

Iowa Community Empowerment Newsletter

February 2006
Volume 7, Issue 1

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In this issue:

<i>Cover Article</i>	<i>1</i>
<i>Child Care Incentives Study</i>	
<i>Updates</i>	<i>2</i>
<i>ECHE System Building Empowerment</i>	
<i>Other Events/Activities</i>	
<i>ECI Update</i>	
<i>Iowa Empowerment Board News</i>	<i>4</i>
<i>January Meeting</i>	
<i>Highlights</i>	
<i>New State TA Team Member - Beth Govoni</i>	
<i>Meet New IEB Member- Darshini Jayawardena</i>	
<i>Seeking Nominations</i>	
<i>Local CEA News</i>	<i>6</i>
<i>CEA Tool for Carry Forward Guidance of School Ready Funds</i>	
<i>Spring Training Registration</i>	
<i>ECHE Day on the Hill</i>	
<i>Iowa's First Lady Promotes Reading Program</i>	
<i>Childcare Alliance Response Team</i>	
<i>Every Child Counts Update</i>	<i>10</i>
<i>Statewide Information</i>	<i>11</i>
<i>Iowa Child Care & Early Education Network</i>	
<i>Iowa Child Care Resource & Referral Update</i>	
<i>Health News</i>	<i>14</i>
<i>Immunization Changes to the Iowa Code</i>	
<i>HCCI Update</i>	
<i>Covering Kids & Families Partnering with Parents</i>	

Disclaimer:
Many articles in this newsletter are submitted by various entities. The views and opinions contained within may or may not be those of Iowa Community Empowerment.

Benefits, Rewards, & Support: Incentives to Build Quality & Reduce Turnover in the Iowa Child Care Workforce

The Iowa Child Care Workforce Retention & Recruitment Study was conducted between August 1, 2005 and December 31, 2005 to examine the effect of incentives on retention and recruitment of the child care workforce and child care businesses, as described in HF 761, 2005 Iowa General Assembly. In response to this legislation, the Iowa Empowerment Board worked with Iowa State University to complete a majority of the work necessary to meet the needs of creating this study. As part of the process a group of professionals with expertise in the field was convened to assist with methodology development and the review of data.

Incentives were broadly defined to include compensation, employee benefits, bonuses, training, scholarships, other financial supports, and technical assistance/mentoring.

The information within the study includes results from child care center directors and family home business owners; early childhood education practitioners providing care in centers and those offering care in their homes; active child care practitioners and those who have left the profession of direct care to children within the last 12 months; and best practice facilities and practitioners, including those receiving Head Start funding, Shared Visions funding, or operating under the auspices of a community public school system. Another aspect of the study will include an analysis of the rural versus urban breakdown of the data. It is the intent that this will show meaningful differences between the needs/interests of rural and urban early childhood education practitioners.

In its final format, it will include appendices that briefly explain databases used for analysis, show a map of 2 and 4 year early childhood teacher education programs in the state, and a National Association for the Education of Young Children chart showing initiatives by nine states to provide wage supplements for their early care and education workforce.

Because young children learn best in child care environments that allow them to develop lasting warm relationships with the adults who care for them (Cummings, 1980; Howes, 1988); and because lower wages and education levels for child care practitioners are associated with higher levels of professional turnover and poor child care quality both at entrance to kindergarten (Peisner-Feinberg & Burchinal, 1997) and in later elementary years (Peisner-Feinberg, Burchinal, Cliffeord, Culkin, Howes, Kagan & Yazejian, 2001), the Iowa Empowerment Board applauds the Iowa Legislature for their insight in calling for this study and are looking forward to providing an invaluable resource in looking at the issue of recruitment and retention of Iowa's early care & education workforce.

An electronic version of this report is available through the state Empowerment website.

Update December 2005– January 2006

Links to Empowerment Web sites:

State: www.empowerment.state.ia.us

Benton County

www.bcempowerment.com

Black Hawk

www.cedarvalleypromise.org

Buchanan Delaware Fayette

www.bdfempowerment.org

Cedar

www.empowercedarco.org

Cerro Gordo, Hancock, Worth

www.cghwempowerment.com

Dubuque

www.empowerdubuque.org

Floyd, Chickasaw, Mitchell

www.fmcempowerment.com

HAWC (Howard, Allamakee, Winneshiek, Clayton)

www.HAWC-Iowa.com

Hardin

<http://www.empowerhardin.com/>

Henry

www.healthyhenrycounty.org

Humboldt, Hamilton, Wright

www.buildingfamilies.net

Jasper

<http://www.jaspercountypowerment.org/>

Johnson

<http://www.jcempowerment.org>

Linn

www.linncountycommunityempowerment.org

Marshall

www.youthandviolence.org

Pocahontas, Calhoun and Webster

www.linking-families.com

Polk www.hspa.org

Scott:

www.scottcountypowerment.org

Story

<http://www.storycountyfamily.org>

Washington

www.empowerwashington.org

Woodbury www.siouxlandship.org

Early Care, Health and Education System Building Activities

- ECI - Professional Development planning - December 1, January 17
- Empowerment Director's meeting - December 7
- State Child Care Advisory Council - December 8, January 12
- Barriers to Pre-natal Care - December 9
- ECI - Parent web site focus group - December 9, December 22
- Early Care, Health & Education Congress planning meeting - December 9, January 13
- '07 Offer Meeting - December 12 & December 20
- ECI Stakeholders - December 13
- ECI - Public Engagement workgroup - December 15
- ECI - Governance Workgroup - December 15
- Quality Rating System Oversight Committee - December 15, January 6 & 31
- '06 ECHE Day on the Hill Planning - December 16, 22 & January 17
- Preschool Offer Meeting - December 20 & January 13
- PCA Iowa & Empowerment joint training planning - January 4
- ECI - Quality, Services & Programs workgroup meeting - January 4
- Early Childhood Iowa (ECI) Co-Chairs meeting - January 5
- Early ACCESS/Early Childhood Special Ed ICN - January 10
- Redefining Child Neglect Focus Group - January 11
- ECI Resources & Funding - January 13
- Early Childhood Leadership Meeting - January 24
- ICYD Steering Committee - January 25
- Association for Iowa's Children - January 25
- Iowa Empowerment Board - January 27

Site Visits/Technical Assistance Activities

- Warren County Provider Appreciation Event - December 13
- Adair/Warren Indicators/Performance Measures- December 20
- Story County - January 4
- Wayne County - January 9
- Audubon, Carroll, Guthrie, Greene - January 19

Annual Report Reviews

- NW Iowa - December 5
- Union County - December 8
- Clarke County - December 8
- Taylor County - December 9
- Pottawattamie County - December 12
- Corner Counties - December 13
- Benton County - December 19
- Adair County - January 4
- Audubon, Carroll, Guthrie, Greene - January 5
- Wayne County - January 9
- Harrison, Shelby, Monona - January 10
- Washington County - January 18
- Kossuth, Palo Alto - January 18
- Des Moines, Louisa - January 19
- Jasper County - January 20

Other Events and Activities

Upcoming Events 2006 Calendar at a Glance

Iowa Empowerment Board

March 24, 2006

Blank Park Zoo, Des Moines
9:30 - 2:00

Empowerment Coordinators/Contacts Meetings

February 15, 2006

Heartland AEA, Johnston

Early Childhood Iowa Core Stakeholders

February 14, 2006

Heartland AEA, Johnston

Iowa Early Care Health & Education

Day on the Hill

February 8, 2006

Early Care Health & Education Congress

November 14 & 15, 2006

Scheman Center, Ames

Linkages/Outreach Activities

- Iowa Community Action Association Review of Preschool Offer - December 1
- HOPES visit in Greene County - December 2
- FaDDS Team meeting - December 8
- OSEP Conference, Washington, DC - December 10-14
- Prevent Child Abuse Iowa Conference Planning - December 12
- Joint IFDA/ICAA/IHSA meeting - December 15
- Youth Development Cross Site Meeting - December 16
- Project THRIVE Conference Call - December 20
- Focus First - December 21
- HOPES update meeting - December 22
- Promise Jobs Coordinators meeting - January 5
- NGA/NAEYC Webinar - January 5
- HOPES software - January 9
- National Public Health Week planning - January 12
- Iowa Family Development Alliance Day on the Hill - January 17
- Iowa Better Baby Care planning - January 19
- Early ACCESS Council - January 20
- PITC Advisory Council - January 26

ECHE System Building Updates

The Quality Services and Programs Component group has developed an issue brief on healthy mental development. The issue brief is intended to help inform policy makers about the importance of healthy mental development for children 0-5 years and their families. **The following is a highlight of the issue brief. For the complete issue brief visit the Early Childhood Iowa website at www.earlychildhoodiowa.org - What's New Section.**

Healthy Mental Development – What is it?

In the first years of life, children rapidly develop the social and emotional capacities that prepare them to be self-confident, trusting, empathetic, intellectually inquisitive, competent in using language to communicate, and capable of relating well to others. Even very young children can develop skills that allow them to soothe themselves, share and play, and listen and follow directions. These developments, sometimes called infant mental health, social and emotional, or healthy mental development, include the child's ability to:

- Appropriately regulate and express emotions;
- Form close interpersonal relationships; and
- Explore and learn from their environments.

Healthy Mental Development System Building Activities:

To fully develop a system of promotion, prevention, and treatment for young children these system building activities are recommended.

1. Integration
2. Developmental Screening
3. Workforce Development
4. Coordinated Community Planning
5. Improve Access
6. Increase Public Awareness

New: Healthy Mental Development Issue Brief



www.earlychildhoodiowa.org



www.empowerment.state.ua.us

Iowa Empowerment Board News January Meeting Update

The Iowa Empowerment Board will focus in January on the process to review the state technical assistance team's recommendations for designation of the nineteen CEA boards that were visited in the fall of 2005. The strengths and opportunities for improvement of each area will be presented separately and then individual votes taken to determine the status of each.

