

The slide features five light purple circles arranged in two rows. The top row contains three circles, and the bottom row contains two circles. The text is centered over these circles.

# Subsidy Provider Forum

December 2004

# THE TARGET AUDIENCE



- Subsidized Program
  - Directors
  - Supervisors
  - Eligibility List Managers

# THE AGENDA

8:30 - 9:00	Registration and Continental Breakfast	
9:00 – 9:30	Welcome & Introductions <ul style="list-style-type: none"><li>•History of LPC</li><li>•Overview of CEL Committee</li><li>•Overview of Quality/CARES Committee</li></ul>	<i>Dennis Vicars</i> <i>Billee Willson/Mary Breeding</i> <i>Anne Kress</i>
9:30 – 10:30	Demonstration of Child Action Products <ul style="list-style-type: none"><li>•Eligibility List and Web Referrals</li></ul>	<i>Lynn Patten</i> <i>Donna Sneeringer</i>
10:30 – 10:45	Break	
10:45 – 11:15	2005 CARES Program Rollout	<i>Donna Sneeringer</i>
11:15 – 11:45	Networking Exercise Participants will break into small groups to discuss networking among subsidy providers.	<i>Dennis Vicars</i>
11: 45- 12:00	Closing Remarks & Raffle Drawing	<i>Billee Willson/Mary Breeding</i>

# THE SPONSORS



*We extend our appreciation to:*

- *The Sacramento County Office of Education for use of their facilities for today's forum,*
- *LaBou for providing breakfast,*
- *PACE for the decorations and centerpieces,*
- *Child Action, Inc. for donation of a \$200 Curriculum Box,*
- *Arlyn Thornsberry, Manager, GW School Supply for the donation of a \$10 gift certificate,*
- *Marianne Yamamoto, Manager, The Report Card for the donation of \$50 in gift certificates.*
- *Mary Breeding, Executive Director, Kinder World Child Development Center for a donation of \$20 in gift certificates to Target.*

# THE NETWORKING EXERCISE

- Participants were divided into six discussion groups.
- Each group was assigned two or three of the following questions:

# NETWORKING QUESTION #1: How does your program address language issues - such as translation, staffing, communication with families?

- Hire bi/multi-lingual staff
  - Encourage Staff to learn additional languages
  - Languages represented:

Russian	Punjabi/Hindi	English	Portuguese
Spanish	Japanese	Hmong	
- Utilize Parents
- Translation
  - Utilize community agencies who serve the population
  - AT&T Translation
  - Whisper System
  - Student (CSUS) Volunteers
  - Peer Translation for Personal/Sensitive Issues
  - Do applications on-site in languages at school open houses
  - Homework, Books, music, class materials and parent newsletters in all languages
- Other Methods of Outreach
  - Saturday Hmong School for Families
  - Latino Family Club
  - Internet Resources



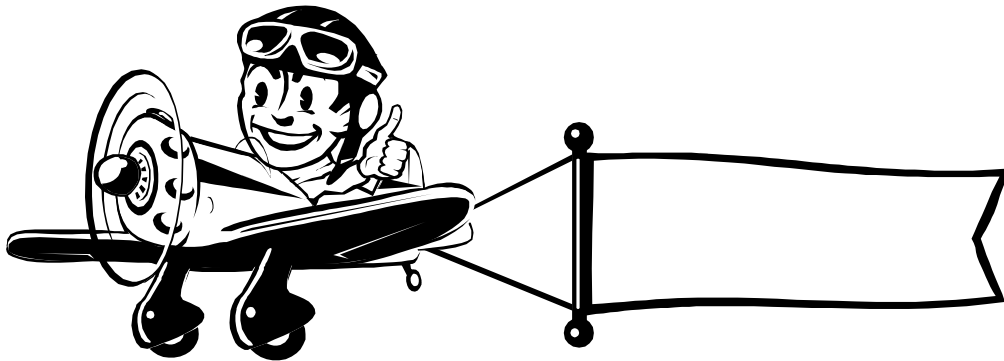
## NETWORKING QUESTION #2: How do you network with the community?

- Job Fairs
- Child Care Fairs
- Work with Community Partners
  - Fire Department
  - Pet Store
  - Dentist's office
  - Library
  - WIC
  - Child Action
  - Puppet Master
  - Child Abuse prevention Council
  - CalWORKs
  - Foster care
  - Business Employees
- Teachers/Staff/Parents at Community College
- Signage on Vehicles
- Banners at School Sites and Major Intersections
- Signs on Bus Stop Benches
- Community Events
- Look at where families work and develop a database



## **NETWORKING QUESTION #3: How do you market your agency? What resources do you use?**

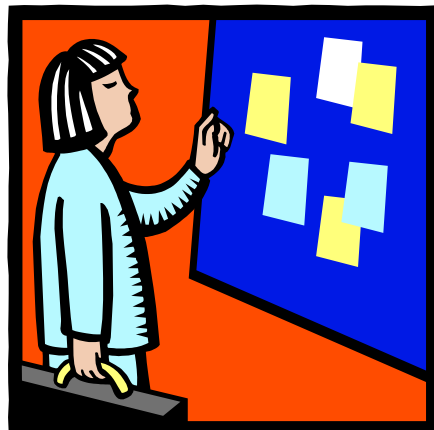
- Word of Mouth
- Flyers
- Pull Tabs
- Pencils
- R&R's
- Child Care Fairs
- Child Action
- Networking
- Recruitment Team



# NETWORKING QUESTION #4: How do you recruit and retain staff?

## Recruitment:

- Advertise
  - Sacramento Bee
  - CAI Website
  - Colleges
- Substitute Service
- Job Fairs
- Speak to ECE Classes
- Child Care Careers Placement – applicants are already fingerprinted and already meet CC requirements



## Retention:

- Free School Age Care for Staff
- Celebrate Birthdays
- AD Hoc – lunch on the boss
- Stand up Meetings – address things immediately
- Staff Trainings
- Regularly Scheduled meetings
- Benefits
- In-service Training
- Christmas Bonuses
- Stipends for personal growth based upon a matrix
- Bonuses
  - 3 years @ 1%
  - 4 years @ 2%
  - 7 years @ 5%
- Vacation
  - After 4 years 2 weeks vacation
  - After 7 years 3 weeks vacation
- Time Release for School (Flex Schedule)

## **NETWORKING QUESTION #5: In what kind of professional development and/or training does/has your staff participated?**

- CPR
- NAEYC & Other conferences
- Child Action
- Program Trainings on Staff Time
- Trainings by Bargaining Units
- District Trainings
- Encourage TEAM to attend night or weekend trainings (Group spirit)
- Monthly Staff Development Meetings
- 16 hours/year – Professional Development Hours at District
- 30 minute class prep/ 60 minutes at SJUSD
- Encourage College Units



# THE COMMENTS



- *The forum was very beneficial. The environment was warm and friendly, encouraging participation.*
- *I liked the networking exercise at the end, also the Child Action presentation on the waiting list.*
- *I really enjoyed the group project. This gave myself and others a chance to meet new providers and make networks to benefit all the children. It also allowed us to explore new subjects and discuss things that may not have been on the agenda.*

# THE COMMENTS

- All comments received were positive.
- The overwhelming majority of comments complimented the Child Action presentation of their eligibility list and of their website.
- Equally appreciated was the networking exercise held at the end of the forum.
- Several commented they would like more forums and opportunities to network.
- *And, of course, they liked the prizes!*