

Private Data

As child care providers many of you become close to both the children and the families that you care for. You hear a lot of information from parents at drop off and pick up time and verbal children are a wealth of information about what happens in their home. It is important to keep in mind that the children and families in your care have privacy rights that you must protect. You should not be sharing information regarding children to anyone other than those listed in the rule. For example, if Sue has pink eye, you can let the other families know that their child has been exposed to pink eye, but the medical information regarding a specific child should not be shared. You cannot say, "Sue has pink eye."

Here is what the rule says about data privacy:

MN Rule 9502.0345, subp. 2 Agency Records

The agency, department, and the authorized agent shall have access to provider records on children in care to determine compliance with parts 9502.0315 to 9502.0445. The provider shall not disclose any records on children in care to any persons other than the parents of the child, the agency, the department, the person required by part 9502.0375, subp. 1, and

medical or public safety persons if information is necessary to protect the health and safety of the child.

Licensing staff has also been receiving questions about social networking sites such as Facebook,

Blogs, or My Space. Many people use these sites to keep in touch with friends and relatives. The Department of Human Services (DHS) has provided direct feedback about the use of these sites. While the general use of these sites is not prohibited, disclosing

records or pictures of children without permission is prohibited. The only acceptable way for a licensed provider to post any information and/or pictures regarding child care children is to obtain WRITTEN permission from a parent or guardian even if the provider uses "assumed" names to attempt to avoid others from recognizing the child.

DHS offers these guidelines if you are going to use any internet sites:

- Even with written permission, proceed with caution in posting pictures and information. The information is now public and may be used by anyone for any reason.
- Supervision of children should never be less than the standard required because of excessive computer use by the license holders and/or employees.

Please contact your licenser if you have any questions or concerns regarding data privacy.

Request for Minnesota Tax ID/ Social Security Number



You recently received a letter from DHS requesting your MN tax ID # or social security number. This information will be provided to the Department of Revenue and is classified as private data. The deadline for providing this information

was November 1, 2011. The letter states that the information is voluntary but not providing the information may affect your ability to renew your license. If the information on your letter is incorrect or you have additional questions please contact the Department of Human Services, Division of Licensing at (651) 296-3971.





New Providers

August 2011

- Bethany Bagwill,
Cottage Grove
- Holly Colemer,
Oakdale
- Samanthia Crabtree,
Cottage Grove
- Jodell Miller,
Woodbury
- Amanda Schug,
Hugo
- Shelagh Sheeser,
Woodbury
- Christy Wingert,
Woodbury

September 2011

- Kris Kuivanen,
Woodbury
- Kelly Whitman,
Mahtomedi



5 Years

- Danit Casper
- Mary Jolly
- Justina Terry

10 Years

- Kristen
Wasmundet-McClure

15 Years

- Jodi Brezniak
- Jane Dicken
- Dawn Dockter
- Shelly Sonnen

20 Years

- Karen Yates



The Joy of Music

Children can experience music in many different ways. Music is a great way for children to express themselves or to help the body and mind work together. Young children are attracted to musical patterns and structure. They show this in many ways like clapping at the end of songs or making hand motions for special parts. Music introduces children to the sounds and meanings of words and helps strengthen memory skills. Music can also provide an opportunity for children to interact with other children and loved ones in joyous ways.

What are you doing in your child care to promote music in your program? Here are some suggestions to incorporate music every day:

- Sing or hum to the babies (they don't care how you sound!)
- Dance with the children to music. Change your movement when the music changes.
- Play circle games such as "Ring Around the Rosy."
- Make up songs about regular activities such as washing hands or cleaning up.
- When reading books that rhyme, "sing" the words. Stories can be made more musical with sound effects and instruments.
- Play musical games with the children like "Freeze" when the music stops or make a conga line through the living room.
- Act out the songs that you sing such as the "Itsy-Bitsy Spider."
- Offer lots of materials to create instruments - for example, oatmeal box drums, paper towel horns, or rice filled plastic bottles.
- Use props to encourage creative movement like scarves or batons.
- Create new lyrics for familiar songs



Source: Zero to Three

Here is a song to get you started:

Thanksgiving Song sung to: "Twinkle, twinkle little star"

Let's be thankful for this day
For our friends and for our play
Let's be thankful; let's be glad

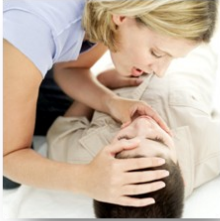
For the food and things we have
Let's give thanks for you and me
And our home and family

Child Care Assistance Program Legislative Changes

Effective October 31, 2011, legislative changes to Minnesota Statutes, section 119B.13, subdivision 1 and 1a, reduce all maximum child care provider rates by 2.5%. Maximum registration fees are also reduced by 2.5%. **Due to timelines necessary to integrate this provision it will be implemented November 28, 2011.** Adverse action notices will be sent to families and child care providers. New maximum rates will be published on the DHS public website.

