

RCMA HOY

Redlands Christian Migrant Association

We Can Make
A World of
Difference

Helping Our Youth



July 2002

Issue 111

OUR MISSION: We Open Doors to Opportunities! ¡Abrimos puertas a las oportunidades!

Spotlight on Family Child Care

By **Rosalinda Arevalo,**
Caring for Kids Coordinator

Family Child Care is a home-based business where child care is provided in the caregiver's home. It is the most widely used type of out-of-home care for young children. Virtually all family child care providers are women; the majority are married; and some care for their own young children in addition to the children of others. Many parents are able to arrange family child care services in their own neighborhoods with persons they already know, or soon get to know, on a personal, informal basis.

Being a family child care provider "requires the wisdom of a parent, the knowledge of a social worker, the skill of a pediatrician, the tact of a mediator, the patience of a saint; not to mention the savvy of an entrepreneur running a small business". (June Solnit Sale, 1988). Providers work longer hours than the parents whom receive their services. Although the majority of providers do have employed spouses, their own earnings make an important, and often essential, contribution to household income. For numbers of providers without other household income, family child care provides a living.

We are proud to acknowledge that family child care providers have shown growth in their profession and wear it with pride. RCMA has 44 contracted Family Child Care Providers in the State.

In Collier county providers have worked very hard with Maita Maggi, Latino Services Coordinator from Florida Children's Forum, to become an association. As of March 2001, twenty-one providers are members of "Asociacion de Profesionales Del Cuidado de los Ninos Del Campo". Carmen Vasallo is

an Area Representative of the Full Board in the Florida Family Child Care Home Association, Inc.

With Mini-grants from Caring For Kids, 17 providers attended the 10th Annual Family Child Conference in Clearwater. Where they attended two full days of workshops that were offered in both Spanish and English. We would like to acknowledge the following providers for their accomplishments.

- ♦ **Vesta Gillins in Putnam County has received Gold Seal Accreditation.**
- ♦ **Annette Anderson has been visited by a C.D.A. representative for her National C.D.A.**
- ♦ **Annette Anderson, Maria Mendoza, Carmen Vassallo, Irene Perez, Mildred Salter, Barbara Denson are in the Self-Study process for accreditation.**
- ♦ **Vesta Gillins received her C.D.A.**
- ♦ **Laura Neely is a Mentor for the FL Family Child Care Mentoring Program.**

We pledge to continue to support all providers in their profession and will assist in any way possible to continue to provide Quality Care for the children they serve. Their existence as family child care professionals is very vital to the community and children they serve.



**Congratulations
Maria Mendoza
on receiving the 2002
"Apple Blossom Award"
in Collier County.**



**FROM
THE
DESK
OF
BARBARA**



“Listening to the staff is one of our most important tasks.”

**DEL ESCRITORIO DE
BARBARA**

“Escuchando el personal es una de las tareas más importantes.”

Time to Listen

J finally got to meet with almost all the center coordinators of RCMA. A few were on vacation, or not able to come to the scheduled meetings, but there certainly was a majority representation. It is always a huge pleasure for me to get to spend this kind of time with this group of **Very Important People** in RCMA. It was my annual “Tell me what worked and what needs fixing session”, related to this past season.

I was the only non center coordinator present. The openness with which the sharing takes place is always refreshing for me. The only sad part is that some staff needed to be reassured that what was shared there was confidential. That bothers me because it means we have some work to do with getting honest feedback to be welcomed by supervisors. No one in RCMA should be afraid to respectfully say what they think to anyone. And we will work on that. As a matter of fact, our annual training conference is focusing on leadership and team building skills. This is an area we will probably always need to work on if we want to be the best. And we do!!

Let me share the top of the **What Worked** list with all of you. Center coordinators believed these things worked; meeting alone with their area and program coordinators, NAEYC bonuses, and having a complete team at the center. After that there was the professional staff development, including mentor teachers, and the opportunity to go to school. Parent involvement, community involvement and in-service training also were considered among the successful events of the year.

And **What Needs Fixing** according to this same group? More say so in decision making, including policies and procedures is desired. A revision upwards of the salary scale for center coordinators, understanding of the matrix, and HSFIS training with the whole

LISTENING, continued on page 3

Tiempo de Escuchar

A l fin pude reunirme con casi todas las coordinadoras de los centros de RCMA. Algunas estaban de vacaciones, y no pudieron asistir a las reuniones como estaba planeado pero si hubo una gran representación. Siempre es un gran placer para mí pasar este tiempo importante con este grupo de **Personas de Gran Importancia** en RCMA. Esta fue mi reunión anual de “Dime lo que funciona esta temporada y lo que necesitamos componer” en relación a la temporada pasada.

