

**HIGH QUALITY  
CHILD CARE IS VITAL  
TO PARENTS,  
EMPLOYERS & MOST  
IMPORTANTLY  
CHILDREN.**

## **CHILD CARE SOLUTIONS**

**PROMOTES**

**EARLY  
LEARNING**

**HEALTHY  
DEVELOPMENT &**

**HIGH  
QUALITY  
CHILD CARE**

## **FOR ALL CHILDREN**

**THROUGH**

**EDUCATION**

**ADVOCACY &**

**SUPPORT FOR**

**FAMILIES &**

**EARLY  
CHILDHOOD  
PROFESSIONALS**



# **CHILD CARE SOLUTIONS**

NAVIGATING THE WAY TO HIGH QUALITY CHILD CARE



## **Annual Report 2012**

## 2012 BOARD OF DIRECTORS

**John A. McGraw, Chair**  
National Grid

**Marisol Hernandez, 1st Vice Chair**  
CNY Latino

**Lynn Gerrity Ames, Vice-Chair**  
Retired

**Tim Rake, Treasurer**  
Firley, Moran, Freer & Eassa, PC

**Peggy Rowe, Secretary**  
Dannible & McKee

**Michele Abdul-Sabur**  
Syracuse City School District

**Rob Butkowski**  
Pathfinder Bank

**Michele Ferguson**  
Children's Learning Center at OCC

**Suzanne Galbato**  
Bond, Schoeneck & King

**Sally Heater**  
Group Family Child Care Provider

**Gregory A. Hinman**  
Cayuga-Onondaga BOCES

**Emilee K. Lawson-Hatch**  
Bousquet & Holstein

**Frank Panzetta**  
St. Josephs Hospital

**Stella Penizotto**  
Shining Stars Day Care

**Chandra Smith**  
Salvation Army

**Susan Smith**  
Syracuse University

**Nancy Tehan**  
E. John Gavras Center

**Melissa Whipps**  
Syracuse University

**Holly Wright**  
Berry Plastics

## STAFF LEADERSHIP

**Peggy Liuzzi**  
Executive Director

**Shannon Gillen**  
Assistant Director

**Mike Ranson**  
Finance Director

**Patrice Robinson**  
Marketing & Development Director

**Patricia Beck**  
Professional Development Director

**Beth Henderson**  
Registration Director

Child Care Solutions is a Child Care Resource & Referral agency that has served the Onondaga County community since 1975, and Cayuga County since 2009. We are a non-profit organization committed to ensuring that:

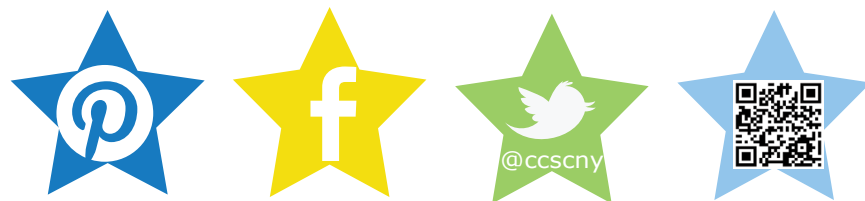
Families have access to high-quality, affordable, safe child care; and

Child care providers have the knowledge and skills they need to support children's early learning and healthy development.

Our mission is to promote:

## EARLY LEARNING, HEALTHY DEVELOPMENT AND HIGH QUALITY CHILD CARE FOR ALL CHILDREN

We do this through education, advocacy & support for families & early childhood professionals.



