

**Child  
Resource  
Center  
Harford/Cecil  
Counties at  
Abilities  
Network  
Project ACT**

**3103  
Emmorton  
Road  
Abingdon,  
MD**

Phone  
(443) 761-0206  
Fax  
(410) 828-1631  
Www.anprojectact.org



Stay up to date on events and early education news! Search Facebook for Child Resource Center of Baltimore, Harford and Cecil Counties.

# Network News

Network News

Newsletter Date 12/15/16

## Dear Child Care Professionals,

Happy New Year! It has been a great year and I hope 2017 will be a successful and prosperous one for all of us! Now is a great time to visit your Child Resource Center and revamp your classrooms. Do you need a new visual schedule to brighten up your teaching space? How about a center management system to aid with play time transitions? We have everything you need to create visuals to use with the children in your care.

If you are looking to make environmental changes to your classroom, we have qualified and experienced staff that can provide you with FREE support. We are also offering Communities of Practice (Workgroups) to help with common issues you may be having in your center.

Please don't hesitate to call us for technical assistance or to register for training.

We look forward to working together to make sure you have all the resources you need to continue providing quality child care for all our children.

Sincerely,  
Sandra Graham  
Program Manager

## **NEW PRE-SERVICE TRAINING REQUIRED FOR ALL CHILD CARE PROVIDERS**

As a result of changes in the Federal Child Care Development Block Grant (CCDBG) under which Maryland receives funding for many of the programs and services available to child care providers (Child Care Subsidy, Credentialing, Accreditation, Maryland EXCELS, Child Care Resource Centers, etc.) all child care providers will be required to complete a basic Health and Safety Training as a "NEW" pre-service training requirement and update each year of employment. The Health and Safety Training will cover 10 specific topic areas that have been identified by the CCDBG as critical for all child care providers. The training will be available on the MSDE website free of charge this fall and will also be available face-to-face from an approved trainer or training organization. The initial training, on-line or face-to-face, will count toward continued training requirements for current providers. Please stay tuned for availability of this new training.

To register online for trainings go to [www.anprojectact.org](http://www.anprojectact.org)

The CHILD RESOURCE CENTER  
Harford/Cecil Counties  
at Abilities Network Project ACT  
Staff Directory

Sharon Huffman	Program Director
Sandy Graham	Program Manager
Stephanie Cooper	Infant/Toddler Specialist
Libby Fraker	Classroom Support Specialist
Lauren Tardy	Classroom Support Specialist
Sara Bosley	Professional Development Coordinator
Jasmine Campbell	Program Administrator

**Contact us today!**  
**(443) 761-0206 phone**  
**(410) 828-1631 fax**  
**crchc@abilitiesnetwork.org**  
**Www.anprojectact.org**

**Having trouble  
contacting us?**

Please make sure  
you are dialing  
area code **443**.  
When prompted, choose  
**option 2** for the Resource  
Center.



**Harford County Resource Phone Numbers**

**WIC Harford County**  
**(410) 273-5656**

**MSDE Office of Child Care**  
**(410) 569-2879**

**Project ACT ECMH**  
**(410) 828-7700**

**Child and Adult Care Food Program**  
**(410) 767-0214**

**Child Find Harford County**  
**(410) 638-3823**

**Infant and Toddlers Harford County**  
**410-638-3823**

**Child Protective Services**  
**(410) 836-4713**

**Temporary Cash, Food Stamps, Medical Assistance**  
**(410) 836-4700**

**Cecil County Resource Phone Numbers**

**WIC Cecil County**  
**(410) 996-5550**

**MSDE Office of Child Care**  
**(410) 569-2879**

**Project ACT ECMH**  
**(410) 828-7700**

**Child and Adult Care Food Program**  
**(410) 767-0214**

**Child Find Cecil County**  
**410-996-5444**

**Infants and Toddlers Cecil County**  
**(410) 996-5444**

**Child Protective Services**  
**(410) 996-0100 (option 3)**

**Temporary Cash, Food Stamps, Medical Assistance**  
**(410) 996-0100**

## INCLEMENT WEATHER

In the event of inclement weather, the resource center will follow Harford County Public School System's weather policy.

