



Southern Regional Action Plan to Improve the Quality of Early Care and Education

Survey on the Status of Implementation Efforts

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Goal 1: All children and families will have the benefit of a quality, comprehensive and coordinated early care and education system.

1.1 *Public policy at the federal, state and local level will require planning and coordination across major systems to improve quality, including Head Start, state pre-kindergarten, subsidized child care and licensing.*

Action taken between July 1, 2003, and June 30, 2004

The Alabama Department of Human Resources participated as a major partner in the work of the Alabama Early Childhood Comprehensive Systems Planning Committee, which is funded through a grant from HHS to the Alabama Department of Public Health. A broad blueprint for action will result from this Committee's planning, including development, adoption and implementation of public policies that facilitate a comprehensive and coordinated system of early care and education.

Action taken between January 1, 2001, and June 30, 2003

No action taken.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No action taken.

1.2 *Public policy at the federal, state and local level will support families by linking early care and education programs to health coverage, physical and mental health care, nutrition, economic support, transportation and parenting education services.*

Action taken between July 1, 2003, and June 30, 2004

Subcommittees of the Alabama Early Childhood Comprehensive Systems Planning Committee worked on development of goals and activities that would facilitate the implementation of public policies to create a seamless system of services for children and families. The overall goal of the Alabama Early Childhood Comprehensive Systems Planning Committee's work is to create a comprehensive system that links early care and education with all other services needed by children and families. Other partners in the Alabama Early Childhood Comprehensive Systems planning include the Alabama Department of Mental Health and Mental Retardation, Alabama Department of Children's Affairs – Office of School Readiness and Alabama Head Start Collaboration Project, Alabama Department of Rehabilitation Services – Early Intervention, Alabama Medicaid Agency, Children's Trust Fund of Alabama, Prevent Child Abuse Alabama, Children's Hospital, Blue Cross/Blue Shield of Alabama, Alabama Chapter of the American Academy of Pediatrics, Alabama Public Television, Federation of Child Care Centers of Alabama, Alabama Partnership for Children, Child Care Management Agencies, United Cerebral Palsy of Huntsville and Tennessee Valley, United Cerebral Palsy of Birmingham, VOICES for Alabama's Children, Alabama Civil Justice Foundation, and United Way of Central Alabama.

Action taken between January 1, 2001, and June 30, 2003

No information is available.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No information is available.

1.3 *Federal, state and local policies and systems will ensure coordinated, seamless transitions for children moving among early care and education programs and into kindergarten.*

Action taken between July 1, 2003, and June 30, 2004

Addressed in the Alabama Early Childhood Comprehensive Systems Planning Committee's subcommittee work.

Action taken between January 1, 2001, and June 30, 2003

No action taken.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No action taken.

Goal 2: Rigorous licensing requirements and/or regulatory processes will be enacted to ensure that children are adequately protected in all early care and education settings.

2.1 *States will establish staff-child ratios and maximum group sizes for centers and homes that meet NAEYC¹, NAFCC², APHA³ or AAP⁴ national standards.*

Action taken between July 1, 2003, and June 30, 2004

The following action should be included: In January 2001, the Minimum Standards for Day Care Centers and Nighttime Centers became effective that included incremental reductions in child-staff ratios in January 2002 and January 2003. The proposed ratio changes would have brought the child-staff ratios for children birth to three years in line with NAEYC standards. The first child-staff ratio reduction that was scheduled to occur in January 2002 actually became effective in September 2004.

Action taken between January 1, 2001, and June 30, 2003

No change.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

Convened the Child Care *Minimum Standards* Advisory committee to recommend changes to the State's licensing regulations (*Minimum Standards*) which included new standards for child staff ratios.

2.2 *States will develop and enforce health, fire and safety requirements for all early care and education settings that reflect standards set forth by the APHA and the AAP.*

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

Implemented revised *Minimum Standards* that included recommendations from AAP related to Back to Sleep. The revised *Minimum Standards* added new requirements related to CPR and First Aid training for center and home providers. New fire inspections requirements were added for home providers.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No action taken.

- 2.3 *State law will require strict enforcement of licensing requirements. States will use a range of sanctions that will include license revocation when a provider is unable or unwilling to meet requirements.***

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect. Sanctions are included in the Minimum Standards for Day Care Centers and Nighttime Centers and in the Minimum Standards for Family Day Care Homes and Group Day Care Homes.

Action taken between January 1, 2001, and June 30, 2003

Action already in effect.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

Action already in effect.

