



THE CONNECT

Connecting you to all things child care!

What's Inside

Self Care for Providers.....	2
ACCC Office Updates	3
CHAMPS	3
Conference & Course Offerings.....	4
Burnout in Childcare.....	6
TA Tips & Tricks.....	9
Virtual Training Option.....	12
Training Information	13
LOCATE	19
Helpful Phone Numbers.....	21
ACCC Board	22

A Note From the Executive Director

Well, we made through another year! Now is the time everyone is setting goals and making resolutions for the New Year. This year, I have a challenge for you. I want each of you to reflect on all the great work you accomplished last year in your business, as a spouse and as a mom or dad. Feel proud of the difference you made in the lives of the children you cared for, your own children, you spouse and all the family and friends you helped over the year. For this new year, my challenge to you is to do something special for you.... take care of YOU and keep yourself happy.

Provider burnout is on the rise and you must take time out of your busy schedules to make time for yourself. It is obvious daily that you are providing value in people's lives. You are a powerful role model for the children in your care. Your influence in their lives has the potential to shape their self-image and their future decisions. Yet you often feel depleted and unappreciated at the end of day. With this great influence comes the potential for great burnout. If this sounds familiar, you might be suffering from occupational stress! Job related stress affects you, as well as the quality of care you provide. To be successful, you need to look after yourself by managing your stress and finding a sense of balance in your life.

Included in this newsletter are strategies to combat job related stress and burnout. Please take time to read it and implement at least one or two of those strategies. In order to be the best YOU, you need to take care of YOU.

Everyone here at ACCC appreciates all you do for our youngest citizens. Keep up the good work, and remember, you are an essential piece in the life of a child.

Germaine Adams



SELF CARE FOR CHILD CARE PROVIDERS

Strategies, Techniques, and Tools to Prevent Burnout.

What is Provider Burnout?

In a study conducted at the University of Maryland, by Susan Walker, PhD, in-home family daycare providers were proven to be particularly prone to personal stress. The factors that they stated contributed to this were: long hours (average of 60 hours a week), low pay (an average of \$15,000 a year), and the low value of their job to the public despite the huge need for care. All of these factors deem daycare providers at high risk for burnout.

In a study of providers in Maryland:

- ⇒ 37% of providers rated themselves as experiencing very high or somewhat high levels of stress in the past month
- ⇒ 54.5% had effects on health behaviors
- ⇒ 51.7% enjoy their job less than the typical population
- ⇒ 35% report feeling bad physically
- ⇒ 33.6% experienced strong moods

ACCC Resource Room**

Need to spruce up your environment? Stop by our resource room and get all your materials ready. We have hundreds of die-cuts to choose from for your designs, laminators, assorted designer cut scissors, a comb-style binding machine, plus a huge selection of books and magazines for ideas or solutions to many child care dilemmas. Please call ahead so we can warm up the laminator or make sure someone will be available to assist you. Please bring your own paper for use with the die-cuts.

Resource Room Nights**

** The resource room will resume operations as soon as it safe to do so.

Hours:

Monday - Thursday
9:30 am - 4:00 pm

Friday
9:30 am –2:00 pm

Can't make it during the day? Join us for one of our resource room nights.
We will open the resource room from 5:00 pm – 7:00 pm on the following date*:

Wednesday, November 18, 2020

*You must call two days ahead to take advantage of our evening hours.

** Hours are subject to change and or cancellation due to the current health crisis

ARUNDEL CHILD CARE CONNECTIONS, INC IS MAKING CHANGES FOR 2021!

COVID-19 POLICY UPDATES:

Virtual Training:

You must be present and participate in the entire workshop to receive a certificate for the credit hours listed. Workshops begin at the stated time; please plan to log into the training at least **10 minutes early** to allow time for any technical difficulties. If you log into the training more than 15 minutes after the actual start time of the workshop, you will not receive credit, nor will you receive credit if you log out of the training before it's completed. You will **not** be eligible for a certificate, credit, or refund.

Participants are expected to adhere to the following throughout the virtual training:

- Have camera/video on during the webinar, if available
- Participate in activities and "discussions"
- Answer questions when called on
- Submit assessment and evaluation to get credit for course

In Person Training:

Covid-19: Maximum of 14 participants for all in person trainings. You must follow **ALL** social distancing recommendations (6 feet of space between participants and wearing a mask for the duration of the training). If anyone attending the training test positive for COVID-19 within 3 weeks from the date of the training you **MUST** notify Arundel Child Care Connections

IMMEDIATELY so that we may notify the trainer and other participants.



COVID-19 Parent Resources & Tips

Social Emotional, and Mental Well-being of Young Children During COVID-19

Steps to Help Provide Stability & Support to Young Children

- ⇒ Continue to maintain a normal routine.
- ⇒ Parents should talk, listen, and encourage expression (coping skills).
- ⇒ Teach children to eat healthy foods and drink plenty water.
- ⇒ Encourage children to remain active by playing outdoors.
- ⇒ Help children stay socially connected via phone or video chats.
- ⇒ Teach and reinforce ways to help children remain safe (preventive actions).



20th Annual Month of the Young Child Conference



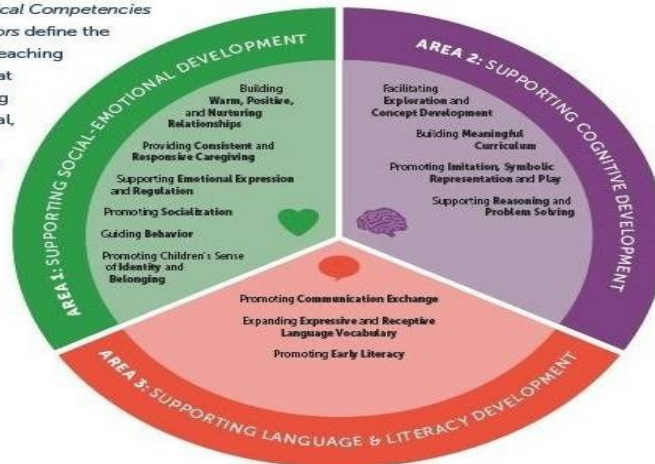
SATURDAY, APRIL 24, 2021

**CROWNE PLAZA HOTEL & RESORT-ANNAPOLIS
173 JENNIFER RD
ANNAPOLIS, MD 21401**

This year, our focus is on diversity and culturally responsive care. The children enrolled in early childhood centers mirror the racial, cultural, and linguistic diversity of Maryland. These children all deserve Early Childhood Professionals that are receptive to the racial, ethnic and cultural backgrounds in their respective communities.