- If Harford County Schools close due to inclement weather, the resource room will close and any scheduled trainings will be cancelled.
- If Parks and Recreation cancels Saturday activities, Saturday trainings will be cancelled.



**Trainings cancelled due to weather will be rescheduled.**

**If you have concerns about hours of operation, please call (443) 761-0206.**

## OFFICE HOURS AND CLOSINGS

The CHILD RESOURCE CENTER Harford/Cecil Counties at Abilities Network Project ACT is open **Monday through Friday**. Typical office hours are **9 a.m. to 4 p.m.** If you need to schedule time in the evening, please call (443) 761-0206.

The office is closed on the following dates:

Monday, January 2, 2017  
Monday, January 16, 2017

**Every 1st and 3rd Friday of the month**  
**Every 4th Wednesday the office will close at noon**

## Rules and Regulations

### Training Sessions

Training sessions begin promptly; plan to arrive at least 15 minutes EARLY for the training. Sign-in will be allowed until 15 minutes after the start of the training; after 15 minutes you will not be permitted to join the training and this will be considered a "missed class". Refunds or credits are **not** issued for a missed class.

A certificate will only be given for attending the entire training session/series (ex: if you leave early you will not receive a certificate). If you miss any part of a multi-part course, you will receive a Certificate of Attendance only, and will not receive core of knowledge hours.

All training sessions end on time. Participants must ensure carpools; taxis and other modes of transportation are secured for prompt pick-up. Upon completion of the training session, the training room and/or building is locked and secured. Participants may not remain in the building. Neither Abilities Network, Child Resource Center staff nor its contractors are responsible for participants who remain outside the building once the building closes.

### Training Format

Training sessions are recognized and approved by the Maryland State Department of Education – Office of Child Care (OCC). In accordance with COMAR, an assessment is given at all training sessions as required. This may be in the form of an activity, group project, homework or written test.

Successful completion of course materials includes a passing score on the assessment and will reflect a Core of Knowledge certificate. A failing score will reflect a Certificate of Attendance. Both are recognized by OCC; however, only the Core of Knowledge certificate will count towards the Maryland Child Care Credential and specific training requirements set forth by OCC

### Participants Only

Training sessions are designed for REGISTERED ADULTS only. Please make other arrangements for your children, so they will be safe and happy while you attend the training.

### Refunds/Credits

In the event a student wishes to cancel registration, a refund or credit for future training may be issued. Cancellations must

be received 48 hours before the scheduled start time. A \$10 cancellation fee will be deducted if a refund is requested. If the participant requests a credit to attend a future training session, the cancellation fee does not apply. Missed training sessions will not be refunded or credited (including late arrivals or leaving early).

### Class Cancellations

Training sessions are cancelled if Harford County Public Schools are closed due to inclement weather or if they cancel weekend/evening activities due to inclement weather or other emergency. Training sessions may also be cancelled due to low enrollment or other administrative reasons. You will be notified by email if a class is cancelled. To find out if training is cancelled, call 443-761-0206. Classes cancelled due to low enrollment will be cancelled 72 hours ahead of time.

In the event Abilities Network Child Resource Center cancels a training session, we will reschedule or substitute the training. If the training cannot be rescheduled, a substitution cannot be arranged, or if you are unable to attend the rescheduled training, you will receive a full refund.

