



reduction in state spending from the state agencies.

One of these programs of special interest was the recent allocation from Promoting Safe and Stable Families. Ideas were shared of how some of the local areas plan to incorporate these funds into Empowerment and Decat activities.



**East Central Iowa**  
On June 22, the first networking meeting of the East Central Empowerment Coordinators was held. They met at the Coralville Library. Members present were Lori Johnson, Tama Co.; Laurie Nash, Johnson Co.; Heidi Pearson, Benton Co.; Judy Rohwedder, Muscatine Co.; Priscilla Smith, Scott Co. Special guests were Kris Bell and Shanell Wagler from the State Empowerment Team and Erin Smith, Miss Iowa.

The group held discussions and sharing on cuts in Shared Visions funding and its effects on Empowerment, models of mentoring, and programs for family day care home providers. Erin Smith briefly shared her role as Miss Iowa and because of her platform for children's literacy encouraged community empowerment areas to contact her for events.

Overall, good discussion and ideas were shared when these groups got together. Keep up the *Good Work!*

## Regional Networking Meetings

### Northwest Iowa

The Coordinators of Northwest Iowa met in Okoboji on July 19. The group discussed hosting a 3rd annual networking event in September 2001 and decided instead to encourage their board members, citizens and service providers to attend the State Networking event on November 28-29, in Ames. Tentatively a NW Iowa Networking event will be held in the spring of 2002.

A matrix was developed summarizing the activities of Northwest Iowa that are being funded by technical assistance funds. This information will be shared with local boards and can assist in collaborative efforts among local Empowerment areas.

Three Empowerment areas covering 7 Counties (Lakes Area, PAK and Emmett) are sponsoring a workshop on August 8, entitled, "Television and School Readiness." The following broad questions provide the basis for an in-depth, hands-on training about how to utilize Iowa Public Television. What do children need before they can start school? How do we create experiences that prepare children for a lifetime of learning? How do we establish secure and nurturing childcare environments?

During this meeting the group also discussed how the coordinator's position is funded in each area. Ideas were exchanged regarding new and/or additional challenges that might be encountered this year because of the

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## Upcoming Events

### Empowerment Board Meeting Schedule for 2001

United Way of Central Iowa  
Des Moines  
October 1

January 11, 2002

April 5, 2002

July 12, 2002

October 4, 2002

(For 2002 meetings, location still to be determined.)

### Empowerment Advisory Council Meetings

Wednesday, September 19, 2001  
West Des Moines Resource Center  
West Des Moines

March 14, 2002

June 13, 2002

September 12, 2002

(For 2002 meetings, location still to be determined.)

### Quarterly Contact/Coordinator Meetings

#### Scheman Center, Ames

September 24 - 1:00 – 4:30

### Every Child Reads Training Writing Module

(Please Note: updated schedule)

