



CHILD CARE

State Capacity Building Center

Caring for Yourself: Foundational to Caring for Others

Hot Topics Webinar
February 20, 2019

Ronna Schaffer, Infant/Toddler Specialist, Region I

Julie Law, Infant/Toddler Specialist, Region VII

Jeanne VanOrsdal, Infant/Toddler Specialist, Regions V, VI

Outcomes

Deepen participants' understanding of the symptoms, causes, and effects of chronic stress

Hear a state story - South Carolina

Identify strategies and resources for reducing stress, increasing mindfulness, and practicing self-care

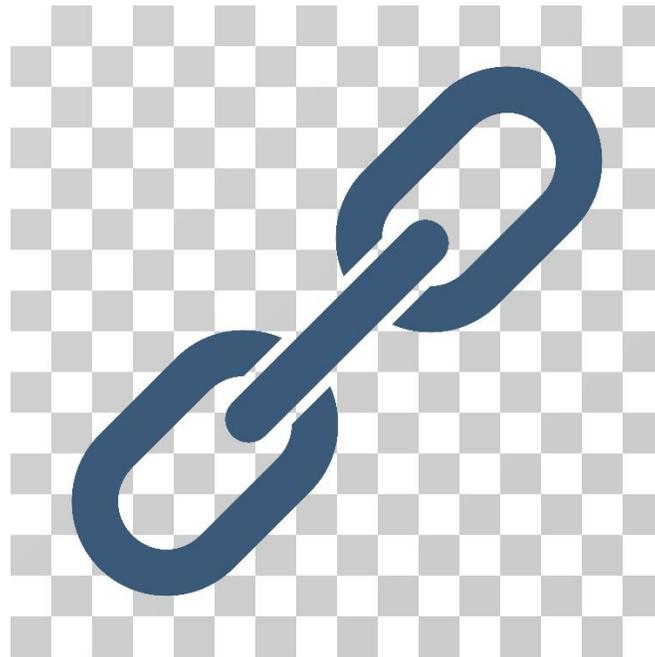
Poll

Who is on the webinar today?



Linking to Quality

How does this topic link to quality care for infants and toddlers?



What Causes You Stress?



Consider These Early Childhood Workforce Facts

- ◆ Nearly half of the people who watch children receive some kind of government assistance.
- ◆ The median hourly wage is \$9.77.



Whitebook, M., Phillips, D., & Howes, C. (2014). *Worthy work, still unlivable wages: The early childhood workforce 25 years after the national child care staffing study*. Retrieved from <http://cscce.berkeley.edu/worthy-work-still-unlivable-wages/>

Supporting the Psychological Well-Being of the Early Care and Education Workforce: Findings from the National Survey of Early Care and Education

This report shared the following findings:

- ◆ “Teachers had less psychological distress when they experienced **teamwork, respect, and stability** at work” (p. 2, emphasis added).
- ◆ Teachers with lower household incomes reported greater psychological distress.

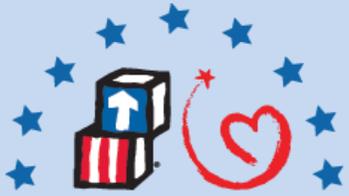
Child Care and Early Education Policy and Research Analysis. (2018). *Supporting the psychological well-being of the early care and education workforce: Findings from the national survey of early care and education*. Retrieved from https://www.childtrends.org/wp-content/uploads/2018/07/nsece_psychological_wellbeing_612018_to_opre_508_2.pdf

Supporting the Psychological Well-Being of the Early Care and Education Workforce: Findings from the National Survey of Early Care and Education

This report recommends programs explore the following:

- ◆ “Aspects of workplace climate, including teamwork and respect”
- ◆ “A broader range of possible supports and practices to strengthen social connections ... among employees”
- ◆ “A range of practices or conditions that may alleviate financial or material stressors for teachers”

Excerpted from Child Care and Early Education Policy and Research Analysis. (2018). *Supporting the psychological well-being of the early care and education workforce: Findings from the national survey of early care and education*, p. 23. Retrieved from https://www.childtrends.org/wp-content/uploads/2018/07/nsece_psychological_wellbeing_612018_to_opre_508_2.pdf



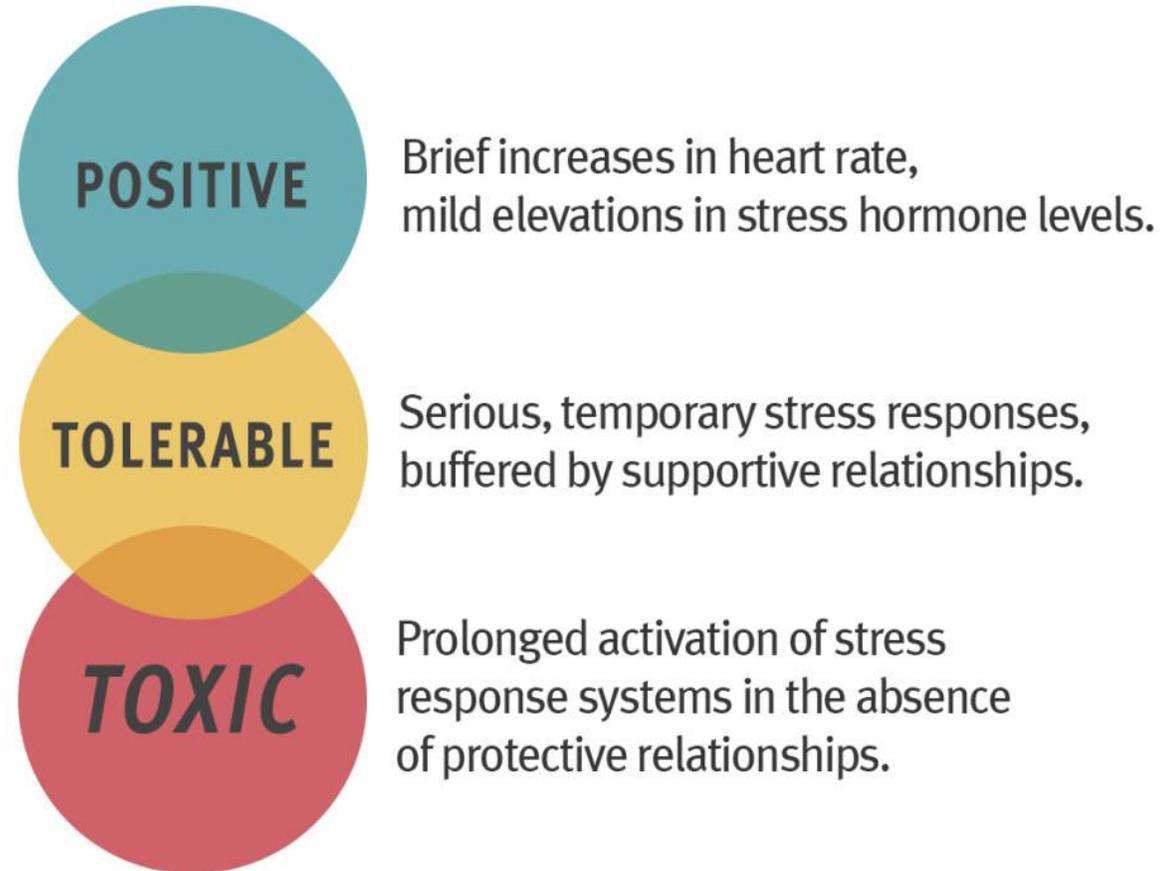
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Effects and Different Types of Stress



The Effects of Stress



Source: Center on the Developing Child, Harvard University. (2017). Toxic stress [Web page]. Retrieved on July, 11, 2018, from <https://developingchild.harvard.edu/science/key-concepts/toxic-stress/>

Effects of Stress on your body



Common effects of stress on your body

- Headache
- Muscle tension or pain
- Chest pain
- Fatigue ...
- Stomach upset
- Sleep problems

Excerpted from Mayo Clinic. (n.d.). Stress symptoms: Effects on your body and behavior [Web page]. Retrieved from <https://www.mayoclinic.org/healthy-lifestyle/stress-management/in-depth/stress-symptoms/art-20050987>

Effects of Stress on your mood



Common effects of stress on your mood

- Anxiety
- Restlessness
- Lack of motivation or focus
- Feeling overwhelmed
- Irritability or anger
- Sadness or depression

Excerpted from Mayo Clinic. (n.d.). Stress symptoms: Effects on your body and behavior [Web page]. Retrieved from <https://www.mayoclinic.org/healthy-lifestyle/stress-management/in-depth/stress-symptoms/art-20050987>

Effects of Stress on your behavior



Common effects of stress on your behavior

- Overeating or undereating
- Angry outbursts
- Drug or alcohol abuse
- Tobacco use
- Social withdrawal
- Exercising less often

Excerpted from Mayo Clinic. (n.d.). Stress symptoms: Effects on your body and behavior [Web page]. Retrieved from <https://www.mayoclinic.org/healthy-lifestyle/stress-management/in-depth/stress-symptoms/art-20050987>

Secondary Traumatic Stress

“Secondary traumatic stress is the emotional duress that results when an individual hears about the firsthand trauma experiences of another. Its symptoms mimic those of post-traumatic stress disorder (PTSD).”

