

DOCUMENT RESUME

ED 317 303

PS 018 697

TITLE Child Care in New Jersey 1989: A Report to the Legislature.

INSTITUTION New Jersey State Child Care Advisory Council, Trenton.

PUB DATE Mar 90

NOTE 62p.; For 1988 report, see PS 018 698.

PUB TYPE Reports - General (140)

EDRS PRICE MF01/PC03 Plus Postage.

DESCRIPTORS *Advisory Committees; *Advocacy; *Day Care; Early Childhood Education; Educational Objectives; Educational Resources; *Publicity; *State Legislation; *State Programs; Teacher Certification

IDENTIFIERS Bylaws; *New Jersey

ABSTRACT

The main purpose of this report is to inform the New Jersey Legislature, the Governor, and the citizens of the state about the status of child care in New Jersey. Additional purposes are to report on activities of the New Jersey Child Care Advisory Council in 1989 and recommend to the legislature actions to be taken on behalf of children and families in the state. An executive summary of recommendations for 1991 and an introduction to the council are followed by sections on: (1) major child care initiatives; (2) unresolved child care issues; (3) advocacy and public awareness activities; (4) advisement activities; (5) child care legislation in 1989; (6) accomplishments and aims; (7) child care priorities and recommendations; and (8) resources for child care and early education in New Jersey. Appendices include a list of committee members, the bylaws of the New Jersey Child Care Council, the council's position paper on certification of early childhood teachers in the state, and newspaper articles on related issues. (RH)

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New Jersey
Child Care
Advisory Council

CHILD CARE IN NEW JERSEY 1989

A Report to the Legislature

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**CHILD CARE IN NEW JERSEY 1989: A REPORT TO THE
LEGISLATURE**

Prepared by

THE NEW JERSEY CHILD CARE ADVISORY COUNCIL

Submitted to

THE NEW JERSEY STATE SENATE

and

THE NEW JERSEY GENERAL ASSEMBLY

**Jim Florio
Governor**

**Alan J. Gibbs
Commissioner
Department of Human Services**

**Melvin R. Primas, Jr.
Commissioner
Department of Community Affairs**

March 1990



State of New Jersey
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Honorable John A. Lynch, President
New Jersey State Senate

Honorable Joseph J. Doria, Jr., Speaker
New Jersey General Assembly

Dear Senator Lynch and Assemblyman Doria:

Pursuant to New Jersey Law 1983, Chapter 492, the New Jersey Child Care Advisory Council takes pleasure in presenting its annual report for 1989 to the New Jersey Legislature. The report describes the activities of the Council during the past year on behalf of New Jersey's children and families, and provides an update to its 1988 report and to Child Care: Today's Challenge for Tomorrow published in 1988.

Although the Council has applauded the efforts of New Jersey legislators in introducing many child care bills during the 1988-89 session, the need for affordable and accessible quality early care and education for New Jersey families continues to grow. In this new session of the legislature, the Council urges your continued cooperation and an increased level of support for legislation that will enable families to provide well for their children's care.

For additional copies of this report, of other Council documents or for information about the work of the Council, please contact Dr. Edna Ranck, Coordinator, at (609) 984-5321. Thank you very much.

Sincerely,

Wilbert Mitchell

Wilbert Mitchell
Chairperson

Sally Duff *Dianne Keel Atkins*

Sally Duff
Vice Chairperson

Dianne Keel Atkins
Treasurer

March 1990

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EDNA RANCK
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EXECUTIVE SUMMARY OF RECOMMENDATIONS FOR SFY 1991

The New Jersey Child Care Advisory Council has determined that in the coming year and for the foreseeable future, child care and early education will be viewed as essential issues pertaining to and affecting all of society. Starting with the basic child care recommendations contained in Child Care: Today's Challenge for Tomorrow, the Council has identified some common assumptions on which to base its priorities and make its recommendations for the coming year:

New Jersey must offer a range of child care programs and services to all families who need assistance and must address the child care needs of children and families from all ethnic, racial, and socioeconomic groups living in urban, suburban and rural areas;

New Jersey must work toward a goal of providing adequate and accessible quality "full year/full day" programs, and, at the same time, make available a variety of part time programs for families who prefer them;

New Jersey must encourage the development of child care and early education services that assist families in locating, selecting and using programs, and that promote linkages among child care and early education programs and other community services;

New Jersey must help its residents in understanding that no distinction can be made between programs that educate and programs that care for children; and

New Jersey must continue developing various collaborations and cooperative arrangements for child care and early education, including relationships at all levels of governments, cooperation between professional organizations, and partnerships across disciplines and fields of endeavor.

Based on these assumptions, the Council recommends the following actions during the coming year:

Expand support for the New Jersey Child Care Resource and Referral System (CCR&R) and establish a local R&R agency in counties presently without one;

Increase funding support and technical assistance to Social Services Block Grant (SSBG) child care centers, with special attention paid to staff compensation;

Expand early screening and intervention services for all children in New Jersey;

Encourage and support expansion of child care and early education programs with emphasis on and priority for programs for infants, toddlers and school-age children;

Continue exploration of New Jersey tax laws in order to identify sources of support for expansion of child care;

Assist in distribution of national and statewide studies on child care and early education issues; and

Examine existing child care allocations and recommend continuation, expansion, or re-allocation of funds for child care and early education programs and services.

**Legislation in the 204th
New Jersey Legislature**

The Council through its Legislative-Government Action Committee (LGA) will continue to review and monitor child care, early education and family related legislation, and will support legislation that appropriately addresses its priorities. At the present time, the Council supports the following bills which were prefiled for the 1990 session. Numbers refer to 1990 bills:

S.33, The Child Care Facilities Grant Program.

S.1059, Permits a corporation business tax credit for starting a child care center for employees.

S.2097, The Child Care Facilities Incentive Assistance Fund Act. A.2008, see S.1059 above.

A.2247, Establishes an Office of Child Care (OCC) in DYFS. The Council supports S.1983 which establishes an Office on Employer-supported Child Care ONLY if an ESCC office is placed within an OCC.

A.2308, see S.33 above.

A.2506, see A.2247 above.

INTRODUCTION

The New Jersey Child Care Advisory Council, hereafter referred to as the Council, was established by the Child Care Licensing Act of 1983, Chapter 492, and is charged as follows:

- o To review rules and regulations governing the licensing of child care centers;
- o To advise on the needs, priorities, programs, and policies relating to child care throughout the State;
- o To study and recommend alternate resources for child care; and
- o To facilitate employment-related child care through information and technical assistance (P.L. 1983, Chapter 492: 14.b).

The Council addresses issues pertaining to child care in New Jersey for all children from birth through 13 years of age, and without regard to race, religion, or socioeconomic status.

The purpose of this report is to inform the New Jersey Legislature, the Governor, and the citizens of this state, about the current status of child care in New Jersey, to report on Council activities carried out during 1989, and to recommend to the Legislature specific actions on behalf of children and families in our state.

COUNCIL STRUCTURE

The Council is comprised of voting members, non-voting liaisons appointed by the Commissioners of the Departments of Commerce and Economic Development, Education, Health, and Labor, and non-voting designees to the Council appointed by the directors of the Division of Youth and Family Services (DYFS) in the Department of Human Services, and the Division on Women (DOW) in the Department of Community Affairs. The coordinator of the Council is a state employee in the Office of Child Care Development in the Department of Human Services.

At the present time, the Council has an Executive Committee, four standing committees, a nominating committee, and several ad hoc committees working on special projects. The Executive Committee includes the three Council officers, the chairpersons of the standing committees, and two members elected from the Council's membership; it meets periodically to deal with situations requiring immediate attention or to address emergent child care issues. The standing committees include Finance, Legislation & Government Action, Public Relations, and Research, while special project committees in 1989 have included REACH/Welfare Reform Child Care Issues and Bylaws Revision. Members of the committees are listed in Appendix A.

The Council meets each month except for August and December. While meetings are open to the public, persons wishing to address the Council on child care-related topics are required to contact the chairperson or the coordinator to schedule a special presentation.

COUNCIL MEMBERSHIP

Since its inception in 1984, the Council has grown from the 15 members required by law to its present enrollment of 37. The terms of one-third of the membership expire each year. Nineteen of the members represent statewide child care, early education, and child and family advocacy organizations, and 18 members are appointed by the directors of DYFS and DOW.

Executive Committee

Wilbert Mitchell
Chairperson

Sally Duff
Vice-chairperson

Dianne Keel Atkins
Treasurer and Finance
Committee Chairperson

Yasmina Vinci
Legislative-Government Action
Committee Co-chairpersons

Sydelle Mason
Public Relations Committee
Co-chairperson

David J. Harris, Jr.
General Member

Pat Petracco
Research Committee
Chairperson

Carolyn Atherly
General Member

Members

JUDITH ASHLEY
Ft. Dix Child Care

CAROLYN ATHERLY
NJ Head Start Directors Association

DIANNE KEEL ATKINS
Hoffmann-LaRoche
Corporate Child Care

SONDRA BITTENS
Middlesex College Child Care

SALLY DUFF
Family Day Care
Organization of NJ

DOTTIE DUNFEE
League of Women Voters

STEVEN EBERHARDT
Madison Area YMCA

CAROLYN FEROLITO
NJ Junior Leagues

MAXINE FISCHER
NJ Statewide Coalition
for Child Care

LEE FORRESTER
NJ Child Care Association

KAY GELLERT
Child Care Policy
Development Board

SANDRA GOETTINGER
NJ Task Force on
Employer-supported Child Care

SELMA GOORE
NJ Coalition for
School-Age Child Care

DAVID J. HARRIS, JR.
Greater New Brunswick
Day Care Council

DIANE LAVELLE
NJ Parent Teacher Association

ANNA LOPEZ
Puerto Rican
Child Care Coalition

SYDELLE MASON
Archway Programs

WILBERT MITCHELL
Respond, Inc.

ANNETTE O'FLAHERTY
Child Advocate

AURORA RODRIGUES PIPELING
AT&T Working Parents
Support Network

FAITH RODGERS
Central Regional Resource
Center

SUZANNE SCHMIDT
Monday Morning, Inc.

TIMI SMITH
New Jersey Association
for the Education
of Young Children

YASMINA VINCI
Summit Child Care
Centers, Inc.