Also on the January agenda will be the announcement of the two areas that will be hosting the IEB in 2006. The Board will be traveling to Clarke County Family First Empowerment Area in May; and Blackhawk County, Cedar Valley's Promise in September. A review of the State-wide Data will be presented as the board begins the process for updating their Strategic Plan and updates are scheduled of the Harkin Wellness Grants, CDC Fit for Life project and the Barriers to Pre-natal Care report. The Board will also receive first-hand information regarding the Child Care Incentives Study described in the cover article of this newsletter.

The next Iowa Empowerment Board meeting will be held on March 24, 2006 from 10:00 a.m. - 2:00 p.m. at the Blank Park Zoo in Des Moines.

Meet New State Technical Assistance Team Member: **Beth Govoni**

Beth Govoni has been employed with the Iowa Commission on Volunteer Service (ICVS) since August of 2005 and is a Program Officer for seven AmeriCorps programs throughout the State. Before joining ICVS she spent a year working as a Youth Engaged in Service (YES) Ambassador with the Points of Light Foundation and the Iowa Collaboration for Youth Development.

Prior to her work with state government Beth served as a high school English teacher and HIV/AIDS educator with the Peace Corps in Guinea, West Africa. Beth now lives in Des Moines with her recently adopted black lab mix, Duchess. She is currently pursuing her Masters in Public Administration at Drake University.



Meet State Board Member: Darshini Jayawardena



Darshini Jayawardena has served on the Iowa Empowerment Board since 2003 and is active on many other boards and commissions in her local community. Currently, she serves as Vice-President of the Iowa Medical Society Alliance, is a member of the Children & Youth Vision Councils and Citizen Review Panel of the United Way of North Central Iowa, and a board member of Parents United in Mason City. She also continues to serve on her local empowerment board representing Cerro Gordo, Hancock and Worth Counties. Because of her connection to her community, Darshini has been given many opportunities to present early childhood issues to these groups, and to bring back to the Iowa Empowerment Board a well-rounded citizen perspective.

Originally, Darshini is from Sri Lanka and holds a Bachelor of Science degree in Economics from Sophia University in Tokyo, Japan. She went on to earn a Masters degree in International Economics from the University of Sussex in Brighton, UK.

In 1990, Darshini received an American Montessori Institute Diploma. "I am passionate about early childhood education, health, safety, etc. because of my training in Montessori," says Darshini. "I learned so much from the theory on brain development and how children at such young ages learn best. I was convinced that the early years are the most important years in a child's life."

She adds, "Anything that can be done as prevention and early intervention will benefit them tremendously in the long run. Whatever I can do to help communities in Iowa to take care of their youngest assets is my goal, and being a part of Iowa's empowerment program allows me to do just that!"

Darshini and her husband live in Mason City and have three children, ages 17, 16 and 10 years. Thank you, Darshini, for your dedication as a passionate advocate for young children and their families and for your service on the Iowa Empowerment Board.

Nominations Sought For Iowa Empowerment Board

The Iowa Empowerment Board consists of thirteen citizen members, five state agency directors and six members of the general assembly. The state Empowerment Board currently is seeking candidates for citizen members. Citizen members are appointed by Governor Thomas Vilsack and confirmed by the Iowa Senate. Interested candidates must complete a gubernatorial appointment resume in addition to seeking a letter of recommendation from their local empowerment board. The gubernatorial appointment resume can be found at <http://www.iowai.net/iowa/governor/boards/>. Citizen member selections are reflective of the state's congressional districts to ensure representation from across the state. An equally important criteria is that appointments reflect the ethnic, cultural, social, and economic diversity of our state. We encourage candidates from diverse populations to apply. Please contact the Empowerment Office if you need more information.

Local CEA Annual Reports for FY'05 are now available on the State Empowerment Website!

<http://www.idph.state.ia.us/webmap/default.asp?map=empowerment>

New Tool Available to Assist Local Empowerment Boards with Carry Forward of School Ready Funds

Tool GG was endorsed as guidance by the Iowa Empowerment Board at their meeting on November 8, 2005. You can find this resource, along with other valuable tools, on the Iowa Empowerment web site at www.empowerment.state.ia.us and click on *Empowerment Tools*.

Legislative Language

HF 761: New legislative language

The Iowa empowerment board shall identify and apply limitations on the carryforward of school ready children grant funding. The limitations shall address an unusually high percentage of a grant being carried forward, the number of years a grant has been carried forward which shall not exceed three years, and other objective criteria.

The limitations shall make allowances for special circumstances such as the carryforward of funding that is designated for a particular purpose and is scheduled in the grant plan.

The board may provide for redistribution or other redirection of the funding that meets the criteria.

Recommendations for Carry-Forward Guidance

Recommendation to define an unusually high percentage as 30% of the annual school ready allocation, based on an accrual reporting system.

