



MARYLAND STATE
CHILD CARE
ASSOCIATION

"CARING FOR MARYLAND'S MOST IMPORTANT NATURAL RESOURCE"™



Fall 2019 Newsletter

IN THIS ISSUE:

- Executive Directors Message
- Legislative Updates
- Awards
- Chapter and Center News
- Board Members and Chapters
- Articles of Interest
- Sponsors and Business Members
- Save the Dates



Executive Directors Message

Greetings from the Executive Director:

MSCCA has been busy in 2019! We continue to serve on many Councils, Committees and Commissions related to child care and early childhood landscape in Maryland. The new Board of Directors spent time early this year on a strategic plan and created a 2019 Priorities Agenda we have shared with many new and veteran legislators in Annapolis. The priorities are included in this newsletter!

Our focus in advocacy has been on issues concerning Universal Pre-K, raising child care reimbursement and eligibility rates in Maryland, supporting child care tax credits for middle income families, commenting on regulatory changes in COMAR, the critical workforce shortage for staffing our programs, compensation, minimum wage changes, partnerships, testimony during legislative session, testimony and comments submitted to Kirwan Commission and outreach.

We are excited about the legislative wins related to long overdue increases to child care subsidy/scholarship program and legislation to raise caps on child care tax credits. MSCCA has testified often on these issues and are proud of the impact the advocacy has made.

MSCCA and Compass Government Relations has spent much time on Universal Pre-K recommendations from the Kirwan Commission. Our members cannot sustain a business model if we lose our four year old and many three year old's to public schools. We have made some progress in diverse delivery recommendations. Kirwan is working on funding formulas and MSCCA has met with legislators, the Governor's office and will submit ideas for alternatives, op eds and will call on our members to play an active role as the 2020 legislative session approaches. Some of our testimony is included in this newsletter.

MSCCA is also connecting at the National level as part of the Council-Chief State School Officers Early Childhood Workforce Maryland team to develop and implement a plan that includes;

1. Determine priorities to inform the state's strategic plan for improving state ECE workforce policy priorities, including improving the recruitment, compensation, and professional learning of early childhood educators;
2. Develop a cross-sector task force or convene a group that includes the governor's office and representatives from ECE, higher education, and workforce development to create or enhance an implementation plan for addressing ECE workforce issues.
3. Identify an evidence-based policymaking agenda focused on ECE workforce - priorities, goals, changes in policies and reallocation or allocation of resources, as needed; and



4. Develop a plan to advance that agenda for implementation- including goals and activities related to communications and engagement of key stakeholders.

The team continues to meet on the last Tuesday of each month to discuss ideas and discover ways to find alternative, creative pathways to engage, develop, recruit, retain, compensate and respect the early childhood workforce.

I also attended the BUILD/QRIS Conference, thanks to the Johns Hopkins IDEALS team for sponsoring and including child care at a state level as part of their team. I learned much from other states and how they are working to implement QRIS and CCDF plans. All states are struggling with compensation and critical workforce issues.

MSCCA awarded over \$14,000 in grants to our members in 2019 and we participated in the Johns Hopkins Miracle Network drive with fundraisers contributing close to \$4,000 to help the child life program. MSCCA also partnered with member Celebree Schools and University of Maryland to donate diapers and wipes! Close to 100 were collected from our members!

MSCCA has partnered with Montgomery College and the Child Care Industry Committee to offer more professional development opportunities each year.

We need you to come out for the annual Evening in Annapolis on January 27, 2020! The flier for this event is in the newsletter. You can earn PAU's for meeting with your legislators, meet women leading the way in Annapolis, get a free boxed dinner and a tour of the state house. MSCCA co-sponsors this advocacy event annually and want our members to show up and let decision makers know the issues in our field. Registration will begin in December. Check our Facebook page for alerts!

Conference by the Sea 2020 is going to be a celebration you don't want to miss! Join us April 30-May 3, 2020 at the Clarion Resort in Ocean City Maryland and earn 18 hours or more COK training. Bring your team/staff. We sell out each year, so get ready to register in December 2019! Check our website at mscca.org and always like and follow our Facebook page for lots of up to the minute info!

MSCCA is ready to launch our membership drive for 2020 and hope you will consider renewal and possibly consider a tax deductible donation for professional advocacy/lobbyists efforts to assist with our voices being heard by decision makers at state agency level and legislature. We are asking programs that can afford to contribute \$85.00 per program for 2020 in addition to membership dues (in order to keep them affordable) to share in the costs of professional government relations firm, along with the Executive Director and Board members representing the voice of child care/early childhood programs in Annapolis. Your membership and additional donations are critical to sustaining professional membership benefits for you and all of your staff. Thanks in advance for your support!

MSCCA is proud to represent the professional child care/early childhood education community. We know the importance of brain development, bonding and attachment, family engagement and the positive impact of quality, early childhood experiences. MSCCA respects all you do every day to support families, educate children and prepare our youngest learners for the next steps in Kindergarten and life!

Christina Peusch

Legislative Updates

Testimony Concerning SB 181/HB:248
Mandatory Funding Levels- Education-Child Care Subsidies
Submitted to the Senate Budget and Taxation
House of Delegates Appropriations
February 5, 2019

Position: Support

The Maryland State Child Care Association (MSCCA) is a non-profit, statewide, professional association incorporated in 1984 to advocate for members and to promote the growth and development of child care and learning centers in Maryland. We have 10 Chapters in Maryland and represent membership in Baltimore City, as well as 23 counties. MSCCA has over 4000 members and our members provide care and education for children. MSCCA is proud to support parents in the workforce in Maryland. We believe children are our most important natural resource and work hard to advocate for children, families and for professionalism within the early childhood community.

MSCCA enthusiastically supports SB 181 and companion HB 248 to expedite increasing child care subsidy reimbursement rates to the 60th percentile of the most recent market rate survey or a certain equivalent by FY 2021.

Maryland has also taken necessary steps to raise income eligibility by doubling the levels, which is crucial to success of the child care subsidy program. The increases are critical to families, but the reimbursement rates are not keeping pace and don't equate to buying power for quality.

Child care is an essential need for working families and it is the foundation of our early learning system. In 2017, Maryland Family Network reports 78.9% of Maryland children age 12 had mothers in the workforce.

Child care helps to lift families out of poverty and work towards economic security by enabling parents to work.

Research shows learning begins at birth. The brain develops most significantly from birth to age 3 and the brains capacity is 90% developed by age 5. Research also shows that the achievement gap between poor children and their wealthier peers starts long before they step foot in a



“classroom”. Children from low income families fall behind when they miss out on early experiences that are critical for language development and literacy.

Close to 40% of parents could not find child care due to the cost in Maryland. Maryland has for too long have avoided, ignored or negated the importance of the workforce’s necessity for affordable, quality child care.

Thanks to leaders on this committee, Maryland is moving in a positive direction to impact underserved children and families across the state, as well as support the child care providers and small businesses.

There is still some frustration and concern among the provider community about the future of their businesses. Many providers continue to lose money when participating in the current subsidy system in Maryland and many quality programs are choosing not to participate because of the low reimbursement rates. In addition to these distressing issues, the administrative paperwork and processes for parents and providers are a deterrent for participation. There are associated costs that are never recouped.

The average cost of child care and the face value of a voucher are vastly different.

In addition, many parents cannot afford the differential of the cost of high quality care and education. The current reimbursement rates have climbed from the 9th percentile to close to the 30th percentile, but in order to address real access to quality programs the reimbursement rates must work in tandem with eligibility increases to have realistic market value.



Child Care costs in Maryland average costs are: (Ages 0-2) \$247.52 (2-5) \$176.17 (school age) \$153.83

Costs vary dependent on region and age of child. For example in Montgomery County cost of care is (Ages 0-2) \$380.00 (2-5) \$289.00 (school age) \$216.00

The average copay for subsidy is dependent upon region and age of child, but averages around \$30.00 per week.

The differential for either businesses to forego or try to collect or for families to come up with on top of their copay is about \$100.00 per week totaling \$130.00 or over \$500.00

per month, with the current reimbursement rates set at 27-30%.

The national recommendation is 75% of market rate for good reason. Moving to the 60th percentile quickly will provide relief for families and providers struggling with costs.

The proposed expedited fiscal adjustments in child care subsidy reimbursement dollars not only allow for a strong focus on access and affordability, but also support a variety of other positive outcomes that serve to improve the overall support system for our low-income working families. These include the fiscal ability for more child care programs to accept child care subsidies, greater opportunity for socio-economic peer interaction, the opportunity for programs that depend on child care subsidy dollars to continue to operate in all communities with a need, the opportunity for the provider to broaden their focus to evidence-supported quality initiatives, and the broadening of opportunities for all children to be in safe and quality care.

MSCCA is excited to support this important legislative effort to expedite increasing the reimbursement rates to the minimum threshold of 60th percentile to ensure greater access to quality child care.

MSCCA urges a favorable support!

**House Bill 810:
Income Tax-Child and Dependent Care Tax Credit-Alterations
Submitted to the House Ways and Means Committee
February 27, 2019**

Position: Support

The Maryland State Child Care Association (MSCCA) is a non-profit, statewide, professional association incorporated in 1984 to promote the growth and development of child care and learning centers in Maryland. We have 10 Chapters in Maryland and represent membership in Baltimore City, as well as 23 counties. MSCCA has over 4000 members and our members provide care and learning for more than 10,000 children therefore supporting the parents in the workforce in Maryland. We believe children are our most important natural resource and work hard to advocate for children, families and for professionalism within the early childhood community.

MSCCA fully supports the efforts of HB 810 to create increase the maximum income limits on eligibility for a credit against state income tax for child and dependent care expenses. MSCCA appreciates the important inclusions of altering the phase-in, making the credit refundable and aligning with cost-of-living adjustment to assist hard working families with one of the top 3 household expenses - child care.

