



Capital District
Child Care
Council

Leader

FALL
2011

f cdcccc.org

Parent Services Dept. Earns High Marks

Hard work pays off! For the Capital District Child Care Council it paid off in a big way last month when they passed their Direct Assessment Referral Call. Yes, the “secret shopper” received top service from the Parent Educator at CDCCCC scoring one point from perfect on the NACCRRRA scale. Gail Upton of NACCRRRA Quality Assurance stated this referral call “jumped off the page as being an especially high quality call.”

Congratulations to CDCCCC for their attention to detail and consistent high performance with special recognition to Tricia Howland, Parent Services Director, who took the call. Ms. Howland reports, “The Capital District Child Care Council is dedicated to supporting children, parents, child care providers and employers. We are extremely proud that our exemplary parent services have been recognized by the National Association of Child Care Resource & Referral Agencies. We look forward to assisting the families of today with their children’s needs for the future.” Well said and well done! (Reprinted from the Early Care and Learning Council newsletter)

A Fun and Educational Day at the “Child Care and Back to School Fair”

Before the fair opened at 9am, families were already lining up to get in, and by 10am, the Johnstown Area Community Center was packed with parents and children making the rounds to visit the wide variety of vendors, activities, refreshments, and entertainment.

The Child Care Council’s “Child Care and Back to School Fair” was held on Saturday, August 13 and it brought child care providers, parents, community service organizations, and businesses together to help parents learn about high quality child care, allow child care providers to market their programs and network with each other, and bring community service organizations and businesses exposure to the community.

Participants at the fair received informational materials from places such as Northeast Parent and Child Society, Fulton and Montgomery County Cancer Services Program, Center for Disability Services, Family Health Plus, and the Mental Health Association of Fulton and Montgomery Counties.

For many parents, the event was also an opportunity to meet local child care providers and make arrangements to tour child care facilities. One child care provider who participated in the fair as a vendor reported making 5 appointments to show her program to prospective parents.

The fair also provided children with plenty of entertainment, hands-on art activities, games and prizes, and music, as well as much needed school supplies. Every child in attendance at the fair received a backpack loaded with free school supplies, all of which were generously donated by businesses from the community.

While the main purpose of the fair was educational, the mood was cheerful and fun. Ruth Pelham of Music Mobile kept



The Fair offered a wide variety of hands-on activities including a “Make Your Own Yogurt Parfait” using all healthy ingredients. See Child Care Fair, page 7 for more pictures.

everyone on their feet as fair participants were encouraged to sing, dance and make instruments while incorporating Pelham’s signature message of peace and love. Children had fun as they met local firefighters and took tours of a fire truck. Art activities gave children the opportunity to go home with their own masterpieces and home-made playdough. The Dairy Princess

continued on page 7, Child Care Fair...

Inside this issue

	page
Scholarship Continues to Raise the Bar	2
Opportunity for Family Child Care Providers	3
Afterschool Program Accreditation	4
NAFCC Accreditation	5
October is Lead Prevention Month	6
Fun & Free	back

From the Executive Director

By Patricia Skinner, Executive Director



Welcome
autumn!

This is a busy time of year for most of us. After a summer of fun,

varied and different activities, it's time to get back into the routines of the rest of the year.

This issue of the *Leader* spotlights the many ways to achieve quality in child care, including; family child care and afterschool program accreditation, serving nutritious foods with the help of the Food Program, as well as other tips. There is also an article about the dangers of lead poisoning and what can be done to address this major environmental health problem.

And don't forget to read the article about fun things to do with children that don't cost anything. All it takes is a little imagination and the desire to have some fun. With the cost of everything continually rising, it helps to be reminded that "the best things in life are free!"

So, enjoy this wonderful time of the year with all of the children in your life.

~Patty

Scholarship Continues to Raise the Bar on Quality Care

For the seventh year in a row, the Capital District Child Care Council is seeking applicants for the annual Dianne Meckler Scholarship Award. In May of 2005, Dianne Meckler retired from her position as Executive Director of the Capital District Child Care Council after 16 years of service. In her honor, the staff and board of the Council solicited donations from the community to create the Dianne Meckler Scholarship Fund. Each year, the Council awards one scholarship to a professional who has exhibited leadership in the field. Last year's recipient, Melissa Kasper from Colonie Youth Center used the scholarship towards her degree from the College of St. Rose. This year's scholarship award of up to \$1,000, will be awarded at the Annual Meeting on December 7.