To register online for trainings go to [www.anprojectact.org](http://www.anprojectact.org)

# TRAININGS


## January to March 2017



Date	Training Name	COK	Description	Location & Time
1/12/2017	Becoming Curious: Strengthening Communication Skills	PRO-3	Early childhood educators at every level of care engage in conversations with children, families, and coworkers on a regular basis. These conversations range from funny and light to more serious or even confrontational. This training is designed to provide teachers with strategies that they can use to enhance their interactions with others. Participants will explore how curiosity plays a role in communication and will work through a series of activities designed to build curiosity in the context of communication. Recommended prerequisite: 9 Hour communication series.	Emmorton Road Office 6:30 pm-9:30 pm
1/18/2017	Medication Administration Part 1	NA	This MSDE-designed workshop will teach providers what they need to know when administering medication to children. Learn how to give oral, topical, inhaled, and emergency medicines to infants and children; how to keep accurate records; regulations for hygiene, safety, and measurement. Participants must attend both sessions or they will not receive a certificate.	Emmorton Road Office 6:00 pm-9:00 pm
1/19/2017	Medication Administration Part 2	HSN-6	Must attend both sessions to receive training hours.	Emmorton Road Office 6:00 pm-9:00 pm
1/23/2017	First Aid	NA	Certification Only - Approved for Licensing / 1st Alert Certified by the American Heart Association and good for two years. This class meets the Maryland Child Care Administration's First Aid training requirements for child care facilities and family child care providers.  PARTICIPANTS WILL NOT RECEIVE CORE OF KNOWLEDGE HOURS FOR THIS CLASS.	Emmorton Road Office 3:00 pm-6:00 pm
1/23/2017	Infant/Child and Adult CPR/AED Certification	NA	Certification Only - Approved for Licensing / 1st Alert Certified by the American Heart Association and good for two years. Participants will be trained in CPR for the infant, child and adult. This class meets the Maryland Child Care Administration's CPR/First Aid training requirements for child care facilities and family child care providers.  PARTICIPANTS WILL NOT RECEIVE CORE OF KNOWLEDGE HOURS FOR THIS CLASS	Emmorton Road Office 6:00 pm-9:00 pm



To register online for trainings go to [www.anprojectact.org](http://www.anprojectact.org)

## TRAININGS CONTINUED

Date	Training Name	COK	Description	Location & Time
1/25/2017	Including All Children and the American's With Disabilities Act	SN- 3	This workshop will provide participants with an understanding of the requirements for ADA and inclusionary practices. Participants will leave with a better understanding of best practices and available resources. This training will meet the 3 hour training requirement for MSDE	Emmorton Road Office 6:30 pm-9:30 pm
1/25/2017	Supporting Breast Feeding in Child Care	No CoK hours 5 CTE hour	Participants will understand regulations that support breastfeeding and best practices for programs to support families in regards to breastfeeding. This class meets the Maryland Child Care Administration training requirements for child care facilities and family child care providers who care for infants and toddlers	Emmorton Road Office 6:00 pm-6:30 pm
2/1/2017	SIDS: Sudden Infant Death Syndrome	HSN-3	SIDS is the sudden, unexplained death of a healthy infant under 12 months. The cause of SIDS is unknown, but there are ways to make babies in your care safer. A SIDS class is required for family child care applicants and for any family provider seeking to become licensed for infant care.	Emmorton Road Office 6:30 pm-9:30 pm
2/13/2017	Mindfulness and Yoga for Young Children and Adults 	CD- 2 PRO-1	The child care professional will become aware of how to use yoga and mindfulness in their program. Please dress comfortably for this training as we will be doing simple yoga poses.	Emmorton Road Office 6:30 pm-9:30 pm
2/21/2017	Including All Children and the American's With Disabilities Act	SN- 3	This workshop will provide participants with an understanding of the requirements for ADA and inclusionary practices. Participants will leave with a better understanding of best practices and available resources. This training will meet the 3 hour training requirement for MSDE	Emmorton Road Office 6:30 pm-9:30 pm
2/21/2017	Supporting Breast Feeding in Child Care	No CoK hours 5 CTE hour	Participants will understand regulations that support breastfeeding and best practices for programs to support families in regards to breastfeeding. This class meets the Maryland Child Care Administration training requirements for child care facilities and family child care providers who care for infants and toddlers	Emmorton Road Office 6:00 pm-6:30pm
3/2/2017	On Track: All Aboard for Developmental Progress	CD-2 PRO-2	Join us for an overview of the developmental screening tools and the benefits of using one. A review of the MSDE/OCC regulation, effective communication with families, and the referral process will be addressed. Discuss how to choose a developmental screening tool, appropriate collection of information regarding children, and the on-going process of screening children.	Emmorton Road Office 5:00 pm-9:00 pm

