

KIDBIZ NEWSLETTER  
JUNE 2010

*A Newsletter for Early Childhood & Child Care Professionals*

Brought to you by:  
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*I've crossed over – this is the first KIDBIZ to be sent to my entire mailing list through Constant Contact! A very scary thing for me. As many of you know, computers and I don't always get along well. I don't trust them, they lose my work, they lock up when I need to work, and while I recognize there is much they can do to make things easier, it is so hard to find the time to learn how to make it do those things that I typically give up. However, time has become a very precious thing to me lately. And it takes many hours to get the newsletter out when my "server" (whatever that is!) will only let me send it to 50 of you each hour and if it's raining, tough luck the satellite is useless. I also have neglected to stay current with new subscribers and unsubscribers – which reminds me to thank those of you who have been signing up for this through my website for months now – I'm so glad you kept coming back to be sure you'd make the list! So, I've decided to put the entire business in the hands of people who know how to do this better than I and got a Constant Contact account. Thank you to my little sis for walking me through it! So now, changes can be made more easily by you, and I can spend my time doing what I'm best at – writing. I'm looking forward to it, I hope you are too!*

*Hug a kid for me!  
Patricia*

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BUSINESS ADMINISTRATORS SCALE: PART TWO – Work Environment  
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*For the next few months I will be running a series of articles highlighting the score item areas covered by the assessment tool: Business Administrators Scale for Family Child Care. I will be*

*providing guidelines on meeting and exceeding these qualifications. Child Care Center Staff: please read these too! The qualifications for FCC are very similar to those for center care and the tips in the articles can help you to set improvement goals for yourself and your classroom as well.*

The Business Administration Scale for Family Child Care by Teri N. Talan and Paula Jorde Bloom is the newest addition to the ever-popular line of child care assessment tools produced by Teacher's College Press (otherwise known as BAS). It is designed to complement the Family Child Care Environmental Rating Scale (FCCERS), covering the business side of running a quality family child care business. It is being used by many states Quality Rating & Improvement Systems as the assessment tool for verifying a provider's level of competence on their Quality Rating Scale. My first book, *From Babysitter to Business Owner*, was used as a resource in creating BAS, specifically in the areas of parent communication, marketing and creating a Parent Handbook. Given that, I thought I could offer some insight and examples for providers who are looking to increase their scores.

This month I'll take a look at the third item area: Work Environment. (For the article on section one, Qualifications and Professional Development please visit the Newsletter Archives section of my website.) The Work Environment section covers the balance between your space in your home for your child care business, and the space for your family. Keeping in mind my readers who work in center care, I'd like to expand this to include the space for children versus the space for the adults working there.

But first, a quick comment on section two: Income and Benefits. If you've ever been to my workshops you'll know where I stand here. Raise your rates. Take paid vacation, sick and professional development days. You deserve nothing less for the important work you do! You are special, you are Harvard, you're number one priority is to provide quality care for children and quality costs money. It is NEVER worth it to sacrifice the quality in order to save the parents money. If you strive for quality, you will deserve whatever rate and benefits you ask for and parents will know it.

Okay, moving on to the work environment. In BAS there are not many items to define this, 6 to be exact. Pretty simple stuff. But I'd like to challenge all of you to go beyond these standards and see the big picture: children, adults and families co-existing with respect and balance for everyone. This is your goal.

First, family child care providers, your challenge is to be sure you are still getting to stay home to work, and not that you are getting to stay at work. Big difference! When your child care business flows into every corner of your home, your family begins to feel pushed out, lose their sense of privacy, and can become downright resentful about it. This is not the type of emotional environment that makes for a great place to be at night when you need to recharge from a long day with the kids! In addition, since you never really get to leave work, it becomes increasingly difficult for you to de-stress, or to plug into your own family. They just become the

second shift of kids to arrive! Your daycare children need you to be your best for them, and your family needs you too, how you set up your work environment will directly reflect on these relationships. If there are no real boundaries, then you will be the daycare provider for the children – and your family. If there are boundaries, you will have a thriving business where you care for children, then get to go “home” to a loving family where you get to switch gears, recharge, and enjoy the uniqueness of your family.

There are many degrees of separation between family and business. On one end, you have space for a separate “classroom” such as a walkout basement or extra bedroom or living room space to set up play space for the daycare children. Your “home” stays completely separate. This is how my space was set up. “Pat’s house” was upstairs, and “school” was downstairs. It meant that at the end of the day, I could walk away from the toys and the craziness of the day and go upstairs to my clean house to cook supper for my family in a kitchen that didn’t have stickers all over the cupboards depicting its contents in English and Spanish! My family maintained their privacy, and I, my sanity. I highly recommend it!

On the other end of the spectrum, is a home where space is limited, or it is intentional for the provider to bring the children into the “home” environment in order to provide them this experience that may be lacking in their personal life. I do want to point out here that a quality child care environment (center or family child care) always has elements of “home” and “school” (I give an entire workshop on this!) but for the purposes of this article, what I’m focusing on are not the specifics of what is in a child care space, or a home space, but instead how much those two spaces blend and overlap.

