

## **Child Day Care Council**

**VA Dept. of Social Services  
7 N. 8<sup>th</sup> Street  
Richmond, VA 23219  
NOVEMBER 9, 2006**

### **Members Present**

Gail Johnson, Chair; Kristi Snyder, Vice Chair; Novella Ruffin, Secretary; Rosemary Burton; Irene Carney; Letitia Clark; Mary Cole; Charles Finley; Susan Hackney; Keith Hare; William Harvey; Terry Hill; Dona Huang; Linda Janulis; Jack Knapp; Ellen Nau; Denise Pearsall; Donna Peters; Emory Rodgers; and Nancy Smith

### **Absent**

Margaret Collins; Bethany Geldmaker; Kimberly Hulcher; Carol Logue; Rose Ann Sharp; Lisa Shelburne; William Tobin; and Anita Simpkins

### **Call to Order**

The Council meeting was called to order at 9:00 a.m., by Chair Gail Johnson

### **Welcome & Introductions**

Ms. Johnson welcomed new members Linda Janulis and Keith Hare.

### **Commissioner Comments**

Commissioner Conyers welcomed new members to Council and advised these are exciting times to be involved with the Council.

He stated there are over 9,000 Virginians that are age 60 or older. The question arises of how we will provide for leadership, work force, and remain productive and competitive in the years and decade to come.

He advised that Katherine Busser will address this issue in her presentation today. He further stated that how we grow and develop our children today will have a profound impact on Virginia's competitiveness and the ability to be a business place and well-run state.

He also mentioned that Kathy Glazer will speak to the Council today. Ms. Glazer is a former VDSS employee that is now providing a great deal of leadership to some of the Governor's initiatives.

**Information Presentations**

Katherine Busser, Senior Vice President of Capital One and Chair of the Governor's Start Strong Council provided an overview of the Economics of Early Care and Education. Members viewed a video on this issue and were offered copies to share. Ms. Ruffin stated she had used this video with community groups and Rotary clubs and found it to be very factual. Ms. Rengnerth was asked to provide Ms. Busser with member addresses.

Kathy Glazer, Office of the Governor provided an update on the Alignment Project. She reviewed school readiness; relevance of the Alignment Project; Governor's Working Group on Early Childhood Initiatives; the Start Strong Initiative and pilots, and the Quality Rating System. A copy of this presentation is attached to the Official Minutes housed in the home office.

**Work Session**

Jackie Anderson, ICS Services, provided copies of the Strategic Plan to members and advised that 5 goal champion committees were established in September to refine and execute CDCC's Strategic Plan. The roles of the committees will be to refine or develop the objectives, strategies, measures and targets for assigned goals; establish plans to implement the strategies working within a 3-5 year timeframe; develop measurement instruments; collect and analyze data for respective measures or strategies; document what transpired during the meetings; report progress at each meeting and provide information to the Evaluation Committee for their annual review.

Strategic Plan Goal Committees broke into individual groups to review their goal and its associated objectives.

Reports were heard during the meeting and changes/additions will be forwarded to Jackie Anderson. A copy will be provided to Council once the goals have been refined.

**Committee Representation**

- Goal 1 Nancy Smith, Chair; Irene Carney; Letitia Clark; Ellen Nau; Jack Knapp
- Goal 2 Mary Cole; Susan Hackney; Emory Rodgers; Rose Ann Sharp; Lisa Shelburne
- Goal 3 Terry Hill; Carol Logue; Denise Pearsall; Donna Peters; Novella Ruffin
- Goal 4 Rosemary Burton, Chair; Linda Janulis; Margaret Collins; Keith Hare
- Goal 5 Charles Finley; William Harvey; Kristy Snyder; Dona Huang; William Tobin

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Evaluation  
Committee Bethany Geldmaker; Kim Hulcher; Anita Simpkins; Jack Knapp

\*other committees will provide the Chair name directly to Ms. Johnson.

**Agenda Approval**

***ON MOTION DULY MADE (Ms. Cole) and seconded (Ms. Ruffin) moved to have an Overview of Executive Order 36 tabled until the January 2007 meeting. Motion carried with all in favor.***

***ON MOTION DULY MADE (Mr. Harvey) and seconded (Ms. Smith), moved to accept the agenda with the following change: the Regulation Status Report will precede Action Items. Motion carried with all in favor.***

**Public Comment**

*Carolynne Stevens*, Director of Licensing and Vice President in charge of staff development for the National Association Regulatory Administration, spoke to the Council. There will be an annual conference October 7-10 in Richmond. This will be an opportunity to gather information and assistance on human care regulatory practices. Members of the Council were invited to attend.