To register online for trainings go to [www.anprojectact.org](http://www.anprojectact.org)

## TRAININGS CONTINUED

Date	Training Name	COK	Description	Location & Time
3/13/2017	Routines and Cultures Program for Infant Toddler Care	CD-1 CUR-1	Cultural values are embedded in everyday routines of caregiving. Caregivers have a profound effect on the development of infants and toddlers because they engage in basic activities, toileting, feeding, and napping. In this class, participants will consider these three routines and how culture influences each of them. Participants will have the opportunity to expand their understanding of what is comfortable for them and how different cultures treat these routines.	Emmorton Road Office 6:30 pm–8:30 pm
3/15/2017	Medication Administration Part 1	NA	This MSDE-designed workshop will teach providers what they need to know when administering medication to children. Learn how to give oral, topical, inhaled, and emergency medicines to infants and children; how to keep accurate records; regulations for hygiene, safety, and measurement. Participants must attend both sessions or they will not receive a certificate.	Emmorton Road Office 6:00 pm–9:00 pm
3/16/2017	Medication Administration Part 2	HSN-6	Must attend both sessions to receive training hours.	Emmorton Road Office 6:00 pm–9:00 pm
3/22/2017	Enhancing Rituals and Routines 	CUR-3	This workshop focuses on why rituals and routines are important and shares new ideas for enhancing or extending what educators do to encourage children's growth and development, connect with families, and highlight the unique aspects of their program. Participants will learn new techniques for helping children with separations, enriching group times, providing adaptations for children who need assistance, and transforming everyday routines into learning opportunities.	Emmorton Road Office 6:30 pm–9:30 pm
3/30/2017	From Stress to Resiliency: Why Children Struggle and Helping Them Succeed 	CUR-2 SN-1	During this workshop, participants will examine social emotional competence and how it impacts school readiness. The Mariposa approach begins with the understanding that the high level of stress with which children live today present not only serious issues with respect to their behavior and academic achievement, but undermine their general health and ability to function. This training provides an overview of current theory and research explaining why children struggle and how to help them succeed.	Emmorton Road Office 6:30 pm–9:30 pm



To register online for trainings go to [www.anprojectact.org](http://www.anprojectact.org)

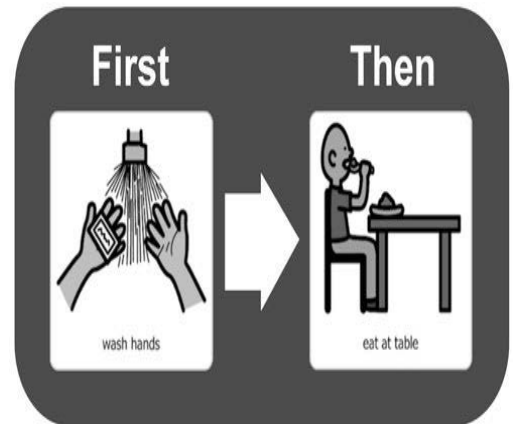
## FREE MAKE AND TAKE WORKGROUPS

Join us in Cecil County on **Wednesday, FEBRUARY 8, 2017**  
from 6:30pm to 8pm at Thomson Estates Elementary School

**This quarter we will be creating tools to help with transition tools**

Join us in Harford County on **Wednesday, MARCH 8, 2017**

from 6:30pm to 8pm at 3103 Emmorton Rd. Suite B Abingdon, MD 21009




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## ONLINE TRAINING AND RELATED INFORMATION

