



## *1968 – 2008* *40 Years of Caring*

**Remembering Our Past,  
Celebrating Our Present,  
Building Our Future**

### **Higher Standards for Child Care**

### **...and the Resources To Achieve Them**

### **Preschool Accreditation and MSDE Judith Hoyer Quality Enhancement Grants**

Montgomery Child Care Association got its start in 1968 as a Community Action Project of the War on Poverty, designing model child care programs to set high standards for child care in our County. We knew that children's learning and their physical, emotional and social development cannot be separated, so we created child-centered programs with loving and consistent caregivers, nutritious food, adequate rest and abundant play, to nurture all aspects of children's development.

Forty years later, we continue to build on these same solid foundations, to help our children become successful students, workers, family members and citizens. This fall we opened our 15<sup>th</sup> program, at St. Mary's School in Rockville, and we now care for over 1000 infant through school age children.

In the last few years, the increased focus on academics for very young children, new accreditation criteria and the transfer of child care oversight to the Maryland State Dept. of Education (MSDE) have led to new regulations and dramatically increased educational requirements for the child care workforce. In June 2008 MSDE announced a doubling of continued education requirements for child care providers and new, more extensive pre-service courses for child care teachers and directors.

Realizing there would be very few sources for this new training, our **MCCA Training Institute** stepped up to the plate. In less than 3 months, our trainers wrote curricula for the new courses, received MSDE approval for all, and were able to offer this new training to Montgomery County's child care community in September 2008.

Paying for all that new training is another matter, and for MCCA, Judith Hoyer Quality Enhancement Grants from MSDE have been an invaluable resource for both staff professional development and the MSDE accreditation process in our preschool programs:

- With their 2008 Hoyer grant, our MSDE-accredited **Kensington/Forest Glen** and **Park Street** programs provided extensive training in The Creative Curriculum to their staff, and tuition scholarships for college courses or community-based training to advance staff professional qualifications.
- In July 2008, a new Hoyer grant launched further staff professional development and the MSDE accreditation process for our year-old **Arcola** program, and re-accreditation for our **Brooke Grove** and **Bel Pre** programs.



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Meanwhile, **Beverly Farms** achieved MSDE accreditation for its preschool program this spring, and our **River Road, Bethesda Lynbrook** and **Garrett Park** preschool programs are in the self-study process.

### School Age Accreditation with the National AfterSchool Association:

MCCA school age programs have jumped into the National AfterSchool Association accreditation process with great enthusiasm (school age child care programs, including ours, used to seek NAEYC accreditation until NAEYC shifted its focus to preschool accreditation). Our achievements this year:

- **Woodacres** was our first school age program to achieve NAA accreditation, in October 2008;
- **Garrett Park** received notice of its accreditation in March 2009;
- **Ashburton/Wyngate** and **Beverly Farms** have completed the self-study process and are awaiting their validation visits.

### MSDE School Age Accreditation Pilot:

The Maryland State Dept. of Education is developing its own school age accreditation program, and MCCA is honored to be one of four Maryland child care organizations selected to pilot it. Sue Keiser, our school age resource coordinator, is guiding this project at our **Arcola, Brooke Grove, Greenwood** and **Georgian Forest** school age centers.

### Worthy Wages for Staff

#### Matching the Maryland Child Care Credential Bonus:

To support staff pursuing further education, MCCA launched our **Matching Bonus Pilot** for the Maryland Child Care Credential in 2008. The Maryland Credential is an MSDE professional development ladder that provides child care workers with cash bonuses and tuition support for advancing their professional qualifications beyond minimum licensing requirements. In 2008 and 2009, MCCA is matching that bonus for our staff, to provide further incentive—and financial support—for educational achievement. To date, we have awarded \$9400 to 23 staff; 17 have achieved Level 3 of the Credential and 4 have achieved Level 6.

#### Raises and Respect:

Low staff compensation has been an enduring problem for quality child care programs. Salaries are our largest expense, and are funded almost entirely by families' tuition. At the same time, child care workers subsidize approximately 20% of the true cost of child care through their low wages.

#### Average Maryland Salary:

\$60,069	Public School Teacher
\$34,862	Child Care Director
<b>\$33,000</b>	<b>Mont.Co. Self-Sufficiency Standard</b>
\$24,110	Child Care Teacher
\$16,016	Child Care Aide

**MCCA-COLOMBO**  
**4<sup>th</sup> Annual 5K Race**  
**And Wacky Fun Run**



**Special Thanks to**  
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**for 4 Years of Support:**



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**Douglas Cohn**  
**301-986-8877**

Since many child care workers earn far less than Montgomery County's self-sufficiency standard of \$33,000 for a single person, maintaining an annual merit increase for our staff remained a priority this year, and we achieved it despite the troubled economy.

**Affordability for Families**

**Subsidizing the Child Care Subsidies:**

The best quality child care does no good if families can't afford it, and sadly, that is the case for many families receiving government child care subsidies. The gap between a family's voucher-plus-assigned-co-payment and full tuition at an accredited center in Montgomery County can be several hundred dollars, and many programs bill the family for that difference. We don't— *we subsidize the subsidies*, and make up the tuition shortfall with our own funds and with donations from the United Way and Combined Federal Campaign. Last year, this subsidy cost us over \$50,000.

**MCCA Family Emergency Scholarship Fund:**

In today's fragile economy, any family can fall upon hard times. MCCA's Family Emergency Scholarship Fund provides temporary tuition assistance to families in our programs who experience a sudden financial hardship, such as job loss or serious illness. This scholarship is supported by direct donations and our annual 5K race. In 2008, our **4<sup>th</sup> Annual MCCA-Colombo 5K Race & Wacky Fun Run** cleared over \$8000 for the fund. Please mark your calendars for our 5<sup>th</sup> annual race on November 7, 2009.



**MCCA**  
**Child Care**  
**Centers**

Arcola/Silver Spring  
 Alena Tobolkova, Director  
 301.649.3597

Ashburton/Wyngate  
 Lauren Whitney, Director  
 301.365.8568

Bel Pre & Georgian Forest/  
 Silver Spring  
 Kathy Musaro, Director  
 301.598.4640

Bethesda Lynbrook  
 Caryn Reitkopp, Director  
 301.656.4891

Beverly Farms/Potomac  
 Cindy O'Carroll, Director  
 301.299.6442

Brooke Grove & Greenwood/Olney  
 Tina Nesbitt, Director  
 301.570.4525

Garrett Park  
 Amanda Hawk, Director  
 301.946.6192

Kensington/Forest Glen  
 Kimberly Boozer, Director  
 301.593.9641

Park Street & St. Mary's/Rockville  
 Helen Henderson, Director  
 301.424.8952

River Road & Woodacres/Bethesda  
 Phyllis Osborn, Director  
 301.299.0474



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Suite 330  
Rockville, MD 20852

Address Service Requested



*"Two of my grandchildren are graduates of MCCA, and I have seen how much they loved their teachers and the program, and how they've thrived.*

*My background is clinical psychology, so I've witnessed first hand how an early good start is so important to our children's futures."*

--MaryAnn Dubner,  
MCCA Board Member

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I'd like to support quality child care and an early good start for our children. Here is my check in the amount of:

\$50       \$100       \$250       \$500       other \_\_\_\_\_

Please use my contribution for:

- Family Emergency Scholarships
- Staff Education Scholarships
- Where most needed

*Thank you!* MCCA is a 501 (c)(3) nonprofit organization and your contribution is tax-deductible to the full extent allowable by law. For your receipt please complete below:

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