

Making a difference in your child's life.

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

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

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

The following steps will help your child soar.

Establish routines.

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

Encourage exploration and play.

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

Discipline, don't punish.

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

Each child is unique.

Children grow and learn at different rates.

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

Choose quality child care and stay involved.

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

Love your child. It makes a difference.

Simple steps to help your child soar.



Building Bright Beginnings

Indiana / Am Your Child Coalition

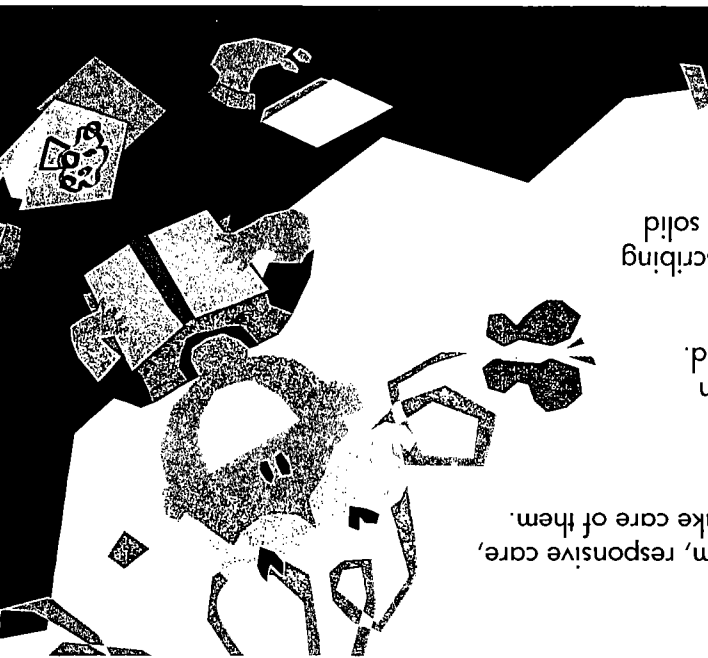
402 West Washington Street
Room W-461
Indianapolis, IN 46207
Family Health Helpline
1-800-433-0746



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

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

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



Making a difference in your child's life.

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

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

Birth to age three are critical years in your child's development. The following steps will help your child soar.

Establish routines.

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

Encourage exploration and play.

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

Discipline, don't punish.

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

Each child is unique.

Children grow and learn at different rates.

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

Choose quality child care and stay involved.

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

Love your child. It makes a difference.



Simple steps to help your child soar.



Building Bright Beginnings

Indiana I Am Your Child Coalition

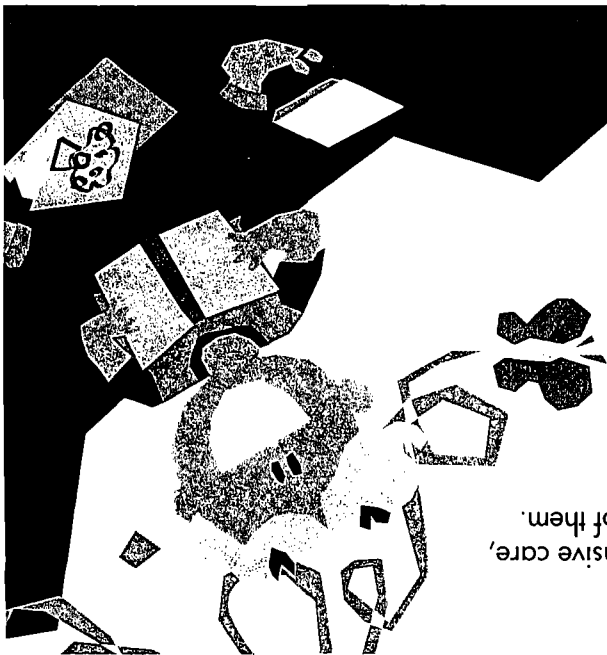
402 West Washington Street
Room W-461
Indianapolis, IN 46207
Family Health Helpline
1-800-433-0746



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

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

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



Who are the contact persons and how can they be reached?

Names: Donna Hogle
(317) 233-6837 - Phone
Dhogle@fssa.state.in.us -E-mail

Tanasha Anders
(317) 233-4451 - Phone
Tanders@fssa.state.in.us-E-mail

Address: Indiana Family & Social Services Administration
Executive Office, Room W461
402 West Washington Street, P.O. Box 7083
Indianapolis, IN 46207-7083

Fax: (317) 233-4693

Call Carlis
Williams

Promoting Healthy Early Childhood Development

State: Indiana

Name of Initiative: Building Bright Beginnings

What problem or issue does the initiative address?

This initiative strives to improve the healthy development of Indiana's youngest citizens (prenatal to age 4). Through education, public policy, service delivery and research, Indiana will improve the condition of children by promoting responsible parenting, providing quality child care, providing accessible and affordable health care, and mobilizing community resources.

Who administers the initiative?

The Indiana Family and Social Services Administration (FSSA) serves as the convenor of this initiative, working directly with the Governor's Office, other state agencies, the community, and related organizations.

What does it do?

Currently, Indiana is launching a statewide information and education campaign to increase awareness of Hoosiers in the area of early brain development. Specific efforts are being made to educate parents and caregivers on the importance of prenatal to age four brain development; encourage local community involvement; provide support for local programs/initiatives that work to ensure children enter school ready to learn; and establish statewide benchmarks to monitor progress within this initiative.

Who is served?

Citizens of Indiana with specific focus on families with children prenatal to age four.

What is the scope/scale of the program (i.e. number of participants, area of state, etc.)?

Statewide.

What is the current status (e.g. ongoing, completed pilot, etc.)?

Ongoing. Efforts are being made to ensure the sustainability of the initiative.

What are the project's costs and if there is any state funding, how much?

Currently, \$225,000 of blended funds come from the state agencies that include the Indiana State Department of Health and Indiana Family and Social Services Administration's Bureau of Child Development. Greeting cards provided to families with newborn children were provided through the courtesy of Hallmark Cards for the first two years of this initiative. Funding is also being sought from the private sector. An additional \$240,000 are being used for grants and training of assessors for the Indiana Household Hazardous Waste Grant program. Six targeted counties will receive dollars to assist the local community in educating families of how to reduce their exposure to lead.

What unique role did the Governor or the state play, if any, in establishing or improving the program?