ZERO TO THREE: 45 Hours Critical Competencies for Infant-Toddler Educators

The ZERO TO THREE Critical Competencies for Infant-Toddler Educators define the specific evidence-based teaching methods and practices that support and nurture young children's social-emotional, cognitive, and language and literacy development and learning.



Course Description: The 45 Hour Zero to Three Critical Competencies for Infant-Toddler Educators competency model defines the specific knowledge and practices that best support infants' and toddlers' development in three essential areas: social-emotional, cognitive, and language and literacy. Certificates will only be given for completion of the full 45 hours. Participants may miss a maximum of 2 classes. These classes must be made up and proof of attendance must be given before a certificate will be issued. Participants will need a computer or tablet to participate in the training.

*This course does not satisfy the 45 Infant and Toddler course required by licensing to work in an infant and toddler classroom.

COK: 45 hours-Curriculum

Cost: \$250.00 (Providers credentialed at a level 2 or higher are eligible to apply for a training voucher to attend the 45-hour Critical Competencies training.)

Course Location: The course will be offered virtually using the Zoom platform. You have a choice of whether you want to begin the course in January 2021 or February 2021. You may pick only one!

January 2021 Course Dates

Tuesdays, January 19 & 26, 2020 | 6:00pm - 9:00pm
Tuesdays, February 2, 9, 16 & 23, 2020 | 6:00pm - 9:00pm
Tuesdays, March 2, 9, 16, 23 & 30, 2020 | 6:00pm - 9:00pm
Tuesdays, April 6, 13, 20 & 27, 2020 | 6:00pm - 9:00pm

[Click Here to Register for January 2021 Critical Competencies Training](#)

February 2021 Course Dates

Thursdays, February 18 & 25, 2021 | 6:00PM-9:00PM
Thursdays, March 4, 11, 18, & 25, 2021 | 6:00PM-9:00PM
Thursdays, April 1, 8, 15, 22 & 29, 2021 | 6:00PM-9:00PM
Thursdays, May 6, 13, 20 & 27, 2021 | 6:00PM-9:00PM

[Click Here to Register for February 2021 Critical Competencies Training](#)

Overcoming Burnout In Child Care

By Carmen Choi

Burnout & Turnover In Preschool – It Matters!

It is an unfortunate fact that teacher burnout is the norm in child care. Some might even see burnout as an occupational hazard, part and parcel of the job.

The truth is, it doesn't matter whether you are an in-home provider, a teacher, director or teaching assistant, it takes a special kind of person to pursue a career in early childhood. To be successful, you will need a lot of patience, love, solid communication skills, an organized mind, boundless energy, strength and soul. It's not easy and it's not for everyone.

Amidst early education receiving a lot of press and public attention, the field is going through a labor crisis. A lot of teachers are leaving the field because they are burning out. In the [2020-2021 Child Care Benchmark Report](#), child care business owners identified labor as the #2 organizational risk. This, coupled with the rising demand for child care is creating a tough situation for business owners, teachers, parents and everyone (especially the kiddos) involved.

As attitudes towards the relationship between millennial parents, career and family change, early childhood professionals are positioned to become a key support system for the backbone of our economy. So, let's tackle this issue of burnout in the field shall we?

Reasons For Teacher Burnout

Teaching preschool is so much more than showing up to look after the kiddos. Educators wear many hats in their roles: guardian, friend, first responder, counselor, cook, janitor, entertainer, mediator, the list goes on. All while making sure that the children under their care are safe and happy. Here are some reasons why burnout is so common in child care.

Lack of Training and Support

Child care professionals come from different educational backgrounds. From high school to post-graduate degrees, the level of experience varies from educator to educator. This, coupled with the requirements that come can put pressure on teachers and administrators to perform in a role without the necessary knowledge of best practices.

Between transitions, different shifts, a hasty lunch, talking to parents, putting out fires and making sure the kids are safe and happy, it is a lot to squeeze in training. That's a lot of responsibility to have on one plate!

This brings us to the topic of support. Early educators are often siloed in their classrooms and don't always have the strongest support system be it within the center or externally. When your team is constantly on the go and overworked, morale can take a hit across the board and burn out.



Preschool Teachers Are Nurturing People

There is definitely a personality profile that excels in the role of a preschool teacher: Someone who is nurturing, has a huge heart and is always there for their kiddos and families.

For better or for worse, this personality type can sometimes be the main contributor to burnout. Teachers that are so keen to please and help the families that they serve often forget to prioritize their own work-life balance.

Anyone who works in a child care setting will tell you that being sick all the time is pretty standard. Substitute teachers are difficult to schedule and the hassle of catching up is often seen as not worth it. The longer a teacher pushes themselves to be available for their kiddos and families, the more ill they become. This can turn into a toxic cycle that is not sustainable for a teacher's physical and mental wellbeing.

Underappreciation And Self-Worth

Early childhood professionals are relationship-driven people. I mean the job requires a whole lot of heart! Despite that, it is one of the most underappreciated and undervalued professions by society.

Negativity often comes from many sources:

- Friends/family: "Oh, being a preschool teacher isn't a *real* job"
- Parents: "It's just glorified babysitting"
- The general public: "How hard is it to play with kids all day"
- Yourself: "I guess I am *just* a preschool teacher"

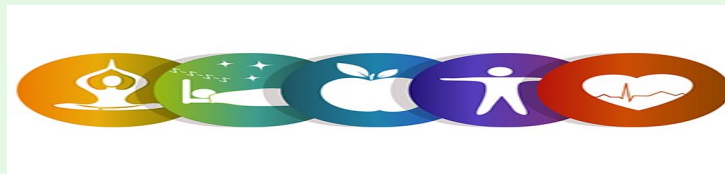


This incorrect association of value and identity not only contributes to a feeling of apathy at work, it also impacts the way in which teachers view themselves. That, on top of pay that doesn't correlate to the hours and effort required for the job, it isn't a stretch to see why teachers leave the profession.