## CONTACT CHILD CARE SOLUTIONS

phone: 315•446•1220  
toll free: 888•729•7290

web: [www.childcaresolutionscny.org](http://www.childcaresolutionscny.org)  
email: [ccs@childcaresolutionscny.org](mailto:ccs@childcaresolutionscny.org)

34 Wright Ave. • Auburn, NY • 13021 • T-F • 8:30-4:00  
6724 Thompson Rd. • Syracuse, NY • 13211 • M-F • 8:30-4:30

# 2012 A YEAR OF C H A N G E



2013 marks the 38th year that Child Care Solutions has provided Child Care Resource & Referral services for local parents and providers. I'm so proud of the efforts our staff members have made over the years to strengthen child care quality and help parents to access programs that support their children's healthy development and learning. For all the good that we have accomplished, there is so much still to be done.

The quality of child care in our community is uneven, as it is in most US communities. The range of quality stretches from excellent to mediocre to heartbreakingly bad. Some programs have beautiful space, ample materials and well-trained staff while others are in poorly maintained space with few toys and books and staff who are under-educated and who turn over frequently. Access to high quality child care that parents can trust is an issue for families at all economic levels, but especially for those without extended family who earn too much for government assistance and too little to pay for the best care.

We know this is important. There's a large body of research that documents the impact that early relationships and experiences have on children's future learning and long-term success. Until now, however, investments in early care and learning have been sporadic and inadequate, prioritizing quantity over quality. But two initiatives on the horizon give me hope.

On the federal level, President Obama has proposed a far-reaching Early Learning Initiative that will fund a continuum of high-quality early care and education programs that include all the options families and children need: child care, Head Start and PreK. At the State level there is QualitystarsNY, an early childhood quality rating & improvement system designed to encourage and support quality improvements in programs and to share quality information with child care consumers. These initiatives deserve wide and robust support.

This is the right time to look forward to what we can do to create a level playing field for all of our young children. This is the time to celebrate and nurture our little ones so they can become the loving parents and caring, productive citizens of the next generation. Many thanks to all who stand up for children in Onondaga and Cayuga Counties. If you haven't taken action yet, come join us - the time is right to make early care and education a national, state and local priority.

Peggy Liuzzi  
Executive Director

The landscape for early childhood development is ever changing. This past February, President Obama sounded the call for preschool education in his State of the Union Address, challenging the nation to "...make sure none of our children start the race of life already behind." Good words, but words alone won't bring about change. The late comedian George Carlin once said "I put a dollar in one of those change machines. Nothing changed." That may be funny but it is also true. Change doesn't come from money alone; from wishing for change; or asking for change. True change, the kind of change that has an impact on lives, comes from the hard work of dedicated people. It takes a willingness to change, to not accept that what was done before is good enough; that what once worked will always work. The people at Child Care Solutions don't rest on past success. Every day they challenge themselves to bring about the changes that make a real difference in the lives of children. They constantly seek new and better ways to serve parents and child care providers through better training tools, better program content, better use of technology, and better service to their constituents. They are not just wishing for change, the staff at Child Care Solutions are working to make positive change happen.



John McGraw  
Board Chair



# WE ARE CHANGING AWARENESS

**Child care and early learning in our community, state and country is not equal for all of our youngest citizens. Child Care Solutions works every day to promote early learning, healthy development & high quality child care for ALL CHILDREN through education, advocacy & support for families & early childhood professionals.**

**We are a powerful voice for children because we know that:**

- ALL CHILDREN deserve high quality care and learning experiences; *but not ALL CHILDREN receive them.*
- ALL CHILDREN have the right to secure, trusting, nurturing relationships with adults; *but not ALL CHILDREN have them.*
- ALL CHILDREN must have their physical, emotional and social needs met to develop to their fullest potential; *but not ALL CHILDREN get them met.*

## ALL CHILD CARE IS NOT CREATED EQUAL...

There are many programs and child care providers in our community who are providing the kind of care that ALL CHILDREN need and deserve. The truth is however, there is much work to be done on this front.

Many children are spending their days in situations that are less than ideal and sometimes even dangerous. Child Care Solutions wants our community to know that we do everything we can to make sure that ALL CHILDREN are in programs that at least meet minimum health and safety standards. But if we told you that all care is of high quality and ALL CHILDREN are in good situations we would be doing these children a disservice. We can not fix this problem alone. We need more citizens to care about the kind of care that is offered to Central New York's children and start raising their voices regarding the inequity.

