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COLLECTION:

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First Lady's Office
Jennifer Klein
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FOLDER TITLE:

Child Care Focus Groups

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- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

November 19, 1997

Mr. John J. Sweeney
President
American Federation of Labor and
Congress of Industrial Organizations
815 16th Street, N.W.
Washington, D.C. 20006

Dear John:

I appreciate your thoughtful letter of October 22, and I've shared your comments with my staff in the Domestic Policy Council.

It was good to see you at the White House Conference on Child Care. Your insights were valuable to our dialogue on why child care matters both to our children's development and to our nation's economy.

Few things are more important for parents than being able to find child care that is affordable, accessible, and safe, and in the coming months my Administration will develop a plan to address this important issue. There is still much that all of us -- government, business and labor, the nonprofit and religious communities, school systems, individual citizens, and especially parents -- can do to make sure that children of all ages have the best possible care available to them.

As we work together toward this objective, I look forward to your continued counsel. Thanks again.

Sincerely,

BILL CLINTON

BC/DIA/RLM/DWB/efr-jfc-lynn (Corres. #3744606)
(11.sweeney.jj)

cc: W/copy of inc. to Jen Klein, 2nd Fl/WW
cc: D. Ikemiyashiro, 93 OEOB

Xeroxed copy of personally signed original to NH through Todd Stern

CLEAR THRU TODD STERN

PRESIDENT TO SIGN

American Federation of Labor and Congress of Industrial Organizations



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October 22, 1997

239852

The Honorable William Jefferson Clinton
The White House
Washington, DC 20520

Dear Mr. President,

On behalf of the 13 million working men and women of the AFL-CIO -- and their children -- I applaud your decision to convene this week's White House Conference on Child Care. We appreciate the commitment that you and the First Lady have shown to raising public awareness and increasing federal support for improving and expanding the nation's supply of high quality, affordable early childhood and youth education programs. Like you, the working families of the AFL-CIO know firsthand the difference that good quality care and education programs make in the lives of children and families -- and the disaster and despair that can all too easily result when such programs are lacking. We are pleased to participate in the White House conference; delighted to join you in launching this much needed national dialogue; and eager to work with you to build a system that guarantees high-quality, nurturing and safe early childhood care and education programs, provided by well-trained and well-compensated providers, which is accessible and affordable to working parents.

Over the last year, our Working Women's Department staff and union leaders held scores of conversations with working parents to better identify their needs and to develop supportive, responsive strategies. Not surprisingly, needs differ but working parents spoke in one voice in saying that securing access to high quality, affordable early childhood programs remains a major problem and priority. Nearly two-thirds of the mothers of young children in our recent *Ask A Working Woman Survey* identified this issue as extremely important, but only a few -- 13% -- said they receive child care benefits through their jobs. Parents of older children are also deeply concerned about quality and quantity of care: more than half of parents in one 1996 survey said that children are left alone too much, and a similar percentage surveyed by the National School-Age Child Care Project said they would like to change their after-school child care arrangements. Across-the-board, parents, educators, community leaders, law enforcement officers and teens all say they want and need more and better school-age care, to improve children's learning opportunities and to keep them out of harm's way.

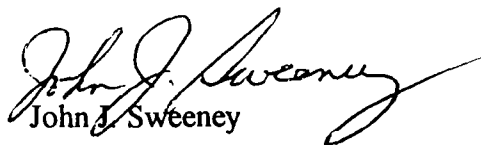
It is critical to expand the availability of childhood education and care programs. We must

move beyond demanding the basics of sufficient qualified staff and clean, healthy settings. Within the last few years, scientific knowledge on brain development and learning in the early years has exploded. We must work to end the division between minimal child care for some and quality early childhood programs based on the latest knowledge for others. All child care for all children should be of high educational quality.

The labor movement has much to contribute to efforts to shape a thoughtful and innovative initiative to meet the goal of delivering the best care for all children. Unions have bargained for and secured tremendous work and family benefits for our members; in fact, many of the best practice early childhood programs among American corporations are the product of collective bargaining. Moreover, in many instances, union efforts have improved and expanded childhood education and care options for communities at large.

We know, however, that collective bargaining alone cannot and will not address the nation's shortfall of high quality, affordable programs, mitigate financial hardships for working parents, or raise providers' compensation to levels commensurate with their skill and the care we want them to exercise. We look forward to working with you in the weeks ahead to shape an agenda that embodies three central elements responsive to these concerns: first, enhancing quality, so children of all ages, regardless of caretaking arrangements, receive care that is educationally sound, stimulating, nurturing and safe; second, expanding access to high quality, affordable early childhood programs for working parents; and third, improving training and pay, so providers are not only well qualified but financially able to pursue these important care giving careers. We are confident you share this vision and urge you to do all you can to translate it into a reality for America's working families.

Sincerely,



John J. Sweeney

Gerald W. McEntee
Gene Upshaw
Moe Biller
James J. Norton
Frank Hurt
Stephen P. Yokich
Carolyn Forrest
Sonny Hall
William Lucy
A.L. "Mike" Monroe
Robert E. Wages
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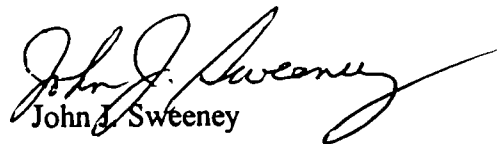
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Sincerely,



John J. Sweeney



JEANNE BROOKS-GUNN, PH.D.
VIRGINIA & LEONARD MARK PROFESSOR
CHILD DEVELOPMENT & EDUCATION

August 15, 1997

Elena Kagan
Deputy Assistant to the President for Domestic Policy
The White House
Washington, D.C. 20502

Jennifer Klein
Special Assistant to the President for Domestic Policy
2nd Floor West Wing
The White House
Washington, D.C. 20502

Re: White House Conference on Child Care

Dear Elena and Jennifer,

It was an honor to attend one of the planning sessions this summer for the upcoming White House Conference on Child Care. The mix of attendees was terrific, as was the leadership of your staff and Joan Lombardi. As requested, some thoughts about the direction and impact of the Conference on Child Care are summarized in this letter. If you would like more detail on any of the following points, please do not hesitate to contact me. This letter is brief, as I am sure that you are coordinating lots of responses and opinions.

The Conference needs to address the child care needs of all American families. While all of us are particularly concerned about child care for poor families, especially those in which parents are in the low wage job market, child care cuts across social class and ethnic groups. It is a universal problem. No group is immune from the hassles of finding and keeping affordable child care. And, with respect to quality, low quality child care exists for middle income as well as poor families.

The Conference planners need to consider how to handle the issue of age of child, since the needs of families and types of child care available change over time. As a researcher, I think about four age groups or childhood transitions--infancy, toddlerhood, preschool, early elementary school. Of course, after school care is also a concern for late elementary school and for middle school students and their parents. However, I see the issues as quite different (usually framing them in terms of after school athletic, artistic, and academic programs and community connections/civic responsibility). At the least, though, I would not omit the difficult child care issues for kindergartners (almost half of whom are in half-time kindergarten programs). Also, the Conference could make the point that child care needs to not end at the school door (i.e., what do we need to do vis-a-vis wrap around care and after school programs for our 5 to 8 year olds?).

When considering the preschool child, the Conference might stress that the majority of 4 year olds (as well as 5 year olds) are in some type of preschool, prekindergarten, or junior kindergarten. This is true of children whose mothers are working and those whose mothers are not. The question of early education and child care begin to blur at about age 4. Another point to stress when thinking about the universal needs of children and parents in our country today.

The Conference planners need to find a common meeting ground among the groups advocating for different solutions (good luck!). For example, one important strand is to focus on educating parents about quality care and helping parents advocate for better and accessible child care in their communities. At the same time, we do not want parents to feel that the burden is theirs, alone. I might have an education campaign for parents on child care (would love to work on this).

Clearly, public and private sectors have a role to play--business in strengthening links/providing benefits/providing time off for parents with children (i.e., cafeteria benefit plans, family leave, and so on).

The public sector needs to be a major focus, especially early education. Many other countries have essentially extended elementary school downwards--kindergarten becomes full day, 4 year old programs are housed in public schools. Federal and state programs also can move the field of early education. For example, Head Start (and programs like it) could be extended to families above the poverty threshold, using sliding scales for fees. We have done this for Medicaid (even before the 1997 Budget Bill) and certainly could do it for preschool education/Head Start. Or, subsidies can be extended (see the neat program in Illinois as an exemplar. I think that parents earning up to \$22,000 dollars, or a bit more, will be eligible for child care subsidies).

One of the big issues is whether we attack the problem of accessibility and quality by focusing on the most vulnerable children across the first 5 years, or whether we focus on extending universal preschool education down to age 3 or 2 1/2. The latter has the benefit of being more universal and having more public support. The former, of course, has the benefit of helping our most needy. Perhaps a compromise might be to focus on universal (or closer to universal) 3- and 4-year-old programs and full day kindergartens, with more attention to vulnerable children's child care needs in the first three years of life.

In terms of preschools for majority of children (a possible goal) of a certain age, the White House could involve the governors. Preschool education for the children and child care for the parents, as one goal, might be very appealing to some governors.

The issues with infants and toddlers are different. Center-based care for the little ones is really expensive. It is unlikely that even a significant minority of our one-year-olds are going to be in center-based care in the foreseeable future. So I would try to separate the age groups and, for young children, stress multiple arrangements. Family-care homes have a big role to play with the youngest set. Training, credentialing, and increasing supply are the issues in family-care for young children. Stability is the other big issue for the little ones. One reason to separate some of the child care issues by age of child is that the President's and First Lady's recommendations/programs might be quite different for the younger than older children. How about some sort of training program for child care providers of young children? We have thought of some sort of Americorps or EZcorps (being in New York City) focusing on child care provision/home visiting/literacy.

A final question is how to raise awareness of public so that preschool education and infant child care becomes a community goal, a partnership between parents and community institutions.

I will be away from the office until after the Labor Day Holiday. However, if you need to reach me before then, please contact my assistant Veronica Holly at 212-678-3338. Again, please do not hesitate to contact me!

Sincerely,

J. Brooks-Gunn
Jeanne Brooks-Gunn

1. Public education
2. Universal preschool
3. Family care for 0-3
4. Quality
- 2
5. Americorps for young children care
6. School age

Quality Incentive
Schol.
Family leave
Subsidy
DLTC
Background
Checks
School Age

FACSIMILE TRANSMITTAL SHEET

Children's Defense Fund

TELEPHONE: (202) 662-3547

FAX: (202) 662-3560

TO:

Jennifer Klein

FIRM:

CITY/STATE:

FAX NUMBER:

456-2878

FROM:

HELEN BLANK, Director, Child Care Division,
Department of Programs and Policy

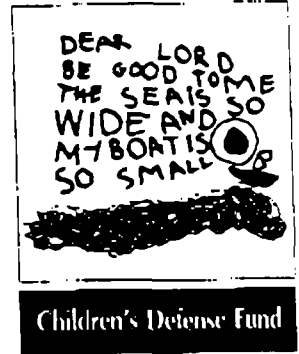
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*If you have any problems receiving this fax, please contact Kanya Williams at (202) 662-3544.*202-662-3544
Fax: 202-662-3560
Children's Defense Fund
1100 17th St. NW
Washington, DC 20036

Revised



Dt: October 12, 1997
To: Friends of Children
Fr: Helen Blank and Nicole Oxendine Poersch
Re: Press coverage related to the White House Child Care Conference

As you know, we have an exciting opportunity to draw increased attention to the need for high quality child care. On October 23, 1997, President Clinton and First Lady Hillary Rodham Clinton will host the White House Conference on Child Care in Washington, D.C. This conference intends to examine the strengths and weaknesses of child care in America and explore how the nation can better respond to working families' need for affordable, high quality child care.

We expect the White House press corps and other Washington, D.C.-based reporters to begin to cover the conference this week with advance stories. You may have already seen a number of national articles on the First Lady's statements leading up to the conference.

This conference presents an important opportunity for state, regional, and local reporters to write stories on child care from a local perspective. You may have already received such calls or can anticipate receiving such calls in the coming days.

Attached for your information is a fact sheet on child care in America. We hope this information is helpful as you lay out the basic child care issues to other members of the community and the media. The fact sheet is designed to outline the key "big picture" child care issues and is reflective of the language and concerns we heard voiced in our focus groups with parents and grandparents.

Some specific suggestions for working with the media follow:

- Write a letter to the editor of your local paper to be published prior to the White House Conference on Child Care calling attention to the conference and the need to address the child care issue in your community. If possible, cite local statistics and facts about the state of child care in your area. (See draft letter enclosed.)
- Contact reporters who traditionally cover children's issues. If you are unsure of who these reporters are, call your local papers and ask them who covers child care issues. Let the reporters know you are monitoring the White House conference and make yourself available should they be doing a local child care piece. If you do not have a press list and need assistance, please call CDF's press office at (202) 662-3609.
- Develop a local or state child care fact sheet and send it with the enclosed national fact sheet to press who cover children.

- Coordinate with other children's groups to determine if there is interest in holding a media event to call local attention to the White House Conference on Child Care. You may wish to highlight the White House Conference during upcoming state or local child care events or activities.
- Find a child care center and/or working parents with child care concerns that represent the child care situation in your community. Work with the employees of the center or members of the family to help ensure availability for interviews with the media about child care.
- The day prior to the conference, issue a statement with other children's groups commending the President and the First Lady for addressing this important issue and calling upon local leaders to pay attention to the conference and its objectives. Be prepared for follow-up questions on what your opinion is of the conference and its deliberations.

We hope this information is helpful to you. As more information about the conference and the developments that follow becomes available, we will forward it to you. If you have any questions, please do not hesitate to contact Nicole Oxendine Poersch at 202/662-3670.

Inadequate Child Care Strains America's Working Families

Every day, three out of five preschoolers are in child care.¹

- Children of working mothers are entering care as early as 6 weeks of age and can be in care for 30 hours a week until they reach school age.²

Women work in the overwhelming majority of American families.

- 3 out of 5 women with children under age 6 work, and 3 out of 4 women with children ages 6-17 work.³

Child care costs are unaffordable for many working families.

- About half of families with young children earn less than \$35,000 per year.⁴ A family with both parents working full-time at minimum wage earns only \$23,400 per year.
- Child care is a major household expense for working families. Full-day child care easily costs \$4,000 to \$10,000 per year -- equal to what families pay for college tuition plus room and board at a public university.⁵ The following are average child care costs for *one* three-year-old child; care for babies and toddlers costs even more:⁶

Boston \$8,840	Durham \$4,630	Dallas \$4,210
Boulder \$6,240	Oakland \$6,500	Minneapolis \$6,030

Child care helps shape the way children think, learn, and behave for the rest of their lives.

- A recent report by the Carnegie Corporation confirmed that the quality of child care has a lasting impact on children's well-being and ability to learn.⁷ Children in poor quality child care have been found to be delayed in language and reading skills, and display more aggression toward other children and adults.⁸

Child care quality for many American children is inadequate.