For fiscal years ending after July 1, 2006, empowerment areas reporting a carryover balance of school ready funds in excess of 30% of the previous year's allocation will receive a reduction equal to the excess amount above the 30% in their next year's school ready allocation, based on accrual reporting.

Recommendation to define allowances for special circumstances

All local community empowerment areas would receive an automatic waiver for fiscal year during '06 because of the significant increased allocation and stipulations to the School Ready fund for fiscal year '06.

Beginning in fiscal year '07 local CEAs would need to file an appeal to the Iowa Empowerment Board to carryforward more than 30% of their annual school ready allocation. The appeal would provide an opportunity for a local CEA to explain their special circumstances, what particular use they are designating the Carryforward funds toward, discuss how this action is in alignment with their community plan, and describe how this plan benefits Iowa's children and families.

Example:

XYZ Community empowerment board has a Carryforward of 35% in their school ready fund as noted in their 2007 Annual Report (due to the Office of Empowerment on September 15, 2007.)

First Step: The annual report is reviewed by a state team member and the Carryforward noted. The Carryforward amount is verified with the XYZ empowerment board. (timetable: September 15 – December 31)

Second Step: The XYZ empowerment board may appeal to the Iowa empowerment board. (timetable: January or March IEB meeting)

Third Step: Iowa Empowerment board overturns their decision granting the appeal allowing the additional Carryforward OR they uphold their decision denying the appeal.

Fourth Step: If the appeal is denied the XYZ empowerment area's school ready allocation will be reduced by 5% in the 2009 fiscal year, beginning July 1, 2008. Recommendation to the extent the law allows for the Iowa Empowerment Board to redistribute or redirect Carryforward funds to:

Redistribution of Funds

Any excess carry forward funds will be distributed to all local boards, through the formula, for locally identified activities that are within the guidelines for use of school ready funds.

Technical Assistance

Contact:
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Strengthening Our Communities: Spring Training Opportunities



Prevent Child Abuse Iowa

For the Registration
flier, visit
www.empowerment.state.ia.us

The Iowa Community Empowerment State Technical Assistance Team, Prevent Child Abuse Iowa and Community Partnerships for Protecting Children invite local board members, advisory group members, funded providers and individuals involved with the local board activities and efforts to be a part of the following training opportunities:

- **Success! How to Plan for and Demonstrate Results**
Having a community road map with the destination in mind will help you get to the results your organization is driving towards. This workshop is intended to provide decision makers, board coordinators, grant writers and providers with the concepts and tools in developing, implementing and reporting Result-based Community and Organizational Plans. Participants will have an increased understanding of the concepts and methods used to develop the plan and have the opportunity for hands-on experience with a variety of tools.
- **Avoiding the Bad, Managing the Good: Board Development**
Are you a board member or a person responsible for staffing a board? Could your board be working more efficiently? Join in this three hour workshop and walk away with strategies and techniques that promote effective board structure, a clearer understanding of roles and responsibilities, and more valuable meetings for everyone involved. This workshop will share tips and techniques through hands-on activities, tools and resources that you can take back to help the boards you work with.

Registration Deadline: March 1, 2006

Results Accountability Training 10:00 AM - 3:00 PM (lunch provided)

March 2, 2006
Conservation Center, Swan Lake State Park
22767 Swan Lake Drive
Carroll, IA

OR

March 10, 2006
Grant Wood AEA, 4401 Sixth St SW
Cedar Rapids, IA

Board Development Training 9:00 AM - Noon

March 10, 2006
Best Western Starlite Inn & Suites
Junction Hwy 169 & 7
Ft Dodge, IA

OR

March 14, 2006
United Way of Central Iowa
1111 9th St, Conference Center E-F
Des Moines, IA



www.EarlyChildhoodIowa.org

2006 Day on the Hill Quality Counts!

Iowa Early Care, Health, & Education Congress Wednesday, February 8, 2006

The Day on the Hill will be one of the most visible opportunities for advocates to make their case for investing in young children.

State Capitol

8:45 a.m. to 9:45 a.m. Registration and set up for exhibits

10:00 a.m.—2:00 p.m. Meet with legislators and visit exhibits

You are encouraged to make appointments with your legislators prior to arriving at the Capitol. For information on who your legislators are and how to contact them, go to www.legis.state.ia.us.

The message for 2006 is Quality Counts!

Iowa's First Lady Promotes New Reading Program Visits Fort Dodge Pediatric Office

By SARA KONRAD,
Messenger Staff Writer
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Iowa First Lady Christie Vilsack reads to a group of children from the Kids Kerner Childcare Center in Fort Dodge. Vilsack was at Trimark Pediatrics Monday morning to promote the Reach Out and Read program.

Researchers have long known that reading to young children is important, but now Fort Dodge physicians are reinforcing that idea through Reach Out and Read, a nationwide program that has doctors evaluating kids' reading aptitude while providing them with free books.

Iowa First Lady Christie Vilsack was in Fort Dodge Monday morning to support the local Reach Out and Read program and bring attention to Iowa's newest participant, Trimark Pediatrics. Children from the Fort Dodge Kids Kerner Childcare Center were at Dr. Burt Stanga's office Monday, where they were read to by Vilsack, who talked about the program and was given a tour of the clinic.