Public support and investment need to go to parents through a system of refundable tax credits and child care scholarships/subsidies. This is the most equitable and efficient way to expand access to child care as such a system provides more help to those families who most need it and assists parents to afford child care. Tax credits and subsidies can support infant/toddler care, preschool, centers, family providers, and before and after school providers. This bill affords parent's choices to ensure a family's actual child care needs are met.

This legislation will help deserving families by:

- Raising the maximum income level for families eligible to claim the CDCTC from \$50K federal adjusted gross income (AGI) to \$110K AGI for an individual and \$141K AGI for a married couple;
- Raising the state credit amount from 32.5% of the federal credit to 35% of the federal credit for individuals with an AGI up to \$50K and married couples with an AGI up to \$75K;
- Adding a state credit of 30% of the federal credit for individuals with an AGI of \$50K to \$75K and married couples with an AGI of \$75K to \$110K;
- Adding a state credit of 20% of the federal credit for individuals with an AGI of \$75K to \$91K and married couples with an AGI of \$110K to \$125K;
- Adding a state credit of 10% of the federal credit for individuals with an AGI of \$91K to \$110K and married couples with an AGI of \$125K to \$141K;
- Making the credit refundable for individuals with AGI up to \$50K and married couples with AGI up to \$75K; and
- Beginning in 2020, using the IRS cost-of-living adjustment to raise the minimum and maximum thresholds each year.

Additionally, the National Women's Law Center report *2018 Making Care Less Taxing:*

Improving State Child and Dependent Care Tax Provisions (copy provided) recommends:

- Making the credit refundable so that low-income families with little or no state income tax liability can take full advantage of the credit. ***Done for individuals with AGI up to \$50K and married couples with AGI up to \$75K.***
- Allowing families to claim the state credit regardless of whether the family had enough federal tax liability to receive the full amount of the federal credit (or to receive the credit at all). This will give more low-income families access to this tax credit, and potentially increase the credit amount.
- Increasing the percentage of the federal credit used to calculate the state credit to increase the maximum value of the credit and provide more help to families. ***Done for individuals with AGI up to \$50K and married couples with AGI up to \$75K.***
- Lifting the income cap to give more middle-class families access to this tax credit.

Done for individuals with AGI up to \$110K and married couples with AGI up to \$141K.

In addition to the NWLC recommendations, the bill adds a cost-of-living increase to the income levels beginning in 2020.

MSCCA fully understands the need for working families to be able to find affordable, quality child care/early learning programs. Maryland needs to value early childhood and invest more to help children, families and businesses serving Maryland families by expanding tax credits and subsidies to assist ALL families with quality buying power which is safe and prepares children for Kindergarten at the highest levels. MSCCA has included investments and refundable tax credits as part of our Priority Agenda for 2019, which clearly aligns with HB 810.

MSCCA urges a favorable committee report.

MSCCA Tax Credit Bill Oral Testimony

MSCCA strongly supports HB 810/SB 870 which extends income tax credits for child care, helping low- to moderate-income Marylanders with one of the top 3 household expenses-child care. Access to affordable child care is a critical support for working parents. Access to high-quality child care is crucial to helping their children prepare for success in school. However, child care, and particularly high-quality child care, is very expensive in Maryland and across the country.

On average, in 2018 it cost \$12,871 per year for infants and for 2-5 years 9,160.84 annually for child care services. These figures are much higher in say Montgomery and Howard Counties.

This excellent piece of legislation speaks to the national recommendations of making the credit refundable so that low income families with little or no state income tax liability can utilize the credit and you have done that by raising Adjusted Gross Income to 50k for individuals and 75k for married.

This bill also provides middle class families much needed access to high quality child care programs by lifting the income cap as well as importantly adding a cost of living increase to the annual income levels in 2020 -done by increasing the AGI levels for individuals to 110 and married to couples to 141k



Several data sources show family incomes have not kept up with the cost of care. Research from the Care Index, a methodology used to measure child care cost, quality and availability, found “the average cost of center-based care (nationally) is one-fifth the median household income.

MSCCA has made affordable child care a priority through refundable tax credits as well as child care subsidies/scholarships and continue to advocate at the state and federal level for providers and families. Research consistently shows that affordable child care is a decisive factor in promoting work effort among low-income mothers. This helps them pursue careers, advance economically and provide for their children. Family members, the businesses that rely on them as employees, and our economy overall benefit from smart child care policies.

MSCCA excitedly supports the alterations to expand, increase and make refundable the child and dependent tax credit to assist ALL qualifying families. This effort will allow more buying power for quality, safe, licensed child care options which have proven to prepare children for Kindergarten at the higher levels. This legislation is a commonsense fix that helps more eligible families pay for high care costs. Making child care more affordable increases opportunities and reduces some of the barriers that prevent working families from getting ahead financially.

To: House Appropriations and Ways and Means
HB 1413- The Blueprint for Maryland's Future
Christina Peusch, Executive Director
March 13, 2019

The Maryland State Child Care Association (MSCCA) is a non -profit membership Association representing approximately 4500 Maryland based providers working in licensed centers and early learning programs throughout the state. On behalf of MSCCA, thank you for your service to Maryland families, children and educators.

MSCCA supports a fair diverse delivery system through private providers for Pre- K expansion for eligible families meeting the 300% of the federal poverty level or below threshold. Pre-K through diverse delivery is reflected in MSCCA's priorities agenda included with our comments.

Child Care and private preschools will suffer and many will not survive without three and four year old's. The loss of Pre-K in private programs will close many viable classrooms and businesses in Maryland. It will also increase the cost of infant and toddler child care due of the strict regulations, making quality programs for infants and toddlers less accessible. The loss of private providers will also cause more unlicensed care situations where children are not as safe and are not ready for kindergarten. Family child care programs cannot survive on 2 infant/toddlers and part time school agers. Regulation allows for a maximum of 6 children and only 2 infant/toddlers.

We support some aspects of the Kirwan blueprint that address doubling of Judy Centers, Family Support Centers and the increase in funding for Maryland Infants and Toddlers Program knowing these important programs focus on a comprehensive two generational approach that includes parent education, family engagement, play groups, case management, health screenings, child care and much more. Funding and expanding these models in communities is best practice and aligns more with world class educational values. Racing to the top isn't the educational philosophy in early childhood in Denmark and Finland where taking time to engage families, valuing social pedagogy, allowing outdoor/nature play/exploration and a child centered system approach continues to prove to be a winning formula. MSCCA believes early childhood should be developmentally appropriate, meet working family's needs and be joyful. Many education

policies are not reflective of what we know about how young children learn best. We are concerned that this blueprint is not inclusive of all early childhood programs/child care and will have unintended consequences.

MSCCA appreciates the recommendations to increase support in the areas of recruitment and retainment of the early childhood workforce by increasing the current credentialing bonus structure, increasing training vouchers for professional development, expanding online educational opportunities, creating more pathways that accept prior learning in order to build a strong workforce for the future.

Addressing cultural competencies, toxic stress and resiliency along with efforts to empower a diverse workforce that is trained and aware is also an important goal reflected in the Commission's recommendations.

MSCCA wants what is best for children and families. Our members truly care about Maryland's most important natural resource, children. They also have proven to have children ready for kindergarten, keep them safe, contribute to the economy, employ tens of thousands of Marylanders and make sure they are open for businesses for long, necessary hours to support the parents in the workforce in Maryland.

Parents earn while children learn.

Providers continue to work hard with little compensation and want to continue to be partners in early education with parents.



MSCCA Early Childhood Care & Learning Priorities Agenda January 2019

- 1) Universal Pre-K needs to use a diverse delivery system that is a true partnership with private providers and considers the impact on our entire system of birth to five child care and early education. Private child care and early education programs cannot afford to lose their three and four- year old's and stay in business. Private child care and early education programs consistently perform as well or better on measures of kindergarten readiness and long-term school success. Private programs will not be economically sustainable without three and four-year old children and this will hurt families as costs for infant through three- year old children would significantly increase. To be successful, a pre-k system must support and recognize the value of programs in a diversity of formats such as family child care, center -based care, nursery schools, Montessori schools, religious schools, co-ops, as well as part time programs. Such programs need the independence to ensure economic sustainability and to innovate and serve families in their unique ways. MSCCA maintains the focus for our youngest learners must focus on developmentally appropriate practices and all birth to five settings should provide optional environments with a capacity for growth and learning. MSCCA prioritizes recognizing and supporting quality learning environments, we must recognize the capacity that already exists within private community- based settings and support collaboration as the key to utilizing skills and resources available, i.e. curricula and professional development. Distribution of funding and resources should reflect what quality costs and be allocated equitably to best serve children and families.
- 2) Reducing barriers that has led to a critical workforce shortage in child care in Maryland. Barriers include, unfunded mandates as they increase provider costs, reduce the supply of qualified child care professionals, contribute to low wages for workforce and drive up tuition prices. Each year, more parents cannot afford child care which causes more demand for unlicensed care. MSDE and other regulatory and legislative entities need to stop implementing onerous requirements including, additional pre-service requirements, limiting or eliminating approved curricula which decreases creativity and diversity, limiting teacher qualifications with little funding or resources.
- 3) As funding increases, providers can raise teacher pay, improve and develop the workforce, and reach even higher levels of quality, but this will require tuition rates at the true cost of care. The biggest subsidy in child care is low pay to child care professionals. Providers cannot make child care cheaper as we cannot operate with less staff. We need to increase pay to develop our workforce and attract and retain quality teachers. We must recognize that higher education and other requirements on teachers translate to

significantly higher costs and are not realistic any time soon when and we already have teacher shortages.