- 6 out of 7 child care centers provide care that is mediocre to poor, according to a recent national study by a group of universities. One in eight centers were found to be providing care that could jeopardize children's safety and development.⁹ Equally alarming patterns were found in a study of home-based care -- 1 in 3 could be harmful.¹⁰
- There are major gaps in the basic health and safety standards for child care in many states, and even the standards that are in place are often inadequately enforced. For example, in many states, care in smaller providers' homes is not inspected at all because licensing is not required, and more than half the states do not annually inspect homes that *are* licensed.¹¹
- Professional, quality child care is hard to find in a marketplace that pays child care teachers and providers less than bus drivers (\$20,150) or garbage collectors (\$18,100).¹² A national wage study found that most child care workers earn only \$12,058 per year (only slightly above minimum wage) and receive no benefits or paid leave.¹³

- Staff education and training are among the most critical elements in improving children's experiences in child care, but 41 states do not require providers who offer care in their homes to have any training prior to serving children.¹⁴

Babies and toddlers are particularly vulnerable to poor quality care.

- Almost half of babies who haven't reached their first birthday are regularly spending their day in some form of child care.¹⁵
- A recent national study found that half of rooms in centers serving babies and toddlers provided such poor quality care as to jeopardize children's health, safety and development.¹⁶ Studies of home-based care produced equally troubling results.¹⁷

Scarcity of after-school programs leaves school-age children home alone.

- Nearly 5 million children are home alone after school each week.¹⁸
- Juvenile crime peaks between 2:00 and 6:00 p.m. and there is some evidence that more teen pregnancies occur during this time.¹⁹
- A 1990 study found that eighth-graders left home alone after school reported greater use of cigarettes, alcohol, and marijuana than those who were in adult-supervised settings.²⁰
- Good after-school activities for children and teens can be hard to find because options are inadequate in many communities. This problem is even more serious in low-income neighborhoods -- only one-third of schools in low-income neighborhoods offered before- and after-school programs in 1993.²¹

America can help working families get affordable, quality child care.

1. Strong safety standards must be established and enforced for all centers and homes offering child care. Programs to improve the quality of care and help parents find good options for their children should be expanded.
2. Child care providers should be trained professionals, earning family-supporting wages. Efforts must be made to increase the number of child care staff who are appropriately trained and compensated. Scholarship and loan forgiveness programs should be expanded to support careers in child development.
3. Structured after-school activities should be available in all communities. Investments should be made to expand the supply of quality care for babies and toddlers, and to strengthen and enrich existing programs.
4. Child care help should be available to low-income families to prevent welfare dependency. Federal, state and local dollars should also help other working families with their child care expenses and better afford quality care.
5. Employers should help their employees who need child care, and should invest in improving the quality of child care in the communities in which they operate.
6. The Family and Medical Leave Act should be expanded to cover more workplaces and employees to help enable working parents stay home with their children during the critical early months of a child's life.

Sources:

- ¹ National Center for Education Statistics, *Child Care and Early Education Program Participation of Infants, Toddlers, and Preschoolers* (Washington, DC: NCES, October 1996).
- ² Testimony by Deborah Phillips before the Senate Committee on Labor and Human Resources, March 1, 1995.
- ³ US Bureau of Labor Statistics, unpublished data from March 1995.
- ⁴ US Bureau of the Census, Current Population Reports, P60-197, *Money and Income in the United States: 1996* (Washington, DC: US Government Printing Office, 1997).
- ⁵ Data on child care expenses from *Child Care Information Exchange*, July 1996. Data collected from Resource and Referral agencies in each city. Data on average university costs cited in *Statistical Abstract of the United States 1994* (Washington DC: US Department of Commerce, 1994). Original data from The College Board, New York, Annual Survey of Colleges 1993.
- ⁶ *Child Care Information Exchange*, July 1996. Data collected from Resource and Referral agencies in each city.
- ⁷ Carnegie Corporation of New York, *Starting Points: Meeting the Needs of Our Youngest Children* (New York: Carnegie Corporation, August 1994).
- ⁸ Testimony by Deborah Phillips before the Senate Committee on Labor and Human Resources, March 1, 1995.
- ⁹ Helburn et al., *Cost, Quality, and Child Outcomes Study: Executive Summary* (Denver: University of Colorado, 1995).
- ¹⁰ Galinsky et al., *The Study of Children in Family Child Care and Relative Care: Highlights of Findings* (New York: Families and Work Institute, 1994).
- ¹¹ Adams, *How Safe? The Status of State Efforts to Protect Children in Child Care* (Washington, DC: Children's Defense Fund, 1995).
- ¹² US Department of Labor, Bureau of Labor Statistics, *Employment and Earnings* (Washington DC: USDOL, January 1994).
- ¹³ Helburn et al., *Cost, Quality, and Child Outcomes Study: Executive Summary* (Denver: University of Colorado, 1995).
- ¹⁴ Azer and Capraro, *Data on Child Care Licensing* (Boston: The Center for Career Development in Early Care and Education, Wheelock College, 1996).
- ¹⁵ National Center for Education Statistics, *Child Care and Early Education Program Participation of Infants, Toddlers, and Preschoolers* (Washington, DC: NCES, October 1996).
- ¹⁶ Helburn et al., *Cost, Quality, and Child Outcomes Study: Executive Summary* (Denver: University of Colorado, 1995).
- ¹⁷ Galinsky et al., *The Study of Children in Family Child Care and Relative Care: Highlights of Findings* (New York: Families and Work Institute, 1994).
- ¹⁸ School-Age Child Care Project, Factsheet on school-age children (Wellesley, MA: Center for Research on Women, Wellesley College, September 1996). Teen pregnancy information based on anecdotal evidence.
- ¹⁹ US Department of Justice, *Juvenile Offenders and Victims: 1997 Update on Violence* (Washington DC: US DOJ, June, 1997).
- ²⁰ Dwyer et al., "Characteristics of Eighth-Grade Students Who Initiate Self-Care in Elementary and Junior High School", *Pediatrics*, 86, 1990.
- ²¹ US Department of Education, *The Condition of Education: 1993* (Washington, DC: National Center for Education Statistics, 1993).

SAMPLE LETTER TO THE EDITOR

Dear XXXXX:

On Thursday, October 23, 1997, President Clinton and First Lady Hillary Rodham Clinton will be convening the nation's first White House Conference on Child Care. This conference will focus on the strengths and weaknesses of child care in America and explore how the nation can better support working families' need for quality, affordable care for their children. It will also highlight school-age care for our children and teens, responding to the concern that nearly five million children are left home alone each week.

The Administration should be commended for focusing national attention on the child care needs of our children and youth. We hope the conference will be the beginning of a renewed effort in Washington and across the country to find solutions that make quality child care affordable for all.

There is good reason to move ahead. Child care is an issue that affects many American families. Every day, three out of five preschoolers are in child care. According to recent studies, many of these children are not in the safe and nurturing settings they deserve. Six out of seven child care centers provide care that is poor to mediocre, and care in as many as one-third of providers' homes could be harmful to children. Yet, even average care remains unaffordable for many working families. Parents can easily have to pay \$4,000 to \$10,000 per year for a child in child care -- as much as tuition, room and board at many colleges.

In our state of XXXXX. [if available, insert local information about child care]

I hope the White House Conference on Child Care will help all of us in [your community] focus on how parents, employers, communities, and all levels of government can work together to help find innovative solutions to families' child care needs.

Sincerely,

**NATIONAL ADVISORY
COMMITTEE****POLICE**

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Sherman Block
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William Bratton
Fmr. Commis'r., NYC
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Chief, Miami, FL
Robert S. Warshaw
Chief, Rochester, NY
Elizabeth M. Watson
Chief, Austin, TX

PROSECUTORS

Ronald Earle
District Atty., Travis Co., TX
N. B. Early, Jr.
Former D.A., Denver, CO
O'Malley
Atty., Cook Co., IL
Ralph C. Martin, II
Atty., Suffolk Co., MA
Elliot L. Richardson
Former Attorney General
and Secretary of HEW, of
Defense and of Commerce
G. Woods
Attorney General, AZ

SURVIVORS

Frances Davis
Fdr., Mothers of All Children
Ellen Halbert
Vice-Chair, Texas Board of
Criminal Justice
Grant Hall
Director, Ginger Ridge
Residents' Initiative
Klaus
Fdr., Klaus Fdn. for Children
Loeb, Ph.D.
Mar., Mental Health Clinic
Lewis
President, Parents of
Murdered Children
**Gordon Rondeau &
Elaine Rondeau**
Founders, Action America:
Murder Must End Now

**FIGHT
CRIME****INVEST
IN KIDS**

President
Sanford A. Newman

Associate Directors
Amy R. Dawson
Brandon J. Fitzsimons
Elissa Rumsey

Memorandum

TO: Ms. Jennifer Klein
FROM: Amy Dawson
DATE: October 2, 1997
FAX: 456-~~2878~~ 2878
PAGES: 14
RE: Conference panelists

Hi, Jennifer,

As promised, we've compiled a list of FIGHT CRIME Advisors we think would be good speakers at the White House Conference on Child Care. The strongest combination would probably be one police chief and one crime survivor. Coming from two very different angles, their unique crime-prevention perspectives could be invaluable in framing the issue as one in which all Americans have a vital self-interest. I've attached bios on each person.

Our top choices among law enforcement leaders would be (in order of public speaking ability):

John J. Millner, Chief of Police, Elmhurst, IL
Patrick Sullivan, Jr., Sheriff, Arapahoe County, AZ
R. Gil Kerlikowski, Chief of Police, Buffalo, NY;
President, Police Executive Research Forum

Second Tier (simply because we haven't seen them speak publicly):

Phil E. Arreola, Chief of Police, Tacoma, WA
Sylvester Daughtry, Chief of Police, Greensboro, NC
Charles Moose, Chief of Police, Portland, OR

Among crime survivors:

Ellen Halbert (our top pick), a sexual assault survivor from Austin, TX. Ellen was brutally raped, beaten, and stabbed by a young intruder in her home. She is an amazing speaker, particularly when she forcefully delivers the message that the attack might not have happened if we were investing the necessary resources in crime prevention programs like quality child care, etc.
Gordon or Elaine Rondeau from Georgia, whose daughter Renee was murdered in Chicago.

We'll be glad to help in any way possible; just say the word.

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001a. resume	Philip Arreola [Personally Identifiable Information] [partial] (1 page)	00/00/0000	b(6)

COLLECTION:

Clinton Presidential Records
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Jennifer Klein
OA/Box Number: 13527

FOLDER TITLE:

Child Care Focus Groups

2014-0536-S

kc1489

RESTRICTION CODES

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[001a]

Philip Arreola
Chief of Police

Milwaukee Police Department
749 West State Street
P.O. Box 531
Milwaukee, WI 53201
(414) 935-7200

Date of birth:

(b)(6)

Marital Status:

Married

EDUCATION

Juris Doctor - December, 1985

Wayne State University Law School

Graduate F.B.I. National Executive Institute, 1990

Graduate F.B.I. Law Enforcement Development Seminar, 1988

Graduate F.B.I. National Academy, 1977

Bachelor of Science (with distinction), 1974

Major-Police Administration

Wayne State University

Research Fellow of Criminal Justice, 1970-1971

Harvard University of Law School

Courses in criminal law, research and evaluation, techniques, and sociology perspectives and research. This program was sponsored by the Center of Criminal Justice, Harvard Law, and attendance under the auspices of the Detroit Police Department.

CAREER EXPERIENCE

DETROIT:

Appointed Police Cadet - April 3, 1960

Appointed Patrolman - July 10, 1961

Promoted to Detective - October 16, 1969

Promoted to Sergeant - April 3, 1970

Promoted to Lieutenant - November 6, 1972

Promoted to Inspector - November 9, 1976

Promoted to Commander - September 29, 1977

Retired May 1, 1987 with rank of Commander

- 2 -

PORT HURON:*Appointed Chief of Police - May 4, 1987***MILWAUKEE:***Appointed Chief of Police - November 6, 1989***ASSIGNMENTS**

<i>September 18, 1961</i>	<i>Patrolman</i>	<i>Second Precinct</i>
<i>January 20, 1963</i>	<i>Patrolman</i>	<i>Motor Traffic Bureau</i>
<i>September 15, 1969</i>	<i>Patrolman</i>	<i>Crime Scene Investigation</i>
<i>October 20, 1969</i>	<i>Detective</i>	<i>Second Precinct C.I.D.</i>
<i>April 3, 1970</i>	<i>Sergeant</i>	<i>Tenth Precinct Uniform Division</i>
<i>October 7, 1971</i>	<i>Sergeant</i>	<i>Training Academy</i>
<i>April 1, 1972</i>	<i>Sergeant</i>	<i>Scientific Division</i>
<i>January 2, 1974</i>	<i>Lieutenant</i>	<i>Exec. Lt. Scientific Division</i>
<i>November 9, 1976</i>	<i>Inspector</i>	<i>Commanding Officer Crime Lab</i>
<i>September 29, 1977</i>	<i>Commander</i>	<i>Sixth Precinct</i>
<i>May 4, 1987</i>	<i>Chief</i>	<i>City of Port Huron, Michigan</i>
<i>November 6, 1989</i>	<i>Chief</i>	<i>City of Milwaukee, Wisconsin</i>

AWARDS - POLICE**DETROIT:***Detroit Police Department Medal for Valor 1986**Lifesaving Citation**Department Citations #1663 and #2184**Commissioner's Unit Awards #26 and #80**Eleven Merit Citations**Twenty Commendations**Two Crime Prevention Citations**Chief's Merit Awards #82 and #342***COMMUNITY INVOLVEMENT****DETROIT POLICE DEPARTMENT***Board of Ethics**Sports Sanction Committee (Chairman)**Legislative Committee (member)***PORT HURON***Title III Emergency Planning Committee, St. Clair County***MILWAUKEE***Milwaukee Metropolitan Drug Enforcement Group**City of Milwaukee Quality Performance Task Force**City of Milwaukee "Hang Tough" Task Force on Drug Prevention**City of Milwaukee Juvenile Crime Task Force*

- 3 -

COMMUNITY-CIVIC INVOLVEMENTS

New Detroit, Inc. Substance Abuse
New Detroit Latin Caucus (Crime Committee)
Detroit Substance Abuse Advisory Council
Agency for Substance Abuse Services in Detroit (Mayoral appointment)
New Detroit Hispanic Leadership Council (member)
Detroit West Side Optimist Club
Board of Directors, Western Y.M.C.A.
Board of Directors, LaCasa (substance abuse center)
Board of Directors, United Way (Domestic Assault Rape Elimination Services)
Board of Directors, Boys and Girls Club of Milwaukee
Chairman, Advisory Committee, Holton Youth Center, Milwaukee
Board of Directors, Police Athletic League, Milwaukee
Chairman, Detroit Archdiocese Catholic Service Appeal, 1986

PROFESSIONAL ASSOCIATIONS

Member, International Chiefs of Police Association
Major Cities Chiefs Association
Detroit Police Lieutenants and Sergeants Association (emeritus)
F.B.I. National Academy
Michigan Bar Association, member
American Bar Association, member
St. Clair County Bar Association, past member
Milwaukee Hispanic Chamber of Commerce
Wisconsin Chiefs of Police Association
Milwaukee County Law Enforcement Executives Association
Hispanic American Command Police Officers Association
Wisconsin Police Executive Group
National Organization of Black Law Enforcement Officers (NOBLE)

INTERAGENCY ACTIVITY

Conducted evaluation study of Department of Safety, Wayne State University, 1988
Participated in promotional assessment centers for: New Orleans Police Department, 1984 for rank of sergeant; Miami, Dade County Police Department, 1985 for the rank of Captain; St. Clair County Sheriff's Department for the rank of Lieutenant

MISCELLANEOUS

Numerous lectures presented to civic groups, bar associations and police groups.
Adjunct Professor, Marquette University and Milwaukee Area Technical Colleges
Subjects: Criminology and Police Sciences

10/18/96 16:57

GREENSBORO POLICE ADMINISTRATION - 912026380673

NO.033 P002

**SYLVESTER DAUGHTRY
CHIEF OF POLICE
GREENSBORO POLICE DEPARTMENT**

Sylvester Daughtry, Jr. served as the Chief of Police for the Greensboro, North Carolina Police Department. He began his career in November, 1968, rising through the ranks to become Chief of Police in January, 1987.

