

Help us keep our mailing list up to date!

Receiving duplicate copies of our newsletter?

Would you like it directed to a specific person?

New mailing address?

Give us a call, so we can keep our records current as well as our costs down....

Call 541-776-1234
or 1-800-866-9034

The Job Council is an Equal Opportunity Employer, and operates equal opportunity programs. Auxiliary aids and services are available upon request to individuals with disabilities.

HELP IS A CALL AWAY

Do you have parents who are struggling with their child care payments? They may qualify for Employment Related Day Care (ERDC)

Federal and state child care funds are available to low-income, working families from the Department of Human Services, depending on family size and income. For more information, they can call the nearest Department of Human Services office:

Ashland	482-2041
Cave Junction	592-4149
Grants Pass	474-3101
Medford	776-6172
White City	864-8700
W. Medford Family Center	734-7516

They can also go to www.dhs.state.or.us to see if they may qualify. (Follow this path)

- Children & Teens
- Child Care - Parent information
- Co pay estimate

THE JOB COUNCIL PROVIDING WORKFORCE RESOURCES

Provider

P R E S S

Fall 2007

Ethical Dilemmas

How do you decide what to do?

Scenario: A child in your care shows chronic aggressive behavior towards other children. The other children do not enjoy playing with this child, and the other parents have been making comments as well. When you have "hinted" to the parents that their child acts aggressively, they didn't seem interested in talking about it.

Would you:

- Pretend you aren't home when this child's parents drop off their child in the morning and hope they will just find care somewhere else.
- Lie and tell the parents of this child that you are going out of business, so you won't have to deal with the problem anymore.
- Slip a note into the child's cubbie telling the parents that the child could really benefit from therapy or medication.
- Schedule a time to speak with the parents about your observations when children are not present.

Although we know which answer is correct, if we are honest with ourselves, sometimes the right answer is not the answer we would choose. Although professionals in early childhood love children, not everyone feels comfortable with the dilemmas that often arise – non-paying parents, witnessing or hearing about child abuse or neglect, poor communication with parents, children with significant behavior challenges, significant family problems, unrealistic family expectations, the list goes on and on.

How do you make your decisions? Are they based on emotion and instinct, or do you have an ethical decision-making process you follow? If you would like to further your knowledge in the areas of professional ethics and quality care, please save the date for this new training:

Title: "A Deeper Exploration of Quality: Considering Ethics, Standards, and Professional Development"

Set II Oregon Registry training, Steps 7.5-9.

Core Knowledge Category: Personal, Professional and Leadership Development

Trainer: René Wold, Approved Oregon Registry Master Trainer
Certificates of attendance will be awarded upon completion.

Date: Saturday, January 26, 2008

Time: 9 am – 12 pm

Inside this issue:

Ethical Dilemmas.....	1
New Feature - Family Connections.....	1
Oregon's Children Plan.....	2
DHS Rates.....	3
Report Child Abuse.....	3

Fee: \$15 (Scholarships are available for Set II trainings through a generous grant by the John and Betty Gray Scholarship Fund. Contact Patsy at Portland State University's Center for Career Development in Childhood Care and Education, (503) 725-8536 or www.centerline.pdx.edu for more information.)

Participants will:

- Apply ethical decision-making strategies to case studies, using the NAEYC Code of Ethical Conduct
- Begin a professional development plan in the field of early childhood education
- Explore factors contributing to quality in child care settings
- Evaluate their own programs

Please call Lisa to register, 842-2591, or LisaW@jobcouncil.org. Pre-registration is required and seating is limited.

A new feature of this newsletter Family Connections

The connection between families and child care providers is vital to the healthy physical and social/emotional development of the children in care. Unfortunately, it's often difficult for teachers to have the time to talk about new research or relevant news stories with families, or to let them know what's been going on with the child care program, or to share resources available in the community.

In an effort to assist with this, each quarterly newsletter will now have an insert called "Family Connections". Please make copies of the newsletter and make them available to families by placing them near the sign-in sheet or in the child's cubbie. The goal is to improve communication between home and child care, to highlight the important changes families need to know about, and raise awareness about the value of high quality care in their lives of their children.

In each insert, there will be a blank area on the second sheet so you can add comments about what's been happening within your own program. We hope this feature will be useful to you and the families of the children in your care.

To make this addition valuable to you and the families you work with, please let us know of topics you would like addressed. You can call or email René with your ideas, 842-2593 or ReneW@jobcouncil.org

Have you heard about The Oregon Children's Plan?

