



# The Update

Winter  
2002 - 2003

Association for the Education of Young Children of Missouri

## Child Advocacy Day

With Missouri's budget shortfalls, elected officials will be making some very difficult choices during this legislative session around funding. Additional cuts are inevitable. In order to maintain current funding levels and position ourselves to seek additional funding when the budget allows, AEYC-MO, as Missouri's largest early childhood membership organization, must focus its collective energy on public policy and grassroots advocacy. This edition of AEYC-MO's Update is dedicated to this purpose. In this edition, you will find information critical to our field. We encourage you to become familiar with this information and to share it with colleagues.

### - Michelle Mathews and Denise Mauzy, Public Policy Co-Chairs

*Everybody wants to do something to help, but nobody wants to be the first.* - Pearl Bailey

As an AEYC-MO member, you are not the first individual working to achieve a goal; you are a member of a larger organization committed to young children, families, and educators.

### Impact of Term Limits on Missouri's General Assembly

In 1992, 1.6 million Missourians voted to enact term limits for members of Missouri's General Assembly. An overwhelming majority (75% of the voters) enacted this law. The law specifies that Representatives and Senators may serve no more than 8 years in each chamber. This translates into a maximum of four terms for Representatives and a maximum of two terms for Senators. The first impact of the term limit law was felt during the 2002 elec-

tion with 88 legislators termed-out and unable to run for re-election.

November's elections changed the landscape of the Missouri General Assembly. The combination of term limits and several incumbents losing their seat put the House at a 90-73 Republican advantage for the first time since 1954, along with a 20-14 advantage in the Senate.

Missouri has not seen a Republican controlled General Assembly since 1947. With a Republican-controlled house and senate, leadership must also change. General Assembly leadership nominees include:

*House Speaker*  
Catherine Hanaway  
*House Speaker pro tem*  
Rod Jetton  
*House Minority Floor Leader*  
Mark Abel  
*House Majority Floor Leader*  
Jason Crowell  
*Senate President pro tem*  
Peter Kinder  
*Senate Minority Floor Leader*  
Ken Jacob  
*Senate Majority Floor Leader*  
Mike Gibbons

Each nominee must be approved by the full house and senate when the legislature convenes in January 2003.

With all of these leadership changes and Republican control of both chambers, what does this mean for "business as usual" in the 2003 session? Well business around the capitol is guaranteed to change, but how it will change remains to be seen. Remember that Governor Holden is a member of the Democratic Party. It should be an interesting session for our membership to follow.

### Outlook on the 2003 Legislative Session

#### What to Look For:

The biggest issue of the coming session will likely be the massive budget deficit and inevitable budget cuts.

#### What Early Childhood Advocates Will Need to Do?

- ◆ With the looming budget crisis, early childhood advocates must work hard to protect all early childhood funding, including the Early Childhood Development, Education and Care Fund (established through HB1519 legislation), which improves the quality and availability of early education programs throughout the state. Missouri currently allocates over \$17 million to this fund from gaming commission dollars.
- ◆ Continue to educate the nearly 100 newly elected officials about issues related to children, families, and educators.
- ◆ Attend Child Advocacy Day!

#### AEYC-MO's Public Policy Goals for 2002-2003

- ◆ Maintain current funding levels for early childhood services and programs
- ◆ Early Childhood Development, Education, and Care Fund (HB1519)
- ◆ Child Care Subsidy for Families at or below 118% of the Federal Poverty Level
- ◆ Educate yourself about the Department of Health and Senior Services Rule Revisions
- ◆ Educate elected officials about the need for workforce development funding for the Workforce Incentive (WIN) and Teacher Education and Compensation Helps (T.E.A.C.H.) Projects

# From the President



## *Why Don't You Care About Children?*

Ahhh... that got your attention, didn't it? Because of course you DO care about children or you wouldn't be reading this newsletter. You wouldn't be a member of AEYC-MO if you didn't care about children. You wouldn't even be working in the field of early education if you didn't care about children. Right?

Many of you greet a houseful or a classroomful or a center full of children every morning, strive all day to nurture and educate them, and some of you are exhausted every night. Many of you greet another kind of classroom full of adult students every day and help them learn more about how to best nurture and educate the young children they greet each day. The rest of you have other work roles that allow you to show how much you care about children. We all work hard all day at our jobs, sometimes with longer than reasonable hours. Most of us do this work for less than reasonable compensation. And you're right, your work does show that you care!

Yet, many people from both within and outside our field judge whether we care about children by a different standard. They say that going to work every day and doing your job isn't enough to show that you care about children. Even adding evening classes, going to conferences, reading professional publications and networking with colleagues to learn more about your important role in children's lives isn't enough to show you care. That's what they say.

And I hate to be the one to say it but they're right, too.

To really show that we care about children, we all have to add another item to our job descriptions, no matter how lengthy they already are. To show that we really care about children, we all must add the volunteer work of being a Children's Champion - an advocate - to the work we do for pay.

Yet, most of us don't.

Most of us don't stay current on legislative action here in our own state, let alone in the nation's capitol. Most of us don't contact our legislators to share our opinions about legislative action we do somehow find out about. Most of us have never met our legislators. Indeed, most of us do not even know their names. Why?

The reasons we give for why we don't fulfill this necessary role of speaking up for children in the halls of Congress are myriad. The reasons I hear most often are, "I don't have time." and "I don't make a difference." Is that what you say?

If so, I hate to be the one to say it but you're right.

You don't HAVE time to be an advocate - you MAKE time. Just as you make time for the other activities that you truly value, you must make time for this volunteer job as a Children's Champion, because it is valuable beyond measure. And you, alone, truly don't make a lot of difference. It's you and you and you and you, all added together that make the difference. It's WE, as a unified voice, that make the difference.

The possible best news is that, what is good for the children is also good for you. When you act as a Children's Champion, you also become the champion of your own professional role - the work you do each day - whatever it may be.

There simply is no longer any question about it. The research is considerable and conclusive. What's best for young children in early learning programs is well-educated, well-compensated teachers. When you

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advocate for legislation that supports higher quality early learning programs, you not only champion the children, you champion yourself, your work, your chosen profession.

Starting in January 2003, Congress will reauthorize Head Start, the Child Care & Development Block Grant, the Individuals with Disabilities Education Act, and the Higher Education Act. The decisions they make will be crucial to early learning programs, those who work in them and those who work to support them. Members of Congress need to hear from you, if they are to make wise decisions that are of the people, by the people, and for the people. I encourage you, the people, to take three little steps right now to become one of the many voices that will influence these vitally important decisions.