Chief Daughtry directs the Greensboro Police Department, a full-service law enforcement agency of 461 sworn law enforcement officers and 131 non-sworn employees. The Department serves the City of Greensboro, a municipality of 108 square miles and a population of 200,000.

Chief Daughtry earned a bachelor's degree in history from North Carolina A&T State University, Greensboro, North Carolina in 1973. He is also a graduate of the Southern Police Institute's Administrative Officers Course, University of Louisville, Louisville, Kentucky; the FBI National Academy, Quantico, Virginia; the 18th session of the FBI National Executive Institute; and the Municipal Administration Course, Institute of Government, University of North Carolina, Chapel Hill, North Carolina.

Chief Daughtry is an active member in the North Carolina Association of Chiefs of Police, North Carolina Police Executives Association, North State Law Enforcement Officers Association, Police Executives Research Forum (PERF), the National Organization of Black Law Enforcement Executives (NOBLE) and the International Association of Chiefs of Police (IACP).

Chief Daughtry served as President of the International Association of Chiefs of Police during 1993/94. The IACP is the world's largest professional law enforcement executive organization with approximately 15,000 members.

In 1995, Chief Daughtry was elected as Chairman of the Commission for Accreditation of Law Enforcement Agencies, Inc., which encourages agency excellence through adherence to strict professional standards.

Chief Daughtry served on the President's Commission for Model State Drug Laws and on the Governor's Crime Commission. He currently serves on the Commission for the Future of Justice and the Courts in North Carolina, and the Advisory Board for the Administrative Officers Management Program, North Carolina State University.

Chief Daughtry is the recipient of numerous honors and awards. Most noteworthy are the North Carolina A&T State University Alumni Association's Achievement Award for outstanding achievement and excellence in law enforcement, and the William French Smith Award presented by the United States Attorney General for outstanding contribution to cooperative law enforcement. Chief Daughtry is honored in the 1995-96 50th Edition of Who's Who In America, Law Enforcement.

Chief Daughtry is married to Millicent Clorissa Corpening Daughtry and they have two children; a son, Sean, a doctoral student at the Massachusetts Institute of Technology and a daughter, Maya, an undergraduate student at the University of North Carolina at Charlotte.

Fight Crime: Invest in Kids LAW ENFORCEMENT OFFICIALS
202-638-0690

Philip Arreola: Chief of Police, Milwaukee, WI

See attached resume.

Gilbert Gallegos, National President, Fraternal Order of Police

Gilbert Gallegos is the President of the Fraternal Order of Police, the largest law enforcement labor organization in the United States. Gallegos retired as a deputy chief of police from the Albuquerque Police Department after 25 years of service. He is a board member of the National Center for Missing and Exploited Children and the Center for Criminal Justice Studies.

R. Gil Kerlikowske: Commissioner of Police, Buffalo, NY

Commissioner Gil Kerlikowske was appointed to his position in January, 1994. Prior to that he served as Chief of Police in Fort Pierce, Florida for four years. In 1996, Commissioner Kerlikowske was elected to replace former New York City Police Commissioner William Bratton as President of the Police Executive Research Forum (PERF), whose members include police chiefs, sheriffs, and other law enforcement executives from police jurisdictions serving more than 100 million Americans.

He began his law enforcement career with the St. Petersburg police department in 1972. During his tenure he served as the commanding officer of several divisions, including Narcotics, Criminal Investigation, and Internal Affairs. He received a one year fellowship from the U.S. Department of Justice in 1985 to evaluate police procedures throughout the country.

Commissioner Kerlikowske holds a B.A. and an M.A. in criminal justice from the University of South Florida in Tampa. He is a graduate of the National Executive Institute at the F.B.I. Academy in Quantico, Virginia, and the Executive Session on Policing at the John F. Kennedy School of Government at Harvard University.

He was the 1990 recipient of the Gary Hayes national award for innovation in policing presented by the Police Executive Research Forum.

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ELMHURST PD ADMN

002/004

JOHN J. MILLNER**EXPERIENCE:**

Chief of Police
Elmhurst Police Department
Elmhurst, Illinois

March, 1972 - Present

- Rose through ranks from patrolman to Chief
- ~~Ten and one-half years as Chief of Police~~
- Staff of over 120 employees
- Annual Budget of over \$7,000,000
- Instituted numerous police and community programs

~~**Chairman, Illinois Violence to Children Task Force**~~

Elected Eight term Chairman of DuPage Metropolitan Enforcement Group (DUMEG);
a 34-community county-wide narcotic enforcement unit.

Appointed Member of the Governor's Task Force Training and Curriculum on Domestic Violence.

Steering Committee DuPage County State's Attorney's Substance Abuse Commission Co-chairing the School and Law Enforcement Subcommittee.

Chairman of Illinois Chiefs of Police Legislative Committee.

Chairman of DuPage Crime Commission Law Enforcement Committee.

Associate Secretary to Switzerland of the International Police Association; the largest police association in the world.

Vice President for Northeast Multi-Regional Training, the largest mobile training region in the State of Illinois.

Executive Board Member of Illinois Chiefs of Police Association.

Appointed Member - Illinois Family Violence Coordinating Council..

Bank Director - Community Bank of Elmhurst.

Appointed Member - State of Illinois - Legislative Committee on Juvenile Justice

Past Founding Co-chairman of Illinois Chiefs of Police Gang Committee.

Past President of DuPage Communications Executive Board (DUCOMM); the largest cooperative public safety communications organization in State of Illinois.

Past-Founding Chairman of DuPage County Advisory Commission on Gangs; a multi-disciplinary approach to intervention and suppression of gang activity.

04/11/97 12:43 630 530 3351

ELMHURST PD ADMN

003/004

JOHN J. MILLNER**Page 2**

● **Past-President of the DuPage County Chiefs of Police Association.**

Past-President of Midwest Homicide Investigators Association.

OTHER EXPERIENCE:

In the last 20 years has instructed thousands of law enforcement practitioners from around the country and for many different private law enforcement and governmental organizations, such as:

- Valencia College, Orlando, Florida
- Southern Police Institute, University of Louisville, Kentucky
- St. Paul, Minnesota, Executive Development Institute
- Indianapolis, Indiana, Police Training Academy
- Northwestern University
- Illinois Local Government Training Regions
- Rollins College, Winter Park, Florida
- and many others

Certified Master Investigative Hypnotist.

- Hypnotized over 1000 people
- Cleared many criminal cases
- Lectured on topic to wide variety of audiences in seminars and at academic institutions

Developed and instituted seminars in advanced interviewing and interrogation.

- Extensive experience in the art of interviewing and interrogation
- Considered an expert in this field by practitioners from around the country.

Licensed polygraph examiner in the State of Illinois

Adjunct faculty member at Aurora University, Aurora, Illinois

● **Teaching undergraduate as well as graduate courses**

Extensive experience in developing and conducting seminars

- Consistently achieves superior ratings in the various seminars conducted.

President, John J. Millner & Associates, Inc., specializing in management training, seminars, and consultant to law enforcement and other agencies.

Published author of training manuals and articles in professional journals.

Active in many other law enforcement and community organizations.

04/11/97 12:44

630 530 3351

ELMHURST PD ADMN

004/004

JOHN J. MILLNER**Page 3****EDUCATION:**

Master of Arts Degree
Law Enforcement Administration
Western Illinois University
McComb, Illinois

Bachelor of Arts Degree
Social Justice
Lewis University
Romeoville, Illinois

Associate of Science Degree
Police Administration
Triton College
River Grove, Illinois

Southern Police Institute's
Administrative Officer's Course
University of Louisville
Louisville, Kentucky

Technical Degree in Detection of Deception
Reld College
Chicago, Illinois

Over 1000 hours attending:

- **Law Enforcement Seminars;**
- **College Courses; and**
- **Symposiums;**

relating to various aspects of law enforcement,
communications, hypnosis, polygraph, police
science and business courses

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001b. resume	Charles Moose [Personally Identifiable Information] [partial] (1 page)	00/00/0000	b(6)

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Jennifer Klein
OA/Box Number: 13527

FOLDER TITLE:

Child Care Focus Groups

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[0015]



CITY OF
PORTLAND, OREGON
BUREAU OF POLICE

VERA KATZ, MAYOR
Charles A. Moose, Chief of Police
1111 S.W. 2nd Avenue
Portland, Oregon 97204

CHARLES A. MOOSE, Ph.D., Chief of Police

A Portland police officer since 1975, Charles Moose has experience in shaping community policing projects within the community such as the Iris Court Community Policing Project and Operation Target. He provides the city a commitment to continue the implementation of community policing and is determined to continue seeking innovative solutions to neighborhood crime problems. He is proud of his many co-workers in the Police Bureau and is convinced that by working together we can make a difference.

PROFESSIONAL CHRONOLOGY

June 1993 to present: Appointed Chief of Police June 29, 1993
1992 to 1993: Deputy Chief of Operations Branch
1991 to 1992: Captain of North Precinct
1984 to 1991: Lieutenant
1981 to 1984: Sergeant
1975 to 1981: Patrol Officer
1990 to present: Adjunct Faculty, Criminal Justice, Portland State University
1987 to present: Captain, Oregon Air National Guard

EDUCATION

Bachelor of Arts, U.S. History, University of North Carolina, Chapel Hill, N.C. 1975
Master of Public Administration, Portland State University. 1984
PhD, Urban Studies/Criminology, Portland State University. 1993
FBI National Academy, 154th Session
FBI National Executive Institute, 17th Session

PROFESSIONAL ORGANIZATIONS/COMMUNITY ACTIVITIES

National Organization of Black Law Enforcement Executives
Police Executive Research Forum, Member
American Society of Criminology
Comprehensive Options for Drug Abusers, Board of Directors
Black United Fund of Oregon, Funding Allocation Committee
Board on Public Safety Standards and Training, Board Member
Boys and Girls Club of Portland, Board of Directors
International Association of Chiefs of Police, Member
IACP Civil Rights Committee
Society of Police Futurists International
Governor's Drug and Violent Crime Policy Board
Governor's Juvenile Justice Task Force
PSU Foundation Board of Directors, Member
Chair, Regional Drug Initiative
Member, Portland Service Area Community Board

PERSONAL DATA

Date of birth: (b)(6)
Spouse: Sandra Herman-Moose

10/95

AN EQUAL OPPORTUNITY EMPLOYER

City Government Information 823-4000

TDD (for hearing and speech impaired) 823-6868

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001c. resume	Patrick Sullivan [Personally Identifiable Information] [partial] (1 page)	00/00/0000	b(6)

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FROM

[001c]

SHERIFF PATRICK J. SULLIVAN, JR.
ARAPAHOE COUNTY**5686 South Court Place**
Littleton, CO 80120-1200**PERSONAL****Born:**

(b)(6)

Family:**Married August 24, 1968 to Linda S. McCamy**
Children - Pamela, age 27 and Patrick III, age 24**MILITARY****February 1968**
- July 1969**U.S. Army Intelligence Command, Chief Counter**
Intelligence Agent for the U.S. Army Missile Command**EDUCATION****May 1965****Associate in Applied Science**
Major: Law Enforcement
Trinidad State Junior College
Trinidad, Colorado**August 1977****Bachelor of Science**
Major: Law Enforcement Administration
Minor: Personnel Management
Metropolitan State College
Denver, Colorado**Graduate work toward a Master in Public Administration at the**
University of Colorado Denver Center and the University of Virginia**EMPLOYMENT****March 1962 - September 1963**
May 1965 - February 1966**Police Officer/Dispatcher**
Littleton Police Department**February 1966 - July 1969****Active Duty - U.S. Army****July 1969 - May 1970****Patrolman, Littleton Police Department****May 1970 - November 1972****Sergeant, Patrol Division**
Littleton Police Department**November 1972 - January 1979****Lieutenant, Patrol Division Commander**
Littleton Police Department**January 1979 - July 1980****Captain, Patrol Division Commander**
Arapahoe County Sheriff's Office**August 1980 - December 1982****Captain, Investigation Division Commander**
Arapahoe County Sheriff's Office

SHERIFF PATRICK J. SULLIVAN, JR.
ARAPAHOE COUNTY

Page 2

EMPLOYMENT (continued)

January 1983 - June 1983	Undersheriff, Chief of Operations Arapahoe County Sheriff's Office
June 1983 - January 1985	Appointed Sheriff of Arapahoe County
January 1985 - January 1987	Elected Sheriff of Arapahoe County (unopposed)
January 1987 to January 1991	Re-elected Sheriff of Arapahoe County (unopposed)
January 1991 to January 1995	Re-elected Sheriff of Arapahoe County (unopposed)
January 1995 to Present	Re-elected Sheriff of Arapahoe County

TRAINING

F.B.I. National Academy, Graduate, 1977
 National Sheriffs' Institute, Graduate, 1983
 Juvenile Officers' Institute, University of Minnesota, 1985
 Intergovernmental Management Seminar, University of Denver, 1976
 Supervision of Police Personnel, Northwestern University, 1971
 Civil Emergency Management Course, California Specialized Training Institute, 1976
 Special Tactical Firearms Course (SWAT), F.B.I. Academy, 1974
 Special Weapons and Tactics Course, Los Angeles Police Department, 1975
 Forensic Science Seminar, Colorado Law Enforcement Training Academy, 1977
 Management of the Search Function, National Park Service, 1978
 Emergency Medical Technician, Aurora Presbyterian Hospital, 1980
 Hazardous Materials Transportation Technical Course, 1982
 Management of the Criminal Investigation Function, National Sheriff's Association, 1982
 Fleet Management Course, International Association of Chiefs of Police, 1980
 Numerous other short courses and seminars

PROFESSIONAL ACTIVITIES

Arapahoe County Hazardous Materials Authority Board: Chairman
 Arapahoe County Emergency Planning Committee (SARA Title III): Chairman
 Arapahoe County Emergency Telephone Service Authority Board: Past Chairman
 Arapahoe County Justice Center Site Selection Committee
 Arapahoe County Justice Center Project Team
 American Society of Industrial Security - Denver Mile-Hi Chapter
 Colorado Association of Chiefs of Police, Inc.
 Colorado Crime Information Center: Policy Advisory Board, Past Chairman
 County Sheriffs of Colorado, Inc.: Past President; Past Chairman, Legislative Committee;
 Chairman, Victim Assistance Committee
 Colorado Bureau of Investigation: Search Committee for Director, Chairman
 Denver Regional Council of Governments: Diagnostic Unit Siting Committee

FROM :

SHERIFF PATRICK J. SULLIVAN, JR.
ARAPAHOE COUNTY

Page 3

PROFESSIONAL ACTIVITIES (continued)

Governor Roy Romer's Cabinet Selection Committee for position of Executive Director.