In fact, our [benchmark survey](#) found that the average teacher salary is just \$27,156 USD — and that's *down* 5% from the previous year.

Health Concerns

Even if wearing personal protective equipment and regular cleaning, sanitizing and disinfecting, working as an ECE during a pandemic does still pose some health risks. In combination with the other burnout factors can result in a very anxious emotional state for educators.



How to Avoid Burnout In Child Care

Now that we've covered some key contributors to teacher burnout, let's talk about some strategies to prevent and minimize this. In the long run, a healthy and high-functioning team means a more sustainable business with minimal employee turnover, better quality care and a workplace that's more fun!

Build A Culture That Raises People Up

Given that child care is a field that is underappreciated, shifting your perspective makes a world of a difference. Think of your center in the frame of a family and take pride in your team and the families you serve. A simple “great job” goes a long way in making someone feel acknowledged for their hard work.

This doesn’t have to fall solely on the shoulders of leadership either! Every single person on the team has the capacity to shout a team member out, support a colleague who might be struggling with something and even mentor each other. An engaged team will organically raise the quality of your center and become more established in the community.

Get Organized and Communicate Expectations

Child care administration and leadership can have a huge impact on this front. A simple way to combat burnout is to provide tools to optimize time management and make tasks easier. If you have a team that works really hard already, set boundaries for your teachers to make sure that balance becomes a priority. Communicate expectations clearly and stick to them.

Some of these things can be:

- Setting clear shift times
- Using technology for paperwork
- Staffing classes in pairs / small teams
- Creating a mentorship program
- Showcasing your teachers’ work to parents



By having clear expectations, teachers will be able to take guilt-free breaks and maintain some balance while on the job. A mentorship program will help with training on the job, and having set career tracks will also help you build a team structure that has growth potential and pushes your staff to value their work. This is also a great way to retain top talent at your center.

Invest In Your People

Continuous professional development is key to staying up to date with the various licensing requirements and trends in the field. Reinvesting into your workforce will translate to an increase in quality across the board and yield returns both monetarily and from a morale perspective.

If staffing is an issue for this, schedule designated professional development days during the school year so that your team can focus on them. Make sure that parents are aware of your commitment to improving the service that you’re providing them and it is a win-win for everyone!

Source: <https://blog.himama.com/overcoming-burnout-in-child-care/>

TA TIPS AND Tricks

How To Avoid Burnout As A Childcare Worker

KRISTEN ORTWERTH

Are you feeling the burn(out)? Learn how to identify the symptoms of burnout in childcare.

People outside of the world of early childhood education are often fooled by all of the “time off” childcare providers and teachers get throughout the year. They don’t understand how that bit of time off flies by. They don’t understand that small bit of time off is barely enough for us to get our minds back to normal after the push at the end of a long year, semester, or summer term. Many child care centers are year ‘round now, too. What many people don’t understand is that BURNOUT. IS. REAL. Education and the care of children isn’t just reading stories and snack time. Strong programs require careful thought and planning to maximize the learning time available and ensure all students are reaching the appropriate milestones. And honestly, the time you spend with the kids is likely the easiest part of the job. The paperwork, lesson plans, and constant attention to compliance measures are the real challenges. So how can we improve our day to day so as to avoid burnout, stay on top of our game, and never lose sight of why we got into education to begin with?

So What Is Burnout... Exactly?

According to Melinda Smith at HelpGuide, burnout is “a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress.” When we experience a high level of stress for days, weeks, or even months on end without support or an end in sight, we begin to become cynical, uninterested, and even lack motivation to actually do even the things we once loved about our jobs. Prolonged burnout can affect your home life as well.

It’s sneaky the way it can permeate every aspect of life, including your health. So, it’s important to understand how to identify burnout before it gets to that point or better yet how to avoid it altogether.

What Are Some Of The Symptoms Of Burnout?

If you’re having to even ask yourself this question, the answer is likely yes. Sometimes we are so heads down that we don’t even realize what’s happening. We are just pushing through the next unit, creating the next center, planning the next field trip. We don’t have time to stop and check on ourselves. Here are some telltale signs of burnout according to the Mayo Clinic:

- Irritability or impatience with co-workers, children and their parents
- Lack of energy to be consistently productive
- Difficulty concentrating
- Lack of satisfaction from work achievements
- Disillusionment about your job
- Use of food, drugs or alcohol to feel better or to simply not feel
- Change in sleep habits

That Sounds Like Me... What Do I Do To Avoid Burnout?

First, take a deep breath. The good news is that you got this. Self-preservation is an innate quality most of us have. Start with baby steps to lighten your load. Identify the tasks that are really weighing you down in the classroom, and take those to your administrator. Share what you're going through and ask for help. Administrators are in the business of retention...both for staff and students. So, your administrator will likely walk through these challenges with you and help you devise a way to focus on the must-dos and back off of the nice to dos for a while. Having your admin in your corner is vital to improving your overall outlook and your ability to move past some of the stress you're experiencing. In conjunction, carve out some time to exercise. "Exercise is crucial to your mental and physical health," according to Forbes' Ashley Stahl. So, take a walk. Go for a bike ride. Find a yoga class. Make time for the activity that you enjoy that also elevates your heart rate. It's not only fabulous for your cardiovascular system, it's also great for your mental health. Get your body moving and your endorphins flowing!

How To Prevent Burnout In Childcare Workers

Child care center directors and admins have a critical role in supporting your staff throughout the year to help keep the dreaded burnout at bay. Burnout is a major factor in high turnover, costing small businesses between 16-20% of annual salary for every employee who leaves, according to People Keep's Christina Merhar. However, you can get ahead of this beast and offer your staff some perks that will hopefully keep the work/life balance in order as well as retain your employees for the longer term. Appreciation and recognition are key.