ANN M. WILSON
NJ Network on Adolescent
Pregnancy-Rutgers University

ELISSA HAIRSTON
Middlesex Co. Board
of Social Services

ELAINE KOSS
National Council of Jewish Women

JUDITH LEBLEIN
E. Brunswick Recreation,
Parks & Community Services

RICHARD MACALUSO
Building Blocks of Learning

MARY ANN MIRKO
Northern Regional Resource Center

DOLORES ODOM
National Black Child
Development Institute

PAT PETRACCO
NJ School Boards Association

BEVERLY RANTON
Southern Regional Resource Center

CIRO SCALERA
Association for Children
of New Jersey

BARBARA SHAW
Coalition of Infant/Toddler Educators

CARLOS M. SOTO
Mi Casita Day Care Center

JOYCE E.I. WILLIAMS
YWCA of Camden County

Government Departmental Liaisons

TYNETTE HILLS
Department of Education

STEPHEN MCPHILLIPS
Department of Commerce and
Economic Development

CONNIE LYBARGER
Department of Health

LEONARD J. TALARICO
Department of Labor

Designees

FRAN ORENSTEIN
Division on Women

ALETHA WRIGHT (through 11/89)
MARC CHERNA (since 11/89)
Division of Youth and Family Services

Staff

EDNA RANCK
Coordinator

Membership Changes in 1989.

Members who retired from the Council in 1989 included Mia Andersen, Susan Leggoe, Jerome Margolis, Donald McNeely, Marion Phillips, and Chee Chee Williams. New members named to the Council were Diane Lavelle, Beverly Ranton, Lee Forrester, Sandra Goettinger, Maxine Fischel, and Joyce E. I. Williams. Kay Gellert, previously the representative from the New Jersey Statewide Coalition on Child Care, was named as the Child Care Policy Development Board delegate in November. Connie Lybarger was appointed as the Department of Health liaison to replace Susan Cohen.

COUNCIL ORGANIZATIONAL AND PROCEDURAL CHANGES

The growing interest in child care and early education issues in New Jersey and throughout the nation has greatly increased the responsibilities of the Child Care Advisory Council in recent years. Consequently, the Council has made a number of significant changes in its internal structure in order to serve more capably in its advisory role.

Bylaws Revision. A complete revision of the Council bylaws reflected changes in membership composition and organizational practices. A copy of the revised bylaws approved on October 18, 1989 is in Appendix B.

Committee Structure. The Public Relations Committee was created in 1989 and with the revised bylaws, became the fourth standing committee along with Finance, Legislative Government Action, and Research. Standing committees are in the process of finalizing mission statements that will become part of a Council Handbook to be developed in 1990. Members of the Council committees are listed in Appendix A.

To facilitate the work of the Council and to carry out supervisory responsibilities for the work of the coordinator, the Council established a working group composed of the designees from the Division of Youth and Family Services and the Division on Women, the Council chairperson, and the coordinator. With the transfer of the Office of Child Care Development from DYFS to the Office of the Commissioner in the Department of Human Services, the director of OCCD became the fifth member of the working group.

Orientation Activities. In March, the Council held a half-day orientation for all members and distributed orientation packets to the new members. In June, Aletha Wright, Fran Orenstein, and Edna Ranck presented an overview of the history, present status, and future trends of child care services and programs in State government entitled "Where is Child Care in New Jersey? How the State Plans for Policy and Programs: Past, Present, Future."

Monitoring System for the Child Care Plan. To maintain an updated record of the status of each of the 43 recommendations made in Child Care: Today's Challenge for Tomorrow, the coordinator in cooperation with DYFS Policy, Planning and Support staff developed a monitoring system on which to record and update ongoing activities related to each recommendation. The report is printed and distributed periodically.

Procedures for Presentations by Outside Groups at Council Meetings. Procedures for making presentations were developed to encourage organizations and individuals to provide the Council with current information on child care-related topics and to ensure equal opportunity to be heard before the Council.

Council Planning Retreat. Plans for a two-day long-range planning retreat in 1989 were tabled for consideration in 1990. Subsequently, the date for the retreat was set for June, 1990. The purpose of the retreat will be to review the status of Child Care: Today's Challenge for Tomorrow and to identify the child care issues that have emerged since the publication of the plan in 1988.

Appointment of Council Chairperson to the State Human Services Advisory Council (HSAC). Wilbert Mitchell, chairperson of the Council, was appointed by William Waldman, Acting Commissioner, Department of Human Services, to sit on the State HSAC and to serve as a liaison between the two organizations. The purpose of the HSAC is to "provide a forum for public leaders to have input into New Jersey Department of Human Services policy on statewide human services issues and to work with the Department toward achievement of statewide human services goals."

Membership of the State HSAC includes the chairs of the 21 county HSACs, twenty at-large members representing a wide and varied cross section of the human services community statewide; 18 non-state employees selected by the divisions within the Department, and non-voting representatives from various State of New Jersey Departments and Committees.

ACKNOWLEDGEMENTS

The Council extends its sincere appreciation to former Governor Thomas H. Kean for eight years of productive effort in all areas of education and services for young children and wishes him well in his new position as president of Drew University.

The Council wishes to express its gratitude to Drew Altman, former Commissioner, and William Waldman, Acting Commissioner, Department of Human Services; Anthony M. Villane Jr., former Commissioner, Department of Community Affairs, and Melvin R. Primas, Jr., the current Commissioner; Nicholas R. Scalera, Acting Director, Division of Youth and Family Services; and Mary E. Singletary, Director, Division on Women, for their wholehearted support of the work of the Council and their continued commitment to children and families in New Jersey.

Special thanks for helpful assistance go to James W. Smith, Jr. as Special Assistant to Mr. Waldman; to Florence Williams, Assistant Commissioner, Community Relations, to Michael Laracy, Assistant Commissioner, Program Development and Evaluation, DHS, who has supervised the Office of Child Care Development since its move to the Department in November 1989, and to Anna Domurat Thomas, Director, Office of Community Relations, for producing the document.

Members of the Division of Youth and Family Services (DYFS) who have provided ongoing help in the Council's efforts include Marc Cherna, Assistant Director and DYFS designee, Policy, Planning and Support; J. Patrick Byrne, Acting Assistant Director, Operations Accountability; Richard Crane, Acting Chief, Bureau of Licensing; Juan Collazo, Ed Mottershead, and Roxana Sanchez. Former DYFS staff involved in child care issues includes Joan Smith-Hague, Deane Argenta, and Patricia Storniolo.

Fran Orenstein, Program Development Specialist and Division on Women designee, has contributed substantially to the ongoing operations of the Council. Other DOW staff who participated in the work of the Council included Brenda Beavers, former Assistant to the Director.

With the transfer of the Office of Child Care Development from DYFS to the Office of the Commissioner in DHS, the Council has been able to draw on the expertise of a knowledgeable and experienced staff which includes Aletha Wright, Director, a charter Council member, and Sharon Postel, Deputy Director, formerly with the Division of Economic Assistance. Other OCCD staff members include Betty Blanford, Teresa Buccarelli, Tamara Jakub, George Kobil, Deborah Mack, Hilda Mitchell, Steven Rosen and Diane Schonyers.

The Council is especially grateful to the members of the Research Committee who supervised the writing of the annual report, especially chairperson Pat Petracco and principal author Edna Ranck.

MAJOR CHILD CARE INITIATIVES

The New Jersey Child Care Advisory Council has been involved in the ongoing development of a number of significant child care initiatives begun in 1988, as well as participating in the design of projects established in 1989. In addition, the Council has tracked the issues critical to the expansion of child care programs and services in our state.

The Council's concern with the lack of available child care programs for children and families in New Jersey should not ignore the cooperative efforts carried out among governments, employers, educators, and other child care professionals that have led to the development of major child care initiatives. Some of the major projects are described below.

Office of Child Care Development

The Office of Child Care Development (OCCD) was announced in January 1988, and established in May of that year to take on the child care responsibilities previously carried out by the Community Services Unit in the Office of Policy, Planning and Support in the Division of Youth and Family Services (DYFS). In November, 1989, the OCCD was transferred from DYFS to the Office of the Commissioner in the Department of Human Services, where it also serves as advisor to the commissioner on child care issues.

The OCCD is designed to provide policy leadership, to ensure the coordination of child care planning throughout the department, and to develop specific child care initiatives. It is the goal of the OCCD to assist various divisions and other departments in their efforts to develop child care policies, programs and services. In addition, the OCCD works cooperatively with community-based organizations and child care advocates throughout the state.

The OCCD oversees the Department of Human Services' major child care projects and programs, including the child care components of REACH (Realizing Economic Achievement), the New Jersey welfare reform program, and the Federal Family Support Act of 1988; the Urban Prekindergarten Pilot Program (UPP), a joint initiative between the Department of Education and the Department of Human Services; Child Care Plus, also known as the Rockefeller Project, a joint project of the Rockefeller Foundation, Mathematica Policy Research, and Federal and State government; the Mini Child Care Program; some aspects of the State's long-standing efforts in Employer-supported Child Care; the Child Care Clearinghouse of the New Jersey Child Care Resource and Referral System; School-age Child Care issues; the Federal Dependent Care Grant projects; and the coordination of the Child Care Advisory Council.

REACH/Welfare Reform Child Care

In 1989, The Council's ad hoc REACH Child Care Committee changed its name to the REACH/Welfare Reform Child Care Committee to reflect the additional responsibilities that will be required by the implementation of the Federal Family Support Act of 1988. Among the REACH-related issues addressed by the Council in the past year were REACH Approved homes, monitoring procedures for Approved homes, adjustment of fee schedules, and the development of a network of Lead Child Care Agencies.

Child care is among the most important components of the New Jersey welfare reform program, for it is essential that child care services be provided to mothers receiving Aid to Families With Dependent Child (AFDC), both during the initial training and during the first year of employment, a critical transition period. As the REACH program has been gradually implemented throughout the state, initial practices were revised to address parental choice and fee payment issues. Self-arranged care in which REACH participants located their own child care arrangements was acknowledged as a valid option: as of December 1989, 34 percent of REACH children were in self-arranged care, 41 percent were in licensed child care centers, and the remaining 25 percent cared for in registered family day care homes.

Initial fees for child care used by REACH participants were based on a market rate survey carried out by the Division of Youth and Family Services (DYFS) in 1987. When it became apparent that rates were not high enough, especially in some northern counties, the rates were increased by five percent. Payments for self-arranged care were set at 60 percent of the rate established for licensed and registered child care programs.

To assure uniform administration of the REACH child care services, each county was required to designate one agency or office to be the REACH Lead Child Care Agency (LCCA). At the present time, LCCAs consist of non-profit agencies, county welfare offices, and county government children's offices. The LCCAs are responsible for coordinating child care information, resource and referral services, counseling, provider inspections and evaluations, and REACH voucher processing and payment services.

Child Care Plus

Child Care Plus is a child care research demonstration project funded by the Rockefeller Foundation and the Federal government in cooperation with the New Jersey Department of Human Services and Mathematica Policy Research. The demonstration will test in three New Jersey counties two major advances over the level and quality of child care services mandated by the Family Support Act of 1988, the national welfare reform legislation.

The demonstration will attempt to measure short-, medium-, and long-term outcomes of extended and enhanced child care on welfare families, particularly the effect of child care services on the child's preschool, in-school and post-school performance. Child Care Plus will be a large demonstration project involving over 2,000 children of approximately 1,800 REACH participants over a period of at least 15 years.