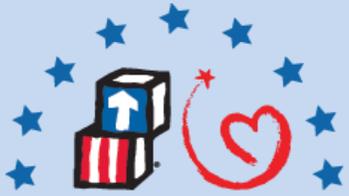


National Child Traumatic Stress Network. (2011). *Secondary traumatic stress: A fact sheet for child-serving professionals*, p. 2, emphasis added. Retrieved from <https://www.nctsn.org/resources/secondary-traumatic-stress-fact-sheet-child-serving-professionals>

Effects of Staff Stress on Children

“Healthier, less-stressed early educators are better able to engage in the high-quality interactions that support children’s development and learning.”

Center for the Study of Child Care Employment. *Early Childhood Workforce Index 2018*, p. 139. Berkeley: University of California.
Retrieved from <http://cscce.berkeley.edu/files/2018/06/Early-Childhood-Workforce-Index-2018.pdf>



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Sharing South Carolina's Story

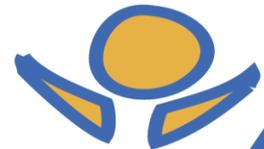
Lucie Maguire, MS. RDN, CLC

Program Coordinator, SC Program for Infant/Toddler Care

Be Well  Care Well

*"Taking care of children requires taking
care of their teachers"*

Whitebook, M., Phillips, D., & Howes, C. (2014).

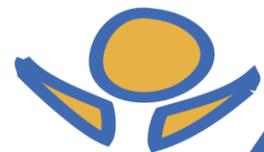


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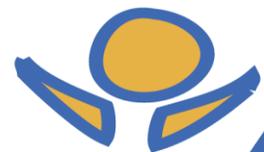
WHAT IS THE WHY?



Making the Connection Between Teacher Well-Being and The Experience of Children:

- Women employed in child care demonstrated high rates of obesity and high blood pressure, low levels of activity, and did not get enough sleep. A large number also reported symptoms qualifying them for a diagnosis of clinical depression.

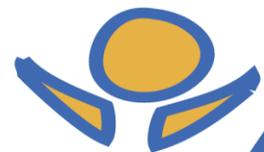
Linnan, L., Arandia, G., Bateman, L.A., Vaughn, A., Smith, N., & Ward, D. (2017). The health and working conditions of women employed in child care. *International Journal of Environmental Research and Public Health*, 14(3), 283-296.



Making the Connection Between Teacher Well-Being and The Experience of Children:

- Children cared for by more-depressed teachers were more likely to exhibit behavior problems.
- More depressed teachers were more likely to perceive children's behaviors as problematic.
- Teachers reporting more depressive symptoms also had lower process quality ratings in their classrooms.

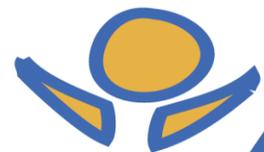
Jeon, L., Buettner, C.K., & Snyder, A.R. (2014). Pathways from teacher depression and child-care quality to child behavior problems. *Journal of Consulting and Clinical Psychology, 82*(2), 225-235.



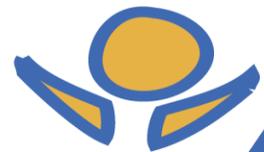
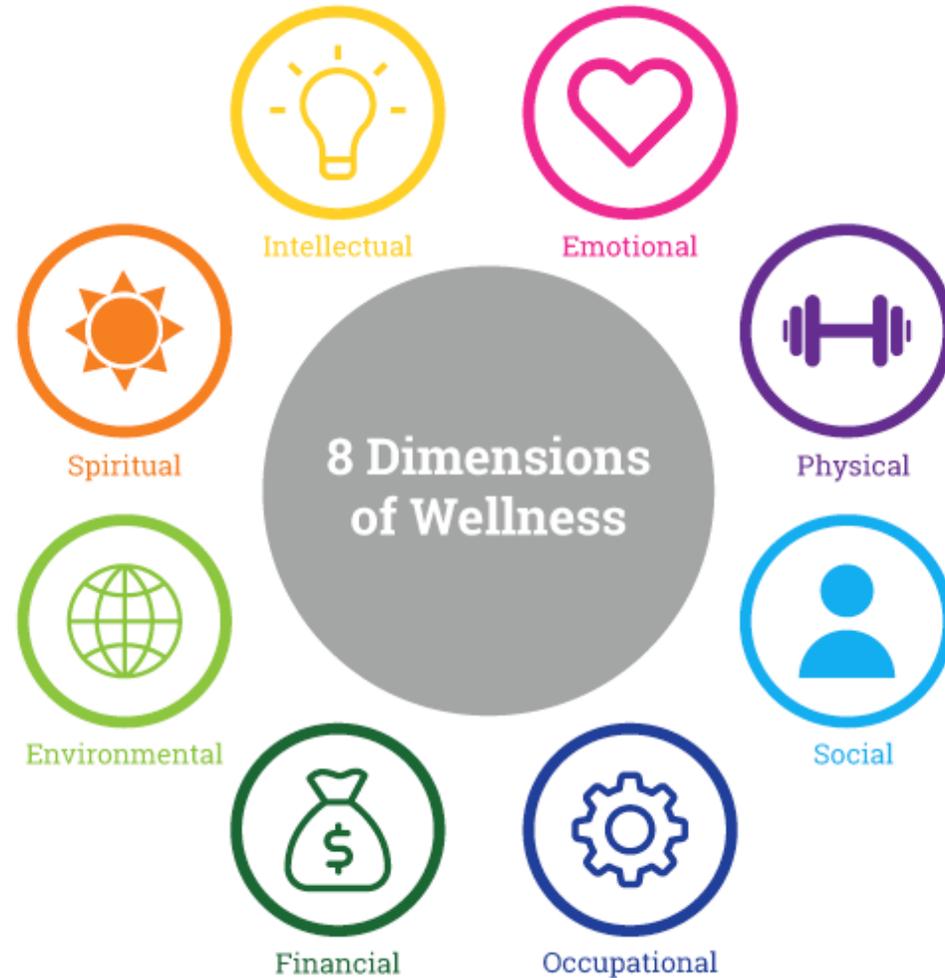
Making the Connection Between Teacher Well-Being and The Experience of Children:

Teachers who reported elevated levels of job stress and/or depressive symptoms were more likely to expel preschool children than those who reported no symptoms.

Gilliam, W., & Shahan, G. (2006). Preschool and child care expulsion and suspension: Rates and predictors in one state. *Infants & Young Children, 19*(3), 228-245.