October 2, Des Moines

October 9, Storm Lake

October 16, Atlantic

October 18, Ottumwa

October 23 and 24, Cedar Falls

### Empowerment State Networking Conference

November 28-29, 2001

Scheman Center, Ames

### Partners for Healthy Baby

Three Pilot Empowerment Areas

7-12 month Curriculum

ICN Training

October 10 and 11, 2001

## EMPOWERMENT TOOL

### Empowerment Funding Parameters

<b>Early Childhood Funding Parameters</b> <b>Via Iowa Empowerment Board</b>	<b>School Ready Funding Parameters</b> <b>Via Iowa Empowerment Board</b>
<p><i>For state fiscal year 2002, \$6.28 million of Temporary Assistance to Needy Families (TANF) dollars is transferred annually to the Child Care Development Funds (CCDF). Consequently, the CCDF regulations apply to the dollars in addition to the legislative language in the DHS appropriation bill as well as the accompanying administrative rules.</i></p> <p><i>The funds are to be used to enhance quality child care capacity in support of parent capability to obtain or retain employment. Examples of the type of activities allowable are as follows:</i></p>	<p><i>The School Ready Funds may be utilized to support a comprehensive school ready children plan designed by the local empowerment boards. Currently, \$15.6 million dollars is available for distribution to community empowerment boards.</i></p>
<ul style="list-style-type: none"> <li>• Developing capacity for regular child care including recruitment of providers</li> <li>• Developing capacity for mildly ill child care</li> <li>• Developing capacity for second or third shift child care</li> <li>• Developing capacity for infant care</li> <li>• Providing training to center and home based providers to improve the quality of care</li> </ul> <p>Training focus may include developmentally appropriate curriculum and activities, health and safety considerations, child development, nutrition, child abuse detection and prevention, guidance and discipline, cross-cultural competencies</p> <ul style="list-style-type: none"> <li>• Assist providers in meeting licensing, registration or accreditation standards</li> <li>• Enhance linkages with Head Start, Early Head Start, child development programs and child care programs</li> </ul>	<ul style="list-style-type: none"> <li>• Comprehensive Services for children ages birth to five may include but are not limited to:                             <ul style="list-style-type: none"> <li>▪ Preschool services</li> <li>▪ Parent support and education services including home visitation</li> <li>▪ Child development services</li> <li>▪ Child care services</li> <li>▪ Children’s health and safety services</li> </ul> </li> <li>• Emphasis on striving toward 60% of the funding to focus on home visitation and parent support programs</li> <li>• Funding is state dollars only</li> <li>• Funds cannot be used to purchase real estate or construction</li> <li>• Administrative expenses are limited to 3% not to exceed \$60,000</li> <li>• Funds are administered through the Department of Education</li> </ul>

**Early Childhood (cont.)**

- Provide information in assisting parents to select a quality child care environment (comprehensive consumer education)
- Limited facility expenses are allowable to do minor remodeling to meet health and safety standards required by licensing or registration, e.g., purchase of equipment such as cribs for infants, installing required sink in infant room
- Limited administrative expenses are allowed (maximum of 5%)
- Funds cannot be used to supplant child care stipends to eligible recipients
- Funds are administered through the Department of Human Services
- Funds are distributed through a formula based upon the Community Empowerment Area's percentage of average monthly statewide Family Investment Program (FIP) cases in the preceding state fiscal year
- As a result, all designated empowerment areas receiving funding
- Funds have a time limit for expending; obligated within a federal fiscal year and expended by end of subsequent federal fiscal year. Note: dollars are distributed according to the state fiscal year

**School Ready (cont.)**

- Funds are distributed through a grant process
- In FY 01 all CEA's received school ready funds.
- Funds are not time limited in regards to the capability of being carried over from one fiscal year to another

be at times and in locations convenient to the child care workers.

Funding sources and decision makers must also work together to address the barriers that families and child care providers face. Some of the barriers will require a change in a few written policies to make them more flexible and accessible for families.

Other barriers may be addressed by working with agency personnel to get consistent interpretations of rules or policies.

Families want flexibility from funding sources and to have the cost of individualized supports covered while the child is attending a child care setting. These supports are necessary for the service to be accessible to their child with a disability. Members from community empowerment boards make perfect partners to share their creative solutions and help raise the awareness of the barriers that face families and child care providers!

If you are interested in being a member of a technical assistance team for child care providers, participating in partnership meetings to address training issues or want to become an advocate for policy changes at both the state and local levels, please contact Ann Riley at [ann-l-riley@uiowa.edu](mailto:ann-l-riley@uiowa.edu) or by phone at 319-384-6865. Together we can create a system that works for all!

*Thanks to Ann Riley, RN MSN, for sharing the information for this article.*



## Inclusive Child Care

Efforts are being made to develop an inclusive child care model that increases inclusive opportunities for families with children with special health care needs or a developmental disability. Through a collaborative effort between the Iowa Departments of Public Health and Human Services, Healthy Child Care Iowa and Child Health Specialty Clinics at the University of Iowa, this effort is being set forth across the entire state.