Secretary Novella Ruffin read the following letters into public comment:

*Letter #1 Elizabeth Clark*

I am the Youth Senior Program Director for the Rappahannock Area YMCA and I wanted to discuss some of the concerns that I have with the new regulations. I agree that the regulations needed to be updated but it seems that the regulations were targeted for all day care of children 0-5 years old.

At this point the Rappahannock Area YMCA has 8 before and after school sites (450 children). There are 6 sites that are remote and operated in the Stafford County Schools. In 2007 the program will expand to an additional 5 schools and in 2008 to an additional 7 schools. This would give us a total of 18 remote sites and 2 sites at the main branches. There will be an additional 3 main branches built in the planning district 16 by 2008.

The concerns I have are as follows:

Qualifications – The remote sites are operated for less than 6 hours per day. Finding qualified staff that will work for this amount of hours has been a difficult task this year. When the new regulations come into effect it will be even more difficult, if not impossible.

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Staff turnover has always been an issue in childcare and the new regulations do not allow for training within the organization.

Remote Sites operating for less than 6 hours – The standards do not address these types of sites and do not take into consideration the uniqueness of these sites.

Limited Staffing Candidates – This will limit the number of children that the Y serves and limit the number of sites.

Staff Cost – If the cost of staffing rises significantly due to a smaller applicant pool, this will also limit the number of financial assistance given to the community and may even close sites. The Rappahannock Area YMCA gives out approximately \$40,000 worth of assistance to the community for scholarships. Besides Social Services the YMCA is the only program offering assistance to families in the community.

CDA Curriculum – This focuses on 0-5 years old. My staff works with 5-12 years old but the curriculum does not include this age.

Training – Staff can come from areas outside of Virginia. How does their training qualify in Virginia?

I would like to suggest that there is an Allowable Variance (AV) to the regulations concerning the qualifications for remote sites that operate less than 6 hours?

I am also the Leader for the child care network of the YMCA in the eastern part of Virginia. These sites included the Richmond Area, Peninsula Area, and South Hampton Roads Area. I met with the directors on October 13, 2006 in Williamsburg. All of the sites expressed the concerns that I have outlined above. These areas represent about 100 sites serving 4,000 students.

Please let me know what I can do that will help this situation. I appreciate your leadership and guidance on the council. Any direction that you can give would be extremely appreciated. Thank you for your consideration.

Elizabeth Clark

*Letter #2 Linda Lloyd Zannini*

I just wanted to take a moment to recap our conversation. The YMCA of South Hampton Roads has 31 school age child care sites serving 2,000 children in 5 South Hampton Roads sites and 25 of those are remote. We support the changes that have been made in licensing regulations however; one change is already having a profound impact on us – that is the qualifications for program directors. We support the need for program directors to have a solid child care background and education behind them however, when you have a center that operates for 6 hours or less we are finding it very difficult to find employees willing to work part-time with the qualifications that are needed now and in 2008. We can't find staff and when the qualifications tighten in 2008 we fear we are going to be operating centers (illegally) with a program director that can meet old qualifications but not 2008 standards.

A second piece of this is having a CDA as a qualifier. That is great for early childhood education but does nothing for the person working with school age children. We try very hard to get our staff to believe that they are professions yet when it comes to education in the field – there is nothing. Many of our staff are college students who may or may not be in school in the education field. If they are not, how do we get them to get a CDA before they come to work for us? Finding staff now is becoming more and more of an issue (I am still training new staff for holes we have and it is November). With the new, stricter qualifications of 2008, I think we are going to be struggling to stay open. If we close because we can't find qualified staff then we have 2,000 latchkey kids again. It is not good.

I am just guessing but my guess is that there are more licensed school age sites in Virginia than ECE sites. This means there are lots of providers across the state starting to panic just like we are. With that in mind, how did this fact get past the council? When this qualification was being looked at, why didn't someone say – "Where is that center that operates in a school for 6 hours a day, going to find a part-time person with these qualifications"?

We are in trouble and we don't know what to do next. Perhaps a statewide AV is in order until we can open up the regulations again. I don't know what the answer is – I do know that many of us are in trouble if we can't find a solution. Ultimately that affects the kids– there very people we put tighter regulations in to protect. It is ironic don't you think.

Thanks for listening and thanks for your work statewide.  
Linda Lloyd Zannini

*Letter #3 VA School Age Child Care Association Board*

We are writing this letter on behalf of the Virginia School Age Child Care Association in reference to our organization's concerns with the staff qualification issues raised by the new licensing standards adopted in June 2005.

Specifically, we are concerned with the qualifications that require that Program Directors must have a child development credential, when Virginia currently does not have a School Age Child Development Credential in place. Our organization strongly agrees with the council that quality of staff is important and applaud efforts to increase the qualifications for school age child care providers. Quality care begins with quality staff and excellent training and education can only serve to enhance school age programs. Our concern lies not in the qualification themselves, but in the lack of resources and available programs necessary for our programs to meet those qualifications. Here are our major concerns:

The deadline of June 2008 to meet these guidelines is creating a hardship for many quality programs due to the credentialing program being unavailable. VSACCA requests that this deadline be extended so that an appropriate program can be developed and implemented.