The Council's Research Committee has reviewed and commented on Child Care Plus documents and has met with representatives of the department and Mathematica to discuss questions raised by Council members. The Council expects to continue to advise the project as needed and looks forward with pleasure to its involvement in this major research contribution.

The Council is especially interested in the results anticipated from an examination of the transitional child care assistance that will best support and promote job retention and minimize welfare recidivism; the choices mothers make for child care when access is given to a variety of options and levels of quality; and the social and personal benefits of different types of quality of child care, and the relationship of benefits to costs of programs.

Urban Prekindergarten Pilot Program

The Urban Prekindergarten Pilot Program (UPP) is a four-year collaborative effort of the New Jersey Department of Education (DOE) and the Department of Human Services (DHS) designed to help poor, urban children succeed in school and to provide them with benefits that will carry over later in life. The UPP initiative has been developed to promote the intellectual, social and physical development of preschool children and provides a comprehensive core of services including educational, nutritional, social, health, and child care services for three- and four-year-old children who reside in urban districts as defined by DOE. Program goals include linking preschool curriculum to kindergarten through sixth grade programs, and establishing avenues to facilitate on-going parent involvement from the child's initial placement in prekindergarten through kindergarten and into elementary grades. The program presently funds a board of education, a Head Start program, and a consortium.

These sites were selected from a competitive grant application process and began operation in September 1989. The three programs now serve approximately 500 children and use over 75 staff members. The sites selected were the Jersey City Board of Education; the East Orange Child Development Corporation, a Head Start agency; and a Newark consortium comprised of the Newark Preschool Council, Inc., the Leaguers, Inc., Babyland Nurseries, Inc., and the Newark Board of Education.

Employer-supported Child Care

Employer-supported child care (ESCC) initiatives in New Jersey were strengthened in 1982 when Governor Thomas H. Kean named Nicholas R. Scalera as the Governor's Liaison for Employer-supported Child Care, and with the establishment of a Task Force on Child Care in the Division on Women in the Department of Community Affairs. In 1988, the Task Force changed its name to the New Jersey Task Force on Employer-supported Child Care to reflect the heightened interest and involvement taken in employer-supported child care in recent years.

The Council is required by law "to facilitate employment-related child care through information and technical assistance" and supports the work of the Task Force. Several Council members participate on the Employer-supported Child Care Team which offers information and technical assistance through site visits, materials, and planning for child care initiatives for employers. The team is composed of representatives from the DYFS Office of Operations Accountability, the DHS Office of Child Care Development, the Division on Women, and the Task Force on ESCC.

Members of the Council also took part in a statewide conference entitled "New Jersey Employers and Child Care: Entering the 1990s Together," which was co-sponsored by Governor Kean, U.S. Senator Bill Bradley, and the Task Force on ESCC. The October 16th conference held at the Somerset Hilton attracted over 400 persons and was held as a follow-up to the first ESCC statewide conference held in June 1988.

Mini Child Care Center Program

The need for an expanded supply of child care, particularly in New Jersey's urban areas, prompted the development of a pilot project to provide funds for small grants to assist in the expansion or renovation of small child care centers enrolling between six and 35

children below the age of six years, and to encourage the expansion of family day care homes into small centers.

The innovative design of the \$300,000 Mini Child Care Center Program provides for a single contract with a major child care agency which will then develop a statewide coalition of agencies that will in turn recruit and assist potential grant recipients from across the state. The Project will recruit potential mini child care center operators and provide technical assistance and support services to enable these operators to develop licensed centers. The consortium will administer the cash grants totalling \$275,000 that will defray the costs of minor structural renovations, adjustments to meet life-safety requirements, and other required equipment.

The Office of Child Care Development in DHS is responsible for the supervision of the project and works closely with Passaic 4 C's, the contracting agency.

The Council is pleased to have been a participant in the development of these projects and anticipates an ongoing relationship in the implementation and renewal of programs and services. The Council recognizes that only as child care initiatives develop and progress into action can the overwhelming needs for child care and early education begin to be addressed at the state level.

UNRESOLVED CHILD CARE ISSUES

In recent years, interest and involvement in child care and early education in New Jersey has expanded to include numerous organizations, agencies and individuals, each with its own focus and agenda. At the end of 1989, several critical issues remained under deliberation by various groups and were moving toward resolution. Among the unresolved child care issues to be addressed in the last decade of the 20th century were the following:

Early Childhood Teacher Certification

In 1985, the Department of Education (DOE) made significant changes in teacher requirements, providing an alternate route system in addition to traditional preparation. One result of the alternate route was to eliminate the age-specific preparation requirements previously needed by teachers working with children below the age of five years. The alternate route also allowed teachers from other fields and with other academic credentials to become teachers in the New Jersey public schools. In effect, any person who passes the NTE examination becomes eligible for consideration as a teacher at any grade level.

In June 1989, the DOE proposed to amend the education code by collapsing the existing Nursery-Kindergarten certification into the elementary certificate, thereby making it possible for any teacher with elementary background to teach any grade from nursery through eighth grade. The Council, along with other educational organizations, opposed the proposed amendment on grounds that unlike older elementary-age children, children below the age of eight years learn differently and process information in ways unique to the stage of development. The Council was in agreement with many educators and child development professionals who believe that an early childhood certificate will ensure that an early childhood teacher has an appropriate academic and practical preparation prior to classroom teaching.

The Council sent letters to the commissioner of the DOE and to members of the State Board of Education (SBE), submitted an extensive position paper to the SBE, and testified before two SBE hearings. A copy of the summary of the Recommendations from the Council's July, 1989, position paper on early childhood teacher certification is in Appendix C.

Council support for the recommendations of the National Association of State Boards of Education (NASBE) was corroborated by other state organizations, including the New Jersey Statewide Coalition for Child Care, the New Jersey School Boards Association, the New Jersey PTA, the New Jersey Association of Kindergarten Educators (NJAKE), the New Jersey Association for the Education of Young Children (NJAEYC), and many educators, parents, and child advocates.

In response to the proposed amendment to the education code, former Assemblyman Joseph Palaia, now a state senator, introduced a bill that would require the Department of Education to establish a certificate for teachers of children from birth through eight years of age. The assembly education committee held hearings on the bill in November and December; the bill has been pre-filed for the 1990 legislative session.

Staff Salaries in Social Services Block Grant (SSBG) Child Care Centers

Despite a 1988 administrative allocation of \$2 million to increase salaries for staff members in Social Services Block Grant (SSBG) child care centers, most centers continue to pay inadequate salaries and benefits to professional and support staff. The combination of historically low compensation, limited cost-of-living adjustments, and the potential negative effect of increased tuition based on the ability of parents to pay, made it very difficult, if not impossible, for most SSBG centers to compensate staff equitably.

Two documents released in 1989 demonstrate that the salary issue is equally problematic for all child care and early education programs, regardless of non-profit or for-profit status. Both reports are expected to have a powerful impact on the continued efforts to improve child care staff salaries:

- o The New Jersey Statewide Coalition for Child Care published Child Care Program Salary Survey: A Descriptive Report, and
- o The national Child Care Employee Project headquartered in Oakland, California, released the results of the National Child Care Staffing Study, Who Cares? Child Care Teachers and the Quality of Care in America.

Full references for both studies are listed under "Resources for Early Care and Education in New Jersey" on p. 27.

Regulating School-Age Child Care Programs

New Jersey is among a small number of states in the nation without any state regulations for school-age child care (SACC) programs. Among the states that do have regulations, the types and scope of programs subject to regulation vary widely. The Council addressed the SACC regulation issue along with other programmatic regulations by requesting that the Legislative-Government Action (LGA) Committee appoint sub-committees to review the current laws for licensed child care centers and voluntarily registered family day care homes. The purpose of the revisions were to update the language in the laws and to reconcile any existing inconsistencies between the center licensing law and the family day care registration act.

After reviewing the laws, proposed amendments were submitted for consideration by the LGA and the full Council. A report on the fiscal implications of implementing a proposed amendment to extend the licensing law to cover school-age child care programs from six through 13 years has been recommended and will be made final in 1990. Such a report is essential, since the State cannot effectively regulate additional programs without sufficient staff and resources.

State Employee Survey of Child Care Needs

The enactment of P.L. 1987, C.295, authorized the Division of Women in the Department of Community Affairs to carry out a statewide survey of the child care needs of state employees. The Division contracted with the Rutgers University School of Social Work, who, with assistance from the Council, the Division of Youth and Family Services, and the Task Force on Employer-supported Child Care, developed and conducted the survey.

Final results from the survey are expected to be released early in 1990. The survey results should help New Jersey State government with its future planning for the child care needs of its employees.

ADVOCACY AND PUBLIC AWARENESS ACTIVITIES

One of the principal roles of the Child Care Advisory Council is to publicize the need for child care and early education throughout the State of New Jersey. As the group mandated to advise and make recommendations on child care issues, policies, and programs, the Council is especially fortunate in having a membership that represents both the child care community and the statewide population. With the support and expertise of its membership and from various community resources, the Council is able to promote policies and practices that will increase and improve child care programs and services statewide.

In February, 1989, the Council chairperson called for the establishment of a Public Relations Committee which, with the approval of the revised Council Bylaws, became the fourth standing committee. The Committee developed an Information Fact Sheet to describe the work and current priorities of the Council and contributed significantly to the planning for The Convention for Human Services in October. The Committee also helped organize the networking reception held at the national conference of the National Association for the Education of Young Children. The public awareness activities carried out by the Council during 1989 are described below.

Recognition Luncheon

Past members of the Council together with members who had served for more than one year were honored at a luncheon held at the Somerset Holiday Inn on January 18th. Former Commissioner Drew Altman, Department of Human Services, and Assistant Commissioner Sidney Willis, Department of Community Affairs, were the principal speakers. A special presentation was made to Carolyn Atherly, outgoing Vice President, and certificates were given to DYFS designee Aletha Wright, DOW designee Fran Orenstein, and to the long-term Council members.

Reception for Release of the Report to the Legislature

Over 80 legislators, child care professionals, educators, business people and other public officials attended a breakfast reception held at the Cenlar Bank Headquarters, Carnegie Center, Princeton, at which the Council released its 1988 annual report, Child Care in New Jersey: A Report to the Legislature. Legislators who attended the breakfast received special editions of the report and heard the Council's recommendations for legislative action for SFY 1990.

The Convention for Human Services

Over 1,200 human services advocates from around the state and representing a broad range of professional disciplines gathered in the War Memorial Building in Trenton on October 6th for "The Convention: Responding to Human Needs in New Jersey."

Council members were available to distribute copies of its publications and to talk to attendees about child care. A Child Care Caucus convened during the lunch period attracted over 70 persons who dramatized their support for affordable, accessible quality child care

by forging a paper chain composed of links on which was printed the slogan "Linking Up for Quality Child Care."