Historically, child care has been treated as an afterthought by many business leaders, legislators, and community leaders. Working parents have been left to fend for themselves and piece together child care that ranges from good to bad and everything in between. Unless you are a parent who relies on child care, you probably don't give it much thought. But the reality is, creating a high quality early care and learning system benefits every citizen, business, organization and community.

## IT'S ABOUT THE ECONOMY, BABY...

We have always made the argument that high quality care and education is the right thing to do for children. But it is also the right thing to do for Central New York's economic future. It is vital that the business and community leaders of our community understand the direct correlation between high quality care and learning and the economy. Child Care Solutions along with Success by Six® brought together business, civic, and religious leaders for a policy breakfast titled "Why Economic Development Starts at Birth." This breakfast launched our efforts to make early care and learning a regional economic development policy initiative.

Business leaders across the country are starting to realize and voice their support for creating a high quality child care system

4 1 (Schweinhart, Barnes and Weikart, 1993; Campbell, Ramey, Pungello, Sparling and Miller-Johnson, 2002; Reynolds, Temple, Robertson and Mann, 2001; Galinsky, 2006).

in the United States. Their reasons are many but ultimately boil down to one common idea. Early care and education is one of the best investments we can make. Return on investment estimates range from \$4 to \$17 for every \$1 spent, on early care and learning, depending on the program.

According to researchers some of the most valuable returns are seen through:

- Increased achievement test scores
- Decreased rates of being held back in school
- Decreased placement in special education among low-income children.
- Increased high school graduation and
- Decreased crime and delinquency rates<sup>1</sup>

Noted economist, Professor James Heckman, (University of Chicago, Nobel Memorial Prize winner in Economics) believes that investing in the early development of children will produce great returns for individuals and communities. These investments will produce better education, health, economic and social outcomes which will save taxpayers money and also increase economic productivity. Everyone wins when we invest, develop and sustain the early development of Central New York's greatest resource — our people.

We know that the foundations for our future doctors, scientists, diplomats, teachers, business leaders, and all citizens are formed in their earliest years. If we make this investment today the future is bright for our region and economy.

## THE FIRST 5 YEARS ARE THE MOST CRUCIAL TO DEVELOPMENT...

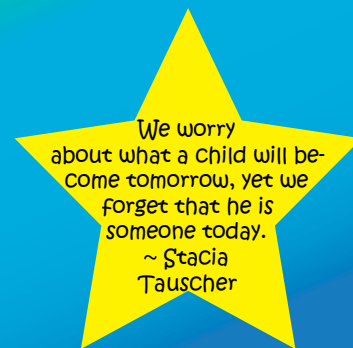
There is an inverse relationship to the amount of money spent on early care and education programs and the amount of human brain development that occurs. Development in the first five years is unequalled at any other time in life. Language develops, motor skills advance, neurological connections are created, and the foundations for social and emotional development are formed. This knowledge spurs our commitment to creating an early care and learning system that will allow ALL CHILDREN to develop to their fullest potential.



## Little Children Need Powerful Friends!

If you are interested in learning more about the child care system in Central New York and becoming an advocate for change, please contact us at [ccs@childcaresolutionscny.org](mailto:ccs@childcaresolutionscny.org). You can follow our social media sites as well. Together we can create the child care and early learning system all children need and deserve.

**Early care and education programs can generate government savings that more than repay their costs and produce returns to society as a whole that outpace most public and private investments.**



(Kilburn, M.R. and Karoly, L.A. (2008). *What the Dismal Science Has to Say About Investing in Children*. Santa Monica, CA: RAND Corporation)

**The longer society waits to intervene in the life cycle of an at-risk child, the more costly it is to remediate disadvantage. Later remediation for early disadvantage is possible, but to attain what is accomplished by early investment is much more costly.**

Heckman, J. (2008). *The Case for Investing in Disadvantaged Young Children*. In *First Focus (Ed.) Big Ideas for Children: Investing in Our Nation's Future* (pp. 49-58). Washington, D.C.: First Focus.