Having school age child care providers receive the early childhood credential makes no sense – as there should be great differences in program offerings for early childhood programs. Quality credentials developed in other states have taken these vast differences into account when developing a credential for school age care providers.

The recent passing of the law that allows municipalities to be exempt from licensing adds to the desperation of this situation. This law will allow municipalities to run unaffected by these changes, while YMCA's and private providers may be forced out of business as they are unable to meet a standard whose details have yet to be worked out. Ultimately, it is our concern that without licensed programs available, the only options for parents would be unregulated, unlicensed, municipal recreation programs.

The Virginia School Age Child Care Association is the logical partner to join Department of Social Services to develop and implement an ongoing credential process for those who provide SACC services. We have been a leader in the field statewide since 1988 and can offer the following resources:

Expert representatives across the state who could be easily trained to deliver credential learning experiences to potential candidates. VSACCA has a history of providing statewide training in the form of conferences and regional trainings;

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A network of diverse professionals who can serve as credential advisors, mentors, and endorsers;

Board members who have worked extensively with the military child care and youth services and with other states in developing statewide and national credentials as well as college level curriculums and classes for providers.

In closing, we urge you to take advantage of our vast resources in the development of this vital credentialing system. We would appreciate a written response to these requests. Thank you for your consideration.

Sincerely  
The Virginia School Age Child Care Association Board  
Roy Hughes, President  
Karen Washington, President Elect  
Ann Slate, Vice President Membership  
Leah Williams, Vice President Training  
Charlotte Meadows, Treasurer  
Debbie Hanel, Secretary  
Robert Newman, Member at Large

### **Minutes**

***ON MOTION DULY MADE (Mr. Harvey) and seconded (Ms. Peters), moved to approve the September 2006 minutes as presented. Motion carried with all in favor.***

### **Status of Regulations**

Richard Martin, Manager of the Office of Legislative and Regulatory Affairs advised that Governor Kaine had identified \$4 million in state funds to assist local governments in facing the loss of federal funding for child care subsidy programs. Locals must provide funding match for these dollars. The announcement was made at the Laurel Learning Center in northern Virginia.

Mr. Martin reviewed the Status of Regulation Report with members. A copy of this presentation is attached to the Official Minutes housed in the home office.

## **22 VAC 15-10**

### **Public Participation Guidelines**

Jan Sigler, Office of Legislative and Regulatory Affairs advised this regulation sets forth the procedures the Child Day-Care Council uses to obtain public input when developing, revising or repealing a regulation. The regulation covers petitions from interested parties; solicitation of input; public hearings, and withdrawal of regulations. The proposed regulation provides for electronic transmission of information and incorporates recent statutory changes. The amended regulation conforms the regulation to legislation approved by the 2005 General Assembly.

*ON MOTION DULY MADE (Mr. Knapp) and seconded (Mr. Harvey) moved to approve the final regulatory package to amend 22 VAC 15-10 entitled Public Participation Guidelines, to be published in the Virginia Register subject to approval under the provisions of Executive Order 36 (2006). Motion carried with all in favor.*

### **Chair's Report**

Ms. Johnson advised that Goal Committee #5 will have a work session on January 11. This session will begin 1 hour prior to lunch and flow over into lunch period if necessary.

Tom Chewning, CFO with Dominion Power, will speak on Early Childhood Education at the January meeting.

Ms. Johnson advised she is actively involved in SCAN and will also attend a conference in Oklahoma in April.

VDSS was asked to provide a Department Impact Update at each Council meeting.

Ms. Johnson advised that she, Ms. Ruffin and Ms. Burton serve on the Strong Start Task Force. (Ms. Johnson serves on Governance Task Force; Ms. Ruffin serves on Standards Committee for Professional Development; and Ms. Burton serves on the Funding Task Force.) Another meeting is scheduled for next week.

### **Council Check In**

Ms. Burton advised she attended an International Child Care Forum in Amsterdam several weeks ago and had the opportunity to meet with other child care providers.

Ms. Smith shared the importance of the Capital One video that members viewed today.

Mr. Rodgers provided members with a copy of the Virginia Fire Code.

Ms. Peters provided members with information on the Weinstein JCC Parenting Forum. A copy of this brochure is attached to the Official Minutes housed in the home office.



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**Future Meeting**

January 11, 2007

**Adjournment**

*ON MOTION DULY MADE (Mr. Harvey) and seconded (Mr. Finley) moved to adjourn the meeting. Motion carried with all in favor.*

Submitted by Pat Rengnerth