



CHILD DEVELOPMENT CENTER IN-SOURCING QUESTIONS AND ANSWERS FOR PARENTS & CAREGIVERS



Why is DLA assuming responsibility for the Child Development Center operations?

The decision to transition from a contractor operated program to a government operated program was not made lightly. Defense Logistics Agency (DLA) has enjoyed an excellent partnership with Bright Horizons for a number of years and recognize the quality of the programs they have provided to families.

This was a financially-based decision. Funding for Department of Defense Family and Morale, Welfare and Recreation programs has been significantly reduced. In order to continue to offer top quality child care programs to the workforce, significant budget restructuring was required.

Will my child care fees change? No. Child Development Center programs managed by Bright Horizons currently follow the Department of Defense (DoD) Fee Policy guidance. Your rates will remain the same when the Child Development Center transitions from a contractor operated to a government operated program.

When will my child care fees be due? Child care fees will be billed on the 1st and 15th of each month. Payments are due within 5 business days of the payment cycle to avoid late fees.

Will my child's teachers change? We plan to offer employment to the current Bright Horizons staff. Should your child's teachers choose to accept employment with the government, we will make every attempt to maintain stability and consistency within the programs and classrooms. Some moves may be unavoidable and some teachers may wish to change classrooms during this transition. We will strive to work through all personnel changes in a systematic manner and provide as much communication as possible.

Will there be any change to teacher ratios? Bright Horizons programs operating on DLA Sites comply with DoD Child Development Program adult/child ratios. The ratios will not change when the government assumes responsibility for the Child Development Center operations. The adult child ratios are as follows:

Infants (6 weeks-12 months): 1 adult for 4 infants
Pre-toddlers (12-24 months): 1 adult for 5 pre-toddlers
Toddlers (24 months-3 years): 1 adult for 7 toddlers
Preschoolers (3-5 years): 1 adult for 10 preschoolers

Will the Child Development Center's hours of operation change? No. The Child Development Center's hours of operation will remain the same.

How will the change impact my child's care? Your child's care will be impacted for one day. The Child Development Center will be closed on the Friday before the government assumes responsibility for program operations. This closure is necessary in order to allow Bright Horizons to remove their furniture and equipment and to allow the government sufficient time to replace the computer systems, set up records, provide staff training and arrange for the delivery and set up of equipment and supplies. We hope that by giving you sufficient notice of this closure that you will have time to make arrangements for the care of your children during that day.

COLUMBUS: Friday, February 24, 2017

RICHMOND: Friday, March 31, 2017

HEADQUARTERS COMPLEX: Friday, June 2, 2017

When is the first day that the Child Development Center will be government operated?

COLUMBUS: Monday, February 27, 2017

RICHMOND: Monday, April 3, 2017
HEADQUARTERS COMPLEX: Monday, June 5, 2017.

Are other care options available for my child if I don't want to bring them to the government run Child Development Center? You are welcome to find other child care options for your child. Bright Horizons may be able to accommodate your child at another one of their local child development centers. However, you will be required to pay the full fees charged by the child development center you select. The DoD Fee Policy only applies to child care offered at DLA operated child development centers.

Will the government operated program offer the same curriculum that Bright Horizon's currently offers? The Bright Horizon's curriculum is proprietary and cannot be used by government employees. Most all of the Department of Defense operated child care programs use the Teaching Strategies Creative Curriculum and Gold Assessment program as the basis for their curriculum. Classroom teachers also augment the curriculum with materials and classroom activities found in the multiple teaching resources provided in the staff library. Training and Curriculum Specialists assist classroom teachers in selecting developmentally/age appropriate lessons and materials for use in the classrooms.

How will the curriculum used by the government operated program prepare my child for kindergarten? The DLA sites will offer a kindergarten prep curriculum specifically designed to prepare your child to meet kindergarten readiness standards of your local school districts. The pre-kindergarten teachers will work collaboratively with local school district kindergarten specialists to ensure that the curriculum includes the skills that children will need to have a successful kindergarten experience.

The following skills will be emphasized: listening skills, being able to follow two-to three-step directions, knowing how to take turns and make choices, basic self-help skills, and fine-motor skills, such as holding and controlling a pencil and scissors. Being emotionally ready for school is also very important for school success. Helping your child to identify and regulate their emotions, and feel good about themselves and others, are important school-readiness skills. Play is an essential part of the kindergarten day and is balanced with academics. Play is an important part of young children's social-emotional development. Children engage in rich and varied play experiences to help them learn to become responsible and confident participants in the classroom. Play encourages them to explore, investigate, create, think, and problem solve, and promotes their cognitive and language skills.

What type of training will the teachers be required to have? To ensure teachers possess the skills, knowledge and abilities to effectively operate the program, all must complete a prescribed training program. All teachers must complete training and demonstrate competency in 13 Functional Areas (e.g. Safety, Health, Environment, Social) as defined by the Council for Professional Recognition. The Functional Areas define skills each teacher must understand and demonstrate in order to be considered competent working with young children. After completing the basic training requirements, each teacher must complete an additional 24 hours of training annually. Bright Horizons teachers who choose to remain at the CDC will not be required to repeat training they have already taken as long as the training was comparable to that required of DoD employees.

Can I be assured that the level of care my child receives during this transition time will be the same high-quality we have come to expect? While any change that impacts an employee's livelihood can be unsettling, DLA and Bright Horizons will work together to ensure that any employees wishing to either remain as Bright Horizons employees or who are interested in working at the Child Development Center upon the transition to government operation will be accommodated. Our intent is to make this transition as seamless as possible for both parents and staff. Bright Horizons staff has always been committed to and will continue to provide quality child care programs to DLA families throughout the transition.

How can we as parents help support teachers during this transition? Parents can show their support for teachers by respecting the personal decisions being made by each staff member to either continue employment with Bright Horizons, to seek employment with the government or to seek employment elsewhere. Parents' expressions of understanding and empathy for staff are key elements of support during this time of transition.

I have additional questions. Who can I contact? Will you be emailing updates? During the parents meeting, you can provide your email address on the sign-in sheet. The email provided will only be used for dissemination of CDC transition information. If you missed the meeting or were unable to sign-in, you can request to be added to the distribution list by emailing: CDCTransition@dla.mil

If you have additional questions, please contact the Child and Youth program representatives at: CDCTransition@dla.mil