- 4) Significantly greater public support/investment is needed to expand access to quality, affordable child care. Child Care Scholarships/subsidies are not a handout or additional social services burden. Reimbursement rates must move to the 75% of the market rate in order to access quality programs. The doubling of eligibility rates has made an impact but without substantial increases to reimbursement rates, parents have limited choices.
MSCCA recognizes and recommends the need to further raise the eligibility rates to align with the state median income in the same way reimbursement rates are calculated per geographic region to allow families access and equity throughout the state. Child care affords parents the opportunity to work and contribute to the current economy and ensures children can be in the quality learning environments they need for proper brain development. Access to quality, affordable child care leads to better outcomes for children, reduced need for remedial and other services, and higher contributions to the future economy. Nobel Prize winning economist James Heckman's latest research released in 2017 showed a return on investment of \$6.40 for each dollar that is spent supporting child care starting at birth. It's a return of 13% each year that the investment is made.
- 5) Public support/investment needs to go to parents through a system of refundable tax credits and child care scholarships/ subsidies. This is the most equitable and efficient way to expand access to child care as such a system provides more help to those families who most need it and assists parents to afford child care/early education programs. Tax credits and scholarships/subsidies can support infant-toddler care, preschool, centers, family providers and before and after school providers. Implementation should not create more bureaucracy or come with strings attached where costs outweigh the increases in funding (as has happened with some of the universal pre-k pilots). It allows parent choice to ensure a family's actual child care needs are met.

Congratulations Delegate Ariana Kelly!

Standing Ovation Award

Delegate Ariana Kelly is a third term legislator representing District 16 (Montgomery County)- Delegate to Maryland's General Assembly. She is also the recipient of the Maryland State Child Care Association Champions Circle Elizabeth Kelley Standing Ovation Award for 2020. Delegate Kelly has been a true Champion for children, families and child care. She has worked diligently to promote child care tax credits, increases to the child care

scholarship/subsidy program, works hard for creating /expanding family leave policies and demands accuracy along with accountability. Delegate Kelly is approachable, always willing to listen to issues and assists MSCCA and our partners in securing space for advocacy evening in Annapolis annually. She is a busy working Mom and a respected leader in Maryland.

Here is more about Del. Kelly and 2019 legislative session:

Delegate Kelly proudly serves as a member of the Health and Government Operations Committee, the Insurance and

Pharmaceuticals Subcommittee, and Chair of the Health Occupations & Long Term Care Subcommittee. I also serve as House Chair of the Joint Committee on Children, Youth and Families and Chair of the Montgomery County Economic Development Committee.



She passed into law eight pieces of legislation this year to promote economic opportunity, strengthen our community, and improve public health. As a whole, the legislature passed over 800 bills this year; here is an overview of the recently concluded 2019 legislative session:

Economic Opportunity and Working Families

Did you know that Maryland has some of the highest child care costs in the country? For the last four years as Chair of the Joint Committee on Children, Youth and Families, I have been working on ways to reduce child and elder care costs in Maryland. Last year, we saw a 20 million dollar increase in childcare subsidies for low-income families, and this year we successfully fought for significant tax credits for middle-income families. I sponsored legislation **HB 810: Child and Dependent Care Tax Credit – Alterations** to increase the current \$50,000 income threshold for this tax credit with a limit of \$92,000 for individuals and \$143,000 for married couples. The income cap will now also be indexed annually to account for inflation. This legislation also helps low-income families by making the credit refundable. This law will improve access to high-quality child care for hardworking families, reduce stress for young families, and help kids get off to a good start in life.

The Federal Government shutdown this winter led to huge revenue losses for Maryland and significantly impacted our local economy and many families in our area. It also left many District 16 residents working without pay and wondering how to meet their financial obligations. In response, we passed **HB 336: Federal Shutdown Paycheck Protection Act**. This legislation



allows federal employees required to work without pay as a result of a Federal Government shutdown to access unemployment benefits or no-interest loans.

This session, Maryland became a national leader in **passing “Fight for 15”** legislation. My colleagues and I overrode the Governor’s veto to ensure that all Marylanders receive a living wage by July 2026. The Montgomery County Council already raised the minimum wage to \$15 an hour in our county. The county law will be fully implemented by 2024, and the new state minimum wage will not roll back the county law.

I have written to you previously about my work in Annapolis pursuing Paid Family and Medical Leave so that all Maryland families have the time and resources they need to care for their loved ones. This session I sponsored **The Time to Care Act of 2019** based on the recommendations of the 2016 Task Force to Study Family and Medical Leave Insurance, which I co-chaired with Senator Brian Feldman. While the legislation did not pass in its first year, we did make significant progress towards building support for this important policy. When enacted, this legislation will create a public insurance fund (similar to unemployment insurance) to allow Marylanders to take up to 12 weeks paid leave to care for an aging relative, new child, or a serious health condition. With the birth of a child or an illness among the leading causes of poverty spells, this legislation is designed to protect family economic security across the lifespan.

Like with the Fight for Fifteen, and the Paid Sick Leave law, the **Time To Care Act** will be a multi-year legislative initiative. Major economic legislation like this takes years of education, advocacy, and public mobilization to pass. In its first year, our coalition of advocacy groups included AARP, Catholic Charities, and Maryland Family Network, as well as numerous labor unions and small business advocates who are looking for proactive solutions to make our economy more family friendly.



Education

Maryland is nationally recognized as a leader in K-12 education. However, our rankings have been slipping over the last few years. The *Kirwan Commission on Innovation and Excellence in Education* published a January 2019 Interim Report which provided recommendations for improving education systems in Maryland. The Commission recommended increasing Maryland’s education funding, expanding pre-kindergarten programs, financial incentives for well-performing students to become teachers, and highlighted the need for increased mental health services in our schools.

With these recommendations in mind, my colleagues and I passed **The Blueprint for Maryland’s Future (SB 1030)**. This landmark legislation increases funding for special education and teacher salaries (including school counselors and psychologists), expands access to all day pre-k programs, and provides funding for health and behavioral health coordinators in schools. The policies and funding laid out in this bill will help us transform Maryland’s early

childhood, primary, and secondary education systems over the next decade in order to help our children succeed in school and beyond.

After years of advocacy from parents of children with Dyslexia, we passed the **Ready to Read Act of 2019 (SB 734)**. Many children in Maryland fall behind in reading comprehension unnecessarily and by the time a problem is recognized, invaluable time has already been lost. This legislation takes a proactive approach to reading difficulties. Local school boards will now be required to screen students at risk for reading difficulties and, if necessary, provide supplemental reading instruction and notify the student's parents.

In response to concerns from parents about a shrinking spring break and rising summer camp costs, this legislative session we passed the **Community Control of School Calendars Act (SB 128)**. This law gives power back to local jurisdictions to set their school calendars. Counties can now choose what start date works best for their specific school system, and have the option to extend the school year 5 days past June 15th. This will give counties the flexibility to adjust their school calendars based on local needs.

The State Budget

The Maryland General Assembly overwhelmingly passed a bipartisan and balanced budget. Despite a General Fund shortfall of \$269 million, partially due to the Federal Government shutdown, my colleagues and I were able to fund our priorities to help working families without raising taxes. This includes \$255 million in funding for the Kirwan Commission recommendations to support our teachers and students, and **\$500 million for school construction**. In total, this year's budget includes \$7 billion for public schools with crucial funding for special education, teacher salaries, and full-day pre-kindergarten programs. We also secured a 7% increase in funding for Maryland's public universities while capping tuition increases at 2%.



This year's budget also invests critical dollars in improving public health across the state with \$11.2 billion in the state's Medicaid Program, which serves over 1.4 million Marylanders. It also allocates additional funding to help fight the opioid crisis and provide communities with the tools and resources necessary to take care of those struggling with addiction. We also re-elected District 16's own Nancy Kopp to another term as State Treasurer. Maryland maintained its AAA Bond rating, and the budget expands the Rainy Day Fund to include 6% of General Fund revenues. Together with Senator Lee, Delegate Korman, and Delegate Love, we obtained money for various District 16 local projects and programs. Among these were bond initiatives including \$550,000 for the **YMCA Bethesda Chevy Chase**, \$100,000 for building upgrades and improvements for **Cornerstone Montgomery**, and \$250,000 for North Bethesda's **Josiah Henson Park** which is the former plantation property where author, abolitionist, and minister Josiah Henson was enslaved for thirty years. Henson is also the inspiration for Harriet



Beecher Stowe's book "Uncle Tom's Cabin". The funds will be used to build a museum and modern visitors center to tell the story of Henson's inspiring life and the realities of slavery in Montgomery County. We also preserved \$1.5 million in funding for Cornerstone Montgomery in the budget and the \$300,000 grant for the **KID Museum** in the Davis library. Lastly, we increased the budget appropriation for **Imagination Stage** to \$550,000. You can contact Delegate Kelly: office at (301) 858-3642 or email at ariana.kelly@house.state.md.us.

State Minimum Wage Update

The Maryland General Assembly this year passed [House Bill 166/Senate Bill 280 \(Chs. 10 and 11\)](#), legislation to phase in an increase in the State minimum wage to \$15.00 per hour by January 1, 2025, with a longer phase-in for employers with 14 or fewer employees.

Unless the federal minimum wage is set at a higher rate, the State minimum wage for employers with 15 or more employees is as follows:

- \$11.00 per hour as of January 1, 2020;
- \$11.75 per hour as of January 1, 2021;
- \$12.50 per hour as of January 1, 2022;
- \$13.25 per hour as of January 1, 2023;
- \$14.00 per hour as of January 1, 2024; and
- \$15.00 per hour as of January 1, 2025.