In response to the 1997 Winter NGA Conference, Governor Frank O'Bannon recognized the need for Hoosiers to understand the importance of new brain research and its implications for our children's lifelong healthy development. The following actions were implemented by Governor O'Bannon and the state:

- April - November 1997 charged the Indiana I Am Your Child Campaign Coalition to examine current efforts on statewide in early childhood development and make recommendations for future efforts.
- Sent team to Early Childhood Development Conference in Ohio.
- Developed information packets to be given to the parent of every child born in the state that includes information about the campaign, a Hallmark congratulation card with a built in immunization chart, and a developmental calendar.
- Developed a pamphlet for the public with information on early childhood development.
- Developed a series of television and radio public service announcements designed to educate and raise awareness for parental responsibility, prenatal care, quality child care and health and safety. The announcements also dramatize the need for educating caregivers around this issue.
- Established the Building Bright Beginnings Working Group, currently representing state agencies, to focus on strategies to ensure sustainability of the initiative and community mobilization. This group is charged with developing benchmarks for children's services and collaborating with Indiana's Human Resource Investment Council and other entities to accomplish this task.
- Initiated the partnership with two state agencies, the Indiana State Department of Health and the Indiana Department of Environmental Management, in the establishment of the Indiana Household Hazardous Waste Grant Program. This program is designed to educate parents on how to reduce lead exposure in the home.

Building Bright Beginnings

(the Indiana *I Am Your Child* Coalition)

-White Paper-

How are Indiana's youngest citizens? As Hoosiers, we care a lot about our children and support a number of effective programs for very young children. Citizens of this state are proven national leaders in creating innovative approaches to meeting the needs of infants and toddlers. Today in Indiana there are many effective model programs. Businesses, with family-friendly practices and scores of community-minded individuals, are helping young children get a good beginning in an increasingly complex world. Much is happening - yet, much more needs to be done.

Many of Indiana's youngest citizens are off to a poor start in life. About one in four young children live in poverty. In 1995, 14.5% of births were to teenagers, 7.5% of Indiana babies were low birth weight, and 27% of the two-year olds had not been immunized. Thirty-three percent of physical abuse victims were children under the age of one. Growing numbers of parents are hard pressed to find quality child care. Increasing numbers of young children lack the benefit of a supportive, involved father. Each of the areas: poverty, birth to teen parents, low birth weight, lack of immunizations, physical abuse, or inadequate child care often predict slow or low development in a young child. While Indiana is not unique in terms of these issues, there has been an increasing concern for the well being of this age group.

Why are these early years so important? Recent research has revealed that the first four years of a child's life are more important for emotional and intellectual growth than had been previously recognized. Environmental conditions such as nourishment, care, surroundings, and stimulation have dramatic positive or negative impact on the intricate circuitry of a young child's brain. Negative experience and/or the absence of positive stimulation during this early "critical period" can ultimately cost the individual and society. More information related to brain development is found at the end of this paper.

What is the *I Am Your Child* Coalition? In February 1997 an Indiana public and private coalition began to develop a response to initial information regarding the national *I Am Your Child* campaign. This national public awareness and engagement campaign, a result of the brain development research, is dedicated to making early childhood development a top priority for our nation. The Indiana Coalition, along with Governor O'Bannon, believes this to be a top priority for the state. In November 1997, the Indiana initiative was renamed "Building Bright Beginnings."

What needs to be done? This White Paper provides recommendations of the Coalition. These recommendations fall within four broad policy areas:

- Promoting Responsible Parenting
- Providing Quality Child Care
- Providing Accessible and Affordable Health Care
- Mobilizing Community Resources

Recommendations

Promoting Responsible Parenting

The well being of children rests with the family. Parents and other adult decision-makers within families represent the greatest single influence over the environments in which children are raised. Parenting is recognized as one of the toughest, yet most important, jobs anyone will ever have and deserves the support of all factions of the community. The partnership between parent and community supports the well being of the child. The heritage and future of Indiana's children will depend upon our ability to build on the strengths of Hoosier families.

Critical Area: Parenting Education and Support

Recommendations

- Establish a research committee to identify and promote in-home services that impact children's healthy development, including the expansion of the Healthy Families concept statewide.
- Create incentives for the development of more family-friendly business practices and community/neighborhood-based family support programs by tying such incentives to existing economic development and other funding streams.
- Develop opportunities for Parent Leadership Training to enable parents to become leading advocates for young children.
- Require the study and development of family impact statements on proposed legislation.

Critical Area: Family Literacy

Recommendations

- Increase the availability of family literacy programming in Indiana for families with basic education, employment, and parenting needs.
- Increase dollars available for comprehensive programming.
- Develop state-level policies, which link educational and support services in family-friendly ways.

Critical Area: Preparation for Parenthood

Recommendations

- Adopt a core curriculum for parenting classes to be used throughout the state.
- Support pre- and in-service education and training on parenthood preparation for educators in schools, agencies, and community organizations.
- Guarantee the availability of family life and parenting education for young adolescents, pregnant and parenting teens, and adult parents.

Recommendations

Providing Quality Child Care

The social, emotional, and cognitive development of children under the age of six is dependent on their access to safe, reliable child care, and early education. Good quality child care provides opportunities to form stable relationships with caring adults and other children and allows a young child the opportunity to engage in interesting and stimulating activities.

High quality child care and early education programs enable parents to effectively pursue work or school opportunities, and also prepares young children for success in school and productive lives. Parents need information about how to choose quality care for their children. Special attention also must be given to the development and enforcement of child care licensing standards that promote high quality care: adequate pre- and in-service training for caregivers; low child-to-teacher ratios; and small group sizes. Further, child care reimbursement rates for families moving from welfare to work must be high enough to pay well-trained teachers who can provide developmentally appropriate care and education.

Critical Area: Equal access to quality child care

For many families, high quality infant and toddler child care is not affordable. For example, an average fee in rural communities of \$55 per week for the care of one child represents 23% of income for a single mother earning \$6.00 an hour. If the working mother has two children in care at \$55 per child, her total child care bill constitutes 46% of her earnings. Children from very low-income families moving off public assistance need the highest quality of child care in preparation for school success.

Recommendation

- Provide higher child care reimbursement rates for facilities serving a high percentage of infants and toddlers from low-income families.

Critical Area: Accountability

State governments are primarily responsible for ensuring the basic health and safety of children because they are responsible for licensing child care providers. Federal Child Care Development Funds are used in settings that meet minimal health and safety protections such as state licensing standards or other minimal state guidelines for providers not required to be licensed.

Taxpayers deserve to be assured that public and fiscal policy supports care for young children that meet established health, safety and developmentally appropriate care. Licensing and nationally recognized accreditation of providers are usually indicators of quality care

Recommendation

- Require **minimum** health and safety standards for all child care providers receiving government financial support/vouchers.

Critical Area: Availability and accessibility

There is a critical lack of accessible and available high quality child care for infants and toddlers throughout the State of Indiana. Seventy-five county plans from the Indiana Child Care Symposium Initiative identify the lack of high quality licensed infant and toddler care as a critical need in their communities. There is an urgent need to renovate and/or repair existing child care facilities to assure healthy and safe environments for infants and toddlers. Indiana currently does not provide capital financing for early childhood facilities. The supply of center-based care for infants and toddlers cannot expand to accommodate increased demand because providers can neither afford to pay market rate rentals nor find enough subsidized space that can meet minimal licensing requirements.