In an essay of 500 words, please state the reason why you feel you should be the recipient of the Dianne Meckler Scholarship Award. In the essay you must state the number of years you have

been in the field and the history of your leadership accomplishments. Please indicate what you desire the award to be used for (college level course, early childhood conference, etc.). Applicants must be employed by a NYS licensed or registered program (Family, Group Family, Center or School Age). Current CDCCC board members and former recipients of the scholarship are not eligible.

Please submit your typewritten essay to:
Capital District Child Care Council /Scholarship
91 Broadway, Menands, New York 12204
Attn: Lynda Weismantel

Please include your name, address and phone number with the name of the program you work for, including the license/registration number. Deadline for submissions is November 4, 2011.

Save the Date

The Capital District Child Care Council invites you to the

Annual Meeting on December 7, 8:00 - 9:00 am

at the Council Office at 91 Broadway, Menands

Join us for the presentation of the **Community Collaborator Who Cares** award and the presentation of the **Dianne Meckler Scholarship (see above)**.

Please RSVP to Kate Smith 518 426-7181 Ext. 319 or ksmith@cdccc.org with the names of those who will attend. More details about this event will be included in the official invitation that will be mailed out in early November.

An Opportunity for Family Child Care Providers

The Capital District Child Care Council has been awarded a 2 year grant to implement a new program called Eat Well Play Hard – Day Care Homes. This evidence-based wellness curriculum was developed specifically for home child care providers participating in the Child and Adult Care Food Program (CACFP). The goal of the program is to improve the nutrition and physical activity environment of the child care home.

Beginning in October, the Council will employ a new full-time Registered Dietitian (RD) to implement Eat Well Play Hard – Day Care Homes with small groups of family child care providers. Participants in Eat Well Play Hard – Day Care Homes will attend a series of group classes given by the RD over a 3 month period. The RD will also conduct in-home classes with the provider and the children in care. There is no charge to the provider to participate and there will be an

assortment of free educational materials as well as kitchen and physical activity equipment that will be given to participants.

This is a really exciting new opportunity for family child care providers who are interested in improving the nutrition and physical activity environment for children. Parents of the children in care will share in the learning through information that will be sent home for them. Providers will also be able to invite parents to an optional family event at the end of the 3 month series of classes.

If you are a family child care provider and you currently participate in CACFP you will be receiving information in the mail about how to enroll in Eat Well Play Hard – Day Care Homes. If you are interested in learning more immediately you can contact MaryEllen Gugie at 426-7181, ext. 313.

Social Services Law Prohibits Municipalities from Regulating Home-Based Child Care Providers

The New York State Office of Children and Family Services (NYSOCFS) is aware that some local municipalities may be attempting to regulate home-based child care providers. They report that a number of municipalities may be charging a fee for providers to have a sign, to register their businesses with their office, and to apply for parking spaces. It is the opinion of NYSOCFS that local municipalities may not engage in these activities.

Social Services Law Prohibits Municipalities from Regulating

Section 390(12) of the Social Services Law (SSL) prohibits local municipalities from imposing any requirements on family-based providers that are not also required of all residents. Local zoning laws and other local ordinances cannot impede, restrict, or prohibit family or group family day care homes in one- or two-family dwellings or in multiple dwellings.

Municipalities can exercise jurisdiction over the family or group family day care home in regard to building and fire code issues, but cannot impose upon family or group family day care homes requirements that are not applicable to all residential dwellings in the same class as the dwelling in which the family or group family day care home is located. Special rules cannot be created and enforced upon family or group family day care homes.

If you believe your town, city or county is imposing requirements on your home, based on the fact that you are operating a child care program, please contact your licensor or registrar.

CACFP RATES ON THE RISE

The Child and Adult Care Food Program (CACFP) is a federally funded program that offers reimbursement to licensed, registered, and legally exempt child care providers for healthy meals and snacks served to children in their care.

Each year the Council receives the new federal reimbursement rate. This year saw a generous rate increase with providers receiving about \$240.00 more per year. If you have been considering participating with the food program, now is the time to start benefiting from a monthly reimbursement.

Reimbursement Rates for Meals Served in Child Care Homes
Effective from July 1, 2011 to June 30, 2012

	Tier I	Tier II
Breakfast	\$1.24	\$.45
Lunch	\$2.32	\$1.40
Snack	\$.69	\$.19
Supper	\$2.32	\$1.40

If you are Tier I eligible and have 5 children enrolled in your care and were open for 1 month (on average 22 days), serving Breakfast, Lunch, and PM Snack your monthly reimbursement could be \$467.50 per month, which is \$5610.00 per year! At Tier II rate your reimbursement could be \$223.40 per month, which is \$2692.80 per year!