First, sign up for the free NAEYC federal/state email updates and action alerts at [www.naeyc.org/childrens\\_champions](http://www.naeyc.org/childrens_champions). Currently, only about 10% of NAEYC's members are signed up. Let's have the Show Me State show the NAEYC membership how much we care by having 100% of our members sign up.

Second, get on the Internet and go to <http://www.house.gov/writerep> to find out the names and contact information of your U.S. representatives. While you're on line, go to <http://www.senate.gov> and find out the names and contact information for your U.S. senators. Keep it someplace handy so that you can contact them easily... and often.

Third, mark your calendar for Tuesday, January 28th - Missouri Child Advocacy Day. Plan now to make time on this one day to be a Children's Champion. If you're a family child care provider, let the parents know now that you'll be closing for the day (with pay!) to go to Jefferson City and be one of many voices making a difference. If you direct or own a center or preschool, let the parents know now that you'll be closing on January 28th so that you can bring your whole staff to Jefferson City to be Children's Champions. If you're a teacher in a center-based program, get all the other teachers to join you in asking the director or owner to close the center and take you all to Child Advocacy Day. If you're a college or university faculty member, get a guest speaker for your class that day or, better yet, bring your students to Jefferson City as a class field trip - advocacy should be a part of every early childhood education class!

As you start to feel the pull of everything else you need to do today, as you start to think that you don't have time to take these three steps, I offer you these closing words, from Nobel Laureate Chilean poet Gabriela Mistral:

"Many things can wait. Children cannot. Today their bones are being formed, their blood is being made, and their senses are being developed. To them we cannot say tomorrow. Their name is today."

*Dr. L. Carol Scott*

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The Update accepts articles from classroom teachers, scholars, researchers, practitioners and students in early education childhood and related fields. Articles should be submitted to:

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The content of articles appearing in this publication is the responsibility of the author(s) and does not necessarily reflect the views of AEYC-MO. The Update serves as the primary communication from the State association and encourages diversity in opinions and experiences.

AEYC-MO is a State Affiliate of the National Association for the Education of Young Children. Its purpose is to foster excellence in early childhood education through professionalism and advocacy on behalf of Missouri's young children, families, and educators.

# From the Executive Director



## ***A Note of Thanks to Special Advocates!***

As the days of 2002 come to an end and we begin anticipating all the good things our advocacy will bring for children and families in 2003, I must take a few moments to reflect on this year's work and express our gratitude to the many members who have made it possible.

Thanks to the 2002 AEYC-MO Conference Committee for exemplary effort in planning this year's conference.

Joyce Brewer, East Central--Evaluations  
Judi Estes, Greater Kansas City--Program  
Pat Forward, Central Missouri--Exhibits  
Marcia Hildebrand, Ozarks Area--Keynote  
Loxie Stock, Greater Kansas City--Registration  
Patty Wilde, St. Louis--Presenters

AEYC-MO and its nine of its local affiliate chapters have just completed a series of Accreditation Facilitation Seminars. Thanks to the local groups for supporting this project by providing sites, food, and co-trainers for the Saturday morning sessions. Seminar co-presenters were:

Janice Jones, Southeast Missouri AEYC  
in Cape Girardeau  
Dr. Joyce Chang, Central Missouri State University  
AEYC in Warrensburg  
Loxie Stock, Greater Kansas City

AEYC in Independence  
Joyce Brewer, East Central AEYC in  
Warrenton and Wright City  
Tonya Heavin, Meramec AEYC in Rolla  
Dee Stephenson and Renee Moore, South Central  
AEYC in West Plains and Willow Springs  
Pat Forward, Central Missouri AEYC in Columbia  
Deb Clark, Northwest Missouri AEYC in Maryville  
Linda Midyett, Greater St. Joseph AEYC in St. Joseph.

It is important to thank the AEYC-MO Governing Board for its tireless work on behalf of the state association of 2,000 members. These advocates meet quarterly as a full board to do the business of the association, work critically important as the association restructures itself to become a more effective and larger voice for young children and professionals in our field. The individual members also work in committees and individually on the numerous projects the board undertakes on your behalf as members. A very special thanks go to Public Policy Co-chairs, Denise Mauzy and Michelle Mathews for production of this advocacy edition of *The Update*.

Advocacy assumes the many faces and voices of all of you, working together for the future--ours and the children's. Read this edition of *The Update* thoroughly and follow through with its mandates. Make advocacy your personal resolution for 2003!

***Dee Ann Attaway***

## ***2003 Conference Calendar***

AEYC-MO 2003 Annual Conference - November 21-22, 2003; The Lodge of Four Seasons, Lake Ozark, MO  
AEYC-MO will offer its annual conference at The Lodge next year. Reserve the date of our state affiliate annual event and watch for details in the Spring edition of *The Update*.

Midwest AEYC Annual Conference - "Play In Peoria", April 9-12, 2003; Peoria, Illinois on I-74 in the heart of Illinois. Conference highlights: Dr. Benjamin Carson, Dr. Becky Bailey, Dr. Judy Harris Helm, Mr. Al, Project Night! and more than 175 workshops. For questions contact: Jan Deissler 309 681-5322 or email [jdeissler@icc.edu](mailto:jdeissler@icc.edu).

The Head Start and Child Care Summit on Excellence in Teaching - June 5-7, 2003; The Head Start Bureau in collaboration with The Child Care Bureau will convene The Head Start and Child Care Summit on Excellence in Teaching. This unprecedented national event will provide professional development to about 60,000 teachers of children ages three to five. The Summit will include Head Start teachers, center-based, family child care and maybe state pre-k teachers. The content will be enriched with new research-based findings regarding children's ability to learn at a much younger age than we originally thought possible. It will include more information about effective teaching practices and the importance of involving parents in their child's education. Satellite, web cast, and video approaches will be used extensively in The Summit. Content will focus on enhancing the quality, intentionality and effectiveness of teacher interactions with children and families. College credit and continuing education units will be made available. The Summit will launch a satellite early childhood book-of-the-month event. It will also honor and celebrate the role and contributions of preschool teachers.