**Providing all 20 % of the nation's 3- and 4-year-old children who live in poverty with a high-quality early childhood program would have a substantial payoff for governments and taxpayers in the future. As those children grow up, costs for remedial and special education, criminal justice, and welfare benefits would decline. Once in the labor force, their incomes would be higher, along with the taxes they would pay back to society.**

Lynch, R.G. (2004). *Exceptional Returns: Economic, Fiscal and Social Benefits of Investment in Early Childhood Development*. Washington, D.C.: The Economic Policy



# WE ARE CHANGING MINDS

*There has long been a misconception that child care is "just babysitting." We know, however, that child care is so much more than "just babysitting," and we are changing minds everyday.*

## CHILD CARE PROVIDERS ARE PROFESSIONALS WHO ARE CRITICAL TO THE FUTURE...

Brain research shows that 75% of brain growth<sup>1</sup> and 85% of intellect, personality and social skills<sup>2</sup> develop before children start kindergarten. That means that child care providers play a critical role in the development of our children's futures.

Because this profession is so critical, it needs to be elevated to a more respected status in our community. In order to gain this respect providers need to offer high quality care for all children. But child care providers can't do this without training, education and support from experts. Members of Child Care Solutions' Professional Development Team are the experts providers count on to help them elevate their skills, knowledge and quality of care.

Our Professional Development team designs training, education, and consulting to meet the demands and needs of the child care providers in our area. Topics range from health & safety to business practices, child development, literacy, behavior, activities, potty training, & more. We also offer a comprehensive Childhood Development Associate (CDA) program.

It is important to us to provide training that is not only high quality but also affordable for child care providers. Although child care providers do one of the most important jobs in our community, they are amongst the lowest paid professionals. We help to defray the cost of our training through fundraising and public support.



That is what learning is. You suddenly understand something you've understood all your life, but in a new way.  
~ Doris Lessing

## PARENTS ARE A CHILD'S 1st TEACHER AND CHILD CARE PROVIDERS ARE THE 2nd...

A parent's first concern when choosing child care is always safety. It should be their number one concern, but they also need to know that the child care they choose has lasting effects on the social, emotional, intellectual and physical well being of their children. Our Parent Service Team makes sure that parents who use our services are educated about child care in our community.

- We help parents evaluate child care options.
- We teach parents about the types of care available in our area.
- We educate parents about what high quality child care really looks like.
- We provide referrals to regulated child care providers.
- We inform parents of financial aid available to help pay for child care.
- We provide parenting help & resources through our website & newsletter.
- We provide referrals and education to Spanish speakers.



## CONNECTING AND EDUCATING PARENTS AND CHILD CARE PROVIDERS





When children feel safe and secure and get lots of individual attention, that is the mark of high quality child care.



# WE ARE CHANGING PRACTICES

**Our staff works diligently to make sure that registered programs are meeting not only the minimum health & safety standards set by the state of New York, but also going above and beyond to create high quality environments for all children.**

Child Care Solutions, under the authority of the Office of Children & Family Services registers, inspects and monitors family child care homes and school age child care centers for health & safety. The registrars at Child Care Solutions promote and enforce compliance with NYS OCFS regulations by providing information, education, resources, and training. They measure compliance with regulations through on-site inspections, and review of application documents. They are available to answer questions about New York State child care regulations and provide support to family child care and school-age programs.

We also provide assistance and support for legally-exempt (informal) caregivers. Legally-exempt caregivers provide child care for families receiving subsidies and are exempt from the family child care licensing process by caring for no more than two non-related children fulltime.