New Jersey Networking - Reception at NAEYC Conference

Following the success of the New Jersey Networking Reception held at the 1988 National Conference of the National Association for the Education of Young Children (NAEYC), a second New Jersey reception was held at the 1989 NAEYC conference in Atlanta in November. Co-sponsored by the New Jersey Association for the Education of Young Children, the reception provided an opportunity for over 100 New Jersey child care and early education advocates and their guests from around the country to meet and discuss informally the child care issues confronting our state and nation.

Conference Presentations

Federal agencies and organizations, as well as other states, look with increasing frequency to New Jersey child care and early education professionals for information and advice on child care issues and for contributions to symposia, conferences and other meetings. Members of the Child Care Advisory Council have participated in numerous national, regional and statewide child care and early education conferences and similar events this past year, thus bringing national attention to the work of New Jersey advocates for children and families.

National Conferences

- o "Help Them Lead the Way," Biannual Conference, National Association for Family Day Care, San Francisco, August 1-5.
- o "Child Advocacy in the States: Building a Better America," Fifth National Conference of the Association of Child Advocacy, Fort Lauderdale, September 20-24.
- o "Perspectives on School-Age Child Care," American Child Care Foundation, McLain, Virginia, October 13-15.
- o Second National Conference, School-Age Child Care Alliance, Pre-conference Session, National Association for the Education of Young Children, Atlanta, November 1.
- o School-Age Child Care Track, National Association for the Education of Young Children, National Conference, Atlanta, November 2-5.

Statewide Conferences

- o Intergenerational Conference on Employing Older Adults in Child Care Settings, Division on Women, New Brunswick, April 3.
- o "Developmentally Appropriate Practice in Pre-K and Primary Settings: Time to Interpret and Act," Fifteenth Annual Symposium on the Young Child, William Paterson College, Wayne, April 26.

- o Early Childhood Networking Symposium, New Jersey Association for the Education of Young Children (NJAEYC) and the Division on Women, Trenton, May 4.
- o "Statewide Conference," New Jersey Child Care Association, Atlantic City, May 11-13.
- o "Intra and Interorganizational Coordination in Human Services," Sixth Human Services Management Institute, New Jersey Chapter, National Association of Social Workers, Piscataway, May 12.
- o "Mosaics of Inclusion," Seventh Annual Celebration of our Work, Institute for Research on Women, Eagleton Institute, Rutgers, the State University, May 23.
- o "Meeting the Challenge," New Jersey Coalition for School-Age Child Care, Lawrenceville, September 22 & 23.
- o "Focus on Children: Building a Healthy Future," Department of Health Sixth Child Health Seminar, Princeton, September 29.
- o "New Jersey Employers and Child Care: Through the 1990s Together," Governor Thomas H. Kean, Senator Bill Bradley, and the New Jersey Task Force on Employer-supported Child Care, Somerset, October 16.
- o "Together for Children," New Jersey Association for the Education of Young Children (NJAEYC), East Brunswick, October 20 & 21.

Coordinator's Activities

The coordinator of the Child Care Advisory Council is responsible for writing major reports, position papers, briefings, and correspondence for Council review and comment; designing documents for Council use; organizing for, attending, and reporting on Council meetings, standing committee meetings and special events; and maintaining Council records and documents.

In addition to the administrative and research tasks, the coordinator also contributes papers and workshops at various conferences and seminars. Among the public presentations made by the coordinator in 1989 were the following:

- o "Developmentally Appropriate Practice in Pre-K and Primary Settings: Time to Interpret and Act," Fifteenth Annual Symposium on the Young Child, William Paterson College, Wayne, April 26.
- o "Intra and Interorganizational Coordination in Human Services," Sixth Human Services Management Institute, New Jersey Chapter, National Association of Social Workers, Piscataway, May 12.
- o "Mosaics of Inclusion," Seventh Annual Celebration of our Work, Institute for Research on Women, Eagleton Institute, Rutgers, the State University, May 23.

- o "Reflections and Visions: Yesterday, Today, and Tomorrow," Fortieth Annual Conference, Southern Association for Children Under Six (SACUS), Richmond, April 12-16.
- o "The Circle of Caring: Bringing Together the Community of Caregivers," Third National Conference, Albert E. Trieschman Center (Needham, MA), Cambridge, MA, July 18-21.
- o "Help Them Lead the Way," Biannual Conference, National Association for Family Day Care, San Francisco, August 1-5.
- o "Child Advocacy in the States: Building a Better America," Fifth National Conference of the Association of Child Advocacy, Fort Lauderdale, September 20-24.
- o "Perspectives on School-Age Child Care 1989," Planning Committee, American Child Care Foundation, McLean, VA, October 13-15.
- o "A Marketplace of Ideas for Professional Development," member of the History Seminar, National Association for the Education of Young Children (NAEYC), Atlanta, November 2-5.
- o "Child Advocacy Issues," Interagency Child Care Conference, Valley Forge, PA, November 10-11.

In August, the coordinator was invited to become a charter member of the National Resource Panel (NRP) of the National Association for Family Day Care (NAFDC) and to serve as chair of the Advocacy Agenda Subcommittee. The NRP is composed of family day care providers and advocates who will advise the NAFDC Board of Directors on issues and other matters of interest to NAFDC members.

Communications

In response to current events involving child care and early childhood education, the Council corresponded with new and retiring Council members and liaisons; former Governor Thomas H. Kean and Governor Jim Florio; former Commissioners Drew Altman, Department of Human Services, Anthony Villane, Jr., Department of Community Affairs, and Molly Joel Coyle, Department of Health; Commissioner Saul Cooperman, Department of Education; Senate President John Russo; Assembly Speaker Chuck Hardwick; Acting Commissioner William Waldman, Department of Human Services; Acting Director Nicholas Scalera, Division of Youth and Family Services; the New Jersey Congressional delegation; the New Jersey State Board of Education, and the New Jersey Education Association.

Chairperson Mitchell met with former Commissioner Drew Altman and Acting Commissioner William Waldman to discuss New Jersey child care initiatives and to identify key issues for the 1990's.

During 1989, the Council distributed over 1,000 copies of Child Care: Today's Challenge for Tomorrow and Child Care in New Jersey: A Report to the Legislature to libraries, colleges and universities, home extension offices, corporations and consultants, state and local government offices, newspaper, periodical and television reporters, individuals interested in child care, and persons attending national and state conferences. Copies were

sent to the gubernatorial candidates, the Honorable James Florio and the Honorable James Courter, to Governor Florio's transition team, and to the New Jersey Congressional delegation.

Child Care: Today's Challenge for Tomorrow, was accepted for inclusion on ERIC, one of the nation's largest full-text microfiche document collections and databases on education. The plan became one of over 600,000 documents available for retrieval at libraries and resource centers that participate in the ERIC system. The ERIC accession number for the child care plan is ED 304 238.

ADVISEMENT ACTIVITIES

Since the authorization of the Child Care Advisory Council in 1984, Council members have requested numerous special reports on a wide range of child care and early education topics. In order to base its 1989 and 1990 recommendations on accurate and current information, the Council heard presentations on the following subjects during the past year.

- o Status of Family Day Care Registration in Hunterdon County;
- o Early Childhood Teacher Certification (see detailed description under "Unresolved Child Care Issues," p. 11).
- o Status of Head Start-like funding;
- o School-Age Child Care and Dependent Care grants;
- o Mini Child Care Center Project;
- o Realizing Economic Achievement (REACH) Child Care;
- o Model Child Care Center Report of the Child Care Policy Development Board;
- o Employer-supported Child Care as a State Employee Benefit - a panel presentation by representatives from the four child care centers serving state employees;
- o Report to the Governor and State Legislature on the Family Day Care Provider Registration Act of 1987;
- o Interagency Agreement between the Division of Youth and Family Services and the Division on Women;
- o Family Day Care Public Awareness Campaign; and
- o Comments from James W. Smith, Jr., Special Assistant to Acting Commissioner William Waldman, Department of Human Services; Michael Laracy, Assistant Commissioner of Policy and Program Evaluation, Department of Human Services; and Nicholas R. Scalera, Acting Director, Division of Youth and Family Services.

CHILD CARE LEGISLATION IN 1989

National, state and local interest in child care issues has been reflected in the large number of bills introduced at all levels of government, in the number of editorials, op-ed page and news articles; in the increased attention paid to child care and early education by fields outside human services, education and similar disciplines; and in the number of major reports published by national and state organizations. Selected national and New Jersey reports released during 1989 are listed in this document on p. 27.

The Child Care Advisory Council is particularly interested in child care and early education legislation at both the federal and state levels. The Legislative-Government Action Committee is responsible for reviewing child care legislation and related topics, commenting on proposed regulations and policies, advising on state child care initiatives, and working cooperatively with the Finance Committee on bills to which a fiscal note is attached. The LGA submits its recommendations for support or opposition of bills and regulations to the full Council for final approval.

The work of the LGA increased during the past year to the extent that subcommittees were established and a regular monthly meeting schedule was arranged.

LGA Subcommittees

Child Care Center Licensing Law and Family Day Care Registration Law. The work of these subcommittees is described in the chapter on Unresolved Child Care Issues under "Regulating School-Age Child Care," on p. 12.

Federal Legislation. At the request of the Federal Legislation subcommittee, a member of the staff of the Intergovernmental Affairs Office of the Department of Human Services met with the full LGA to discuss the status of the Act for Better Child Care (ABC). The Council voted to support ABC and has written to members of the New Jersey Congressional delegation to urge their support of the bill.

On June 23, 1989, the Senate version of the child care bill, S.5, passed and went to the House. After extensive discussion and revisions, H.R.3, including three titles (Head Start, Preschools in the Public Schools, and sections of the ABC bill) went into the House appropriation bill. In November, House leadership moved to postpone action on the bill until 1990.

The Family Support Act of 1988 provides support for child care services for parents participating in welfare reform programs. Funds will become available in 1990 for which the Department of Human Services submitted a proposal for the New Jersey projected allotment. Members of the REACH/Welfare Reform Child Care Committee reviewed the proposal and made comments.

Tax-related State Legislation. In recent New Jersey legislative sessions, bills have been introduced calling for a variety of tax credits for parents and employers who provide child care services for certain of their employees. The State Division of Taxation routinely opposes such bills because of the projected loss of revenue. After reviewing the tax-related bills, the subcommittee recommended that the Council not support these or similar bills until the climate for State spending changes.

New Jersey Child Care and Early Education Legislation

By the end of 1989 and the 203d legislative session, over 100 child care, early education and family-related bills had been introduced and members of the Council had testified before the Senate Children's Services Committee, the Assembly Labor Committee, and the Joint Appropriations Committees. Written documents on early education teacher certification were submitted to the Assembly Education Committee.

Of the many child care and family-related bills in the 203d session, only two were signed into law:

- o Family Leave Act of 1989 (S.2035/A.2678; P.L. 1989, C.261).
- o Act permitting child care centers to operate in all non-residential districts of a municipality (S.1117; P.L. 1989, C. 286).