As a result, families will be forced to choose lower-quality informal and unlicensed alternatives, now known to have a negative impact on children's early development.

Recommendation

- Establish a Child Care Bond Bill to increase availability and accessibility through the construction or renovation of facilities.

Critical Area: Affordability

Child care is a major household expense for working families. Full-day child care for one infant can cost between \$4,000 to \$7,000 per year. The cost of providing care for children can easily exceed a family's rent, mortgage, car payment, or groceries. The Federal Dependent Care Tax Credit (DCTC) helps families by allowing them to claim an income tax credit for a portion of their child care expenses. Poor families receive no help from the DCTC since it is not refundable. Two member, full-time working families need to be recognized as productive Hoosiers.

Recommendations

- Establish and implement comprehensive sliding fee scales up to 190% of poverty representing \$25,000 for a family of three and \$29,000 for a family of four.
- Recommend the Dependent Care Tax Credit be established as a state refundable credit for taxpayers eligible for the Earned Income Credit.
- Allow licensed child care expenses to be a state tax-deductible expense.

Critical Area: Quality - Training - Turnover - Compensation

Currently there is a critical lack of trained providers to care for infants and toddlers. High quality programs require high quality staff. Staff turnover rates in child care facilities are almost three times higher than all U.S. companies and well above the rate for public school teachers. High turnover robs young children of the consistency needed for nurturing their optimum development.

Recommendation

- Establish an Early Childhood Education scholarship program for full time, early childhood professionals so they might work towards early childhood credentials or an Associate Degree in Early Childhood Education. The Scholarship Program should be based on scholarship, education,

commitment, and compensation with the underlying principles of partnership between the participant, the sponsoring child care program and the state's scholarship project, all sharing in the cost.

Critical Area: Building partnerships

Some employers have invested in helping their employees with child care, as they recognize the link between child care and a stable workforce. Growing numbers of large corporations now recognize support of child care as a good business strategy that yields higher productivity, success in attracting and retaining employees, and enhancing the corporate profile in a community. Small and middle-size businesses often cannot participate in this movement due to cost and liability. A major percentage of Indiana businesses employ less than 100 employees. Tax and other incentives for all employers to build or sponsor high quality care for their employees can serve a community and its economic development needs.

Recommendation

- Establish a business incentive grant program to provide child care through public/private partnerships. Grants to businesses or consortia (two or more businesses acting jointly to start up, or provide additional employee child care services). Eligibility requirements to include 1) provision of such services equitably and affordably to low and moderate income employees; and 2) compliance with state and local licensing requirements businesses with fewer than 100 full time employees to receive priority.

Recommendations

Providing Accessible and Affordable Health Care

Good health is essential to children's growth and development. Every young child must have the opportunity to develop to their fullest potential. Every young child needs to be nurtured in a safe environment with consistent access to timely preventive and acute health care.

Critical Area: Uninsured children

Recommendation

- Increased and flexible funding for child health care coverage including outreach/public awareness.

Critical Areas: Low birth weight; Child abuse and neglect; Smoking

Recommendations

- Support development of treatment programs for substance abusing pregnant women.
- Support child fatality review teams with focus on prevention.

Critical Area: Lead Poisoning

Recommendation

- Require data on blood lead levels to be reported to Indiana State Department of Health.
- More locally based programs support for lead education and remediation.

Critical Area: Intervention for children with special needs

Recommendation

- Legislation requiring health insurance coverage for children with special needs (no exclusion for pre-existing conditions.)

Other Recommendations

- Presumptive and continuous (1 year) eligibility for pregnant women and children enrolled in Medicaid or the State Child Health Insurance Program (SCHIP).
- Study group to address transportation issues to support access to health services for pregnant women, young children, and children with special needs.
- Extended Medicaid eligibility for family planning services.

Recommendations

Community Mobilization

Community Mobilization: The most effective changes occur at the local level closest to the child and family. Therefore, it is essential that community leaders are aware and knowledgeable about the impact of the first four years of a child's life. Local leadership and citizenry must be active in the development and strengthening of existing and/or needed services supportive of the young child's wellness. In the long run, healthy and fully developed children contribute to the health and prosperity of communities.

Critical Area: Education and public awareness

Recommendations

- Provide funding to extend state-level education and public awareness efforts to the community.
- Provide incentives for corporate and community partnerships.
- Require all state and local education and public awareness strategies to be sensitive to cultural and language barriers.

Critical Area: Empowered Communities

Recommendations

- Develop state-level policy to ensure that all community initiatives promote the importance of the first four years of a child's development.
- Provide resources to communities to support the availability of ongoing research and data needed to include early childhood development in community planning.
- Adopt the Building Bright Beginnings goals as a starting point for all Family Preservation and Family Support initiatives in Indiana.

Critical Area: Training

Recommendation

- Provide resources necessary to establish statewide train the trainer programs to mobilize community leaders.

EARLY CHILDHOOD BRAIN DEVELOPMENTⁱ

Brain Facts: Understanding the latest research

The entire country is talking about the latest results in early childhood brain development research. New technology allows the thorough study of the brain like we have never seen before. These studies prove that daily environment and experiences, rather than genetics alone determine a child's early development. Researchers now believe it is the plasticity of the brain, its ability to develop and change in response to the demands of the environment that enables a child to learn to use computers, solve mathematical problems and learn foreign languages.

To fully understand this information, we must first understand how a child's brain works and develops.

- **Early Experiences** - At age eight months an infant may have 1,000 trillion neuron connections. However, by age 10 the number of synapses decrease to about 500 trillion. The final number of synapses is largely determined by a child's early experiences, which can increase or decrease the number of synapses by as much as 25 percent.
- **"Use It or Lose It"** - The brain operates on a "use it or lose it" principle: only those connections and pathways that are frequently activated are retained. Other connections that are not consistently used will be pruned or discarded so the active connections can become stronger.
- **Defining Language Skills** - When an infant is three months old, his brain can distinguish several hundred different spoken sounds. Over the next several months, his brain will organize itself more efficiently so that it only recognizes those sounds that are part of the language he regularly hears. During early childhood, the brain retains the ability to re-learn sounds it has discarded, so young children typically learn new languages easily and without an accent.
- **The Power of the Spoken Word** - The power of early adult-child interactions is remarkable. Researchers found that when mothers frequently spoke to their infants, their children learned almost 300 more words by age two than did their peers whose mothers rarely spoke to them. However, mere exposure to language through television or adult conversation provided little benefit. Infants need to interact directly with others. Children need to hear people talk to them about what they are seeing and experiencing, in order for their brains to fully develop language skills.
- **The Loving Touch** - Warm, responsive caregiving not only meets an infant's basic day-to-day need for nourishment and warmth, but also responds to their preferences, moods, and rhythms. Recent research suggests that this kind of consistent caregiving is not only comforting for an infant, it plays a vital role in healthy development. The way that parents, families and other caregivers relate and respond to their young children, and the way they respond to their children's contact with the environment directly affects the formation of the brain's neural pathways.
- **Creating One Stable Bond** - Researchers who examine the life histories of children who have succeeded despite many challenges, have consistently found that these children have had at least one stable, supportive relationship with an adult early in life.