All providers are eligible for the Tier II rate. Providers who qualify as low income or serve a low-income area as determined by census and school district information are eligible for the Tier I rate. If you would like more information on the Child and Adult Care Food Program (CACFP) please contact us at 518-426-7181 and ask for the Food Program.

Accreditation

After-School Program Accreditation

Program accreditation is the ultimate indication of program quality. It provides afterschool professionals with performance indicators to guide program planning, implementation and evaluation. The accreditation process also supports a team approach to program improvement and fosters a competent, caring, and qualified staff.

The AfterSchool Works! NY accreditation process involves a program striving for excellence, creating a program improvement plan, coaching and mentoring, a self-study process involving all staff members, and an endorsement visit. This past year, seven Capital Region programs embarked on this quality improvement process. All seven were successful in receiving AfterSchool Works! NY accreditation in June 2011.

Congratulations to the programs who received AfterSchool Works! NY accreditation:

- Albany YMCA @ Eagle Point Elementary
- Albany YMCA @ Pine Hills Elementary
- Bethlehem YMCA
- Greenbush Child Caring @ Bell Top Elementary
- Greenbush Child Caring @ Green Meadow Elementary
- Troy YMCA @ Menands Elementary
- Kidz Korner, Guilderland

Q&A with Sharon Civalier, Site Director, from Greenbush Child Caring @ Green Meadow. Her program was accredited in June 2011.

Why did you choose to go through the accreditation process?

Sharon: Our organization continues to strive for programs that meet the quality standards of accreditation. Accredited programs are a way to let our families and those seeking child care, know of our commitment to quality programming.

What are some things you learned during the self-study process?

Sharon: This process helped me and our staff to recognize the good things we were doing, as well as taking a closer look at ways we could make our program stronger. One thing that became a constant was to work toward consistency of all staff, especially when it came to appropriate expectations of the children's behaviors.

How did your accreditation coach help you through the process?

Sharon: Lynn (Lynn Siebert, School-age Program Coordinator for the Council) helped us to take a closer look at the positive things we were doing, as well as guiding us through the changes that she suggested we put into place. Our sessions with Lynn enabled all the staff to "step up" and experience the rewards of putting those changes into practice.

What was the most difficult about implementing your plan for improvement?

Sharon: Many of our staff struggled with being firm enough with the children to create a program that ensured appropriate behaviors by all children.

What are some of the struggles you had during the process? How did you overcome them?

Sharon: As a site director I felt that many of the staff were not being effective in setting firm expectations of the children, and then were unable to set consequences for inappropriate behaviors. Through many

sessions with Lynn, we were able to put several guidelines into place, and were pleased to see the positive outcomes of those new guidelines.

How did your staff members benefit from the process?

Sharon: The staff found that making a few necessary changes helped control the undesired behaviors. The staff also realized how much more enjoyable their time with the children became and how much less disruptive behaviors were affecting the program.

How did your families benefit from the process?

Sharon: Families recognized that we were developing a stronger quality program. Once the behavioral guidelines were put into place, there was also less need to speak with families about children's inappropriateness.

How did your children benefit from the process?

Sharon: Children benefited by having more time to enjoy activities, knowing that they were being held accountable for their actions.

What other positive outcomes have you observed as a result of the accreditation process?

Sharon: The staff have developed a sense of pride, realizing that they now have the power to ensure a program that stresses the highest quality standards. I believe that the children have a greater respect for all the staff, knowing that they can depend on them in all situations.



NAFCC Accreditation

Accreditation is both a status and a process. As a status, accreditation provides public notification that an institution or program meets standards of quality set forth by an accrediting agency. As a process, accreditation reflects the fact that in achieving recognition by the accrediting agency, the institution or program is committed to self-study and external review by one's peers in seeking not only to meet standards but to continuously seek ways in which to enhance the quality of the services provided.

The National Association of Family Child Care (NAFCC) sponsors the only nationally recognized accreditation system designed specifically for family child care providers. This system was designed by hundreds of providers, parents, and early care and education experts in an effort to create a quality indicator for family child care programs across the country.