NEW JERSEY CHILD CARE REVISITED: FROM 1980s VISION TO 1990s REALITY

The New Jersey Child Care Advisory Council's comprehensive plan for the growth and development of child care published in 1988, recommended actions that reflected powerful educational, cultural, social, political and economic changes affecting New Jersey's children and families. The Council, through statewide public hearings and a major conference, demonstrated in the plan the need to develop a range of program opportunities to enable children to live in healthy environments and to become constructive and productive citizens. Child care and early education programs are now irrevocably within the mainstream of American society and affect in some way every organization, agency and individual. The historical development of child care and early education in New Jersey has been marked by a slow and gradual emergence over time, until at the present moment, the following characteristics are represented:

- o New Jersey is aware of the growing need for all types of child care and early education programs for all families, regardless of race, ethnic group, religion or socioeconomic background;
- o New Jersey recognizes the changes that have occurred in family composition and economic contribution;
- o New Jersey organizations, agencies and groups with an interest in child care and early education programs have grown in number and in the level of concern and degree of commitment;
- o New Jersey child care and early education professionals are increasingly aware of the deficiencies and needs within the profession itself;
- o New Jersey governments, organizations, agencies and human services and educational professionals recognize the growing need to work together in cooperation, collaboration and in coalition building team efforts; and
- o New Jerseyans are increasingly willing to join together to identify and examine the entire range of issues involved in the development and delivery of child care and early education programs and services.

In this Annual Report to the New Jersey Legislature, the Council has described its recent activities and accomplishments in order to provide a platform on which to set down the next steps to be taken in offering opportunities to all New Jersey families for accessible and affordable quality child care and early education programs. Through its priorities and recommendations as stated in the concluding chapter, the Council seeks success for its vision for the children of New Jersey, success not only in the sense of ever-larger projects and ever-increasing funding allocations, but also in the meaning in Ralph Waldo Emerson's definition of success:

To laugh often and much; to win the respect of intelligent people and affection of children; to earn the appreciation of honest critics and endure the betrayal of false friends; to appreciate beauty, to find the best in others; to leave the world a better

place, whether by a healthy child, a garden patch or a redeemed social condition; to know even one life has breathed easier because you have lived. This is to have succeeded.

The New Jersey Child Care Advisory Council anticipates working closely with its colleagues in State government and in the general community in achieving success for child care and early education programs for our state's children and families. To participate in discussions about how to fund child care services; to enter into dialogue with representatives from human services, education, labor, health, commerce, business and industry, and governments; to observe children and families growing toward strength and self-sufficiency; and to provide opportunities for children - all children - to receive the chance to learn, to grow, and to feel safe: these events speak well of New Jersey and promise a safer, healthier and happier future for our state and its people.

Major initiatives taken during the recent past reflect New Jersey's emerging leadership role in moving toward a more comprehensive range of services for young children, and have led to the growing trend for other states, the Federal government, and national organizations to seek cooperation from the state in order to plan for future program and service expansion.

Unresolved issues in particular have alerted all participants in the child care and early education field to the primary goals of working together: to provide experiences and environments in which children and families can grow optimally, and to persist in overcoming disagreements and differences in perspectives so that work together will lead gradually toward more consensus and resolution of issues.

In the same way, the Council and other organizations and agencies advocate for cooperation so that disparate viewpoints on various topics can be shared and actions shaped that will establish and expand child care programs and services. Through constant networking activities, New Jerseyans strive toward a future in which children's basic needs will rank equally with all other political, economic and social issues in our state.

In recognizing the dynamics of change, the Council has moved to modify its own organization by expanding Council membership, revising operating procedures, writing revised by-laws, and inviting various groups to attend Council meetings and present information on their work. In these ways, the Council and its colleagues strive to respond to rapidly changing attitudes toward and understanding of programs and services for young children of New Jersey's working parents.

CHILD CARE PRIORITIES AND RECOMMENDATIONS: 1990 AND SFY 1991

Today in the United States, child care and early education are among the top issues facing our nation and our state. Whereas in the past, attention paid to programs and services for young children was time-limited, fragmented and targeted toward disadvantaged families, today's priorities have grown out of the development of broad-based and comprehensive planning and program implementation. In the 1990s and for the foreseeable future, child care and early education will be viewed as essential issues pertaining to and affecting all of American society.

New Jersey's 1988 child care plan, designed to provide a blueprint for state planning for child care into the 21st century, has identified the base on which current and future programming will be built. Recent public and private initiatives in child care and early education program development reflect the awareness of policymakers, program professionals and parents that child care and early education must command our attention, support and resources.

Underlying Assumptions

The New Jersey Child Care Advisory Council bases its objectives and recommendations on the following assumptions:

- o New Jersey must offer a range of child care programs and services to all families who need assistance and must address the needs of children of all ages and families from all ethnic, racial, and socioeconomic groups living in urban, suburban and rural areas;
- o New Jersey must set a goal for adequate, accessible quality "full day, full year" programs and offer time-related options within that timeframe;
- o New Jersey must encourage child care and early education programs to assist families using their services in identifying and using related services within the community; and promote linkages among child care and early education programs and other community services;
- o New Jersey must assist its residents in understanding that no distinction can be made between caring and education programs, but that child care educates and preschools care; and
- o New Jersey must continue developing the various collaborations for child care and early education that have emerged within recent years, including relationships between and among governments at every level, cooperation between professional organizations, and dialogues across disciplines and fields of endeavor.

Objectives

In order to build on the assumptions stated above, the Council urges policymakers, professionals and parents to work diligently on the following:

- o Support appropriate federal legislation that will provide states, including New Jersey, with funds and technical assistance in maintaining and expanding child care services;
- o Emphasize and support collaborative efforts within state government and within counties and cities in order to develop formal child care and early education coalitions;
- o Continue exploration and analysis of cost of quality care issues;
- o Develop collaborations between and among the current and potential supporters of child care and early education as identified in the child care plan, including employers, governments at every level, advocacy groups, professional organizations, religious groups, planning organizations at every level, public and private education, higher education, foundations, and all types of media; and
- o Cooperate with state, federal and local legislators to develop and support legislation that will provide families and children with adequate supports for child care and early education.

Recommendations

The New Jersey Child Care Advisory Council has identified the following issues as priorities for the SFY 1991:

- o Expand support for New Jersey Child Care Resource and Referral System (CCR&R) to establish a local agency in counties presently without one;
- o Increase funding support and technical assistance to Social Services Block Grant (SSBG) child care centers, with special attention paid to staff compensation;
- o Expand early screening and intervention services for all children;
- o Encourage and support expansion of child care and early education programs with emphasis on and priority for programs for infants, toddlers and school-age children;
- o Continue exploration of New Jersey tax laws in order to identify sources of support for expansion of child care;
- o Assist in distribution of national and statewide studies on child care and early education issues; and
- o Examine existing child care allocations and recommend continuation, expansion or re-allocation of funds for child care and early education programs and services.

Legislation in the 204th New Jersey Legislature

The Council supports the following laws which were prefiled for the current legislative session. Numbers refer to the 1990 legislation.

S.33, The Child Care Facilities Grant Program.

S.1059, Permits a corporation business tax credit for starting a child care center for employees.

S.2097, The Child Care Facilities Incentive Assistance Fund Act.

A.2008, see S.1059 above.

A.2247, Establishes an Office of Child Care in DYFS. The Council supports S.1983 which establishes an Office on Employer-supported Child Care ONLY if an ESCC office is placed within an OCC.

A.2308, see S.33 above.

A.2506, see A.2247 above.

In addition to these bills, the Council through its Legislative Government Action Committee, will continue to review and monitor child care, early education, and child/family-related legislation and will support bills that support Council priorities. The LGA will also review proposed changes in the state administrative code that have an impact on child care and early education.

RESOURCES FOR CHILD CARE AND EARLY EDUCATION IN NEW JERSEY

Child Care Advisory Council

Child care in New Jersey: A report to the legislature. (1988 Annual Report). April, 1989. 46 pp.

Child care: Today's challenge for tomorrow/A comprehensive plan for the growth and development of child care in the State of New Jersey. January 1988. 179 pp.

A position paper on certification of early childhood teachers in the State of New Jersey. July, 1989. 18 pp.

Selected New Jersey Publications on Child Care and Early Education (All publications from 1989)

Child care program salary survey: A descriptive report. New Jersey Coalition for Child Care. For information, contact Maxine Fischel, 201-836-4999.

Employer-supported child care in New Jersey (packet). Contact: Office of Accountability, Division of Youth and Family Services, CN 717, Trenton, NJ 08625, Tel. 609-292-4834.

Employers and child care: New Jersey's new partnership. New Jersey Task Force on Employer-Supported Child Care. June 6, 1988. 58 pp. Contact: Division on Women, CN 801, Trenton, NJ 08625, Tel. 609-292-8840.

Model child care program. New Jersey Child Care Policy Development Board, c/o Division of Youth and Family Services, CN 717, Trenton, NJ 08625, Tel. 609-984-3287.

Final report of the ad hoc early childhood education study committees. New Jersey School Boards Association. Contact: 413 West State Street, Trenton, NJ 08605, Tel. 609-695-7600.

Selected National Child Care and Early Education Reports

Right from the start: The report of the NASBE Task Force on Early Childhood Education. October 1988. National Association of State Boards of Education. Tel. 703-684-4000.

Towards high and rigorous standards for the teaching profession. Initial policies and perspectives of the National Board for Professional Teaching Standards. July 1989. Tel. 313-961-0830.

Who cares? Child care teachers and the quality of care in America. The National Child Care Staffing Study. The Child Care Employee Project. October 1989. Tel. 415-653-9889.

APPENDIXES

A TO D

APPENDIX A

STANDING COMMITTEE MEMBERS, 1989-1990

Finance: Steven Eberhardt
Kay Gellert
Anna Lopez
Richard Macaluso
Dolores Odom
Leonard Talarico
Dianne Keel Atkins, Chairperson

**Legislative-
Government
Action:** Judith Ashley
Sally Duff
Dottie Dunfee
Steven Eberhardt
Lee Forrester
Selma Goore
David J. Harris, Jr.
Mary Ann Mirko
Annette O'Flaherty
Dolores Odom
Aurora Pipeling
Ciro Scalera
Yasmina Vinci, Co-chairperson
Carolyn Ferolito, Co-chairperson

**Public
Relations:** Elissa Hairston
Elaine Koss
Richard Macaluso
Suzanne Schmidt
Sydelle Mason, Co-chairperson
Carlos M. Soto, Co-chairperson

Research: Maxine Fischel
Kay Gellert
Faith Rodgers
Barbara Shaw
Timi Smith
Joyce E.I. Williams
Ann M. Wilson
Pat Petracco, Chairperson

**REACH/
Welfare
Reform Child
Care:** Carolyn Atherly
Dianne Keel Atkins
Sally Duff
Kay Gellert
David J. Harris, Jr.
Tony O'Flaherty
Joyce E. I. Williams
Susan Leggoe, 1989 Chairperson
Faith Rodgers, 1990 Chairperson

**Nominating
(1990-1991):**

**Sally Duff
Carolyn Ferolito
Selma Goore
Wilbert Mitchell
David J. Harris, Jr., Chairperson**

**Long-range
Planning:**

**Steven Eberhardt
Donald McNeely**

APPENDIX B

NEW JERSEY CHILD CARE ADVISORY COUNCIL

BYLAWS

Revised October 18, 1989

For information, contact:

New Jersey Child Care Advisory Council
Office of Child Care Development
Department of Human Services
CN 700
Trenton, New Jersey, 08625

BYLAWS
OF THE NEW JERSEY CHILD CARE ADVISORY COUNCIL
(Revised October 18, 1989)

ARTICLE I.
Name

Section 1. The name of this organization shall be The New Jersey Child Care Advisory Council.