- 2.4 *States will conduct at least three unannounced monitoring visits per year to verify compliance with requirements.***

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

No change.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

All visits with the exception of the Pre-licensing visit are unannounced. The number and frequency of the visits vary, depending on the center's situation.

- 2.5 *States will require that child care providers, early childhood teachers and others who have regular access to children in early childhood settings have federal and state background checks using fingerprinting and screening against the state child abuse registry.***

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

In August 2003, pilot live scan finger printing was implemented for the purpose of expediting criminal history checks and to make the process more efficient.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

In November 2000, State and Federal Criminal History checks were required of all providers. Child Abuse Registry Clearance has been in effect for approximately 10 years.

2.6 States will ensure that all licensing and early care and education staff are educated in recognizing signs of child abuse and are trained in the state's child abuse reporting laws.

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

No change.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

Training in these areas has always been available. *Minimum Standards* training for providers specifically address the requirements of mandatory reporting of child abuse. Child Care Management Agencies incorporate training in recognizing child abuse and neglect in their quality initiatives.

2.7 States will have a well-trained regulatory workforce with average caseloads between 50 and 75 per staff person⁵ and a system capable of providing technical assistance.

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

In September 2001, additional licensing consultants were hired and caseloads were reduced to between 50 and 75 cases per consultant. The reduced caseloads increase the availability of the staff for technical support to providers.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

The staff is well trained and educated. Consultants hold degrees in Early Care and Education or Childhood Development supplemented by experience in the classroom or child care settings.

2.8 States will ensure parental right of access to their child's early care and education facilities.

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

No change.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

Parental access is a mandatory requirement of licensing *Minimum Standards*. Licensing regulations (*Minimum Standards*) requires unlimited access of a parent to their child. Parental Access is also required of providers who participate in the Child Care Subsidy Program.

Goal 3: States will support development of quality early care and education programs for all children.

- 3.1 States will provide all early care and education providers with resources to help them improve the quality of care and education they deliver, such as technical assistance and training, accreditation support, grants to meet health and safety requirements and grants to support family child care home networks.**

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

During the Summer of 2002, the state awarded grants to Home and Center providers for the purpose of assisting providers to meet revised *Minimum Standards* (health and safety) requirements.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

The Department collaborates with Child Care Management Agencies and Quality Enhancement agencies to provide training, consultation and technical support for providers. Included among these activities is support for home providers to move them to NAFCC accreditation, in collaboration with Auburn University's Family Child Care Partnership Project. The Department partners with the Employer's Child Care Alliance to fund accreditation assistance for center providers in the Lee County, Alabama area.

- 3.2 States will have Child Care Resource and Referral networks to deliver quality early care and education enhancement support services to providers, such as outreach, training and technical assistance.**

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

No change.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

The Child Care Management Agencies (CMAs), public and private non-profit agencies, have provided these services since 1992.

3.3 States will implement a rating system to recognize providers for incremental levels of quality.

Action taken between July 1, 2003, and June 30, 2004

No action taken.

Action taken between January 1, 2001, and June 30, 2003

No action taken.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No action taken.

3.4 States will implement tax and other incentives to develop and expand early care and education programs that demonstrate a higher level of quality.

Action taken between July 1, 2003, and June 30, 2004

No action taken.

Action taken between January 1, 2001, and June 30, 2003

No action taken.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No action taken.

3.5 States will use a formal mechanism to seek parental input in program evaluations and will use that information in making policy decisions related to early care and education programs.

Action taken between July 1, 2003, and June 30, 2004

No action taken.

Action taken between January 1, 2001, and June 30, 2003

Parental input will continue to be sought as changes are recommended.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

The Department included parental representation on the Minimum Standard Advisory Committee and on the Policy Review Committee for the Subsidy Program.

3.6 States will identify and support the use of effective research based curricula.

Action taken between July 1, 2003, and June 30, 2004

No action taken.

Action taken between January 1, 2001, and June 30, 2003

No action taken.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No action taken.

Goal 4: Staff in early care and education settings will be appropriately credentialed and adequately compensated.

4.1 States will maintain a professional development system that ensures, at a minimum, providers in early care and education settings meet standards set forth by NAEYC, NAFCC, APHA or AAP.

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

Continued the professional development assistance initiatives and added the TEACH Early Childhood Alabama program for scholarship assistance to center and home teachers.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

The Department, in collaboration with Auburn University, offers support for Home providers to move them to NAFCC accreditation through the Family Child Care Partnership Project. The Department partners with the Employer's Child Care Alliance to fund accreditation assistance for center providers in the Lee County, Alabama area.