Public Health Standard: 8 Dimensions of Wellness



Well-Being Committee (Squad)

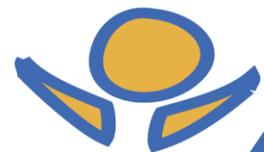
- Consist of owner/director & fellow teachers
- Share ideas, develop strategies to meet group well-being goals

Well-Being Activities

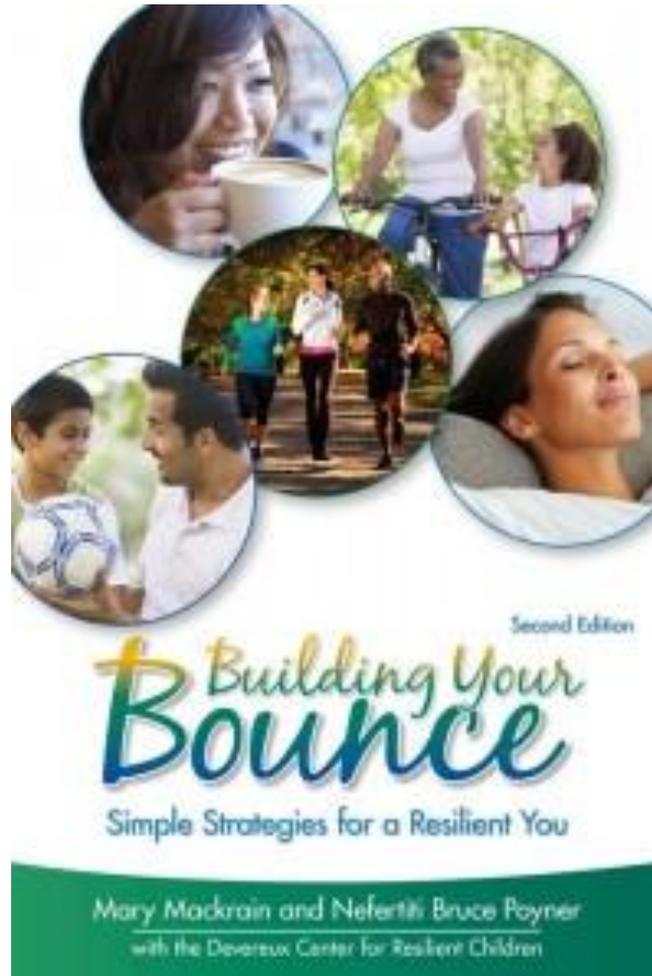
- Goals PARTICIPANTS select
- Based on the 8 Dimensions of Wellness

Well-Being Coach

- A helper for the journey
- Supports the center and well-being committee in meeting goals
- Connects the center with resources to achieve goals



Building Your Bounce



- “When we feel better, we do better!”
- Increased stress levels negatively affect our health
- Protective Factors for your Resiliency





Well-Being Activities Checklist

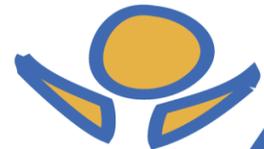
Getting Started - These activities are required for participation

- 1. Establish or continue an active Well-being Committee — minimum 3 members (i.e. Owner, Administrator, Teachers)
- 2. Staff well-being priorities written into program materials
- 3. Develop specific goals and objectives related to well-being project

Team Building Activities

Supportive relationships are a key defense against the negative effects of stress.

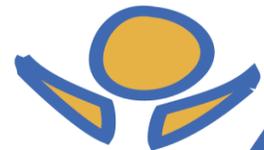
- 1. Recognition for staff achievements (i.e. personal health goals, academic achievements, births, home purchases, etc.)
- 2. Create and encourage staff to participate in staff walking or running group
- 3. Participate as an employee team (minimum of 3 person team) in a community walk/run or other sporting event
- 4. Implement a weight management program or other health challenge into the program for teachers/ staff/families (ex. FitBit challenge, hydration challenge, Weight Watchers, Biggest Loser-type competition, etc.)



Physical Activity and Nutrition

Being active and eating well help reduce stress and improve overall well-being.

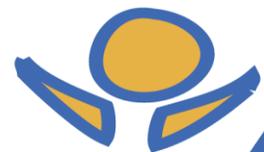
- 1. Teachers participate in physical activity with young children for 5-10 minutes at least 2x a day
- 2. Provide information to staff and families about fitness opportunities in the community
- 3. Provide on-site exercise equipment
- 4. Provide on-site exercise classes
- 5. Bring in guest speakers on staff professional development days that can present on healthy eating and active living
- 6. Secure discounts to local fitness facilities
- 7. Coordinate cooking demonstrations or cooking classes for staff
- 8. Coordinate a Cooking Matters Shopping Tour
- 9. Offer healthy snack options during meeting times with both staff and families (i.e. fresh fruit and vegetables)
- 10. Incorporate “Brain Breaks” or 3 minutes of physical activity breaks at meeting times



Culture of Well-Being

When well-being is important at your workplace, it helps everyone remember the importance of self-care.

- 1. Coordinate annual health screening for staff (blood pressure, blood cholesterol, blood glucose, cancer, etc)
- 2. Provide list of community supports for mental health services and other social support services to staff and families (list must be checked and updated regularly and made accessible in a way that families and staff can easily and privately access)
- 3. Year-round staff incentive program that positively reinforces healthy choices
- 4. Coordinate a mobile market or community supported agriculture opportunity to provide staff with access to fresh produce
- 5. Provide a private space for nursing mothers (staff/family) to express milk or feed infant
- 6. Create/promote a resource library for staff on healthful living (i.e. books and DVDs on nutrition, physical activity, relaxation and/or stress-relief) or distribute a health education newsletter
- 7. Bring in guest speakers on staff professional development days that can present on financial planning and resources



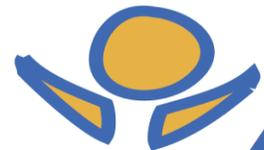
Partners for well-being



- Benefit Bank Counselors
- Tax Clinics
- Financial Health
- Self-Care webinar
- Communication Training
- Mental Health Awareness



- Fitness opportunities
- Gardens
- Message and spa
- Cooking classes
- Cooking Matters
- Shopping Matters



WELLBEING SUPPORTS MENU

PHYSICAL ACTIVITY PACKAGE

UPRIGHT EXERCISE BIKE

You can exercise at work! Don't be shy!

RESISTANCE BANDS, EXERCISE BALLS, JUMP ROPE, AND FREE WEIGHTS

This is simple equipment that your staff can use in so many ways

EXERCISE MATS

You'll be comfortable while you exercise!

EXERCISE BOOK

This book will help your staff make use of all the exercise equipment

NUTRITION PACKAGE

BLENDER

Think of the delicious healthy smoothies you could make right there at work!

HEALTH SNACKS/TASTING GIFT CARD

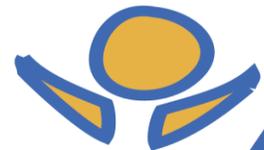
\$100 gift card to use for healthy snacks for staff or a healthy snack/meal tasting

MEAL PREPARATION SUPPLIES

With the right preparation tools, it makes it easier to prepare healthful meals and snacks at work

NUTRITION INFORMATION BOOK

This nutrition book will be a reliable reference for staff



WELLBEING SUPPORTS MENU

☐ RELAXATION PACKAGE

CHAIR MASSAGE INSERT

This insert fits an office chair and transforms it into a massage chair!

NECK MASSAGER

Take a seat and enjoy a quick neck massage to help reduce stress

DIFFUSER + AROMATHERAPY

Diffusing lavender or chamomile oil is aromatherapy for stress

LAVENDER NECK WRAP

This soothing wrap is a quick and easy way to reduce stress

RELAXATION BOOK

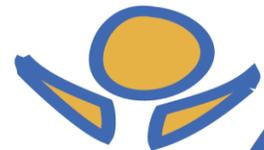
This book shares information about relaxation and breathing techniques

☐ SERVICES PACKAGE

SERVICES UP TO \$250

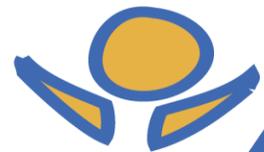
Your staff may be interested in:

- Registration fees for a community walk/run
- Exercise classes at work
- Presentations on cooking or shopping
- Workshops for other wellbeing options



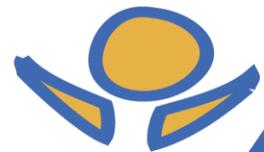
Participant Info (Pre-Assessment)

- 40% are on a diet
- 42% have a desire to lose weight
- Stronger social networks relationships -> higher job satisfaction
- 32% exercise regularly
- Higher levels of physical activity -> higher job satisfaction
- 92% of people had a checking account; 29% had a personal retirement account; and 15% had a current will



What we hope will happen!