ARTICLE II.
Purpose

Section 1. The purpose of the organization, pursuant to New Jersey Pamphlet Law 1983, Chapter 492, shall be:

- a. To review rules and regulations governing the licensing of child care centers;
- b. To advise on the needs, priorities, programs, and policies relating to child care throughout the State;
- c. To study and recommend alternate resources for child care; and
- d. To facilitate employment related child care through information and technical assistance.

ARTICLE III.
Membership

Section 1. The Council shall be composed of a minimum of 15 members and a maximum of 50 members. Membership shall reflect the composition of the New Jersey child care community as well as the demographic makeup of the state's population. The Council shall to the extent possible have representatives who live or work in each of the twenty-one counties.

Section 2. The voting membership of the Council shall be in two categories: **Organizational Representatives** and **At-large Members**. Organizational Representatives shall be appointed by selected child care programs and organizations represented on the Council shall be attached to the Bylaws.

At-large Members shall be appointed by the directors of the Division of Youth and Family Services (DYFS) in the Department of Human Services, and the Division of Women (DOW) in the Department of Community Affairs.

Representation from organizations and at-large members shall reflect the number of appropriate organizations operating in New Jersey and a 50-50 balance shall be approximated.

Section 3. Commissioners of State departments with an interest in child care issues shall be invited to appoint non-voting liaisons to the Council. The departments may include but need not be limited to the following: Education; Health; Labor; and Commerce and Economic Development.

Section 4. The directors of DYFS and DOW may appoint designees to represent them at Council meetings and to work with Council staff. The designees shall not be able to vote.

Section 5. Voting members of the Council shall not receive remuneration from a consultative arrangement with either DYFS or DOW.

Section 6. Any member desiring to resign from the Council prior to the expiration of the term of office shall submit a resignation in writing to the Chairperson, except that an appointed member shall also notify the director of the division who made the appointment. Organizational Representatives shall be replaced by the organization. At-large Members shall be replaced by the director of the division which made the original appointment.

Section 7. Members shall be appointed for a term of three years in such a way that one-third of the membership shall go off the Council at the end of each calendar year (December 31).

Section 8. Members are expected to attend all Full Council meetings and all meetings of any committee of which they are a member. Members who must be excused from any meeting are requested to call the Coordinator of the Council.

Members who find it necessary on occasion to be absent from a meeting may send an alternate. The alternate may not vote on Council business. Alternates may not be sent to meetings on a regular basis.

The Council voted to implement the following attendance procedures at the Full Council meeting of September 17, 1986:

1. A letter will be sent out after two unexcused absences. The letter will inform the Council member that a third unexcused absence will be considered a de facto resignation.
2. A letter will be sent after three unexcused absences. The letter will inform the Council member that a fourth absence (excused or not) will be considered a de facto resignation.

Section 9. Organizations that appoint representatives and the two divisional directors shall give careful consideration to the practice of re-appointment of the same person to the Council.

Section 10. Members shall participate on at least one Standing Committee as defined in Article VII below.

ARTICLE IV. Officers

Section 1. The officers of the Council shall be a Chairperson, a Vice-chairperson, and a Treasurer. These officers shall perform the duties prescribed by these Bylaws and by the parliamentary authority adopted by the society.

Section 2. The Chairperson shall coordinate, direct, and provide leadership involving policies, projects, and procedures of the Council, and shall be responsible for the coordination of the activities of the Coordinator of the Council in cooperation with the designees of the Division of Youth and Family Services (DYFS) and the Division of Women (DOW).

The Chairperson shall be ex officio a member of all committees except the Nominating Committee, shall chair meetings of the Full Council and of the Executive Committee, and shall meet regularly with the designees of DYFS and DOW and the Coordinator of the Council.

Section 3. The Vice-chairperson shall replace the Chairperson in the latter's absence, consult with the Chairperson on matters pertaining to the operation of the Council, and shall perform the duties prescribed by the parliamentary authority adopted by the Council.

Section 4. The Treasurer shall provide leadership over the financial work of the Council and shall chair the Finance Committee.

Section 5. At the regular meeting held on the third Wednesday in October, 1989, and in subsequent odd-numbered years, a Nominating Committee of five members shall be elected by the Council. It shall be the duty of this committee to nominate a slate of candidates for the officers to be elected at the annual meeting in October, 1990, and in subsequent even-numbered years. The Nominating Committee shall report at the regular meeting in the September prior to the election. Before the election at the annual meeting in October of even-numbered years, additional nominations from the floor shall be permitted.

Section 6. The officers shall be elected by ballot to serve for two years, their terms of office to begin at the close of the annual meeting at which they are elected. Officers may not serve more than two consecutive terms in the same office, and no members shall hold more than one office at a time.

ARTICLE V. Meetings

Section 1. The regular meetings of the Council shall be held on the third Wednesday of each month, except in August and December, unless otherwise ordered by the Council.

Section 2. The regular meeting on the third Wednesday in October shall be known as the annual meeting and shall be for the purpose of electing officers during even years, for receiving reports of officers and committees, and for any other business that may arise.

Section 3. Special meetings may be call by the Chairperson, by the Executive Committee or upon written request of 12 members of the Council. The purpose of the meeting shall be stated in the call. Except in emergency situations, at least three days' notice shall be given.

Section 4. A quorum for action by the Council shall be forty percent plus one of the voting membership.

Section 5. Written notice of regular meetings shall be mailed to the membership not less than one week prior to the meeting.

ARTICLE VI Executive Committee

Section 1. The Executive Committee of the Council shall consist of the officers of the Council, the Chairpersons of the Standing Committees, and two general members elected by members of the Council at the annual meeting. The two general members of the Executive Committee shall not serve more than two consecutive one-year terms.

Section 2. A quorum for action shall be a majority of the Executive Committee.

Section 3. The Executive Committee shall keep full minutes of each meeting and shall report on each meeting at the next Full Council meeting.

Section 4. If the Executive Committee takes action in an area not yet addressed by the Council, it does so at the risk of reversal by the Council. None of the acts of the Executive Committee shall conflict with action taken by the Council.

Section 5. Meetings of the Executive Committee shall be called as needed by the Chairperson, or upon written request of three members of the Council.

ARTICLE VII Committees

Section 1. The Council shall have the following Standing Committees: Finance, Legislation - Government Action, Public Relations, and Research.

Section 2. The Finance Committee shall address Council fiscal and State budget child care issues, and carry out such activities as monitoring the fiscal recommendations of any child care plan which the Council develops, reviewing child care components of the annual State budget, testifying before annual legislative appropriations hearings, and any other activities which the Council may authorize.

Section 3. The Legislative - Government Action Committee shall review Federal and State child care legislation and recommend action on the bills to the Full Council.

The Committee shall review and recommend action on Federal and State laws which have an impact on child care policies and programs, including but not limited to regulatory laws and requirements for child day care programs.

Section 5. The Public Relations Committee shall carry out activities that will inform the general public and the child care community about child care issues, policies, programs and services.

Section 6. The Research Committee shall provide the Council with information about child care issues, monitor activities related to the recommendations in the 1988 child care plan, prepare an annual report on child care in New Jersey for the Council to present to the New Jersey Legislature, and any other research activities assigned by the Council.

Section 7. Other committees, standing or special, shall be appointed by the Chairperson as the Council shall from time to time deem necessary to carry on the work of the Council.

ARTICLE VIII. Parliamentary Authority

Section 1. The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Council in all cases to which they are applicable and in which they are not inconsistent with these Bylaws and any special rules of order the Council may adopt.

ARTICLE IX.
Amendment of Bylaws

These Bylaws may be amended at any regular meeting of the Council by a two-thirds vote of all members present, provided that a quorum is present, and provided that the amendment has been submitted in writing at the previous regular meeting.

Bylaws Approved:
October 18, 1989

NEW JERSEY CHILD CARE ADVISORY COUNCIL

Organization That Send Representatives to the Council

Association for Children of New Jersey (ACNJ)
Central Regional Resource Center, New Jersey Child Care
Resource & Referral System (CCR&R)
Coalition of Infant/Toddler Educators (CITE)
Family Day Care Organization of New Jersey (FDCONJ)
National Black Children's Development Institute (NBCDI)
New Jersey Association for the Education of Young
Children (NJAEYC)
New Jersey Child Care Association (NJCCA)
New Jersey Coalition for School Age Child Care (NJSACC)
New Jersey Head Start Directors Association
New Jersey Junior League
New Jersey Network on Adolescent Pregnancy
New Jersey PTA
New Jersey School Boards Association
New Jersey Statewide Coalition for Child Care
Northern Regional Resource Center, New Jersey CCR&R
Policy Development Board (PDB) Division of Youth and Family
Services (DYFS)
Puerto Rican Coalition for Child Development
Task Force on Employer Supported Child Care (TFESCC),
Division on Women (DOW)
Southern Regional Resource Center, New Jersey CCR&R

January, 1989

APPENDIX C

NEW JERSEY CHILD CARE ADVISORY COUNCIL

A POSITION PAPER ON

CERTIFICATION OF EARLY CHILDHOOD TEACHERS

IN THE STATE OF NEW JERSEY

JULY 1989

**New Jersey Child Care Advisory Council
CN 717
Trenton, New Jersey 08625
609-633-2260**

**SUMMARY
OF POSITION PAPER ON
THE CERTIFICATION OF EARLY CHILDHOOD TEACHERS
IN THE STATE OF NEW JERSEY**

The Problem

The issue to be addressed is whether New Jersey teachers responsible for developing and implementing a classroom curriculum in programs for children under the age of eight years should be certified under the same guidelines as elementary school teachers and teachers of specialized subjects.

Background Information

In recent years national educational organizations, numerous media reports, and the business community have increasingly looked to the early childhood education experience as having an enormous impact on elementary and secondary school success and as having significant potential for future labor market performance.