NAFCC Accreditation is awarded to family child care providers who meet the eligibility requirements and the Quality Standards for NAFCC Accreditation. Accreditation reflects a high level of quality through a process that examines all aspects of the family child care program, i.e. relationships, the environment, developmental learning activities, safety and health, and professional and business practices. Once family child care providers become accredited, they agree to abide by the standards set forth and to be measured against those standards, with periodic integrity and compliance reviews. There are over 2100 NAFCC Accredited providers throughout the United States and in other locations worldwide, where military family child care professionals operate.

In the Capital District, there are two family child care programs currently accredited. Miss Kathy's Family Child Care operated by Kathleen Curtis of Schenectady and Mama Deb's Day Care, a Group Family Child Care Home directed by Deb Engel, of Rotterdam. Both Kathy and Deb took a few minutes to answer a few questions about the process.

How long have you been accredited and how has the process changed over the years?

Kathy: I was first accredited in 1998 and am currently in the process of my fifth renewal. The process is basically the same now as it was then, however when you re-accredit, some of the initial paperwork requirements are waived.

Deb: I have been accredited since 2008 and have just had the observation for my re-accreditation. For me, the process was a bit different because when I first became accredited I was a family child care provider and this time around I am a group family provider. The process evaluates your program, which when you are a group provider, includes assistants.

Why did you choose to become nationally accredited in the first place?

Kathy: Accreditation allows family providers to gain recognition for the work they do. It is above the minimum requirements of registration/licensing and therefore raises the quality of the program by maintaining higher standards. Accreditation opened my eyes and helped me work on the areas that needed improvement.

Deb: Having a NAFCC accredited program affirms the hard work that you do as a child care provider. There is no reason to do a job, unless it's done right. Accreditation helped me achieve that goal.

How have the families and children in your care benefited by your being NAFCC Accredited?

Kathy: In the early days of my being accredited, parents didn't really understand the concept. Now however, many of them realize it does mean that my program is of higher quality than a typical regulated family child care home. Specifically, being accredited has helped a military family, whose children I care for, get financial assistance. In order to do so, the program military families choose must be accredited.

Deb: I feel that becoming accredited has helped me educate the parents as to what quality is... it gives me pride in a job well done and that I am able to help them. It also benefits the children because the accreditation standards require that you maintain a quality learning environment.

What would you say to providers to encourage them to become NAFCC Accredited?

Kathy: Because Quality Stars is on the horizon, it would benefit providers to become accredited. In New York State, NAFCC Accredited providers will be awarded 4 stars automatically.

Deb: Being NAFCC Accredited is currently the highest level a family or group family provider can attain. In addition to the recognition and self assurance that you are at the "top of your game," the process is a great learning experience that you can participate in at your own pace. My entire fee of \$800 was paid for by the EIP program.

To learn more about EIP, log on to: www.tsg.suny.edu

**For more info on
ACCREDITATION**

Call 426-7181

**Centers: Heather Sweet, Ext. 347
Group/Family: Anne Gresco, Ext 317
School-Age: Lynn Siebert, Ext. 322**

New York State has regulations for child care providers to help protect children from lead. Lead is a poison that is especially dangerous for young children. Lead poisoning can cause long-term problems with a child's growth, behavior, and ability to learn. A blood lead test is the only way to know if a child has lead poisoning. The regulations are designed to promote lead testing and education.

Who is affected by these regulations?

All child care providers licensed and registered by the NYS Office of Children and Family Services, as well as nursery and preschool providers.

What must child care providers do?

Before or within three months of enrolling a child who is between the ages of one and six years old, providers must try to obtain proof from the parent or guardian that the child has been tested for lead.

What proof of lead testing is needed?

Proof can be anything signed by the medical provider stating the date of the test. This could be the Office of Children and Family Services "Medical Statement of Child in Childcare" form (OCFS-LDSS-4433), or an immunization record with a lead test date.

What if parents cannot provide proof of testing?

Children may attend child care without proof of a lead test. If the parent cannot provide proof of testing, NYS regulations require you to refer the parent to a medical provider or the local health department for a blood lead test, and to give the parent information on lead poisoning and prevention. Prevention information and an order form for free educational materials can be found on the Department of Health website (see below). Document any referrals and information provided in the child's record.

When should children be tested for lead?

New York State regulations require medical providers to test children for lead at age one year and again at age two years. They must also assess children for lead risk at each well-child visit, and test children up to age six years if a risk for lead poisoning is found. Please tell parents about these requirements and the importance of lead testing.

