

Volume 7  
Issue 2  
August 2009

# Early Childhood Happenings



## Tee Time or Tea Time

*"But the men of Israel encouraged one another and again took up their positions where they had stationed themselves the first day." Judges 20:22*

Golf is not usually associated with the start of school. It seems more appropriate for summer's great weather, the lush green grass, the splendid sunshine reflecting across the fairways. Many of you might enjoy a warm cup of tea to relax, clear your head and help you think about the challenges ahead or the opportunities just met. When I first started golfing, my favorite piece of golf equipment was the tee. I used them everywhere but putting, because they lifted the ball out of the dirt and helped it achieve maximum distance from my awkward swing. In the Bible verse, we are reminded to take up our positions again and encourage one another. As you settle in with your cup of tea, think about who is in need of your encouragement and how you might lift someone up this year. You and I are Spirit-powered to lift others out of the dirt of sin and help them fly into another ministry year.

My prayer is that God uses you to be an encouragement to students, families and fellow kingdom workers as you begin His ministry in a new year.

— Bruce Braun, Superintendent

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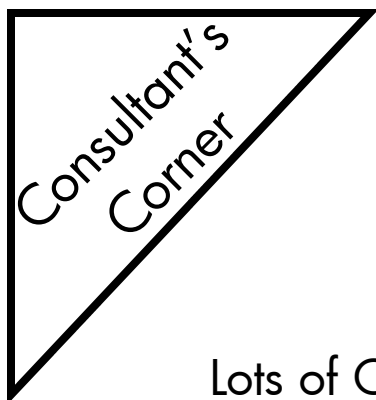
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*"... For the joy of the  
LORD is your strength."  
Nehemiah 8:10*



# Ongoing Staff Training

Lots of Opportunities & Resources Available

By Judy Williams  
Michigan District Early Childhood Consultant

Because of all the educational research, and the technological and social changes happening today, we all know ongoing staff training is critically important, as well as required by Michigan State Licensing. But with our current economic climate in Michigan and its impact on our budgets, meeting the need for at least 12 training hours each year can be a challenge.

To help you meet this challenge, we pray this list of resources (some free) will prove useful to you.

## **Great faith-based opportunities**

These are especially valuable because they are faith-based. They provide training that helps us as we share the story of Jesus Christ, our Savior.

- Each year the Schools Department of the Michigan District offers a workshop. These workshops are on a three-year cycle. For two years the workshops are regional—one for the south and east area of Michigan and one for the west and north areas. The third year, there is a statewide conference usually held at Concordia University Ann Arbor. Information is available at [www.michigandistrict.org](http://www.michigandistrict.org).
- Michigan Association of Non-public Schools. Many of you probably belong to MANS. Every three years MANS hosts a statewide conference that has nationally known speakers and many sectionals to choose from. To find out more, visit [www.m-a-n-s.org](http://www.m-a-n-s.org).

## **Excellent secular training resources**

- Exchange magazine, at [www.ChildCareExchange.com](http://www.ChildCareExchange.com), offers “Out of the Box” training courses on a variety of subjects. Check the Web site for available titles. We use these easy-to-use courses in our center; they provide information and materials our staff can use in the classroom.
- Check out *The Whole Child* – a set of 13 DVDs from the Annenberg/CPB Collection, [www.learner.org](http://www.learner.org). We use this series as part of our initial training for new employees. Our child care director has prepared worksheets that caregivers fill out after watching the video/DVD. For information, contact [karenp@trinityct.org](mailto:karenp@trinityct.org).
- High Scope Curriculum offers training resources and conferences. Find out more on their Web site at [www.highscope.org](http://www.highscope.org). We use their excellent Conflict Resolution training video for our staff.

Contact these organizations about classes being offered in your area and throughout the state.

- Michigan 4C Association, Child Care Futures Project, 1.866.424.4532 or [www.mi4c.org](http://www.mi4c.org).