Here are few ways to do both:

- Minimize and simplify paperwork and mundane tasks using technology
- Open door policy—let them know that you are always in their corner—be approachable and one who takes action to rectify challenges
- Rotate ancillary duties (car duty, lunch duty, front desk duty, etc.) often, and allow teachers and staff to trade responsibilities.
- Recognize even the small instances of someone going the extra mile (Sonic gift cards, duty free day, order in lunch for that teacher, publish their good deed in the monthly newsletter)
- Provide special staff breakfasts once a month
- Coupons for jeans/casual dress days
- Make the effort to privately thank each member of your team every single day for something they did well

Burnout is no joke for childcare workers. It also doesn't have to feel like the end of the world. If we are in the workforce long enough, we will all experience it in some form or fashion. However, with recognition and deliberate change, we can win the burnout battle!

Source: <https://pccsoft.com/how-to-avoid-burnout-as-a-childcare-worker/>

TA TIPS AND Tricks:



Resource Link: <https://www.procaresoftware.com/how-to-run-a-daycare-10-tips-for-long-term-success/>

Want to learn from home ?

Our online training option is available for you!

Maryland Family Network and Maryland Child Care Resource Network is proud to offer an online option for child care providers to meet Maryland training requirements. We provide an affordable and effective selection of courses that meet Maryland training requirements. The following programs are available:

Pre-service Programs

45 Hour Pre-service Training (Inf./Tod.)	\$269
90 Hour Pre-service Training (3-5 years of age)	\$299
Center Director Pre-service Training	\$199
Family Provider Pre-Service Training	\$159
9-Hour Communication	\$ 39

Child Development Associate Programs

Child Development Associate (CDA) Credential Training	\$299
CDA Credential Training with Portfolio Assistance	\$799
CDA Credential Renewal	\$169

Todos los Programas de Asociados de Desarrollo Infantil están disponibles en español

Other Trainings

Supporting Children with Developmental Disabilities in Child Care	\$29.95
Individual Core Knowledge Courses	starting at \$35



Office of Child Care Training Requirements

Family Child Care - New Applicant (1/1/2016)

- Pre-Service 24 Hour Training (six 4-hour modules)
- 6-hour class in Emergency and Disaster Preparedness
- 6-hour Medication Administration
- 3-hours Including All Children and the ADA
- Infant/Child/Adult CPR and First Aid Certifications
- SIDS: Sudden Infant Death Syndrome and Supporting Breastfeeding in Child Care Family Child Care
- Basic Health & Safety

First Renewal Year (applied for license prior to 2016)

- 3-hours of training in each of four areas: Child Development, Mixed Age Groups, Health/Safety/Nutrition, and Professionalism
- Current First Aid and CPR certifications
- 6-additional hours of approved training in any area
- Applicants prior to Jan. 1, 2016, may need other specific training if not taken before registered.
- Verify requirements with your licensing specialist prior to workshop registration.

Family Child Care - After First Renewal

- 6 hours of approved Core of Knowledge training
- 6 additional hours of approved training in any area
- Current First Aid and CPR certifications

Child Care Center Staff

For current staff staying in the same positions:

- Aide/Assistant 6 hours per year
- Child Care Teacher 12 hours per year
- Child Care Director 12 hours per year

New hires and staff moving to new positions are subject to additional requirements which may include:

- Center Aide Orientation
- 9-hour Communication Course
- Including All Children and the ADA
- Supporting Breastfeeding in Child Care
- Basic Health & Safety

Feel free to contact our office for questions regarding training requirements. You can sign up for training on our website at: <https://arundelccc.org/services/training/training-calendar/>

****Important Training Note****

All classes listed are **VIRTUAL** unless noted with an asterisk (*)
ALL CLASSES ARE SUBJECT TO CHANGE DUE TO COVID-19 RESTRICTIONS.

Core of Knowledge Codes:

CD - Child Development

CM - Community

CU - Curriculum

HSN - Health, Safety, & Nutrition

Prof- Professionalism

SN - Special Needs

Levels of Training

Beginner – Hands-on training and baseline information for new child care professionals and those seeking refresher training. For example, make and take workshops, basic health and safety, supervision, professional ethics, basic curriculum planning, etc.

Intermediate – Training that includes theoretical/academic information, for example, the theories of child development, the connection between development and curriculum, meeting the needs of individual children, etc.

Advanced – Training for experienced child care professionals that include information on research conducted and its implication for the child care field. For example, implications of current research for school readiness, infant development, etc.

Register for training : <https://workshops.arundelccc.org/CVSFListView.aspx>

Ages and Stages: Child Development Birth to Age 3

Thursday, Jan 28 2021

6:00PM - 9:00PM

Location: Virtual

Sessions 1 Class# 2012218

Fee: \$38 **Member Fee:** \$33

Participants discuss the children in their care following the typical sequence of stages. Discussion includes typical milestones and difficulties at each stage and the caregiver's role in supporting optimal development.

Healthy Meals for Infants and Toddlers

Thursday, Jan 28 2021

6:00PM - 8:00PM

Location: Virtual

Sessions :1

Class# 2012217

Fee: \$33 **Member Fee:** \$28

Healthy eating habits are easy to establish early in a child's life when the parents and caregivers have accurate knowledge of nutritional values. This workshop explores how to help build healthy eating habits in infants & toddlers.

First Aid and CPR (Infant, Child and Adult) Certification

Saturday, Jan 30 2021

9:30AM - 3:00PM

Location: PIP Moyer Recreation Center

Sessions: 1

Class# 2012211

Fee: \$75 **Member Fee:** \$70

Certification for both First Aid and CPR is valid for two years. Learn how to use the AED machine to save a life.

Basic Health & Safety Training

Monday, Feb 8, 2021

6:00 pm-9:00 pm

Location: Virtual

Sessions: 1

Fee: \$30 **Member Fee:** \$25

This workshop provides basic information about critical health and safety topics for all child care providers to meet the requirement of the proposed licensing regulation regarding training in basic health and safety areas.

What Happened to the World? Helping Children Cope

Tuesday, Feb 9, 2021

6:00 pm - 8:00 pm

Location: Virtual

Sessions: 1

Class# 2012221

Fee: \$33 **Member Fee:** \$28

It is designed to help adults communicate and respond effectively to children and understand their fears, their grief, and their struggles to understand why their world is suddenly not as secure.

The Skin You Live In

Wednesday, Feb 10, 2021

6:00 pm - 9:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 **Member Fee:** \$33

Address the simple but complex topic of skin color differences with hands-on activities appropriate to use with children. The workshop handouts include a list of picture books on the topic.