- **Stronger social networks including relationships with co-workers**
- **Improved coping skills to help manage stressors**
- **Greater job satisfaction**
- **Increased engagement in physical activities**
- **Improved nutrition**
- **Improved personal budgeting and financial management skills**



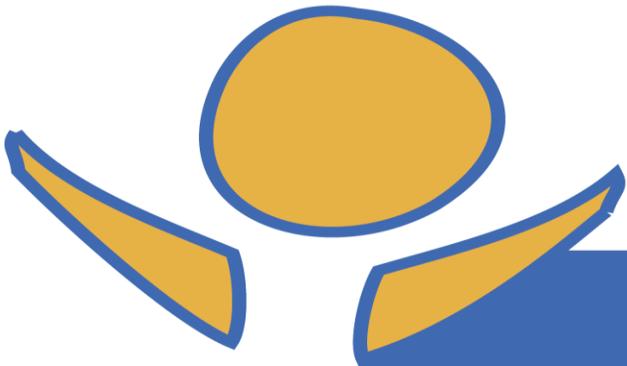
What they're saying...

"I was raised on a farm so I understand hard work. This [child care] is the most difficult work I have ever done. My staff needs a way of rejuvenating so they take care of themselves as we take care of our families."

–Participating Director

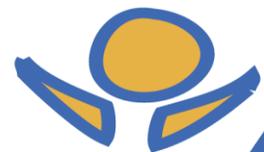
"Thanks to Be Well Care Well, I have carved out time from 2-5 everyday where I have an assistant with the children so I can work on self-care. I also have taken advantage of the community partner offers, went for a mammogram, participated in the Women's Health Walk with a Doc, and chose a primary care doctor, which is something I haven't done in over 10 years!"

-Participating Family Child Care Provider

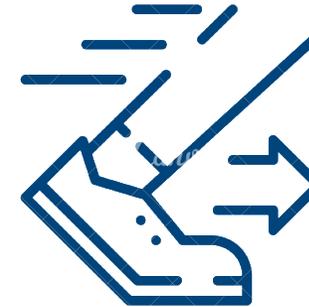


What's Happening

- **Local gym partnership**
 - body fat analysis for staff
 - free nutrition and workout classes
 - corporate rates for gym membership
- **Text challenges:** planks, hugs, rejuvenating breathing, walking, etc.
- **Chair massages** offered by local spa
- **Coupon Class**
- **Step Challenges**
- **Outdoor space** for teacher relaxation
- **Access to primary care**
- **Staff exercise areas and equipment**
- **Cooking classes** and demonstrations
- **Grocery store tours**



Fitness Tracker Step Challenge Ideas



➔ **PICK A TARGET STEP GOAL:** Staff should aim for 10,000 steps/day or 70,000 steps/week

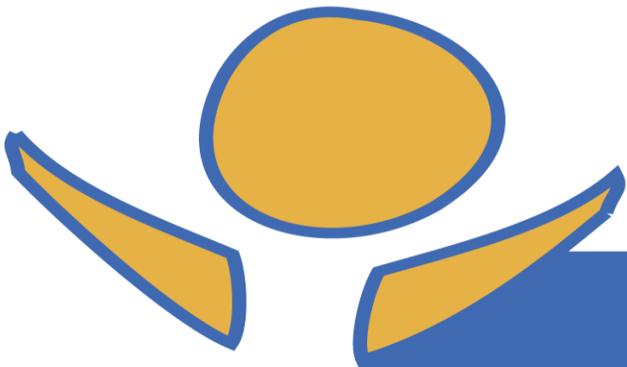
➔ **SET A TIME FRAME:** Your staff may like a 4-week, 6-week or 8-week challenge

➔ **TRACK PROGRESS AND RECOGNIZE ACHIEVEMENTS:** Recognize achievements like highest step count, significantly increasing steps between weeks, and meeting or exceeding the weekly goal.

- ➔ Recognition board and weekly announcement
- ➔ Drawing for healthy cookbook, gym pass, gift card, etc

➔ **CELEBRATE MILESTONES:** Celebrate milestones like reaching 50 and 100 miles. Consider a small celebration at the end of the challenge.

➔ Form groups with others with a similar interest, same location, etc.



MOTIVATION MONDAY

Write a statement or quote to motivate + help your coworkers have a great day ☺

Good, Better, Best
Never let it Rest,
Until your Good is Better
& your Better is Best

Just when you think
it's bad, please
remember..... it
could always be
WORSE! ☹️

At the end of the day
if you did your best,
it was a GREAT day.

Just breathe
it will get
better ☺

When you're
having negative
thoughts do something
positive for yourself
or someone else!!

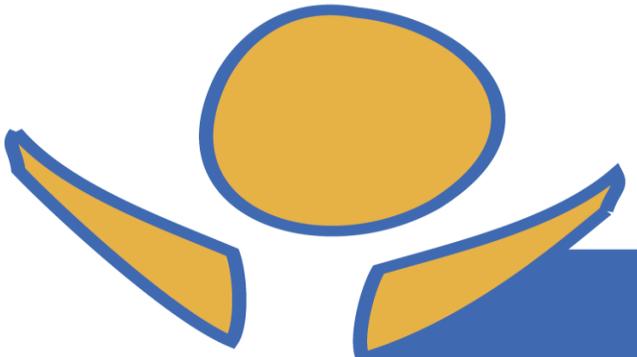
You may not BE
the BEST. But BE
the BEST you can
BE.

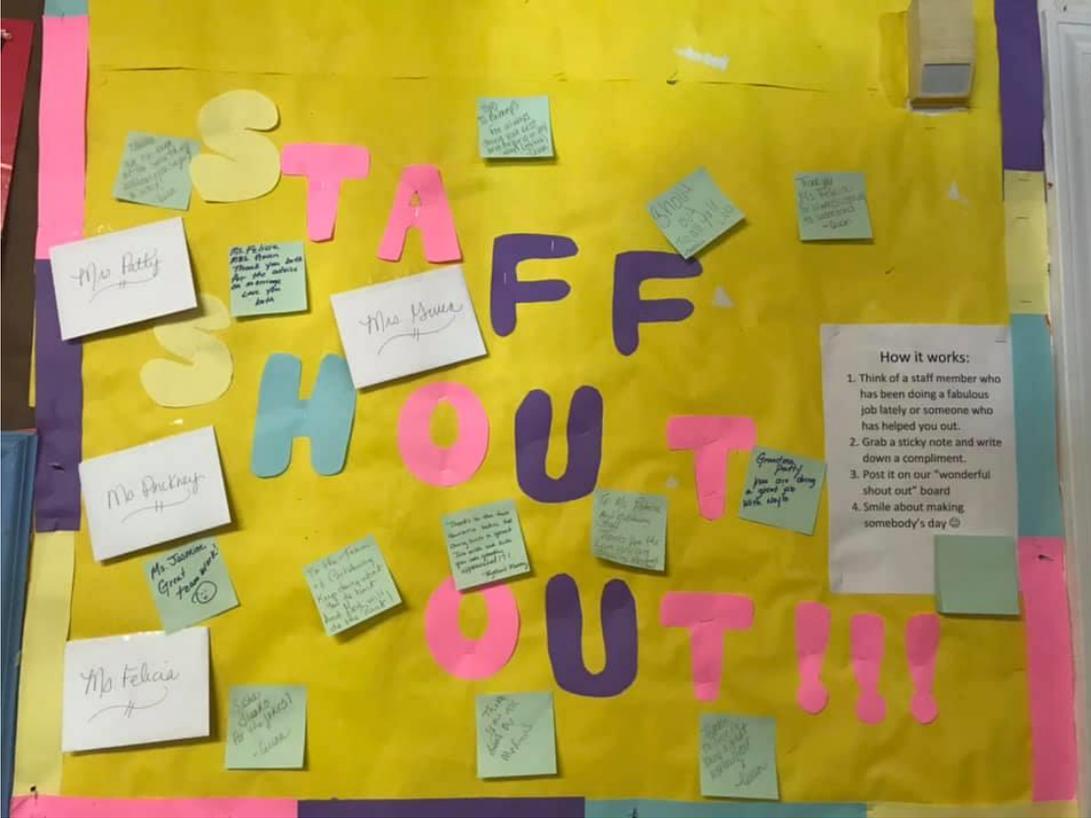
Never give up
Always push
-Through-

You can take more
than one route to
get to the same
place. So TRAVEL!!