Yo era la única persona presente que no era una coordinadora de algún centro. Es refrescante para mí la franqueza con la que comparten. Lo único triste es que se encuentra personal que necesita asegurarse que lo que comparten es confidencial. Eso me molesta porque quiere decir que tenemos que trabajar con los supervisores para que acepten las críticas con honestidad. Nadie en RCMA debe temer expresar sus pensamientos a cualquier persona mientras que se haga con respeto. Vamos a mejorar eso. Nuestra conferencia anual va a tener un enfoque sobre liderazgo y trabajar en la formación de equipos de trabajo. Esta es un área en la que tenemos que trabajar siempre si queremos ser los mejores. Y si queremos ser lo.

Quiero compartir con todos ustedes lo primero en la lista de lo que si funciona. Las coordinadoras de los centros creen que esto es lo que funciona; reunirse con las coordinadoras del área y programación a solas, bonos de NAEYC, y cuando se encuentra un equipo completo en el centro. Después viene el desarrollo profesional del personal, incluyendo maestros mentores, y la oportunidad de atender la escuela. Involvemento de padres y de la comunidad y los entrenamientos en el centro también se consideraron como unos de los eventos éxitos del año.

Ahora lo que necesitamos reparar de acuerdo a

ESCUCHANDO, continua en pagina 3

LISTENING, continued from page 1

team at the center was requested. Concern about the pressure to meet all the area goals, and do everything that is expected to keep high quality was expressed. Facilities were also an issue, most specifically more space for parent groups, offices, computer areas for staff and storage. Toward the end of the list was the need for improved communication between the center teams and area leadership, consistency in following policies, input into supervisor evaluations, and the desire for clear transportation policies. In last place was a request that no meetings be held on payroll dates!

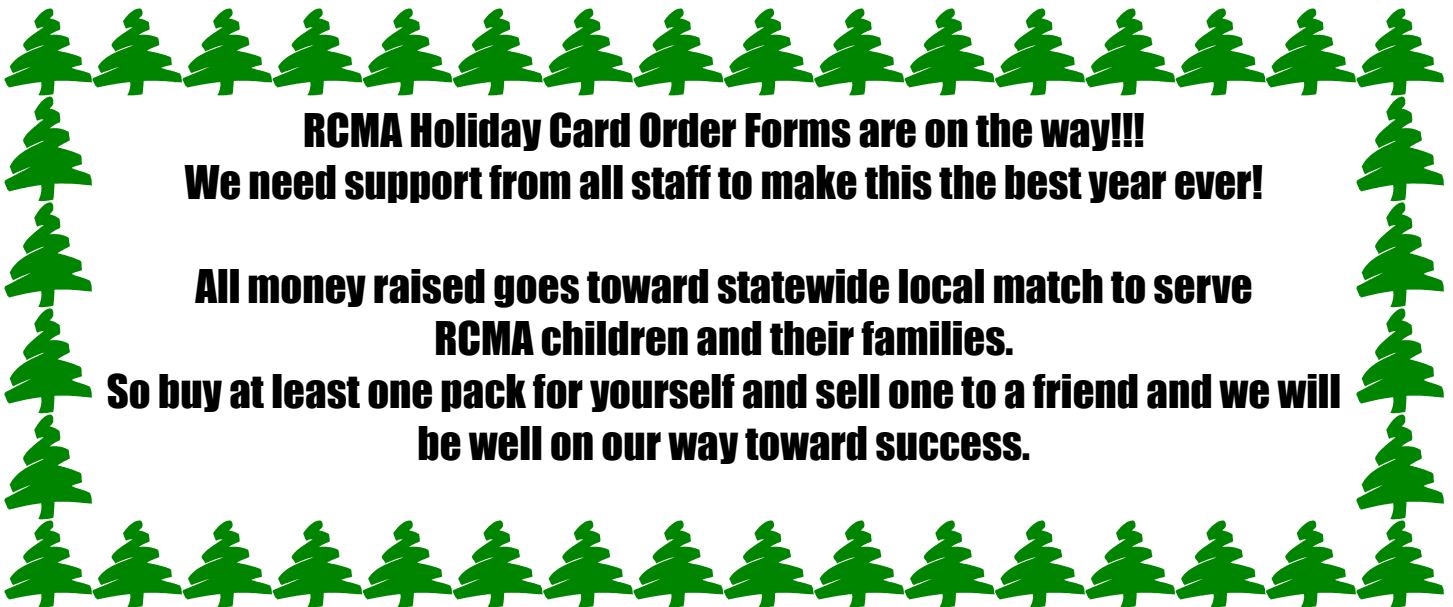
I closed the meetings with each of the three groups reminding them that their center staff needed the same opportunity to give this kind of feedback. And I hope it was obvious that this session needs to be facilitated by someone who staff can be open and honest with. Right now I do not think staff would be as open with their direct supervisor. In the future, if we are moving in the right direction in improving our leadership, staff will feel comfortable sharing their opinions and needs with their supervisors. And we as supervisors will be prepared to listen and act. Listening to the staff is one of our most important tasks. I look forward to working on the "what needs fixing" list and making sure RCMA stays on track to build on what is positive.

