

MENTORING PROGRAM UPDATE

Capital Area Early Childhood Training Institute
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Director Mentoring Program

Kelly Kring and Kathy Stennett have been working with a total of nine center directors in Cumberland, Dauphin, and Perry counties as part of our new director mentoring program. Several of the directors are pursuing NAEYC accreditation, and Kathy and Kelly have been supporting them with materials and other resources. As with the caregiver mentoring program, the directors and their mentors have worked together to establish the goals for the mentoring experience. Some of the directors have

been able to tour other local childcare centers, including the Jewish Community Center program in Harrisburg and the DDSP Child Development Center in New Cumberland. Directors and their staff recently completed the Bloom Work Environment Survey to assess the organizational climate at each center. The mentors will share a report of the findings from this survey with directors to assist in the development of strategies that will strengthen each program and maximize staff development.



The Capital Area Early Childhood Training Institute is funded by the Pennsylvania Child Care/Early Childhood Development Training System and the Capital Area Funders Group, through the Greater Harrisburg Foundation.



Statewide Mentoring Program

Linda Kern, our York County mentor, and Roxie Nestlerode, our Centre County mentor, have been continuing with the protégés they started working with in the fall. Linda and Roxie have used the ITERS and Arnett scales, as well as information from their protégés, to help develop goals and objectives for each protégés' mentoring experience. Linda and Roxie have also been in close contact with

the directors to enlist their help in supporting the protégés in the mentoring program. The turnover rate in the statewide program has been very low, and we are pleased that the protégés who volunteered for the program seem to be enjoying the experience and are gaining new knowledge and ideas to implement in their work with children.

Capital Area Mentoring Program

In Cumberland, Dauphin, and Perry counties, Lisa Heintzelman and Michele Black have been enjoying the enthusiasm of their protégés! As a result of feedback we received in our first year of the mentoring program, we decided to extend the length of the mentoring experience from four months to nine months this year. So far, it seems that both the

mentors and the protégés are benefiting from the ability to spend more time together, and to work more on both short- and long-term goals. The mentors also appreciate the support the center directors provide to the caregivers in their program. We hope that the directors are excited about the changes they see in the classrooms and in their staff!

Parent Mentoring in the Capital Area

We have been very excited this year to include parents in our mentoring programming!

Jill Miller began the "It Takes Two to Talk" (ITTTT) program for parents in January. This is an exciting program designed by the Hanen Centre in Toronto that provides parents with strategies to facilitate their child's language development. The program combines evening workshops with individual videotaping sessions, where parents can practice the techniques they're learning in class and get support and immediate feedback from Jill. We are thrilled to have nine families participating in the ITTTT program. This program requires a big commitment on the part of the participating parents, and we appreciate their willingness to devote the

time and energy in addition to already busy lives!

Michele Black and Lisa Heintzelman have also included parents in their mentoring work this year. Parents at Messiah College Early Learning Center and the Children's Center in Camp Hill have been participating in evening workshops held at the childcare center. After enjoying a light dinner with their child, each group of parents participates in a discussion with the mentor focusing on topics that the group has selected. These sessions provide the mentor the opportunity to get to know the families in their protégés classrooms, and provide the parents the opportunity to network with other parents facing the same challenges, as well as the chance to share valuable information.

A reminder for proteges and directors...

If there is a reason that you will be unavailable to meet with your mentor on a scheduled visit day, or if you need to reschedule, please call your mentor as soon as possible so that she may rearrange her schedule. Thank you!!

What's New Next Fall

We are planning some exciting new opportunities for the Fall. The Institute will begin to offer certificate programs, which will combine group class experiences with on-site mentoring visits. There will be certificate programs available for directors, center-based childcare providers, and family child care providers. The Institute will also offer class series for Penn State credit hours for childcare providers

and center directors. The certificate programs will be offered in collaboration with Penn State Harrisburg and the PA Child Care/Early Childhood Development Training System, and will satisfy the annual training requirements for the Department of Public Welfare. We will keep you informed of these programs as the dates and locations are determined.



Forever In Your Heart
 Although you're not their parent,
 You care for them each day.
 You cuddle, sing, and read to them
 And watch them as they play.
 You see each new accomplishment
 You help them grow and learn
 You understand their language
 And listen with concern.
 They come to you for comfort
 And you kiss away their tears.
 They proudly show their work to you
 You give the loudest cheers!
 No, you are not their parent
 But your role is just as strong.
 You nurture them and keep them safe
 Though maybe not for long.
 You know someday the time will come
 When you will have to part.
 But you know each child you care for
 Is forever in your heart!

- Anonymous



Data Collection

Data collection will begin in the Capital Area at the end of May. We will be visiting all those who have participated in the mentoring program, and also asking the protégés and their directors to complete the KIDI (Knowledge of Infant Development Inventory) and the Work Environment Survey. Directors participating in the director mentoring program and their staff will complete the Work Environment Survey again in the summer.



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WE'RE ON THE WEB!!

<http://caecti.org>



"Children are likely to live up to what you believe of them.

- Lady Bird Johnson

"We find delight in the beauty and happiness of children that makes the heart too big for the body."

- Ralph Waldo Emerson

Upcoming Events!!

March 22nd—CAAEEYC Administrators Pre-Conference—Radisson Penn Harris, Camp Hill. Call Lisa Heintzelman at 657-8503 for more information

March 23rd—CAAEEYC Early Childhood Conference—Radisson Penn Harris, Camp Hill. Call Lisa Heintzelman at 657-8503 for more information

April 18th—Director's Roundtable—"Simplifying Your Life" 12:00 pm at the Radisson Penn Harris, Camp Hill. Call Kathy Stennett at 780-1931 for more information.

May 15th—PA CC/ECD Training System Annual Trainers Conference—Hershey, for all trainers registered in the PA CC/ECD training system. Call (800) 492-5107 for more information.

June 9th-12th—NAEYC Professional Development—Albuquerque, NM

Achieving Balance

Achieving balance can be an overwhelming task to those who are just too busy to stop what they are doing and plan their days more effectively. Author Sue Baldwin, in her book *Lifesavers For Early Childhood Managers* suggests developing areas in your personal life that need to be addressed weekly. Her list included **Family Time, Recreation, Building Relationships, Communication, and Time Alone**. How can you find time to do all this? It involves time management, prioritizing, and making changes. Ask yourself these questions:

- **At what cost am I willing to live an unbalanced life?** Are you getting sick often or acting in an irritable manner to co-workers, children, friends, and family? This is your body giving you warning signs that it is time to **Slow Down**.
- **How will I know if my life is becoming unbalanced?** Evaluate how you are spending your time each day and how that division of time makes you feel. Look for clues from friends and family that might indicate how you are acting day-to-day.
- **How can I make some changes in how I spend my personal and professional time?** Document how you spend your time for one week in several categories: work, play, sleep, family, alone, community, friends, etc. Assess your reality of time allocated and create your "dream plan." Your dream plan will show you where to make changes to create more balance in your life.

We can learn much from the children we work with everyday as far as listening to our bodies and finding the right balance for us. Children play, laugh, express feelings, take risks, and they slow down when their bodies tell them they are tired. Let the children in your care be your teacher to help create a balanced lifestyle.