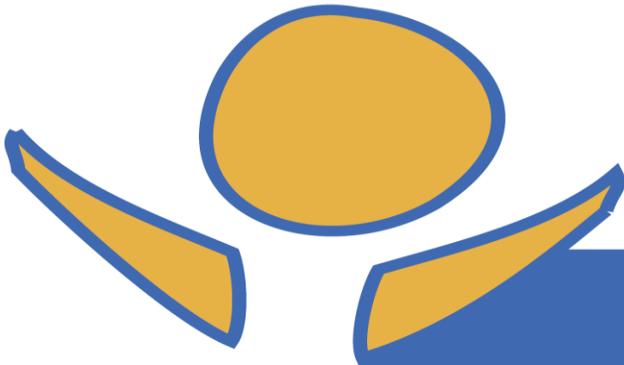
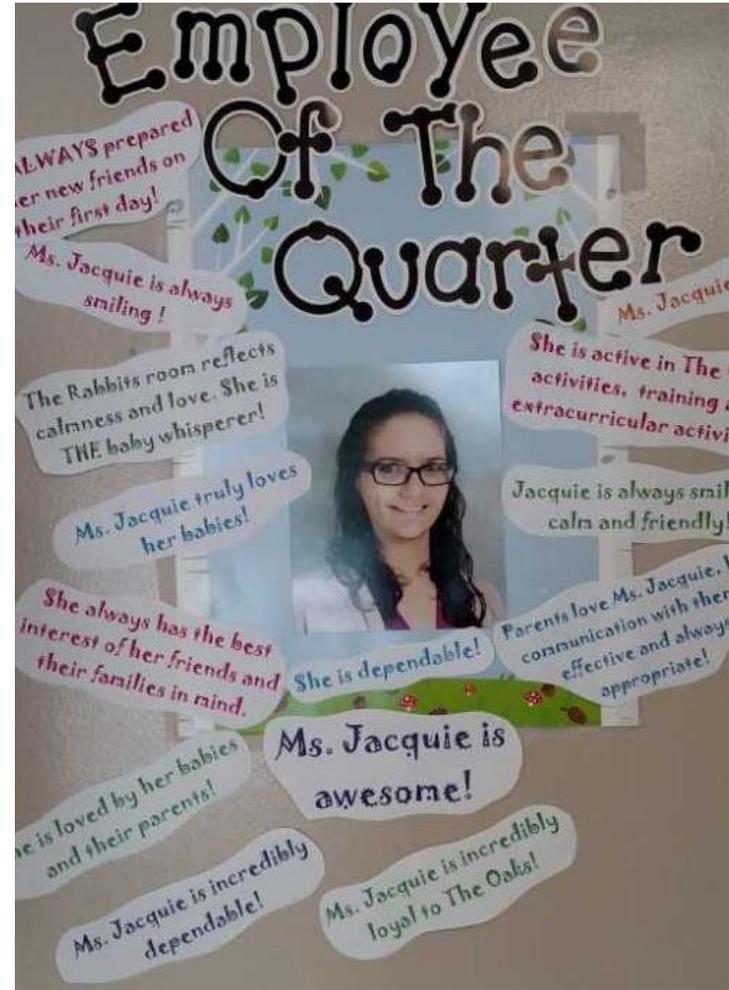
If the money
is not there
Keep pushing!
It will come!

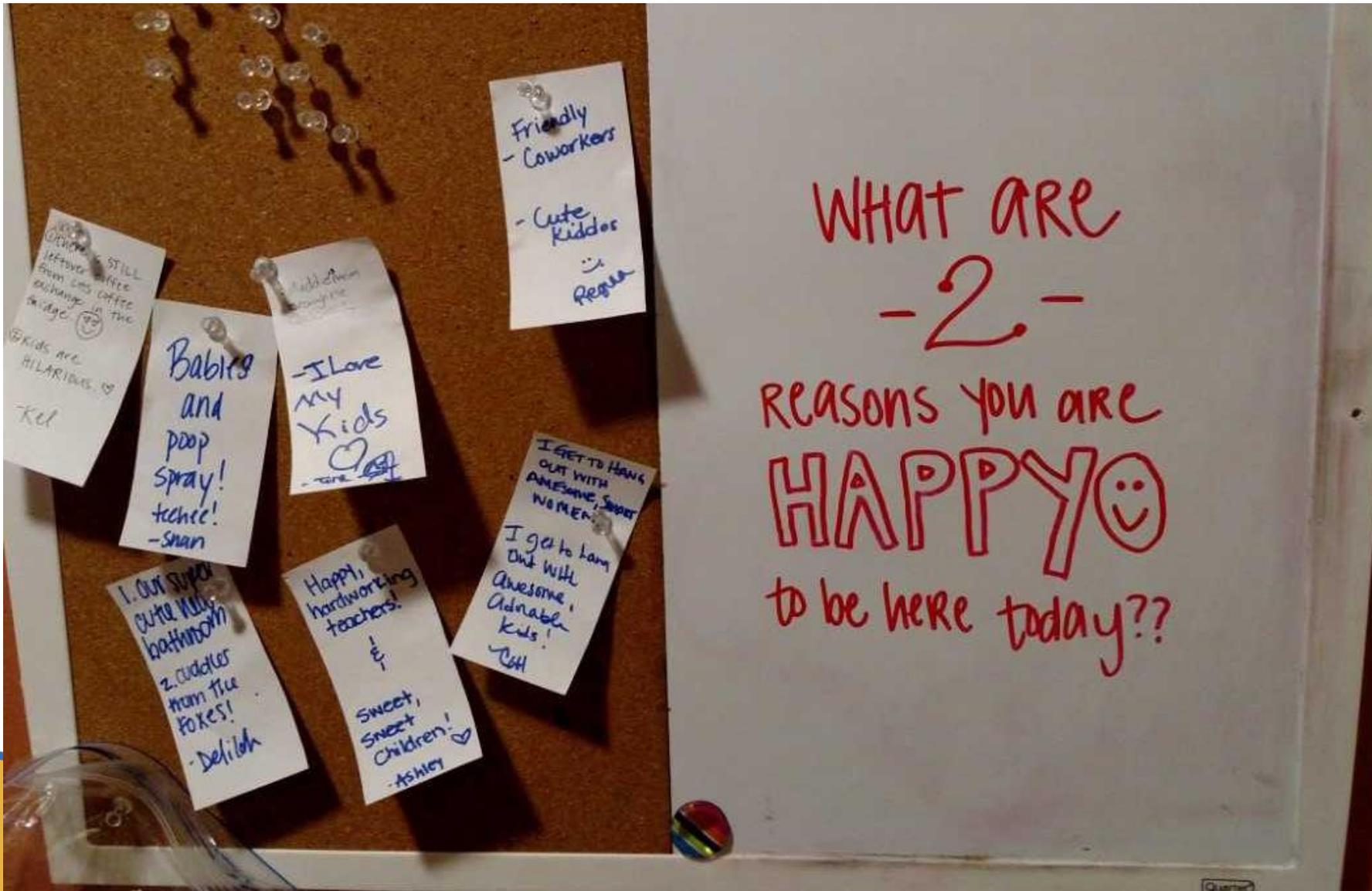
When you like a FLOWER,
you pluck it.
But when you LOVE a FLOWER,
you WATER it DAILY!

