

JANUARY 2022



Dear Early Childhood Professional:

Happy New Year! I hope 2022 holds the promise of happiness and health for you and the children you serve. As we welcome the new year, we are excited at DIEEC to be offering new opportunities for the early childhood professional.

Now is the time to get your CDA credential - there are resources available to support you in every step of the process. Check out the article in this issue for more details. And stay tuned for more information from us this month about new CDA opportunities.

Our focus this month is on leadership in the early childhood education field. In our "Voices from the Field" series, Lori Reed from Little Hearts Child Care Center provides her perspective on leadership. One of Lori's insights is that leadership isn't connected to a title but rather to accountability to those in your sphere of influence, an interesting take on this topic. We also included a leadership boost, an excerpt from an article on practicing compassion with coworkers.

Finally, we've provided you with an update on the Stabilization Fund and a summary of the "Build Back Better" webinar from December. As always, be sure to follow us on social media. January will include opportunities to receive big giveaways.

Welcome to 2022!

Rena Hallam
DIEEC Director



Voices from the Field: Navigating the World of Early Childhood - A Leader's Perspective

Lori Reed has been working in early childhood education for her 30-year career. Like many in the field, her passion is educating and caring for young children. What started as a summer camp position when she was 15-years-old, has evolved into a journey of discovery and learning about "what young children can absorb."

Read more [here](#). The complete article is attached to the end of this publication

UPWARD COMPASSION Spreading Good Will in the New Year

The new year often means a time for setting goals and making resolutions. We recently came across this article "Upward Compassion" that could help with the renewal process. The article talks about the importance of treating our coworkers and leaders as people with an understanding that no matter what their title, each person has personal issues that could be weighing him/her down.

Here is an excerpt from the article:

"In times like this, we need to consider all the people around us—our peers, our teams and, yes, our leaders. Here are three simple ways to spread some upward compassion.

- *Always take a step back to think about what [you can control](#) and where you might be able to [take ownership](#). An ownership mindset helps others and empowers you as well.*
- *Expect a lot from your leaders, but don't expect them to be perfect; they are going to [make mistakes](#). Instead, judge leadership by whether they are willing to own their missteps, are transparent and are open to feedback.*
- *Remember that leaders are wrestling with the same challenges you face. Often times in difficult situations they are just trying to do their jobs as best they can.*

When you step outside your own perspective and consider what others are going through, you'll not just treat others better, but you may establish a deeper and more personal connection that will endure through your life and career."

To read the full article, go to <https://www.robertglazer.com/friday-forward/burnout-managers-leaders/>

Delaware Early Education and Child Care Stabilization Fund

2022 Update

Important Tax Information and Vendor Discount

January always kicks off tax season. For family child care programs that received additional income this year, specifically through the Delaware Early Education and Child Care Stabilization Fund, there are tax considerations to keep in mind.

A recent blog from the Build Initiative explores the tax implications for family child care programs with helpful examples of common scenarios of accounting for the additional income.

Be sure to check out the blog [here](https://bit.ly/3qLcn5l). <https://bit.ly/3qLcn5l>

Vendor Discount

One of our vendor partners, Becker's School Supplies, is offering Stabilization Grant recipients a special 17% discount for all materials except for playground equipment. Simply use the code DESTA21. For more information visit the [Becker's website](https://www.shopbecker.com/).

<https://www.shopbecker.com/>

Please note that when planning and spending the Stabilization grants, programs are still accountable to OCCL regulations



CDA UPDATE

Getting the CDA Credential - Supports Available

Resources are available to make receiving your Child Development Associate® (CDA) credential as convenient as possible. Receiving the CDA credential represents a significant achievement in advancing in the pathway to learning effective teaching practices in early childhood education.

DIEEC is supporting this important qualification through cohorts specific to your practice. For example, we are facilitating cohorts for infant/toddler work, family child care, and independent early childhood professional. Our CDA team will support you in your portfolio work during a six month period where you will meet every other week. After completing the cohort work, you will receive 18 quality assured hours.

In addition, we are covering all expenses related to registration and materials.

Other state partners are supporting this important work in the similar ways.

For more information please email institute-early-childhood@udel.edu or review the flyer included below.



DELAWARE INSTITUTE FOR
Excellence in
Early Childhood

CHILD DEVELOPMENT ASSOCIATE® (CDA) PROFESSIONAL PREPARATION

Start the new year by investing in your professional development and learn effective teaching practices in early childhood education. By completing the following steps, you will get all the support you need to receive your CDA.

STEP 1:

You must have:

Diploma/GED completion

prior to application.

480 teaching hours in your CDA area

(within a 3 year period prior to application)

STEP 2:

Register for online Quorum training.

