


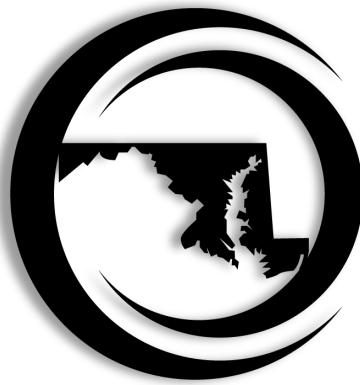
 **P24 /Educational EQUITY** is a critical focus for Maryland public schools. Promoting equity and supporting diversity in early childhood care and learning programs is a central feature of Maryland's B-5 early learning system.

 **P18 /ONLINE and VIRTUAL LEARNING** is here to stay. Understanding the basics can help providers better prepare children for online learning. Also, approved trainers are offering courses for provider virtually.

 **P23 /With TECHNOLOGY** becoming more and more common in school and child care, it's more important than ever to have basic computer skills. Many libraries in Maryland offer free computer basics classes.

 **P18 /There are over 20** approved trainers in Maryland that are helping **CHILD CARE BUSINESSES** take the right business steps to ensure that they are profitable and sustainable.



IMPACT

COLLECTIVELY BUILDING MARYLAND'S FUTURE

TOGETHER
WE WILL GET THROUGH THIS



Congratulations to all of our Child Care Career and Professional Development Fund graduates!

The Child Care Career and Professional Development Fund (CCCPDF) is a tuition assistance program for child care providers to obtain a college education at participating colleges/universities in Maryland. Despite the unusual circumstances in which 2020 graduates completed their

education we want to highlight what an achievement this is. We regret that so many were unable to experience a traditional graduation ceremony due to COVID-19. However, we hope that all of the 2020 graduates continue to cherish the fruits of your hard work. You've reached your goal and we know each of you have what it takes to

be successful in the next chapter of your child care career!

50 students received an Associates degree.

25 students received a Bachelor's degree.

See the full list of graduates on pages 16 and 17.

"We wish you continued success in everything that you do. Today and always... Congratulations and Happy Graduation."



A Time for Change

For years our two learning systems have been operating side by side, in some places overlapping, but more often than not, like celestial bodies, keeping to their own orbits. This fall, with every school system in Maryland starting the year off virtually, the PreK to grade 12 system has partially, if not completely, collapsed into the early care and education system. In olden days, child care was thought of only as a place to keep kids when parents were working. But with the release of *From Neurons to Neighborhoods: The Science of Early Childhood Development* – celebrating 20 years this year – we have grown to understand that what happens in child care is the foundation on which all learning builds. And so, our concept of child care has evolved in our thinking to be a critical force in learning and development, with increasingly high standards for children and professional expectations for the early childhood workforce.

Enter the novel coronavirus. What had been thought of as a purely educational institution, the school system is now revealed for what it has always concurrently been: the largest child care provider in the region. In Maryland, this means that many of the working parents of an estimated 700,000 students from ages four to thirteen are suddenly in need of child care this Fall. For the health and safety of students and teachers, school

teachers understandably will be providing instruction virtually from their kitchens and living rooms or empty classrooms. While some parents are negotiating work from home with instructional supervision, for most, this is too challenging or they can't work from home. Creative solutions have sprung up all over the state, but by and large, most parents – if staying within the law – must return to the child care system they thought they had left long ago in the rear view mirror.

For the 7,659 licensed child care providers Maryland – 83% are now reopened – this is yet another challenge with which to contend as they struggle to revive their businesses. In good times, family and center-based child care providers barely survive on razor-thin budgets. When the pandemic first hit, it deterred all but 29% of programs to reopen their doors. These small businesses are still clawing their way back out of near financial ruin. Sadly, some programs have not reopened. Maryland has lost a devastating 200 programs since April. Not all were attributed to the virus. As I said, it's a tough business. But this is more of a decline than is typically seen in a year, and it's only been six months. Now, child care programs, whose staff are typically low-paid and without health benefits, are being asked to hold up both systems as they begin to serve school-age students during distance learning.

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This under-paid and under-resourced system is literally pulling itself up by the bootstraps and not looking back. Since last spring, teachers, assistants, directors, cooks, maintenance persons and other staff have spent hours each day cleaning and sanitizing every surface, doorknob, playground, and toy. Then they do it again, and again, and again. Temperatures are taken and recorded. Classrooms or whole facilities are closed anywhere from three days to 2 weeks due to a suspected or real COVID-19 case and then re-opened. Thousands of masks have been worn and then washed or discarded. Strict adherence to social distancing has been practiced. And because of this, less than 2% of programs have seen an outbreak. And now, family home and center-based providers are opening their doors to school age students, adapting spaces to facilitate distance learning, upping their internet band width and even training in the virtual programs. Ratios have remained below licensing requirements to help combat the spread, which has added to the strain.



And so, the child care system and the school system converge. The only silver lining – if there is one – is child care is finally starting to be recognized for the critical role it plays in supporting our economy: if parents can't get access to affordable child care, they can't work. If parents can't work, productivity declines. Perhaps another bright spot is that our country may begin to see all learning as one system – from birth to grade 12 – that must be fully funded and supported. Teachers of little kids should be valued in our culture as much as teachers of adolescence. And that value needs to be translated to higher wages and benefits for the people who build young brains at the most critical moment in human life. Maryland has made great progress in advancing a mixed-delivery system that lays the groundwork for a fully-articulated birth to grade 12 system. The pandemic has made things harder. We can only get through this crisis by working together rather than as adversaries defending our respective camps. We have an opportunity right now to build our system back better.





Director's Dug Out

Fall Season with the Office
of Child Care Director,
Jennifer Nizer

This month, I want to use my column to acknowledge the time, efforts and dedication of Maryland's child care providers.

One Day...

The world seemed to change all around,
Suddenly no children on the playground.
Looking for answers and help to guide,
Child care providers looked up with pride.
You see, child care is essential to everyone...to all,
We will fight for families and our children,
they will not fall.
In a time when uncertainty was throwing the best,
Providers stood tall and pushed out their chest.
Superwoman and Superman they always have been,
So the only goal is mind is to pick up and push to win.
Winning for their business, families and children is the only way,
We will rise up and be sure we always convey.
The importance of thriving is a constant nagging thought,
We do not have time to waste by being distraught.
Opening the doors for the children to come inside,
Without mom and dad this time...terrified.
Teachers in masks, taking temps and wearing gloves,
We want them and need them and we always will love.
How do we make a place that makes them feel safe,

When they cannot even tell the look on our face?
The cleaning and sanitizing everything in our sight,
Helping children to understand they must not fright.
What happened then was something to marvel,
Providers pulling together and fighting the battle.
They all pulled together and started to rebuild,
The families and children began to again feel fulfilled.
You see child care providers, teachers and staff,
They all have one thing in common; they work on children's behalf.
The outpouring of love, dedication and strength is overwhelming,
What they do for families and children is nothing short of chilling.
They have an outpouring of poise and stake their ground well,
They will not falter, they only know how to excel.
So pick up your bootstraps and keeping walking along,
They show us how they fight on and always stay strong.
We are not finished the fight by any means at all,
But when we do there will definitely be no shortfall.
They are child care providers and they constantly stand strong,
See their plight for young children and hear their heart song.
They will overcome everything that seems to plague us,

Don't ever forget that bottom line: children and families are our business!

WE THOUGHT WE'D LET YOU KNOW

YOU'RE A SUPERHERO!

Thank you for providing a safe environment for Maryland's children to learn and grow!

MARYLAND STATE DEPARTMENT OF
EDUCATION
EQUITY AND EXCELLENCE

THANK YOU FOR BEING THE BACKBONE TO MARYLAND'S ECONOMY

Update Your LOCATE: Child Care Record



**MARYLAND
FAMILY
NETWORK**

Every day, parents contact Maryland Family Network's LOCATE: Child Care for comprehensive information to make informed decisions about child care. The more

complete and current a child care provider's record is, the better MFN can help people find and choose the right child care program. This is particularly important with the disruption that has occurred with the COVID-19 pandemic.