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- Michigan State University Extension, Better Kid Care, 517.432.7654, <http://bkc.fcs.msue.msu.edu>.

- Child Care Expulsion Prevention (CCEP), Social and Emotional Training Series, 248.739.1414 or [mackrain@aol.com](mailto:mackrain@aol.com)

- T.E.A.C.H. (Teacher Education and Compensation Helps), 1.866.648.3224, [www.mi4c.org/teach](http://www.mi4c.org/teach).

- Check local colleges for classes they offer.

- An increasing number of colleges offer on-line classes.

- Training resources are available from the State of Michigan, Department of Human Services, Bureau of Children and Adult Licensing, [www.michigan.gov/michildcare](http://www.michigan.gov/michildcare).

- The National Association for the Education of Young Children (NAEYC), [www.naeyc.org](http://www.naeyc.org) and its affiliate, the Michigan Association for the Education of Young Children (MiAEOYC), have training workshops—both state and local, as well as resources that can be purchased.

#### Free resources you can use

- The Safe Sleep Video, located online at

[www.tomorrowschildmi.org](http://www.tomorrowschildmi.org). This is required training for anyone working in an infant/toddler room.

- The magazine *Healthy Childcare*, [www.healthychild.net](http://www.healthychild.net), offers training hours. Each issue can be used to obtain one hour of training credit.

- Some early childhood equipment companies have training resources that come with their products. When we purchased a set of wooden blocks from Community Playthings, we received *Foundations – the Value of Unit Block Play*.

- Michigan’s State Licensing rules read, “The center shall keep on file verification of all professional development education or training, as required by this rule.” If you would like a sample form to keep track of training hours, contact Evelyn Lowe at [tlcecc@trinityct.org](mailto:tlcecc@trinityct.org).

- The Michigan District also has a resource lending library with almost 1,200 items available. It is searchable at [www.michigandistrict.org/r7.html](http://www.michigandistrict.org/r7.html).

If you use other resources that prove valuable, please let us know; we will be glad to include them in future issues of Early Childhood Happenings. Send your ideas to [judyw@trinityct.org](mailto:judyw@trinityct.org).



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## Hearts for Jesus 2010

The Hearts for Jesus project next school year will provide money to battle the deadly problem of malaria around the world. The Lutheran Malaria Initiative brings together the efforts of nearly 8 million Lutherans in the fight against malaria by aiming to raise \$75 million over four years. Those funds will go toward preventing and treating malaria, improving churches’ health care systems capacity, bolstering malaria educational programs, raising awareness of the disease and its causes, building capacity to mobilize communities to prevent and treat malaria, and distributing insecticide-treated mosquito nets, especially to pregnant women and children.

Information about the offering will be provided for schools this fall. If your center or pre-school is interested in supporting this project, please call Mark Thompson-Kolar at 888.247.2111 Ext. 247 or e-mail him at [Mark.Thompson@MichiganDistrict.org](mailto:Mark.Thompson@MichiganDistrict.org).



# The In-House Advantage

## Training at Your Site can Bring Great Results at Low Cost

By Jan Catania

Director, Immanuel Early Childhood Development Center, Bridgman

Do you have a staff training program? Do you find it hard to provide staff with quality training? Do you work with a limited training budget? Do you have enough time or energy to research and present training and still do all of your other work and have a life, too? That's what I thought! We all have the same problem! No time, no money and no energy ... **No Excuse.**

### Keeping it at home

After years of struggling to meet state training requirements, we at IECDC decided to think outside the box and try something different.

Our center now has a year's worth of in-house training topics planned in advance that are presented to staff at our monthly training sessions. Staff members are required to attend in-house trainings unless unforeseeable situations arise. Since 12 sessions are planned at 1 ½ hours each, staff have a cushion of six hours of extra training available in case they cannot attend every session. Staff is paid their hourly wage when they attend in-house trainings.

Attending off-site training also is highly recommended. The center will cover the cost of those trainings; however, unlike in-house training, staff will not be compensated hourly wages to attend those sessions.