What does this brain research mean?

The implications of this research are far reaching. It should be used to educate parents and caregivers about the critical window of opportunity in a child's life that can ensure a child's healthy development.

Parents play the most important role in providing the nurturing and stimulation that children require, but many parents need information and support to develop good parenting skills. There is much that communities can also do to help families promote their child's healthy brain development, through a variety of programs.

- **Parent Education** - Parents must be educated about the importance of proper early experiences. The little things that parents do, like talking to infants, reading to him at an early age and helping her play simple games, have many lasting effects.
- **Child Abuse and Neglect Prevention** - It is important, as always, to stress the prevention of child abuse and neglect during the developmental years. Greater attention must be given to preventing maltreatment before it starts. High-quality home visitation programs, which start working with families as soon as the child is born, have proven to be effective in preventing abuse and neglect. These programs help parents manage the stresses of raising children and prevent unhealthy patterns from developing.
- **Proper Prenatal Care** - Many studies have shown the devastating effects on intelligence and brain development from a lack of basic nutrients at the prenatal stage, in infancy and early childhood. Educational and outreach campaigns to alert women to the importance of nutrition during pregnancy will help in preventing problems that can arise in this critical period when brain cells begin to form.
- **Child Care Provider Education** - Consistent, healthy care from child care providers is another factor affecting proper brain development. An increasing number of infants and toddlers are spending most of their day in child care arrangements while parents work. This relationship is one of the most important a child will ever form. Too often child care providers are poorly trained, underpaid, and do not provide children with appropriate stimulation. Research has shown that in the majority of infant care arrangement in the U.S., children are not talked to and played with enough, and they do not have the opportunity to form the kind of comfortable, secure relationship with a caregiver that will promote their healthy emotional development. Indiana is considering a number of programs that can assist in educating child care providers.
- **Choosing Quality Child Care** - Parents should be given information about how to choose high quality child care for their children. This information is available from many child care resource and referral offices around the state. In addition special attention must be given to the development and enforcement of child care licensing standards that promote high-quality care.

Our increasingly technically and socially complex society cannot afford to continue to allow large numbers of children to miss out on the positive experiences they need in infancy and early childhood. The costs in terms of lost intellectual potential and increased rates of emotional and behavioral problems are too high. The new developments in brain research show us what children need; our challenge is to ensure that every child receives it!

Brain development makes economic sense

To invest early in a child's life in order to build a good foundation for learning and emotional development can save taxpayers a tremendous amount of money. Here are a few examples:

- **Risk vs. Opportunity** - Specific cost benefit ratios:
 - Family Planning- Save \$4.40 for every \$1
 - Quality Preschool- Save \$7.16 for every \$1
 - Home Visits- Save \$5.63 for every \$1
 - School-Based Clinics- Save \$7 for every \$1
- **Get businesses involved** - To increase the productivity of any business, employees need to be assured the care their child is receiving is adequate, reliable and of high quality. To have a well-qualified workforce tomorrow, we must start with nurturing today's growing brains.

"Resource: **Smart Start Times**, Vol. 1, #8, Nov. 18, 1997, North Carolina Partnership for Children, Raleigh, NC, 27604



INDIANA
CHILD
CARE
FUND

INDIANA CHILD CARE FUND ADVISORY BOARD

Honorary Co-Chairs

Mrs. O'Bannon and Mrs. Lugar

Co-Chairs

Candice Lange
Eli Lilly & Co., Inc.
Drop Code 2146
Indianapolis, Indiana 46285
317-276-1030

Carole Stein
Family & Social Services Administration
402 W. Washington Street, Suite W392
Indianapolis, Indiana 46207
317-232-1148

IDA Liaison

Jerry Musich, Executive Director
Indiana Donors Alliance
22 East Washington Street, Suite 700
Indianapolis, Indiana 46204-3529
317-630-5200

Community Volunteer

Candes Shelton
4475 Sylvan Road
Indianapolis, Indiana 46208
317-298-8906

Corporate

Anna Rust
Conseco
11815 North Pennsylvania Street
Carmel, Indiana 46032
317-817-5120

Marline Breece
IPALCO Enterprises
25 Monument Circle
Indianapolis, Indiana 46203
317-261-8386

Pat Riecks
Cinergy Corporation
1000 E. Main Street
Plainfield, Indiana 46169
317-838-1927

Carol Rolland
Lincoln National Corporation
1300 South Clinton Street, IH-02
Ft. Wayne, Indiana 46801
219-455-4774

Mindy Lewis
Cummins Engine Foundation
500 Jackson Street
Columbus, Indiana 47202
812-377-3568

Nathaniel Gipson
NIPSCO
526 Franklin Square
Michigan City, Indiana 46360
219-873-7233

Susan Hebert
USA Group
610 Bryn Mawr Drive
Indianapolis, Indiana 46260
317-849-6510

Community Child Care

Jan Keltz, Director
633 Cherry Street
Terre Haute, Indiana 47807-3121
812-232-3952

Resource & Referral

Marsha Thompson
3901 N. Meridian Street # 350
Indianapolis, Indiana 46208
317-924-5202

State Government

Lauralee Martin, Deputy Director
FSSA/Bureau of Child Development
402 W. Washington Street, #W392
Indianapolis, Indiana 46207
317-232-7022

Tim McGann, Executive Director
Human Resource Investment Council
One North Capitol
Indianapolis, Indiana 46204
317-232-1980

Peggy Miller
Human Resource Investment Council
One North Capitol
Indianapolis, Indiana 46204
317-232-1980

Joe Smith, Executive Director
Commission on Community Service
302 W. Washington Street, E220
Indianapolis, Indiana 46207
317-233-3295

Nina White
Indiana Workforce Development
10 North Senate Ave.
Indianapolis, Indiana 46204
317-232-7381

Susan S. Harmless
Department of Commerce
One North Capitol
Indianapolis, Indiana 46204
317-232-8908

Graham Toft, Executive Director
Economic Development Council
One North Capitol
Indianapolis, Indiana 46204
317-631-0871

Local Government

Mayor Ted Ellis
128 E. Market Street
Bluffton, Indiana 46714
219-824-1137

Head Start

Debbie Beeler
President Elect Indiana Head Start
521 W. Main Street
Mitchell, Indiana 47446
812-849-5446