If you are a child care provider, please review and update your record today at:

marylandfamilynetwork.org.

Your information will be reviewed and made active in MFN's database within just two business days. Everyone who updates their record will be entered into our sweepstakes for a \$25 Amazon gift card. For more information, please call MFN's LOCATE Provider Line at 866.752.1614.



Staff Updates

Welcome

Anthony Dewitt to the Division of Early Childhood as Data System Modernization Project Manager. He can be reached at anthony.dewitt1@maryland.gov.

Farewell

Nancy Cahlink-Seidler is no longer with the Division of Early Childhood.

Carl Eggleston is no longer with the Division of Early Childhood.

Deborah Serman has retired. She is no longer with the Division of Early Childhood.

Contacting the Division Branches

| | |
|--|--|
| Division of Early Childhood | earlychildhood.msde@maryland.gov |
| Early Learning Branch | early.learningbranchesmsde@maryland.gov |
| Collaboration and Program Improvement Branch | collaboration.programimprovement@maryland.gov |
| Office of Child Care | earlychildhood.msde@maryland.gov |
| Licensing Branch | licensingocc.msde@maryland.gov |
| Credentialing Branch | credentialocc.msde@maryland.gov or 1-866-243-8796 |
| Child Care Scholarship Program | ccscentral@conduent.com or 1-866-243-8796 |
| Maryland EXCELS | info@marylandexcels.org or marylandexcels.org |

Connect with us!

Be sure to friend and follow all of the Division's social media accounts to stay up-to-date on Early Childhood news in Maryland.

Division of Early Childhood

twitter.com/md_early_ed

facebook.com/msde.earlyed

Assistant State Superintendent, Steven Hicks

twitter.com/stevenhicksmsde



**SIGN UP TO RECEIVE
IMPACT HERE**

Family Engagement

twitter.com/MDEngageEarly

facebook.com/MDEngageEarly

Maryland EXCELS

twitter.com/MarylandEXCELS

facebook.com/MDEXCELS

[instagram.com/
MarylandEXCELS](https://instagram.com/MarylandEXCELS)

New & Improved Early Childhood Website

The improved site comes with a totally new look and tons of new features including improved functionality and easier navigation.

The web address will change to **marylandearlychildhood.org**.

Look for the new and improved DEC website to launch in November 2020.



COVID-19 GUIDANCE
For Child Care Facilities

Maryland
DEPARTMENT OF HEALTH

MARYLAND STATE DEPARTMENT OF
EDUCATION
EQUITY AND EXCELLENCE

AUGUST 28, 2020

Updated and Consolidated Health and Safety Guidance for Child Care Facilities

The health and safety guidance for child care facilities are now available in one convenient packet. It will be updated as new information becomes available. Check the dates at the beginning of each guidance to make sure you're using the most up-to-date information.

Guidance includes:

- Guidance for Use of Cloth Face Coverings in Child Care Programs
- Exclusion, Quarantine, and Closure Recommendations for COVID-19 or COVID-19-like Illness in Child Care Programs
- Guidance for Temperature and Symptom Screening in Child Care Programs
- Frequently Asked Questions: Coronavirus (COVID-19) Guidance for Child Care Settings

Get the **COVID-19 Guidance** [here](#). ([Spanish version](#))

Recently Added or Updated Forms and Documents

- Form 1203 - Child Care Facility Personnel and Staff Changes
- Form 1229 - Substitute Form
- Form 1296 - Landlord Permission Form
- No Longer in Care Form
- Voluntary Closure Days Request Form
- Barriers to Protect Children from Safety Hazards
- Child Care Weather Watch Chart





Access resources, documents and forms from the branches in the **Office of Child Care** by following these links:

Child Care Scholarship Program

<https://bit.ly/2FZiNsz>

Maryland Child Care Credential Program

<https://bit.ly/2vla6Tf>

Licensing

<https://bit.ly/2DHABpO>

Maryland EXCELS

<https://bit.ly/2S1basj>



The COVID-19 Training is Now Available

The new **COVID-19 training** is available for all providers, staff and volunteers to complete. The training takes advantage of the latest technology tools for online learning. This required training prepares you to follow basic practices to keep children in your care healthy and safe during and after the COVID-19 pandemic.

*Face-to-face training resumed on **October 1, 2020**. There is a maximum of 30 allowed in a training, which includes the trainer. Trainers must follow all of the CDC guidelines, which includes wearing a mask and social distancing of 6 feet.*

Child Care **Providers**

|  | Invoices | Signed Vouchers | Credential Applications |
|---|-------------------------------------|-------------------------------------|-----------------------------------|
|  Fax | 410-229-0010 | 410-229-0053 | 410-229-0145 |
|  E-mail | mdccsppinvoices@Conduent.com | ccscentral@Conduent.com | cccredential@Conduent.com |
|  Mail | PO Box 17543 Baltimore, MD 21297 | PO Box 17015 Baltimore, MD 21297 | PO Box 598 Baltimore, MD 21297 |

Call 1-866-243-8796

Child Care Scholarship (CCS) **Customers**



Call: 1-866-243-8796



FAX: (410) 229-0053



Mail documents:
CCS Central
PO Box 17015
Baltimore, MD 21297



E-mail:
ccscentral@conduent.com

For MSDE to understand how COVID-19 has impacted families and their child care needs, parents with children enrolled in child care must complete this online survey.

Can you help us learn about the child care needs of Maryland families during the COVID-19 pandemic?



TUITION RATES

Providers accepting Child Care Scholarships must submit the missing weekly tuition rate(s) ONLINE for each child listed on their Weekly Tuition Chart by completing the following steps:

Go to MONEY4CHILDCARE.COM

Click on “Provider Tuition Survey”.



Enter the requested amounts for each child from the Weekly Tuition Chart. (Provider should contact Child Care Central for a copy of their Tuition Chart.)

Review the accuracy of what you entered before submitting online.

IF THE ONLINE SURVEY IS NOT COMPLETED, SCHOLARSHIP PAYMENT WILL END.

Parents: We Want to Hear from YOU!



If you are a Maryland parent/caregiver of a child under the age of 13, we invite you to participate in a survey about your child care needs during the COVID-19 pandemic. You could win a \$50 Amazon or Walmart gift card!



MSDE is partnering with Child Trends, a non-profit research organization, to better understand how COVID-19 has impacted families and their child care needs. We will use the answers from the survey to help MSDE understand what policy or procedure changes are needed to better serve children and families across Maryland. In better serving parents, we also better serve providers.

Encourage ALL parents within your child care program to go to:

1. Money4ChildCare.com
2. Click on the link to the online COVID-19 Parent Survey About Child Care Needs
3. Complete the entire Survey by November 6th

Parents completing the survey can choose to enter into a drawing for a chance to win a \$50.00 Amazon or Walmart gift certificate.

Please encourage ALL of your families to go to Money4ChildCare.com and complete the online COVID-19 Parent Survey About Child Care Needs.

Remember: when we help families, we also help child care providers.



MARYLAND EXCELS

#EXCELSstrong—seven years and counting!

Maryland child care and early education programs deserve a huge round of applause! As of August 2020, of all eligible child care programs, **74%** of centers and **45%** of family child care homes are participating in Maryland EXCELS. That equates to **4,661** child care programs participating.

| Participating Programs Statewide | |
|--|---|
| Percent of Quality Rated Child Care Centers | Percent of Quality Rated Family Child Care Homes |
| 74% | 45% |

| Quality Rated Programs Statewide | |
|---|---|
| Total Number Participating | Percent of Eligible Child Care Programs with Quality Ratings |
| 4,860 | 61% |

| Programs by Quality Rating | |
|--|--------------|
| Quality Rating 1 | 2,797 |
| Quality Rating 2 | 431 |
| Quality Rating 3 | 642 |
| Quality Rating 4 | 88 |
| Quality Rating 5 | 390 |
| Total # of Quality-Rated Programs | 4,258 |

Want to Increase the Quality of Your Program and Earn More Money?