The organizations and individuals that have opposed the revised New Jersey certification procedures have stated the following reasons for disagreement:

- Young children (defined nationally as below the age of eight years) think and learn very differently from older children, and, therefore, require teachers who have, in addition to general knowledge, specialized preparation in the development and education of young children, the structure of classroom curriculum, and the design of young children's learning environments;
- The National Teachers Examination General Knowledge Test of the Core Battery (NTE) which is used as the criteria by which all teachers become eligible to teach all children, including young children under eight years, is a test of general knowledge and has not been shown to be an adequate and reliable measure of the specialized knowledge needed by teachers of young children; and
- The decline or elimination of college and university early education courses and degree programs that can be expected to occur as a result of the certification revisions has produced teachers who emphasize academic practices in early childhood classrooms rather than the developmentally appropriate experiences and activities that are recommended by major educators and educational organizations throughout the country.

Conclusions

The Council does not believe that requiring teachers to have a common body of general and professional knowledge eliminates in any way the need for teachers of young children to have a special body of early childhood knowledge and specific preparation in working with groups of young children whose thinking processes, developmental needs and learning styles vary significantly from those of older elementary school-age children and secondary students.

The divergent positions articulated by educators on both sides of the New Jersey teacher certification issue appear to rest largely on differences in the perceptions of how young children develop and learn, and on what their developmental needs are for an early childhood curriculum. Acceptance of pre-operational and concrete operational classifications would lead to the understanding that teachers of children in each of these categories should have special knowledge and specific preparation to teach. Accordingly, the state's educational authority must also recognize the need for teachers to have special knowledge and specific preparation and then require it so that young children in our state may receive a "sound education."

Recommendations

The New Jersey Child Care Advisory Council makes the following recommendations regarding teacher certification to the New Jersey State Board of Education:

1. An Early Childhood Teacher Certificate for present holders of teaching certificates should be implemented based on the model described in the "Proposal for Training and Certification of Early Childhood Teachers" developed by the New Jersey Statewide Coalition for Child Care, a non-profit advocacy group for quality early care and education, and submitted to the New Jersey State Board of Education on May 12, 1989.
2. An Early Childhood Teacher Certificate for undergraduates preparing to become early childhood teachers should require both a general and an age-specific educational background and should prepare teachers to work in a variety of programs for children from birth through eight years.
3. The New Jersey State Board of Education should establish a statewide Task Force on Early Care and Education similar to the NASBE Task Force to explore the feasibility of implementing in New Jersey the recommendations of the NASBE report. The Task Force would include representatives from all relevant State government departments, Federal, County and Municipal governments, employers, labor unions, human service agencies, higher education institutions, professional educational organizations, and child advocacy groups.

Closing Statement

The New Jersey Child Care Advisory Council has worked during the past five years to fulfill its mandate to advise and make recommendations on early care and education in New Jersey. The Council has noted in its research that the need for an adequate number of developmentally appropriate programs for young children has become one of the nation's major educational, political, economic, and social challenges. As we move into the final decade of the twentieth century, as we know more about how young children function and thrive in groups, and as more constituencies become involved or expand their efforts on behalf of quality programs for children and families, it is essential that New Jersey's leading educational organizations cooperate and collaborate in order to fulfill society's most significant function - to protect, to care for, and to educate its children.

July 1989

APPENDIX D

Selected Newspaper Articles

"Low-income Families Get A 'Head Start'," by Cathy Anderson. The Times (Trenton, N.J.) February 20, 1989.

"Legislators Hear Needs of Day-Care Programs," by Donna Mancuso, Home News (New Brunswick Area), April 25, 1989.

"Florio Stops at Day Care Center to Push Early Childhood Learning," by Joseph D. McCaffrey, Star-Ledger (Newark, N.J.), September 21, 1989.

"Child Care Develops into Vital Economic Factor for Workers," by John T. Harding, Star-Ledger, October 6, 1989.

"Study Finds High Turnover in Child Care Workers," by Tamar Lewin, New York Times (National), October 18, 1989.

The Times (Trenton, NJ), February 20, 1989

"Low-income Families get a 'Head Start'"

by Cathy Anderson

Many families around the country take advantage of a federal tax credit that allows them to deduct up to 30 percent of their child-care expenses. But because the Child and Dependent Care Credit is claimed by families who file federal income-tax returns, it only goes to families who earn enough money to pay taxes.

Nicholas R. Scalera, an assistant director of the N.J. Division of Youth and Family Services, said middle- and upper-middle income families make most use of the credit. "People who claim the credit do need it, but the law needs to be supplemented to help people at poverty level," Scalera said.

According to the federal Department of Health and Human Services, poverty level income is \$5,500 a year for an individual and up to \$18,800 for a family of eight.

New Jersey does not supplement this federal tax credit. Although tax credit and other child-care subsidy programs are few and far between, there is some help available to low-income families in New Jersey. Among the state and federal programs is Head Start, which is subsidized by the federal government and administered by the state. The state has started 231 Head Start centers in New Jersey. The program is funded through the Social Services Block Grant program and supports a number of private, non-profit day-care centers around the state.

Head Start has been the most successful program in meeting the needs of low-income families in the state, Scalera said. However, many families can't participate because they live in areas where there are no programs. Last year, of 46,252 eligible New Jersey children between the ages of 3 and 5, only 9,681 or 21 percent were served by Head Start day-care programs, according to the Department of Human Services.

Low-income families can also get help in paying their child-care bills through the New Jersey voucher program, which is run by the Department of Human Services. The program is available to families in Hudson County and in the southern counties of Atlantic, Burlington, Cape May, Cumberland, Gloucester and Salem.

Families can use vouchers supplied by DYFS at any registered day-care or family day-care center [sic]. The center will bill the state. "Despite the state's efforts to assist low-income families with child-care costs, the demand is rising faster than we can meet the supply," Scalera said.

The Child Care Advisory Council is trying to find solutions to the shortage of child-care subsidy programs in New Jersey, according to Edna R. Ranck, council coordinator. The council was created by the state Legislature in 1984 to find ways to improve the quality of child care in the state. The council works through the Division of Youth and Family Services (DYFS), state Department of Human Services, and Division on Women, state Department of Community Affairs.

Much of the council's work to date has been legislative. Most of the 66 child-care bills under consideration in both house of the legislature last year were the work of the Child Care Advisory Council. None of the bills were voted into law, however. Ranck said the council's first job, when it was created in 1984, was to write a plan for child care into the 21st century. The council's subsequent "Plan for the Growth and Development of Child Care in New Jersey" was presented in January 1988 to Gov. Thomas H. Kean and the legislature.

"It includes 43 recommendations for action to be carried out over the next two decades by a consortium of federal and state legislators, county and municipal officials, corporate leaders, child-care providers and advocates, and parents," Ranck said.

The council's primary role now is to ask the legislature for money to fund programs coming out of this plan. A member of the council, which has 37 members, has testified at legislative appropriation hearings each year, she said.

Ranck said 19 of the members are from major child-care and child-advocate organizations in the state, and the rest are from state agencies or are appointed by agency officials.

The council has selected seven critical issues from the 43-point plan, four of which are designed to assist low-income families. These call for the expansion of the voucher program, the Social Services Block Grant, Head Start and child-care resource and referral services. The resource and referral services inform the public of child-care programs and resources throughout the state, Ranck said.

The council also recommended expanding the number of family day-care homes in New Jersey and encouraging voluntary registration, she said. A bill has been introduced into the Assembly that would expand the number of family day-care centers, which are operated out of private homes. The proposal asks that \$350,000 be appropriated in 1989 to promote the creation of more centers.

At the end of 1988, there were 1,200 registered homes in the State, Ranck said. However, it is legal to operate a center from one's own home without being registered. In fact, there are many non-registered centers in the state. "There are obvious advantages to being registered, Ranck said, the biggest being that parents will be more likely to enroll their children in a registered center. Individuals who register are trained and added to a referral-service list. The person also gets technical assistance, she said. "We're making progress slowly, but money comes along from time to time," Ranck said of the council's efforts.

For more information about child care in New Jersey, call Child Care Clearing House at (609) 984-0459.*

For a copy of the (Child Care: Today's Challenge for Tomorrow)/ The Plan for Growth and Development of Child Care in the State of New Jersey, call Edna R. Ranck at (609) 633-2260.*

* As of November, 1989, the Child Care Clearing House telephone is (609) 292-8408, and the council's telephone is (609) 984-5321.

Home News (New Jersey), April 25, 1989

"Legislators Hear Needs of Day-care Programs"

by Donna Mancuso

Increased salaries for day care workers, tax breaks for companies providing day care and more slots for children needing care headed a list of recommendations made to legislators yesterday by the Child Care Advisory Council.

"New Jersey's need for affordable, accessible and quality child care continues to exceed our ability to provide programs and services," according to the council's first yearly report to the state Legislature.

"As we look to the future together," the report said, "the council urges you to increase your support for legislation that will improve conditions for children and families and that will encourage the cooperation of the private sector in making child care available to families who need it."

In its 1989 report, council members noted that there are about 80 bills pending in the legislature concerning child care. Of the 80 measures, the council recommended passage of five.

The council is pushing for the creation of a tax credit for corporations who operate or maintain a child care center for employees and a bill that provides a comprehensive study of present and future child care needs. The council also backs a bill providing \$4 million in loans and \$2 million in grants for the renovation or construction of day-care centers.

Recognizing the tight-budget year ahead, the council also created a revised list of budget priorities expected to cost \$10.9 million.

The council, which was created in 1984 to advise on child care issues, asked the legislature for a \$1.9 million, or 5 percent, increase in Social Services Block Grants to raise wages for child care center staff workers. It also asked for \$8 million more in block grants to increase the number of spaces available for children needing day care and expand the voucher program that cuts day-care rates for income-eligible parents. The group also asked for a \$1 million increase to expand the New Jersey Child Care Resource and Referral System.

Council coordinator Edna Ranck said the council's top priority is increasing salaries for workers in day-care centers.

Salary represents day care's largest cost. To make day care affordable, salaries are low and workers leave the field for better paying jobs. Salaries at day care centers can run between \$10,000 and \$20,000 per year.

In a report last year to Gov. Thomas H. Kean, the council reported that turnover averaged 15 to 30 percent in day care centers. Most workers with college degrees and teaching certificates leave the field for the public school system, which provides better salary and benefits, according to the report.

Council Chairman Wilbert Mitchell told the 50 child care advocates and public officials assembled that child care is a low-cost alternative for society compared with the costs of welfare, prison and homelessness.

"Child care is a preventative measure. Studies have shown that children in preschool environments are less likely to be affected by drugs, be on welfare or be pregnant as teen-agers," Mitchell said.

"Child care costs about \$75 per week, which is about \$15 per day and about \$1.50 per hour. Where else can you find a service that cheap?" he asked.