Where can you get more information on lead poisoning prevention?

Call your local health department, listed in the phone book blue pages. Visit the Department of Health web site at: www.nyhealth.gov/environmental/lead.

October is Lead Prevention Month

Childhood lead poisoning is a major environmental health problem in the U.S.

Lead is a toxic metal used in a variety of products and materials including paint, vinyl mini-blinds, pipes, leaded crystal, dishware, and pottery coatings. When lead is absorbed into the body it can cause serious damage to vital organs like the brain, kidneys, nerves and blood cells.

Lead poisoning is especially dangerous for young children and can cause long-term problems with a child's growth, behavior, and ability to learn. A blood test is the only way to know if a child has lead poisoning. New York State has regulations for child care providers to help protect children from lead and are designed to promote lead testing and education.

Visit the Department of Health web site at: www.nyhealth.gov/environmental/lead for prevention information and an order form for free educational materials. Also be sure to document any referrals made or information provided in the child's record.

Protecting Children in Your Child Care from Lead

Most childhood lead poisoning occurs when children swallow or breathe in dust from old lead paint. Most buildings built before 1978 have lead-based paint. Children who live, or spend a lot of time, in buildings built before 1978 are at the highest risk for lead poisoning. If your child care facility was built before 1978, consider having it tested for lead hazards by an EPA-certified firm. Contact your local health department for a list of EPA-certified firms. The following steps can also help protect your children:

<p>Fix peeling lead paint and make building repairs safely.</p> 	<ul style="list-style-type: none"> • Keep children away from peeling paint and paint chips. • Regulations for child care providers state that peeling or damaged paint or plaster must be repaired promptly. Before making repairs on a building built before 1978, call your local health department to learn how to keep dust levels down during the repair. • Children and pregnant women should stay away from repairs that disturb old paint, such as sanding or scraping. They should stay away until the area is cleaned using wet cleaning methods and a HEPA vacuum (not dry sweeping).
<p>Wash dust off hands, toys, bottles, windows and floors.</p> 	<ul style="list-style-type: none"> • Wash children's hands and face after play, before meals, and before bed. • Wash toys, stuffed animals, pacifiers and bottles with soap and water often. • Mop floors often, and use damp paper towels to clean window wells and sills.
<p>Be careful about contact with lead from toys, jewelry, old furniture, and outside play areas.</p> 	<ul style="list-style-type: none"> • Lead is in some children's jewelry and toys. Sign-up for children's product recall alerts on the internet at www.cpsc.gov/cpsclist.aspx. Any recalled toys must be removed from use. • Cover bare soil with grass or woodchips. Don't let children play in bare soil. • Lead paint and varnish can be on old painted toys, high chairs, and furniture. Regulations for child care providers ban the use of toxic paints or finishes on anything that children use or is within their reach. • Don't let children chew on metal, brass, lead or pewter objects such as keys or figurines, fishing weights, miniblinds, old furniture, or windowsills.
<p>Keep lead out of your food and tap water.</p> 	<ul style="list-style-type: none"> • Let tap water run for one minute before using it, if it hasn't been run for a few hours. Both town and well water could have lead from old plumbing. • Only use cold tap water for drinking, cooking, and making baby formula. Boiling water does <i>not</i> get rid of lead. • Use lead-free dishes. Don't cook, serve, or store food in cracked china, or in pewter, crystal, or pottery from Central America or the Middle East. • Lead is in some imported spices, candy, cosmetics, and traditional medicines.
<p>Serve foods that have calcium, iron, and vitamin C.</p> 	<p>These foods help keep lead from being stored in a child's body.</p> <ul style="list-style-type: none"> • Foods with calcium: milk, cheese, yogurt, tofu, and green, leafy vegetables. • Foods with iron: beans, lean meat, fortified cereal and peanut butter. • Foods with vitamin C: oranges, orange juice, grapefruit, tomatoes, green peppers. • The Child and Adult Care Food Program (CACFP) helps child care providers pay for nutritious meals. Call 1-800-942-3858 or (518) 402-7400.

Teach your children and parents about lead poisoning prevention.
www.nyhealth.gov/environmental/lead



Child Care Fair - continued from cover



taught children how to make butter, and everyone had fun playing in the game room.

The Child Care Council wishes to thank the many sponsors, vendors, and participants who made this day a success for everyone.