Contact your Maryland EXCELS Quality Assurance Specialist today!



Virtual Maryland EXCELS Training is Up and Running!

Maryland EXCELS Quality Assurance Specialists (QAS) have been working hard to develop and deliver virtual training and continue providing technical assistance. To receive the monthly training calendar, your program must be participating in Maryland EXCELS.

QAS are always here to help programs reach higher quality ratings and take advantage of opportunities to earn more money.

Contact your QAS today!

Keep Up with the Latest Maryland EXCELS Information

Visit MarylandEXCELS.org, scroll to the bottom of the homepage (under "Newsletter") and sign up to receive valuable Maryland EXCELS information via email.

Follow @MarylandEXCELS on Facebook, Twitter and Instagram



Seeking Accreditation Support Funding?

Use the following applicable link to apply for funding today:

Application for National Accreditation Support

[Google Account Holders](#)
[Non-Google Account Holders](#)

Application for Maryland Accreditation Support

[Google Account Holders](#)
[Non-Google Account Holders](#)

What's New in Maryland Accreditation?



Exciting changes are coming to Program Improvement Visits that benefit your program in our new virtual world.

Watch for more information soon.

Follow the path to continuous program improvement with Maryland Accreditation.

Sign up for a virtual Maryland Accreditation orientation here: earlychildhood.marylandpublicschools.org/

Have you heard about CLASS®?

The Classroom Assessment Scoring System (CLASS) by Teachstone is an assessment tool that focuses on teacher-child interactions.

Maryland EXCELS will be expanding the use of this tool. Stay tuned for more information...





Are you a
credentialed
provider?

Need to contact
the Maryland Child Care
Credential Program?

Have questions?

Maryland Child Care
Credential Program
applications should be sent
directly to Child Care
Central in one of the
following methods:

Mail:

Child Care Central

PO Box 598
Baltimore, MD 21203

Fax:

410.229.0145

Email:

ccccredential@conduent.com

Do NOT mail your
credential program
application packet to MSDE
Headquarters. Applications
received at MSDE for the
Maryland Child Care
Credential program will be
returned.

Applications, forms and
additional information for
the Maryland Child Care
Credential Program are
available at:

[earlychild-
hood.marylandpublicschool
s.org/credentialing](http://earlychild-hood.marylandpublicschools.org/credentialing)

HOW TO SUBMIT APPLICATIONS FOR PROGRAMS IN THE CREDENTIALING BRANCH:

Applications for the
following programs should
not be mailed to MSDE at
this time. until further
notice, applications should
be sent electronically to:

credentialocc.msde@maryland.gov

- ◆ Child Care Career and Professional Development Fund (CCCPDF)
- ◆ Quality Incentive and Family Provider Grant
- ◆ Training Voucher and Training Reimbursement Applications

Note: Training Voucher and Reimbursement applications can also be submitted online.

Reimbursement applications: [https://
earlychild-
hood.marylandpublicschool
s.org/node/510](https://earlychild-hood.marylandpublicschools.org/node/510)

Voucher applications: [https://
earlychild-
hood.marylandpublicschool
s.org/node/511](https://earlychild-hood.marylandpublicschools.org/node/511)

Family Child Care Provider Direct Grant Fund Program



Do you need
assistance
achieving or
maintaining
compliance
with the
requirements of the Office of
Child Care, Licensing in
Maryland?

The Family Child Care
Provider Direct Grant Fund
Program provides
reimbursements (up to
\$1,000) to registered family
child care providers for
expenses incurred to comply
with the Office of Child Care
licensing requirements.

The applicant must incur
compliance related
expenses. Applicants are
eligible for a one-time
award.

More information can be
found at:
[earlychild-
hood.marylandpublicschools.
org/fccpdgfp](http://earlychild-hood.marylandpublicschools.org/fccpdgfp)



Training Vouchers and Reimbursement Program

Training Vouchers and Reimbursement are designed to assist child care professionals participating in the Maryland Child Care Credential Program at Level Two or higher with the costs of training for professional development.



An application for training reimbursement can be submitted for:

- Approved Core of Knowledge Training (Note: training must be a minimum of 2 clock hours)
- Pre-Service training
- Registration at statewide and national child care conferences

An application for training voucher can be submitted for:

- Pre-Service training
- Registration at statewide and national child care conferences

Eligibility:

Child care providers participating in the Credential Program at level two or higher are eligible to receive up to \$400 each year as long as funds are available. Requests for training voucher or reimbursement must not exceed \$400.

The following are **not** eligible for training voucher/reimbursement:

- Training that has not been approved by MSDE according to COMAR 13A.14.09
- Fees incurred for training
- Association membership fees
- CDA credential/CDA renewal fees

Application Submission:

There are two ways to submit a training voucher or reimbursement application to MSDE:

Online:

earlychildhood.marylandpublicschools.org/

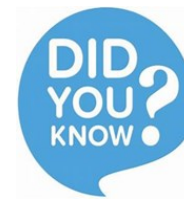
Email: Due to COVID 19, applications will also be accepted by email until further notice.

Please use the following email:

credentialocc.msde@maryland.gov

Note:

- Please do not mail applications at this time
- Applications faxed to MSDE will not be processed.
- *Applications submitted to Child Care Central will not be forwarded to MSDE and will not be processed.*



There are perks to being an active member of a local, state, or national child care professional organization. Many

organizations host early childhood conferences and offer discounted registration fees for members.

Discounted training = more money available for training vouchers/reimbursements!

Credentialed providers are also offered one (1) Professional Activity Unit (PAU) for membership to a local, state or national child care professional organization!

Check the credential booklet for PAU documentation requirements.

Get your membership today!



Many child care associations in Maryland offer training as a benefit of becoming a member. While we understand that there is a cost to membership, training included within the association membership fee is not eligible for training reimbursement. Membership fees are non-reimbursable.

Learn about some of Maryland's associations on page 22.

Here are a few COVID-19 updates related to the Training Voucher and Reimbursement Program:

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- MSDE will accept training reimbursement applications beyond 180 days from the date of training completion. The **180** day deadline to submit an Application for Training Reimbursement will be extended to **240** days or until August 31, 2020.



- MSDE will accept voucher applications less than **60** days prior to an online pre-service training only. The **60** day deadline to submit a training voucher application for an online pre-service training will be extended to **30** days or until August 31, 2020. MSDE will accept a voucher application if the pre-service training is being conducted online by an MSDE approved trainer or training organization.

Child Development Associate (CDA)



MSDE will support providers with the cost of the \$425 initial fee to obtain the CDA.

The required 120 hours of training must have been completed in order to apply.

Look for more information in Tuesday Tidbits.

Check out the video **The CDA Assessment & Credentialing System: Everything You Ever Wanted to Know!**

youtu.be/bF4W3YU8g9E

Are You Interested in Ways to Earn Professional Activity Units (PAUs) during COVID-19?

Staff that worked in an EPSA or EPCC program will be awarded two PAUs.

Documentation:

Providers must submit a written letter on the center letterhead from the director.

Here are some examples of PAUs that will be awarded automatically to providers:

- ◆ **10** years of working in child care - One (1) PAU
- ◆ **20** years of working in child care - Two (2) PAUs
- ◆ **30** years working in child care - Three (3) PAUs

Here are some examples of Professional activities providers can submit with a credential application:

- ◆ Board member - Two (2) PAUs

- ◆ Child care committee member - One (1) PAU
- ◆ Membership in a recognized child care association - One (1) PAU
- ◆ Newsletter - Two (2) PAUs
- ◆ Professional child care book club - One (1) PAU
- ◆ Judy Center partner - Two (2) PAUs

Here are some examples of PAUs providers can participate in virtually:

- ◆ Child care learning activities with children - Two (2) PAUs
- ◆ Participate on a committee in planning a virtual conference - One (1) PAU
- ◆ Conduct a child care training - Three (3) PAUs
- ◆ Attend a virtual national conference - Three (3) PAUs
- ◆ Peer support group - One (1) PAU
- ◆ Formal mentor for a student - Three (3) PAUs

The Child Care Career and Professional Development Fund

Are you interested in pursuing an associates or bachelor's degree?