The State minimum wage for an employer that employs 14 or fewer employees is as follows:

- \$11.00 per hour as of January 1, 2020;
- \$11.60 per hour as of January 1, 2021;
- \$12.20 per hour as of January 1, 2022;
- \$12.80 per hour as of January 1, 2023;
- \$13.40 per hour as of January 1, 2024
- \$14.00 per hour as of January 1, 2025;



- \$14.60 per hour as of January 1, 2026; and
- \$15.00 per hour as of July 1, 2026.

Employers may no longer pay a training wage of 85% of the State minimum wage rate to employees under the age of 20 for the first six months of employment, or to employees who work for seasonal amusement, recreational, or swimming pool establishments. Instead, an employer may pay 85% of the State minimum wage rate to employees under the age of 18.

The Board of Public Works (BPW) may temporarily suspend one scheduled increase in the State minimum wage for one year between October 1, 2020, and October 1, 2024, if it finds that the seasonally adjusted total employment is negative as compared with the previous six-month period. If total adjusted employment is negative, BPW may also consider the recent performance of State revenues in making its determination.

According to the Department of Legislative Services, general fund spending, related to payroll costs and health care provider rate increases, increases over previously expected levels by an estimated \$26.7 million in fiscal 2021, \$56.5 million in fiscal 2022, \$86.9 million in fiscal 2023, and \$118.1 million in fiscal 2024.

Effective July 1, 2018, the minimum wage rate for Maryland increased to \$10.10 and the minimum wage rates for Montgomery County increased to \$12.25 for employers with 51 or more employees and \$12.00 for employers with 50 or fewer employees.

Tipped Employees (earning more than \$30 per month in tips): must earn the State Minimum Wage Rate per hour. Employers must pay at least **\$3.63** per hour. This amount plus tips must equal at least the State Minimum Wage Rate (Maryland Wage and Hour Law: Tip Credit brochure and Allowable Tip Credits For Employees Earning Minimum Wage brochure).

Amusement and Recreational Establishments: must pay employees at least 85% of the State Minimum Wage Rate or \$7.25, whichever is higher (Maryland Wage and Hour Amusement and Recreational Establishment Exemptions brochure).

Employees under 20 years of age: must earn at least 85% of the State Minimum Wage Rate for the first 6 months of employment.

Overtime

Most employees must be paid 1.5 times their usual hourly rate for all work over 40 hrs. per week. Exceptions:

- Bowling establishments, and institutions providing on-premise care (other than hospitals) to the sick, the aged, or individuals with disabilities for all work over **48 hrs.** per week
- Agricultural workers for all work over **60 hrs.** per week (Maryland Wage and Hour Agriculture Exemptions brochure)

Exemptions

Minimum Wage and Overtime Exemptions:

- Certain agricultural employees
- Executives, administrative, and professional employees
- Volunteers for educational, charitable, religious, and non-profit organizations
- Employees under 16 working less than 20 hours per week
- Outside salesman
- Commissioned employees
- Employees enrolled as a trainee as part of a public school special education program
- Non-administrative employees of organized camps
- Certain establishments selling food and drink for consumption on the premises grossing less than \$400,000 annually
- Drive-in theaters
- Establishments engaged in the first canning, packing or freezing of fruits, vegetables, poultry, or seafood

Overtime Only Exemptions

(must earn the State Minimum Wage Rate):

- Taxicab drivers
- Certain employees selling/servicing automobiles, farm equipment, trailers, or trucks
- Non-profit concert promoter, theater, music festival, music pavilion, or theatrical show
- Employers subject to certain railroad requirements of the U.S. Dept. of Transportation, the Federal Motor Carrier Act, and the Interstate Commerce Commission



Awards

MSCCA Member, Ms. Keyohna Wallace Earns National Child Care Teacher Award

Visit NASA Goddard Child Development Center's (GCDC) Little Dippers' classroom, and you will be sure to find Ms. Keyohna masterfully engaged with her preschool students. Ms. Keyohna, a six-year veteran at her school, uses an enthusiastic, yet steady approach that draws her students into learning. Beyond her work with children, Ms. Keyohna's skills are also put to good use as a mentor and coach for her peers.

Recently, Ms. Keyohna was recognized for her professionalism in a big way. The Terri Lynne Lokoff Child Care Foundation (TLLCCF) announced that Ms. Keyohna was selected as a 2019 recipient of Terri Lynne Lokoff National Children's TYLENOL® Children's ZYRTEC® Child Care Teacher Award. A committee of national early childhood educators and experts reviewed, scored and ranked hundreds of applications. In the end, the committee selected Ms. Keyohna to represent the state of Maryland. The foundation recognized fifty Early Childhood Educators from both the United States and internationally. During a ceremony in Pennsylvania in May of this year, Wallace will receive her award and \$1,000 in prize money: \$500 to implement their proposed project and \$500 for her personal use as a way to acknowledge her dedication to the field of early childhood education.

Because NASA GCDC is a STEM-based program, Ms. Keyohna decided to use her \$500 implementation award to purchase a KODO Light Laboratory for her classroom. According to Ms. Keyohna, "By introducing this tool, my goal is to offer a fun and exciting way for the children to investigate the element of light and shadow. The KODO Light Laboratory is an ideal medium for the children to practice scientific skills such as observation, classification, and experimentation. The children will also build vocabulary by learning words such as transparent, translucent, reflection and shadow. There are so many possibilities! I am very excited to see how the children use these new materials!"

Ms. Keyohna is the second Teacher of The Year recipient for NASA Goddard Child Development Center. In 2018, Ms. Lakshini Wijeweera was also selected to earn this prestigious award.

MSCCA is pleased to recognize its members and their achievements. We extend a hearty congratulations to both Ms. Keyohna, Ms. Lakshini, and their early learning community.

Jennifer Nizer Grant Winners!



Sprouts Child Care Center, Westminster, MD.
 Mrs. Rogers Neighborhood Learning Center, Halethorpe MD.
 Perfect Harmony Preschool, Suitland MD.
 Potomac Valley Academy Child Care/Preschool, Germantown, MD.
 Child Care of Windsor, Windsor Mill, MD.
 Berlin Education Station, Berlin, MD.
 Berry Patch Early Learning Center, Hampstead, MD.



Thank you to our Professional Development Committee!

Co-Chairs:
 Marcia Tivoli & Lavonne Taylor

Committee Members:

Deb Kamplain, Bonnie Hendershot, Lisa Ann Dickinson, Barry Benesch, Jennifer Dorsey, Catherine Neville, Audrey Paps-Garnon, Kristen Miller, Kristen Miller, Barbara Dubik, Chuck Wainwright, Marina Maier, Kim Seoni, and Christina Peusch

Chapter and Center News

News from the Harford County Director's Association

Greetings, to our fellow educators! We, at the Harford County Director's Association, have hit the ground running this school year with lots of plans, meetings, and trainings already in the works.

We began our September meeting by nominating and electing our officers for this year. We are proud to announce the following leadership roles for chapter:

President: Lavonne Taylor

Vice President: Lisa Roberts

Corresponding Secretary: Janelle Schmidt

Treasurer: Katie Young

Social Committee Chair: Stephanie Langenfelder

Multicultural Events Coordinator: Anjanette Jacobs

Newsletter Coordinator: Valeree Imperiale



This year we are planning several Core of Knowledge trainings. At the September meeting, Laura Hutton from Harford Community College visited to provide a training entitled "Creating an Environment that Prevents Behavioral Difficulties." We took a survey of the members present at the September meeting and will also be scheduling COK trainings for "Keys to Inclusion and Behavior Management" and "Planning Yoga Experiences for Early Childhood Classrooms." We will be scheduling roundtable sharing sessions for directors to share best practices on the topics of Managing and Motivating Staff and Planning Field Trips and Special Events.

This year we are also inviting Kathy Griffith, ECE Coordinator from Harford County Public Schools and Tracey Brady, Prekindergarten Instructional Coach from HCPS to attend a meeting to coordinate efforts between private and public preschool and plan for smooth transitions for our preschool students into public Kindergarten programs.

As always, we will be inviting Beth O'Connor from Office of Child Care and her staff to visit the meeting to share licensing updates.

We also will be working on plans to continue our annual support of important projects such as the Evening in Annapolis, The Children Helping Children Campaign to raise money for the Johns Hopkins Children's Hospital, and our annual multicultural event.

We are excited about a year of partnering with the best in our field to continue to raise the bar that has made Maryland a national leader in Early Childhood Education!

News from the Howard County Chapter

The Howard County Chapter of MSCCA will be turning up the volume on advocacy this year! At our monthly meetings, we will be diving into topics that challenge and/or inspire us to make a difference in the lives of young children. In December we will be hosting local politicians at a meet and greet breakfast. Our January meeting will build on the conversations we have with our legislators in December and will help us prepare for Evening in Annapolis. Our spring meetings will continue our discussions of what challenges and inspires us. Our meetings are open to all!

All meetings will be held from 1-3 pm at the Office of Children and Families, unless otherwise noted**. Please note the office has moved! New location: 9830 Patuxent Woods Drive, Columbia 21046

September 25, 2019

October 24, 2019

December 9, 2019 ** Breakfast meeting TBD

January 8, 2020

January 27, 2020**

Evening in Annapolis **we will caravan to Annapolis to speak with our elected representatives!

February 26, 2020

March 25, 2020

April 22, 2020

May 20, 2020



News From The Montgomery County Chapter

The Montgomery County Chapter (the Chapter) of the Maryland State Child Care Association (MSCCCA) is an advocacy group for childcare providers located in Montgomery County, Maryland. The Chapter shall vigorously advocate for the interests of childcare providers and early educators so that they may better serve the families and children of Montgomery County.