Child Care Center	Dr. Roselyn Cole Auntie Mame Child Development Center 3120 North Emerson Avenue Indianapolis, Indiana 46218 317-547-3551
Family Day Care Home	Frances McCauley McCauley Child Care 4440 Eastbourne Indianapolis, Indiana 46226 317-547-3759
School Age Care	Ellen Clippinger At-Your-School Child Services, Inc. 4720 N. Park Indianapolis, Indiana 46205 317-283-3817
Infant Toddler Care	Amy Ladd Union Hospital 1606 N. Seventh Terre Haute, Indiana 47804 812-238-7304
Ministry Care	Rev. Tino Smith Greater Victory Temple Ministries 100 S. 17th Street Terre Haute, Indiana 47802 812-234-0943
Early Childhood Specialist	Shelley MacDermid, Ph.D Purdue University Child Development and Family Studies 1267 Child Development of Family Studies West Lafayette, Indiana 47907-1267 765-494-2941
Early Childhood Training Career Development	Nancy Hoffman Ivy Tech State College 4301 Cowan Road, Box 3100 Muncie, Indiana 47307 317-289-2291 X407

Community Networks

Tom Rugh, Executive Director
Indiana Association of United Ways
3901 N. Meridian Street, Suite 306
Indianapolis, Indiana 46208
317-923-2377

Tina Newell
The Children's Museum of Indianapolis
3000 N. Meridian Street
Indianapolis, Indiana
317-924-5431 #4007

Foundations

Rick Mappin, Vice President for Programs
Dekko Foundation
P.O. Box 548
Kendallville, Indiana 46755
219-347-1278 *108

Medical

Linda Strickland
Wishard Memorial Hospital
1001 West 10th Street
Indianapolis, Indiana 46202
317-630-7002

Legal/Insurance

Marilee Springer
Ice Miller Donadio & Ryan
100 American Square
Box 82001
Indianapolis, Indiana 46282
317-236-5947

Labor

Charles Deppert
AFL-CIO
1701 W. 18th Street
Indianapolis, Indiana 46202
317-632-9147

Indiana Child Care Financing Initiative

Highlights

Prepared by
Indiana Family and Social Services Administration

November 24, 1997

Indiana Child Care Financing Initiative

The Indiana Child Care Financing Initiative is a statewide effort to promote

- building public and corporate awareness of community child care needs
- building public/private partnerships to meet the needs
- expanding licensed child care capacity
- increasing the number of credentialed providers
- reducing high rates of turnover among child care professionals

Seventy-six counties out of ninety-two in Indiana chose to participate. Approximately \$3 million will be allocated to support the projects. For additional information, please contact:

Carole Stein
Indiana Child Care Financing Initiative
Indiana Family and Social Services Administration
P.O. Box 7083
Indianapolis, IN 46207-7083
Telephone: 317-232-1148
Fax: 317-233-4693

The following are highlights of the proposed projects:

Adams County
Contact: Cheri Scherry

Telephone: 219-724-8809

Community awareness and building support for planning a licensed child care center for the community.

Award Granted: \$5,000

LEDO Mentor:

Stacey Sommers
219-724-9735

Allen County
Contact: Nancy Flennerly

Telephone: 219-422-3550

A Downtown Child Care Consortium has been formed to meet the need for employees of downtown Fort Wayne businesses. The Downtown Child Care Consortium will have the capacity to serve 138 children, including infants and toddlers. A consultant will manage the project until the center is ready to open for business.

Grant Awarded: \$48,500

LEDO Mentor:

Beth Nau
219-427-1127

Bartholomew County
Contact: Jalene Hahn
Telephone: 812-342-0593

LEDO Mentor:

Brooke Tuttle
812-379-4457

Cinergy Mentor:

Jim Turner
Columbus
812-375-2023

The quality of child care will be improved through training, professional development, and securing accreditation support. Infant/toddler care will be increased. Child care will be expanded to cover second and third shift care. Emergency/sick/nearly-well child care will be created.

Grant Awarded: \$150,000

Daviess County
Contact: Paula Grant
Telephone: 812-254-8937

Cinergy Mentor:

Charlie Ring
Vincennes
812-886-3237

Money will be awarded to improve the **quality and/or safety of homes** and assist with licensing requirements. Training will be provided to licensed providers who wish to increase their professional knowledge. Child Development Associate (CDA) **credential** scholarships will be provided. A child care **lending library** will be created with books targeted specifically at child care providers and employers.

Grant Awarded: \$30,000

Decatur County
Contact: Pam Blasdel
Telephone: 812-663-2389

Cinergy Mentor:

Cathy Wenning
Greensburg
812-662-2018

Increase awareness of the benefits to the bottom line of businesses. Educate the community on the advantages of licensure, health, and safety precautions. Develop 24-hour child care for all ages. Develop and implement a **24-hour emergency child care**. Increase the number of quality child care providers in rural Decatur County by providing **training and education**. Develop a bonus system for individuals that obtain Child Development Associate (CDA) **credential**. Provide subsidized licensed child care for individuals that are borderline income eligible. Provide **transportation** to and from quality child care.

Grant Awarded: To be determined

DeKalb County
Contact: Kathie Swaim
Telephone 219-868-5415

The **Multigenerational Community Center** will house a licensed child care center with approximately 122 slots.

Grant Awarded: \$30,000

Delaware County
Contact: Diann Bates
Telephone: 765-289-2313

LEDO Mentor:

Terry Murphy
317-288-6681

An awareness program will be conducted four times a year for **corporate presidents and human resources staff**. A **child care conference** will be held in the spring of 1998 for child care providers. A **mentor program** will match experienced family child care providers with new providers. The mentor program will enhance the retention rate of new home day care providers. Materials available through the Child Care Resource and Referral **lending library** will be increased.

Grant Awarded: \$28,000

Dubois County
Contact: Julia Slaninka
Telephone: 812-482-7010 (ext. 7837)

Cinergy Mentor:

Don Merk
Bloomington
812-337-3018

LEDO Mentor:

Nancy Eckerle
812-482-6866

Expand licensed child care capacity by establishing school-based **before and after school care**. Establish an **on-site child care** delivery system providing affordable child care for employees at the Jasper Engines and Transmissions. **Maintain licensure** of the current **twenty-five providers**. Increase licensed child care capacity by a minimum of **fifty children**.

Grant Awarded: \$24,000

Grant County**Contact: Chuck Osterholt****Telephone: 765-662-9971****Cinergy Mentor:****Chuck Sessions****765-454-6188**

Complete a needs assessment. Develop a **consumer education** brochure on child care options. Schedule and present **bi-monthly workshops and/or seminars for consumers** to provide education on child care options.

Grant Awarded: \$5,800**Hamilton County****Contact: Kay Kelly****Telephone: 317-773-1308****Cinergy Mentor:****Tom Gray****Noblesville****765-776-5333**

Encourage child care providers to become **licensed** by sponsoring one or more **training sessions** about **licensing procedures**. Distribute a "**Licensing Requirements Package**" to participants that will include a smoke detector, fire extinguisher, refrigerator and freezer thermometer, door latch safety locks and child care quality guidelines. A dinner will be held and training will be provided on "how to select quality child care" to families who participate in Healthy Families Indiana. Make the Child Development Associate (CDA) **credential** training more affordable and accessible. Provide **on-site** training to staff at the Sheridan Community Day Care Ministry and invite other interested providers and potential providers to attend.