Child Development & Developmental Days

Thursday, Feb 11, 2021

6:00 pm - 9:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 **Member Fee:** \$33

Participants will be presented with information on how to distinguish the difference between typical and atypical child development.

Self-esteem of the Preschool Child

Saturday, Feb 13, 2021

6:00 pm - 9:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 **Member Fee:** \$33

Overview of self-esteem theory as it relates to the preschool age. Learn indicators of self-esteem as well as strategies to increase self-esteem in particular children. Learn activities that increase self-awareness, self-expression and self-esteem.

Emergency Preparedness for Child Care Providers

Tuesday, Feb 16, 2021

6:00 pm - 9:00 pm

Location: Virtual

Sessions: 2

Fee: \$65 **Member Fee:** \$60

Learn the necessary actions to keep you and the children in your care safe in any emergency situation. You will develop an EP plan. This workshop meets OCC requirements.

Curriculum Planning

Wednesday, Feb 17, 2021

6:00 pm - 9:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 **Member Fee:** \$33

Look at the wide world of subject matter that may be of interest or need for your children. Use year-round planning as a way to fit topics around seasons and special days on the calendar.

January 2021

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

45 Hour Zero to Three Critical Competencies for Infant - Toddler Educators

Thursday, Feb 18, 2021

6:00 pm - 9:00 pm

Location: Virtual

Sessions: 15

Fee: \$250

Thursday 6 pm-9 pm weekly class February 18, 2021- May 27, 2021 \$250.00 Providers credentialed at level 2 or higher are eligible to apply for a training voucher to attend the 45-hour Critical Competencies training

Medication Administration

Saturday, Feb 20, 2021

9:00 am—3:00 pm

Location: Pip Moyer Rec Center

Sessions: 1

Fee: \$65 Member Fee: \$60

Learn about MSDE's policies and procedure regarding the administration of medicine to children in your care.

Who's Coming to Your Program?

Tuesday, Feb 23, 2021

6:00 pm - 9:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 Member Fee: \$33

This training will define diversity and identify program planning considerations and family engagement strategies to help child care providers offer well-rounded and responsive care and education.

First Aid and CPR (Infant, Child, Adult) Certification

Saturday, Feb 27, 2021

9:30 am—3:00 pm

Location: Virtual

Sessions: 1

Fee: \$75 Member Fee: \$70

Certification for both First Aid and CPR is valid for two years. Learn how to use the AED machine to save a life.

Balance of Power

Tuesday, March 2, 2021

6:00pm - 9:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 Member Fee: \$33

An examination of the dynamics of an adult-child relationship that typifies power struggles. Developmental stages & "difficult" temperament traits can contribute to the combustible mix. Learn helpful techniques to prevent & resolve power struggles.

Making Families Welcome: Positive Partnerships with Families

Thursday, March 4, 2021

6:00 pm - 9:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 Member Fee: \$33

Including All Children and the Americans with Disabilities Act

Monday, March 8, 2021

6:00 pm - 9:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 Member Fee: \$33

You will be presented with information, strategies, and resources on how to develop and implement an ECE environment that is inclusive to all children and families

Success Over Stress: Gain Control of Your Life

Tuesday, March 9, 2021

6:00 pm - 9:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 Member Fee: \$33

Working full time, providing quality childcare and managing your personal life can lead to large amounts of stress. Learn how to recognize and manage stress triggers and gain control of your life.

Baby Talk: Early Language Development

Saturday, March 13, 2021

9:00 am—12:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 Member Fee: \$33

The workshop covers the normal milestones of language in children from birth through age 3, stressing how language is "caught" by providing a rich verbal environment, and not "taught" in carefully laid out lessons.

Together Again: Group Time & Group Games

Wed, March 17, 2021

6:00 pm—9:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 Member Fee: \$33

Children are more likely to participate in group activities when they can truly participate! Enliven your circle time with engaging activities including traditional children's games. Bring some curriculum themes & leave with new ideas.

Positive Words for Positive Actions

Thursday, March 18, 2021

6:00 pm—9:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 Member Fee: \$33

Learn how easy it is to reword your directions and other guidance techniques you can use in your child care.

February 2021

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2021

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

P

When you see this symbol, it represents the letter "P" for **Parents.**

This "P" means any parent is welcome to attend this class for **FREE!**

No certificate will be issued.

Please register.

We Now Offer Virtual "On-Site" Training

Arundel Child Care Connections is now offering virtual "onsite" training in order to accommodate centers/programs that choose to remain socially distant. We will provide the trainer, platform and digital copies of all materials. You may choose to do this at your center/home, or your staff may complete the training from their homes. At this time we are requiring a minimum of 8 participants for all virtual "on-site" trainings.

For more information please contact our office.
welcome@arundelccc.org

****Important Training Note****

All classes listed are **VIRTUAL** unless noted with an asterisk (*)
ALL CLASSES ARE SUBJECT TO CHANGE DUE TO COVID-19 RESTRICTIONS.

Core of Knowledge Codes:

CD - Child Development

CM - Community

CU - Curriculum

HSN - Health, Safety, & Nutrition

Prof- Professionalism

SN - Special Needs

April 2021

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Supporting Breastfeeding in Child Care

Monday, March 22, 2021

6:00 pm - 6:30 pm

Location: Virtual

Sessions: 1

Fee: \$10

This is a required class for all Family Providers licensed for infants and all Center Staff working in the Infant/Toddler classrooms. Know what the new regulations are and how you will incorporate them into your home or center.

SIDS: Sudden Infant Death Syndrome Training

Monday, March 22, 2021

7:00 pm - 9:00 pm

Location: Virtual

Sessions: 1

Fee: \$33 Member Fee: \$28

Learn about the Sudden Infant Death Syndrome and what you can do to prevent it.

Register for training : <https://workshops.arundelccc.org/CVSFListView.aspx>

A World of Stories

Wednesday, March 24, 2021

6:00 pm - 9:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 Member Fee: \$33

Folk tales from around the world - why and how to use them with children.

Building Resilience in Children

Saturday, March 27, 2021

6:00 pm - 9:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 Member Fee: \$33

In this workshop participants will learn that warm and nurturing relationships between children and the adults in their lives are the most important factor in developing resilience and overcoming potential negative effects of daily stress.