ESCUCHANDO, continúe de página 1

este mismo grupo. Tener más autoridad en el área de hacer decisiones, incluyendo las pólizas y sus procedimientos. Una revisión de la escala de salarios para las coordinadoras de los centros, entender la tabla de las evaluaciones(matrix), y el entrenamiento del programa HSFIS para todo el equipo del centro se propuso. Expresaron su preocupación sobre la presión que hay para llegar a todas las metas en su área, y todo lo que se necesita para mantener una alta calidad. Las instalaciones también fueron tema para discusión, específicamente el espacio para los grupos de padres, oficinas, áreas para las computadoras para los empleados y su almacenamiento. Llegando al final de la lista se habló de la necesidad de mejorar la comunicación entre los equipos del centro y el liderazgo del área, consistencia en seguir las pólizas, contribuir a la evaluación del supervisor y el deseo de que se aclaren las pólizas de la transportación. En último lugar se pidió que no hubiera reuniones en días de pago.

Cerré las reuniones con estos tres grupos recordándoles que su personal del centro también necesitaba tener la misma oportunidad para sus opiniones. Y espero que sea obvio que esto se debe de hacer con alguien a quien ellos le pueden ser honestos y abiertos. Horita no creo que la mayoría del personal sea tan abierto con su supervisor inmediato. En el futuro, si estamos moviéndonos en la dirección correcta para mejorar nuestro liderazgo, el personal se sentirá cómodo en expresar y compartir sus opiniones y necesidades con sus supervisores. Y nosotros como supervisores estaremos preparados para escuchar y responder.

Escuchando el personal es una de las tareas más importantes. Voy a trabajar en la lista de lo que necesitamos reparar y asegurar que RCMA se mantenga enfocado para construir lo positivo.



RCMA Holiday Card Order Forms are on the way!!!
We need support from all staff to make this the best year ever!

**All money raised goes toward statewide local match to serve
RCMA children and their families.**

**So buy at least one pack for yourself and sell one to a friend and we will
be well on our way toward success.**

Wimauma Academy students rewarded for hard work

Many of our HOY readers are probably asking what is the Wimauma Academy. The Wimauma Academy was formerly the RCMA Wimauma Charter School. The students, through their student government petitioned the RCMA Board of Directors for a request of a name change. They clearly made their point about the negative feelings they had about the word “charter”. They outlined the association that the word charter had in their community with mental health issues and gave examples of students outside the school pushing the envelope when it came to making a point of the relationship between the school they attended and the word charter.

They petitioned the Board in January, and board members unanimously approved the name change if it was within RCMA’s power to make it so. The name change is official, so please support the students exercising their rights of a democracy by referring to their school as the RCMA Wimauma Academy.

Future Grocers of America



Ms. Salas, Ms. Maria, and Ms. Rios, and their kindergarteners and first graders learn what goes on behind the scenes at the Publix grocery store. Uniforms are important!

Adventures of the Sea



A lesson in civics is not the only thing happening these days at Wimauma Academy. Students, along with the help of their highly committed teachers worked very hard this summer to meet their academic goals. As a reward for their efforts each Friday a field trip was planned for some fun

hands on learning. There were trips to the beach, pizza making at Papa Johns, a more in-depth study of oceanography at the Aquarium and finally the favorite American pastime - catching a movie.

The Making of a Chef



Monica Meza and Maria Galicia making their own pizza. Ms. Salas assisting another chef apprentice at Papa John’s Pizza

Editor: Leslie Moguil
Translator: Maria Garcia
 Please send suggestions, comments, and Letters to the Editor to the following address:
RCMA HOY Editor
 Redlands Christian Migrant Association
 402 West Main Street, Immokalee, FL 34142
 PHONE: 1-800-282-6540 FAX: 1-941-658-3571

Any time, any day, any problem. When you need someone to talk to, LifeBalance is there.
 1-800-811-2849



School is about to begin!
Support your child by meeting with their teacher!