We provide updates on current issues we are following, such as the Kirwan Commission and the proposed Licensing Regulations. We typically hold Chapter Meetings in conjunction with the Organization of Child Care Directors (OCCD), the November meeting will be at 8:00am, November 19, 2019 at the MCCCRC at 1401 Rockville Pike in the Early Childhood Training Center on the Lobby Level next to Jos. A Banks. Please park in the garage or lot at the back side of the building. Bring your ticket with you and we will get it validated. DO NOT Park in the front lot or you may get towed.

If you have not yet had a chance to hear it, some of these issues have been discussed on the new podcast our past Chair, Shaun Rose, has been working on at ChildCareAdvocacy.Org. The Child Care Advocacy Podcast episodes can be found by clicking any one of these sources: [Buzzsprout](#), [Apple Podcasts](#), or [Spotify](#).

-Marcia Tivoli, MoCoMSCCA Chair & MSCCA 1st VP

m.tivoli@pvachurch.com

-Astrid Crookshank, MoCoMSCCA Co-Chair

schoolstjames@comcast.net



News From Prince George's County Chapter

The PG County Chapter of MSCCA was newly formed in 2018. Throughout this school year, we have worked to find a balance in meeting the needs of the various early childhood delivery systems in our county (e.g., center-based, family child care, Head Start, school age, etc.). One of the ways that we have done this is to offer both day and evening meetings.

Since our kick-off meeting, our monthly meetings have been a laser focused on topics that we believe to be relevant to our members' work with children and families. We have also been thoughtful in our partnership with MSDE's Office of Child Care to ensure that they are included in the conversation. Since July, PGMSCCA members have had an opportunity to earn 14.5 Core Knowledge (CKO) approved hours at no additional cost.

We continue to build membership and encourage all PG County early childhood educators, no matter your delivery system, to join us. Our voice is only made stronger with yours included. To learn more about our chapter, visit www.pgmscca.org or email us a pgmscca@gmail.com and request to join your mailing list.



News From the Baltimore City Chapter

The City Society of Early Education and Child Care will be meeting on November 6th for an Active Shooter workshop. Come find out how to identify a potential threat to your students, families and staff. What can you do that would make a difference in keeping you safe? Our community must stick together to keep everyone safe. Please join us at A World of Friends School, 4701 Hazelwood Ave. in Baltimore City. R.S.V.P 443-835-0738. We hope to see you there, Jennifer Dorsey, CSEECC President.

News from the Washington County Chapter

In the last issue, the news from Washington County was the retirement of Terry Kitchens as Chapter President and that there would be new leadership. Well, I am the new Chapter President and knew Terry well realizing I have HUGE shoes to fill. Again, thank you to Terry for her years of leadership. My name is Kim Ritchey-Headley and I am the Owner/Director of Ritcheys Totlot Child Care Center in Hagerstown, Maryland. I am extremely excited to accept this opportunity and have jumped into the position with both feet running as the heavy snows in Western Maryland had us reschedule our January meeting twice and finally cancel. We love our snow but it is challenging!

I started my role by contacting all Directors and inviting them to join us for our February meeting and see what the MSCCA is all about and how it impacts our daily lives affording us the privilege of caring for children, our most valuable resource.

Any one who knows me personally knows that I am loud, extremely passionate about my role as a provider, and am told I care too much. I want to be the change you see in Washington County. Our February meeting taught us the ins and out of Intentional teaching and Lesson Planning, our March meeting hosted Julie Dobies from Kaplan Toys allowing us the opportunity to play and experience all the new toys while learning how they support Accreditation and Maryland EXCELS standards. In April, we are hosting Achieving True Self, a new community resource in Washington County for Assessment, Treatment and Support for Autism and Behavioral Health. Angela Gibney will be sharing information and techniques for working with our most challenging students and how to help them be successful in community-based child care centers. May will be our last meeting for this school year. Our Chapter will be meeting May 21st from 1-2 pm at APPLES for Children, Washington County's community Resource Center for providers and families.

I encourage all Directors, businesses and community members to join the local MSCCA and be a part of this important vision...to provide high quality child care to every child in Maryland. I personally invite you and look forward to seeing you at our next Chapter meeting.

Kim Ritchey-Headley
 Ritchey's Totlot Child Care Center
 301-790-1355
 Ritchey's_totlot1@verizon.net

News from the Anne Arundel County Chapter

The Anne Arundel County Chapter of MSCCA made their merger with the Anne Arundel County Child Care Association official in September. This merger brings together the leadership of child care in Anne Arundel County, and we are excited to move forward together supporting each other and our community.

Over the summer, a handful of our members formed a Job Fair Committee. We worked together to host two Child Care Career Fairs in July, one in Severna Park and one in Crofton. This was a unique opportunity, as all participants were Child Care Centers and all attendees were looking for employment in childcare. A special thanks to the Credentialing Office for attending the Career Fairs as well. We were happy to have them on hand to answer questions attendees may have had about getting qualified. Our Committee then passed on information to the MSCCA Baltimore County Chapter so that they could host their own Career Fairs in their county.

Our first meeting of the year was well attended and included guest speakers Charlene Farley and Erin Handley from the Office of Child Care. They presented upcoming regulation changes. Also in attendance were representatives from MD Excels, Arundel Child Care Connections and Anne Arundel Community College. Upcoming this year, we are planning two trainings, free for members, during meetings that will offer COK hours. The Chapter meets the second Tuesday of alternating months at Woods Memorial Church in Severna Park. Please contact Ruthi Claytor at Grannie Annie's or Jessica Kemper at Woods Child Development Center for details. Our next meeting will be November 12, 2019 at 12:30 pm.

News From Frederick County Chapter

New Frederick County MSCCA Chapter Kick Off!

Our goal is to impact change in the Frederick ECE community and provide more resources to the field. We need your voice to create a new network for our early educators.

For more info or to join and get involved please contact pdfrederick@celebree.com or Frederick@celebree.com

News From the Baltimore County Chapter

Heres the latest initiative from the Baltimore County Chapter:

MSCCA Child Care Job Fair has two locations for your staffing needs. Event will be advertised through print and social media throughout Anne Arundel and the surrounding counties. Tables (please bring your own covering) and chairs will be provided. Spaces are limited. Registrations will be accepted until September 13, 2019, or when full.

Owings Mills area :Thursday, September 26, 2019

Towson area : Tuesday, October 1, 2019

MSCCA Members: Free. Non-members: \$50 (Non members can register after September 13, space permitting. \$50 fee can be credited towards MSCCA membership dues after the event. Please make checks payable to MSCCA. For more information about MSCCA membership, visit MSCCA.org) Brooke Hurman/Celebree School 1306 Bellona Avenue, Lutherville, MD 21093 Phone: 410-215-0327 Email: bhurman@celebree.com

For more information or to get involved please contact:

Lisa Ann Dickinson
 9720 Watts Road
 Owings Mills, MD. 21117
 Phone: 410-902-0889
 Email: Ladidickinson11@gmail.com



Ritchey's TotLot

Great things are happening in Washington County, Maryland. My name is Kim Ritchey-Headley and I am the Owner/Director of Ritchey's Totlot Child Care Center. I opened my center in 2003 with only 22 children and now in 2019 we serve approx. 86 children daily and well over 100 families. We have grown immensely and so has my vision for child care in Western Maryland. I became a Maryland EXCELS center in 2014, at a LEVEL 1 like most of the other centers in Maryland. Over the past four years we have moved slowly up to a Level 4 EXCELS and last June started working toward our center goal of becoming Accredited by the Maryland State Department of Education. The Totlot is preparing for our final Validation visit for Accreditation and I am personally urging other centers in Washington County and the State to follow in my footsteps of providing and giving access to high quality child care for all children.

Our PreK classroom has also been involved in the Pre-K Curriculum Pilot Program from MSDE and the University of Maryland during the 2018-2019 school year and will continue this curriculum next year. I urge you to contact MSDE and use this curriculum next year. It was a great experience for our children.

In January I was given the honor of serving Washington County as the next Chapter President of the Maryland State Child Care Association. I can tell you first hand I was overwhelmed and still am. I had no idea the importance of this organization to our daily child care lives. The intense work that this organization does at the State level for us as providers is amazing. I have been sharing this enlightenment with the Washington County Chapter and urging all the centers to get involved and join MSCCA.

I urge all providers, center or home based to get involved and help make changes in Maryland. In 2000 when I switched from teaching in the Elementary Schools to opening a Child Care Center I never in my wildest dreams thought I would be where I am today. I have my Educational Degrees (although I want more), own my own Child Care Center, teach Professional Development to other providers, sit on the State Board and Washington County Board of MSCCA, attend State Conferences and fully participate in them and am the happiest and most fulfilled I have ever been in my field of Education.



Follow your dreams and know that YOU CAN MAKE A DIFFERENCE IN THE LIVES OF CHILDREN.

***Update: As of July 2019, Ritcheys Totlot is MSDE Accredited and an EXCELS Level 5.

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Top 5 Reasons to join the Maryland State Child Care Association (MSCCA)

Did You Know many of MSCCA Member benefits are directly related to MD EXCELS? – Reap the Benefits!

- 1 MSCCA membership is a comprehensive center membership, not an individual membership! All staff members employed at the center will be considered MSCCA members when your center joins.
- 2 Many of MSCCA Member Benefits are directly related to MD EXCELS! Pay one affordable center membership fee and gain Professional Activity Units (PAU) for your full staff! Members of a state association receive a PAU for becoming a member of a professional organization. (ALSO... accumulate additional PAU's for attending our statewide conferences, facilitating classes at our conference and contributing to our semi-annual newsletters.)
- 3 MSCCA members have a dedicated, registered state lobbyist along with an active MSCCA Board of Directors who monitor Senate and House bills each legislative session related to your professional interests and submit testimony on behalf of our members to advocate strongly for children, teachers and families.
- 4 Continuous, cutting edge communication emailed to members about relevant child care issues and topics.
- 5 Discounts for membership, quality training, business products from MSCCA Business Members



Articles of Interest

Want to Raise Successful Kids? Send Them to School a Year Later, According to Science

A Stanford study of kids who started kindergarten a year later showed surprising and persistent results.
By Bill Murphy Jr.