Department of Corrections: Member

National Sheriffs' Association: Board of Directors, Member of Executive Committee; Uniform Crime Reporting/NCIC Committee. Past Chairman; Urban County Sheriffs' Group, Past Chairman; Legislative Committee, Chairman

National Organization for Victim Assistance: Law Enforcement Committee, Past Chairman

National Law Enforcement Policy Center Board, Bureau of Justice Assistance, U.S. Department of Justice, Washington, D.C.: Past Member

U.S. Attorney's Law Enforcement Coordinating Committee

Uniform Crime Reporting Policy Advisory Board, Federal Bureau of Investigation, Department of Justice, Washington, D.C.: Past Vice Chairman

National Institute of Justice National Forum: Participant, Corrections and the Private Sector, Washington, D.C. 1985

National Institute of Mental Health Colloquium: Judge. The Aftermath of Crime - A Mental Health Crisis, Washington, D.C., 1985

U.S. House of Representatives: Consultant, Sub Committee on Crime, Committee on Judiciary

U.S. House of Representatives: Consultant, Sub Committee on Trade, Committee on Ways and Means

International Association of Chiefs of Police: Legislative Committee, Member

Commission on Accreditation for Law Enforcement Agencies: Commissioner

Community Policing Consortium, U.S. Department of Justice: Advisory Committee, Member

National Law Enforcement Technology Center, U.S. Department of Justice: Advisory Council, Corrections and Detention Committee, Chairman

National Commission on Crime Control and Prevention: Member, 1995

PUBLICATIONS

"Accreditation, The Sheriff's Gem", The National Sheriff, February-March, 1989, pp. 36-38.

"Drug Legalization "NO" The National Sheriff, February-March, 1990, pp. 13-18.

RECOGNITIONS

"Resolution of Commendation", March 1989, Aurora City Council

"Citation of Heroism", April 1989, V.F.W. Post 9644, Ft. Logan, CO

"Award of Excellence", May 1989, George Washington Lodge No. 161, A.F. & A.M.

"Outstanding Community Service Award", May, 1989, Metropolitan State College Alumni Association

"Medal of Valor", June 1989, Arapahoe County Sheriff's Office

"Leadership Honor", June 1989, Arapahoe County Bar Association

"1989 Citizen of the Year", South Suburban Board of Realtors

"Man of the Decade", 1989, Littleton Sentinel Independent Newspaper

One of the 10 "Outstanding Men of the Decade", Littleton Times Newspaper

FROM :

SHERIFF PATRICK J. SULLIVAN, JR.
ARAPAHOE COUNTY

Page 4

COMMUNITY ACTIVITIES

Littleton Breakfast Optimist Club
Vice Chairman, Board of Directors, Arapahoe Rescue Patrol Inc.
Chairman, Post Committee, Explorer Scouting Post #25 (ACSO Cadet Program)
Board of Directors, Arapahoe Task Force on Alcohol Problems, Inc.
Arapahoe County Community Corrections Board
Arapahoe County Placement Alternatives Commission, Department of Social Services

PROFESSIONAL ACHIEVEMENTS

In July of 1988 the Arapahoe County Sheriff's Office became the 11th sheriff's office and only the 79th law enforcement agency to be nationally accredited under the 908 professional standards as established by the Commission on Accreditation for Law Enforcement Agencies, Inc. In Colorado, the Arapahoe County Sheriff's Office is the first sheriff's office and the fourth law enforcement agency to achieve this national recognition. Arapahoe County Sheriff's Office has been subsequently reaccredited.

In November 1989, the Arapahoe County Sheriff's Office Detention Division Medical Section received the Certificate of Accreditation by the National Commission on Correctional Health Care. Arapahoe County Sheriff's Office has been subsequently reaccredited.

In January 1991 the Arapahoe County Sheriff's Office Detention Division received Accreditation Certificates on its two detention facilities by the Commission on Accreditation for Corrections and the American Correctional Association. Arapahoe County Sheriff's Office has been subsequently reaccredited.

In June 1993 the Arapahoe County Sheriff's Office was one of only nine sheriffs' offices in the country to receive the prestigious Triple Crown Award recognizing simultaneous accreditation by the Commission on Accreditation for Law Enforcement Agencies, the Commission on Accreditation for Corrections, and the National Commission on Correctional Health Care.

THE WHITE HOUSE
WASHINGTON

July 3, 1997

This is the
correspondence for
Ron Lally who you
were going to call
re: White Conf. 2

J. Ronald Lally, Ed. D.
Director
Center for Child & Family Studies
WestEd
180 Harbor Drive, Suite 112
Sausalito, CA 94965-2845

Dear Mr. Lally:

Thank you very much for your thoughtful letter and for sharing your ideas with us on the White House Conference on Child Care. Thank you also for the copy of your video, "In Our Hands," and the additional materials.

We regret that you were not able to join our recent discussion, but are grateful for your ideas and offer of continued assistance. I understand that you will be in town shortly to participate in the Child Care Bureau's Conference. Unfortunately, I will be out of town at that time; however, my colleague, Jennifer Klein, Special Assistant to the President for Domestic Policy, will contact you shortly to see if there is a mutually convenient time to meet to discuss the White House Conference.

We look forward to working with you in the coming months.

Sincerely yours,



Nicole Rabner
Associate Director for Domestic Policy

cc: Jennifer Klein

June 19, 1997

Ms. Nicole Rabner
Office of the First Lady
The White House
Washington, D.C. 20502

Dear Ms. Rabner:

I'm sorry that I can't participate in planning meeting for The White House Conference on Childcare tomorrow. In fact it's impossible for me to make any of the three dates in June.

As you know I'm particularly concerned about the weaknesses of infant/toddler care in the United States. In April I sent to your office 2 copies of the video "In Our Hands". With the help of a grant from the Ford Foundation that video and accompanying documentation has been sent to the Governors of all the states and also to thousands of key policy makers nationwide. It makes a few key points about possible damage and necessary components of care that might be helpful to you in the planning process.

I'm particularly concerned about the infancy period because there is so little quality training in the United States and often the type of training has been inappropriate because it's a watered down version of pre-school care. I would like you to consider as an agenda item for the conference, a focus on the need for special training for the care of infants. We need to help people understand that infant care isn't babysitting or pre-school care but a special kind of care where the establishment of intimate connections with a few people over an extended period of time is the basis for healthy intellectual and emotional development. We need to help people see that the quality of infant care has an impact on the formation of a child's first sense of self (i.e. learning ability, aggressive inclinations etc.)

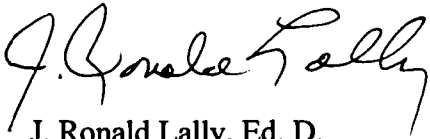
As you probably know we are currently putting trainers from all of the Early Head Start sites through two solid weeks of training in the "Program for Infant/Toddler Caregivers" to assist them in upgrading the level of infant/ toddler care at the local level. We are also doing this with key trainers in the states of California, Illinois, Minnesota, North Dakota, and South Dakota. It is my experience that extended efforts in training, supervision and mentoring are desperately needed.

I'm attaching to this letter a couple of documents illustrating my concerns and another copy of our video "In Our Hands" and it's accompanying booklet which addresses some of the content issues that I would think need to be addressed at the conference.

I am very eager to participate in planning in any way I can. I'll be in Washington D.C. on July 14 to give a keynote address at the National Child Care Bureau Conference and will be there through the 16th doing some work at Zero to Three. At that time I could participate in any planning conversations that you might think appropriate.

Please feel free to call on me at my office. I'm looking forward to this conference. I have been quite impressed by the impact that the brain development I attended in April has had on the nations attention to young children. I hope that this conference will have at least equal impact.

Sincerely,

A handwritten signature in cursive script, reading "J. Ronald Lally".

J. Ronald Lally, Ed. D.

Director

Center for Child & Family Studies

JRL/dae

Attachment

**Women Labor Leader Invitees
for White House Child Care Conference Briefing**

Monday, September 29, 1997

4:00-5:00 pm

Crime Prevention Council Conference Room, 736 Jackson Place

<u>NAME</u>	<u>ORGANIZATION</u>	<u>DAY PHONE NO.</u>	<u>RSVP</u>
Sue Golding Carolyn Forrest, V.P.	United Automobile, Aerospace & Agricultural Implement Workers of America Intn'l Union	(313) 926-5269	no
Carolyn Jacobsen	Bakery, Confectionary, & Tobacco Workers, Intn'l Union	(301) 933-8600	yes
Lela Foreman	Communications Workers of America	(202) 434-1128	yes
Royetta K. Sanford	International Brotherhood of Electrical Workers	(202) 728-6204	(jury duty)
Patricia Scarcelli	United Food & Commercial Workers International Union	(202) 223-3111 X1545	no
Kitty Peddicord	American Federation of Government Employees	(202) 639-6417	yes
Carol Carlson	Hotel Employees & Restaurant Employees International	(218) 728-6861	no
Gloria Johnson	IUE and Coalition of Labor Union Women	(202) 785-7209	yes
Candice Main Rush	National Association of Letter Carriers	(202) 393-4695	yes
Cheryl Eastburn	Machinists	(301) 967-4750	yes
Anna Padia	The Newspaper Guild	(301) 585-2990	yes
Judy Beard	American Postal Workers Union	(202) 842-4225	yes

Delores Gorczyca	Int'l Fed. of Prof. and Tech. Engineers	(908) 866-0427	yes
Mary Moore	Steelworkers Union	(412) 562-2497	yes
Cathy Collette Carolyn York	American Federation of State, County & Municipal Employees	(202) 429-5098	yes
Carolyn Lauer	Service Employees International Union	(202) 898-3200	yes
Barbara Van Blake	American Federation of Teachers	(202) 879-4434	yes
Maria Elva Maldonado	International Brotherhood of Teamsters	(202) 624-8117	yes
Ann Hoffman	Union of Needletrades, Industrial & Textile Employees	(202) 347-7417/0734	no
Heather Hauke	Coalition of Labor Union Women	(202) 296-1200	no
Netzy Firestein	Labor Project for Working Families	(510) 643-6814	no
Karen Nussbaum	AFL-CIO	(202)637-5000	yes
Arlene Holt	AFL/CIO	(202) 637-5180	
Claudia Wayne or Marcy Whitbrook	Nat'l Center for Early Childhood Workforce	(202) 737-7700	
Jane Danowitz	National Education Association	(202) 822-7337	
Joanna Regan	Bricklayers	(202)783-3788	
Evelyn Dubrow	UNITE!	(202) 347-7417	yes

Ida Castro	Women's Bureau, Dept. of Labor	(202) 219-6611	yes
------------	--------------------------------	----------------	-----

Joan Lombardi	HHS Child Care Bureau	(202) 629-0257	yes
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i:\laborlis.wpd

Jen -
Thanks. I was confused
about who got copies and
who got originals. Here
are your copies
Thanks

65480 — Su



August 13, 1997

The President
The White House
Washington, D.C. 20500

Dear Mr. President:

I am writing to you in response to your announcement of the White House Conference on Child Care to be held on October 23, 1997. As President and Chief Executive Officer of LifeWork Strategies, Inc., the Washington-Baltimore region's leading provider of employer-sponsored child care consultation and referral services, I am keenly aware of the importance of this conference.

Since 1990, LifeWork Strategies, Inc., has helped employers in Washington, D.C., Maryland and Virginia build more productive workforces through work-life balance initiatives. We have counseled thousands of working parents on child care options and taught them how to be good child care consumers so that they can focus on their work. Our community development work has turned employer investments of almost one million dollars into vastly improved child care for several thousand children across the region. 150 child care center staff completed two days of interactive training on conflict resolution activities for children. The supply of trained regulated family child care providers in Loudoun County, Virginia, increased in one year by 50%. Almost 300 teachers and providers attended a full day of training on caring for infants and toddlers.

Through my work with LifeWork Strategies and elsewhere, I have been closely involved with the issues of child care and foster care for the last 15 years and have served in the following capacities: family child care provider, parent counselor, counselor trainer, child care planner, and business consultant. I continue to advise employers on family-supportive workplaces and their impact on productivity and profit and have written related articles in the *Work & Family Coalition Quarterly*, published by the Metropolitan Washington Council of Governments, and *Small Business News*. In addition to providing extensive project management work for the American Business Collaboration, I currently sit on the Board of Directors of the Metropolitan Washington Work/Life Coalition and the Advisory Board of the new national monthly, *Work/Life Today*, published by the National Institute of Business Management.

I would like to participate in this conference and know that I have much to contribute to a new vision for child care. I look forward to hearing from you. Thank you in advance for your consideration.

Sincerely,

Jacqueline J. Smith
President

Enclosure

JACQUELINE J. SMITH
5210 Russett Road
Rockville, Maryland 20853
(301) 460-3448

EXPERIENCE

LifeWork Strategies, Inc., Rockville, MD

President and Chief Executive Officer, August 1990 - present

- ▶ Established the region's leading provider of employer-sponsored child care consultation and referral services.
- ▶ Provide extensive project management work for the American Business Collaboration (ABC).
- ▶ Led major expansion including an office relocation, procurement of information technology systems, development of detailed regional database of 15,000+ regulated child care programs and providers.
- ▶ Provide training and supervision to a staff of eighteen.
- ▶ Opened and continue to operate a satellite office for W/FD at the World Bank in Washington, D.C., providing local management and staff for in-person consultations and group programs for the 10,000+ employees from more than 100 countries.
- ▶ Launched Baltimore region service through expansion of staff and databases.
- ▶ Assisted W/FD with the development of new models of service delivery.

Summary of organizational achievements: After three years became one of W/FD's top volume and top quality affiliates, attaining highest level of customer satisfaction from first quarter of service to W/FD clients. Recognized for quality of worksite seminars.

Metropolitan Washington Council of Governments (COG), Washington, D.C.