Ann Riley, a registered nurse developed and ran an inclusive child care program in Johnson County for twenty years. Ann is now staff for this project. "I believe that child care providers are one

of the largest support systems available to families of young children. There are many caring, knowledgeable and creative providers that work hard to include all children!" However, Riley further explains that supports need to be in place to help the caregiver meet the individualized needs of children with developmental disabilities using their services.

To develop the model she spent time identifying resources and agencies across our state. Riley is now encouraging partnerships to develop between the existing groups and provide training on disability issues and inclusive child care practices. Riley identified that child care providers want on-site individualized technical assistance. Their training sessions must

# Quality Child Care Initiative Registered Child Care Apprenticeship

Since January of this year, a registered child care apprenticeship program has been piloted in three areas of the state with funding from a grant through the U.S. Department of Labor Education and Training Agency. Twenty-five child care practitioners are currently enrolled in the program.

Child care apprenticeship programs are certificate programs targeted toward practitioners working in the early care and education field. All child care apprenticeship programs combine classroom instruction (at least 288 hours over two years) with substantial, supervised on-the-job training (4,000 hours over a two-year period).

Apprenticeship benefits the children served in the child care program, the child care field and the individual apprentices. The children benefit from a more highly trained caregiver. The child care field benefits from another avenue for achieving a more professional work force.

Apprentices benefit in a variety of ways. They are given graduated wage increases or bonuses over the course of their apprenticeship; they are part of a nationally recognized program registered with the U.S. Department of Labor; and articulation agreements will be developed to allow apprenticeship coursework to apply toward a degree program.

A local apprenticeship committee directs the program for each area with final approval of standards and coursework awarded by the statewide apprenticeship committee. Technical assistance is available to develop registered apprenticeship programs in other interested areas of the state.

If you would like more information about apprenticeship and how your community empowerment area may get involved, please contact Marla Sheffler, executive director, Iowa Child Care and Early Education Network, 515/883-1206 or icceen@iowachildnetwork.org.

## Meet State Empowerment Board Members

### C. Arthur Wittmack



**C. ARTHUR WITTMACK**  
President/CEO  
Neumann Brothers, Inc.

Art Wittmack is a Civil Engineering graduate from Iowa State University. He spent three years in the Navy's Civil Engineer Corps during the Vietnam era. After leaving the Navy, Mr. Wittmack worked in Chicago on a federal construction initiative under the office of the Secretary of Labor, and later for the Portland Cement Association.

In 1975, Art joined Neumann Brothers, Inc. a Des Moines construction company founded in 1912. He was elected to the Neumann Board of Directors in 1983 and held the positions of Controller and Vice President before being elected as President and Chief Executive Officer in 1985. He has worked on projects such as the 36-story Ruan Center, the 24-story Marriott Hotel, Meredith Corporation's "Gateway" expansion and EMC Insurance Companies' \$52 million office expansion.

Art is a past president of the Des Moines Construction Council, the Master Builders of Iowa Board of Directors, and has served as a national director of the Associated General Contractors of America. Art serves as a management Trustee on the Ironworkers pension, health and welfare, and apprenticeship trusts.

He also serves on a number of community boards including the Greater Des Moines Partnership, Des Moines Symphony, Science Center of Iowa, City of Des Moines' Urban Renewal Board, Iowa Architectural Foundation, the Greater Des Moines Committee and the Des Moines University - Osteopathic Medical Center.

Art's interest in human services and education dates back 30 years ago when he became a volunteer on a drug and crisis intervention telephone counseling service. Later he became active in the United Way of Central Iowa "Planning and Allocation Division" which he later chaired. He served on the board of a local community planning effort that evolved into the Human Services Planning Alliance (Polk County's Empowerment Board) on which he is now a board member.

He has also been active in the public education arena, co-chairing the 1989 bond issue initiatives for the Des Moines Public Schools, and is currently serving as a director of the Business Education Alliance, a partnership responsible for Des Moines' "Downtown School" project.