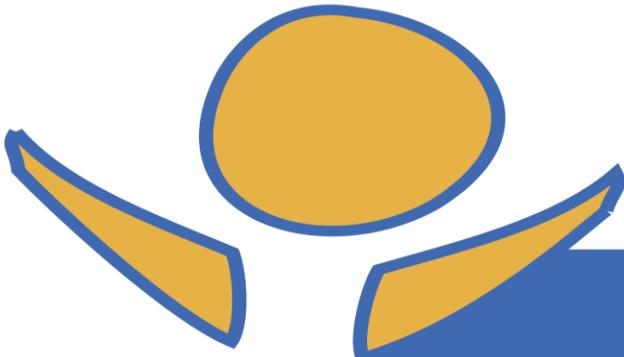


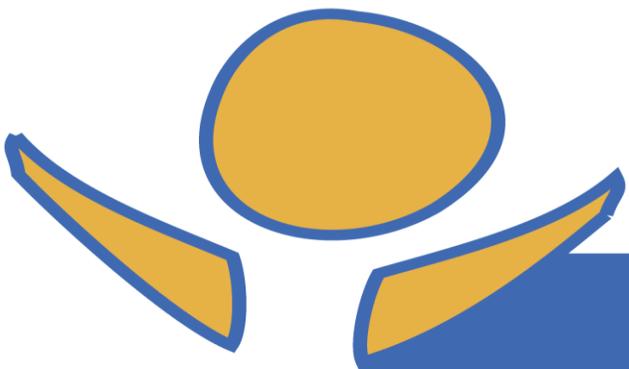


“Staff Shout Out”



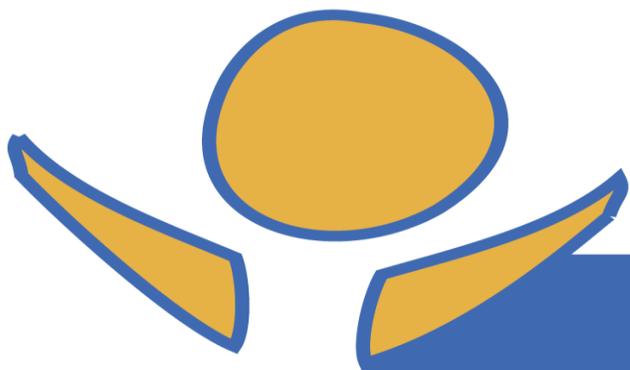


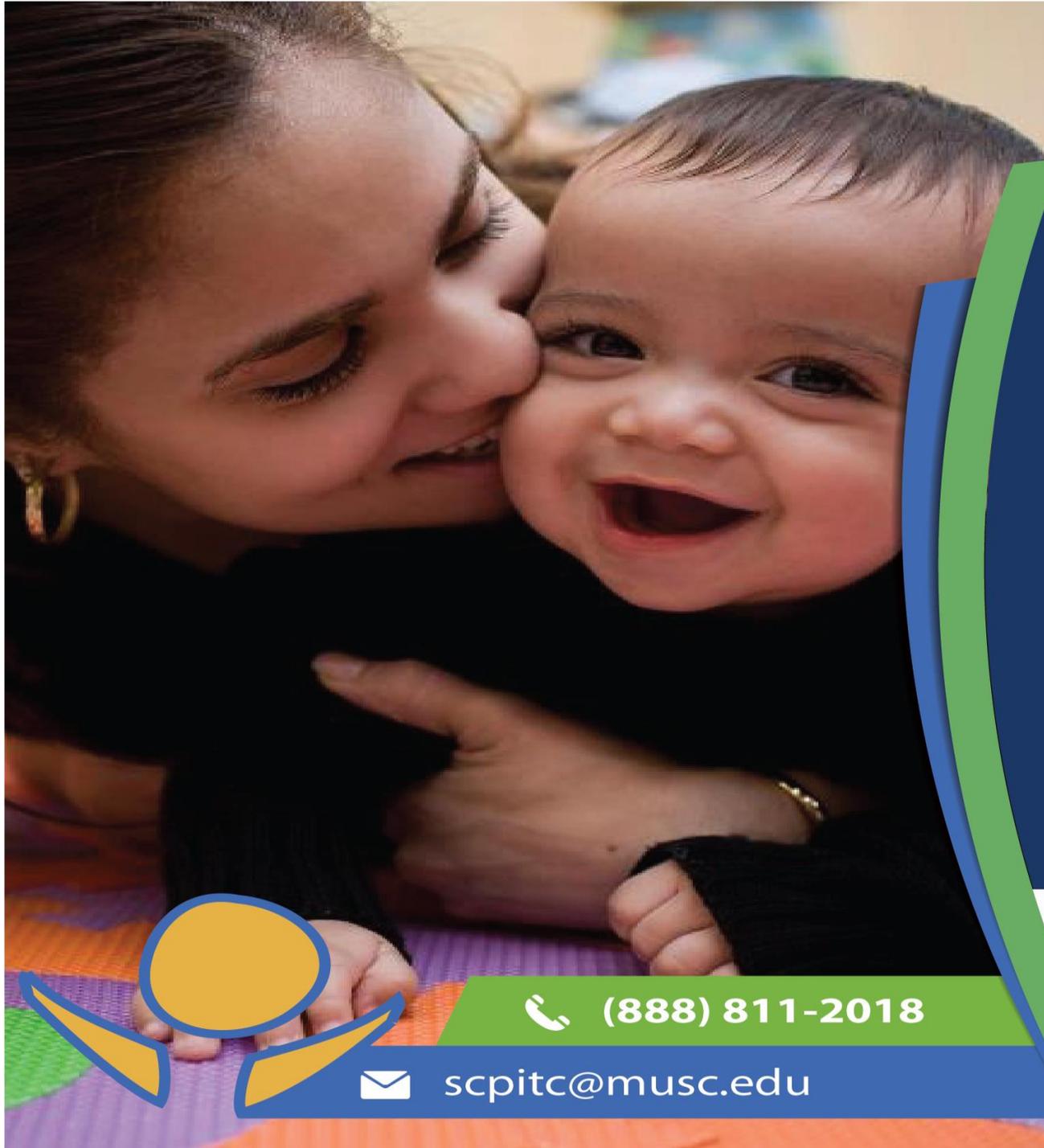




Resiliency is not extraordinary, it's “ORDINARY MAGIC”

Ann Masten





DSS
SOUTH CAROLINA
DEPARTMENT of SOCIAL SERVICES

scpitc.org

Recruiting for:

Lowcountry

Midlands

PeeDee

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Questions





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Strategies for Building Resilience and Reducing Stress



At the State and Program Levels

Recommendations that increase staff wellness include the following:

- ◆ Compensation
- ◆ Low child-staff ratios
- ◆ Professional development supports
 - Strong orientations
 - Coaching and mentoring
- ◆ Reflective-practice supports
- ◆ Paid leave
- ◆ Out-of-classroom time for planning

International Labor Office. (2014). *Meeting of experts on policy guidelines on the promotion of decent work for early childhood education personnel*. Geneva: Sectoral Activities Department. Retrieved from http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/normativeinstrument/wcms_236528.pdf

Mindfulness

“The ability to stay focused on one’s present experience with nonjudgmental awareness”



Jennings, P. A. (2015). Seven ways mindfulness can help teachers [Web page]. Retrieved from https://greatergood.berkeley.edu/article/item/seven_ways_mindfulness_can_help_teachers

Developing Mindfulness = Better Caregivers

Mindfulness helps caregivers

- ◆ understand their own emotions better,
- ◆ effectively communicate and strengthen relationships with children and families,
- ◆ care for children who might be considered difficult, and
- ◆ set up a positive care environment.

Jennings, P. A. (2015). Seven ways mindfulness can help teachers [Web page]. Retrieved from https://greatergood.berkeley.edu/article/item/seven_ways_mindfulness_can_help_teachers

Additional Ways to Build Resiliency in Caregivers

- ◆ Recognize stressors and provide support
- ◆ Provide staffing patterns that build in breaks and lunches
- ◆ Encourage staff wellness, including mindful practices
- ◆ Plan professional development on different topics, including the following:
 - Challenging behavior
 - Communicating with parents
 - Cultural responsiveness
 - Relationship-based practices
- ◆ Share community resources for caregivers and teachers to use as well, if needed

Take Care of You!

- ◆ Practice mindfulness
- ◆ Eat right
- ◆ Exercise
- ◆ Laugh
- ◆ Watch a movie
- ◆ Visit your happy place
- ◆ Journal
- ◆ Share your story
- ◆ Pamper yourself
- ◆ Set boundaries
- ◆ Accept help when you need it
- ◆ Recognize what is in your control and what is not
- ◆ Stay connected
- ◆ Get a good night's sleep
- ◆ Travel
- ◆ Get out of the house

In the Moment

- ◆ Take deep breaths
- ◆ Focus on one thing
- ◆ Massage your palms
- ◆ Hydrate regularly
- ◆ Relax
- ◆ Visualize a calm scene
- ◆ Seek help
- ◆ Take a break



How Do You Cope With Stress?