When a home has limited space, it becomes very difficult to find exclusive space for either home or business. The best solution is to not think of it as having to be exclusive 24/7, but for it to be exclusive during the time it’s needed. For example, take a book case with books on it for your own children, maybe videos you and your family watch, or your magazines, or some of your Grandma’s teapot or bell collection on it. This, you definitely want exclusively for your family, but you also want them to have access to it in your living room, you don’t want to have to pull it out of the room each day when the children arrive. Instead, have casters mounted on the bottom (the kind you can lock into place), then you can easily unlock the wheels in the morning, and turn it around so the family items are now facing your wall and protected. Paint the backside of the book case with chalkboard paint, magnetic paint, or cover it with felt, turning it into a useful board for your daycare business. Use this concept on every item in your home: a way to use it in one way during child care hours, and a way to change it into a family friendly version during family hours. Another example would be using a trundle bed under your child’s bed, to only be pulled out during daycare hours. Or to store your child’s toys in their closet (put a shelf unit or dresser inside, and hang the pole for hangers up higher in the closet), lock the door during the day. Or consider double use for closets – the higher shelves for your family’s items, the

lower ones for daycare items. Same with cabinets or dresser drawers. There are many ways to do this, get creative!

When you are trying to maintain the look of home in order to provide that “soft place for kids to land” and give them that sense of security that only a home can give, you can still do many of the things suggested for the smaller home – provide items that are used in one way during the day, and another way at night. Or, designate areas that are for your family’s things, and another for the daycare children’s things such as using higher cupboards for your family’s dishes, and lower ones for the daycare dishes. You can even make a game of it for some things: put a Velcro dot on each cupboard or shelf then create a label in either English or Spanish for what is stored there with the opposite Velcro dot on the back. In the morning, have the daycare children take a basket of the words and put them in the appropriate places. At the end of the day, collect the words and put them back in the basket to restore your home to normal for the night!

Now, for my center staff readers, let’s take this one step further and think about children and adults co-existing. (Family child care providers keep reading, you need to consider this too!) One mistake many child care owners make, center and family care alike, is that they put 100% of their focus on the environment for the children. They forget that adults work there, and families visit there. Often, if you think about it, there are just as many adults showing up in that space on a given day as there are children! As teachers, we deserve a place we feel comfortable in while caring for and teaching children. A rocking chair that won’t be stuck to our butt when we try to stand up because it was built for a four year old! A sink we can get water from without wrenching our back from being bent over, a place to store our teaching materials that won’t be confused with the art supply shelf. We need a desk for our paperwork, shelves for our resource books, file cabinets for our information regarding the children, a place to put a grown up size scissors that won’t get stuck on our fingers and a pen that will actually work when we need it. It’s amazing how having these simple items can change our day! Think about it – remember how excited you got the last time you went to cut out art shapes from construction paper and were able to quickly find a “big” scissors? Directors, teachers, and providers, can help create their own good days by simply thinking of these things that they need, and working to find a place for them. A separate office/break room for teachers to work in? A desk in the classroom? A closet with teacher supplies only that can be locked? A roll top desk to store these items in and lock? Grown up size furniture. Shelves only teachers can reach. These items can make a big difference!

Then there are the families. We have parents coming and going all day long. Where do they go when they walk into your building, classroom or home? Do they have a place to sit (where their butt won’t get stuck?) Parents are often tired at the end of a day, having a soft place to land and have their child climb onto their lap for a quick story could just turn their day around. If you do not have any adult size furniture in the room – what message is that sending to parents? How

welcome will they feel? Do you have a shelf of books just for them? Parent resources are often much appreciated! Are items clearly labeled so they can help their child to clean up, or find their things? Create a room that invites parent interest in what is happening there! You want it to say “come on in, sit a spell, and let me tell you about what we did today.”

Child care environments are one of my favorite topics because they are so diverse, each one is unique and amazing to me! If you create your environment with the children, families, and teachers in mind, respecting the needs of each, you’ll be on the right track for setting the stage for success!

*From Babysitter to Business Owner* has an entire chapter devoted to quality child care environments, check it out now! [www.patriciadischler.com](http://www.patriciadischler.com)  
If you are a director that does staff trainings, check out the KIDBIZ Training Guide: Creating Inspiring Child Care Environments at [www.KIDBIZResources.com](http://www.KIDBIZResources.com)

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TIPS AND TRICKS  
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The following ideas are from *Hands-On Learning!* by Gwen Snyder Kaltman, a great book packed with over 1000 ideas on activities for children using simple household items. Here’s a few from the chapter on cardboard tubes...