There are services for you and for the families you serve

Services are free and include:

- Training and consultation for child care providers working with children with difficult behaviors. Tools will be shared to help families develop positive bonding and ensure healthy development for their children.
- Individual substance abuse treatment with support services for families without access to other treatment services. Treatment is tailored to meet the specific needs of each parent/family and is provided by a state licensed professional. Each family will also receive support to meet other needs such as employment, shelter and health management to help nurture and support their children.
- Parent Child Interaction Treatment is available to reduce children's disruptive behavior and improve the parent-child relationship. Parents and children go through a series of sessions with a qualified instructor who helps the parent reinforce correct behaviors of their child through real life parenting scenarios. This service is offered to families of with children ages 0 – 8.
- Infant Massage classes are a fun and relaxing time of interaction and touch between a parent and their baby. Massage for infants improves circulation, pain relief from colic, gas, congestion and teething, relieves stress and helps calm an infant before sleep. Massage techniques are easy to learn. For parents, the benefits are an increased confidence in parenting skills such as comforting and soothing and an improved ability to respond to their baby's needs.



Participants of these services do not need to be eligible for Oregon Health Plan to qualify.

If you or the families you serve could benefit from any of these free services, please contact the Jackson County Commission on Children and Families at 1005 East Main Street in Medford. 774-7828

Mandatory Reporting of Suspected Child Abuse or Neglect



Child care providers are required by Oregon law to call either Department of Human Resources' Child Welfare office (776-6120 in Jackson County and 474-3120 in Josephine County) or any law enforcement agency if they suspect a child has been or is being abused or neglected. There is fine of up to \$1,000 and the possibility of being sued in civil court for failing to report.

Since 1994, the number of reports has increased by over 60%. This is the same time period that child care providers began receiving training on how to identify possible abuse or neglect and how to report it. Even though making the call is very difficult, the benefit to children and families is huge. Families are getting the help they need to be better parents, whether it's parenting education, alcohol/drug treatment, job search assistance or other important needs. Children are being protected from future abuse or neglect, resulting in less emotional trauma, less illness, better performance in school and improved self-esteem.

Thank you for taking your job as a mandatory reporter seriously and protecting the health and welfare of our children.

Hey, you're a small business!

Saturday, October 13th, 9:30-2:00, check out the Rogue Valley Business Resource Fair. It will be located at the RCC Medford Campus, Building G, 117 S. Central.

Free admission and refreshments!

Don't miss this opportunity to get free consultations and attend seminars on topics critical to small businesses. Dozens of information booths will be staffed by business and government representatives.

This is not a sales event or a trade show. This is not a training specific to child care and there are no certificates of attendance. This is a chance to learn more about being a successful business professional. Providers who attended last year came away with some great tips on earning and managing money.

DHS RATES ARE GOING UP!!!

Don't recycle or toss the important notice coming soon from the State of Oregon DHS. It will detail the changes in rates you get and the co-pay amounts for parents. Remember to always charge DHS your full rate, even if their rate is less. If you charge less than the state rate, they will pay you the lesser amount.

Just when you thought you knew what all the terms meant... here's a hint to determine who and what you are on the rate charts:

- If you are a Registered provider your rates come from the "Licensed Rate Maximum" because you are licensed.
- If you are an Exempt provider (not licensed) your rates come from the "Standard Rate Maximums" UNLESS
- You have specifically gone through the process of becoming an Enhanced Exempt provider (also not licensed). If you've gone through the process, you know who you are and you use the "Enhanced Rate Maximum" table.

Congratulations to the following child care professionals who are now at Step 3 or higher in the Oregon Registry:

Diane Shine	Step 7
Cynde Canepa	Step 7
Suzanne Rhue	Step 7
Monica Lopez	Step 7
Debbie Johnson	Step 7
Marilyn Troutman	Step 7
Courtney Lawson	Step 7.5
Angie Hughes	Step 8
Debbie Rose	Step 9
Elaine Peters	Step 9
Sarah Landman	Step 10
Luba Zagorodniy	Step 10
Katie Larive	Step 10
Rene Wold	Step 10
Patty Carty	Step 10
Eileen Micke-Johnson	Step 11

The Oregon Registry is a voluntary, statewide program to document and recognize the professional achievements of people who work in the childhood care and education field.

The Oregon Registry steps are the sequence from enrollment through Step 12. Each step represents increased training and education in the childhood care and education field. Increased training, education and experience are all quality indicators parents are looking at when choosing the most appropriate care for their children. Enrolling in the Oregon Registry will give you the chance to demonstrate to parents that you are actively working on your professional development and therefore, the quality of care you offer. So, if you're interested in being recognized for the wonderful care you provide, as well as increasing your marketability, call Patty at 842-2590 for details!

For Toy Recall Information

Call 1-800-638-2772 OR www.cpsc.gov/ (US Consumer Product Commission) click on "Recalls and Public Safety News", Then scroll down to "toys XML"