Child Care Solutions administers the Child and Adult Care Food Program (CACFP) for child care providers in our area. This federal program reimburses registered, licensed, and legally exempt child care providers for serving meals and snacks which meet the USDA guidelines to the children in their care. Because child care providers are in a unique position to help shape a lifetime of healthy eating habits we are proud to support this program. Our staff work closely with programs who want to improve the quality of nutrition offered at a critical time in young children's development.

A 2 year grant has allowed us to offer the "Eat Well Play Hard with Day Care Homes" (EWPHDCH) program to family day care providers in Central NY. This program encourages young children and their caregivers to adapt healthy and active lifestyles. It focuses on increasing the consumption of fruits, vegetables, and low-fat milk and dairy products, along with decreasing the amount of time spent at computer screens or watching TV.

Our Health Care Consultant, a Registered Nurse, provides education, support and resources on a variety of health and safety issues to child care providers. She offers guidance and training to help providers comply with New York State's child care regulations regarding medication administration.



**148**  
Programs used our Health Care Consultancy Service

**2294**  
CACFP claims were submitted and processed by Child Care Solutions

**64**  
School Age Child Care programs are registered in Onondaga County

**232**  
Family Child Care programs are registered in Onondaga County

**1821**  
# of children who can be served by these programs

**4341**  
# of children who can be served by these programs

**127**  
Total number of inspections of these programs

**505**  
Total number of inspections of these programs

**52**  
Total number of inspections with no violations

**219**  
Total number of inspections with no violations

**31**  
Total number of inspections with serious violations

**122**  
Total number of inspections with serious violations

# The Economy is CHANGING

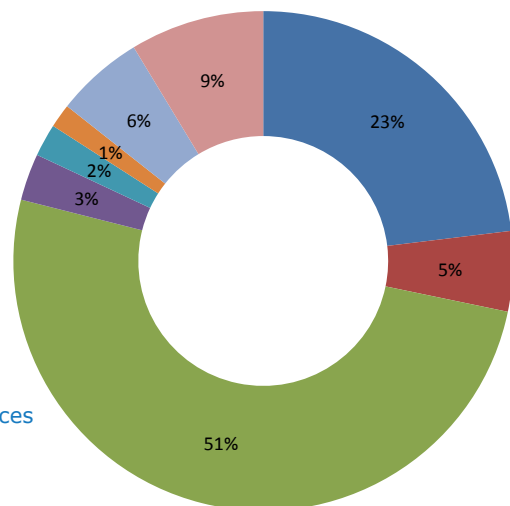
## 2012 Revenue

\$3,212,685 Total

Despite today's economic challenges, we fulfill our mission with the dedication and perseverance required to improve the quality of child care for the children and parents of CNY.

Our funders and donors provide the resources we need to carry out our work. We count on their invaluable support to perform our daily operations and carry out strategic plans. Thanks to our major funders:

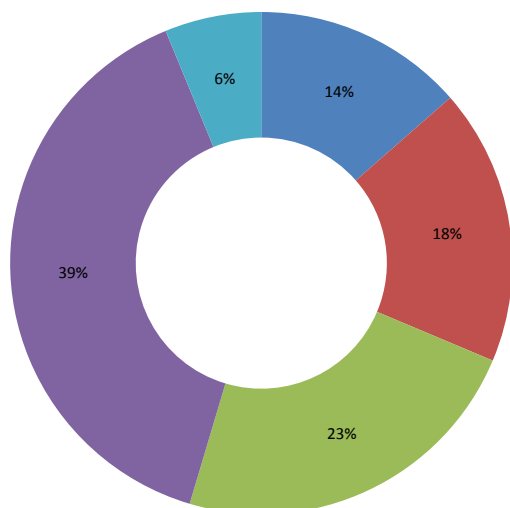
- The Allyn Foundation
- Central New York Community Foundation
- Literacy Coalition of Onondaga County
- M&T Bank
- New York State Office of Children & Family Services
- New York State Department of Health
- United Way of Central New York
- United Way of Cayuga County