Contact Children & Families First (CFF).

(Tablet or computer required to complete training.)

[Early Childhood Interim Scholarship Program application](#)

Questions: scholarships@cffde.org

**SIGN UP
TODAY!**



Cohort starts
January 2022.

Join a CDA Professional Portfolio Preparation Cohort.

- During this six-month cohort you will work on the steps to prepare your CDA portfolio in the age group you selected.
- You will receive 18 quality assured hours if you attend all 12 sessions.
- You will have two sessions a month.
- Each session will include portfolio support and professional development to help guide you through the successful preparation of what you need to submit to receive your CDA.
- Additionally, you will receive support and preparation for the observation visit and CDA exam.
- Offered in both English and Spanish.

Please note that you must take the online Quorum training while participating in the Cohort.

[Sign up here.](#)

Questions?

Email us: institute-early-childhood@udel.edu

Call us: (302) 831-3239

BUILD BACK BETTER

12/15 Webinar Recap

Build Back Better's Potential Impact on Early Childhood Education

The proposed "Build Back Better" bill includes sweeping legislation that could greatly impact early childhood education, specifically with the implementation of universal and free preschool for all 3 - and 4-year-olds.

In December, the Delaware Department of Education hosted a webinar for the early childhood community to address the potential impact of this legislation in Delaware. The speakers emphasized that this topic is evolving, and change is inevitable. However, the one constant is having time to phase in this legislation if approved. Delaware will have three years to develop a plan to meet all the criteria of the Federal regulations. The plan now is to support mandated, free universal prekindergarten for 3- and 4-years olds through a hybrid delivery system to include school districts, Head Start programs, center-based and family child care programs. Another part of the Build Back Better proposal would increase access to child care and reduce child care costs for families.

The webinar is included [here](https://bit.ly/3sYdzFk). <https://bit.ly/3sYdzFk>



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JANUARY 2022

VOICES FROM THE FIELD

Little Hearts Child Care



Navigating the World of Early Childhood - A Leader's Perspective



DELAWARE INSTITUTE FOR
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Early Childhood

Written by Lin Nordmeyer

“All of us have a sphere of influence. We have to be accountable for our influence. I am intentional about using my influence, and it all starts with the children.”

Lori Reed, program administrator

Lori Reed has been working in early childhood education for her 30 - year career. Like many in the field, her passion is educating and caring for young children. What started as a summer camp position when she was 15-years-old, has evolved into a journey of discovery and learning about "what young children can absorb."

Although Lori is currently an administrator at Little Hearts Child Care, located in Wilmington, Del., she has a set of leadership principles that has guided her work throughout her career.



Little Hearts serves children ages infant to school age.

“At Little Hearts Child Care, we value learning, but we are aware of the power of our words.

Children will remember what they learn, but they will also not forget how they feel.”

Lori Reed

“All of us have a sphere of influence,” said Lori. “We have to be accountable for our influence. I am intentional about using my influence, and it all starts with the children.”

“At Little Hearts Child Care, we value learning, but we are aware of the power of our words. Children will remember what they learn, but they will also not forget how they feel.”

Her approach with her staff is similar. “People don’t care about how much you know until they know how much you care,” adds Lori. “You have to earn trust and not demand it.”

Little Hearts Child Care program has embedded itself with the community using the same care and concern. Every year, the program does a spring neighborhood cleanup day, where three- and four-year-old students take a small trip outside to help clean up their neighborhood. During the holidays, Little Hearts partners with the non-profit Here2Help Association to provide toys to at-risk families in the community.

"I believe that our staff and their connection to the community we serve make our program unique. We don't just serve our community between 7:00 am to 5:30 pm. Our staff personally invest its time and energy well past business hours. They treat our families as if they were their own," said Lori.

Although there's a lot of heart at this program, this compassion doesn't overshadow adhering to policies and implementing best practices for children.

DIEEC Technical Assistant Nancy Hoffman supports this program and has been impressed by its pursuit of providing high-quality care to its children.

"Lori realizes that high-quality care is of the utmost importance," said Nancy. "For example, she recently worked hard to find a communication platform that was more effective in communicating with parents. She tried out several before finding the one that increased parents' responsiveness."

This change was just one of the many things on Lori's to-do list.

"I have learned that the strength of our program relies on paying attention to the details," concludes Lori. "Details show people that we care. It means something to people when you call their home when their child is out sick, it matters to families when we take the time to explain how much their presence in our program matters to us, it matters that we show families that it's not just about numbers, rules, and policies, but that it is about loving on their precious children."



"All our staff members are leaders. I make an effort to point out their different leadership qualities."

Lori Reed