Art said that he was absolutely delighted to have the opportunity to work with the Empowerment Board as his volunteer experiences in human services, education and health have clearly demonstrated the critical importance of investments made in young children.

## Receiving this Newsletter



By way of questions and comments, many people

have expressed their interest in this State Empowerment Newsletter.

We currently publish it via electronic methods and hard copy as well. Are you comfortable reading things online? If so, you can help us save a tree. Let us know if you would prefer receiving the newsletter via an electronic mail message. Anyone wishing to receive this newsletter only through electronic means may contact Shanell Wagler at shanell.wagler@idom.state.ia.us.

## Tips from Experienced Providers:

### Food and Nutrition

*This information is taken from the 4<sup>th</sup> Edition of the Iowa Family Child Care Handbook.*

- We always start and end every meal with a song or fingerplay.
- I have a tape player in the kitchen so that we can play soft music at snack and meal times. This really helps to make meal times more enjoyable. It also makes the transition to nap time easier.
- Bending the handle of measuring spoons or serving utensils helps children dip and scoop more easily.
- Every Friday we set the table with a tablecloth and put flowers on the table. In summer we use fresh flowers; in winter we use dried or silk flowers. Children look forward to this as a special occasion.
- Each child in my program gets to make their very own placemat. We use construction paper, markers,

old wallpaper books, and recycled greeting cards. I cover each placemat with clear contact paper to protect it.

- I offer slightly frozen vegetables or fruits to children who are teething. These cool snacks seem to soothe young children. Frozen green peas and orange slices are favorites.
- I make it a point never to introduce a new food to a child who is not feeling well or hungry, or one who is sleepy.

## Promising Practice: Diversity Approved for Grant

“Good things come to those who wait.” This old saying came true for the newly formed organization in Webster City called All Cultures Equal, or ACE. This organization is made up of a cross section of community members, which include Laotian, Hispanic and Caucasian people for the purpose of administrating funds received for developing a Multi-cultural Center. The Center will provide a place for groups to meet, classes that include English and citizenship, history of cultures, parenting, child care, and job skills, as well as an information center for new members to our community.

The plan to develop a center has been on the burner for two years. The Empowerment Coordinator developed the first draft of the plan over a year ago. After a site visit by grant representatives, the group decided to rewrite the project to purchase a building for the center. At this time they are waiting for the formal announcement of the award from the Self-Development of People (Presbyterian Church.) This grant is designed for low-income populations to have the opportunity for creating their own solutions for priority problems.

Empowerment has been represented on the diversity committee from its initiation. The coordinator facilitates

the meetings and the empowerment clerical sets agendas, takes the meeting notes and sends them out to interested persons across the state. Several empowerment board members and staff from empowerment projects serve as volunteers and participate in the meetings.

As the center is developed, it is intended to include an early childhood program for minority children. The program would include literacy projects, parent training, and structured time for three and four year olds. Empowerment projects would be a major factor in developing the program. Home consultants would assist with start-up grants and technical assistance in developing the child care center and preschool. The in-home visiting nurse program, Families Forward, would provide parent support and child health training. The Family Care Team, the child abuse council, would provide the Hispanic and Laotian parent training groups at the center. Trainers from Every Child Reads would include children’s books and help develop a literacy program.

Webster City is fortunate to have people who are willing to give of their time and talents to make a difference. For their efforts, we are now seeing results. *Thanks to Ann Stewart of Building Families Empowerment Area (Hamilton, Humboldt, and Wright Counties) for submitting this article.*

## Showcase your Work!

The Iowa Association for the Education of Young Children (IAEYC) and the Iowa Early Care & Education Professional Development Project (IECEPDP) invite you to participate in a Showcase of Quality Initiatives for Children In Iowa.