Child Care Providers

- Ladybug Daycare, Donna Ford
- Rainbow Play School, Sheri DeMagistons
- Fulton County YMCA, Kelly Landrio & Jess Walker
- Perth Bible Little Crusaders, Laura Winslow
- Clover Patch Early Childhood Services, Judy Zyniecki

Businesses and Community Agencies

National Grid

- The Dairy Princess, Gabrielle Brownell
- Cancer Services of Fulton and Montgomery Counties
- Insurance Enrollment for Family Health Plus
- Northeast Parent and Child Society
- Mental Health Association of Fulton and Montgomery Counties
- Johnstown Fire Department
- Johnstown Police Department
- Stuffle Creations
- Second Chance Kids

Fair Sponsors

- Amsterdam Printing
- Beech Nut
- Culligan
- Fage Yogurt
- Fulton County Chamber of Commerce
- Macy's
- Rauch Bakery
- Price Chopper
- Senator Hugh Farley
- Six Flags Great Escape Lodge & Indoor Waterpark
- Stewart's
- Toys R Us
- WB Mason
- Wemple and Edick's

A special thank you goes to the staff at the Johnstown Area Community Center.

Fun & Free

activities for grown-ups and children

Celebrate Fall

- Go outside and pick up leaves—See who can find the biggest leaf, the smallest leaf. How many different shaped leaves can you find? Pick out your favorite of each shape. Can you find a yellow leaf, a brown leaf, a red leaf, a leaf that is green?
- After the first frost, gather dried material from your yard or garden or along the road to make a dried bouquet for your porch or entry way.
- Use leftover bread to feed the birds; dry it out and scatter the crumbs outside, and keep watch for birds. Talk about how the birds look, what color they are, and whether you can hear any bird sounds.
- Start gathering items to have ready to dress the first snowman of the season—perhaps an outgrown hat, a lone mitten, a scarf, some buttons, dried cranberries or raisins, sunflower seeds in the shell, walnuts or other nuts in the shell left over from a holiday dinner. Use these to add personality to the first snowman of the season.

The First Snow

- What can you see on top of the snow? Are there foot prints? Can you tell which were made by a grown-up? By a child? By a cat? A dog? Can you see other marks on the snow? Can you tell which might have been

left by a bird? Do the tracks that birds leave look different from those of a cat?

- Make a snowperson and decorate with the items you collected earlier.
- On a day with big fluffy snowflakes, go outside and catch a few on a dark scarf or handkerchief and look at them. How are they the same? How are they different?
- Keep track of the temperature for a few days. Listen to the TV weatherman, and check your thermometer. Keep a piece of paper and a pencil near the thermometer or TV and write down the temperature and the time for four or five days. What was the coldest temperature you recorded? The warmest?
- Play a guessing game (great car game!) by describing a piece of the child's outdoor clothing such as hat, mittens or boots. Have your child guess what you are describing when you say "I see something pink and lavender with white snowflakes." I can see something dark blue with a brown football on it."
- On a cold, snowy day when school is closed and everyone is home, have a pajama party—stay in jammies all day, make cocoa and toasted cheese for lunch, watch a silly movie, listen to some music that gets everyone up and dancing. Play board games together.

Have You Renewed Your Membership For 2011?

Membership entitles you to:

- Receive reduced rates on workshops and conferences
- Receive a coupon for one individual to attend a two hour Council workshop (\$10 value)
- Be eligible to vote at the Council's Annual Meeting

For more information, call 518 426-7181 or visit us on the web at www.cdccc.org.

Membership is valid January 1 through December 31.

Complete the membership form below and mail with payment to:

Capital District Child Care Council
91 Broadway, Menands, NY 12204

visit http://www.cdccc.org/community_membership.cfm to download a membership form



**Capital District
Child Care Council**

Capital District Child Care Coordinating Council, Inc.
91 Broadway, Menands, NY 12204

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<p>The Capital District Child Care Council is a resource and referral agency dedicated to promoting quality, accessible child care for all of the Capital Region's diverse communities. The Council assumes a leadership role in supporting children, parents, child care professionals, and employers through referral counseling, education, training, and advocacy.</p>	<p>This is a publication of the Capital District Child Care Coordinating Council, Inc., 91 Broadway, Menands, New York 12204-2728. "Leader" is published quarterly. Editor: Kate Smith. Printed by Palmer's Press. "Leader" accepts paid advertising, but does not recommend or endorse any program or service. Articles may be reprinted with credit to source & author. Vol. 2011 Issue 4</p>
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