Your \$1.00 membership fee, per member, to the Midwest Association for the Education of Young Children is returned to you in the following ways:

### ***As in individual you are entitled to:***

1. \$1,000.00 Special Projects Grant
2. \$200.00 Stipend to attend conference session on Advocacy
3. \$200.00 Stipend to attend conference session on Diversity
4. Personal mailing about the annual Midwest conference
5. Access to Midwest website information with links to 11 state
6. Opportunity to network with 11 other Midwest state members

### ***To your state organization:***

1. \$1,000.00 Leadership Grant
2. \$250.00 website maintenance stipend (\$500.00 new website stipend)
3. \$500.00 towards NAEYC Leadership conference attendance
4. actively promote professional development in your own state by networking and sharing of information, programs, strategies, etc. of the Midwest region
5. improve quality services and programs to children and families in the Midwest region
6. affect change in the field of early childhood care and education through united efforts of education and professionalism-working for the common good.

### ***New challenges and opportunities for change within Midwest AEYC:***

1. reformulate host state conference costs
2. rethink schedule of rotation of hosting the conference
3. use technology to connect and reconnect our members
4. seek additional funding from new sources to subsidize expenses, i.e. grants, publications, etc

### Midwest AEYC Announces Leadership Grant Recipients

Missouri:

AEYC-MO Leadership Development Retreat, \$1500

Iowa:

Strategic Planning of the Iowa Leadership, \$1500

Indiana:

AEYC Strategic Plan--Bringing It All Together, \$1500

Illinois:

The Affiliate Leadership Conferences, \$1500

Minnesota:

2002 Board Leadership Training, \$1000

Ohio:

Visiting Legislators in Ohio, \$1500

Funding for these grants comes from the \$1 Midwest membership fees that each member pays annually. Congratulations to the six state affiliates for their leadership development work.

## CM AEYC Public Candidate Forum

On September 30, 2002, from 6:30-8:00 p.m., Central Missouri AEYC, the Missouri Head Start State Collaboration Office, and the Center for Family Policy and Research sponsored a public candidate forum in Columbia. In addition, Citizens for Missouri's Children provided technical assistance for the event. It was entitled "Making Kids Count in the 2002 Election."

The forum included Republican, Democrat, Green Party, and Libertarian nominees for state representatives in the 23rd, 24th, and 25th districts in Missouri. The candidates present included Robert (Jeff) Harris(D) and Verna Harris-Laboy(R) [23rd District]; Cynthia Baker(R), Chuck Graham(D), Greg Rennie(L), and Mark Robertson(G) [24th District]; and Joel Jeffries(R), Adam Shahid(L), and Vicky Riback Wilson(D) [25th District].

The Forum sponsors requested that candidates come prepared to answer specific questions related to budget and taxes, early care and education, health care, child welfare, and youth development. In addition, the public who attended the forum were given the opportunity to ask the candidates questions at the end of the forum. Over fifty professionals from the community attended the event and we hope that it helped inform their vote on November 5, 2002.

# AEYC-MO Public Policy Platform

## **A. Early Education Programs and Services**

*(Quality, Availability, Accessibility, and Affordability)*

AEYC-MO Supports:

1. A developmentally appropriate approach to screening, assessment, and curriculum that address the whole child in the context of the family and the knowledge of children, birth through age eight, as outlined by NAEYC.
2. Competent, educated early childhood teachers who implement developmentally appropriate practices.
3. Increase availability of licensed early childhood services to families through government funding.
4. Increase the limits of income eligibility for children of the working poor, crisis care, and for families with children with special needs.
5. Inclusion of children with special needs in integrated settings, with appropriate training, support, and resources available to staff.
6. Continuation and increased funding for licensed early childhood programs to obtain necessary equipment, facility, renovation, and staff development.
7. Services for helping parents understand the necessity and importance of child development and developmentally appropriate programs as defined by NAEYC.
8. Use of a variety of facilities (including school buildings) for early childhood services including before and after school care.
9. Infant, toddler, and parent educa-

tion programs implemented by qualified educators.

## **B. Health, Safety, and Nutrition**

*(Prevention, Protection, Preservation of Children)*

AEYC-MO Supports:

1. Increased federal funding for continuation and expansion of nutrition programs for women, infants, and children (WIC) and USDA Child Nutrition programs for children of all ages.
2. Maternal and Child Health services readily accessible and financially supported for all mothers and children; proper prenatal and postnatal care essential to the healthy development of children.
3. The availability and financial assistance for families to access comprehensive health and dental services.
4. Strengthening laws, policies, and programs to reduce the incidence of child abuse and neglect to assure victims have access to adequate care, protection, and treatment; and a permanent nurturing family in which to grow.

## **C. Regulations and Support Systems**

*(Licensing Requirements, Assistive Services)*

AEYC-MO Supports:

1. Improved licensing standards that address group size, teacher/child ratio, caregiver education/training, and program criteria such as developmentally appropriate materials and curricula.
2. Increase in-service training for early

childhood administrators and educators.

3. Mandatory licensing for all programs.
4. Creating manageable caseload assignments for licensing representatives.
5. Early education programs that obtain accreditation.
6. Provisions and financial support for parent education and support programs to assist parents in their ability to carry out their responsibility as nurturing adults.

## **D. Staff Recruitment and Retention**

*(Incentives for Recruiting and Retaining Personnel)*

AEYO-MO supports:

1. The provisions of economic incentives such as grants, low interest student loans, forgiveness of loans, increased compensation, and personnel benefits for individuals committing themselves to work in early childhood settings.
2. The advancement of early childhood as a profession that is committed to the improvement of wage, benefits, and working conditions for early childhood educators.

## **E. Staff Higher Education**

AEYO-MO supports:

1. The formulation of articulation agreements between institutions of higher education.
2. The coordination of early childhood higher education initiatives throughout Missouri.

*Mauzy & Mathews, October 2002*

# What is Child Advocacy Day? - FAQ's

## **What is Child Advocacy Day?**

Child Advocacy Day is an event held in Jefferson City on the last Tuesday of January each year and is sponsored by the Missouri Alliance for Children, Youth, and Families. This year Child Advocacy Day is scheduled for January 28, 2003. It is an opportunity for child advocates to come together and show their support for children by participating in workshops, discussing critical children's issues with their legislators, and networking with other child advocates.

## **Who can attend Child Advocacy Day?**

Anyone who wants to support children through legislative action is encouraged to attend.