- Invite children to use a tube as a megaphone when reciting a poem or a refrain from a favorite book.
- Cover one end of paper towel tube with dark paper, taping it on, then using a pin to poke various holes into it. Have children look through these “star gazers” pointing them towards a lamp or light and talk about the “stars” they see.
- Make puppets, decorate toilet paper tubes with yarn, google eyes and fabric or markers.
- Use rolls when working with Playdough for rolling, or pressing into to make circles.
- Seal one end of a roll with tape. Using small items, ask the children to estimate how many of the items will fit into the roll.
- Cut the rolls into a variety of lengths, ask children to stand them up going smallest to largest.
- Create a weight matching game: fill two rolls with identical items such as cotton balls, rocks, buttons, crayons, covering both ends with paper and tape. Have children identify the matching rolls by their weight.
- Use the rolls as a way to measure height or distance.
- Tape a variety of rolls, using long ones from gift wrap as well, together end to end creating a tunnel to roll a marble through. Attach one end somewhere high in the room, providing a chair for children to stand on to reach the opening, then angle it downwards to the floor. Have children drop small balls or marbles into the tube and count how long it takes for them to come out.

- Have a tube race – put on smooth floor, one for each child, and have them blow the tubes to make them move!
- Roll tubes in glue, then in sand. When dry, glue onto a heavy cardboard to build a sandcastle structure.

*For more great tips, check out my booklet: “101 Tips & Tricks: Ideas to make your job easier, save you money and save you time in your child care business! On sale right now on the products page at: [www.patriciadischler.com/books.htm](http://www.patriciadischler.com/books.htm).*

*If you have some great tips to share, send them to: [contact@patriciadischler.com](mailto:contact@patriciadischler.com), putting “NEWSLETTER TIPS” in the subject line to be included in the next newsletter!*

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IN THE NEWS  
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**NAFCC 2010 Conference is in Nashville, Tennessee!**

The conference theme is “Creating Harmony: Tuning into children through partnerships and professionalism.” Conference will be at the beautiful Renaissance Hotel right in the heart of Nashville (The hotel was not affected by the flood, but many providers were. NAFCC will be accepting donations at the conference to help providers in need due to the flooding). Preconference days are filled with in-depth, high level training for providers, trainers, and support staff. Conference days include dozens of workshops by quality presenters and lots of entertainment and networking! Once again, NAFCC will offer the popular payment plan option so you can fit this amazing opportunity for professional development into your schedule. I will be presenting two “Train-the-Trainer” half-day sessions during preconference: *From Babysitter to Business Owner* and *Teaching the Three C’s*. Participants will receive **FREE copies of the KIDBIZ Trainers Guides for each session** (A value of \$185!). Visit [www.nafcc.org](http://www.nafcc.org) for more information! And, I’ll see you there!

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THIS MONTH’S SALE ITEMS  
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**June Sale Item: The Patty Cake Kids & The Lost Imagination Cap**

Get a copy of this inspiring children’s book now, and have it autographed to your favorite little adventurer! In the book, Austin and his friends are asked by Periwinkle, their child care provider, to come to group time wearing their Imagination Caps. When Austin can’t find his all his friends rally round to help, coming up with amazing and creative ideas on where it could have been lost. In the end, Austin finds the power within himself to solve his problem, and his friends are there to share his accomplishment!

**Regular Price: \$9.85 Sale Price: \$5.00**

**July Sale Item: KIDBIZ Trainer's Guide – Professionalism in Child Care – 20% Off!**

Professionalism is the cornerstone to any successful child care business! Both versions of this trainer's guide are available – Professionalism for Family Child Care, and Professionalism for Center Staff. Great asset for CCR&R's looking for materials their staff can use to conduct quality trainings for providers or center staff, and a must-have resource for center directors to use at staff meetings to raise the level of professionalism for their teachers. Each trainers guide contains a Power Point presentation, a detailed lecture, handouts for participants and an outline with objectives. Based on the presentations of Patricia Dischler and the book *From Babysitter to Business Owner*, each guide also includes a free copy of the book!

**Regular Price: \$75 Sale Price: \$60**

**Order yours today at: [www.patriciadischler.com](http://www.patriciadischler.com) or [www.KIDBIZResources.com](http://www.KIDBIZResources.com)!**

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UPCOMING EVENTS  
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June 25, 2010

Florida Family Child Care Home Association State Conference  
Tampa, Florida

Workshops: *Marketing & Interviews*  
*Policies & More!*

For more information visit: [www.familychildcare.org](http://www.familychildcare.org)

June 14-June 17, 2010

National Association for Family Child Care Annual Conference  
Nashville, Tennessee

Preconference Sessions:

*From Babysitter to Business Owner Train the Trainer Course*

*Teaching the 3 Cs: Creativity, Curiosity & Courtesy Train the Trainer Course*

Workshops:

*Teaching the 3 Cs: Creativity, Curiosity & Courtesy*

*Partnerships with Parents*

For more information visit: [www.nafcc.org](http://www.nafcc.org)

July 24, 2010

Korean American Adoptee Adoptive Family Network Annual Conference  
Hershey, Pennsylvania

*Because I Loved You: Understanding Birthmothers*

For more information visit: [www.KAANet.com](http://www.KAANet.com)

If you are a member of a group planning a training event and would like to book one of my keynotes or workshops, visit the Lecture page on my website and contact me for availability. Visit [www.patriciadischler.com/lecture.php](http://www.patriciadischler.com/lecture.php).

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