Training Requirements

Prior to becoming licensed:



- CPR
- First Aid
- SIDS and Shaken Baby training. This training is required for all caregivers who provide care for infants and children under school age.

30 hours during a 12 month period. CPR must be completed every 3 years.

Adult Caregiver and Helper Training

(if they are working in the childcare for 30 days or more in a 12 month period):

- Adult caregivers must participate in 8 hours of training annually.
- Helpers are required to complete 6 hours of initial training during their first year.
- All adult caregivers and helpers must complete SIDS/Shaken Baby syndrome training prior to caring for infants or children under school age. This training must be completed every 5 years. The Shaken Baby video must be viewed annually if caring for infants and children under school age.
- If the adult caregiver is alone in the residence for more than 30 hours in a year, they must have CPR and First Aid training. CPR must be completed every 3 years.

Within the first year of being licensed:

- 8 hours of training during the first year. CPR and First Aid training does not count in the 8 hours the first year. The SIDS and Shaken Baby training, as well as Child Passenger Restraint training, will count towards the 8 hours.
- 2 of the 8 hours of training must be in child development.

Ongoing Training:

- 8 hours of training per year.
- CPR must be repeated every 3 years and DOES count toward the 8 hours of required training.
- The Shaken Baby Syndrome video must be viewed every year by caregivers providing care for infants and children under school age. This DOES NOT count toward



the 8 hours of training.

- Providers caring for infants must complete SIDS training every 5 years. Providers caring for infants and children under school age must complete Shaken Baby Syndrome training every 5 years. This training DOES count toward the 8 hour training requirement.

Before transporting children:

- You must take an approved Child Passenger Restraint training course approved by the State Department of Safety. This must be repeated every 5 years.

Substitute Training:

- At least one caregiver must be currently trained in CPR and First Aid. There is an exception to this requirement if the substitute is employed less than

Common Questions and Answers:

1. *Where can I watch the Shaken Baby Video?*
You can obtain a copy from any of the Washington County Libraries. You can watch online at www.parentsknow.state.mn.us/parentsknow/Newborn/tips/VL/PKDEV_000816. Document the day that you watch the video yearly.
2. *I use a substitute only 2-3 hours a year. Do they need training?*
Yes. Before working with children **under school age**, all caregivers need to take SIDS/Shaken Baby training.
3. *My husband drives our daughter to preschool twice a week. Does he need to take Child Passenger Restraint training?*
Yes, while operating a child care your children are considered child care children so Child Passenger Restraint Training would be required.
4. *I last took SIDS/Shaken Baby on 2/9/2007. Can I take the class any time in 2012?*
No. Your training expires five years from when you took the class so you are required to take it again prior to 2/9/2012.





Tattling: Why Children Tattle and What to do About It

Undoubtedly, tattling is a behavior that is difficult for both parents and teachers to manage. In a perfect world, there would be a “cure” for tattling. However, the reality is that

children do tattle and there is not any one prescription that will work to curb all instances of tattling. With that in mind, there are definitely approaches that will certainly help create an understanding of tattling behaviors, support meeting children’s needs, and ultimately, work to end the tattling altogether.

Tattling is considered a challenging behavior and the general approach to challenging behaviors is to try to find the source of the behavior. Therefore, in the case of tattling, children tattle for many different reasons. By paying attention to the child’s developmental level, the child’s individual personality and temperament needs, and the child’s social and cultural world, adults should be able to understand the reasons the child is tattling in the first place. Once there is a clear understanding of the source of the tattling, an adult can determine the best way to support the child and ultimately end the tattling.