4.2 States will require approved ongoing annual professional development for staff, appropriate to their education levels and job requirements, as specified in APHA and AAP. States will provide and implement a professional development system that verifies trainers, approves training and tracks the training of participants.

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

In 2001, the number of training hours required annually was increased. The state is in the planning stages of creation of a professional development system that will incorporate the professional development supports already in place.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

Annual ongoing training is a requirement of the *Minimum Standards* for all providers. Professional development supports in the form of educational scholarships are provided to home and center providers to obtain a CDA credential, certificate or degree from one of Alabama's Technical or Community colleges. Through the Department's contracts with Child Care Management Agencies (the resource and referral agencies in the state) CDA classes and professional development supports are offered to providers. The Child Care Management Agencies and other Quality Enhancement Agencies track the participation of providers in training sessions.

- 4.3 *The federal government and states will provide universally available, comprehensive scholarships to early care and education providers who are pursuing a CDA or two- or four-year degree in child development, early childhood education, early childhood special education or child care administration. Scholarships will address the costs of tuition, fees and books and will support components such as travel costs, paid release time and child care.***

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

Included educational scholarships through the TEACH Early Childhood program, which provides for tuition, fees, books and other supports.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

Educational scholarships, for tuition and fees only, are provided to home and center providers to obtain a CDA credential, certificate or degree from one of Alabama's Technical or Community colleges.

- 4.4 *States will work with educational institutions to ensure that coursework is accessible in order to meet the early care and education workforce training needs, such as courses offered at night, on weekends, in accelerated formats, on-line and in various languages. Courses will address the varying educational levels of the workforce.***

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

No change.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

Scholarship Programs are offered through the community and technical colleges of the Department of Post-Secondary Education. These schools have significant course offerings at night.

4.5 *The federal government and states will provide financial incentives that reward completion of approved levels of professional development.*

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

The TEACH Early Childhood Alabama Program offers bonuses to providers who complete approved levels of educational training.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No action taken.

4.6 *The federal government and states will provide college loan forgiveness programs for persons earning an approved degree who work for a specified period of time in early care and education programs.*

Action taken between July 1, 2003, and June 30, 2004

No action taken.

Action taken between January 1, 2001, and June 30, 2003

No action - beyond the authority of the Department.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No action - beyond the authority of the Department.

4.7 *States will work toward a system whereby staff with approved degrees or credentials will receive employment benefits and compensation at comparable levels to the state's public education system.*

Action taken between July 1, 2003, and June 30, 2004

No action taken.

Action taken between January 1, 2001, and June 30, 2003

No action taken.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No action taken.

4.8 *States will ensure meaningful agreements and processes to enable the transfer of credits between and among approved two- and four-year degree programs.*

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

There have been several local efforts among 2-year institutions and 4-year institutions to establish articulation agreements for transfers of credits between the college programs.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No action taken.

Goal 5: Families will have the information to make well-informed decisions about the quality of their child's care and education and to be actively involved in their child's care and education.

- 5.1 *States will support Child Care Resource and Referral networks that are easily accessible to parents and that provide information on child development, quality indicators, provider choices, vacancies and linkages to additional information.***

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

No change.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

Since 1992, these services have been provided to parents by Child Care Management Agencies. Parents may access the CMA in their county of residence or in regional offices, which is convenient for parents' access. The Department's Office of Licensing also provides this information to parents.

- 5.2 *States will support early care and education providers in promoting parental involvement and in seeking parental input into the development and improvement of their programs.***

Action taken between July 1, 2003, and June 30, 2004

No action taken.

Action taken between January 1, 2001, and June 30, 2003

No action taken.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No action taken.

Goal 6: Quality early care and education programs will be financially accessible to all children.

6.1 *Federal and state governments will adjust the child care tax credit expense limits to accurately reflect the cost of quality care.*

Action taken between July 1, 2003, and June 30, 2004

No action taken.

Action taken between January 1, 2001, and June 30, 2003

No action taken - beyond the authority of the Department.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No action taken - beyond the authority of the Department.

6.2 *States with income taxes will establish refundable child and dependent care tax credits.*

Action taken between July 1, 2003, and June 30, 2004

No action taken.

Action taken between January 1, 2001, and June 30, 2003

No action taken - beyond the authority of the Department.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No action taken - beyond the authority of the Department.

6.3 *State and federal child and dependent care tax credit income-eligibility and expense limits will be indexed for inflation.*

Action taken between July 1, 2003, and June 30, 2004

No action taken.

Action taken between January 1, 2001, and June 30, 2003

No action taken.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No action taken.