We all want to succeed in life, and when we become parents, we want to do everything we can to make sure our kids are successful, too. Now a new study says there's a single decision many parents make that can effect whether their kids have an advantage or a disadvantage for much of their entire academic career.

The question is a simple one, and it's well-known to any mom or dad whose child has a late birthday: Do you enroll your child in school as soon as he or she is eligible, or do you wait a year?

If you read no further, know this: For all the complexity and controversy in this issue, researchers at Stanford University say that kids whose parents hold them back a year have significant advantages over their peers.

In other words, in the "*red-shirt*ing versus *not red-shirt*ing" battle," red-shirt

Out of control--a 'persistent' result

Many parents make this decision based on the whether their kids will benefit academically by waiting a year or not. But the science on testable academic performance yields frustrating, inconsistent results.

That's why Stanford researchers decided to set their sights on something different. Cast aside the test scores; how did being among the oldest kids or the youngest kids in the class affect things like mental health, discipline, and self-control? (All of which can ultimately have a greater effect on qualitative academic achievement.)

To assess the effect, which was reported recently in Quartz, they studied the experiences of elementary school students in Denmark, segmenting them into groups whose parents had enrolled them during the school year in which they were first eligible, and those whose parents decided to hold them back for a year.

Result? Kids who delayed attending kindergarten to the later year were far more likely to be able to pay attention in school and had "dramatically higher levels of self-control" than their peers. And that advantage was sustained for years afterward.

"We found that delaying kindergarten for one year reduced inattention and hyperactivity by 73 percent for an average child at age 11," Thomas Dee, one of the co-authors, said. "And it virtually eliminated the probability that an average child at that age would have an 'abnormal,' or higher-than-normal rating for the inattentive-hyperactive behavioral measure."

The 'relative age effect'

Even if you don't have kids, and even if you don't remember your elementary school years particularly well, this whole debate might ring a bell. It was discussed thoroughly in the media a decade ago, after Malcolm Gladwell came out with his book, *Outliers*.

Malcolm studied the National Hockey League (he's Canadian; go figure), and noticed a statistical anomaly about the number of players who were born in January and February. He traced it back to the fact that in Canada, youth hockey leagues most often used January 1 as the birthday cutoff date.

That meant that kids who were born in January and February were always the oldest kids in their age-group. Sure, that meant they were more mature and physically developed, but there was another advantage. Their advanced physiology led to more playing time and coaching attention. That in turn, led to more success on the ice.

The phenomenon, called the *relative age effect*, also occurs in academia. Previous studies have suggested that children with a late start, and whose birthdays were earlier in the year than their classmates, were more likely to attend college, and less likely to be put on a vocational track (as opposed to an academic track) in school.

So, should you red-shirt your kids?

In the United States, about 20 percent of kindergartners are red-shirted, meaning their parents decided to hold them back before entering school, so they experience kindergarten as six-year-olds, rather than five-year olds.

All things being equal, it seems this gives them an advantage. But it's worth looking at some of the reasons why "all things might not be equal."

First, wealthier families are much more likely to red-shirt their children. (Some parents who might want to consider red-shirting might find it prohibitive, because not going to public kindergarten means going to daycare.) But this leads to a question whether wealthier red-shirted children might be benefiting in the self-control department from some other aspect of their more privileged childhoods.

Second, and related, there's the question of what kids do during their "extra year." In Denmark, the researchers said, there is universal access to decent pre-kindergarten. Relatively few American cities and towns offer the same thing.

Still, if your kids are on the edge it seems red-shirting brings undeniable advantages. The difference in development between age five and age eight is significant, and as the study notes, even if they spend an extra year soaking up "an extended (and appropriately timed) exposure to such playful environments" might have a big advantage.

Besides, who wouldn't want to give themselves an extra year to grow up?

Updated Child Care Scholarship Eligibility Rates

The Child Care Scholarship (CCS) (formerly known as Child Care Subsidy) Program provides financial assistance with child care costs to eligible working families in Maryland. The program is managed through a centralized vendor -- Child Care Subsidy Central (CCS Central).

Family Size	Maximum Annual Income
Family of 2	\$48,637
Family of 3	\$60,081
Family of 4	\$71,525
Family of 5	\$82,969
Family of 6	\$94,413
Family of 7	\$96,558
Family of 8	\$98,704
Family of 9	\$100,850
Family of 10	\$102,996

(Updated August 1, 2018)

Thank You to Our Wonderful Sponsors!

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And our Partners!

MSCCA Partners with the Early Childhood Education Department at Montgomery College to host training events annually! Pics from our Summer Pizza and PAU's Summit featuring Dr. Valora Washington, MSDE's Steven Hicks and Jennifer Nizer.



MSCCA partnered with University of Maryland, Celebree Schools and Montgomery College on outreach project to donate diapers and wipes for families in need. Thanks to all those who sent diapers directly to University of Maryland Hospital, those who dropped off diapers to Montgomery College site and those who brought diapers to our MSCCA Columbia site. Happy, Healthy children is our priority!

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Abilities Network, Inc.

8503 La Salle Road
Towson, MD 21286
410-828-7700

The Abilities Network Project ACT is excited to offer you support in all things related to early learning and out of school time programming.

Project ACT has been a leading support in the Maryland early learning community for over 25 years. Our professional development opportunities have promoted and supported the inclusion of all children in their community settings. We are dedicated to working with child care providers and families to ensure that all children have access to a high quality early learning experience and quality out of school time programming.

Alive Studios, LLC

1461 Harbins Rd
Dacula, GA 30019-1922
(281) 793-4755

AlphaBEST Education, Inc.

5980 Kinney Road
Lewisville, NC 27023
(866) 300-7705

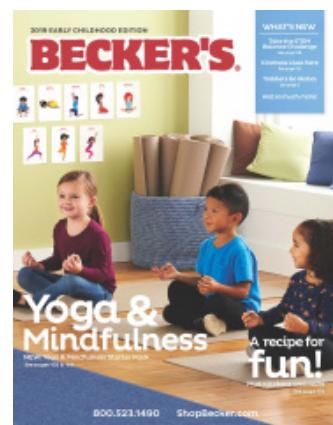
AlphaBEST Education has developed a unique after school program model that combines a safe, supervised environment necessary for working parents with an expanded learning curriculum to assist schools to meet their goals. The careful balance between relaxed, fun activities and engaging learning experiences is achieved through our curriculum developed by national subject experts and our careful training, selection and supervision of staff.

<https://www.alphabest.org/>

Becker's School Supplies

Brigitte Shellenberger
Maryland Sales Representative
1500 Melrose Highway
Pennsauken, NJ 08110
Phone: 800-523- 1490
ShopBecker.com

Becker's School Supplies is a full-service supplier of infant, toddler, early childhood, and elementary school educational materials, furnishings, equipment, outdoor play equipment, teacher resources, arts-n- crafts and much more. For over 90 years, Becker's has provided public and private institutions, schools, and other



educational facilities with high quality, developmentally-appropriate products as well as personalized services. Becker's is known for our experience and knowledgeable sales staff and excellent customer service. Our full product lines are available through a multi-channel distribution – printed catalogs, e-commerce, and sales representatives. We offer full-service turn-key setups for new schools, centers, and classrooms. In addition, Becker's offers professional development at workshops and conferences regionally and nationally. In the Maryland area, our customers benefit from local Sales Representative Brigitte Shellenberger, who is always happy to lend her expertise and show them how Becker's can make teachers' lives easier and their students' educational experience more vibrant and rewarding.

Brookes Publishing

P.O. Box 10624

Baltimore, MD

21285-0624

1-800-638-3775 Fax: 410-337-8539

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Divaris Real Estate, Inc

8000 Westpark Dr, Ste 630

Mc Lean, VA 22102

(301) 257-8380

DrugNet Enterprises

P.O. Box 1541

Baltimore, MD 21203

(410) 947-6771

<http://www.drugfreecharlie.com/about-us.html>

Early Learning Assessment

The ELA is a formative tool designed to be used in the natural environment multiple times throughout the year.

To learn more, check out <http://bit.ly/elainterest>

The Early Learning Assessment helps providers to:

- Track a child's growth across 7 domains of school readiness
- Individualize learning opportunities
- Plan for intervention
- Engage in real-time instructional planning
- Ensure that all children are on the path for kindergarten readiness and beyond

Providers are supported with high quality professional development training and a comprehensive technology system with rich supports and resources.

JOHNS HOPKINS
Center for Technology in Education

MARYLAND STATE DEPARTMENT OF EDUCATION
EQUITY AND EXCELLENCE

R ready for **K**INDERGARTEN

Choose ASQ – and help keep Maryland's kids on track!

www.agesandstages.com/md

Are you choosing a screener for Maryland's new developmental screening initiative? We're proud that ASQ-3™ is a recommended screener for On Track: All Aboard for Developmental Progress. Trusted for nearly 20 years in early childhood programs nationwide, ASQ-3 is the quick, reliable, family-friendly tool you need to check children's development and plan next steps.

ASQ is parent completed so it makes the most of families' in-depth knowledge. And ASQ is quick and easy for you. In just minutes you can complete ASQ to pin point children's strengths and help identify concerns.