Senior Human Services Planner, September 1989 - June 1990

Child Care Program Assistant (pt), November 1988 - September 1989

Child Care Referral Specialist (pt), December 1987 - November 1988

As head of the child care and foster care programs for the association of local governments, operated employer-sponsored referral service and staffed COG's Child Care Network, a public-private partnership on child care. Responsibilities included managing contracts and subcontracts, supervising staff, developing and presenting worksite seminars and speeches, and coordinating monthly employer roundtables.

Child Care Connection, Inc., Rockville, MD

Child Care Referral Specialist (pt), October 1986 - December 1987

Counseled parents on child care options and coordinated a recruitment and training program for family child care providers to care for school-age children.

Action Surveys, Inc., Rockville, MD

Personnel Trainer (pt), October 1985 - October 1986

Instructed new personnel in telephone interview skills such as appropriate voice, presence, and speech.

North Country Community College, Saranac Lake, New York

Paul Smith's College, Paul Smiths, New York

Sociology Instructor (pt), 1981 - 1985

Taught Rural Sociology, Urban Sociology, Social Problems, and Introductory Sociology; yearbook and student academic advisor.

Director of Student Activities (pt), 1980 - 1981 and 1976 - 1977

Planned and produced social and cultural activities for students.

Associate Director of Housing (pt), 1977 - 1979

Live-in residence director and personal counselor for female students. Led trainings for resident assistants and orientation sessions for new students. Wrote orientation handbook for incoming students.

Family Child Care Provider (pt), 1982 - 1985 and 1979 - 1980

Provided child care in my home for infants, preschoolers, and school-age children.

Town of Brighton, New York

Director of Senior Citizens (pt), 1978 - 1979

Organized senior citizen activities, wrote successful grant proposal for acquisition of vehicle for senior use.

EDUCATION

1985 **Master of Arts in Educational Studies, State University of New York at Plattsburgh.**

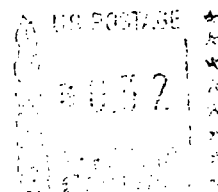
1975-1976 **Graduate study in Sociology, University of North Carolina at Chapel Hill.**

1975 **Bachelor of Arts in Sociology, University of Massachusetts at Amherst. Graduated magna cum laude in three years.**

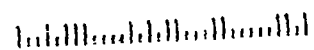


LIFEWORX
STRATEGIES, INC.

710 EAST GUDE DRIVE, SUITE A
ROCKVILLE, MD 20850



The President
The White House
Washington, D.C. 20500



AGLIM
From nobody@www1.whitehouse.gov Fri Aug 1 15:52:02 1997
Date: Fri, 01 Aug 1997 15:46:17 -0400
From: "Dr. Robert Gundling" <rgundlin@northstar.csiu.k12.pa.us>
Subject: Inbound-White_House_WWW_MAIL => PRESIDENT
Apparently-to: president@WhiteHouse.GOV
To: president@WhiteHouse.GOV
Errors-to: The Postmaster <postmaster@www1.whitehouse.gov>
Reply-to: "Dr. Robert Gundling" <rgundlin@northstar.csiu.k12.pa.us>
Message-id: <199708011946.PAA02180@www1.whitehouse.gov>

Comments: This message scanned by SCAN version 0.1 jms/960226

[Connection Information]

CLIENT: lwby-69ppp185.epix.net[199.224.69.185]
BROWSER: Mozilla/2.02E-KIT (Win16; U)
URL: http://www.whitehouse.gov/WH/Mail/html/Mail_President.html

[Sender Information]

PERSONAL-NAME: Dr. Robert Gundling
EMAIL-ADDRESS: rgundlin@northstar.csiu.k12.pa.us
ORGANIZATION:
RELATIONSHIP:
STREET-ADDRESS: 4266C SOCIETY PARK COURT
CITY: HARRISBURG
STATE-PROVINCE: PA
ZIP-CODE: 17109
COUNTRY:

[Message Information]

PURPOSE: Express congratulations, thanks, or condolences
TOPIC: Education
AFFILIATION: Professional
SUBJECT: WHITE HOUSE CONFERENCE ON CHILD CARE

[Message]

Congratulations and thank you President and Mrs. Clinton for recognizing the importance of quality child care. I wonder if the White House Conference on Child Care might be expanded to include Early Childhood Education. As an Early Childhood Educator, I am interested in knowing the process to determine who is invited to this important and exciting conference. Obviously, it would be an honor and of interest to me to be among those attending the conference.

Again, thank you so much for supporting young children, their families and early childhood educators.

8/11/97
AG
From: nobody@www1.whitehouse.gov Mon Aug 11 14:58:37 1997
Date: Mon, 11 Aug 1997 14:52:29 -0400
From: "Ann G. Munz" <amunz@pstcc.cc.tn.us>
Subject: Inbound-White_House_WWW_MAIL => PRESIDENT
Apparently-to: president@WhiteHouse.GOV
To: president@WhiteHouse.GOV
Errors-to: The Postmaster <postmaster@www1.whitehouse.gov>
Reply-to: "Ann G. Munz" <amunz@pstcc.cc.tn.us>
Message-id: <199708111852.OAA22696@www1.whitehouse.gov>

Comments: This message scanned by SCAN version 0.1 jms/960226

[Connection Information]

CLIENT: 198.146.195.217[198.146.195.217]
BROWSER: Mozilla/3.01 (Win95; I)
URL: http://www.whitehouse.gov/WH/Mail/html/Mail_President.html

[Sender Information]

PERSONAL-NAME: Ann G. Munz
EMAIL-ADDRESS: amunz@pstcc.cc.tn.us
ORGANIZATION:
RELATIONSHIP:
STREET-ADDRESS: P.O. Box 22990
CITY: Knoxville
STATE-PROVINCE: TN
ZIP-CODE: 37933-0990
COUNTRY: USA

[Message Information]

PURPOSE: Other
TOPIC: Jobs
AFFILIATION: Professional
SUBJECT: CONCERN REGARDING PAY FOR CHILD CARE WORKERS

[Message]

Until we in America ascribe importance to the profession of caring for children we will not have excellent childcare for all children. I am extremely concerned that we spend more on food for our pets than on education and care of our children. We need massive education of our citizens to advocate for comprehensive understanding of needs of children in order to improve the care they provide for them. Childcare workers are among the least educated and the lowest paid in our country. There is little effort to change this reality. We need worker standards for this profession the same as in manufacturing/engineering,etc. This serious problem needs

more than passive attention. I applaud your efforts in behalf of children and hope this conference will address the need to upgrade standards and pay for childcare workers.



NACCRRA

National Association of Child Care
Resource and Referral Agencies

June 17, 1997

The President and Mrs. Clinton
The White House
1700 Pennsylvania Avenue
Washington, DC 20500

Dear Mr. President and Mrs. Clinton:

On behalf of NACCRRA and Child Care Aware, a partnership of leading nonprofit organizations, we applaud your efforts to bring national attention to child care through a White House conference. Child care and early education are a part of daily life for millions of American families with children. Obtaining stable, high-quality child care will be critical to the success of parents leaving the welfare rolls to enter the workforce, and it will be a key factor in the health and well-being of their children. Clearly, child care issues also affect companies and even government agencies whose employees cannot be productive without the help of child care they can rely on.

We would like to suggest a cooperative effort between your administration and Child Care Aware to initiate a national Child Care Professional's Day, to be announced in conjunction with your upcoming White House conference on child care. When we presented the idea to Joan Lombardi, associate commissioner of the Child Care Bureau, she encouraged us to write to you immediately. We urge you and your administration to take the lead in launching this special day. Working with Child Care Aware to launch a day in honor of professional child care providers will be an opportunity for you to continue building your legacy of commitment to America's children.

Why create an annual Child Care Professional's Day?

- The role of child care professionals in our children's early development cannot be underestimated. As Americans learned from the April 17 White House Conference on Early Childhood Development and Learning, early care has decisive and long-lasting effects on how children develop socially and academically, and how they cope with stress.
- A solid partnership between parents and child care professionals is essential to the quality of child care. Child Care Professional's Day will help parents understand and appreciate the role of child care professionals, thereby strengthening this important partnership.
- Professionalism—that is, training in early child development and education—is linked to the quality of care that our children receive. Studies in the field show conclusively that children do better in programs run by trained, licensed and accredited child care professionals.
- Without loving, trained child care professionals, millions of parents would not be able to work and be productive, or complete their education. The availability of trained professionals to care for our children cannot be separated from the state of our nation's economy or from the success of welfare reform.

1319 F Street, NW • Ste 810 • Washington, DC 20004-1106
Tel: (202) 393-5501 Fax: (202) 393-1109

Child Care Professional's Day
Page 2

- Child Care Professional's Day provides opportunities to showcase skilled, nurturing providers and quality child care settings so that parents will know what to look for when choosing child care.
- Recognizing caregivers motivates them to stay in a field where demand vastly exceeds the supply and where pay can be less than rewarding. Child Care Professional's Day, therefore, will help ensure continuity of care, which is important to proper development in a child's early years.
- Child Care Professional's Day will energize more nurturing, capable people to become child care professionals as welfare reform increases the need throughout the country.

Mr. President, we sincerely believe that you, Mrs. Clinton and your entire administration can build on a legacy of commitment to families by leading the launch of a Child Care Professional's Day. The partners of Child Care Aware in this venture include the National Association of Child Care Resource and Referral Agencies, Child Care Action Campaign, Families and Work Institute, the National Association for Family Child Care, and the National Association for the Education of Young Children.

Most importantly, Child Care Aware has identified a number of corporate and media partners who share our vision of quality child care for all American families. To date, we have partnership commitments from General Mills, maker of Cheerios and other nutritious food brands, the General Mills Foundation, and Scholastic, the world's largest educational publisher. We anticipate that other partners will join this effort, as well.

While Child Care Professional's Day is still in the conceptual stage, we envision a launch that might include the following activities, and we would welcome your input:

- The day would be established by Executive Order during the White House conference on child care.
- The day would occur annually on the last Friday in April, when most children are settled into their child care programs and when no other holiday occurs.
- To help generate publicity for the Executive Order, General Mills will sponsor a Cheerios breakfast on the South Lawn for local area child care providers, children and parents on the morning of the White House conference.
- Child Care Aware will present you and Mrs. Clinton with an award in recognition of your ongoing commitment to the future of America's children.
- We would invite you to make an address focusing on the value of child care professionals who are trained in early childhood development. (Please note: Child Care Aware is a nonprofit initiative funded by corporate contributions and foundation grants. We do not sell or administer child care training programs and have no financial interest in any program.)

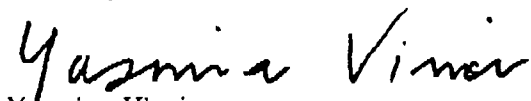
Following the White House conference, we will promote Child Care Professional's Day through the media, as well as on Cheerios boxes and in child care programs and schools. We also are planning a series of local community events throughout the country to prepare for the day.

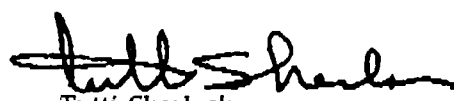
Mr. President and Mrs. Clinton, we believe that you and your administration will see value in developing a national Child Care Professional's Day to recognize exceptional child care providers. Along with programs to support children and their parents, Child Care Professional's Day completes your well-conceived effort to make sure that every child in America starts out right, with the quality care they need to grow into happy, healthy and productive citizens.

As you read this letter, the Child Care Bureau is gathering support for your plans for the White House conference on child care. Child Care Aware is offering to bring our corporate and media partners together to launch Child Care Professional's Day in conjunction with the conference. Can we count on you and Mrs. Clinton to lead the launch of this important day?

We appreciate your considering this suggestion. Again, we applaud your efforts to ensure the best possible care for each and every one of America's children.

Sincerely,


Yasmina Vinci
Director, National Association of
Child Care Resource and Referral Agencies


Tutti Sherlock
Board Chair
Child Care Aware

cc: Ms. Donna Shalala, Secretary, U.S. Department of Health and Human Services
Ms. Joan Lombardi, Associate Commissioner, Child Care Bureau

Background Note:

As the consumer education arm of America's network of over 550 child care resource and referral programs, Child Care Aware worked with the Child Care Bureau to design a consumer education leadership forum earlier this year. We also recently completed a manuscript for publication by the Department of Health and Human Services detailing the successes of grass roots consumer education programs initiated and funded by Child Care Aware.

Catalogue of Child Care Conference Information

Jennifer Klein

Donna M. Klein
Director
Work/Life Programs
Marriott International
Marriott Drive
Washington, DC 20058
*letter

Rhea F. Starr
Child Care Advocate
YWCA of the USA
624 9th Street, NW
Washington, DC 20001
*letter and packet

Sheryl Dicker
Executive Director
Permanent Judicial Commission on Justice for Children
c/o Pace University School of Law
78 North Broadway
White Plains, New York 10603
*letter and binder of info

Nancy Thompson
The Annenberg/ CPB Project
901 E Street, NW
Washington, DC 20004
*letter

Joyce E. Butler
395 Rochambeau Avenue
Providence, Rhode Island 02906
*letter

Karen A. Cowles
Communications Consortium Media Center
1200 New York Avenue, NW
Suite 300
Washington, DC 20005-1754
*letter and report

Kerby T. Alvy, Ph.D.
Executive Director
Center for the Improvement of Child Caring
11331 Ventura Blvd., Suite 103
Studio City, California 91604
*letter and packet

Ruby Takanishi
President
Foundation for Child Development
345 East 46 Street
New York, NY 10017-3562
*letter

Mildred M. Winter
Executive Director
Parents as Teachers National Center, Inc.
10176 Corporate Square Drive, Suite 230
St. Louis, Missouri 63132
*letter

Yasmina Vinci
Executive Director, NACCRRRA
1319 F Street, NW, Suite 810
Washington, DC 20004-1106
*letter and packet

Tutti Sherlock
Board Chair, Child Care Aware
1319 F Street, NW, Suite 810
Washington, DC 20004-1106
*letter and packet

Giovanna Stark
Executive Director
Child Development Policy Advisory Committee
915 Capitol Mall, Room 336
Sacramento, CA 95814
*letter and report

Angela Crowley
Co-Chair, Child Care Special Interest Group
Yale University School of Nursing
100 Church Street South
PO Box 9740
New Haven, CT 06536-0740
*letter

Kristy Liles
Publicis Public Relations
3500 Maple Avenue
Dallas, TX 75219
*letter and packet

Augusta Souza Kappner
President
The Bank Street College of Education
610 West 112th St.
New York, NY 10025-1120
*letter and packet

Janet L. Mascia
Senior Evaluator
U.S. General Accounting Office
441 G Street, NW
Washington, DC 20548
*letter and seven reports

Carrie Wofford
200 Constitution Ave, NW, Room S3002
Washington, DC 20210
*Senate Hearing Info: Congressional Caucus for Women's Issues 0-3 Child Care Hearing
7/10/97