Because in-house trainings are scheduled right after the center closes, a light meal for staff is provided.

### Casting a wide net

As the saying goes, "There is strength in numbers." I contacted a friend who is the center director of a nearby Christian child care center. I offered to hold trainings for our two staffs at my facility. We split the cost of a training facilitator and the meal.

When choosing facilitators for the topics chosen for trainings, we try to enlist as many free resources as possible. We have been successful using our local RESA, Health Department, Protective Services, doctor's offices, state licensing consultant, local mental health agencies, hospitals, our parish nurse, as

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### **R.400.5102a Staff Training Requirements Rule 102a**

**4. All caregivers shall complete 12 clock hours of annual training on topics referenced in R400.5102(3)(b), in addition to CPR, first aid, and blood borne pathogen training.**

### **R400.5102(3)(b)**

**The licensee shall provide for the development and implementation of a written, on-going staff training plan that includes the following:**

**The minimum training requirements as established in these rules.**

**Topics including child development, curriculum, child discipline, health/safety, nutrition, working with parents, and licensing rules for childcare centers.**

*Rule R400.5102(3)(b) says every staff member needs 12 hours of training per licensing year. Every center director has the longstanding problem of trying to figure out how their staff is going to get those 12 hours of quality training with little or no money to work with and little or no time to plan and execute those trainings.*

## Staff training offerings 2008-09

### BY END OF THIRD WEEK OF NOVEMBER

#### Civil Rights Training for everyone

Training time: 1 hour Cost: Free

#### Head Lice: Detection, Treatment and Prevention

Training tape done in individual classrooms

Training time: 1 hour

### OCTOBER 25, 2008

#### Early Childhood Conference put on by CCR in Kalamazoo

Teacher's choice for the morning session

Discipline in the Child Care Center afternoon session

Training Time: .5 CEUs or 5 training hours

### NOVEMBER 18, 2008

#### Steps to Success/Communication/Team Building/ Joe Pepple/L. M. College

Training Time: 2 ½ hours

Cost: \$350/Cost divided amongst the other centers

### DECEMBER 16, 2008

#### Emergency Plans and Evacuations/Jan Catania

Training Time: 1 ½ hours Cost: Free

### JANUARY 19, 2009

#### Food Program CACFP/Jan Catania

Training Time: 1 ½ Cost: Free

### FEBRUARY 17, 2009

#### Infectious Early Childhood Diseases & MERSA/Kathy Hanke/Parish Nurse

Training Time: 1 ½ hours Cost: Free

### MARCH 17, 2009

#### Child Development/Interact with different age children

Training Time: 1 ½ hours /Terese/CCR

Cost: \$150 +mileage about \$31/divided among the other centers

### APRIL 21, 2009

#### Recognizing and Reporting Child Abuse and Neglect Protective Services/Michelle Souders/934.2100

Training Time: 1 ½ hours Cost: Free

### MAY 19, 2009

#### Challenging Behavior/Gale Sylvester/River Wood

Training Time: 1 ½ hours Cost: Free

### JUNE 23, 2009

#### Playground Safety/Play It Safe L.L.C.

Training Time: 1 ½ hours

Cost: \$175/divided amongst the other centers

### JULY 21, 2009

#### Forms/Record Keeping/Jan Catania

Training Time: 1 ½ hours Cost: Free

### AUGUST 18, 2009

#### Sanitation/Bob/Health Department

Training Time: 1 ½ hours Cost: Free

### SEPTEMBER 22, 2009

#### Licensing Rules/ Jeff Martin/PowerPoint

Training Time: 1 ½ hours Cost: Free

### OCTOBER 21, 2009

#### Documentation/Jan Catania

Training time: 1 ½ hours Cost: Free

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well as relevant special interest groups. Combining training costs with the other centers and utilizing community resources at no cost affords us the opportunity to pursue specialized contracted speakers. Without the cooperation of the other centers involved in our training group, none of us would be able to supply our staff with the quality training they are receiving.

