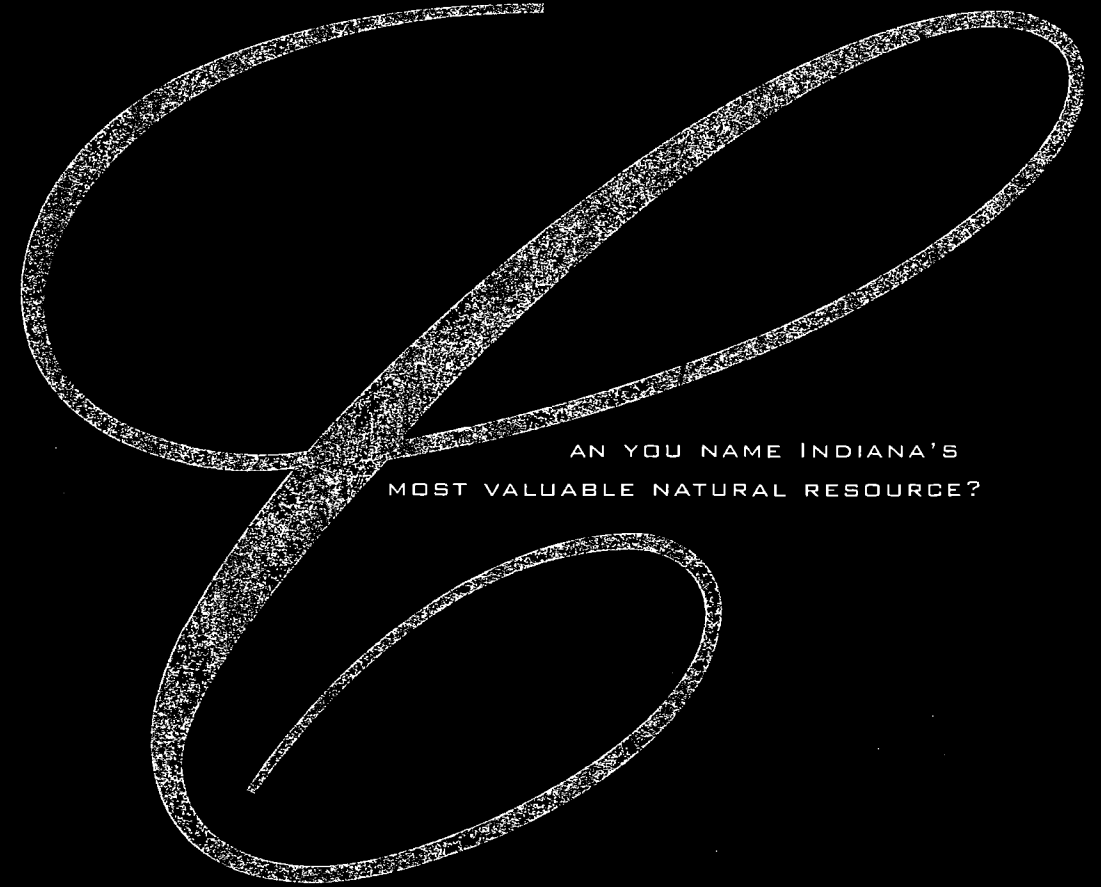
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*I*NVEST IN OUR CHILDREN, INDIANA.

It's important that we preserve our wetlands and protect our peregrine falcons. But ironically, we often overlook safeguarding our own next generation. And while any natural resource is important, there is none more important than the very lives entrusted to our care. The lives of Indiana's children. Their parents know it. And for the 60% of Hoosier households with parents working outside the home, accessible, affordable quality child care is the single issue responsible for more anguish than national defense, the economy and the environment combined.

The key indicators of child care quality are clear: a caregiver who knows about children – how they learn, how they develop, how to keep them safe. A caregiver the child can come to know and depend on.

Yet, the reality is that over 70% of our children's caregivers have no formal education in child development. And in Indiana, the average yearly turnover of

child care providers is over 40%. There is an urgent need for higher quality care for infants and toddlers – a group that is particularly vulnerable to poor quality care.

Child care is an issue for businesses as well. High quality child care allows parents to be able to focus on their work. Unplanned absence and turnover are reduced, and employees are more effective when assured that their children are in a healthy and safe environment.

Research studies tell us that high quality child care is nurturing to children. It can positively shape the way they think, learn and behave for the rest of their lives. But there is also chilling evidence of the impact of poor quality child care on our children's safety and development.

We want to improve the quality and availability of child care in Indiana. Join us to help protect Indiana's most precious natural resource – our children.

*I*NVEST IN OUR CHILDREN, INDIANA.

The Indiana Child Care Fund

A group of Indiana leaders came together in 1995 to form a unique public/private partnership to address the critical issues of quality child care for our state's working families.

The fact that these leaders have come together at this time to focus on this issue is unprecedented. This partnership unites business, government, health, education, community networks, foundations and legal communities in an effort to respond to the child care issues that face local communities.

Through a three year needs assessment process, communities throughout

Indiana have identified the lack of available, accessible and affordable high quality child care as the most crucial issue families face today. Parents' greatest concern, as they attempt to balance family and work, is the uncertainty of knowing whether their young child is in a healthy and safe environment.

The purpose of the Indiana Child Care Fund is to turn contributions into investments in the future of child care in Indiana. Our focus is on improving the quality of care and leadership in child care centers, family child care facilities, early childhood programs, and school age programs.

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**Taking action...to preserve Indiana's
most valuable natural resource.**

Yes, I am interested in making the following contribution
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(Please make check payable to the Indiana Child Care Fund.)

I am interested in someone contacting me about:

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Neela -
Follow up info from
Charles Williams in
Indiana. I sent one
set to Tom Lombardi
& kept one. Charles said
sh'd be glad to continue the
discussion by phone any
time you'd like
Andrea