Developmental Level

By looking at a child’s age and using general knowledge of development for that age, adults can more clearly understand why a child is tattling. For example, preschoolers often tattle because they have not yet developed the skills they need to solve problems. Additionally, preschool children typically like rules and limits. As they start to explore rules and limits, they also try to understand how far the limits can go. Tattling is a direct result of the learning and skills the children have and have not acquired. Interestingly enough, some children (getting into the personality factor described below) will not test the limits themselves, but want to see through others, how far the limits go.

Individual

When adults pay attention to a child’s personality and individual temperament, a clearer picture of the tattling behavior also emerges. In general, different temperaments and personalities have different needs. For example, some children naturally like rules and order. Some children naturally need more attention.

And some children are more sensitive than others. In instances where a child needs more attention, he may use tattling as a way to gain that attention. Or if the child is more sensitive, he may actually be bothered by the events he is tattling in regards to.

Influences

Finally, an awareness of a child’s family life, culture, and surroundings, will certainly show why a child may be exhibiting tattling behaviors. The child’s family life including birth order, new siblings, and general stress level will affect the child’s needs. In the case of birth order, sometimes oldest children are used to helping younger siblings stay in line and therefore naturally pay attention more to the actions of others. Keep in mind that if there is a recent change or stressor, children generally are prone to need attention (and therefore may exhibit tattling behaviors).

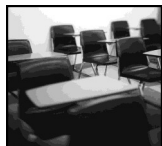
In conclusion, the first step for teachers and parents in ending tattling is to find out the reason behind the tattling. After a clearer picture is developed, it is important to try to meet a child’s needs before the tattling ensues. For example, if a child tattles for attention, then a plan for meeting the attention needs will be required.

In addition to finding the source of the behavior, there are things adults can do to support children, meet their needs, and ultimately prevent tattling. Here are some ideas:

- Set clear rules (you cannot pick up the babies because that may hurt them).
- Be clear on what you DO want to know about (tell me if someone is picking up the baby because it involves getting hurt).
- Teach problem solving skills (practice teaching the child to solve problems so that she does not always need your help).
- Give children the language they need to get help without tattling (preschoolers may need the specific words like; “___ is chasing



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CLASSES

Nov.–Dec.

2011

SPONSORED BY:

Resources for Child Caring (RCC)

Registration: Call (651) 641-3549 or go online at www.mnstreams.org

Six Steps to Responsibility

This class presents a practical model for teaching responsibility by setting up an environment of firmness with dignity and respect for both parent/adult and the child. We will discuss limits, consequences, and problem solving skills.

Date/Time: **Wed., Nov. 16 • 6:30–8:30 p.m.**

Fee/Credit: \$20.00/2 in-service hrs.

Location: **HSI, Oakdale**

Instructor: Joye Flynn

The Difference between "Arts" and "Crafts" and the Importance of Both.

Learn the differences between Arts and Crafts and the importance of each.



Date/Time: **Thurs., Nov. 17 • 6:30–8:30 p.m.**

Fee/Credit: \$20.00/2 in-service hrs.

Location: **Room for Growing, Forest Lake**

Instructor: Michelle Anderson

The Secrets of Children's Social Lives

Making friends is one of the most valuable things children do as they learn and grow. Adults are often watching their children's social lives, wondering how to help their kids cope with the challenges, heartbreaks, and the joys of making friends, losing them, and making friends again. Join us as we examine why friendship is such an important part of children's lives.

Date/Time: **Tues., Nov. 29 • 6:30–8:30 p.m.**

Fee/Credit: \$20.00/2 in-service hrs.

Location: **Peace of Mind, Woodbury**

Instructor: Cory Woosley

CICC (Center for Inclusive Child Care):

Floor Time: Tuning in to Each Child

This workshop will help participants examine the Floor Time model developed by Dr. Stanley Greenspan to 'tune in to' all children in their programs. The

workshop will explore the 5-step process that supports the emotional and social development of a child by helping adults be aware of and to build on their intuitive understanding of children's emotional growth while building self-esteem at the same time.

Date/Time: **Mon., Dec. 5 • 6:30–8:30 p.m.**

Fee/Credit: \$20.00/2 in-service hrs.

Location: **Kidz Place Learning Center, Hugo**

Instructor: Judy Davis

Positive Discipline for Preschoolers

We hug them, laugh with them, and brag about them and yet when it comes to disciplining them, we sometimes are hesitant or uncertain what to do. This class will discuss practical solutions and ways to use positive discipline with your pre-schooler for every parent and teacher of young children.