2 Hour Trainings—\$20.00

3 Hour Trainings—\$25.00

4 Hour Trainings—\$30.00

6 Hour Trainings—\$50.00

Medication Administration- \$60.00

Supporting Breastfeeding—\$5.00

1st Aid—\$25.00

CPR Certification- \$35.00

Family Pre-Service Series- \$180.00

**Did you know you can register for training and pay online?**

**Visit our website**

**[www.anprojectact.org](http://www.anprojectact.org)**

**Many of our trainings can be taken online. You can complete your licensing requirements or start your business from the comfort of your own home! Or the local library!**

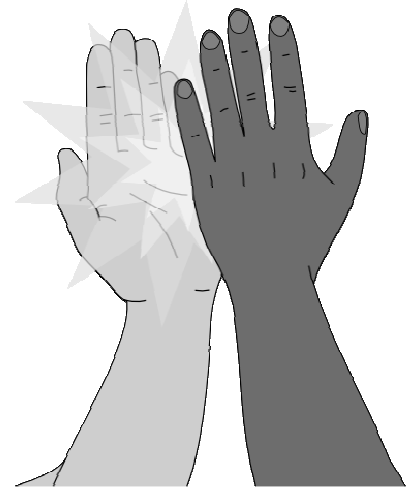
**These trainings will meet Office of Child Care guidelines and you can go at any pace.**

**To see our complete list of online trainings visit our website at [www.anprojectact.org](http://www.anprojectact.org) or [www.ccrhcc.com/professional-development/online-training/](http://www.ccrhcc.com/professional-development/online-training/)**

To register online for trainings go to [www.anprojectact.org](http://www.anprojectact.org)

## BATTLING CHALLENGING BEHAVIORS?

*Noncontingent Reinforcement* sounds like a big, fancy strategy to use with children who have challenging behaviors. Actually, this is one of the easiest strategies to use with all of our children! All you do is provide a reinforcement (a hug, a hand hold, a kind word) to children when they are just in your classroom. They do not need to be doing anything extraordinary or using a specific skill to get this reinforcement. They could be walking in front of you and they get a hug. They could be running on the playground and they get a high five! This builds a relationship with your children (which, in turn, creates better behavior in your classroom) and is great to use for some of your children who are attention seekers. Use noncontingent reinforcement throughout the day so you fill the child's "attention gas tank". Then, they will not be trying to fill their "gas tank" during circle time or lunch. For one moment, think about being fully welcomed into a place and just your presence is enough to receive kind words or a hug... How would you feel? How would this change your behavior?



## STORIES FROM THE FIELD

After a long day, we understand how hard it can be for Family Child Care Providers to go to training and meetings! This past quarter however, the Harford County Family Child Care Association gathered for their first meeting of the school year. The Child Resource Center was asked to train their members on working with children who have experienced trauma. It was a hard topic to talk about after a long day! The participants were tired but excited to see each other after a summer break. Stephanie Cooper and Lauren Tardy worked together to give them a great training. Providers were able to work in small groups and share stories from their own experience and gain great insight about families and young children. Some of the comments afterwards, included "This is the first class in a while that was worth every moment!" or "Great handouts! My new favorite reference!"



**Congrats**

After working with the CRC for four months, we are pleased to announce that, Curline Smith has received her license and is open for business! Ms. Smith created a beautiful environment for top-notch care and is committed to using best practices when working with young children. Please join me in welcoming her to Baltimore County's Family Child Care community. Congratulations again Ms. Smith for completing such a huge milestone.

To register online for trainings go to [www.anprojectact.org](http://www.anprojectact.org)



## EARLY LEARNING ASSESSMENT

The Early Learning Assessment (ELA) will have many benefits to child care providers. It is a formative assessment, meaning it has activities that you can use that will help you identify a child's skill level, knowledge and behavior between the ages of 36 and 72 months. You can then plan instruction that matches a child's current developmental level, as well as plan additional supports for children who may be falling behind the expected milestones. The ELA is aligned to "Maryland Early Learning Standards" in seven domains which establish the expectations for all children as the foundation for school readiness and life-long success.