The Child Care Career and Professional Development Fund (CCCPDF) is a tuition assistance program for child care providers to obtain a college education at participating colleges/universities in Maryland. Funding is available for child care providers to earn a college degree in the following areas:

- Early Childhood Education
- Child Development
- Elementary Education
- Special Education

Eligibility Requirements

CCCPDF applicants must meet the following requirements to receive funds (COMAR 13A.14.09):

- * Participate in the Maryland Child Care Credential Program at Level Two or higher
- * Work in a licensed child care center or be a registered family child care provider in Maryland at least 10 hours per week
- * Fulfill entrance requirements at the participating college of your choice
- * Have at least one year of documented experience working with groups of children in an approved setting
- * Maintain employment in child care in Maryland while participating in the Program
- * Participate in professional development
- * Agree to complete the child care service requirement in Maryland for at least 10 hours per week after completion of the degree
- * Maintain at least a 2.50 cumulative GPA from the point of first entering the Program

Application Deadline

Thank you to all applicants who submitted an application for the 2020-21 school year. The next deadline to apply for the Child Care Career and Professional Development Fund is **March 1, 2021**

Helpful tips for preparing to apply for the CCCPDF:

- Review program information online: <https://earlychildhood.marylandpublicschools.org/child-care-providers/office-child-care/credentialing-branch/child-care-career-and-professional>
- Apply to the participating college of your choice
- Continuing students must schedule a meeting with the CCCPDF Coordinator to review application before submitting to MSDE
- Apply for FAFSA (see college coordinator for more information)
- Ensure that your credential is up-to-date and current through application deadline

For more information about the application process and a list of participating colleges, please visit our website: earlychildhood.marylandpublicschools.org/



COMMUNITY COLLEGES

Anne Arundel Community College

Jasmine Elliott-Associate of Arts in Teaching, Early Childhood Education
 Sonya Odum-Associate of Applied Science in Early Childhood Development
 Scarleth Raudales Lopez-Associate of Arts in Teaching, Early Childhood Education
 Eileen Delaney-Associate of Applied Science in Early Childhood Development

Baltimore City Community College

LaKesha Cotton-Associate Degree in Early Childhood Education
 Tawanda Fowlkes-Associate Degree in Early Childhood Education
 Mary Ward-Associate Degree in Early Childhood Education
 April Whitehead-Associate Degree in Early Childhood Education

Carroll Community College

Holly Berry-Associate of Applied Science, Early Childhood Development

Chesapeake College

Michelle Murphy-Associate of Arts in Teaching, Early Childhood Education/Early Childhood Special Education
 Karen Denise Blunt-Associate of Applied Science in Early Childhood Development
 Amanda Brown-Associate of Applied Science in Early Childhood Development
 Courtney Cunningham-Associate of Applied Science in Early Childhood Development
 Abigail Manning-Associate of Applied Science in Early Childhood Development
 Ellen Willis-Associate of Applied Science in Early Childhood Development

College of Southern Maryland

Lisa Poe-Associate of Applied Science in Early Childhood Development
 Danielle Marshall-Associate of Applied Science in Early Childhood Development
 L'erin Nelson-Associate of Applied Science in Early Childhood Development
 Karen Loeffler-Associate of Applied Science in Early Childhood Development
 Wendy Dixon-Associate of Applied Science in Early Childhood Development

Casey Hall-Associate of Arts in Teaching, Elementary/Gen Special Education Grades 1-6
 Taylor Davis-Associate of Applied Science in Early Childhood Development

Community College of Baltimore County

Natalie Fulmer-Associate Degree in Teacher Education
 Sandra Brown-Associate of Applied Science in Early Childhood Development

Frederick Community College

Heather Churchey-Associate of Arts in Teaching, Early Childhood Development
 Richard Frederick-Associate of Applied Science in Early Childhood Development
 Sandra Doughty-Associate of Applied Science in Early Childhood Development
 Terra Schmidt-Associate of Applied Science in Early Childhood Development

Hagerstown Community College

Samantha Early-Associate of Applied Science in Early Childhood Education/Primary Grades

Harford Community College

Kawaii Wheeler-Associate of Applied Science in Early Childhood Education
 Jessica Smith-Associates of Arts in Teaching, Elementary Education/Special Education

Howard Community College

Tanya Blackmon-Associate of Applied Science in Early Childhood Development
 Ebony Blevis-Associate of Arts in Teaching, Early Childhood Education
 Carrie Bounds-Associate of Applied Science in Early Childhood Development
 Lyakesha Jones-Associate of Applied Science in Early Childhood Development
 Shannon Jones-Associate of Arts in Teaching, Early Childhood Education
 Kylyna Kaiser-Associate Degree in Early Childhood Education
 Erika Lazo-Associate Degree in Early Childhood Education
 Linda Long-Associate of Applied Science in Early Childhood Development
 Fidelia Rivera-Associate of Arts in Teaching, Early Childhood Education
 Amy Sears-Associate Degree in Early Childhood Education

Montgomery College

Joan Rose-Associate of Applied Science in Early Childhood Education
Leticia Solano-Associate of Arts in Teaching, Early Childhood Education
Yessica Larios-Associate of Arts in Teaching, Early Childhood Education

Prince George's Community College

Amber Owens-Associate of Arts in Teaching, Early Childhood/ Special Education
Leslie Prince-Associate of Applied Science in Early Childhood Education
Lori Waddell-Associate of Applied Science in Early Childhood Education

Wor-Wic Community College

Ca-Cea Henry-Associates of Applied Science in Early Childhood Education
Kelsey Flynn-Associates of Applied Science in Early Childhood Education
Vanessa Jones-Warner-Associates of Applied Science in Early Childhood Education

UNIVERSITIES

Bowie State University

Tyeisha Hill-Bachelor's Degree in Childhood and Adolescent Studies
Imani Hughes-Bachelor's Degree in Childhood and Adolescent Studies
Jaylyn Norris-Bachelor's Degree in Elementary Education
Porche Marshall-Bachelor's Degree in Childhood and Adolescent Studies

Coppin State University

Sherie Coates-Bachelor's Degree in Early Childhood Human Development
Cynthia Dubose-Bachelor's Degree in Early Childhood Human Development
Lateasha Gault-Bachelor's Degree in Early Childhood Human Development

Notre Dame of Maryland University

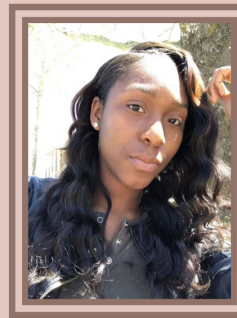
Katelyn Hawkins-BA.LSE.ECE with a concentration in Elementary/Early Childhood Education
Nikki Jones-BA.LSE.ECE with a concentration in Elementary/Special Education
Emily Cherry-BA.LBA with a concentration in Education

Salisbury University

Logan Lee-Bachelor's Degree in Early Childhood Education
Samantha Schrickel- Bachelor's Degree in Early Childhood Education
Kelly Barbre-Bachelor's Degree in Elementary Education

Towson University

Samantha Liverman- Bachelor's Degree in Early Childhood Education
Falon McNealey-Bachelor's Degree in Early Childhood Education
Lauren Pixler-Bachelor's Degree in Early Childhood Education



In Loving Memory

Faith Garrett
Former CCCPDF Participant &
Graduate from University of Maryland
Eastern Shore class of 2020

A message from the CCCPDF Coordinator at
University of Maryland Eastern Shore
Donna Satterlee

"Faith Garrett did well at the University of Maryland Eastern Shore studying Human Ecology with a concentration in Child Development. She was posthumously awarded a Bachelor of Science degree. She spent the summer of 2019 enlightening the children at Greenbelt Children's center doing her internship. She was always enthusiastic, and willing to go the extra mile for the children. She volunteered in many capacities. She, and the other seniors this last spring were very close, and it was difficult to go on without her. We miss her smiling presence."