## **Is there a registration fee?**

No, Child Advocacy Day is held free of charge. In fact, you do not even have to pre-register.

## **Where is Child Advocacy Day held?**

This event is held in Missouri's capitol, Jefferson City. Advocates meet at the Capital Rotunda (which is in the middle of the building) where they register and are given an overview of the day. Events throughout the day typically take place in the Truman Building and in the Capitol Building.

## **What can I do at Child Advocacy Day?**

You are able to attend workshops addressing many topics that involve children and their families as well as workshops that will inform you about how to become more active in your advocacy efforts. Child Advocacy Day is an opportunity for you to meet and speak with your legislators about issues that affect children.

## **What can I do to prepare for Child Advocacy Day?**

It is highly recommended that you call your Senator and Representative in advance to make a 15-minute appointment with him/her on Child Advocacy Day. You can find out who your legislators are by checking the Missouri State Home Page on the web at [www.mo.state.us](http://www.mo.state.us).

## **Do I have to talk to my legislators?**

No, but there is ample opportunity to do so if you would like to. You will receive information that you may simply leave with your legislator instead of making a scheduled appointment. In addition, you can still show your support for children in other events and activities during the day. However, if you would like to meet with your legislators, it is highly recommended that you contact them ahead of time and set up an appointment (see previous question).

## **How do I find my legislators at the Capital?**

During the registration time (which is first thing in the morning at the Capital Rotunda), there is a booth in which you will be able to locate your city/town on a Missouri map and people will assist you in figuring out which legislators serve your area. Then, people will also assist you in finding where your legislators offices are in the capital building.

## **Where do I get in the building?**

For security reasons, all visitors to the Capital must enter at the south carriage door. Please arrive early.

## **Where can I park?**

Parking is available in the Madison Street Garage for a fee. Free parking is available on the west side of the Capital (down the hill).

## **21st Annual Child Advocacy Day - Tuesday, January 28, 2003**

9:00 a.m. - Registration (Capitol Rotunda, Jeff City- Enter at the south carriage door)

9:30 a.m. - Welcome and Overview of the Day

Keynote Address - Kathy Martin, Director, Department of Social Services (invited)

Child Advocate Award and Presentation by the MO Association for Family & Community Education

10:05 a.m. - Leave for the Workshops

10:15 a.m. - Workshops at the Truman Building (1 hour)

11:30 p.m. - Lunch

12:30 p.m. - Workshops at the Truman Building (1 hour)

1:30 p.m. - March on the Capitol (Convene In Front of the Truman Building)

2:00 p.m. - Governor Holden's Comments (Invited)

2:30 p.m. VISIT YOUR SENATOR AND REPRESENTATIVE

Items to Remember:

Share this information with colleagues, students, and families that you work with & business casual clothing is suggested.

*Sponsored by Missouri Alliance for Children, Youth, and Families. Call Denise Mauzy at (573) 884-3375 for further information.*

# Working with State Elected Officials - A Checklist

## 1. INFUSE YOUR WORK WITH A LONG-TERM VISION FOR CHILDREN

- ◆ Adopt a vision of what early child care and education should look like.
- ◆ Have a well-defined purpose and chart a long-term course for achieving goals.
- ◆ Work with a broad group of advocates to develop a powerful, shared vision.

## 2. ORGANIZE YOUR NETWORK

- ◆ Organize an active and broad-based grass-roots network to attract the attention of local officials.
- ◆ Build coalitions of people with different interests (religious institutions, schools, charitable organizations, etc.) to illustrate the diverse support for child care.
- ◆ Do not neglect unlikely allies such as business leaders or law enforcement officials.

## 3. DEVELOP A LEGISLATIVE AGENDA

- ◆ Translate your vision into a legislative agenda.
- ◆ Set your sights high, but include items that are winnable.
- ◆ Set clear goals and plan precise methods to fulfill them.
- ◆ Proactive and positive: set an agenda that moves child care forward - not one that only opposes negative proposals.
- ◆ Prioritize your issues.
- ◆ Be realistic about the legislative process and consider several paths to achieving your goals.

## 4. DO YOUR HOMEWORK

- ◆ Be informed and accurate about your issue.
- ◆ Study legislators' past voting records, personal background, relevant experiences, and campaign promises - tailor your messages around them.
- ◆ Familiarize yourself with the budget process for your state.
- ◆ Develop a working knowledge of the legislative process, the timing of key decisions, and deadlines for bill changes.
- ◆ Identify your legislative allies and search for new ones.
- ◆ Be connected: identify and establish relationships with key leaders in the legislature.

## 5. BUILD GOOD RELATIONSHIPS WITH YOUR ELECTED OFFICIALS

- ◆ Be positive: make advocacy a partnership, not an adversarial relationship.
- ◆ Be personal when communicating with legislators and work through people who know your legislators personally.
- ◆ Be an active listener so you can address and remove the legislator's opposing barriers.
- ◆ Be open: "pre-lobby" without an agenda; get to know all staff personally.
- ◆ Treat all elected officials with respect.

## 6. COMMUNICATE EFFECTIVELY WITH LEGISLATORS AND STAFF

- ◆ Be brief, clear, and concise.
- ◆ Spell out your goals clearly; eliminate jargon; use language the legislators will be responsive to.
- ◆ Be sure your materials are quotable.
- ◆ Be prepared: anticipate arguments against your position and incorporate responses into initial presentation.

## 7. PERSONALIZE YOUR ISSUE

- ◆ Explain how current and proposed policies will affect families in the legislators' districts.
- ◆ Bring families and children to meetings with elected officials to help humanize issues.
- ◆ Invite legislators to visit early childhood programs.
- ◆ Consider using Child Watch as a vehicle for educating elected officials.

## 8. ACTIVELY PURSUE YOUR AGENDA

- ◆ Schedule frequent lobby days to help pass your bills, but also as part of your ongoing relationship with legislators.
- ◆ Be sensitive to the timing of visits and introduction of bills.
- ◆ Use varied tactics.
- ◆ Always seek bipartisan support and never stop looking for new allies.
- ◆ Consider hiring an experienced lobbyist to supplement your efforts.
- ◆ Think creatively; find ways of drawing attention to your issue that will excite your legislators and your network.

- ◆ Locate public awareness events strategically - use a combination of grass-roots activity, lobbying at the state Capitol, and working with the media.
- ◆ Develop a slogan or message.
- ◆ Hold community forums as a non-threatening way to educate your legislator about various child care perspectives.