All initiatives/projects focusing on Iowa's children are invited to come to the annual state conference of IAEYC

to be held in Des Moines, IA October 12 & 13.  
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## Links to Empowerment Web sites

**State:**

[www.empowerment.state.ia.us](http://www.empowerment.state.ia.us)

**Buchanan Delaware Fayette:**

[www.bdfempowerment.org](http://www.bdfempowerment.org)

**Cherokee, Lyon, Plymouth Sioux:**

[www.northwestiowa.org](http://www.northwestiowa.org)

**Floyd, Chickasaw, Mitchell:**

[www.fmccom.org](http://www.fmccom.org)

**HAWC (Howard,**

**Allamakee, Winneshiek):**

[www.HAWC-Iowa.com](http://www.HAWC-Iowa.com)

**Humboldt, Hamilton, Wright**

[www.buildingfamilies.net](http://www.buildingfamilies.net)

**Linn:**

[www.linnempowerment.homeslead.com/homepage.html](http://www.linnempowerment.homeslead.com/homepage.html)

**Polk:**

[www.humanservicesplanningalliance.org](http://www.humanservicesplanningalliance.org)

**Scott:**

[www.scottcountyempowerment.org/](http://www.scottcountyempowerment.org/)

**Woodbury:**

[www.siouxlandship.org](http://www.siouxlandship.org)

**Send us your web site address and we'll include it in the next newsletter**

## 2001 Legislative Session – Final Report

The General Assembly adjourned on May 9. The Governor has signed the bills affecting Empowerment.

The Human Services appropriations bill (House File 732) leaves the Early Childhood grant program funding at approximately \$6.3 million (same as the fiscal year 01 amount). The amounts granted to each Community Empowerment Area might vary from the 01 amount because the funds are distributed via a formula that is based on the number of FIP cases per county.

The Education appropriations bill (Senate File 535) appropriates \$14,664,000 (a 6 percent cut from the fiscal year 01 level) to the School Ready grant account and directs that funds appropriated in this bill and in Senate File 537 be distributed by giving 94 percent of the annualized fiscal year 01 amount to the first 31 Empowerment Areas that received school ready funding and 74.185 percent of the annualized fiscal year 01 amount to the 27 areas that first received school ready funding fiscal year 01.

The Tobacco Fund appropriations bill (Senate File 537) appropriates \$1.1 million to the school ready account (which restores the 6 percent cut in the Education bill).

A spreadsheet showing individual Empowerment Area grant amounts is available from the Empowerment Office.

## Empowerment Calendar

The Empowerment Team is coordinating efforts to produce a 12-month calendar. We are now seeking "awesome" pictures of Iowa's children - 12 pictures in all. If you have a picture that you think would be great for an empowerment calendar, here's what you need to know:

- Each area may send one (1) picture.
- The picture can be of one child or group of children within our birth to 5 year-old parameter.
- The picture can be in a setting of your choice.
- They may be sent to Shanell Wagler in electronic and/or hard copy format.
- Along with the picture, please include a brief description with the name(s) of the child or children, where they are from, possibly how old they are and how they receive

services from Empowerment. (either directly or indirectly).

- the parent/guardian has signed a release to use the picture.
- Deadline for sending pictures is September 7th, 2001.

Should you have any questions regarding this process, contact Shanell Wagler at (515) 281-4321 or by e-mail at shanell.wagler@idom.state.ia.us.



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We would like you to share a poster or display board and any written information about what your initiatives are doing to impact the lives of children & families in Iowa.

Come and see what wonderful things are happening in IOWA! We will collect the information to share with everyone. More information will be available soon. If you have questions, please contact Kerry Moore Kroneman at kmoorekron@aol.com or

## Other Activities

**Iowa Communities 2010: Harvesting the Vision**

*A Rural Summit*

August 27-28, 2001

Scheman Center,

Iowa State University

**Uniting the Caregiving Team...Coming Together to Partner for Respite, Crisis and Child Care**

October 4-6, 2001

Four Points Sheraton Hotel  
on Army Post Road, Des Moines

**Communities and Schools Stronger Together**

Hotel Fort Des Moines, Des Moines

October 23-24, 2001



515-255-0990.

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