I am **Ana E Rodriguez**, child care provider since 1997 and mother of 4 children. I want to express how grateful I am with CCCPDF for the financial help it has provided me to continue growing professionally and thus provide a better service to children. I also thank Professor Pruneda - Hernandez

infinitely for her motivation towards me and all Early Education students, providing us with information about the opportunities we can obtain to continue training in the area of education. For me it would not have been possible to get to where I have come without the help of the CCCPDF and people like Professor Pruneda-Hernandez who are there to motivate and help when asked for help.

-Ana E Rodriguez

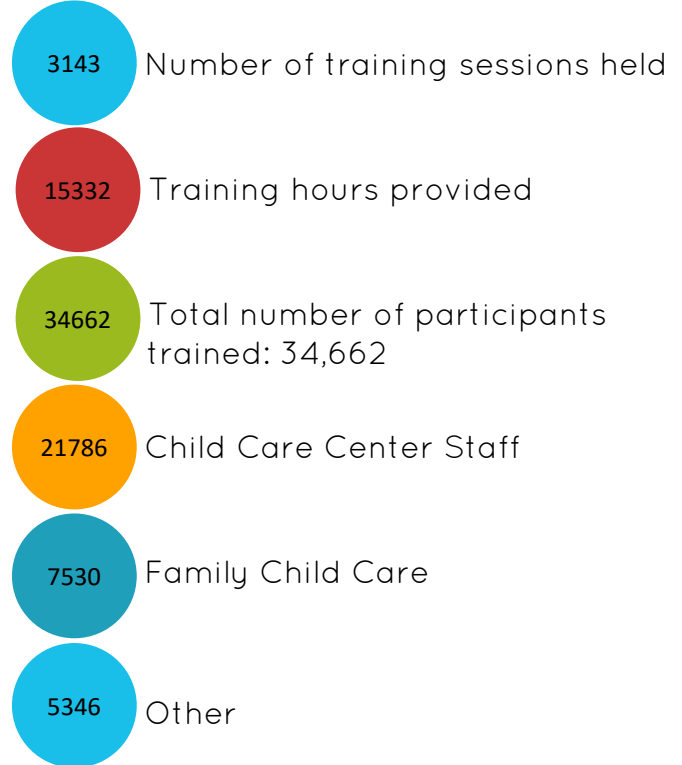
Training Updates and Highlights

18

Current Number of Trainers:



Face-to-Face/Virtual Training Conducted Between July 2019 - March 2020



Due to COVID-19, face-to-face training is limited to 15 participants, virtual training will continue. Online training is also available.

Where to find trainings...

<https://earlychildhood.marylandpublicschools.org/child-care-providers/training>

- Approved Online Training Organizations
- Approved Independent Trainers
- Approved Training Organizations

The Clearinghouse Calendar of all classes being offered virtually can be found at: marylandfamilynetwork.org/statewidetrainingcalendar.

IMPACT, FALL 2020

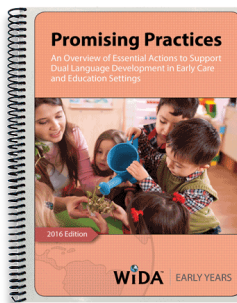
Strengthening Business Practices



In July of 2019, 20 plus Trainers went through a week long Training-of-Trainers (TOT) and have begun offering the Business Practices Trainings for Centers in

four modules, and Business Practices Trainings for Family Child Care in three modules. Locate an approved trainer that offers business training at: earlychildhood.marylandpublicschools.org/training

WIDA



Learn more about working with dual language learners by taking the free trainings from WIDA Early Years. WIDA Early Years is an evidence-based program focused specifically on the language development of young multilingual children,

often referred to as dual language learners, in early care and education (ECE) settings. Training are available at: earlychildhood.marylandpublicschools.org/wida

Calling all Infant/Toddler Educators...

Zero to Three Critical Competencies for Infant-Toddler Educators

In late 2020, start looking for the Critical Competencies for Infant-Toddler Educators 45 hour course, which will cover Social Emotional Development, Cognitive Development and Language and Literacy Development. These in-depth training modules were developed to fill the gaps for infant-toddler educators. It provides a diversity, inclusion, and fairness lens that can, and should be, applied to all practices and services aimed at supporting our children and families. Visit www.infanttoddlercc.com for more information.



Supporting Social-Emotional Development

1. Building Warm, Positive, and Nurturing Relationships
2. Providing Consistent and Responsive Caregiving
3. Supporting Emotional Expression and Regulation
4. Promoting Socialization
5. Guiding Behavior
6. Promoting Children's Sense of Identity and Belonging

Supporting Cognitive Development

7. Facilitating Exploration and Concept Development
8. Building Meaningful Curriculum
9. Promoting Imitation, Symbolic Representation, and Play
10. Supporting Reasoning and Problem Solving

Supporting Language & Literacy Development

11. Promoting Communication Exchange
12. Expanding Expressive and Receptive Language and Vocabulary
13. Promoting Early Literacy

Special Needs Technical Assistance and Training for Caregivers of Infants and Toddlers

Strategies from Project ACT

When caring for infants and toddlers with special needs who have challenges with speech and language, nurturing relationships and being tuned in to the child's cues are necessary in supporting their growth. There are 5 ways you can support the child's language growth every day.

1) Share their focus. When they look at or seem interested in something, look with them and talk to

them about what they see.

2) Support and encourage! When any attempts to communicate are made, acknowledge that attempt with positive words and facial expressions.

3) Name it! Label what children are exploring, what they are doing, and what you are doing.

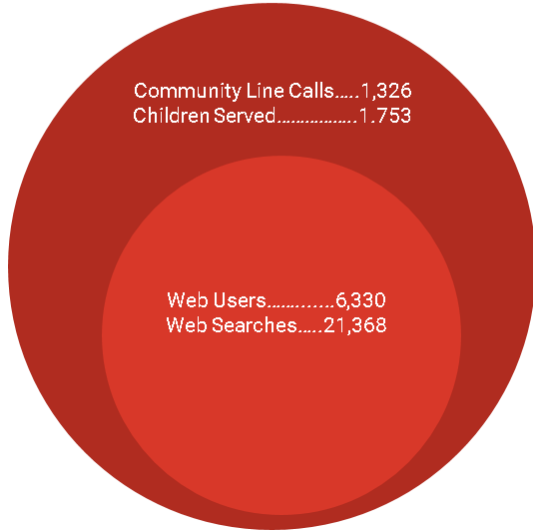
4) Take turns back and forth. Even infants at a young age can practice taking turns in conversations. Notice a child's attempt at communicating by

responding verbally, making eye contact, and then wait excitedly for the child to respond with their own form of communication. See how long you can keep the exchange going!