6.4 *Federal, state, local and private funds will be sufficient to meet 100% of the need for direct early care and education financial aid, based on initial eligibility levels at 85% of the state median income. Federal law will allow and states will implement redetermination policies that allow families to retain early care and education financial aid until they reach 100% of state median income.*

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

No change.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

The eligibility level for families seeking assistance through the Child Care Subsidy Program is at 130% of the Federal Poverty Level. Once eligible families can maintain eligibility up to 200% of the Federal Poverty Level.

6.5 *Federal and state governments should develop policies and systems to assure families receiving financial aid pay no more than 10% of their gross income for early care and education.*

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

Data not available for all families. Parental fees for families participating in the Child Care Subsidy Program are set to be no more than 10% of the family's gross income at each household size and income level.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

Data not available.

6.6 *States will set payment rates at no less than the 75th percentile based on a market rate survey conducted every two years for each level and type of care. Annual inflation adjustments to payment rates will be made between market surveys.*

Action taken between July 1, 2003, and June 30, 2004

A Market Rate Survey was completed but no adjustments were made to payment rates due to funding constraints.

Action taken between January 1, 2001, and June 30, 2003

In October 2001, an average of 10% increase in reimbursement rates was implemented based on the Market Rate Survey.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

Payment Rates were at the 75th percentile of the market survey.

6.7 *States will implement payments to providers commensurate with the quality-rating level achieved by the early care and education programs.*

Action taken between July 1, 2003, and June 30, 2004

No action taken.

Action taken between January 1, 2001, and June 30, 2003

No action taken.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No action taken.

- 6.8 States will examine the financing of quality early care and education in their state and work toward providing payment rates that recognize the cost commensurate with the standards set forth in this action plan.**

Action taken between July 1, 2003, and June 30, 2004

No action taken.

Action taken between January 1, 2001, and June 30, 2003

No action taken.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No action taken.

- 6.9 States will design and aggressively implement outreach initiatives to provide families with easy-to-understand early care and education financial aid information and application assistance.**

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

The Child Care Subsidy Program applications and essential forms have been developed in Spanish.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

Families apply for services using a one-page application. The application is less cumbersome and is easier for the parents to complete.

Goal 7: States will ensure that accountability is built into all systems, programs and activities undertaken to achieve the goals of this action plan.

- 7.1 States will convene appropriate stakeholders to develop written strategic plans for improving the quality of early care and education programs in the state. These plans will include key goals, quantifiable measures of progress and program outcomes for all quality enhancement activities.**

Action taken between July 1, 2003, and June 30, 2004

No action taken.

Action taken between January 1, 2001, and June 30, 2003

The Child Care Advisory Committee convened in 2002 and developed recommendations, goals and objectives for the child care Licensure, Subsidy and Quality Programs. The final recommendations were presented to the Department in January 2003.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

No action taken.

7.2 *States will collect and analyze data and produce written annual reports on progress toward identified goals. Reports will be made readily available to the public.*

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

Implemented program monitoring of the quality initiatives in October 2002. This programmatic monitoring helps determine if the initiatives are having the desired impact on the quality of child care. The recommendations of the Child Care Advisory committee were published and made available to the public and the Legislature in January 2003.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

Subsidy Program data and reports are reviewed regularly to determine any needed changes in program policies and goals. Monitoring of contracted eligibility program services is done on a yearly basis and this data is reviewed to determine compliance with program goals.

7.3 *States will use data and annual reports to make continuous policy improvements and evaluate quality enhancement activities.*

Action taken between July 1, 2003, and June 30, 2004

The actions reported in the first survey are still in effect.

Action taken between January 1, 2001, and June 30, 2003

Implemented program monitoring of the quality initiatives in October 2002. This programmatic monitoring helps determine if the initiatives are having the desired impact on the quality of child care.

Action taken prior to December 31, 2000 (the Southern Regional Task Force on Child Care Quality Improvement Initiative began January 1, 2001)

Subsidy Program data and reports are reviewed regularly to determine any needed changes in program policies and goals. Monitoring of contracted eligibility program services is done on a yearly basis and this data is reviewed to determine compliance with program goals.

¹ NAEYC – National Association for the Education of Young Children

² NAFCC – National Association of Family Child Care

³ APHA – American Public Health Association

⁴ AAP – American Academy of Pediatrics

⁵ American Public Health Association & American Academy of Pediatrics. 2002. *Caring for our children: National health and safety performance –Guidelines for out-of-home child care programs*. Washington, DC: American Public Health Association.