Kathleen Christensen
Program Officer
Alfred P. Sloan Foundation
630 Fifth Avenue, Suite 2550
New York, NY 10111-0242

Sharon L. Kagan
Senior Associate
The Bush Center in Child Development
310 Prospect Street
New Haven, CT 06511-2188
*letter

Donald J. Borut
Executive Director
National League of Citites
1301 Pennsylvania Avenue, NW
Washington, DC 20004
*letter, two newsletters, and one report

Jeanne Brooks-Gunn, Ph.D.
Center for Young Children and Families
Columbia University
525 West 120th Street
New York, NY 10027
*letter

Nicole Rabner
Carey Fleming
Director of Corporate Alliances
Work Life Benefits
539 Fernwood Road
Murrells Inlet, SC 29576
*letter

Roger H. Brown
Chief Executive Officer
Bright Horizons Children's Centers
One Kendall Square, Building 200
Cambridge, MA 02139
*letter

Rosemary Jordano
President
Children First Inc.
One International Place
Boston, MA 02110
*letter and packet

Dee Topol
President
The Travelers Foundation
388 Greenwich Street
New York, NY 10013
*letter

Claudia E. Wayne
National Center for the Early Childhood Work Force
733 15th Street, NW, Suite 1037
Washington, DC 20005-2112
*letter and packet

Lynn L. White
Executive Director, NCCA
1016 Rosser Street
Conyers, GA 30207
*packet and letter

Charles R. Romeo
Director, Employee Benefits
Con Agra Refrigerated Foods Companies
2000 South Batavia Avenue
Geneva, IL 60134
*letter

Anna S. Wadia
Senior Program Officer
Ms. Foundation for Women
120 Wall Street, 33rd Floor
New York, NY 10005
*letter and packet

Ellen Clippinger
President
National School-Age Care Alliance
4720 North Park
Indianapolis, IN 46205
*letter and packet

Madeline Fried
Fried & Sher, Inc.
465 Carlisle Drive
Herndon, VA 20170
*letter and book

Stacie G. Goffin
Senior Program Officer
Youth Development
Ewing Marion Kauffman Foundation
4900 Oak
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*letter

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NICHD Study of Early Child Care
Wisconsin Center for Education Research
University of Wisconsin School of Education
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*letter and packet

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*letter

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*letter and report

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Helen Blank
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Children's Defense Fund
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Harriet Meyer
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Laurie Ollhoff
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Other

Susan B. Kerr
Ronald Mc Donald House Charities
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Oak Brook, IL 60523
*packet

Jeffrey H. Cohen
Director of Corporate Development
Sylvan Learning Systems, Inc.
1000 Lancaster Street
Baltimore, MD 21202
*letter and packet

Deborah Phillips
*letter and study on The Future of Child Care

reports:

Financing Child Care in the United States: An Illustrative Catalog of Current Strategies
by the Ewing Marion Kauffman Foundation and the Pew Charitable Trust
Making Work Pay in the Child Care Industry by the National Center for the Early
Childhood Work Force
The 1997 California Child Care Portfolio

articles:

The Impact of Child Care Policies and Practices on Infant/Toddler Identity
Formation by J. Ronald Lalley
Giving Children a Strong Start: Effective Early Childhood Education Policy in the
States by Louise Stoney
Building and Maintaining an Effective Child Care/Early Education System in Your
State

other:

draft of article for Working Mother Magazine
packet from Crystal Stairs

videotapes:

Resource for Infant Educators: See How They Move
The Child Care Group: ABC World News Tonight with Peter Jennings
"Solutions" segment: Relationship-Centered Child Care

THE WHITE HOUSE
WASHINGTON

August 19, 1997

Sharon L. Kagan
Senior Associate
The Bush Center in Child Development
310 Prospect Street
New Haven, CT 06511-2188

Dear Ms. Kagan:

Thank you very much for your letter and for sharing your invaluable advice on the White House Conference on Child Care. We greatly appreciate your guidance and expertise as we continue to develop the themes and the direction of the Conference.

We look forward to working with you in the coming months as we continue to plan the conference.

Sincerely yours,



Jennifer Klein
Special Assistant to the
President for Domestic
Policy

CHILD CARE

A summary of focus groups

"This is a point in history...a critical one"

In April, the President announced that a White House Conference on Child Care would be held in the fall of 1997. In June, six focus groups were held to gather ideas to help plan the conference and overall strategy. More than 65 child care experts, representatives of national organizations, foundations and corporations participated in these discussion sessions.

Participants were asked a series of questions including:

- What was your initial reaction to the conference announcement?
- What is the most important outcome we should seek from the conference?
- What is the one thing that the Administration could do to help promote affordable, quality care?

The following is a summary of the key messages, outcomes and conference program ideas suggested by the focus group participants. Notes from each of the six sessions are also attached.

Messages about child care

"This is not a women's issue, it is a workforce issue"

"Education is a journey, but we send kids out without gas in the car"

Three or four themes emerged from the focus groups about the overall child care message.

- **Child Care is one of the central issues of our time.** In a fully employed society of the 21st Century, we must address the issue of caring for children while parents work. **Poor quality care, unreliable child care arrangements are experienced as a silent, personal crisis by many families, rather than a societal crisis.**
- We need to recast the child care issue. **Child Care is about economics and education-** it is about workforce development and child development. One participant put it this way, *"Child care is a competitive edge issue in the global market place...good child care is competitive business."* Many suggested that we build upon the brain research to advance the image of child care as crucial to school readiness and long-term academic achievement.
- **Child care is important to all families.** Child care is a universal need-not a welfare issue. Without child care the country cannot work. **A quality, affordable child care system benefits everyone.**

Outcomes

"We need a Marshall Plan for child care"

- **This must be more than a one-day conference.** It should launch both **short-term actions** to build momentum and a **long-term process** for moving child care forward, including federal policy changes and legislative commitments for **new investments.**
- **We must have a clear vision of the goal:**

"Every community should have a continuum of quality care from infancy through adolescence to meet the needs of children of working families."

- **Governors, mayors and the private sector must be challenged to help meet the goal in every State and community.** Child care is everyone's responsibility. Neither parents nor the federal government can do it alone. **Everyone should leave the conference with something specific that they can do.**
- **The federal government should set an example** by looking at the opportunities to enhance and expand child care across agencies.
- **Parents must learn to recognize quality child care and to demand it,** to create demand-side pressure for change. However, the conference must be sensitive to the fact that quality is both expensive for some parents and in short supply in many communities. Parents should not be made to feel terrified or guilty about the arrangements that they can provide for their children.
- The most critical issue is how we can finance a high quality, affordable accessible system for all children who need it. **A long term plan must be established to finance the full cost of quality** so that families can afford good care and child care providers do not have to subsidize the cost of quality through low wages. As one participant put it, *"Let's finally wrestle the finance bear to the ground."*

General Conference Program Ideas

- **Nontraditional allies with new resources should be invited,** rather than the usual child care constituency. As one participant put it, "The conference will accomplish nothing if it merely preaches to the converted." Participants should include civic leaders, educators, law enforcement, health professionals, religious leaders and the business community. Parents should be included in the presentations. *"Child care is everyone's business and everyone must own it."*
- **The conference should be made accessible to the general public with viewing throughout the country.** The conference needs to reach a broad audience of parents and providers, as well as targeting a private sector audience. There should be satellite hook-up all across the country.
- **The conference should emphasize strengths and solutions,** but should avoid advancing very specific models that may be difficult to replicate due to expense or varying community circumstances. Models should be used where they point to universal principles that are essential for a successful child care system anywhere.

White House Conference Focus Group
June 18, 1997

Participants:

Helen Blank, Children's Defense Fund
Jeannie Brooks-Gunn, Columbia University
Ellen Clippinger, National School Age Care Alliance
Lynn Kagan, Yale University
Tonlee Rich?, National Head Start Association
Claudia Wayne, National Center for the Early Childhood Workforce
Janet Wise, National Indian Child Care Association

First Thoughts Upon Hearing of the Conference:

- "This better be more than an event."
- This is a good opportunity for the nation to think systemically and consider the infrastructure required to support quality
- This should have a durable impact. It is a "kickoff" of something larger and not an end in itself.

Message Recommendations:

- The current lack of high quality, affordable, accessible care is a societal problem; it is not an individual consumer problem. Parents are not alone in their struggles with their child care arrangements.
- Early care and education occur at every moment in a child's life. Although not every child is in a child care setting every child receives care. Every person has a stake in all of the children of the society and the care that is given them.
- Frame the initiative/challenge/expenditures as a "Downpayment on America's Future," which encompasses the idea that spending money, time, and effort on children early has positive outcomes for the country later.
- Child care is not just a problem for poor people. People of all income levels struggle with child care arrangements.
- Quality matters. Quality has an impact on both short-term and long-term outcomes for children.
- Quality child care is synonymous with quality early care and education.
- Providing quality child care is a professional skill. America must value the work of caregivers and pay them a

living wage. Quality cannot be ensured until we reach this goal.

- Resources are required to bridge the gap between what parents are able to pay and the full cost of providing quality child care.
- Child care encompasses the need for care from birth through adolescence. "It's not just preschool."
- High quality, reliable child care arrangements improve the productivity of parents in the workforce, while investing in the development of the workforce of the future.
- American children have a right to a safe and healthy environment.

Strategy Recommendations:

- Make this a White House/Presidential acknowledgment of a major societal problem upon which he intends to launch a vision for the future and extensive plan of action. [Participant cited the recent race initiative as example.]
- Assemble the best minds to envision the universal, integrated early care and education system that our nation should have twenty years from now. It should include diversified funding streams and delivery systems.
- Have the President "show good faith" with an immediate action (such as more Federal dollars) and challenge the Governors to do likewise (see below), while announcing an initiative to examine and address the larger issues with a larger, long-term focus (e.g. a Commission).
- Have the President issue a challenge to the Nation's Governors to address this issue with resources and 10 year strategic plans. Have a few Governors "buy in" early and announce their commitments at the conference. Also enlist tribal leaders and mayors. [Noted tie to the National Education Goal #1.]
- Follow the one-day White House conference featuring the President and First Lady with a think tank conference to more fully hash out the issues.
- Provide satellite downlinks for people to watch around the nation, followed by local, on-site panels to further address the issues. [Participants cited "WH Brain Conference" example.]
- Maximize media coverage. Time it to coincide with an event that will garner more media coverage (i.e. Back-to-School, Thanksgiving's family focus, another announcement or event).
- Use regional conferences throughout the country to follow up on the WH conference.

- Pilot a completely comprehensive model that would install all of the pieces that have been proven to work into one community or State.

Conference Program Recommendations:

- Do not focus on models. There is no comprehensive American model that addresses all parts of the need. Large initiatives, like statewide or citywide commitments of resources should be cited, but they should be presented in the context of a larger vision. [NC, IL, and Kansas City were mentioned. International models were mentioned.]
- Focus on caregivers. The conference should address training (tied to compensation), wages and benefits, turnover, and professional recognition. Recognize that all of these elements are linked: trained entrants into the profession often leave quickly because there are few wage and benefit incentives to remaining in the child care field. This cycle makes it difficult to build a skilled, stable, professional workforce.
- Include a panel with a center-based provider, a home provider, a relative provider, etc. and ask them to speak about their experiences.
- Build credibility with parents by focusing on their needs and including them in the program (e.g., on a panel or in dialogue with caregivers and employers). Strong parent involvement is necessary to have buy-in and the commitment of resources from multiple sectors of society.
- Focus on helping parents understand the elements of quality (e.g. through parent education, consumer education, and peer mentoring). Help parents feel ownership of their child care arrangements, learn to partner with caregivers, and learn to pursue high expectations of caregivers and settings.
- Include employers and the business community, but recognize that most working women are employed by small employers who do not have the resources to provide on-site child care. Be flexible and avoid a "one size fits all" approach for business participation. Encourage them to advocate for child care resources with their local, State, and Federal governments. Encourage them to think strategically about how child care impacts them and how they can contribute to improvement.
- Explore the connection between child care and the global economy.
- Emphasize that child care is a community problem that requires active community participation to address.

Recognize, however, that every community is different and have different levels of resources to address the problem.

- Focus on the importance of regulations and standards. Participant noted that we expect barbers to be licensed, but millions of children are in unregulated child care.

Concerns:

- Several participants expressed concern over the narrow connotations attached to the term "child care." They wanted a broader term that encompassed child development, early care and education, the inclusion of children with disabilities, cultural diversity issues, and a recognition of care needs from infancy through adolescence.
- Do not terrify parents and families about the current poor quality of many child care settings or the unavailability of quality, affordable care.
- Do not make parents feel guilty about the kind of care that they are currently able to provide for their children. Emphasize that this is a systemic breakdown, not a personal failure.
- Some of the ambivalence around child care is rooted in societal ambivalence about mothers in the workforce. We need to be careful about the message that may be sent (or perceived to have been sent) about this issue.
- Some Welfare to Work initiatives are eroding the value of caregiving as a profession by implying that anyone can do child care and that it requires no special skills or training.
- Some States are allowing TANF dollars to be spent on child care without standards, which removes part of the incentive for providers to be licensed and puts some providers in financial jeopardy because parents are choosing cheaper, unregulated care.

**White House Conference Focus Group
June 20, 1997**

Participants:

Ellen Galinsky, Families and Work Institute
Melinda Green, Child Care Connection, Trenton, NJ
Barbara Kamara, District of Columbia Dept. of Human Services
Roberta Malavenda, Save the Children
Carole Porterman, Detroit CCCC
Nancy Sconyers, National Association of Child Advocates
Tutti Sherlock, Minnesota Resource & Referral Network
Gail Solit, Gallaudet University Child Development Center
Barbara Willer, NAEYC
Alice Walker-Duff, Crystal Stairs, Los Angeles, CA

First Thoughts Upon Hearing of the Conference:

- "They can't really be serious-this Fall! It's about time."
- Curious about target audience and outcomes.
- "Wouldn't it be wonderful if the highest level of government embraced child care?"

Message Recommendations:

- Educated consumers are needed to help drive quality.
- Parents must understand the importance of their choices.
- We must respect the diversity of families.
- Accessible, affordable, quality child care is vital to economic stability and long-term productivity.
- Our current subsidy system is not even meeting the need to fund the poor quality system that we currently have, let alone the quality system that we should aspire to.
- Avoid any messages that seem to imply that government should "take over raising kids."

Strategy Recommendations:

- Develop new funding streams. Although the public sector must do more, it cannot realistically do everything. Use Presidential leadership, tax credits, collective financing strategies, and incentives, to get more people to the table with resources.
- Make the event a launching pad for action with a major Presidential initiative around resources and quality.
- Use the event to build the political will for money and quality.