First Aid & CPR (Infant, Child, Adult) Certification

Saturday, March 27, 2021

9:30 am—3:00 pm

Location: Pip Moyer Recreation Center

Sessions: 1

Fee: \$75 Member Fee: \$70

Certification for both First Aid and CPR is valid for two years. Learn how to use the AED machine to save a life

Lesson Planning for Preschool Children

Thursday, April 8, 2021

6:00 pm - 9:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 Member Fee: \$33

The Birds & the Bees as Young as Threes

Saturday, April 10, 2021

9:00am - 12:00pm

Location: Virtual

Sessions: 1

Fee: \$38 Member Fee: \$33

Review the correct names for body parts & processes. Discuss why human reproduction is such a sensitive topic & why it is important for children & teens to have an "ask-able" adult to confide in. An extensive book list is included as

Basic Health & Safety Training

Monday, April 12, 2021

6:00 pm - 9:00 pm

Location: Virtual

Sessions: 1

Fee: \$30 Member Fee: \$25

This workshop provides basic information about critical health and safety topics for all child care providers to meet the requirement of the proposed licensing regulation regarding training in basic health and safety areas.

Emergency Preparedness for Childcare Providers

Tuesday, April 13, 2021

6:00 pm - 9:00 pm

Location: Virtual

Sessions: 2

Fee: \$65 Member Fee: \$60

Learn the necessary actions to keep you and the children in your care safe in any emergency situation. You will develop an EP plan. This workshop meets OCC requirements.

Medication Administration

Saturday, April 17, 2021

9:00 am— 3:00 pm

Location: PIP Moyer Recreation Center

Sessions: 1

Fee: \$65 Member Fee: \$60

Learn about MSDE's policies and procedure regarding the administration of medicine to children in your care.

You Can Do This! Accommodating All Children in Your Program

Thursday, April 22, 2021

6:00 pm—9:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 Member Fee: \$33

This workshop session provides an overview of the characteristics of inclusive child care and ways caregivers can support different needs for different children.

Including All Children and the Americans with Disabilities Act

Monday, April 26, 2021

6:00 pm—9:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 Member Fee: \$33

You will be presented with information, strategies, and resources on how to develop and implement an ECE environment that is inclusive to all children and families.

Sensory Play for Infants and Toddlers

Tuesday, April 27, 2021

6:00 pm—8:00 pm

Location: Virtual

Sessions: 1

Fee: \$38 Member Fee: \$33

Sensory play enables infants and toddlers to scaffold learning, building on prior experiences. Providers will learn how to use non-traditional everyday sensory items to create discovery baskets to scaffold memory and enhance brain development in I/T

Communication: What I Meant to Say

Wednesday, April 28, 2021

6:00 pm—8:00 pm

Location: Virtual

Sessions: 1

Fee: \$33 Member Fee: \$28

Relationship dynamics, body language, cultural differences, and the emotions behind the words often tell much more than words themselves. Learn how to communicate respectfully and effectively with co-workers, parents and children.

Virtual Training Registration & Participation

Pre-registration and pre-payment are required to attend all workshops. Pre-registration occurs when Arundel Child Care Connections (ACCC) receives a registration form with payment, phone call with credit card payment, or an online registration by 8:00 am the morning of the workshop. Last minute registrations **will not be** accepted at the workshop. You will receive an email after your registration is successfully processed and an additional email approximately 24-hours **BEFORE** the beginning of the training.

Registration is on a first come, first serve basis. If your registration is received after a workshop has met its capacity, we will notify you and return your payment, or offer you another class choice. Registrations are only transferable when the transfer registration is done 48 hours or more prior to the training date. Confirmations will be emailed with the class information.

Cash, check, money order or credit card payment (VISA, MC or Discover) will be accepted as payment. There will be a \$30.00 service fee for returned checks. Checks are made payable to **Arundel Child Care Connections**.

No refunds will be given unless ACCC cancels the workshop. A class may be cancelled/rescheduled if it does not have three or more participants registered 24-hours prior to the workshop date. In the case of a cancellation, participants will receive a credit transferable to another workshop or a refund will be given. If you need to cancel, you must give ACCC **24-hours' notice** and credit will be given to your account. **You have 90 days from the date of class to request a credit/refund. After the 90 days you will forfeit any funds.**

You must be present and participate in the entire workshop to receive a certificate for the credit hours listed. Workshops begin at the stated time; please plan to log into the training at least **10 minutes early** to allow time for any technical difficulties. If you log into the training more than 15 minutes after the actual start time of the workshop, you will not receive credit, nor will you receive credit if you log out of the training before it's completed. You will **not** be eligible for a certificate, credit, or refund. Training certificates are issued via email within 1 week after the workshop, provided the participant successfully completes the post assessment and evaluation.

If you do not show up for a scheduled class, you forfeit your registration. Any substitutions for the original registrant will incur an additional charge of \$5 added to the workshop fee. Substitutions will receive certificates via e-mail once payment is received.

Participants are expected to adhere to the following throughout the virtual training:

- Have camera/video on during the webinar, if available
- Participate in activities and "discussions"
- Answer questions when called on
- Submit assessment and evaluation to get credit for course

Replacement certificates may be requested by emailing Aleace Douglas at aleace@arundelccc.org or by calling 443-782-5001 ext 105. There is a \$5.00 fee for each replacement certificate.

All workshops are approved by MSDE Office of Child Care, training number: CKO-156225 (Revised April 2018)

VIRTUAL Training Registration

Please Print All Information

Name _____ *Email: _____

Home Address City, State, *Zip Code _____

Home Phone _____ Work Phone _____ Cell Phone _____

Work Address _____

Are you an ACCC Member? No _____ Yes _____ If yes, please provide your member number: _____

Please Check One:

_____ Becoming a Family Provider _____ Becoming a Center Director _____ Child Care Center Staff
_____ Currently a Family Provider _____ Currently a Center Director _____ Teacher, School's Name:
_____ Other _____

VISA/MasterCard/Discover Number _____ Expiration Date: ____/____/____

*An email address is needed if you are paying via credit card and zip code must match billing address.