Grant Awarded: \$18,500**Hancock County****Contact: Janice Cassell****Telephone: 317-462-8330****Cinergy Mentor:****Tom Gray****765-776-5333****Eli Lilly Mentor:****Janice Johnson****c/o 317-276-1030**

Provide Child Development Associate (CDA) **credential** training locally. Provide additional training to those who have already received their Child Development Associate (CDA) credential and are interested in continuing their education in the child care field. Provide **leadership training** for owners and/or directors of child care facilities and homes.

Grant Awarded: \$30,000**Harrison County****Contact: Shirley Hawkins****Telephone: 812-738-8143**

Examine possible alternatives for **lending strategies** for child care providers. Work with employers to develop "on or near site" child care centers or homes. Coordinate **workshops to enhance training** for prospective child care providers. Expand child care capacity to **second and third shift care**.

Grant Awarded: \$65,000**Hendricks County****Contact: Ginny Magnus****Telephone: 317-745-0864****Cinergy Mentor:****Bill Kirchoff****Danville****317-745-1007****LEDO Mentor:****Fred Baughman****317-745-2400**

Provide availability of **quality child care to teen parents** enrolled in Hendricks County Alternative School. Expand the number of providers for **infant and toddler care** by recruitment of workshops. Provide start up grants for infant and toddler providers and bonuses for completion of **accreditation and/or credentials**. Collaborate with the 1997 Head Start and Early Head Start expansion. Provide education and training for licensing, credentials and accreditation of child care providers, utilizing all resources. Fund on-site substitutes to allow participants to attend training classes. Provide **scholarships** for professional development for child care providers/workers.

Grant Awarded: \$64,000

Jasper County**Contact: Caryl Grzesik****Telephone: 219-866-4473****LEDO Mentor:****James Staton****219-866-3080**

Assist the Rensselaer Child Care Center with a renovation plan. The renovation would allow the center to provide **infant and toddler care**. The renovation project would also include air conditioning for the area that is presently used by the day care. The project would allow room for **eight infants and twelve toddlers**. Two existing licensed home providers would become **licensed for four infants and two toddlers** each.

Grant Awarded: \$55,000**Jennings County****Contact: Jennifer Ertel****Telephone: 812-346-4572****Cinergy Mentor:****Tom Furnish****Seymour****812-523-2506**

Expansion of local day care homes will include **infant care by 28 slots**. Provide grant money to child care providers to supplement staff salary and increase the number of providers willing to care for infants. Purchase of equipment (cribs, swings, playpens, changing table) and supplies (wet wipes, sanitizer, toys, etc.).

Grant Awarded: \$100,000**Johnson County****Contact: Rilyn Gipson****Telephone: 888-864-7584****Cinergy Mentor:****Sharon Acton****Franklin****317-736-2010****LEDO Mentor:****Pat Vercauteren****317-736-4300**

Establish a local **scholarship fund** to support providers in seeking Child Development Associate (CDA) **credential**. Develop community **resource bank** where businesses can donate items for child care centers. Develop and distribute tool kits to businesses highlighting economic impact of child care. **Recruit new licensed providers**, develop strategies to support and sustain existing providers and provide on-going **training**.

Grant Awarded: \$32,000**Knox County****Contact: Don Brawley****Telephone: 812-886-0625****Cinergy Mentor:****Charlie Ring****Vincennes****812-886-3237****LEDO Mentor:****Chris Kinnett****812-886-6993**

Increase the number of **licensed** child care providers with providing three months of **training** to eight new prospective child care providers. Conduct a provider survey to identify needs (**first aid/CPR training, health insurance coverage** for providers via a cooperative).

Grant Awarded: \$25,000**Kosciusko County****Contact: Barbara Terry****Telephone: 219-268-1257**

Develop and implement a comprehensive, **affordable, and high quality system of child care** in the county.

Survey needs in the area of service development, community awareness and education, and funding and cost issues.

Grant Awarded: \$5,000**LaGrange County****Contact: Marilyn Wingstrom****Telephone: 219-463-8174**

A **survey** will be conducted to see what the view is on child care, the need for more **licensed** home providers, **expansion** of the registered ministries, and finding and maintaining qualified staff. **Educate** the community and business industry on child care and its importance.

Grant Awarded: \$5,000

for providers. The **mini-grants** will provide services as needed to **increase capacity**. Mini-grants would provide technical assistance, business development training, caregiving training, special project support, etc.
Grant Awarded: \$88,000

Miami County**Contact: Tyra Walker****Telephone: 765-473-8111****Cinergy Mentor:****Jack Purvis****Miami****765-454-6517**

Increase child care slots for **infants and special needs children** by providing assistance to *Keys for Kids Child Care* by contributing cribs, cots, age appropriate toys and kitchen items. Expansion of Little Turtle Child Care to provide infant and toddler care by providing nursery items and minor renovation. Credentialing of child care providers by promoting and assisting the providers with achieving their Child Development Associate (CDA) credential degree.

Grant Awarded: \$35,000**Monroe County****Contact: Kerry Conway****Telephone: 812-339-8895****Cinergy Mentor:****Don Merk****Bloomington****812-337-3018**

By the end of 1998 increase **licensed quality day care slots** in Monroe County by 20%. Increase utilization of existing funding streams to 95%. Have at least 20% of the private sector business community actively involved in child care resource development. **Implement fundraising** mechanisms that would assist in training, facility upgrades, licensing compliance, etc.

Grant Awarded: \$40,000**Morgan County****Contact: Jayne Mertz****Telephone: 765-342-3933****Cinergy Mentor:****Michael Volrich****Martinsville****765-349-4014****LEDO Mentor:****Linda Williamson****812-335-7346**

Provide a full day **training seminar** (how to become a licensed child care provider, CPR training) to **100 child care providers and potential child care providers** in Morgan County.

Grant Awarded: \$5,000**Newton County****Contact: Pam Hasser****Telephone: 219-474-3310****LEDO Mentor:****Dick Horn****219-474-3101****Cinergy Mentor:****Marvin Blade****Kokomo****765-423-9829**

Open a child care center that will provide infant and toddler care for 25 children. Fund equipment for after-school program for approximately 30 children. Assist in providing child care for those attending half-day kindergarten. Assist and collaborate with Head Start and South Newton special needs preschool program in curriculum development.