### **9. USE YOUR NETWORK**

- ◆ Make sure that legislators hear from their constituents about child care.
- ◆ Inundate legislators with letters and phone calls at strategic times.
- ◆ Keep your network informed so they are ready to respond; update them on the impact of their actions.
- ◆ Be reasonable: have consideration for your network and the demands on their time.
- ◆ Train advocates in the off-season by stimulating the legislative process.

### **10. USE YOUR LEGISLATORS AS A RESOURCE**

- ◆ Ask legislators for information that would be helpful.
- ◆ Encourage your allies in the legislature to recruit new supporters for child care.

### **11. LEARN TO COMPROMISE AND NEGOTIATE**

- ◆ Learn when to compromise - be willing to help legislators work through the difficult issues tied to passing a bill.
- ◆ Offer positive solutions - stay away from "anti" positions and rhetoric.
- ◆ Be realistic and prepared to make tough choices.
- ◆ Recognize that change often happens by taking small steps toward an ultimate goal.

### **12. EXPRESS YOUR APPRECIATION AND GIVE CREDIT TO YOUR LEGISLATOR**

- ◆ Be courteous and appreciative.
- ◆ Always write thank-you letters.
- ◆ Honor those who have been long-time champions of better child care policies.
- ◆ Spend time with reporters - good press is appreciated by legislators.

### **13. WORK WITH CANDIDATES BEFORE THEY GET ELECTED**

- ◆ Educate prospective office-holders about child care issues.
- ◆ Work with those developing a candidate's platform, and encourage them to include child care incentives.
- ◆ Put together a forum on child care issues during the election process.
- ◆ Be cautious - remember that if you work for a nonprofit organization, you can devote time and resources to an individual candidate only if it is your own time and has no association with the organization for which you work.

### **14. DO NOT FORGET THE EXECUTIVE'S OFFICE**

- ◆ Focus your efforts beyond the legislature and interact with the governor's office: his or her support is crucial for improvements in child care funding and policies.
- ◆ Do the same homework about governor's (and governor's staff's) background as you do with the legislature.

### **15. WORK WITH AGENCY ADMINISTRATORS**

- ◆ Be involved: work to influence agency recommendations and regulations.
- ◆ Be prepared: do your homework at agency level.
- ◆ Understand that sometimes an agency will be unable to act independently of a governor's orders.

## **To Contact your Legislator**

Missouri House of Representatives:  
<http://www.house.statemo.us>

Missouri State Senate:  
<http://www.senate.state.mo.us>

# Tips for the Update

## *Personal Meetings with Elected Officials*

One of the most effective ways to advocate to elected officials is in face-to-face visits with them. Elected officials have offices in the state capitol, city hall, and in our nation's capitol. It may be easiest to catch them at their local office or home when the legislature is not in session. Because of the hectic pace, it is difficult to predict an elected official's availability. Nevertheless, if elected officials know a constituent has traveled to their office, they will generally see them or make time to see them soon.

### *Tips for Personal Visits:*

- ◆ Be on time for your appointment, but don't expect the official to be on time. They often have hearings or meetings they cannot anticipate and cannot leave. Be patient.
- ◆ Before the appointment, practice a three-minute statement of all the information you want to present. This will force you to think about what you want and why you want it.
- ◆ It is usually best to visit your elected official in a small group---three people are optimum---and to limit the visit to 10 or 15 minutes. Having more than one person at the meeting will help avoid being "out-talked" by the official, or coming to an impasse too quickly. If each person represents a different organization, the potential voting power will maximize your impact.
- ◆ Inform the elected official that you are a constituent. Family, social, or business relationship may serve as common ground when your point of view is considered.
- ◆ Let your elected official know that you are working with others in the community on the issue.
- ◆ Tell the official what you hope she will do.
- ◆ Listen to the elected official's concerns and opinions.
- ◆ Understand that your elected official is balanc-

ing many constituents' concerns and may not always be able to vote as you prefer.

- ◆ A short written statement of your position should be presented to your elected official to explain what the bill or issue is or does, and why she should support your point of view.
- ◆ Thank her for her time.
- ◆ Follow up the visit with a call, letter, or card.

## *Important Tips for Advocates*

- ◆ Get to know your legislator (preferably before you need something). If possible, get involved during the election process. If that is not possible, become acquainted through community, business, social, or church related activities. Familiarize yourself with her problems and specialized interests. Meet the staff and maintain frequent contact. Legislators listen to people they know-become one.
- ◆ Provide Information. Give your legislator fact sheets, background studies, position papers, and similar research that tell how a proposal affects you. Then, provide information on how it affects the general public and/or your organization. Keep it brief! If the legislator wants more, he or she will ask for it.
- ◆ Remember that time is a valuable commodity. Many demands are put on a legislator's time. In addition to being a legislator, many also run a business or are employed elsewhere. Try to make contact with your legislator at home before the session begins.
- ◆ Be constructive. Don't just condemn a proposal; show specifically how it can be improved. Demonstrate willingness to compromise, if compromise can be found. Take positive, as well as negative stands on the issues.
- ◆ Be honest and straightforward in presenting your view. Give both sides of the issue. Do not imply facts or authority that you do not possess.
- ◆ Be organized and cooperative. Coordinate your

legislative activities with other groups or organizations that might be expected to oppose, as well as support your position. Also, keep abreast of legislation in other states, plus national legislative studies affecting your organization.

- ◆ Be alert and imaginative. Sell your position or proposal through surveys or programs that catch the public eye. If you favor a measure, seek a means of dramatically promoting public interest and support. Watch for opportunities to pursue your proposals in other ways, perhaps as an amendment or resolution. Watch for amendments or resolutions that may affect you.
- ◆ Be professional. Don't threaten your legislators if they disagree with you. By the same token, never hint at rewards for their support.
- ◆ Avoid standardization. Do not send copies of letters. Do not use form letters. Send original letters--preferably handwritten.
- ◆ Practice what you preach. Your words are worthless if your acts contradict them. Exemplify the position you support in all that you undertake.
- ◆ Remember to say "Thank You". After an issue has been resolved, send a note of appreciation to your legislators acknowledging their time and effort on your behalf.