Mail to: Arundel Child Care Connections, 44 Calvert St., Room 140A, Annapolis, MD 21401

OR, if paying by Credit/Debit Card you may fill out this form and email it to: Aleace@arundelccc.org

Workshop	Date	Cost

Training Registration & Participation

CPR/FIRST AID and/or Medication Administration ONLY!!

Pre-registration and pre-payment are required to attend all workshops. Pre-registration occurs when Arundel Child Care Connections (ACCC) receives a registration form with payment, phone call with credit card payment, or an online registration by noon the day before the workshop. Walk-ins **will not be** accepted at the workshop.

Registration is on a first come, first serve basis. If your registration is received after a workshop has met its capacity, we will notify you and return your payment, or offer you another class choice. Registrations are only transferable when the transfer registration is done **48 hours or more** prior to the training date. Confirmations will not be emailed/mailed. You may call 443-782-5001 to verify your enrollment in the class.

Cash, check, money order or credit card payment (VISA, MC or Discover) will be accepted as payment. There will be a \$30.00 service fee for returned checks. Checks are made payable to **Arundel Child Care Connections**.

No refunds will be given unless ACCC cancels the workshop. If you need to cancel, you must give ACCC **24-hour's notice** and credit will be given to your account. A class may be cancelled if it does not have six or more participants registered 24-hours prior to the workshop date. In the case of a cancellation, participants will receive a credit transferable to another workshop or a refund will be given. **You have 90 days from the date of class to request a credit/refund. After the 90 days you will forfeit any funds.**

You must be present and participate in the entire workshop to receive a certificate for the credit hours listed. Workshops begin at the stated time; please plan to arrive ten minutes early to sign-in. If you arrive 15 or more minutes after the stated start time of the workshop, you will be asked to leave. You will **not** be eligible for a certificate, credit, or refund. Training certificates are issued at the conclusion of each workshop provided the participant successfully completes the post assessment.

If you do not show up for a scheduled class, you forfeit your registration. Any substitutions for the original registrant will incur an additional charge of \$5 added to the workshop fee. Substitutions will receive certificates via mail once payment is received.

Workshops are designed for adults only; please make child care arrangements in advance.

Call 443-782-5001 in advance if you need assistance or require special accommodations at the workshop.

In the event of inclement weather, call 443-782-5001 for closure information and cancellation of workshops. In the event of a cancelled workshop due to weather, credit will be given toward another workshop. ACCC follows the Anne Arundel County Public School inclement weather closings. If your workshop is being held at a library please contact the library for closure information.

No food/drink is permitted in Room 161 (Arundel Center) when attending a class at ACCC.

Replacement certificates may be requested by emailing Aleace Douglas at aleace@arundelccc.org or by calling 443-782-5001 ext 105. There is a \$5.00 fee for each replacement certificate.

Covid-19: Maximum of 14 participants for all in person trainings. You must follow **ALL** social distancing recommendations (such as 6 feet of space between participants and wearing a mask for the duration of the training). If anyone attending the training test positive for COVID-19 within 3 weeks from the date of the training you **MUST** notify Arundel Child Care Connections **IMMEDIATELY** so that we may notify the trainer and other participants.

• All workshops are approved by MSDE Office of Child Care, training numbers: CKO-156225

Training Registration (CPR/FIRST AID and/or Medication Administration ONLY)

Please Print All Information

Name _____ *Email: _____

Home Address City, State, *Zip Code _____

Home Phone _____ Work Phone _____ Cell Phone _____

Work Address _____

Are you an ACCC Member? No _____ Yes _____ If yes, please provide your member number:

Please Check One:

_____ Becoming a Family Provider

_____ Becoming a Center Director

_____ Child Care Center Staff

_____ Currently a Family Provider

_____ Currently a Center Director

_____ Teacher, School's Name:

_____ Other _____

VISA/MasterCard/Discover Number _____ Expiration Date: ____/____

*An email address is needed if you are paying via credit card and zip code must match billing address.

Mail to: Arundel Child Care Connections, 44 Calvert St., Room 140A, Annapolis, MD 21401

OR, if paying by Credit/Debit Card you may fill out this form and email it to: Aleace@arundelccc.org

Workshop	Date	Location	Cost
CPR/FIRST AID <input type="checkbox"/>			
MEDICATION ADMIN. <input type="checkbox"/>			

Locate: Child Care

If you have a concern about your child care

If you are dissatisfied with a caregiver, you may contact LOCATE: Child Care at 877.261.0060 and speak with a Referral Specialist to discuss your concerns. Many difficulties between you and a provider can be resolved. Your Referral Specialist can give you some helpful tips for continued communication with your provider.

Complaints that involve any threat to the health, safety or welfare of a child should be immediately registered with your regional Office of Child Care and, in certain circumstances, with the Child Protective Services division of your local department of social services. LOCATE: Child Care Referral Specialists can be reached by telephone at 877.261.0060 and can provide you with the telephone numbers of the office nearest you.

If you do have a complaint of this nature, our Referral Specialists can assist you by gathering pertinent information concerning your concern and registering your complaint with the appropriate regulatory or social services agency. The complete LOCATE: Child Care complaint policy is available below for you to review.

Locate: child care complaint policy

Through MFN's LOCATE: Child Care service, parents share feedback with the LOCATE: Child Care staff on the programs in the files: licensed child care centers, registered family child care providers and accredited preschools and camps. While this feedback is at times positive, it sometimes concerns complaints parents have about child caregivers. Of course, MFN and the Maryland Child Care Resource Network want to use this information in a way that is fair to providers and parents, while protecting children, as well.

Therefore, the LOCATE: Child Care Complaint Policy was developed and has been in effect since its approval by the Maryland Committee for Children Board in November, 1983. According to this policy, all complaints made to LOCATE: Child Care about child care providers/facilities are recorded. The type of complaint is then determined:

Less Serious Complaint – No Violation: complaints which do not involve violations of child care regulations; complaints about situations which do not pose a threat to the safety, health or welfare of a child.

Less Serious Complaint Involving Violation: complaints of any violation of Office of Child Care (OCC), Maryland State Department of Education (MSDE) regulations, and/or the Health Department which do not pose a threat to the health, safety or welfare of a child.