### Benefits of Using the Early Learning Assessment

- \* You can clearly understand what a child already knows or does well so you can purposefully plan activities to support the child's growth.
- \* You will become familiar with what a child should be learning as they become ready to enter Kindergarten in the future. You can measure a child's growth over points of time, which gives you more information for planning your program and to share with the child's family.
- \* You can use the Early Learning Assessment to meet some of the requirements for Level 5 in Maryland EXCELS, as well as to meet accreditation standards.

### Communication with Parents and Schools

Your cost for this training will be minimal since most of the training, and the full cost of the kit, has been paid for by MSDE. You will have no costs in implementing the ELA in your program as you will have access to the assessment online and any subsequent online professional development is provided at no cost. You will better understand children with Individualized Education Plans (IEP) as Special Educators use the ELA for gathering and structuring information. The ELA provides information to teachers and parents about a child's progress in Maryland's seven (7) different domains of learning. The online system allows you to see, print and share information that shows a child's growth over a period of time. This is great information to share at parent teacher conferences. Child care providers can choose skills and domain(s) to assess based on the needs of the child in your program.

### How to Sign Up

If you are interested in learning how to use the new Early Learning Assessment in your program, Maryland Family Network (MFN), through a grant with the Maryland State Department of Education, provides low-cost Early Learning Assessment training and a free Early Learning Assessment kit. The kit contains the paper version of the formative assessment materials. The assessment materials are also available online.

*If you are interested in taking the ELA training, please contact Jennifer Lentz at [lentz@marylandfamilynetwork.org](mailto:lentz@marylandfamilynetwork.org). Participants will earn Core of Knowledge hours for the 12-hour training.*



To register online for trainings go to [www.anprojectact.org](http://www.anprojectact.org)

## INFANT AND TODDLER NEWS

Since our infants and toddlers love to put everything in their mouth, we many times are limited in the materials we can use. Below is a fun way to still incorporate the use of play dough (a material that, without fail, always goes into a toddler's mouth) in a toddler classroom. There are so many benefits to using play dough in the classroom! According to the National Association for the Education of Young Children (NAEYC), play dough supports areas such as social/emotional development, creativity, language and literacy, science, math, and of course physical development. Playing with play dough is something that many of our children can be successful with no matter their developmental level, which promotes self-confidence. Play dough also allows for mistakes to occur and for them to be fixed (which promotes brain development). When you make play dough, children learn to use literacy (the directions) to create something new. When educators sit and play with children during this activity, adults can expand children's language by introducing new terms, such as, "chop, roll, squeeze, smash, or twist". Children also count, measure, and make different shapes and sizes when molding play dough. Thank you to Christine Raver for sharing this wonderful tidbit on how to incorporate play dough in your classroom.



*"I work in a room with 18 to 24 months. We aren't allowed to use play dough due to the manufacturers recommended age that is on the packaging. Children under 2 still tend to put things in their mouths. So in replace of play dough, a cool activity that we do with our children is making salt dough. All you do is mix 2 cups of flour, 1 cup of salt, and 1 cup of water into a mixing bowl and kneed it until it becomes doughy. You can also add food coloring into it to make different colors. The best part of doing salt dough is, that if they ingest it, it's only made of flour, salt and water. If any of our children have allergies and you are afraid that they may ingest it, you can put the salt dough into a tightly sealed plastic bag. This way, they can still participate and be involved in the activity. We also give them a variety of tools to explore the dough and let them use their imaginations to form whatever they want. Afterwards, you can leave the salt dough out to dry and send home for parents to keep a memento of there child's masterpiece. I write their name, age and date on it."*

*-Christine Raver*

To learn more about the impact of using play dough in your classroom go to

<https://families.naeyc.org/learning-and-development/music-math-more/playdough-power>

## NEW HOME PAGE

[Abilities Network]  
PROJECT ACT

Home

Project ACT (All Children Together)

A Program of the Abilities Network

Click one of the programs below to learn more!