### ***Lobbying: What You Need to Know***

- ◆ Consider yourself an information source. Legislators have limited time, staff, and interest on any one issue. They can't be as informed as they might like on all issues-or the ones that concern you. You can fill in the information gap.
- ◆ Tell the truth. There is no faster way to lose your credibility than to give false or misleading information to a legislator.
- ◆ Know who else is on your side. It is helpful for a legislator to know what other groups, individuals, state agencies, and/or legislators are working with you on an issue.

◆ Know the opposition. Anticipate who the opposition may be-organized or individual. Tell the legislator what their arguments are likely to be and provide them with answers and rebuttals to those arguments.

- ◆ Make the legislator aware of any personal connection you may have. No matter how insignificant you may feel it is, if you have friends, relatives, and/or colleagues in common, LET THEM KNOW. Our legislative process is very informal and though it may make no difference in your effectiveness, it may make the difference.
- ◆ Don't be afraid to admit you don't know something. If a legislator wants information you don't have or asks something you don't know, tell them and then offer to get the information they are looking for.
- ◆ Be specific about what you are asking for. If you want a vote, information, answers to a question-whatever it is-make sure you ask for it directly and get an answer.
- ◆ Follow up. It is very important to find out if your legislator did what he said he would. It is very important that you then thank him or ask for an explanation as to why he did not vote as he said he would, etc...
- ◆ Don't burn any bridges. It is very easy to get emotional over issues you feel very strongly about. That's fine, but be sure that no matter what happens you leave your dealings on good enough terms that you can go back to them. Remember, your strongest opposition on one issue may be your strongest ally on another.
- ◆ REMEMBER YOU ARE THE BOSS! Your tax money pays legislator's salaries, pays for the paper they write on, the phone they call you on. YOU are the employer and they are the employee. You should be courteous, but don't be intimidated. They are responsible to you and nine times out of ten, legislators are grateful for your input.

***(from the Maine Women's Lobby)***

# Workforce Development Projects in Missouri

## Missouri's Workforce INcentive (WIN) Project

Missouri's Workforce INcentive (WIN) Project is a research-based project primarily funded by the Ewing Marion Kauffman Foundation. WIN focuses on workforce recruitment and retention through the provision of bi-annual incentive payments. Currently, WIN is being piloted in the following nine areas of Missouri.

- ◆ Boone County
- ◆ Douglas County
- ◆ Laclede County
- ◆ Mississippi County
- ◆ Randolph County
- ◆ St. Louis County
- ◆ Webster County
- ◆ Wright County
- ◆ St. Louis City

Teachers and directors who participate in WIN receive bi-annual incentive payments ranging from \$250 - \$1250 every six months based on their education level, their continued employment, and their ability to meet other eligibility crite-

ria. This is a wonderful opportunity for early education professionals! Unfortunately, funding is not available at this point to provide incentives to every early education professional in Missouri. Staff are partnering with the T.E.A.C.H. (r) Project to secure state funding so that WIN and T.E.A.C.H. (r) can expand statewide.

For more information about the WIN Project, please contact Lisa Jones, Program Coordinator, at (877) 782-0185.

## Greater Kansas City's Early Learning Opportunity Act (ELOA) Pilot Compensation Project

Greater Kansas City is implanting a pilot compensation project through ELOA, an initiative funded through the Administration of Children, Youth and Families, Child Care Bureau. A major focus of this initiative is to support community based efforts to improve early childhood development, promote learning readiness in young

children, improve quality of early education services and increase accessibility to high quality early education for parents.

Center-based programs that are awarded grants through this project receive funds targeted to enhance compensation of teaching staff and to provide benefits and incentives for staff to achieve higher levels of education, training and experience. Grants were awarded through a competitive process. Centers that received the grants have demonstrated a commitment to offering quality early education, have staff with higher levels of education and training and are addressing community needs such as serving children that receive subsidies or children with special needs. Grant amounts for centers are based on the current wage and education levels of teaching staff and on the number of part-time and full-time teachers.

**For more information about the ELOA Project in Greater Kansas City, please contact Kyle Matchell, Program Manager, at 816-474-4240.**

## How are the Children?

Among the most accomplished and fabled tribes of Africa, no tribe was considered to have more warriors more fearsome or more intelligent than the mighty Masai. It is perhaps surprising then, to learn the traditional greeting that passed between Masai Warriors. "Kasserian ingera", one would always say to another. It means, "And how are the children?"

It is still the traditional greeting among the Masai, acknowledging the high value that the Masai always place on their children's well being. Even warriors with no children of their own always give the traditional answer, "All the children are well." Meaning, of course, that peace and safety prevail, that the priorities of protecting the young, the powerless, are in place, that Masai society has not forgotten its

reason for being, its proper functions and responsibilities. "All the children are well" means that life is good. It means that the daily struggles of existence, even among a poor people, do not preclude proper caring for its young.

I wonder how it might affect our consciousness of our own children's welfare if in our culture we took to greeting each other with this same daily question: "And how are the children?" I wonder if we heard that question and passed it along to each other a dozen times a day, if it would begin to make a difference in the reality of how children are thought of or cared for in this country?

I wonder if every adult among us, parent and non-parent alike, felt an equal weight for the

daily care and protection of all the children in our town, in our state, in our country. I wonder if we could truly say without any hesitation, "The children are well, yes, all the children are well."

What would it be like . . . if the President began every press conference, every public appearance, by answering the question, "And how are the children, Mr. President?" If every governor of every state had to answer the same question at every press conference: "And how are the children, Governor? Are they all well?" Wouldn't it be interesting to hear the answers?

**(excerpted from a speech by the Rev. Dr. Patrick T. O'Neill, First Parish Unitarian Universalist Church in Framingham, MA.)**

## **The T.E.A.C.H. Early Childhood(r) Missouri Scholarship Project**

### *Licensed through the Missouri Child Care Resource & Referral Network*

Based on the belief that Teacher Education And Compensation Helps, T.E.A.C.H. Missouri is one of 22 states in a nationwide movement to increase quality child care and education. Working with teachers, directors, assistants, and owners of licensed early childhood facilities, T.E.A.C.H. Missouri is a comprehensive scholarship program. In the state for two years, T.E.A.C.H. Missouri seeks to increase scholarship, education, compensation, and retention in the field of early childhood. Licensed through the Missouri Child Care Resource and Referral Network, T.E.A.C.H. Missouri is currently in 11 pilot counties serving almost 100 recipients in attaining college credit at 11 public colleges and universities. At this time, recipients work toward Associates degrees or CDA's for college credit.