"It's just as important to read to a child as it is to bring them in for a physical checkup," said Vilsack. "We can model for a parent that it's important for them to read aloud to their child."

Reach Out and Read trains physicians to incorporate a book-oriented "exam" during each well-child visit from 6 months to 5 years of age. During the visit, Vilsack said, the doctor looks at the way a child holds the book, whether they recognize what it is. The physician also takes time to talk with the parent about the importance of reading with their young children. At each visit, the child leaves with a new book that is appropriate for their age. "The book gives doctors the opportunity to find out things about a family and whether the children are familiar with books," said Vilsack.

"The visit isn't just about the child's physical well-being. The book is a teaching and diagnostic tool."

Out in the waiting room, before the visit with the doctor, a volunteer is reading to children, demonstrating how parents can do the same thing at home. "The volunteers can really make use of time spent in the waiting room," said Vilsack. "Parents learn that it's OK for kids to move around when you're reading to them and it's OK for young children to chew on the books. That's all part of their development at that age."

Stanga said he was happy to join the program a few months ago and has seen a lot of smiles when kids get a new book of their own. "The children really enjoy the books they get to take home," he said.

Elizabeth Stanek, director of Linking Families and Communities, and coordinator of Reach Out and Read, said there are only three pediatricians in the Fort Dodge area, so the next program expansion will likely be into family practices. "We have families coming from as far away as Algona and Pocahontas," said Stanga. "We serve a large number of people."

Mid-Iowa Pediatrics in Fort Dodge also participates in Reach Out and Read. Between the two pediatric offices, Stanek said 2,000 children are served. The books are paid for by a grant and by Linking Families and Communities. They are provided free of charge to the physicians' offices.

"A lot of people take advice more seriously when it comes from a doctor," said Stanek. "So hopefully when the doctor talks to them about reading to their children, they'll listen to that."

According to information provided by Reach Out and Read, Iowa has 12 participating clinics that serve 9,215 children annually. Those clinics hand out 17,312 books each year. Nationally, more than 2,000 hospitals and health care centers participate in Reach Out and Read, which reaches 2.1 million children per year.

"Reach Out and Read isn't just about teaching children how to read, it's about teaching them to like to read," Stanga said.

Linn County Empowerment and Grant Wood AEA Partner for Local Early Care Providers



CHILDCARE ALLIANCE RESPONSE TEAM (CART)

Early care providers in Linn County that serve children with challenging behaviors can receive assistance through CART, a new program housed at Grant Wood Area Education Agency and funded by Linn County Community Empowerment.

CART provides on-site behavioral support for children who have been referred by childcare providers or parents due to their challenging behaviors in the childcare setting. Linn County Empowerment became aware of the behavior issues facing care providers from a survey of local parents and childcare providers, which indicated that:

- ♦ 78.8% report that children aggressed toward peers
- ♦ 72% report that children were more aggressive than those attending in the past
- ♦ 34% reported that without support the community did not have the adequate resources to serve children with significant behavioral challenges

Caregivers who are not equipped to handle a child with challenging behaviors may resort to expulsion of the child from that setting. A pattern of expulsion from childcare significantly impacts school readiness and also affects a parent's ability to work.

In response, Linn County Community Empowerment decided to support a collaborative effort to serve children (0-5) exhibiting behavioral concerns and to support childcare providers and families in order to maintain a child's placement in an appropriate child care setting. CART provides intensive support, coaching and intervention within a child care setting by a trained professional for a child experiencing social and/or emotional difficulties, which is making the child care experience difficult to manage. CART staff coordinates referrals to specialized services such as mental or physical health and Empowerment funds are available to offset the cost of those special services.

Each childcare provider also participates in an environmental rating survey (e.g. FDCRS/ECERS) that gives the provider information on how they can assure that the childcare environment contributes to the success and well-being of all children in their care.

To make a referral or to obtain more information please contact Lynda Loy, CART Project Coordinator at (319) 399-6818 or Chris Kivett-Berry, Linn County Empowerment Coordinator, at (319) 892-5721.

Quality Preschool Program Standards Update...

QPPS is now on the DE web-site. This includes the standards & criteria, self-assessment, quality improvement plan, toolbox, & implementation guide. The website is <http://www.state.ia.us/educate/ecese/cfcs/qpps/index.html>

Feel free to make copies of any of the materials.



Every Child Counts

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For a list of your federal and state legislators, visit:

<http://www4.legis.state.ia.us/find-leg/>

To find out about individual state legislators, you can go to:

<http://www.legis.state.ia.us/aspx/Legislators/LegislatorInfo.aspx>

The legislative session is upon us and you have an opportunity to be heard and make a difference! Please take advantage of the opportunity. Many of you might already be aware of the following tips, but it doesn't hurt to review!

Every Child Counts is Available for Your Next Meeting!