CHILD RESOURCE CENTER  
OF BALTIMORE COUNTY

CHILD RESOURCE CENTER OF  
HARFORD AND CECIL  
COUNTY

EARLY CHILDHOOD MENTAL  
HEALTH

### Our Mission

Families, child care providers and teachers know that often times a child may need a little extra help to thrive, but many do not know how to help or where to turn. Abilities Network's Project ACT program can help with the following: on-site training for child care staff, individualized child observations and support planning, center wide coaching and mentoring to increase staff knowledge and skills, family support, resource and referral services, and access to individualized services to facilitate the optimal growth and development of children.

We are now easier to find!  
Check out our new look and  
new home page at  
[www.anprojectact.org](http://www.anprojectact.org)

To register online for trainings go to [www.anprojectact.org](http://www.anprojectact.org)

## INFANT TODDLER WORKGROUPS

*At the next community of practice, we will be talking about communicating with families.*

*Remember!*

*Attend 3 out of 4 meetings throughout the year and earn a professional activity unit (PAU).*



*Join us in Harford County on **Tuesday January 3, 2017**  
(note the change of date)*

*from 6:30pm to 8pm at 3103 Emmorton Rd. Suite B  
Abingdon, MD 21009*

*Be on the look out for more information about Cecil County  
on Monday March 6, 2017  
from 6:30pm to 8pm!*

## LOCATE

Through the LOCATE service, parents share feedback with the LOCATE staff on the programs in the files: licensed child care centers, registered family child care providers and accredited preschools and camps. While this feedback is at times positive, it sometimes concerns complaints parents have about child caregivers. Of course, LOCATE and the Maryland Child Care Resource Network want to use this information in a way that is fair to providers and parents, while protecting children, as well. Therefore, the LOCATE Complaint Policy was developed and has been in effect since its approval by the Maryland Committee for Children Board in November, 1983. According to this policy, all complaints made to LOCATE about child care providers/facilities are recorded. The type of complaint is then determined: Less Serious Complaint- No Violation: complaints which do not involve violations of child care regulations; complaints about situations which do not pose a threat to the safety, health or welfare of a child. Less Serious Complaint Involving Violation: complaints of any violation of Office of Child Care (OCC), Maryland State Department of Education (MSDE) regulations, and/or the Health Department which do not pose a threat to the health, safety or welfare of a child. Serious Complaint: any threat to the immediate health, safety, or welfare of a child. When a parent calls LOCATE with a complaint, the referral specialist advises him/her to register the complaint directly with the appropriate regulatory agency and/ or Protective Services. Names and telephone numbers of the person with whom the parent should speak are provided. When a Serious Complaint is received concerning one of the providers of facilities in the LOCATE system, no referrals are made by the referral specialists to that provider/facility. The LOCATE Director also communicates with the appropriate regulatory agency personnel about the complaint, and maintains the "hold" on the provider/facility until the agency's disposition of the complaint is known. Should the investigation result in no action, the "hold" status is removed from that provider's/facility's records. Should the license or registration be revoked, the record is removed from the LOCATE files. Providers are advised of LOCATE's actions in writing. A provider may appeal the LOCATE Director's decision to cease referrals. Appeals are first addressed to the LOCATE Advisory Committee. Final appeals may be made to the board of the Maryland Family Network. It is the position of LOCATE and MFN that the Complaint Policy is both fair and workable. Safeguards and due process are afforded to the care givers in the files, and parents' and children's rights to safety are addressed, as well. Any questions on this policy should be addressed to Arna Griffith, Director, LOCATE: Child Care at 410 659-7701 x 259.

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# Network News

January - March 2017



This publication was produced as a work for hire for the benefit of and with funds from the Maryland State Department of Education.

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