Want to learn more? Visit www.agesandstages.com/md for the ASQ-3 information you need, all in one place. You'll get a FREE developmental screening toolkit, packed with handouts, checklists, and other resources to help you get started with ASQ-3. And when you're ready to choose your screening tool, there's information on how to submit your request.

Best of luck as you make your important decision about developmental screening!

www.agesandstages.com/md | 1-800-638-3775

ASQ-3 questions? Please contact:
Kimberly Allen
Southern Regional Sales Consultant
kallen@brookespublishing.com
1-800-638-3775 option 4, ext. 7

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E² School Photography

14808 Carriage Mill Road
Woodbine, MD 21797
443-756-9546



Emily and Erica are professional family portrait photographers, located in central Maryland. They are dedicated to capturing the genuine, authentic child.

Specializing in fine art-style portraits, e² School Photography caters to local school, homeschool, and pre-school communities, by creating a comfortable environment where the children can relax and be themselves, while making the entire process easy for families and school staff.

FOODCO USA

9115 Whiskey Bottom Rd. Suite G
Laurel, MD 20723-1320
Phone Number: 301-497-1990
Website: <https://www.foodcousa.com/>

A Washington DC Metro Area based woman-owned and operated, Certified Small Business. Foodco USA has evolved into a successful multi-dimensional full-line foodservice distributorship and continues to experience growth. We are committed to providing our customers with excellent service, top quality products and competitive pricing. A family owned second generation company, FoodcoUSA is your complete foodservice resource. We can provide you with high quality service and custom pricing programs. If you would like to discuss some of the competitive advantages that we can offer your operation, please contact us!



FOODCO USA
FOODSERVICE DISTRIBUTOR

MIDOT, NMSDC, SWAM & USPAACC CERTIFIED MBE, DBE, WBE, & SBE

Seema Singh
CEO

9115 Whiskey Bottom Rd.
Suite G
Laurel, MD 20723 - 1320
www.foodcousa.com

Phone: 301 497 1990
Fax: 301 497 1996
Cell: 202 528 5001
seema@foodcousa.com

Go2s

2 E. Potomac St.
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929-269-4163
www.Go2s.com



Go2s offers a free alternative to costly communications platforms and insecure social networks for managing teachers and administrative staff and keeping parents informed and engaged. Now you can streamline messaging via posts, text & email with everyone in your community while coordinating calendars, arranging events, handling sign-ups, storing frequently-used documents, sharing recommendations, and following the news groups & feeds that are relevant to your organization and helpful to families.

Groove Kidz, LLC

10821 Red Run Blvd.

P.O. Box 1593

Owings Mills, MD 21117

(443) 272-5458

Groove Kidz is a mobile creative movement, dance & gymnastics company that is family owned and operated in Baltimore, Maryland. Our unique 30 minute fun-filled program is created for boys and girls, ages 2 and up. Sessions are held once per week at your child's preschool, before/after school enrichment program, or camp.

Our professional and qualified instructors will introduce your child to rhythm/movement, dance and gymnastics. Our classes include fun props, weekly themes and age appropriate music, to keep your child's imagination engaged! Children will learn how to use their large motor skills, their memory, coordination, all while building their self confidence! Children should work out for at least 1 hour 3 days a week, and we are excited to contribute to their healthy lifestyle!

Our mission and passion is to create a fun & safe experience for children to learn & develop their motor skills through movement and music. We know that Groove Kidz will enhance learning in school, improve your child's social skills, encourage teamwork, develop coordination & creativity, and most importantly, build their confidence and self-esteem.

HINGE Brokers

820 South Main Street Suite 203

Greenville, SC 29601

(864) 554-4498

Howard County Office of Children's Services

Debbie Yare

dyare@howardcountymd.gov

9830 Patuxent Woods Dr.

Columbia, MD 21046

(410) 313-1430

Innovations in Education, LLC

Randi Albertsen

410-370-2837

www.innovationsed.com



Innovations In Education, LLC
We set the standard for quality.

At Innovations in Education, LLC, we cater to the needs of individuals. Whether you are a family child care provider, child care center staff, teacher, administrator or parent, our goal is to help you provide the most current information about child development as well as the highest quality services to help you be the best in your field.

The InvestiGator Club

4147 N. Ravenswood, Suite 301

Chicago, IL 60613

1-773-935-8358

The MSDE Recommended InvestiGator Club curriculums are fully-integrated and provide a comprehensive scope and sequence of experiences and standards-based activities in all areas of children's development—cognitive, social-emotional, approaches to play and learning, health and physical development, and language and communication.

In The InvestiGator Club, you'll find fun around every corner! The curriculum provides the guidance and materials teachers need to encourage children to use their innate curiosity and enthusiasm for learning. As the children progress through this engaging, inquiry-based, hands-on curriculum, they build the skills and approaches to learning that will help them succeed in school.

K Neal Truck and Bus Center

Address: 5000 Tuxedo Road

Hyattsville, MD 20781

Phone Number: 443-878-3988

<http://knealtbc.com/>

K. Neal Truck and Bus Center is a full-service multi-location commercial truck and bus dealership. With four locations throughout the DMV metropolitan area, the dealership serves as a one-stop shop for our clients, providing new and previously owned sales, all-makes parts, as well as best in class service and maintenance. We are honored to be a Collins Bus distributor for Maryland and the Washington, DC metropolitan area. K. Neal offers complete coverage of all your Child Care bus needs. We have special offers on in-stock MFSAB and school units ready for immediate delivery. Additionally, K. Neal offers a complete line of bus accessories for all your bus safety needs and to stay in compliance with the DOT laws.

Kaplan Early Learning Company

1310 Lewisville Clemmons Rd

Lewisville, NC 27023

1-800-334-2014

Contact Information:

Julie Dobies, M.A.

Territory Manager – DC, DE, MD

Kaplan Early Learning Company

800-334-2014, ext. 5099

Mobile: 410-303-8802

Fax: 336-293-1169

The InvestiGator Club

What is extraordinary about the first 2000 days? Everything.

90% of a child's brain is developed by age 5

Make every moment brighter with The InvestiGator Club family of MSDE-Approved birth-5 curriculum.

Little InvestiGators™
Infant And Toddler (Ages 0-36 Months)

The InvestiGator Club®
Prekindergarten (Ages 3-5)

Just for Threes
Preschool (Ages 36-48 Months)

Junior InvestiGators™
Transitional Kindergarten (Ages 4-5)

Every comprehensive inquiry-based learning system includes:

- Responsive, play-based curriculum
- Formative, observational assessment
- Professional development
- Family engagement
- Print and digital components
- Inclusive learning
- Dual language and ELL
- Standards-based Scope and Sequence

K.NEAL
TRUCK AND BUS CENTER
www.knealtbc.com

jdobies@kaplanco.com

Kaplan is proud to extend its long-standing commitment to Maryland's early childhood teachers, caregivers, parents, and children through its support of MSCCA. For more than 50 years, Kaplan has worked in concert with the early childhood community to support the vision and creation of high quality caring and learning environments for children and families. To help in these efforts, we deliver high quality classroom materials, furniture, curricula/assessments, playgrounds and a wealth of services and resources designed to continue that tradition of support. At www.kaplanco.com, with the click of a mouse, Maryland providers can access the information and resources they need to design and operate high quality programs that meet the needs of children and their families. Kaplan is highly committed to our partnership with MSCCA and working together to support the future success of children and families!

KOMPAN

Shaping happier and healthier societies is KOMPAN's mission. We do that by stimulating physical activity, learning and social interaction in the solutions we offer. For over 45 years, KOMPAN has been designing unique play solutions for its customers. It has always been KOMPAN's wish that as children and adolescents evolve into adulthood they preserve the joy and health benefits of movement. With healthy and happy adults as role models, the children of the future will be more likely to follow their lead – creating an ongoing legacy of movement. KOMPAN's solutions are developed for all people and communities to enjoy the benefits of play and movement.

LifeCubby

Since 2011, LifeCubby has led the early childhood industry in digital documentation, family communications, and program management. Used by early childhood classroom teachers in over 2,000 classrooms worldwide, LifeCubby has provided cloud-based software with apps for iOS, Android, and Kindle. LifeCubby is used and approved in all 50 states, and includes the highly acclaimed Vine Assessment™ System. In 2017, LifeCubby partnered with Transax Priority Payments to bring full-service tuition tracking capabilities with credit card/ACH processing functionalities for child care clients everywhere.



Litebrite, LLC

Crystal Ey Educational Director cey@litebritellc.com
 2300 Walnut Springs Court
 White Hall, MD 21161
 443-360-5044
www.litebritellc.com

Passion, drive and commitment. This is the foundation in which LiteBrite LLC was created. We believe that our educators are amazing men and woman who deserve the best in career development. We bring a love of learning, a high level of professionalism and a vision to change the face of “training” for the adult learner.

Excitement through collaboration, networking and relationship building create the environment where the adult learner can flourish and in turn, make significant impact in the lives of children and families.

In connection with the Maryland State Department of Education, our company strives to always be one step ahead in offering professional development designed to catapult our educators from a “job” to a career.