- Follow a Renaissance Weekend type of format to foster creative thinking. Avoid simply bringing together the standard group of child care constituents who already regularly speak with and "lecture" one another.
- Establish community child care mobilization and planning money for local organization. Model it on the Empowerment Zones.
- Have every Cabinet agency examine its programs' interaction with child care.
- Launch a task force on financing with a Presidential commitment to follow-up on recommendations.
- Institute a Marshall Plan for child care.
- Disseminate widely on videotape the parts of the program that are relevant to parents to be used in Head Start, child care consumer ed, and parent ed programs.
- Consider expanding the CCDF, because it provides a strong, pre-existing legislative framework with a streamlined approach to child care.
- Build on the wave of devolution to the States to challenge and inspire the governors and mayors to sign on. Stress intergovernmental linkages.
- Get more quality money to the States, because the quality set-aside was reduced in CCDF.
- Parallel the need for and future development of early childhood education with universal public education. Note that some participants felt that this was a real danger politically and doesn't resonate with parents when tested in focus groups.
- Have a webpage in conjunction with the conference.
- Issue an Executive Order to institute National Child Care Professional Recognition Day. One participant expressed that parents have often requested a provider recognition day. Another expressed concern that it might simply be a token day.
- Have breakfast on the WH lawn for parents and providers.
- Build on the brain conference with a second round of media attention and local implementation and awareness work.

Conference Program Recommendations:

- Build a strong foundation with a clearly articulated Presidential vision.
- Bring people together to figure out how to generate the \$100 billion that we need for child care.
- Use a two-pronged approach: one part for parents, one part for policy makers.

- Take exceptional care about HOW we talk to parents. Use language that reflects the way that they think and talk about child care (cited brain conference, Child Care Aware focus groups.)
- Focus on resources. Even if parents have adequate consumer ed information about quality, they cannot purchase it if it is not affordable and the resources are not available.
- Use parents' voices. They are often ahead of the field in "militance and dissatisfaction with the child care status quo." They also describe quality most eloquently.
- Highlight principles from around the country. Look for pockets of excellence.
- Avoid small, narrow models that might be bound in a particular community's circumstance.
- Celebrate and promote community-based solutions. Don't advocate a one approach which may not fit all communities' needs.
- Focus on building a number of child care constituencies. Don't simply rely on the private sector.
- Focus on the early childhood workforce issues, including training tied to compensation, wage issues, benefit issues.
- Be mindful of the full range of providers, including family child care and Head Start.
- Look at the issue from the perspective of children, families, providers, business, and communities and examine how the needs are similar or different.
- Address the huge infant need.
- Ground content, recommendation, and actions in the context of data and information.
- Focus on accreditation to build and recognize quality. Think about national standards.
- Address racism and gender issues in child care. Have presenters and invitees who represent the diversity of people affected by child care. Consider language issues and the need for the program to be culturally sensitive to a variety of groups.
- Highlight the Federal government as a model employer on child care issues.

Concerns:

- "If you say the word 'quality' to policymakers, their eyes glaze over."
- The fact that child care programs have been administered by human services agencies, rather than education agencies, has reinforced the idea that child care is just for poor people.

- Be careful about addressing affordability issues, mindful of the fact that TANF and working families with low-incomes compete for the limited resources.

**White House Conference Focus Group
June 23, 1997**

Participants:

Joyce Butler, National Child Care Association
Deborah Eaton, National Association for Family Child Care
Abbey Griffin, Zero to Three
Janice Gurney, American Academy of Pediatrics
Bruce Hershfield, Child Welfare League of America
Charlene Mohamed (for Billie Young)
Evelyn Moore, National Black Child Development Institute
Billie Osbourne-Fears, Starting Point for Child Care & Early Education
Carol Phillips, National Council on Early Childhood Professional Recognition
Julie Quaid, Confederated Tribes of the Warm Springs Reservation
Susan Russell, Day Care Services Association, NC
Michelle Seligson, School Age Child Care Project, Wellesley
Heather Weiss, Harvard Family Research Project

First Thoughts Upon Hearing About the Conference:

- "This should be about quality, not quantity"
- What will be achieved? There had better be an outcome.
- We need to generate "a clearer idea of what child care is and how it fits into the American landscape."
- We should change the nature of the discourse on child care by looking at it from the child's point of view.
- Hope it is more substance and not a few flashy models that will not be able to play out in other communities, because of different community characteristics.
- "It's about time. We can't do it alone. We have nothing to deal with training and supply in a real way."

Message Recommendations:

- Public investment in children needs to start earlier.
- Child care and early education are synonymous.
- Child Care is an investment with great returns in both the short and the long-run.
- Child care is about self-sufficiency and taking care of yourself and your family.
- The working poor are left out of the system.
- Parents should not feel guilty about child care. People should be able to feel good about working.
- Child care supports families' and parents' role in child development.

- The current healthy economy is a rationale for why we can make this is a good time to make an investment in capacity building. The healthy economy also can be cited for driving child care demand, by virtue of high employment rates.
- If we decide as a Nation that every able-bodied person must work, we must consider who will mind the children. If we don't we will pay for it in the child abuse and neglect system, the foster care system, and the juvenile justice system.

Strategy Recommendations:

- Parlay the conference into more than a one day event.
- Use technology to create a real-time broadcast. (See CNN's "Talk Back Live.")
- Don't preach to the converted. Address the whole population, including people without children. Engage parents who haven't yet gotten the message and bring in business leaders and State and local public officials who haven't yet embraced a child care agenda.
- Establish a commission to push the agenda on a powerful level.
- Introduce a specific legislative package. Use a "disaster relief" approach in the short run, in conjunction with a long-term strategic plan, including legislation and outcome measures.
- A legislative package might include: training scholarships; links to higher education; recommended voluntary health, safety, and quality standards; incentive money to build capacity via grants or loans; revision of the Dependent Care Tax Credit with expansion and refundability. Build in different funding streams include funds and incentives to parents, businesses, and providers.
- Examine current regulations and funding guidelines in the housing and community development arenas to remove barriers to using those funds for community child care.
- Use the bully pulpit to market the message and raise the dialogue through town hall meetings, hearings, etc., on the State and local levels.
- Open a high quality child care center with comprehensive services in the most economically depressed neighborhood in America and call it the "President's Child Care Center."

Conference Program Recommendations:

- Put child care in the context of the larger economy of women, families, work, and welfare reform, so it no longer conjures up babysitting in people's minds.

- Place this in the historical context of the WH decennial conferences on children.
- Include the both the economic and child development aspects of child care.
- Link provider education and training to compensation. Keep quality linked to supply; push for good child care, not just more child care.
- Focus on the most critical things to be done, because there are so many dimensions to the current child care situation.
- Focus on building infrastructure. There is inadequate infrastructure to support the current inadequate supply, much less to grow the system, improve the quality, or accommodate increased need from welfare reform.
- Highlight the most important infrastructure issues which are the development of human and financial resources. Look at the Making the Most of Out-of-School Time Initiative (MOST) for insight into how communities can build infrastructure.
- Approach the issue from a strengths perspective. Balance current issues and concerns with historical context and successful models, and the strengths of the profession.
- Do not highlight models without a broad-based frame of vision that can be expressed as legislation and a sense of movement toward a larger goal.
- Push toward universal child care in America, to unify us and produce a broader base of care. Until we do, resources will remain in jeopardy. Another participant expressed concern about the political unfeasibility of a "universal" focus.
- Don't leave parents hanging with no follow-up. After the brain conference, parents were eager to seek advice and follow-up, but too few mechanisms existed for it.

Concerns:

- Supply issues are more critical than ever. As people come off of welfare, the competition between the lower income people and the working poor for child care resources is going to intensify. When people leave welfare and join the working poor, will they lose the ability to pay for quality child care?
- Quality disparities may come to a head between people with very low incomes and the working class. As Head Start institutes performance measures and Early Head Start, there is not enough quality in the child care system to supply the working poor and wrap around Early Head Start.
- Some participants expressed concern that any attempt to establish national performance standards would lead to the demise of a legislative package or major strategic plan.

**White House Conference Focus Group
June 25, 1997**

Participants:

Randy Botnick, Benton Foundation
Kathleen Christenson, Alfred P. Sloan Foundation
Deanna Gombey, David and Lucille Packard Foundation
Mary Larner, David and Lucille Packard Foundation
Michael Levine, Carnegie Corporation of New York
Luba Lynch, A.L. Mailman Family Foundation
Marge Petrusca, The Howard Heinz Endowment
Linda Rich, Pew Charitable Trusts
Pam Stevens, Dewitt-Wallace, Reader's Digest Fund
Ruby Takanashi, Foundation for Child Development
Dee Topol, Traveler's Foundation

First Thoughts Upon Hearing of the Conference:

- "Send me the money. If a program could be initiated to bring the needed resources, that would be the top priority. We need to help families pay for quality, rather than have the Early childhood workers subsidize it. [This is the] one main thing that has escaped us as funders. We have put a lot of money on the table together, but it hasn't reached the core problem."
- "Great opportunity to get the point across that quality matters and there is going to be an economic imperative because of welfare reform."
- "This is bigger than a women's issue. It's a workforce issue."
- "It's the money, stupid."

Message Recommendations:

- The President should lay out the following facts for the American people: Women are going to work. Millions of children and adolescents have no care and supervision. We must do something about the situation.
- We must do a number of things simultaneously to address workforce development, child development, and current workforce needs.
- It is a travesty that, while our economy requires two parents to work to support a family, we haven't taken responsibility for the healthy care and development of working people's children.
- Working people are the most disadvantaged in the system.
- The difference between success and failure in community

experiments has been the availability of adequate resources. Subsidy alone will not beget quality unless an infrastructure is in place to support quality.

Strategy Recommendations:

- Bring more broadly-based constituents to the table than the traditional child care constituents. Give air time to the nontraditional players.
- Recognize that it is critical that the efforts be bipartisan. Enlist both Democratic and Republican governors, many of whom are already doing extraordinary things.
- Introduce legislation to shift the Federal, State, and local funding to realign the current funding structure so that costs are shared between 10-20% private, 10-20% parents fees, business contribution. Currently, too much is paid by parents and subsidized by child care workers via their low wages.
- Assemble the best economic and public policy minds to address the following question honestly: "Where do we get the money that child care workers currently subsidize?"
- Encourage systems reform and structural change so that communities can institute coalition-building and integrated systems. Provide planning money and use community leaders to let communities take charge and drive designs to increase quality and supply.
- Spark public private partnerships that focus on three or four primary aspects of quality.
- Launch a national campaign like the teenage pregnancy prevention campaign.
- Launch a BIG IDEA like the New Deal or the War on Poverty. Don't get so lost in details that the thread of the big picture is lost.
- Establish a commission funded with blended public and private resources. One participant suggested that the research has been and is being done already and should be assembled BEFORE the conference and analyzed before or during the conference, in lieu of a commission to perform this function afterwards. Another participant expressed that commission recommendations are often not implemented, due to changing political climates and/or administrations.
- Advocate two or three big strategies like universally funded Head Start, universal pre-K education with wrap-around child care, and the mobilization of the business community.
- Analyze the entire picture of Federal child care support, including tax credits, and determine to whom the money is flowing for what purposes. Determine if the results reflect

strong priorities and most appropriate distribution of Federal funds.

- Build a quality infrastructure by linking with welfare to work initiatives, the National Service movement, workforce development programs, and higher education.
- Examine Federal regulations to determine how they can be tightened to support quality. Link funding to quality standards. Several participants, though, expressed concern about national standards, and suggested using the private early childhood organizations to promulgate standards.

Conference Program Recommendations:

- Broaden the message to include pre-adolescents and adolescents who are spending more and more time unsupervised. Demographics will lead to a large cohort of adolescents in the near future.
- Focus on the economics of child care, like increased productivity and workforce development. One California county cost out the economic benefits of child care to the community and they were equal to the largest agricultural crops in the county.
- Validate the issue and take it out of the realm of the "soft issues." In the brain conference this was done by lending the import of scientists. Consider business representatives, economists, scientists, and parents.
- Focus on the outcomes of poor supervision and care.
- Talk about quality in a way that does not employ too much professional jargon.
- Focus on the plight of the child care worker and the degree to which early childhood is valued (or undervalued) as a profession. Discuss the women's business aspect of child care (e.g., microlending and microenterprise).
- Combat the perception that child care is only about poor children and families. The public perception is that child care only has to do with a small portion of the population.
- Explore the intersection between child care and Head Start.
- Explore the intersection between child care and family leave.

Concerns:

- It may be too difficult to send one coherent message if we focus on two vulnerable populations at once: young children and youths. One participant proposed that it deal specifically with younger children. Another participant responded that infancy through adolescence should be viewed as a continuum.

White House Focus Group
June 27, 1997

Participants:

Margaret Browning, Mentor Graphics
Ted Childs, IBM
Michael Day, Bright Horizons
Madeline Fried, Fried & Sher
Dana Friedman, Corporate Family Solutions
Rosemary Jordano, Children First, Inc.
Chris Kjeldsen, Johnson and Johnson
Donna Klein, Marriott International
Mary Kay Leonard, Work Family Institute
Barbara Reisman, Schumann Fund
Charles Romeo, Con Agra

First Thoughts Upon Hearing about the Conference:

- This could be an important next step after the brain conference to "do something serious in this country about child development and parent education."
- Need to have a bold initiative on public policy.
- Are we ready for this after 30 years of talking about it? Can we air our dirty laundry in public? Can we build the public will to do what we need to do?
- What we've been doing and how we have been talking about it has not worked. How can we position the issue differently?

Message Recommendations:

- The President could build on his message of two more years of post-secondary ed, by emphasizing two more years of education before children enter elementary school.
- We must get the schools ready for the child and the child ready for the schools. Education is a journey and setting the child out on the journey without good early care and education is like trying to start without gas in the car.
- We must resolve to move toward a national system of affordable child care for the masses. However, a national system does not equal a national delivery system.
- It is unacceptable for an American child to come to Kindergarten not ready to learn. This is a war and we're going to win it.
- "Good child care is competitive business." We must view this as a part of America's competitive spirit and a

necessity to give us the competitive edge in the global marketplace.

- One of our country's fundamental principles is that we must educate our people to have an informed, responsible citizens in our democracy, yet we fail to build on our principles when we neglect the education of children from infancy.
- Child care is not babysitting. All providers, from relatives to center-based providers, are teachers.

Strategy Recommendations:

- Establish a process out in the field to prepare for the conference by running focus groups all over the country, lining up partners in communities, etc.
- Position the President as the "Working Family President" and link this initiative with the Family and Medical Leave Act, EITC, etc.
- Work with the Cabinet Secretaries (Daley, Shalala, and Hermann were mentioned) as a group to act on the cross-cutting issues around work, family, and child care. Have them lead the way by streamlining Federal child care activities and setting an example for the private sector.
- Use the Presidential bully pulpit to maximal effectiveness by building public will to support related legislation.
- Focus on employers, large, small, and ambivalent. Recognize that they fall on a continuum with regard to how far they have addressed the child care (work/family) agenda. Don't just focus on the employers who are already partners.
- Use CEO's who were in child care as children to deliver the message. Dollars tend to follow business leaders.
- Focus on funding. Don't be shy to talk about funding as an issue.
- Establish a child care investment fund, using the administrative skill and investment knowledge of the private sector. Make it a public/private partnership possibly through matching of community investments.
- Encourage business leaders to integrate their current programs into a multilateral approach to the work/family/child care issues. For instance, have the priorities of the corporate foundation in line with the employee initiatives in the human resource area and family-focused public relations campaigns.
- Leverage off of K-12 involvement and support programs already underway in the corporate sector. Incorporate child care into the various programs like "Adopt-A-School" programs.

