



Are You Ready? Reopening Your Child Care Business After Covid-19 Closure





WELCOME

30% of programs in Vermont were open during the pandemic providing Emergency Care to Essential Persons. Thank you for joining our panel of emergency early educators as they share lessons learned and tips on how to prepare to reopen our child care businesses



Families & Children

- Communication!
- Scheduling
- What “NOT” to bring from home
- Updated Policies & Procedures
- Transition Planning



Working Together - Communication is KEY!

- We are in this together. Navigating new and sometimes difficult waters in partnership.
- Hold space for Transition Anxiety.
- Setting a positive and hopeful tone can make a BIG difference!
- Frequent, honest & hopeful
- Beyond Email- classroom family meetings via zoom, personal phone calls, parking lot meetings
- Daily Updates & Weekly Communication
- Frequently Asked Questions Document



Scheduling Considerations



- Determine Needs of Families and Children in short-term and long term.
- Consider options based on space, group size and human resources.
- Talk about back-up plans now for both early educators and for families.
- Be honest about limitations.
- Invite families to be a part of the problem-solving process.
- Focus on how to meet the need.

Health Considerations & Personal Comfort Items

- All personal items that come into the program stay at the program.
- Laundry is done at the program.
- Storage of Items
- Duplicate Comfort Items
- Provide items as needed



Updated Policies & Procedures

- Drop off / Pick up
- Health Policies
- Responsibility to Communicate Health Status
- Electronics Policy / Clear expectations
- Hybrid Programming
- Updated Family Handbook



Transition Planning

- Acknowledge Transition Anxiety.
- Classroom Welcome Back Letter from child's teacher.
- Social Stories and Songs around Facial Coverings.
- Prepare children for new health practices.
- Transition / update visits with families, children and early educators. Classroom videos
- Clear communication, sharing of policies, answering questions.
- Teacher parades or Videos for children
- Updated developmental learning plan & goals
- Review changes in learning space, routines, schedules, rules with families.
- Provide visual supports for children and families.
- Offer programming for those not able to return yet.





Staffing

1

Initial Stage-First days upon closure

2

Early Stage-weeks into closure-process to maintain connections

3

Knee Deep Stage-Keeping connections and preparing staff to think about their return to work

4

Reopening Stage-Setting plans to reopen, connecting with staff on how to reopen, rebuilding teams and school wide community.

Initial Stage

- *Laying off Staff

- *Rehiring Staff

- *Regular Check ins-Phone, Email, Constant Contact Messages, Weekly Love Notes

- *Setting the stage for the upcoming weeks-basic expectations, honesty

- *Remaining calm, confident, & reassuring



Early Stage-Diving in and setting the stage for the weeks to come

- *Keeping staff informed on all updates and changes
- *Making personal connections -Fear Factor
- *Setting requirements/Keeping them engaged/Professional Development
- *Weekly forms of communications with staff, families and children
- *Remaining Calm, Confident & Reassuring

Knee Deep Stage-Maintaining Connections/Staying informed

*Regular Check ins

-individual-gage where each staff is at (physically, mentally, emotionally ect..) Listen to each storyGage the fear factor, reassure ,**focus on what we can do, Stay positive**Same goal different path

-Whole community-keep everyone connectedhear each other-let us all guide the way, photos, parades, sharing of ideas, Listen and let them partake in this journey

*Continued Engagement with families and children expectations

*Clear Expectations-begin discussing scheduling needs moving forward. Start to get them in the building, offer ways they can help

*Keeping staff informed and up to date with changes

*Remaining Calm, Confident, & Reassuring



Reopening Stage-Planning to Reopen

***New Requirements of staff and policies they need to be aware of.** -Continuously update with new information, requirements, expectations, guidelines

--whole group (how can we support each other) Host weekly staff meetings via Zoom-discuss policies, health checks, cleaning, scheduling needs, build on connections and school wide community

-Individually -what are their needs as individuals help ease the fear factor-schedule needs

-Small group (classrooms) what are the classrooms needs (families, children and staff)

-small steps and weekly requirements to slowly start entering the building.



The Nitty Gritty



- Drop off and pick up
- Health policies
- Supplies needed
- Environment

Drop off and pick up

- Staggering drop off times, limit direct contact
- Ideally same person drop off and pick up
- Hand hygiene stations near entrance
- People self quarantining should NOT do drop off or pick up



Health Policies

- Health Screening
- Fever policies
- No outside visitors or volunteers
- Nap time spacing
- Over the phone, notes home instead of face to face conversations about children
- Healthy Hand Hygiene
- Cleaning & Disinfecting
- No soft toys, dress up, stuffies



Supplies needed

- Facial Coverings
- Thermometers
- Gloves
- Bleach
- Laundry access
- Toilet paper
- Eyewear
- Paper Towels
- Hand Soap
- Hand Sanitizer
- Large button-up shirts



Changes Specific to FCCH



- Restricting access into the home
- Meeting children outside the house and walking them in to wash their hands
- Specific places for childcare vs family
- Keeping objects in one specific location

Resources & Platforms Used



Platforms for communication:

- *Email
- *Phone Calls
- *Facebook
- *Constant Contact
- *Zoom
- *Little Green Light
- *SmartCare

Resources to guide communication:

- *Let's Grow Kids Health
- *Vermont Department of Health
- *Child Development Division
- *Vermont Department of Labor
- *SBA
- *Local Bank
- *Our CPA
- *Professional Development sites
- *Our payroll company
- *Shared Services
- *Other local child care programs/Network groups
- *Lawyers

Professional development sites include

extension.psu.edu/programs/betterkidcare, www.letsgrowkids.org, shared_services_northernlightsccy.org, VOSHANAEXC.TeachingStrategiesGoldCareCourses.com, Stern.com



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