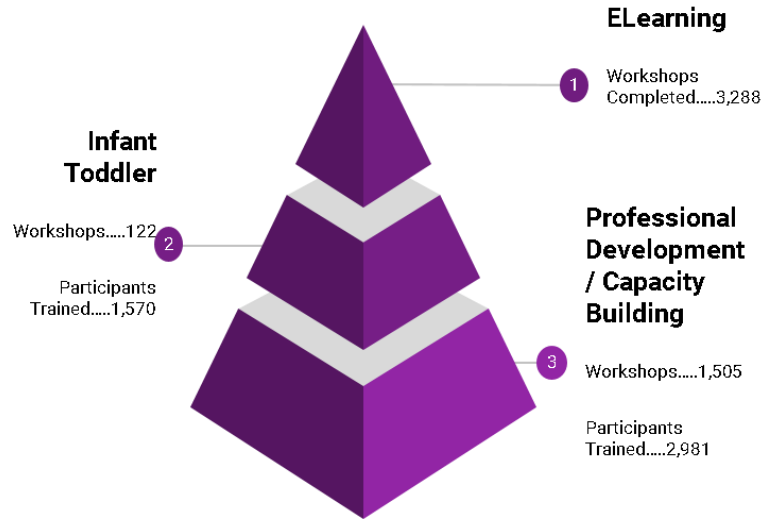
5) Practice beginnings and endings. Young children can move from one activity or interest to another pretty quickly. Model using language to indicate when the child's interest has switched from one item to another.

State Coordinating Entity and the Maryland Child Care Resource Center Network

LOCATE



TRAINING



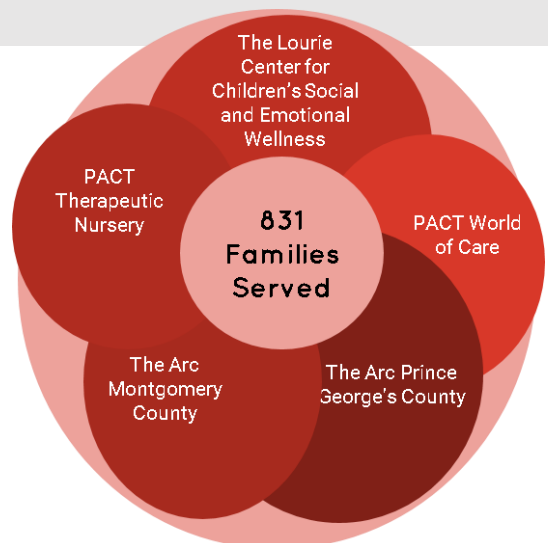
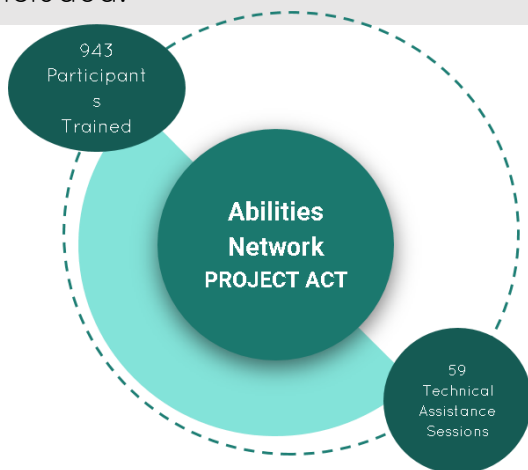
Special Needs Technical Assistance and Training for Caregivers of Infants and Toddlers

The Special Needs Technical Assistance and Training for Caregivers of Infants and Toddlers grant provides comprehensive statewide technical assistance and training for caregivers who are providing care services to special needs children, birth through 3 years of age.

These children must be enrolled in regulated family child care homes; licensed child care centers; and facilities operating under the Arc of Maryland Programs and children in Foster Care are also included.

Child Care for Medically Fragile Children Birth to Five

The Child Care for Medically Fragile Children Birth to Five grant provides medically-based child care and early education services to children with medical diagnoses and those who have developmental delays, physical disabilities, and behavioral issues requiring specialized care.



Statistics in Schools: Making a Difference in 2020 and Beyond

As an early childhood educator, every day you work to ensure that children are prepared for a successful future. Did you know that filling out the 2020 Census is one easy way to help shape the future for all children in the next 10 years?

How the 2020 Census impacts young children

The census is a count of every person who lives in the United States and its territories. The next census count starts in March of 2020.

While all children need to be counted, newborn babies and other children age 4 and under are among the most likely to be missed in the count. When these children are not counted, important decisions are affected, such as how much money to spend on services and programs that help children. An accurate count of all children will help ensure that these funding and policy decisions are based on accurate information.



Shape
your future
START HERE >

United States®
Census
2020

A S S O C I A T I O N S



Maryland Association for the Education of Young Children

Membership in the Maryland Association for the Education of Young Children (MDAEOYC) is open to any interested individual. As a proud affiliate of the National Association for the Education of Young Children, MDAEOYC is here to help YOU on the journey to improve educational opportunities for all young children.

mdaeyc.org | [@mdaeyc1](https://www.instagram.com/mdaeyc1)

The Leading Men Fellowship is Looking For Applicants

The **Leading Men Fellowship** is helping to diversify the teacher pipeline by engaging young men of color (ages 18-24) in exploring a career in Early Childhood Education. Fellows are placed in a PreK classroom in Baltimore City and implement daily literacy interventions with their students. Through this year-long, residency-style program, Fellows become role models and change agents in their communities who support the growth of young students, while transforming the trajectories of their own lives. Find more information and our application [here](#). If you know a young man who would be a great fit for the program, please encourage him to apply! To make a referral, ask any questions, or have The Literacy Lab visit your school or organization to present this opportunity, please email Nick Picciotto at npicciotto@theliteracylab.org.



MSFCCA Mission:

The mission of the **Maryland State Family Child Care Association (MSFCCA)** is to educate, unify and advocate to strengthen the profession of family child care; enriching the lives of providers, children, families and communities.



MSFCCA Vision:

We envision MSFCCA as leaders and experts that empower and support family child care providers with continual professional growth, networking opportunities, and collaborative relationships with stakeholders in order to enrich Family Child Care.

msfcca.org | contact@msfcca.org | 240-994-0292

Professional Membership. Professional Development. Advocacy for the Profession.

The Maryland State Child Care Association (MSCCA) is the premiere professional association for licensed child care and early learning centers operating in Maryland and for associated businesses, individuals that support the mission of the Association.

Why Become a Member?

- * Pay one affordable center membership fee and gain Professional Activity Units (PAUs) for your full staff
- * Receive continuous, cutting edge communication through social media and emails



- * MSCCA members have dedicated, registered state lobbyists
- * Receive discounts on training and conferences
- * Grant opportunities offered for members only

mscca.org | info@mscca.org | 410-820-9196 | Christina Peusch, Executive Director



Maryland State Family Child Care Association

MEMBER BENEFITS

MSFCCA welcomes all Registered/Licensed Family Child Care providers to be part of our all-volunteer nonprofit professional organization. MSFCCA also welcomes individual, groups or organization interested in networking and supporting child care across the State of Maryland.

AS A MEMBER YOU WILL:

- Be part of a professional organization that is the collective voice of Family Child Care providers in Maryland
- Be represented in legislative meetings, work groups and organizations that advocate for the child care profession
- Be part of the annual legislative rally in Annapolis
- Receive email notifications on important issues, policies and regulations affecting your profession
- Get discounted rate at the annual MSFCCA conference
- Make connections, gather ideas, and gain exposure to other professional networking opportunities
- Have access to mentoring, technical assistance, as well as support in meeting licensing requirements, credentialing, Maryland EXCELS and accreditation through NAFCC
- Have access to FREE quality Virtual Training that can be used to meet licensing, credentialing, and accreditation requirements
- Be included in the statewide provider search on our website
- Be part of an organization where you can meet fun, innovative, and visionary providers

To become a member please visit www.msfccca.org/membership.

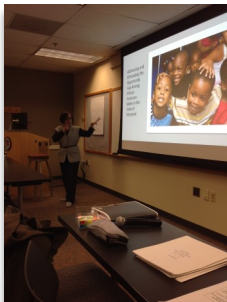
BECOME A PART OF MSFCCA. TOGETHER WE CAN MAKE A DIFFERENCE!

For more information,
visit www.msfccca.org

Support Family Child Care. Help Stop the Decline.

Children of Promise

By Petrea Hicks



When children read books that represent themselves and family experiences/themes, they excel

substantially more in word recognition and comprehension than children who do not see themselves. Outcomes for children must be ambitious and achievable.