- Child Care Registration Grant \$573,214
- Infant-Toddler \$128,795
- Child & Adult Food Care Program Grant \$1,258,960
- United Way Allocation \$75,277
- County Support \$52,456
- Membership, Contributions, Special Events \$38,292
- Eat Well Play Hard, Second Step, Misc. Grants & Other Income \$141,518
- Training \$215,437

## 2012 Expenses

\$3,172,009 Total



- Parent Services \$430,081
- Child Care Registration \$564,110
- Provider Support & Education \$737,938
- Child & Adult Food Care Program \$1,242,627
- Community Outreach, Fundraising, Management & General \$197,253



# WITH A LITTLE HELP FROM OUR FRIENDS WE ARE CHANGING FUTURES

PARTNERSHIPS HAVE ALLOWED US TO CREATE GREAT PROGRAMS LIKE THESE...

## BOTTOMLESS BOOK BAG



Thanks to support from M&T Bank the Literacy Coalition of Onondaga County and the United Way of Cayuga County we were able to launch our "Bottomless Book Bag Program." This newly-developed literacy support program begins with classroom training for home-based family child care providers on how to use books and activities based on books to support young children's growing language and literacy skills.

The class is followed by 6 weekly home visits from one of Child Care Solutions' Professional Development Specialists. At each visit, the provider receives a book bag containing an age-appropriate book plus materials and activities to extend lessons based on the book throughout the children's day. Activities can include rhyming games, counting and matching, vocabulary building, social skill-building, safety lessons and arts and crafts. In the ensuing week, providers are encouraged to read the book and do the activities again with the children and to create their own activities as well. At the next visit, providers receive a new book and a new set of activities.

## PARENT & KINDERGARTEN GUIDES



Thanks to support from the Allyn Foundation we were able to produce, print and distribute our Parent Guide to Finding High Quality Child Care. This comprehensive guide is a parent manual for understanding the types of child care available in Central New York. In addition it explains what high quality care looks like. Information on scholarships and affording child care, a checklist for visits and explanations on why high quality child care is essential to healthy development is also included in this guide.

The Allyn Foundation and ABC Cayuga County also helped us update, print and distribute "Kindergarten...Here We Come." This guide is designed to help parents and caregivers encourage children as they prepare for kindergarten and to navigate the process of entering school. It offers tips to help children prepare to read, write, do math, and learn.

Contained inside is information on entering kindergarten for each school district in Cayuga County.

## EXTREME LITERACY MAKEOVER



The Extreme Literacy Make-Over was a contest, co-sponsored by the Literacy Coalition of Onondaga County, and Lakeshore Learning. It was designed to help one child care center and one home child care program enrich the literacy environments for the children in their care. Erie Canal Kids, a child care center located in Weedsport was the center winner and Jovan Dunlap owner of Adorable DayCare in Syracuse, was the home child care winner. Both programs received \$200.00 worth of materials and 10 hours of assistance from Child Care Solutions. We helped transform the physical space in each program, creating cozy reading corners and developmentally appropriate centers and activities.

The winners were chosen based on entries detailing why they wanted a makeover for their program. Jovan's entry stated, "Being an avid reader allowed me to stay out of trouble at an age where trouble seemed normal. I want to provide that same escape for the kids in my daycare. I don't live in the safest side of Syracuse, but this could be an opportunity to help make a mark on a few fresh minds, hoping there will be a domino effect. I need to let these children know the world is full of open doors of possibilities."

# Be The Change You Want To See In The World

-Mahatma Gandhi

If you are ready to start changing the child care system in Central New York, we encourage you to learn more about Child Care Solutions. Please visit us on the web at [www.childcaresolutionscny.org](http://www.childcaresolutionscny.org) or call us at 315-446-1220. Together we can make a difference in the lives of the children of Onondaga and Cayuga Counties.