Every Child Counts continues to grow. Our network has developed because of your work. Members have been responsible for arranging community meetings and inviting Every Child Counts to speak about this exciting opportunity in Iowa.

If you have community members you think would be interested in hearing more about Every Child Counts, we are available to schedule speaking engagements. Please feel free to contact Sheila Hansen, shansen@cfpciowa.org, or Kelli Soyer, ksoyer@cfpciowa.org, or at 515/280-9027

Some Tips For Effective Legislative Advocacy

- Get to know local legislators. It helps to know local legislators on a first-name basis and to make sure they know you by name.
- Get to know your legislator's interests. Some legislators have particular areas of interests and are especially appreciative when you can help provide them with information or data about these areas.
- Become familiar with the legislative process, legislative calendar and composition of key committees. Understanding the political process will allow you to schedule activities so as to be most effective in influencing legislative decisions.
- Be prepared for meetings with legislators. Make sure you understand the issues thoroughly, and are prepared to discuss issues and present facts. Also be prepared to respond to concerns raised.
- Keep current on legislative issues. Every Child Counts Action Alerts and publications are a good way to stay on top of legislation impacting children and family issues.
- Tell the truth. Truth telling is crucial to making long-term relationships work successfully. Always try to answer a legislator's questions succinctly and in an honest and straightforward manner.
- Don't be afraid to say, "I don't know, but I will try to find out and get the information to you later." It is better to admit when you don't have an answer than to make it up and potentially give misinformation.
- Share information. You can become a valuable resource to legislators if they know they can turn to you for a truthful answer or objective information about an issue. You can facilitate this process by occasionally providing legislators with news articles, reports or tidbits of information that you think they might be particularly interested in.
- Show appreciation for the legislator's service, past votes or current position. Legislators, like everyone else, get tired of only hearing complaints. Let them know when you support their positions, too.
- Invite legislators to visit your programs. Invite them on-site to see exciting programs as well as negative conditions. The best time to do this is May through December when the Legislature is generally out of session and legislators are in their district.
- Find areas of common agreement. A good way to foster a positive relationship with a legislator is to identify a common concern or issue and develop a plan to work toward accomplishing it.
- Don't allow a disagreement over a position to end in harsh words or personal remarks. Keep the visit professional. Never be abusive or threaten defeat in the next election.
- Don't hold a grudge when legislators disagree with your position. You need to understand the reason for a legislator's position and continue to work with the legislator on the next issue. Legislators should be assessed based on consistent, long-term support for your issues.

*[Note -- These legislative advocacy tips were taken from several sources, including CSBA materials, the National School Boards Association and Nancy M. La Casse's book *Impacting the Legislative Process*, published by School Services of California, 1995.]*



**Iowa Child Care and
Early Education Network**

**Submitted by Leslie Schmalzried,
Executive Director**

National Administrator Credential Training

Is There a NAC Training in your Area?

NAC Training Through the National Child Care Association

The National Administrator Credential Training (NAC) is a forty (40) hour comprehensive series for child care and education administrators providing the only nationally recognized director credential. This training is being offered around the state to for-profit and not-for-profit programs and will benefit experienced or inexperienced directors and administrative staff. Topics include program development, staff & systems management, facility, legal issues, financial management, community relations and professional/self-development. The NAC is part of the Iowa Quality Rating System proposal and is approved training by the Iowa Department of Human Services.

The actual cost, \$500, is currently being subsidized by the Child Care Center Business Practices Program offering a tremendous savings to you. Your registration fee is \$260 (lunch included) with a \$200 rebate upon receiving the Credential (rebate applies only to registration paid from the program's operating budget or personal check.) Your actual program cost is \$60. You save \$440. Mileage reimbursement is available as well as assistance with overnight lodging (restrictions apply). Don't miss this opportunity to become part of the growing network of 230+ directors in Iowa who have obtained the credential in 2005.

<u>Training Locations:</u>	<u>Dates:</u>	<u>Registration Deadlines:</u>
Coralville	1/09/06 - 1/13/06	12/19/05
Ames	2/20/06 - 2/24/06	1/30/06
Dubuque	2/27/06 - 3/03/06	2/06/06
Spencer Area	3/13/06 - 3/17/06	2/20/06
Councils Bluffs	3/20/06 - 3/24/06	2/27/06
Osceola	5/01/06 - 5/05/06	4/10/06
Mason City	5/01/06 - 5/05/06	4/10/06
Dubuque	6/05/06 - 6/09/06	5/15/06
Des Moines	6/12/06 - 6/16/06	5/22/06
Sioux City	6/12/06 - 6/16/06	5/22/06
Fairfield	8/07/06 - 8/11/06	7/17/06

Class Hours: 8-5

Monday-Friday Class size is limited to 20 participants

To Register:

Complete the registration form www.iowachildnetwork.org and send with payment to Iowa Child Care & Early Education Network by the registration deadline. (No late or onsite registrations will be accepted.) Payment must be received to be placed on the class roster.