Serious Complaint: any threat to the immediate health, safety, or welfare of a child.

When a parent calls LOCATE: Child Care with a complaint, the referral specialist advises him/her to register the complaint directly with the appropriate regulatory agency and/or Protective Services. Names and telephone numbers of the person with whom the parent should speak are provided.

When a Serious Complaint is received concerning one of the providers of facilities in the LOCATE: Child Care system, no referrals are made by the referral specialists to that provider/facility. The LOCATE: Child Care Director also communicates with the appropriate regulatory agency personnel about the complaint, and maintains the "hold" on the provider/facility until the agency's disposition of the complaint is known. Should the investigation result in no action, the "hold" status is removed from that provider's/facility's records. Should the license or registration be revoked, the record is removed from the LOCATE: Child Care files. Providers are advised of LOCATE: Child Care's actions in writing.

A provider may appeal the LOCATE: Child Care Director's decision to cease referrals. Appeals are first addressed to the LOCATE: Child Care Advisory Committee. Final appeals may be made to the board of the Maryland Family Network.

It is the position of LOCATE: Child Care and MFN that the Complaint Policy is both fair and workable. Safeguards and due process are afforded to the care givers in the files, and parents' and children's rights to safety are addressed, as well. Any questions on this policy should be addressed to FloJean Speck, Director, LOCATE: Child Care.

Child care resource and referral center complaint policy

All of the resource centers of the Maryland Child Care Resource Network strive to provide high quality service to their constituencies. However, in the event that someone has concerns about an incident regarding some aspect of service at a regional child care resource center or feels that he/she was mistreated by a staff member of a resource center, the caller should contact the resource center involved.

If the person is not satisfied with the way the concern or complaint was handled by the regional resource center, he/she can contact the Network Manager at the Maryland Family Network (MFN) at 410.659.7701. As the Statewide Coordinating Entity, MFN will investigate the complaint and act on it appropriately.

*all LOCATE information was retrieved from : <http://www.marylandfamilynetwork.org/complaint-policy/>

Helpful Telephone Numbers

LOCATE: Child Care (Child Care Referral Service for parents)	1-877-261-0060
LOCATE: Child Care (Update Services for Providers)	1-866-752-1614
Arundel Child Care Connections Office	443-782-5001
Arundel Child Care Connections Executive Director (Germaine Adams) ext 100.	443-782-5001
Arundel Child Care Connections Training Coordinator ext 101	443-782-5007
Arundel Child Care Connections Training Registrar/Education Assistant (Aleace Douglas) ext 105..	443-782-5004
Arundel Child Care Connections Early Childhood Specialist (Stacey King) ext 102.	443-782-5005
CHAMPS Program - Early Childhood Behavior Specialist (Tya Burris) ext 103	443-782-5009
CHAMPS Program - Early Childhood Behavior Specialist (Danequa Offei) ext 104.	443-782-5006
Office of Child Care Regional Office - Region 1 - Annapolis	410-573-9522
Maryland EXCELS Quality Assurance Specialist (Thea Quible)	410-573-9523
Anne Arundel County Family Child Care Association	410-695-0895
Anne Arundel County Child Care Center Association	443-274-2097
Anne Arundel County Infants and Toddlers Program (Birth to 3)	410-222-6911
Anne Arundel County Child Find (Ages 3-5)	410-766-6662
Maryland Children Health Program	800-456-8900
The Caring Connection	888-817-8687
The Planning Council (USDA Child Food Program for Family)	800-410-9774
The Planning Council (USDA Child Food Program for Centers)	410-767-0214
Anne Arundel County Network of Care for Children & Families	800-485-0041
Anne Arundel County Department of Social Services	410-269-4500
Anne Arundel County Child Protective Services	410-421-8400
Maryland POISON Center.....	800-222-1222
Child Care Subsidy (Purchase of Care Vouchers).....	866-243-8796

Due to COVID-19 and Governor Hogan's executive order to practice social distancing, our office is currently closed to the public and the entire ACCC staff is working remotely. Our current office hours are as follows:

Monday– Friday 8:30 am– 4:30 pm

We will resume with our standard hours once we return to the office:

Arundel Child Care Connections

Business Hours

Monday– Thursday

8:30 am– 4:30 pm

Friday (Office Day)

9:00 am– 3:00 pm

Closed:

Monday, January 18, 2021

Monday, September 6, 2021

Monday, October 11, 2021

Thursday, November 11, 2021

Thursday, November 25, 2021

Friday, November 26, 2021

Friday, December 24, 2021– Monday, January 3, 2022

**In the event of
INCLEMENT WEATHER
Call...443-782-5001**

Arundel Child Care Connections

Board of Directors

FY 2019

William (Joe) J. Selle

Board President/ Interim

Treasurer

Assistant Attorney General

Maryland Environmental

Service

Savannah Stamates

Judy Center Program Manager

Judy Center Hilltop Elementary

School & Belle Grove

Elementary

Anne Arundel County

Public Schools

Jessica Kemper

Director of Woods Child

Development Center

Child Care Center

Association Representative

Anne Arundel County

Center Association

Julie Dobies

Territory Manager

Secretary

Kaplan Early Learning Company

Arundel Child Care Connections

**44 Calvert Street, Suite 140A
Annapolis, MD 21401**

www.arundelccc.org

Main Phone (443) 782-5001

Fax (443) 782-5002

Email: welcome@arundelccc.org

**If you would like to join our
mailing list, please send your
name, program name, & email**



Connect with Us



PHILOSOPHIES, PRINCIPLES, AND VALUES

1. Meeting individuals and organizations where they are: sharing our passion for serving children, families, and staff
2. Promotion of self-care: creating space in the day to do things that nurture and sustain you and your chosen profession
3. Culture of Collaboration: sharing behaviors and values that promote and support knowledge exchange with the children, families, and child care providers we serve
4. Commitment to growth: refining the knowledge, passion, and professionalism of those we serve
5. Empowering the profession: enabling staff and providers to build trust and empathy, solicit feedback, provide instruction, simplify discovery, show appreciation, and recognize limitations in order to promote and strengthen the early education field.



The Arundel Child Care Connections, Inc. is a member of the Maryland Child Care Resource Network with funding provided from the Maryland State Department of Education, and through Maryland