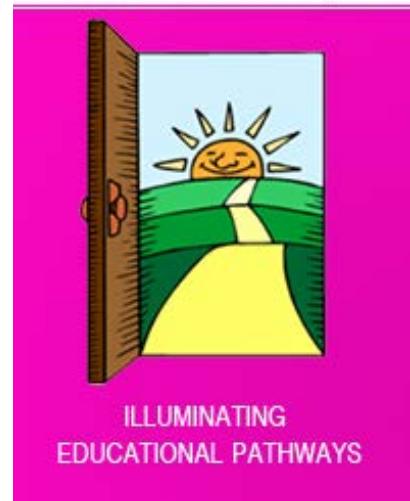
Maryland STEM Festival

The Maryland STEM Festival is an annual celebration of Science, Technology, Engineering and Mathematics that takes place across the State. The 2018 Festival drew an estimated 35,000 people to over 500 events. Most of these events are free, fun, and family oriented. Many events are geared toward preschool to kindergarten students. Baltimore City and every County in Maryland held at least one event; making this one of the few state-wide Festivals. The mission of the Festival is to encourage all students regardless of age, background, and experience to take a greater interest in STEM with the hope they will pursue a STEM related/focused career. Maryland is one the few states in the Nation to have a state-wide STEM or Science Festival. The 2019 Maryland STEM Festival takes place October 11th through November 10th. For more information on hosting an event or finding an event near you, please visit our website at www.marylandstemfestival.org

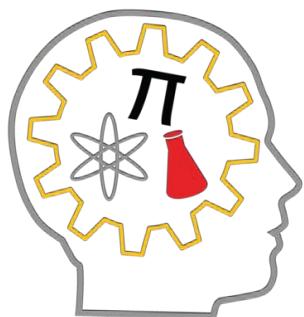
Phil Rogofsky, Founder and Executive Director
 Maryland STEM Festival
mdstemfest@gmail.com
 410-627-1074

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**MARYLAND
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FESTIVAL
2019**



Maryland's one-stop economic development shop strives to attract new businesses, stimulate private investment, encourage the expansion and retention of existing companies and provide Maryland business with workforce training and financial assistance. The Department markets local products and services at home and abroad.

Montgomery College WD & CE

Nelida Andres nelida.andres@montgomerycollege.edu
51 Mannakee Street (GBTC 420),
Rockville, MD 20850
(240) 567-3827

National Early Childhood Program Accreditation - NECPA

P.O. Box 2948
Merrifield, VA 22116
(855) 706-3272
The National Early Childhood Program Accreditation was established in 1991 to encourage quality and recognize excellence in early childhood programs throughout the United States and other countries. We pledge to remain focused on the interests of children by promoting benchmarks for high-quality standards throughout the early care and education profession. In addition to program accreditation, NECPA also offers teacher and director credentialing.



Novick Brothers

Contact information:
Phone: 215-467-1400
Email: csg@novickbrothers.com

Novick Brothers is a full food service distributor and partner that specializes in providing comprehensive product delivery and support to childcare centers, schools, senior care centers, hospitals, treatment facilities and food service management facilities.

Our ChildCare Plus Solutions program consists of products and services tailored to meet the specific needs of our ChildCare and School partners. We provide comprehensive product delivery and specialized consulting to childcare centers and schools, with a specific expertise in CACFP compliance. Our goal is to take the guess work out of your food program by providing the right products and training, nutritious, compliant, tasty and kid friendly meals can be served effortlessly on a daily basis.

Since 2010, Novick Brothers has partnered with over



600 childcare centers, Headstart programs, and K-12 schools in the Mid-Atlantic region, building a solid reputation for understanding and meeting the unique needs of childcare facilities. Our goal is to do the heavy lifting for you when it comes to child nutrition, food and associated items allowing educators to focus on education.

O'Donovan Insurance / Day Care Defender

3881 Ten Oaks Road, Suite 2E,

Glenelg, MD 21737

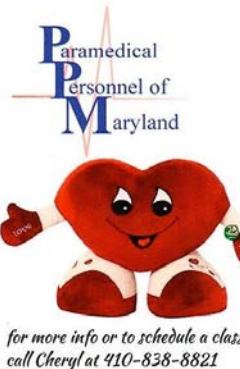
Phone: 410-423-4480

When you own or operate a commercial or in-home childcare center, parents give you the responsibility of protecting their most precious assets. But how can you protect your business's financial assets without daycare insurance? After all, accidents happen. Sometimes, the smallest mistake can lead to a severe or even life-threatening situation – and, one harmful accusation could ruin your entire livelihood. You need to prepare yourself for the worst possible outcome.

Paramedical Personnel of Maryland (PPM)

Paramedical Personnel of Maryland is the largest privately held safety training center in Maryland and is an official Training Center with The American Heart Association (AHA) and American Safety Health Institute (ASHI). We offer high quality, hands-on, safety and cardiovascular training for healthcare providers, workplace and community rescuers following the latest guidelines set forth by the AHA. All of our instructors are certified through the AHA and have extensive experience teaching these classes. We are committed to bringing quality emergency response training to every class we teach whether it be at our location or yours.

Contact us for more information or to schedule a class! We look forward to working with you.



for more info or to schedule a class
call Cheryl at 410-838-8821

CPR & First Aid Training

- *Individuals or Groups
- *Your Location or Ours
- *Discount for Groups of 10 or more!



Playground Specialists Inc.

11700 Whates Lane

Thurmont, MD 21788

1-800-385-0075

Our name may be a little deceiving. Playground Specialists, Inc. is a full service recreation company that can assist you with all your park and playground needs from design to installation. We offer a variety of products to meet your needs. At Playground Specialists, Inc., we work hard to maintain a strong foundation by building relationships with customers and recreation professionals. Every day we're working with customers to create the perfect playground. We believe that all kids deserve a safe, fun place to play. That's why we design our equipment and playgrounds to meet, but to exceed ADA laws. Just as every kid who plays on a playground is

different, so are your playground needs. From budget constraints to limited space, Playground Specialists, Inc. and Playworld Systems, Inc. equipment gives you choices to make your playground the most fun it can be!

Soccer Shots

It's more than soccer!

Camilo Beltran, Executive Director

Soccer Shots DC/MD/VA

301-661-5295

Email: cbeltran@soccershots.org

Soccer Shots is the national leader in youth soccer development for children ages

2 through 8. Our program has been created under the guidance of childhood education specialists, MLS® and USL® professional soccer players, and experienced and licensed soccer coaches. Our innovative lesson plans are developmentally appropriate and tailored specifically to the three distinct age groups we teach.

Using these creative and age-appropriate curricula and infusing each lesson plan with enthusiasm and structured activity, Soccer Shots aims to leave a lasting, positive impact on every child we serve.

By enrolling your child in Soccer Shots, you can expect the following:

- Increased psychomotor development through fun fitness activities
- Introduction to team dynamics
- Character formation through life lessons such as honesty, sharing, respect, and positive attitudes
- Development of active lifestyle habits
- Individual skill development
- Coordination, balance, and agility development

No gear needed! All soccer equipment is provided to program participants.



Treebranch Group LLC

<https://treebranchgroup.com>

8375 Jumpers Hole Rd

Millersville MD 21108

410-375-9381

Email: marketing@treebranchgroup.com

Women owned and operated. Our services include: website diagnostics, hosting products and support, website design-development, photography, graphics design, and event support.

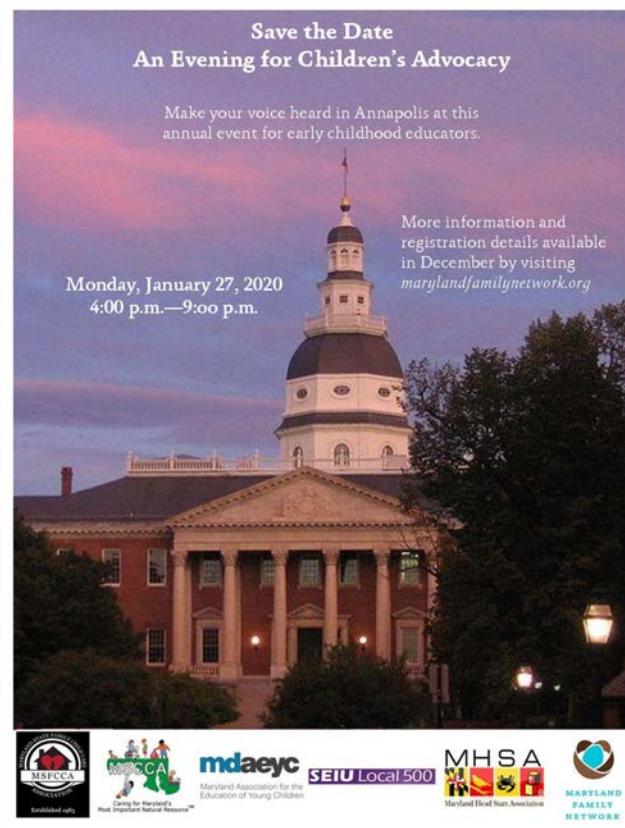
Conference By the Sea 2019

Participants were In It to Win It!



Over 860 people attended the MSCCA 2019 Spring Conference in Ocean City, MD. Keynote, Steve Spangler was a big hit. Don't miss our MSCCA 35th birthday celebration in 2020! Registration begins December 2020. Don't forget to visit mscca.org and follow MSCCA on Facebook for current updates and information!

Save the Dates!



See you there!

SAVE THE DATE!
MARYLAND STATE CHILD CARE
ASSOCIATION
CONFERENCE BY THE SEA in OC 2020
April 30– May 3, 2020
Clarion Conference Center and Hotel
Registration begins December 2019
mscca.org
Registration begins December 2019



SAVE The DATE
01.25.2020

**3RD ANNUAL REGIONAL
EARLY CHILDHOOD EDUCATION SUMMIT**

Summit Time & Location

Location: Montgomery College
51 Mannakee Street, Rockville, MD 20850

Date: Saturday, January 25, 2020

Time : 9:00 a.m. to 5:00 p.m.

Contact Information

Sonia.Pruneda-Hernandez@montgomerycollege.edu
Nelida.Andres@montgomerycollege.edu

10100 Coastal Highway
Ocean City, Md. 21842
Phone: 410-820-9196
Email: info@mscca.org
Earn 16 or more Core of Knowledge training hours