While no members of the state Assembly were present at the council's meeting at the Cenlar Bank Building, five state senators were on hand, along with gubernatorial hopefuls Princeton Mayor Barbara Boggs Sigmund, former state tourism official Lois Rand and state Sen. Gerald Cardinale, R-Bergen.

Ranck said the legislative turnout at the council's event was high, reflecting in part the growing awareness of child care as an important economic and social issue. Ranck said the council expects to raise the child-care issue in the gubernatorial race.

When asked about the chances of enactment for the council's recommendations, Cardinale said that with a tight budget, the chances were "zero to nil," yet he added that the state would save money if it made day care a priority.

Sigmund said money is available if the state's top leadership makes child care a priority, as she pledged to do.

The Star-Ledger (New Jersey), September 22, 1989

"Florio Stops at Day Care Center to Push Early Childhood Learning"

by Joseph D. McCaffrey

Democratic gubernatorial candidate Rep. James J. Florio (D-1st Dist.) visited a day care center in Maple Shade, Burlington County, yesterday to talk about his programs for "early childhood initiatives."

"You can't start too early," he said. "Part of the programs we're talking about start before birth."

"Day care is imperative for the future of New Jersey," Florio said.

"The need for day care will increase more and more between now and the end of the century, especially with more women entering the work force."

After touring Gaul's Nursery and Art Center, operated by sisters-in-law Donna, Helen and Carol Gaul, Florio outlined his program, and blasted his opponent, Rep. Jim Courter (R-12th Dist.), for voting against a number of similar measures while in Congress.

Florio's program, called Goodstart, mainly calls for expanding current programs, such as providing good nutrition and health education to pregnant women, expanding early childhood education, providing incentives for employer-sponsored day care, and early education on drugs.

"We're not talking just about baby sitting. We're talking about learning taking place. It takes place at an accelerated rate in the early years.

"Business people now understand day care is imperative to a healthy economy. You're not going to have a productive, independent work force without providing day care."

Florio said issues such as day care, nutrition and early education "are like being in favor of motherhood."

Yet, he said, Courter has voted against nutrition and child lunch programs, against reauthorizing Head Start and Follow Through programs and against child immunization programs.

"And we have had a recent outbreak of measles," Florio said. "Every dollar we saved later cost \$10." He said Courter has also voted against the welfare reform bill, which would provide day care to the children of welfare mothers while the mothers work or receive job training.

He added Courter was the only member of the New Jersey congressional delegation to vote to reduce food stamp benefits for children receiving federally subsidized school lunches.

Florio said no new taxes are needed for his program.

"The programs we now have, if you put them into effect, you can save money."

Additionally, he said, "We now spend \$30 million on state cars for the state of New Jersey."

Florio said in 1982, the state had 2,800 state cars. Now bureaucrats drive around in 11,000 state cars, at a cost to the taxpayers of \$30 million.

"Take the money out of state cars, that's an easy one," he said. "If it's a choice between bureaucrats having cars to get around, and having a program like this, the choice is clear."

He said the state can also provide incentives to get private employers to provide day care facilities.

"We can work hard to try to get the private sector involved."

He said there is an industrial park in Middlesex County where the owner opened a day care center "and is marketing his park on the attractiveness of having a day care center there."

"We want to turn loose all the creative energies we have. I'm looking at day care as an aspect of education.

"Every child in the state is somebody's child, and they all represent our future," Florio said. "The investments we make in our children, even when they are very young, can make a crucial difference in their life-in all our lives."

"Child Care Develops into Vital Economic Factor for Workers

by John T. Harding

Child care is not a "women's issue" any more.

With an increasing number of women in the labor force and employers competing for workers in New Jersey's tight labor market, child care centers for working parents has become an economic issue," according to Cheri Sheridan, president of PAL Corporate Child Care Inc. of Silver Spring, Md.

Without child care, mothers can't work; without workers, companies can't function; and without tenants, developers can't build and operate office and industrial parks.

"Child care is a necessary amenity to attract the tenants we want," said Jeffrey Horn, executive director of the New Jersey chapter of the National Association of Industrial and Office Parks (NAIOP).

"The office parks need tenants and the tenants need workers," added John Casazza, assistant vice president for education at the Arlington, Va.-based group. Companies that provide day care centers gain an added benefit of lower absenteeism, he pointed out.

Roger Steinhardt, president of the New Jersey chapter of NAIOP, pointed out that the state's unemployment rate dropped from 12 percent eight years ago to less than 5 percent today.

"We need people to come into the work force and to stay in the work force," he said. "It companies can't get workers, we can't get tenants."

NAIOP has estimated that 65 percent of all the people entering the work force next year will be women.

The economics of scale reached by gathering large employers together make it possible to set up child care centers in such a park, Horn said.

But like so many things in business, sometimes "the numbers don't work," experts said yesterday at a conference on child care centers held in Raritan and sponsored by NAIOP.

"Infant care is critical," Sheridan said. "But if women workers can't afford it, they won't take it," she told attendees at the conference.

Child care itself can be a major industry. Sheridan pointed out that an estimated 10 million preschoolers across the country are cared for by someone other than their parents.

The U.S. Census Bureau has reported that in 1960, there were 2.5 million married women in the nation's work force with children under six years of age. By 1987, that total had nearly tripled, to 7 million.

NAIOP noted that only 10 percent of U.S. households fall into the traditional mode of the male breadwinner who provides the sole support for an at-home wife children. More than half the children under six are in child care, NAIOP said.

But child care is expensive, experts acknowledged, and many women who would want to work choose not to because of that expense. Child care, according to a NAIOP monograph published for developers, "is the fourth most expensive item in a family budget, costing between 10 percent and 40 percent of the family's income."

Often, Sheridan said, "grandma is working and doesn't want to do child care."

Child care at one of the six units of Summit Child Care Centers Inc. ranges from \$110 weekly for a preschooler to \$188 for an infant, according to Dr. Anita Weinberg, managing director of Corporate Care Consulting Service, a division of the Summit-based nonprofit organization.

Needy families, however, are not charged the full amount, she said, because the organization is subsidized by employers.

The numbers don't always work for employers or child care providers, either, experts said.

If an employer pays a production worker or support staffer enough to afford child care, the company may not be able to compete in the marketplace, they said.

"A good child care center spends 75 percent of its budget on staff costs," Weinberg pointed out. But if tuition rates are too high, she added, in an effort to attract highly qualified personnel, parents could not afford to send their children to the centers, and would drop out of the work force to stay home with the children.

The alternatives, Weinberg said, would be to cut costs by lowering the quality of the programs offered or to reduce staff salaries.

"Seventy percent of our staff have college degrees and are certified in early childhood education," Weinberg noted, but are paid approximately \$15,000 yearly. "And this is better than most" child care centers, she said.

A third option, Weinberg said, would be corporate support of the centers.

But of the estimated 2,000 group child care centers in New Jersey, only about 100 are supported in some way by corporations, she said.

New Jersey has been encouraging employer involvement in child care, and the Department of Community Affairs is sponsoring a forum on the topic October 16 in Somerset.

NAIOP pointed out that more than 3,000 companies throughout the country assist with their employees child care, a 300 percent increase in 10 years.

Replacing a worker, moreover, costs the company an average of \$5,600, according to Sheridan.

Not all child care centers are operated by nonprofit organizations, however. But it's not an easy business to run as a profit-making enterprise, experts said.

Ed Glazer of Early Advantage Child Care Centers Inc. said "it could be very profitable if we operated at the minimum state guidelines."

But in the higher-income Princeton area, where his firm operates a center in Monmouth Junction, parents demand more services and the profit margins are less than 10 percent, he said.

State guidelines call for one staff member for every four infants, Glazer noted, but his center operates at one-to-three ratio. And for preschoolers, the state calls for one teacher for 15 children, but Glazer has one for 10, he said.

The New York Times (National), October 18, 1989

"Study Finds High Turnover in Child Care Workers"

by Tamar Lewin

People who care for children in day care centers are leaving their jobs in growing numbers and the turnover is hurting the children's development, according to a study released yesterday.

The study, by the Child Care Employee Project, found that turnover at child care centers had nearly tripled in the last decade - from 15 percent a year in 1977 to 41 percent in 1988. In the same period, the number of centers reporting no turnover fell from 40 percent to 7 percent.

"What the study says is that staff are the key to good child care, and we're having a hard time keeping good child care staff because the pay is just too low," said Marcy Whitebook, executive director of the Child Care Employee Project, a nonprofit group based in Oakland, Calif. The project's goal is to improve salaries and training of day care teachers and aides and to raise state and Federal child care standards.

The study was based on classroom observation and testing at 227 child care centers in the Atlanta, Boston, Detroit, Phoenix and Seattle metropolitan areas. The centers served more than 16,000 families and had more than 3,000 employees.

The study found that the persistent turnover had measurably hurt the children at the centers.

"Children attending lower-quality centers with more teacher turnover were less competent in language and social development," Ms. Whitebook said. "We always thought that high turnover would have bad effects, but this is the first time we've actually been able to show that link."

Specifically, the study found that children at centers with a high turnover of staff members were less engaged in social activities with their peers and scored worse on vocabulary tests than children at centers with a lower turnover.

Besides Ms. Whitebook, the principal investigators in the study were Carolee Howes, associate professor of education at the University of California at Los Angeles, and Deborah Phillips, assistant professor of psychology at the University of Virginia.

According to the study, released at news conference in Washington, turnover is directly related to pay and working conditions. Center teachers earning \$4 an hour or less left their jobs at twice the rate of those who earned more than \$6 an hour.

"There's all this talk now about how important the early years are and how important education is," Ms. Whitebook said, "but as a society we are going to have to put our money where our mouth is. We have to value child care teachers more, and there is some movement in that direction in a few states and in some of the child care legislation that is before Congress."

The House approved a \$22.7 billion child care package early this month, and lawmakers are working out differences between the House version and one passed earlier this year by

the Senate. The legislation could give states Federal money that could be used to raise salaries of day care employees.

The pay for child care teachers in the study was highest at nonprofit centers that were not church-sponsored and had an average hourly wage of \$6.40. It was lowest at profit-making day care chains, where the average hourly wage was \$4.10. Annual turnover at nonprofit centers was 30 percent, as against 74 percent at the chains.

Despite gains in overall formal education and experience, child care teachers were paid even less last year than in 1977, the study said. The teachers' earnings adjusted to allow for inflation, have fallen by 27 percent since 1977. Assistants' earnings have fallen by 20 percent.

The average hourly wage for child care teachers in 1988 was \$5.35, providing an annual income of \$9,363. The Federal poverty threshold for a family of three, the average family size in the sample, was \$5,431 a year in 1988.

The study found that in 1988, 22 percent of the child care workers surveyed had at least a bachelor's degree, and 44 percent had some college education.

On average, child care workers with some college education and those with a bachelor's degree or more earned less than half as much as comparably educated women in the work force, the study said, and less than a third as much as comparably educated men.