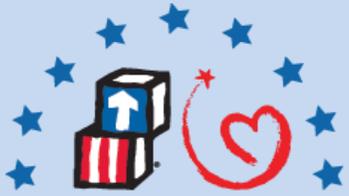




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Break to Evaluate

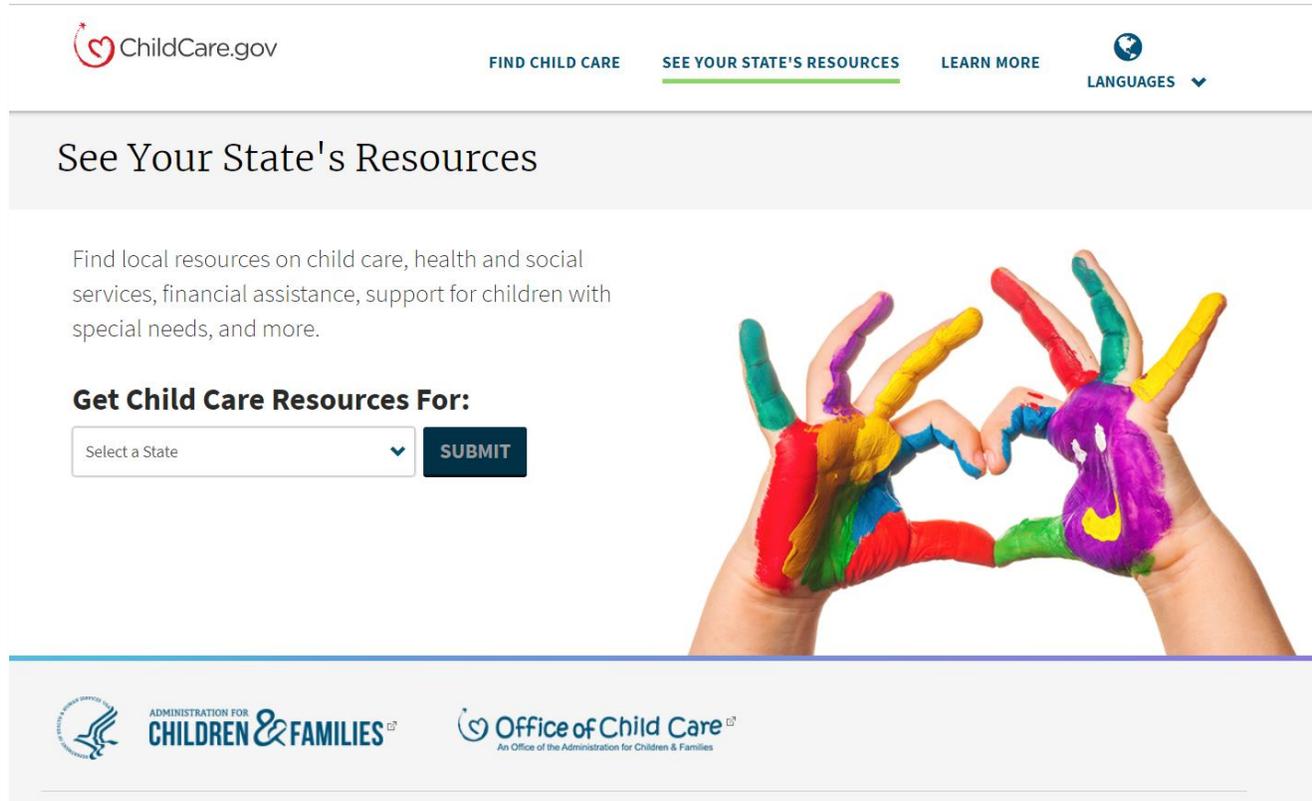


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Resources

State-by-State Resources



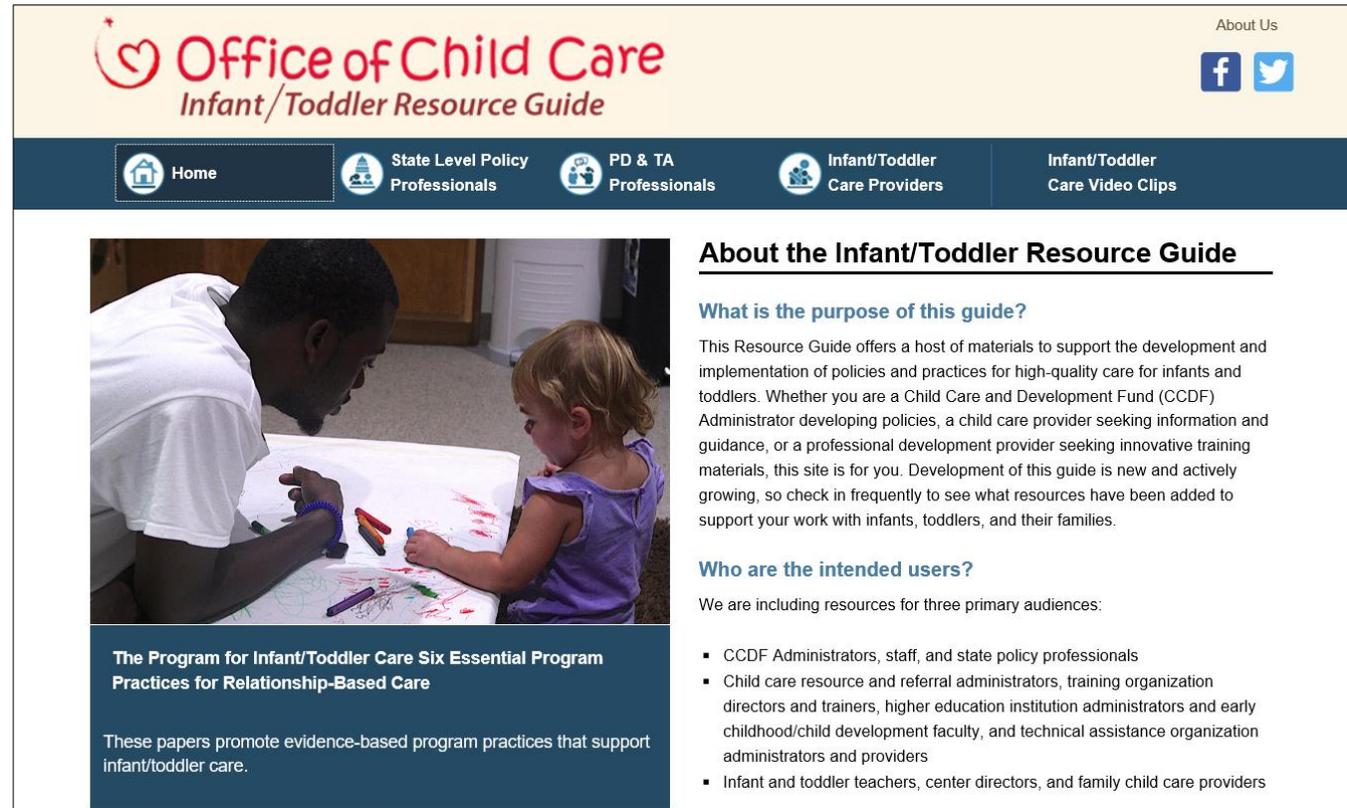
The screenshot shows the 'See Your State's Resources' page on ChildCare.gov. At the top, there is a navigation bar with the ChildCare.gov logo, 'FIND CHILD CARE', 'SEE YOUR STATE'S RESOURCES' (underlined), 'LEARN MORE', and a 'LANGUAGES' dropdown menu. Below the navigation bar is a heading 'See Your State's Resources'. The main content area features a paragraph: 'Find local resources on child care, health and social services, financial assistance, support for children with special needs, and more.' Below this is a section titled 'Get Child Care Resources For:' with a dropdown menu labeled 'Select a State' and a 'SUBMIT' button. To the right of the text is a photograph of two hands with colorful paint on the fingers, forming a heart shape. At the bottom of the page, there are logos for the 'ADMINISTRATION FOR CHILDREN & FAMILIES' and the 'Office of Child Care'.