To be eligible for T.E.A.C.H. Missouri, you need to be a teacher, director, or assistant in a licensed child care center, family child care, or group home; 18 years or older; work at least 30 hours a week; work in a facility in a current pilot county; and make less than \$14.50/hr as a teacher or under \$16/hr as a director/owner. Once accepted into the T.E.A.C.H. Missouri Scholarship Project, you can expect:

- ◆ The award of a scholarship funding 80 to 90% of tuition for 9 to 15 college credit hours over three consecutive semesters.
- ◆ A \$40 travel stipend and weekly paid release time provided each semester to assist the recipient in

successfully completing studies and course work.

- ◆ Each sponsoring center, family child care home, or group home is reimbursed by T.E.A.C.H. at a rate of \$7.50 an hour for substitutes to cover the weekly release time. A maximum of three hours a week is given for each week of class attended.
- ◆ Upon fulfilling a contract year, three consecutive semesters, recipients are given a \$300 bonus from T.E.A.C.H. Missouri. Sponsoring facilities also agree to compensate the recipient through an additional \$300 bonus or a 2% pay increase.
- ◆ In return for the scholarship and compensation, the recipient agrees to stay in service at the center, family home, or group home for one full year after the completion of the educational contract year. This guarantees a two year commitment by the teacher to the families and children served by the sponsoring facility.
- ◆ T.E.A.C.H. Missouri encourages all recipients to seek varied funding for their education. T.E.A.C.H. gladly "wraps around" existing scholarships providing funds for those aspects of the scholarship not covered. For example, if tuition and books are covered under another current grant of the recipient's, T.E.A.C.H. will provide travel, release time, and a compensation bonus for the contract year.
- ◆ T.E.A.C.H. Missouri also provides career and financial counseling services for recipients. Just a phone call away awaits an ear to listen, a shoulder to lean on, and a voice to assist.
- ◆ To find out more about T.E.A.C.H. Missouri, put your name on the waiting list, or have

information sent to you, please contact Beth Ann Lang, Project Coordinator, at 1-314-535-2020, ext. 4.

Are you interested in the T.E.A.C.H. Missouri Scholarship coming to your county? Would you like an opportunity to join this program? Now is the time to make your voice heard in asking for statewide support of this important project. With 2.3 million children in paid, non-parental care each week, early childhood educators are an essential influence in the development of America's children. Parents cannot work and industry will not function if families fail to have quality care programs and education for children.

To this end, it is time to educate your legislators about the necessity of offering quality child care to all children. Through the education and compensation of the Missouri child care workforce; we can dramatically increase the level and excellence of care for our children. Help bring this issue to the attention of your local representative and congressperson. Call, e-mail, or write to them about your desire to increase the quality of care and professionalism in early childhood through state funding of the T.E.A.C.H. Missouri Scholarship Project. As educators, parents, and constituents, your opinion matters to your elected officials. Let them know that you expect them to focus on issues facing children, families, and those who care for our youngest citizens. For contact information about your representatives and senators, visit the web at [house.state.mo.us](http://house.state.mo.us) or [senate.state.mo.us](http://senate.state.mo.us). Just as we teach our children to "use their words", so must we if we expect action and change from the status quo.

# Advocacy-Related Websites, National & State

## Important Advocacy-Related National Websites You Should Know About:

- ◆ U.S. Department of Commerce Bureau of the Census:  
[www.census.gov](http://www.census.gov)
- ◆ U.S. Department of Education:  
[www.ed.gov](http://www.ed.gov)
- ◆ U.S. Department of Health and Human Services ACYF Child Care Bureau:  
[www.acf.dhhs.gov/programs/ccb](http://www.acf.dhhs.gov/programs/ccb)
- ◆ U.S. Department of Health and Human Services ACYF Head Start Bureau:  
[www.acf.dhhs.gov/programs/hsb](http://www.acf.dhhs.gov/programs/hsb)
- ◆ American Academy of Pediatrics:  
[www.aap.org](http://www.aap.org)
- ◆ Annie E. Casey Foundation:  
[www.aecf.org](http://www.aecf.org)
- ◆ Center on Budget and Policy Priorities:  
[www.cbpp.org](http://www.cbpp.org)
- ◆ Center for Law and Social Policy:  
[www.clasp.org](http://www.clasp.org)
- ◆ Child Care Action Campaign:  
[www.childcareaction.org](http://www.childcareaction.org)
- ◆ Child Care Law Center:  
[www.childcarelaw.org](http://www.childcarelaw.org)
- ◆ Child Trends:  
[www.childtrends.org](http://www.childtrends.org)
- ◆ Child Welfare League of America:  
[www.cwla.org](http://www.cwla.org)
- ◆ Children Now:  
[www.childrennow.org](http://www.childrennow.org)
- ◆ Children's Advocacy Institute:  
[www.caichildlaw.org](http://www.caichildlaw.org)
- ◆ Children's Defense Fund:  
[www.childrensdefense.org](http://www.childrensdefense.org)
- ◆ Children Youth and Families Consortium Electronic Clearinghouse:  
[www.cyfc.umn.edu](http://www.cyfc.umn.edu)
- ◆ I Am Your Child:  
[www.iamyourchild.org](http://www.iamyourchild.org)
- ◆ Kids Campaign:  
[www.connectforkids.org](http://www.connectforkids.org)
- ◆ National Association of Child Advocates:  
[www.childadvocacy.org](http://www.childadvocacy.org)
- ◆ National Association of Child Care Resource and Referral Agencies:  
[www.naccrra.org](http://www.naccrra.org)
- ◆ National Association for Family Child Care:  
[www.nafcc.org](http://www.nafcc.org)
- ◆ National Association for the Education of Young Children:  
[www.naeyc.org](http://www.naeyc.org)
- ◆ National Black Child Development Institute:  
[www.nbcdi.org](http://www.nbcdi.org)
- ◆ National Center for Children in Poverty:  
<http://cpmcnet.columbia.edu/dept/nccp>
- ◆ National Child Care Association:  
[www.nccanet.org](http://www.nccanet.org)
- ◆ National Conference of State Legislators:  
[www.ncsl.org](http://www.ncsl.org)
- ◆ Project Vote Smart:  
[www.vote-smart.org](http://www.vote-smart.org)
- ◆ Stand for Children:  
[www.stand.org](http://www.stand.org)
- ◆ Public Agenda:  
[www.publicagenda.org](http://www.publicagenda.org)
- ◆ USA Child Care:  
[www.usachildcare.org](http://www.usachildcare.org)
- ◆ Zero to Three:  
[www.zerotothree.org](http://www.zerotothree.org)