Grant Awarded: \$150,000**Noble County****Contact: Patricia Zakula****Telephone: 219-925-3865****LEDO Mentor:****Scott Naltner****317-347-4714**

Expand a permanent **endowment fund** that is designed to provide **salary and benefit subsidies** to child care providers. Provide a **cafeteria plan for direct child care staff** and directors of child care centers who are at

Pike County
Contact: Bridget Murray
Telephone: 812-789-2802

Cinergy Mentor:

Don Merk
812-337-3018

LEDO Mentor:

Matt Wirth
812-354-2271

A child care facility will be opened at Pike Central Middle/High School. The site will offer child care for **8-12 infants and toddlers**. Priority enrollment will be given to students with children enabling them to **remain in school**. This initiative will increase availability of quality infant/toddler care; **reduce the dropout rate of student parents** due to lack of child care; offer **job training** experience for future child care workers; provide a site for community work experience for welfare recipients; encourage students to enter child care and related fields as **careers**; and offer a means of training current and future parents about child development.
Grant Awarded: \$31,000

Porter County
Contact: Scott Williams
Telephone 219-464-4861

Collaborate with Kankakee Valley Workforce Development Services and Northwest Indiana Small Business Development Center on **child care business start-up** and operating procedures. The goal is to have a minimum of **two licensed providers** opened and an **increase of 24 slots**. Implement a Child Development Associate (CDA) **credential** program in conjunction with Indiana University Northwest. It is anticipated that twelve individuals will successfully complete the Child Development Associate (CDA) credential program.
Grant Awarded: \$50,000

Posey County
Contact: Rilyn Gipson
Telephone: 888-864-7584

LEDO Mentor:

Nancy Burns
812-838-3639

Provide two \$1,000 **scholarships** for Child Development Associate (CDA) **credential** training. Increase the number of **licensed providers** by 5%. Develop a community **resource bank** for donated items.
Grant Awarded: \$26,500

Putnam County
Contact: Sue Crafton
Telephone: 765-653-2565

LEDO Mentor:

Bill Dorey
317-653-2474

Cinergy Mentor:

Michael McClaine
Brazil - 812-838-2739
Greencastle -
765- 658-2251

Remodel and update a site (FB Distro) into a suitable child care facility, purchase equipment, and furnishings. **Develop curriculum** for the **vocational/educational program** that will be used by the Area 30 Technology Center for child care.
Grant Awarded: \$25,000

Randolph County
Contact: Anita Friend
Telephone: 765-584-1250

Cinergy Mentor:

Boyd Huff
765-825-3214

Hire a consultant who will serve as the chair of the Randolph Child Care Financing Committee and serve on the Randolph County Step Ahead Council. The consultant will serve as a **rotating substitute teacher** for existing child care facilities in Randolph County as well as **advocate for employers support**. Build and expand a **mentor program**. The mentor program will match an experienced family child care provider with a newly licensed provider for 6 months.
Grant Awarded: \$45,000

Starke County**Contact: Daniel Boyer****Telephone: 219-936-2128**

Assist a current provider, Rainbow Tot Center, to extend its hours to provide services to **second shift** workers. Provide slots for **25 children** between the ages of **2 and 12**.

Grant Awarded: \$41,000**Stueben County****Contact: Kathie Swaim****Telephone: 219-868-5415**

Promote Child Development Associate (CDA) **credential** education and training. Encourage non-licensed providers to become **licensed**. Encourage corporations to help offset the out of pocket expenses of child care businesses. Encourage employers to help their **employees** take advantage of the available **tax incentives**. This will help parents reduce their immediate out of the pocket child care expenses.

Grant Awarded: \$25,000**Tippecanoe County****Contact: Laura Pate****Telephone: 765-423-4608****LEDO Mentor:**

Mike Brooks
765-742-0095

Cinergy Mentor:

Marvin Blade
Lafayette
765-423-9829

Eli Lilly Mentor:

Jane Wastle
c/o 317-276-1030

Develop a **community child care fund**. Actively recruit new providers. Increase the number and capacity of child care providers, especially for ages **0 to 3 years**. Develop a **mini-grant fund** to **purchase infant and toddler equipment**. Provide **training and education** materials regarding infant care to current and potential providers. Enhance and support the resource **lending library** for child care providers. Encourage establishment of a career advancement plan by providing scholarships and provide incentives for completing education/training levels. Encourage **legally exempt and unlicensed providers to obtain licensing**. Expand available, accessible and affordable **non-traditional child care**. Increase **compensation** for child care providers by exploring the feasibility of a **benefit plan** for the providers.

Grant Awarded: \$78,000**Tipton County****Contact: Penny Lee****Telephone: 765-675-2694****Cinergy Mentor:**

Chuck Sessions
Kokomo
765-454-6188

Continue to provide **training** for child care providers in the community and provide a scholarship program to support local child care providers. Provide a financial incentive program to promote **licensing** of individuals and/or registered ministries for child care.

Grant Awarded: \$25,000**Union County****Contact: Marilyn Sasser****Telephone: 765-458-5553**

To be determined.

Washington County**Contact: Janice Cheatham****Telephone: 812-883-5368**

Develop at least **sixty additional child care slots** in Washington County for single or multiple children of low and moderate income families. Develop and implement a method to provide **"sick care."**

Grant Awarded: \$42,000**LEDO Mentor:****Gary Walton****812-883-8803****Wayne County****Contact: Vivian Ashmawi****Telephone: 765-966-8683**

Assist with the opening of **two new day care centers** by setting up the day-to-day operation. Recruit and train home day care providers through a **mentoring program** with existing providers. Offer bonuses to providers who offer child care for difficult situations (**weekend care, drop off child care, second/third shift care, infant care, children with special needs, etc.**). Offer **bonuses or incentives to licensed exempt homes** to become licensed and participate in training opportunities. Offer scholarships to provider(s) to receive child care **training**. Offer funding for providers to attend workshops and **pay for substitute provider(s)**. Offer bonuses to providers and centers who become **accredited**. Investigate options for developing **insurance/benefit/profit sharing packages** for child care providers. Offer start up and improvement grants to child care providers. Purchase child care videos and rights to air on WCTV.

Grant Awarded: \$33,000**LEDO Mentor:****Joy McCarthy****317-983-4769****White County****Contact: Janet Glotzbach****Telephone: 219-583-8864**

Assist with aiding the St. James Child Care Ministry in receiving their **license** to provide child care. St. James Child Care Ministry will assist with presentations to interested parties such as churches, businesses and industry to promote the movement forward in child care issues. Offer technical assistance/support toward expanding child care options within White County. Seek options and funding towards assisting child care providers receiving **credentialing**. Provide local **training** to child care providers. Investigate **benefit, liability, compensation package** grants.

Grant Awarded: \$56,000**Cinergy Mentor:****Chuck Sessions****765-454-6188****Whitley County****Contact: Joan Lillmars****Telephone: 219-693-3141**

Bring **community/industry/business/education leaders** together to address the specific needs of child care in the county. Hold an **awareness** day to underscore the message that many employees depend daily on child care. Supply building in targeted low income areas, **stipends for providers** completing Child Development Associate (CDA) **credential**.