Return to:

Child Care Center Business Practices Program
218 6th Ave. Ste. 710
Des Moines, IA 50309-4093

Questions to:

515-883-1206 or Stephanie@iowachildnetwork.org



It's Time for T.E.A.C.H.

It's that time of year again when we need to think about recruiting providers, teachers, and child care program administrators to consider attending college beginning in 2006 with support from T.E.A.C.H. Early Childhood® IOWA!

T.E.A.C.H. Early Childhood® IOWA Scholarship Program

Barb Merrill, Apprenticeship/TEACH
Program Coordinator

Why is it particularly important at this time?

- The legislature is going into session. We want to impress on them the need for expanded support for the professional development and college education of providers.
- Our Empowerment partners are continuing to expand their support, recognizing that education levels of providers is key to accomplishing their goals of offering quality services for children and families.
- The Quality Rating System recognizes degrees and CDA credentials as measures of quality. As providers, teachers, administrators, and consultants become more familiar with this System, providers with a head start on college degree attainment will be one step ahead!
- Now is the time for providers to think about starting classes in the summer or fall. Waiting until May, June, or July makes it very difficult for students to access all available services.
- Because of the good work you all have done, more and more of our child care work force is ready for this "next step" of moving towards formal education and college credentials. In order to improve quality in our early care and education system, we need to help providers not only attain higher levels of education, but retain them in the field and ensure them higher salaries.

What can you do?

- Spread the word! Take T.E.A.C.H. fliers and information about your local college programs to meetings, trainings, and program visits. Let us know if you would like more copies of brochures, application packets, or other materials. Visit <http://www.iowaheadstart.org/Iowa%20Early%20Childhood%20Programs.pdf> for the early childhood programs from Iowa colleges information as compiled by the Iowa Head Start Association, the Head Start State Collaboration Office, and the Iowa Child Care & Early Education Network.
- If your Empowerment area is interested in supporting TEACH, give us a call for a presentation or more information.
- We will be working with local CCR&Rs as well as Empowerment areas to do recruitment in areas with special Empowerment funding available.
- Invite a member of the TEACH staff or the TEACH advisory team, to speak at conferences, provider trainings and meetings, Empowerment board meetings, or other events that will draw providers and partners.
- Get involved in the professional development efforts happening through the Iowa Child Care & Early Education Network, CCR&R, the Community College Alliance, Early Childhood Iowa's Professional Development component group, and local and community efforts. (Call Barb Merrill at 515-883-1206 if you need contact information.)
- Put announcements in your newsletters, on your websites, attach to an email, and put in other publications that will reach providers who are potential college students.

Need more information? Would you like a sample announcement suitable to cut and paste into your newsletters? Give us a call! We appreciate your support in reaching providers with professional development information!

Iowa Child Care Resource & Referral



Iowa Child Care Resource and Referral 2006 Legislative Priorities

Submitted by Glenna Thompsen, Director, Region 3, Southwest, South Central Iowa

The mission of the Iowa Child Care Resource and Referral system is to actively respond to community needs for affordable and accessible quality child care by providing resources, education and advocacy for children, parents, child care providers, and employers.

Child Care Resource and Referral supports Iowa's vision that "Every child, beginning at birth, will be healthy and successful."

The 2006 Child Care Resource and Referral legislative priorities are as follows:

- ⇒ Additional funding for all comprehensive and existing early care and education programs
 - Expand support for existing Iowa programs that serve comprehensively the "Whole Child" birth to 12
- ⇒ License and regulate all early care and education programs
 - Increase accountability of those caring for Iowa's young children while parents work or attend school
- ⇒ Increase eligibility for child care assistance to 185% of federal poverty level, and increase provider reimbursement levels.
 - Support Iowa's working parents while supporting Iowa's economic development
- ⇒ Adequately fund the Quality Rating System with supports for CCR&R
 - Expand CCR&R, the gateway for providers seeking training and tools to support their professional growth
 - Expand CCR&R, the gateway to child care for parents needing referrals, resources and information about child care and child development

These legislative priorities mirror and are consistent with Child Care Resource and Referral's partners and initiatives that support children and families.

To learn more about the Child Care Resource & Referral services offered in your area, visit <http://www.iowachildnetwork.org/ccr&r.htm>.

Immunization Bureau Reports Changes to the IA Code

Submitted by Tina Patterson
IDPH, Bureau of Disease Prevention
and Immunization



The Iowa Department of Public Health, Bureau of Disease Prevention and Immunization has completed changes to Iowa's Administrative Rules, Chapter Seven, "Immunization and Immunization Education: Persons Attending Elementary or Secondary Schools, Licensed Child Care Centers or Institutions of Higher Education."