Petrea Hicks is an MSDE approved trainer presenting on the topic of literacy/imagery and African American children at the National Association for the Education of Young Children (NAEYC) in 2017-2018. She has published articles on the same topic for Child Care Exchange magazine (May/June 2018 and May/June 2020). Hicks' newest MSDE approved training is titled Addressing and Eliminating the Opportunity Gap Among African American Males in the State of Maryland. Check out her article, [Children of Promise](#). Photos include Maryland early educators.

Ignite wonder while exploring the outdoor world with the **Discover Nature Science Series**. This collection of inquiry-based activities combines PBS KIDS educational media with hands-on, nature-based learning to spark curiosity and promote creativity. Activities can be used with groups of children or individually; in the backyard, local park, or any favorite outdoor space.



Each of the dozen fun-filled nature themes follows an interactive structure of learning science concepts, exploring, playing, creating, questioning and testing solutions.

Get started with this easy to download packet.
https://thinkport.org/pdfs/Discover-Nature-Science-Series_MPT.pdf

Caring During COVID: Providing Child Care in a Time of Pandemic



In June, Maryland Family Network (MFN) held a series of online discussions with child care

providers and other experts about caring for children during the COVID-19 pandemic. The discussions included sharing best practices for re-opening a child care business, meeting the emotional needs of providers during COVID, and the results of MFN's state-wide survey of child care providers. You can watch the discussions on MFN's YouTube at:

<https://www.youtube.com/playlist?list=PLglymovczx-MsIP6HNFhWJIPb2ZAfBJfg>

The state of Maryland has 24 public library systems, representing the 23 counties and Baltimore City.

Many libraries offer instructor-led computer classes that teach personal computer basics, job and career computer skills, and Microsoft Office and Google applications for a variety of ages.

Find a library location near you at marylandlibraries.org.

Teaching Math to Young Children for Families and Caregivers



REL Central, REL Appalachia, and REL Northwest have developed a new web-based resource that families and caregivers can use at home to support math learning for children ages 2-8.

The new resource complements and extends the What Works Clearinghouse practice guide Teaching Math to Young Children by providing resources and activities to help families and caregivers support children as they practice math skills at home.

The Teaching Math to Young Children for Families and Caregivers web pages include:

- Quick tips to support number, shape, pattern, measurement, and data analysis skills throughout the day.
- Evidence-based activities and games with easy-to-follow directions.
- Videos to learn more about how children develop foundational math skills and ways to support those skills.

Access the Teaching Math to Young Children for Families and Caregivers web pages at: ies.ed.gov.

Maryland Family Engagement Summit Webinar Series

The 2020 Maryland Family Engagement Summit Webinar Series includes five engaging virtual events on the second Thursday of every month. Each webinar will feature national and local experts who will share research-based strategies designed to meet the educational needs of diverse student populations, their families, and communities.

The Summit will provide a collegial and supportive atmosphere for exchanging ideas with district leaders, school and early childhood administrators, teachers, providers, families, community members, and nonprofit partners from school districts throughout the State of Maryland.

The Summit is a collaboration between the Maryland State Department of Education, the Maryland Family Engagement Coalition, and MAEC.



Presentations and recordings of the webinar series are available at: [Marylandfamiliesengage.org](https://marylandfamiliesengage.org).

PROVIDER
PROFILES



After many years of going to school both part time and full time, Jacqueline, Nicolette, and Kim Grant raised a glass of champagne together after the last virtual class at Washington Adventist University (WAU) to celebrate the achievement of finishing their Bachelor of Arts Degree in Early Childhood Care and Education. Looking back now after a break from family child care due to COVID-19, we have nothing but fond memories of the accomplishment.

For the last two years at WAU we were full time, carrying an average of nine credits per 8-week semester. It was hard work, and there was no room for taking a break or getting sick. We had the end in mind and pressed through regardless of anything else going on in our lives.

The memories we will carry with us are the wonderful discussions with the professors about family childcare, child development, and the field of early childhood education. The professors were all so supportive and eager to learn about the many benefits of the small personal groups of children we taught. The administrators referred to us

as the “sisters,” which was a compliment to me being the mother. Unaware of the many benefits family child care has to offer, such as the various fieldtrips we take, Professor Campbell accompanied us on our trip to the Nature Center for our classroom observation and was just in awe of the experiences the children were receiving. Although the class sizes were small, we often had another family childcare provider in our class. We teamed up with Sobia Qureshi and others to form our own little cohort to provide support and encouragement to each other. The goal seemed more obtainable because we worked as a team and relied on each other for reinforcements. We also knew the University was invested in the four of us graduating in May 2020.

The experience of both Montgomery College and Washington Adventist University was unforgettable. Although we did not get to walk in a ceremony or have the big celebration party we were planning, we are so glad we pushed ourselves to this accomplishment. We recommend that all providers take advantage of the Child Care Career Professional Development Fund and thank the Maryland State Department of Education and their team for making this possible!

-Kim Grant, Jacqueline Grant, Nicolette Grant and Sobia Qureshi

P R O V I D E R
P R O F I L E S

Frederick Family Child Care Provider Prepares Children for Kindergarten and Beyond



Li Zhou, registered family child care provider, often works late into the night, translating curriculum from English to Chinese so she can prepare the children in her care to be ready for kindergarten and to be citizens of the world. The preschoolers who attend Zhou’s program in her Frederick home are greeted in Mandarin Chinese. The children spend at least half of their day interacting in the world’s most widely spoken language.

When Zhou opened A & D Stars in 2015, she focused on offering high-quality child care while providing a bilingual and bicultural foundation.

“I want to deliver the best quality care, but I know this is not a traditional way,” Zhou said. “It’s not just about giving a good experience— it’s the opportunity to

acquire another language and be exposed to another culture.”

Because she understands parents are seeking high-quality care as well as the unique program she offers, Zhou tells them about her participation in Maryland EXCELS and commitment to high standards. Zhou, currently published at a Quality Rating of 2, is steadily working toward her goal of reaching a Quality Rating of 3.



Zhou, who grew up in China and moved to the U.S. to pursue her Master of Business Administration, realized there would likely be a demand for such a program in Frederick County after she became a mom to her two boys, who are now in first and third grades. She heard about the popularity of lottery-based Chinese immersion programs for school-age children in nearby Montgomery County. She did her own research and learned about how children

quickly absorb a new language in the first four years of life. Zhou decided to pursue opening a child care program that would allow young children to naturally learn a second language while simultaneously learning their first.

“If they’re 2 or 3 [years old], that’s a prime time to pick up languages. Even children that young can pick up so much in their first week,” Zhou said.

Some of the children in her care already have at least one parent who speaks Chinese, so Zhou’s program offers those children the opportunity to strengthen both their Chinese and English skills. She tries to balance families’ expectations by incorporating both languages in activities throughout the day and by encouraging families to supplement at home in their non-primary language.

For Zhou, teaching the children in both languages has been rewarding, especially when she can see the children’s growth in embracing both cultures.

(Originally published on MarylandEXCELS.org)

PROFESSIONAL DEVELOPMENT

Real Success Through Virtual Learning



You Can Get There From Here.

Howard Community College (HCC) has been offering online courses in child care and early childhood education for over a decade. This long-term success ensured all students had a smooth transition to online learning during the coronavirus pandemic. For students like Jane Bornhorst, who took the Child Growth and Development course online, HCC online courses were “user friendly and intuitive.” “The flexibility of the online classes made the coursework very doable, even though I was running my household, homeschooling my two kids (because of the coronavirus) and assistant teaching my preschool class via Zoom calls,” said Bornhorst. “The instructors would respond the same day to any questions I emailed to them. Our weekly student message boards sparked great conversations. I got a

lot of ideas from others students. HCC classes are easy to access and affordable.” This fall, HCC will offer new courses online that will prepare educators for the next step in their career. Check out these courses:

CDA Capstone: Portfolio, Application & Exam Prep

Are you a licensed Child Care Teacher looking to earn a nationally-recognized credential? This online course will help empower you to climb the next rung on your career ladder. The Child Development Associate (CDA) Credential™ is the most widely recognized national credential in early childhood education (ECE) and a key stepping stone on the path to career advancement. HCC is offering a specific course designed to guide you through the application process with time to create the portfolio, practice for the interview and demonstration. It is the final step in a detailed and thorough certification process. MSDE Core of Knowledge- 11hrs

Professional Development, 5.5hrs Curriculum Planning, 5.5hrs Community Connections.