### The results we've seen

Good news travels fast.

Another director heard how we were doing training and asked if her staff could attend as well. Our sessions are now attended by seven centers

that have 72 teachers. We provide each person in attendance a certificate of completion.

All certificates include the topic of the training along with the name of the facilitator, date,

location, and number of hours completed. As the hosting director, I sign all certificates. (On this page, you can see a copy of our 2008-09 training schedule and a small image of a training certificate.)

Combined trainings may not be for everyone, but for us it has provided unparalleled benefits: quality, affordable staff training, networking opportunities with others in our field, and a place to share struggles and triumphs.



# Back to School Already?

By Miriam Sohn

Summer's almost over.  
School is very near.  
Time to get things ready  
For another spectacular year.

It seems that just a week ago  
They all left for the summer.  
Now it's time to start again.  
Oh my, what a bummer!

"To do" list's getting mighty long.  
There is so much to do.  
Shopping, visits, notes and such,  
E C workshops, too.

Now's the time to organize  
The shelves and cupboards all.  
And don't forget the posters  
That go upon the wall.



Organize my stickers.  
Do I have enough?  
Getting my act together  
Is getting kind of tough.

Get my art stuff ready,  
The paint, the glue and paper, too.  
Get the markers out as well  
The yellow, red, and blue.

Schedule those home visits.  
Plan what I will say.  
Find the time to do them all.  
They'll take more than a day.

What will they be like this year?  
Will they challenge me?  
Of course they will! They're little kids!  
They're six, five, four, and three!

It will all be worth it when  
I see the little ones  
With their precious faces  
Thanks, Lord, for this fun!

And thank you for these children  
To teach about your love.  
They'll pray and sing and learn of You,  
These gifts from heaven above.

## Michigan District Early Childhood Cabinet & Consultants

The Cabinet and its consultants are here to serve you and your Early Childhood Center. Please consider them a resource for you.

### Consultant & Chair – Metro East Region

Judy Williams, 586.463.8803  
judyw@trinityct.org

### Metro West Region

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### MI District Representative

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bruce.braun@  
michigandistrict.org

### Consultant

Julian Petzold, 269.983.3056  
julian.petzold@  
discovertrinity.org

## Grants Available

The Early Childhood Cabinet of the Michigan District-LCMS has startup funds for congregations starting a new preschool, daycare or early childhood center. Submit an application before Oct. 1, 2009, to the District Office. To get an application, visit [www.michigandistrict.org/pdf/education/districteccfunding.pdf](http://www.michigandistrict.org/pdf/education/districteccfunding.pdf) or call 888.225.2111 Ext. 247.

## Portal Resource for Early Childhood Teachers and Directors

It's time to subscribe to the Lutheran School Portal, which provides important resources for teachers and directors. New this year is a Project Board that lets schools collaborate on projects. To subscribe, contact Kathy Fangmann at 800.248.1930 Ext. 1285 or [Kathy.Fangmann@lsportal.net](mailto:Kathy.Fangmann@lsportal.net).

*Subscription price is based on the number of students in your preschool.*

# What's Happening?

## Important dates

### August 13, 2009

*District Early Childhood Conference, North & West*  
Keynote speaker is Mary Jo Huff, master storyteller  
Location: St. Michael's, Richville

For: Early childhood directors and teachers through third grade in the Michigan District. Don't delay ... register today!

Information: [www.michigandistrict.org/pdf/education/ECC\\_NWReg09.pdf](http://www.michigandistrict.org/pdf/education/ECC_NWReg09.pdf)

### August 14, 2009

*District Early Childhood Conference, South & East*  
Keynote speaker is Mary Jo Huff, master storyteller  
Location: St. Paul's, Flint

For: Early childhood directors and teachers through third grade in the Michigan District. Don't delay ... register today!