Changes and additions are as follows:

- The immunization requirements are updated to more accurately reflect the recommendations of the Advisory Committee on Immunization Practices (ACIP).
 - For children attending licensed child care centers, additional doses of vaccines are required
 - For elementary and secondary students, a fourth dose of DTaP is required for those applicants born on or after September 15, 2001.
- The following definitions have been added: certified medical assistant, competent private instruction, electronic signature, institution of higher education, nurse, on-campus residence hall or dormitory, post secondary school, post secondary student, and signature. Changes have been made to the licensed child care definition. Public health nurse definition has been deleted.
- The use of medical waiver has been deleted and a medical exemption may apply to a specific vaccine(s) or all required immunizations.
- The changes allow a faxed or photocopy of the immunization certificate; delete the source of immunizations as a requirement on the certificate; increase from 30 to 60 days the amount of time a local board of health has to report the audit data; and updates the language on registry usage.
- A certified medical assistant can sign the Certificate of Immunization.
- The time allowed for provisional enrollment is 60 days.
- A transfer student from one U.S. domestic school to another can be provisionally enrolled.
- Minimum age and intervals for vaccine administration shall follow the Advisory Committee on Immunization Practices.
- Vaccine doses administered \leq four days before the minimum interval or age shall be counted as valid. Doses administered \geq five days earlier than the minimum interval or age shall not be counted as valid doses and shall be repeated as age-appropriate.
- A section on meningococcal disease and vaccination information for postsecondary student has been added.

These changes went into effect on September 7, 2005. Complete compliance for additional doses of vaccines for licensed child care centers is expected by January 1, 2006. The requirement for four doses of DTaP does not affect students entering kindergarten until the 2006/07 school year. Complete compliance for postsecondary schools for meningococcal data collection expected for the 2006/07 school year and shall be submitted by December 1, 2006.

Copies of the rules and copies of the revised Certificate of Immunization, Provisional Certificate of Immunization, and Certificate of Exemption are available on the Iowa Department of Public Health website at

www.idph.state.ia.us/adper/immunization.asp. Staff from the Immunization Program anticipates providing trainings throughout Iowa during 2006.



Healthy Child Care Iowa (HCCI)

Sally Clausen, ARNP, BSN
Healthy Child Care Iowa
Iowa Department of Public Health
sclausen@idph.state.ia.us



HCCI Update

There are new items listed on the Consumer Product Safety Commission (CPSC) list of hazardous products. You may view the listing of products related to child care and early education by going to the Iowa Department of Public Health website: www.idph.state.ia.us/hcci/recalls.asp OR You can find information on over 4,000 product recalls by directly using the CPSC web site: <http://www.cpsc.gov>

To view recalled product information relating to early childhood care and education, select a product category from the following list.

- [Beds, Cribs, and Bedding](#) 1 new item listed
- [Child Clothing, Shoes, and Accessories](#) 1 new item listed
- [Equipment \(including infant supplies/equipment\)](#) 5 new items listed
- [Furniture Related to Child Care and Early Education](#) no new items listed
- [Toys and Play Related Items](#) 4 new items listed.

A direct link to the Healthy Child Care Iowa Website can now be found on the Empowerment Website. Visit http://www.empowerment.state.ia.us/healthy_children.asp



Submitted by Lindsay Miller
IDPH
Covering Kids & Families

Iowa Receives TANF High Performance Bonus!

Iowa recently received a Temporary Assistance for Needy Families (TANF) High Performance bonus totaling \$6.3 million. The total amount came from \$2.65 million for success in the workforce for FY2004 and \$3.65 for Medicaid/SCHIP enrollment for FY2004.

Iowa's enrollment in Medicaid and SCHIP increased by six percent from FY2003 to FY2004, and can be attributed to highly successful outreach efforts combined with implementation of the automated referral process from Medicaid to *hawk-i*.

Congratulations to everyone who worked so hard to increase enrollment, your efforts definitely paid off!

Partnering with Parents Walking the Journey Together



www.extension.iastate.edu/pwp/

(1) Partnering with Parents, 4 week ONLINE training, A historical look at parenting education and the impact of culture on parenting, will be offered Feb 6- March 3, 2006. In addition to social worker hours and CEUs, learners can earn 1 ISU undergraduate or graduate credit.

Noncredit registration fee: \$120 (covers both modules). Delivery fee is \$60 for those taking the training for ISU course credit. Tuition will be billed.

(2) Partnering with Parents, Full series (11 modules) rotates between Fort Dodge and Webster City. First session is March 14th from 8.30am-3.30pm.

In addition to social worker hours and CEUs, learners can earn 3 ISU undergraduate or graduate credits, and a Parenting Education Certificate of Completion.

This comprehensive training series is designed for people who facilitate (or plan to facilitate) parenting education. Module topics include: cultural perspectives on parenting, parenting with special challenges, measuring program outcomes, selecting parenting resources, facilitating groups, understanding child and parent development, financial well-being for families, feeding children, and much more! Come learn alongside practitioners in the field, as well as parents as they share their experiences raising their children.

Noncredit registration fee: \$60 for individual modules; \$600 for the full series. Delivery fee is \$300 for those taking the training for 3 ISU course credits. Tuition will be billed.

To learn more, visit www.extension.iastate.edu/pwp/

Iowa's Early Childhood Vision: Every child, beginning at birth, will be healthy and successful.