Engaging Children with Remote Learning

This course will cover effective methods for engaging children of all ages in various forms of online learning. You will practice leading group activities with pre-school aged children in a virtual setting. You will learn best practices for school-aged children to participate in effective and engaging remote learning environments. Plus, you will become proficient in teaching parents successful instruction strategies they can use when working one on one with their child outside of the online learning environment. MSDE Core of Knowledge- 2hrs Child Development, 1hrs Curriculum Planning, 1hrs Community Connections, 1 hr. Special Needs

Pandemics and Infectious Diseases: Reducing the Risk in Child Care

Are you struggling to keep up with the recent changes in child

care regulations and to adopt new health and safety protocols to combat the coronavirus pandemic? In this timely course, taught by a professional nurse educator, you will gain a foundation of knowledge about COVID-19 and other infectious diseases, and learn the latest Maryland child care regulations guiding the response to these challenges. You will be introduced to best practices and protocols for maintaining a safe and healthy environment for children and staff, protecting your child care site from infection, preventing the spread of COVID-19 with proper sanitation practices and procedures, and handling other childhood illnesses in a child care setting. MSDE Core of Knowledge: 5 hrs. Health, Safety & Nutrition.

For more information and to register for a class, visit: howardcc.edu/courses

Email questions to Bronwyn Bates: bbates@howardcc.edu

PROFESSIONAL DEVELOPMENT



The North Star Literacy Movement is

designed to bring literature that represent African American children to early education programs. In collaboration with Johns Hopkins University, School of Education, IDEALS Institute in Maryland, Ms. Petrea Hicks will offer 5 hours of free training and supporting lesson plans to promote community, learning opportunities and family engagement to 25 early educators who will receive free books for their classroom library. The vision is that children and families will see themselves in the books they read so much so that they will continue to seek out these representational books going forward.

Please feel free to reach out to learn more about this

collaborative literacy initiative.

Petrea Hicks M. Ed. XYZ the end result LLC xyztheendresult@gmail.com

Building Equity in Early Childhood Education Settings Through Perspective-Taking and Empathy
October 22, 2020
 2:00pm

To achieve an equitable world tomorrow, young children must grow in empathetic and equitable classrooms today. Empathy requires the ability to take other people's perspectives. Because children under five are developmentally geared to understand the world from an egocentric perspective, early childhood educators must intentionally help children see other perspectives.

Join this free webinar to learn how you can create classroom communities that buzz with kindness and offer equal opportunities to all. In this paradigm-shifting webinar, you will learn how to provide experiences that help children consider other people's perspectives and

feelings while learning all they need to be lifelong learners. Be part of the change you would like to see in the world by learning from three exceptional early educators who specialize in empathy and equity.

Learn more>>
bit.ly/33Suwmm



Maryland State Family Child Care Association

MSFCCA 2020

VIRTUAL TRAINING 2020

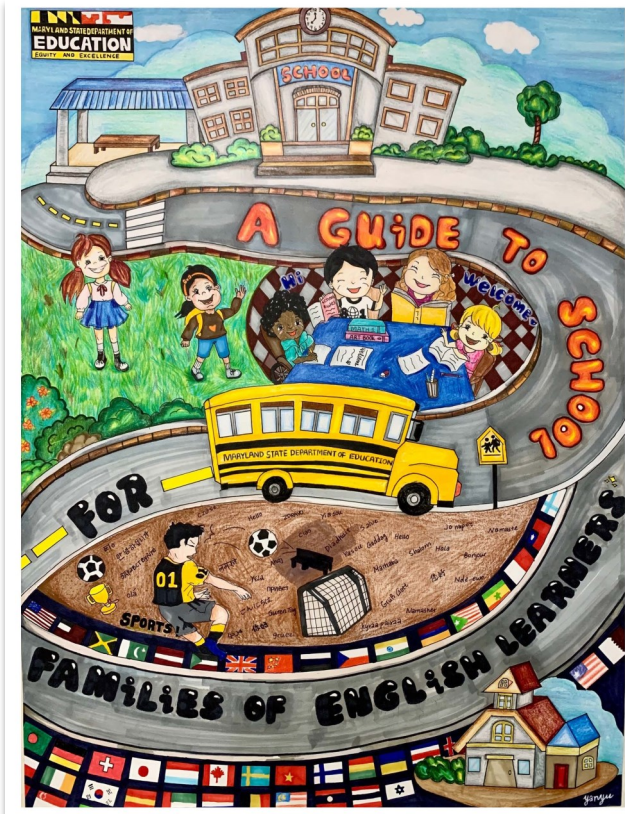
In an effort to support providers who are currently facing difficulties getting the training they need to meet licensing, credentialing, and accreditation requirements during this pandemic, MSFCCA is now offering **free** Virtual Training to all our members.

- 1 There's a Monster in My Closet: Fears, Phobias and Anxiety in Preschoolers**
 SEPTEMBER 14, 2020 | 6:30PM to 9:30PM
- 2 BEYOND BACK TO SCHOOL NIGHT: FAMILY INVOLVEMENT VS. FAMILY ENGAGEMENT**
 SEPTEMBER 22, 2020 | 6:30PM to 9:30PM
- 3 ADDRESSING SOCIAL EMOTIONAL NEEDS OF CHILDREN, FAMILIES AND WORKFORCE DURING A PANDEMIC**
 OCTOBER 8, 2020 | 6:30PM to 8:30PM
- 4 ENGAGING ALL FAMILIES**
 OCTOBER 12, 2020 | 6:30PM to 9:30PM
- 5 PRESCHOOL BEHAVIOR MANAGEMENT: POSITIVE BEHAVIOR SUPPORT**
 OCTOBER 20, 2020 | 6:30PM to 9:30PM
- 6 STEM WITH INFANTS AND TODDLERS**
 NOVEMBER 9, 2020 | 6:30PM to 8:30PM
- 7 Let's Celebrate: Thanksgiving - More than Pilgrims and Indians**
 NOVEMBER 16, 2020 | 6:30PM to 9:30PM
- 8 WARM UP TO WINTER**
 DECEMBER 7, 2020 | 6:30PM to 9:30PM
- 9 Self-Reflection: A Mirror of Success**
 DECEMBER 14, 2020 | 6:30PM to 9:30PM

TRAINERS: CRYSTAL EY LINDA BRATCHER LISA SPERA ASHLEY FEHRINGER

SPONSOR: CHILD CARE COUNTS

FOR MORE INFORMATION, VISIT WWW.MSFCCA.ORG/TRAINING



A Guide to School for Families of English Learners

In partnership with MSDE's Title III Office, the Maryland State Advisory Council for English Learners has released *A Guide to School for Families of English Learners* for families new to the country and families of English learners. This guide, which provides resources for families beginning in early childhood, has been developed to help families understand the school system and offers suggestions for how to support children's learning and family engagement. This Guide provides information about Maryland's early childhood system, including how to enroll a child in early childhood programs, support transition to school, and connect parents and families to additional supports.

Available in Spanish and English.



Division of Early Childhood
Office of Child Care - J1014
200 West Baltimore Street

IMPACT

A publication from the
**Maryland State Department
of Education**

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State Superintendent of Schools

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Assistant State Superintendent

Division of Early Childhood

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Editor-in-Chief

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For more information about the contents of this document, contact:

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