## Important Advocacy-Related State Websites You Should Know About:

- ◆ Association for the Education of Young Children - Missouri:  
[www.aeyc-mo.org](http://www.aeyc-mo.org)
- ◆ Citizens for Missouri's Children:  
[www.mokids.org](http://www.mokids.org)
- ◆ Missouri Child Care Resource and Referral Network:  
<http://childcare.missouri.org/network.htm>
- ◆ Missouri Head Start:  
[www.moheadstart.org](http://www.moheadstart.org)
- ◆ Missouri Impact:  
[www.moimpact.org](http://www.moimpact.org)
- ◆ Missouri State Government:  
[www.state.mo.us](http://www.state.mo.us)
- ◆ Partnership for Children:  
[www.pfc.org](http://www.pfc.org)

# Recognizing Professionals' Achievement

The Professional Achievement and Recognition System is a database that verifies and tracks teachers' qualifications for various professional roles and recognizes educational achievement on the career lattice. Teachers and directors working with children birth through school age are encouraged to enroll in the Professional Achievement and Recognition System. Since November 2001, OPEN has been able to recruit approximately 1500 early education professionals from Missouri into this database. In the past eight months, we have already had a number of professionals make outstanding educational achievements, and we would like to recognize them for their accomplishments. For more information, please call 1-877-782-0185.

Many of these teachers have moved up a level on Missouri's Career Lattice. Missouri's Career Lattice is a professional career path for early education professionals.

## Congratulations!

Mary Lewis, a home-based early educator in Columbia (Boone County), has recently earned her CDA

Irma Johnson of Solomon's Temple Child Development Center in St. Louis (City) has recently completed enough early education credits to move from Level 1 to Level 3a on Missouri's Career Lattice

Jennifer Mertell of Cuddles Day Care Corp. in St. Louis (City) has recently completed enough college credits to Move from Level 1 to Level 2b on Missouri's Career Lattice

Tiffani Trammell of Lot-A-Luv Child Development Center in St. Louis (City) has recently completed enough college credits to move from Level 1 to Level 2a on Missouri's Career Lattice

Kenya Stevens of Childgarden Child Development Center in St. Louis (City) has recently earned her Child Development Associate

Ruthie Simmons of Simmons Christian Academy in St. Louis (City) has recently completed enough early education credits to move to Level 2b on Missouri's Career Lattice

Patricia Bokern of Berry Patch in St. Louis (County) has recently completed enough early education credits to move from Level 4a to Level 4b on Missouri's Career Lattice

Cecilia McHaynes of YWCA Head Start in St. Louis (County) has recently completed enough early education credits to move from Level 3a to Level 3b on Missouri's Career Lattice

Haralyn Smith-McNeil of YWCA Head Start in St. Louis (County) has recently completed enough college credits to move from Level 2a to Level 2b on Missouri's Career Lattice

Tracie Meskine of Children's World in St. Louis (County) has recently completed her BA in General Studies with a minor in education from Columbia College

Cynthia Imhauser of St. Louis Community College in St. Louis (County) has recently completed her BA in General Studies from the University of Missouri - St. Louis

Debra Purvis, a home-based early educator, in Columbia (Boone County) has recently completed enough college credits to move to Level 2b on Missouri's Career Lattice

Bunny Huskey of Sunny Days Learning Center in Columbia (Boone County) has completed enough college credits to move to Level 2a on Missouri's Career Lattice

Sarah Bradshaw of Play-n-Learn Preschool in Hallsville (Boone County) has earned her Master of Education degree in Education Curriculum from William Woods University

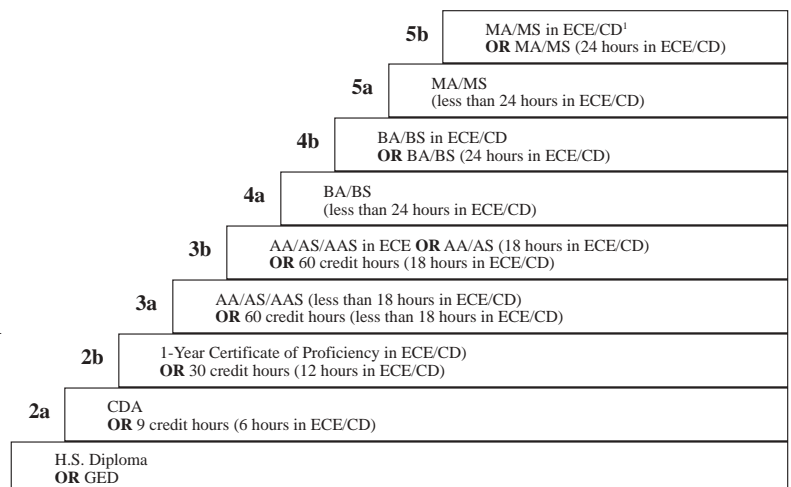
Donna Jennings of Missouri Ozarks Community Action Head Start in Lebanon (Laclede County) has earned her AAS Degree in Early Childhood from Central Texas College

Kathy Rogers of Missouri Ozarks Community Action Head Start in Lebanon (Laclede County) has earned her AAS Degree in Early Childhood from Central Texas College

Congratulations and thank you to these wonderful early education professionals. Your dedication to professionalism and continuing education is an inspiration to us all!

## Professional Achievement and Recognition System (PARS)

### Education Levels



<sup>1</sup> ECE/CD stands for early childhood education/child development

Association for the Education of Young  
Children - Missouri  
Stephens College  
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Columbia, MO 65215

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### ***AEYC-MO Convenes Statewide Advocacy Committee***

We are happy to announce that AEYC-MO has convened a statewide advocacy committee to coordinate our public policy and grassroots efforts. The following members will be working to promote AEYC-MO's goals during the next legislative session:

*Karen Berding  
Amy Freshwater  
Miriam Gutting  
Avila Hendricks  
Michelle Mathews, Co-Chair  
Leah Maurer  
Denise Mauzy, Co-Chair  
Charla Myers  
Andi Schleicher  
Mary Spence  
Mary Stone*