Information: [www.michigandistrict.org/pdf/education/ECC\\_SEReg09.pdf](http://www.michigandistrict.org/pdf/education/ECC_SEReg09.pdf)

### August 21, 2009

August In-Service - Bucketfillers: Learn how to promote a positive culture of emotional "bucket-filling" within our schools, with students, staffs, and families — all within a Christian context

Location: St. Peter, Macomb

For: All interested educators

Information: [www.michigandistrict.org/pdf/education/BucketfillersReg09.pdf](http://www.michigandistrict.org/pdf/education/BucketfillersReg09.pdf)

### October 29-30, 2009

2009 MANS General Conference and Expo:  
"Educating in Unity - Making a Difference in Society"

Location: Cobo Center in Detroit

For: MANS members (you are a MANS member)

Information: [www.m-a-n-s.org](http://www.m-a-n-s.org)

### February 4-5, 2010

*Snowtire Administrators' Conference*

Location: To Be Announced

For: Principals and early childhood directors

### March 7-13, 2010

*National Lutheran Schools Week: "Securing Each Child's Future - For a Life of Service" - based on 1 Corinthians 12:5*

Information: [www.lcms.org/pages/internal.asp?NavID=1774](http://www.lcms.org/pages/internal.asp?NavID=1774)

### March 8-April 16, 2010

*Michigan Lutheran Schools Iowa Testing Window*

### July 10-17, 2010

*64th Synodical Convention: "One People - Forgiven - Forgiving one another, as God in Christ forgave you" - based on Ephesians 4:32*

Location: George R. Brown Convention Center, Houston, Texas

Information: [www.lcms.org/pages/default.asp?NavID=13524](http://www.lcms.org/pages/default.asp?NavID=13524)

### October 15, 2010

*Michigan District Teachers Conference North & West*  
Details: To Be Announced

### October 22, 2010

*Michigan District Teacher Conference South & East*  
Details: To Be Announced

### February 18-20, 2010

*LEA National Administrators Conference. Theme is Transformers!, based on the foundation laid by Romans 12:2.*

Location: New Orleans

Information: [www.lea.org](http://www.lea.org)

Questions? Contact Mark Thompson-Kolar at 888.225.2111 Ext. 247  
or [Mark.Thompson@MichiganDistrict.org](mailto:Mark.Thompson@MichiganDistrict.org)





**Early Childhood Cabinet  
Michigan District — LCMS  
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✦ That each child is a unique, redeemed child of God and that the spiritual welfare of each child is the primary focus for all Early Childhood ministries.  
✦ That the family is a child's first and foremost teacher.  
✦ That Early Childhood Education is an intentional ministry to the families of young children and as such it appreciates, respects, and supports the bond between the child and family.  
✦ That Early Childhood Education is an integral part of the congregational mission and ministry.  
✦ That Early Childhood Education is a partnership in ministry that involves the family, staff, congregation, and community.  
✦ That children learn best through developmentally appropriate activities incorporating play and experimental exploration.  
✦ That Early Childhood Education provides a warm, safe, and Christ-centered environment where children develop to their fullest potential spiritually, intellectually, socially, emotionally, and physically.

**We Recognize:**  
**Core Values**

- ✦ Assist congregations in developing Christ-centered Early Childhood programs by providing information regarding teacher evaluation, start-ups, colloquy information, visitation/networking, salaries, business plans, staffing, training workshop/in-service, publicity, accreditation, development, third-source funding, and technology
- ✦ Serve as advocates for Early Childhood education and educators
- ✦ Educate congregations' administrators as to the importance of Early Childhood as a means of Mission and Ministry
- ✦ Promote and provide Christ-centered professionalism of Early Childhood educators
- ✦ Support and assist Early Childhood consultants as needed
- ✦ Promote quality, age-appropriate resources
- ✦ Uphold the Core Values of the Michigan District Early Childhood Cabinet

**The Mission of the Michigan District — LCMS Early Childhood Cabinet is to encourage & facilitate Christ-centered, developmentally appropriate Early Childhood ministries for the congregations of the Michigan District.**

**We will:**