- Have a concrete product that comes out of the conference.
- Provide earmarked student loans for early childhood education and training. Provide loan abatement or lower interest rate incentives to those who remain in the field 3-4 years.
- Maximize the use of our infrastructure by mandating that school buildings remain open full day/full year. Provide state and local governments with strategies to finance the extra hours (e.g., allowing community groups to use the space.)
- Change the perception of providers by recognizing leading teachers in the field, especially young teachers, to showcase quality and change the professional image.
- Link every other Presidential initiative to young children and working families.

Conference Program Recommendations:

- Link early childhood to K-12 education agenda.
- Focus on how to build a more cohesive system with partners in a variety of sectors.
- Explore ways to recruit and retain good people in the field. It gets harder every year to attract talented people and harder to retain them.
- Focus on child care as a continuum from infancy through adolescence.

Concerns:

- If you preach to the converted, you will accomplish nothing.
- The private sector models that are currently underway are primarily for families that can afford to pay. The private sector needs better strategies for dealing with low-wage workers.
- The military model does not work in the private sector because it relies too heavily on universal subsidy and lacks the element of competition that is central to the private employer.
- When linking with other systems, be aware that many delivery systems, especially school systems, are ineffective with families because they fail to understand cultural/linguistic diversity.
- Don't advocate a one-size-fits-all approach. Some communities may have strong school/educational systems on which to build, while others have a strong network of community-based organizations.

- Be aware of the potential to increase tension between those who can afford to pay and those who cannot.

**White House Conference Focus Group
June 30, 1997**

Participants:

Larry Aber, National Center for Children in Poverty
Judy Appelbaum, National Women's Law Center
Doug Baird, Associated Day Care, Boston
Barbara Bowman, Erikson Institute
John Brooks, YMCA of the USA
Barbara Clinton, Vanderbilt Center for Health Services
Angela Crowley, Nat'l Assoc. of Pediatric Nurse Associates & Practitioners
Jerlean Daniel, Univ. of Pittsburgh & NAEYC
Elaine Ferish, Parents United for Child Care
Nancy Kolben, Child Care, Inc., New York
Anne Mitchell, Early Childhood Policy Research
Patty Siegel, Calif. Child Care Resources & Referral Network
Sandra Skolnik, Maryland Committee for Children
Rhea Starr, YWCA of the USA
Bernice Weissbourd, Family Focus and Family Resource Center
Lynn White, National Child Care Association

First Thoughts Upon Hearing About the Conference:

- " How do we go from dialogue to action?"
- " An opportunity will be missed if it is just a conference. There must be a strong follow-on plan."
- " Will he include school-aged children?"
- " How will he sell it to the country?"
- " This is a point in a long history, but a critical one."

Message Recommendations:

- Working families in America use child care every day. But what do they currently have access to and how do we build to meet their needs?
- "The strength of the current system is diversity. The weakness of the current system is how ad hoc it is."
- Access to quality is a national priority.
- Child care is not just of concern to the child care community. It is everyone's concern.
- Child care is a piece of the bridge to the twenty-first century.
- Partnerships are necessary to get the job done. There must be solutions on various scales.

Strategy Recommendations:

- Use the following frame: The President and First Lady articulate a vision of good child care across America. List the essential elements that are required to fulfill the vision. Emphasize that there is a lot of work to do and give people direction on the first steps. Check up on progress periodically.
- Obtain pledges and commitments (perhaps in advance) and then track and follow-up to ensure that they are carried out, like with the volunteer summit. Force accountability.
- Use child care as one mechanism through which the President can accomplish his other literacy and education goals.
- Launch a commission to investigate financing and ask the large companies to ante up into a huge public/private investment fund. The President must put money on the table, but use it to leverage other funds.
- Spawn similar conferences on a State and local scale with Governors and their spouses and local leaders.
- Place the exorbitant cost of quality child care in the context of the cost of higher education, to which people already relate.
- Foster the support of the middle class.

Conference Program Recommendations:

- Confront the issue of resources, which is central and lacking. The child care system that we talk about is expensive and we shouldn't pretend that it is not, however it saves money in the long run. Without a solid infrastructure and a 10 or 20 year roadmap, we won't get there.
- Cost out a real, comprehensive, quality system. If you had accurately predicted for people five years ago the level of the current new investment, they would have been happy, but now they feel it is still inadequate, because we lack an understanding of the actual scope of the need and a sense of what is required to address it.
- Make the connection to working families, especially the working poor, and portray child care as a crucial element in keeping parent(s) in the labor force.
- Focus on the silent customer in child care, which is the employer of the parent. Recognize that corporations' understanding of and efforts to address the child care situation fall along a continuum. Do not neglect small employers.

- Bring in the governors, mayors, business leaders, school leaders, and others to sell child care to different constituencies in the country. Have police chiefs sell it to police chiefs, superintendents to superintendents, etc.. Include unlikely allies like the labor unions, religious organizations, medical professionals, law enforcement, and the banking and finance industries. People will notice the messengers and what they represent.
- Give people focused recommendations for action and homework, so that they know what they are supposed to do the day after the conference.
- Have children speak about their experiences in child care settings of varying quality.
- Consider the delivery system very broadly. No matter where children are cared for, from relative care to center-based care, quality care in the first decade of a child's life is crucial to development.
- Connect the conference to the brain research to better demonstrate why early investment in children is important.
- Help parents understand what quality child care is from infancy through school-age.
- Have working parents speak for themselves. Highlight diverse parents and have them describe what they need from employers, from schools, etc.
- Give participants pre-work to do before they attend the conference. Each participant should investigate the state of child care in his or her community.
- Highlight child care as a system with an infrastructure and infrastructure needs, like facility and staff development.
- Ask: What policies can we have to ensure that all eligible children get good care?
- Include children's health, parents' health, and parental support.
- Use data to make the point.
- Avoid highlighting models that may not be transferable to other settings. Highlight only things which have the potential to be universal- not a cookie cutter, but a blueprint.

Concerns:

- Be aware of the frustration that is building from rehashing the same problems over and over again. Rather than exacerbate the frustration, highlight potential solutions.

Rough Ideas for Consideration -- Fall Early Education and Child Care Conference

The fall White House conference on child care affords a strong opportunity for the President and First Lady to build off of the strong momentum created by the April Conference on Early Childhood Development. Several possibilities for announcing new initiatives or ideas for further discussion follow.

- I. Establish a National Campaign to promote quality early education and child care modeled after the National Teen Pregnancy Campaign. The Campaign might be chaired by a prominent American and appoint a board of directors from pivotal sectors (government, media, business, church, parents, community). The campaign's purpose would be to:
 - Stimulate and coordinate public education efforts led by groups such as the Advertising Council, media leaders, such as Rob Reiner and Rosie O'Donnell, early childhood media organizations;
 - Establish a "Best Practices" Panel to focus on new industry standards and to concentrate on workforce development (perhaps created by a national board patterned after the National Board of Professional Teaching Standards);
 - Expand parent partnerships in early education programs in communities, perhaps through a new parent councils initiative modeled after The National PTA's Preschool PTA's;
 - Commission Financing Work to Look at making high-quality education and family leave much more broadly available;
- II. Design a Comprehensive Legislative Initiative. The key components might include:
 - Establishment of An Early Education/Healthy Brain Development Leverage Fund (including contributions from federal, state, and local government, the private sector, and from parents). The purpose of the fund would be to promote a focus at the community and state levels on a more coherent and effective system of early education

services and supports. For illustrative purposes, such a leverage fund would emphasize;

- Building Child Care Supply (using the existing funds available through the Child Care Fund and some necessary enhancements but also connecting state/community-wide planning to other sources of supply-building funding available through HUD, CDBG, and CRA, as well as incentives possible in Empowerment Zones/Enterprise Communities.

III. The Fund would emphasize quality by offering opportunities for states and communities for:

- Expanding Training and Work Force Development (looking to Higher Education Act as a source for new incentives for early educators, setting incentives to use new welfare to work funding, as well as maintaining an ongoing connection to Corporation for National Service);
- Promoting Parent Support through connections made to Even Start, Family Support, and America Reads! funding);
- Providing benefits and professional recognition for early education providers (through loan incentives and scholarship funds made available in Higher Education Act and in state legislation, through innovative use of Medicaid funding to cover health benefits of child care providers and through development of a national professional standards board, to promote career development and better pay).

The leverage fund would be administered by a state, county or city-wide non-profit organization, with designated membership representing key sectors. The national campaign would work with a business and industry council to raise \$50 million per year to help capitalize the fund, using the North Carolina Smart Start effort as a model.



Laura Emmett

06/27/97 03:17:04 PM

Record Type: Record

To: See the distribution list at the bottom of this message

cc:

Subject: FOCUS Group #5

The 5th Focus Group Mtg. will take place today in room 472 at 4:00. This group will be corporate child care contacts.

Attendees

Margaret Browning, Mentor Graphics

Ted Childs, IBM

Madeline Fried, Fried & Scher

Dana Friedman, Corporate Family Solutions

Rosemary Jordano, Children First, Inc.

Chris Kjeldsen, Johnson & Johnson

Donna Klein, Marriott International

Charles Romeo, ConAgra Refrigerated Foods

Mary Kay Leonard, Work Family Directions

Barbara Reisman, Schuman Fund of New Jersey

Michael Day

Message Sent To:

Cynthia A. Rice/OPD/EOP
Nicole R. Rabner/WHO/EOP
Jennifer L. Klein/OPD/EOP
Robin Leeds/WHO/EOP
Cheryl M. Carter/WHO/EOP
Katharine Button/WHO/EOP



Laura Emmett

06/25/97 02:23:01 PM

Record Type: Record

To: See the distribution list at the bottom of this message

cc:

Subject: FOCUS Group # 4

Focus Group # 4 will meet today in room **476** at **4:00**. This meeting is with the **Child Care Foundation Contacts**. The following will attend:

Michael Levine, Carnegie Corporation of New York
Ruby Takanashi, Foundation for Child Development
Dee Topel, Traveler's Foundation
Luba Lynch, A.L. Mailman Family Foundation
Margaret Petruska, The Howard Heinz Endowment
Mary Larner, David & Lucille Packard Foundation
Kathleen Christensen, Alfred P. Sloan Foundation
Randi Botnik,
Deanna Gomby, David & Lucille Packard Foundation
Pam Stevens, DeWitt Wallace- Readers Digest Fund
Linda Rich, Pew Charitable Trusts

Message Sent To:

Elena Kagan/OPD/EOP
Jennifer L. Klein/OPD/EOP
Nicole R. Rabner/WHO/EOP
Katharine Button/WHO/EOP
Cheryl M. Carter/WHO/EOP
Robin Leeds/WHO/EOP



Laura Emmett

06/23/97 02:42:57 PM

Record Type: Record

To: See the distribution list at the bottom of this message

cc:

Subject: FOCUS Group # 3

The following people will be at the 3:00 FOCUS group #3 in room 472

Attendees:

Evelyn Moore, National Black Child Development Institute
Bruce Hershfield, Child Welfare League of America
Billie Osbourne-Fears, Starting Point for Child care & Early Education
Carol Brunson-Phillips, Council for Early Childhood Professional Recognition
Deborah Eaton, National Association for Family Child Care
Heather Weiss, Harvard Family Research Project
Susan Russell, Day Care Services Association
Julie Quaid, Confederated Tribes of the Warm Springs Reservation
Charlene Muhammad, Metropolitan Consortium for Early Headstart
Joyce Butler, USA Childcare
Abby Griffin
Michelle Seligson
Janice Guerney

Message Sent To:

Nicole R. Rabner/WHO/EOP
Jennifer L. Klein/OPD/EOP
Elena Kagan/OPD/EOP
Cheryl M. Carter/WHO/EOP
Katharine Button/WHO/EOP



Laura Emmett

06/23/97 02:42:57 PM

Record Type: Record

To: See the distribution list at the bottom of this message

cc:

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Janice Guerney

Message Sent To:

Nicole R. Rabner/WHO/EOP
Jennifer L. Klein/OPD/EOP
Elena Kagan/OPD/EOP
Cheryl M. Carter/WHO/EOP
Katharine Button/WHO/EOP

Child Care Focus Group Questions

- 1) What is the most important outcome we should seek from the conference?
- 2) What is the biggest barrier to affordable, quality child care for all Americans?
- 3) What are the most innovative child care practices currently underway?
- 4) What is the one thing that the President could do to help promote affordable, quality child care?



Laura Emmett

06/19/97 05:56:50 PM

Record Type: Record

To: See the distribution list at the bottom of this message

cc:

Subject: FOCUS Group # 2

Tomorrow's Focus Group will be at 4:00 in room 472 OEOB.

Attendees

Barbara Willer, National Association for the Education of Young Children

Melinda Green, The Child Care Connection

Tutti Sherlock, Minnesota R & R Network

Nancy Sconyers, National Association of Child Advocates

Ellen Galinsky, Families and Work Institute

Roberta Malavenda, Save the Children Child Care Support Program

Carol Quarterman, The Family Place

Barbara Ferguson Kamara, DC Dept. of Human Services, Office of Early Childhood Development

Gail Solit, Gallaudet University Child Development Center

Alice Walker-Duff, Crystal Stairs

Gordon Ambach, National Center for Children in Poverty, Columbia University School of Public Health

Call me if you have any other questions.

Message Sent To:

Cheryl M. Carter/WHO/EOP
cynthiarice @ thinline.com @ inet
Nicole R. Rabner/WHO/EOP
Jennifer L. Klein/OPD/EOP
Elena Kagan/OPD/EOP
Katharine Button/WHO/EOP



Laura Emmett

06/17/97 05:32:52 PM

Record Type: Record

To: Jennifer L. Klein/OPD/EOP, Nicole R. Rabner/WHO/EOP, Elena Kagan/OPD/EOP, Cynthia A. Rice/OPD/EOP

cc:

Subject: Focus Group #1

Wednesday, June 18 4:00 pm rm 476 OEOB

Gordon Ambach, Council of Chief State School Officers

Helen Blank, Children's Defense Fund

Claudia Wayne, National Center for the Early Childhood Workforce

Jeanne Brooks-Gunn, National Center for Children in Poverty, Columbia University

Janet Wise, National Indian Child Care Association

Sharon Lynn Kagan, Bush Center for Child Development in Social Policy, Yale University

Ellen Clippinger, National School Age Care Alliance

Townley Hritz, National Headstart Association

Joan Lombardi- HHS

Moniquin Huggins- HHS

Shannon Rudisill- HHS