Grant Awarded: \$60,000**Cinergy Mentor:****Jerry Banks****Wabash****219-358-4024**



OFFICE OF THE GOVERNOR
INDIANAPOLIS, INDIANA 46204-2797

FRANK O'BANNON
GOVERNOR

U. Cynthia
Ten
from: Andrea
F.V.I.
He got more
info if you're
interested.

For release after 9:30 a.m. Tuesday, December 2, 1997

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

Child care that's better and more available. That's the goal of a new public-private partnership announced today by Governor Frank O'Bannon.

"More than 60 percent of Hoosier families regularly have children in day care," O'Bannon said. "For the sake of those children, and their families, and all the rest of us, too, accessible, affordable, high-quality child care is essential."

That's why the Governor joined with corporate chieftains from throughout the state to unveil the Indiana Child Care Fund. They spoke at the Children's Museum of Indianapolis.

"Each contribution is an investment in our children's future and in our state's future," O'Bannon explained. Recent research, he pointed out, shows that ***most of the growth and "wiring connections" in the brain occur during the first three years of life, and can be enhanced by basic actions such as holding, reading to, and making eye contact with a child.***

As soon as next February, the Indiana Child Care Fund will distribute child care "tool kits." These information packets will help community planners outline how family-friendly efforts including child care support can make a business more productive. They will also guide businesses—both large and small—to resources for establishing their own programs, all to increase both the quality and availability of child care throughout Indiana.

Coming later will be an early childhood project called TEACH (Teacher Education and Compensation Helps), an initiative to improve the caliber of child care by providing scholarship opportunities for those who work in a variety of child care settings. Organizers hope TEACH will also increase the

-more-

pay and reduce turnover among child care workers.

The corporate members of the new partnership will sponsor the "tool kits" and get TEACH rolling. Earlier this year the state channeled \$3 million in grants to community efforts to expand child care.

Judy O'Bannon, Indiana's First Lady, and Charlene Lugar, wife of U.S. Senator Richard Lugar, are honorary co-chairs of the Indiana Child Care Fund. Joining in today's announcement were the following leaders from business, health care, higher education, and philanthropic organizations:

- **Doug Bakken** and **Kenneth Gladish**, Indiana Donors Alliance;
 - **Meredith Carter**, Ivy Tech State College;
 - **Martha Lamkin**, USA Group;
 - **Brenda S. Pitts**, Cummins Engine Company;
 - **James Rogers**, Cinergy/PSI Foundation;
 - **Carol Rolland**, Lincoln National Insurance;
 - **Lorene Salsberry**, The Dekko Foundation;
 - **Evan W. Steger, III**, Ice Miller Donadio & Ryan;
 - **Peter V. Sterling**, Children's Museum;
 - **Randall L. Tobias**, Eli Lilly and Company; and
 - **Doctor John Williams**, Wishard Health Services.
- Steven Hilbert**, Consec Corporation, was unable to attend.

"Each of these leaders understands that there is no more important resource in Indiana than our children," Governor O'Bannon said.

"There is no single 'right' way to balance the needs of work and family," added Randall Tobias of Eli Lilly. "The only way to tackle an issue as complex, as sensitive, and critical as child care is to pool the resources and the brain power of the entire community."

Doctor John Williams of Wishard Hospital said, "We see today's announcement as a logical extension of what we are doing at Wishard, and are indeed very proud to offer our expertise to child care providers, parents, and, more importantly, to the children themselves."

"We want to be the employer of choice," James Rogers of Cinergy/PSI explained. "We want to create a nurturing environment where employees can do their best - displaying greater commitment and motivation, and producing better quality work with less stress and turnover."

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



Child Care: It's Good Business

An Employers' Tool Kit of Family-Friendly Policies

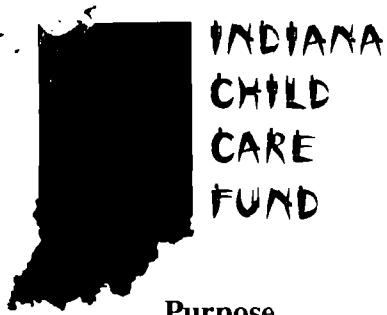
Successful businesses depend on the full utilization of the talents and skills of each employee. However, today's workers are increasingly struggling to manage commitments to their work, their families, and their communities. The home support systems of a generation ago—the spouse at home, extended family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

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

The tool kit shares information on the following topics:

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

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



T.E.A.C.H.

Early Childhood Project

Purpose

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

Scholarship

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

Commitment

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

Compensation

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

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

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



**INDIANA
CHILD
CARE
FUND**

Indiana Child Care Fund Champions

**Doug Bakken, Executive Director
Ball Brothers Foundation**

**Marline Breece, Associate Counsel
IPALCO Enterprises, Inc.**

**Dean Meredith Carter, Ph.D
Ivy Tech State College**

**Dr. Kenneth Gladish, President
Indiana Donors Alliance Board**

**Steve Hilbert, CEO
Conseco**

**Martha Lamkin, Executive Vice President, Corporate Affairs
USA Group**

**Brenda S. Pitts, Vice President, Corporate Responsibility and Diversity
Cummins Engine Company**

**James Rogers, CEO
Cinergy Corporation**

**Ian Rolland, CEO
Lincoln National Corporation**

**Lorene Salsberry, CEO
Dekko Foundation**

**Evan W. Steger, III, Managing Partner
Ice Miller Donadio & Ryan**

**Peter Sterling, President
The Children's Museum of Indianapolis**

**Randall L. Tobias, Chairman and CEO
Eli Lilly and Company**

**Dr. John, Williams, Medical Director
Wishard Health Services**



Child Care: It's Good Business

An Employers' Tool Kit of Family-Friendly Policies

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

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

The tool kit shares information on the following topics:

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

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



T.E.A.C.H.

Early Childhood Project

Purpose

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

Scholarship

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

Commitment

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

Compensation

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

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

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



Indiana Child Care Fund Champions

**Doug Bakken, Executive Director
Ball Brothers Foundation**

**Marline Breece, Associate Counsel
IPALCO Enterprises, Inc.**

**Dean Meredith Carter, Ph.D
Ivy Tech State College**

**Dr. Kenneth Gladish, President
Indiana Donors Alliance Board**

**Steve Hilbert, CEO
Conseco**

**Martha Lamkin, Executive Vice President, Corporate Affairs
USA Group**

**Brenda S. Pitts, Vice President, Corporate Responsibility and Diversity
Cummins Engine Company**

**James Rogers, CEO
Cinergy Corporation**

**Ian Rolland, CEO
Lincoln National Corporation**

**Lorene Salsberry, CEO
Dekko Foundation**

**Evan W. Steger, III, Managing Partner
Ice Miller Donadio & Ryan**

**Peter Sterling, President
The Children's Museum of Indianapolis**

**Randall L. Tobias, Chairman and CEO
Eli Lilly and Company**

**Dr. John, Williams, Medical Director
Wishard Health Services**