Office of Child Care, Administration for Children and Families, U.S. Department of Health and Human Services. (n.d.). See your state's resources [Web page]. Retrieved from <https://childcare.gov/state-resources-home>

Resources

- ◆ Child Care State Capacity Building Center. (n.d.). Self-care and professionalism [Web page]. Washington, DC: Office of Child Care. Retrieved from <https://childcareta.acf.hhs.gov/infant-toddler-resource-guide/self-care-and-professionalism>
- ◆ Center for Early Childhood Mental Health Consultation, Georgetown University Center for Child and Human Development. (n.d.). Taking care of ourselves: Stress and relaxation [Web page]. Retrieved from <https://www.ecmhc.org/relaxation.html>
- ◆ Early Childhood Learning and Knowledge Center. (n.d.). Mindfulness: A resilience practice [Web page]. Retrieved from <https://eclkc.ohs.acf.hhs.gov/video/mindfulness-resilience-practice>
- ◆ Early Childhood Learning and Knowledge Center. (n.d.). Program approaches for staff wellness [Online video]. Retrieved from <https://eclkc.ohs.acf.hhs.gov/video/program-approaches-staff-wellness>
- ◆ National Center on Health, Office of Head Start, Administration for Children and Families, U.S. Department of Health and Human Services. (2014). Staff wellness—managing stress. *Health Services Newsletter*, 2(7), 1–4. Retrieved from <https://eclkc.ohs.acf.hhs.gov/sites/default/files/pdf/health-services-newsletter-201408.pdf>

Infant/Toddler Resource Guide



Office of Child Care
Infant/Toddler Resource Guide

About Us

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About the Infant/Toddler Resource Guide

What is the purpose of this guide?

This Resource Guide offers a host of materials to support the development and implementation of policies and practices for high-quality care for infants and toddlers. Whether you are a Child Care and Development Fund (CCDF) Administrator developing policies, a child care provider seeking information and guidance, or a professional development provider seeking innovative training materials, this site is for you. Development of this guide is new and actively growing, so check in frequently to see what resources have been added to support your work with infants, toddlers, and their families.

Who are the intended users?

We are including resources for three primary audiences:

- CCDF Administrators, staff, and state policy professionals
- Child care resource and referral administrators, training organization directors and trainers, higher education institution administrators and early childhood/child development faculty, and technical assistance organization administrators and providers
- Infant and toddler teachers, center directors, and family child care providers

The Program for Infant/Toddler Care Six Essential Program Practices for Relationship-Based Care

These papers promote evidence-based program practices that support infant/toddler care.

Child Care State Capacity Building Center. (n.d.). Infant/toddler resource guide [Web page]. Washington, DC: Office of Child Care. Retrieved from <https://childcareta.acf.hhs.gov/infant-toddler-resource-guide>

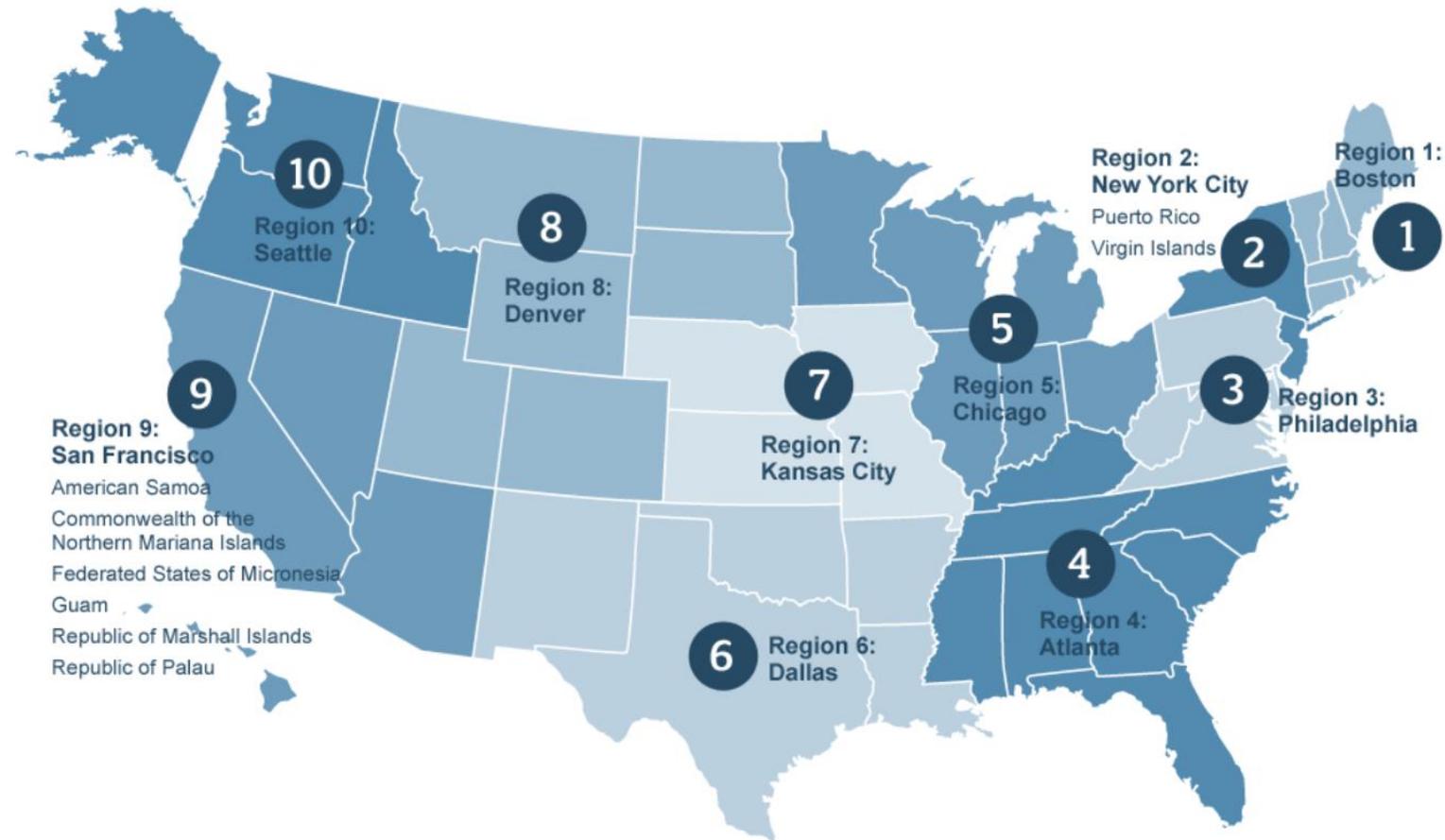
Technical Assistance Supports You Can Use

The Child Care State Capacity Building Center's Infant/Toddler Specialist Network can help you

- ◆ develop or align infant/toddler competencies, credentials, endorsements, and certificates;
- ◆ support the growth of infant/toddler-related relationship-based professional development;
- ◆ support ongoing infant/toddler quality meetings;
- ◆ integrate infant/toddler criteria within quality frameworks;
- ◆ codeliver a Program for Infant/Toddler Care training for trainers; and
- ◆ achieve any goals you have related to quality infant/toddler care!

Child Care State Capacity Building Center. (n.d.). Infant/toddler resource guide [Web page]. Washington, DC: Office of Child Care. Retrieved from <https://childcareta.acf.hhs.gov/infant-toddler-resource-guide>

What Is Your Region?



Administration for Children and Families, U.S. Department of Health and Human Services. (n.d.). Regional offices [Web page, last reviewed October 17, 2016]. Retrieved from <https://www.acf.hhs.gov/oro/regional-offices>

Infant/Toddler Specialists

Region	Name	Contact
I	Ronna Schaffer	Ronna.Schaffer@icf.com
II	Lisa Ojibway	Lisa.Ojibway@icf.com
III	Kelley Perkins	Kelley.Perkins@icf.com
IV	Holly Wilcher	Holly.Wilcher@icf.com
V	Jeanne VanOrsdal	Jeanne.VanOrsdal@icf.com
VI	Jeanne VanOrsdal and Chandra Curtis	Jeanne.VanOrsdal@icf.com and Chandra.Curtis@icf.com
VII	Julie Law	Jlaw2@wested.org
VIII	Tina Jiminez	Tjimine@wested.org
IX	Natasha Hartman	Nhartma@wested.org
X	April Westermann	April.Westermann@icf.com

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A Service of the Office of Child Care**

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