Date/Time: **Tues., Dec. 6 • 6:30–8:30 p.m.**

Fee/Credit: \$20.00/2 in-service hrs.

Location: **HSI, Oakdale**

Instructor: Joye Flynn

Arts vs. Crafts

This class is based on Bev Boss's book, *Don't Move the Muffin Tins*. Providers interested in learning about the concept of "process oriented" art will enjoy this class. We will learn and discuss ways to enhance and promote creativity and self-esteem through children's art activities, rather than through craft projects. Come prepared to participate in an art project of your own.

Date/Time: **Mon., Dec. 12 • 6:30–8:30 p.m.**

Fee/Credit: \$20.00/2 in-service hrs.

Location: **Peace of Mind, Woodbury**

Instructor: Mandi Ospina

18th Annual Business Seminar

This informative business seminar will help you improve your family child care business. Topics will include: new federal and state tax laws that affect your business, the fundamentals of good record keeping, privacy issues in the age of social media, using

Continued on next page

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budgeting and cash flow projection to manage your money, and so much more!

Date/Time: **Sat., Nov. 12 • 8:00 a.m.—3:30 p.m.**
Fee/Credit: \$85.00/6 in-service hrs.
Location: **Radisson Hotel**, Roseville
Instructor: Tom Copeland

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**PLA-INC.
(Professional Learning Alternatives, Inc.)**

Registration: For complete information and to register for PLA-INC. seminars, visit www.pla-inc.org or call (651) 464-8777. *Pre-registration is necessary.*

Do You See What I See?

Responsive care is built around a child’s individual routines and his family’s cultural values. It is also the heart of successful inclusion of children with special needs. We’ll discuss perceptions and assumptions that color our observations and how we can get the rest of the story .

Date/Time: **Mon., Nov. 14 • 6:45–8:45 p.m.**
Fee: \$17.00
Location: **Dunn Bros. Café**, Hugo
Do not bring in food or beverage from the outside, including Festival Foods.

**Getting in Tune:
The Responsive Process**

"It's all about relationships" is a statement that underlies the PITC (infant-toddler care philosophy). This session is designed to help participants learn a process for "getting in tune" with children in order to respond appropriately to their individual and developmental needs.

Date/Time: **Tues., Dec. 13 • 6:30–9:00 p.m.**
Fee: \$21.25
Location: **Giese Memorial Library**, Wyoming

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**Washington County Licensed Family
Child Care Association (WCLFCCA)**

Positive Discipline for Preschoolers

Date/Time: **Mon., Nov. 14 • 6:30–8:30 p.m.**
Fee: FREE for WCLFCCA members /

\$15 for non-members
Location: **Woodbury Lutheran Church**, Woodbury
Trainer: Joyce Flynn
Registration: www.wclfcca.homestead.com
or call Jody at (651) 270-2478

Using Music to Support Literacy

Date/Time: **Thurs., Nov. 17 • 6:30–8:30 p.m.**
Fee: FREE for WCLFCCA members /
\$15 for non-members
Location: **Hosanna Church**, Forest Lake
Trainer: Michelle Anderson
Registration: www.wclfcca.homestead.com
or call Peggy at (651) 653-1797

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Washington County Community Services

Registration is required as class sizes are limited.

SIDS and Shaken Baby

This class is required for all child care providers, helpers, and substitutes who care for children under school age. This class is required every 5 years.

Date/Time: **Tues., Dec. 6 • 6:30–8:30 p.m.**
Fee: \$10.00
Location: **Washington Co. Government Center**
14949 62nd St. N., Stillwater
Registration: Annie Walton, (651) 430-6539
Click on the link below for the registration form:
www.co.washington.mn.us/_asset/43n3kz/SIDS-Shaken-Baby-Trng-Flyer2011.pdf

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Office of Traffic Safety

Child Passenger Restraint Training

This class is required every 5 years for child care providers who drive children under age 9.

Date/Time: **Sat., Dec. 17 • 9:00 a.m.–Noon**
Fee: \$25.00
Location: **St. Paul Fire Training Tower**
1683 Energy Park Drive, St. Paul
Registration: Esther DeLaCruz, (651) 207-2008

Continued from "Tattling..." on page 4

me on the playground. I asked him to stop. He didn't listen and now I need your help.").

- Give positive attention. All children need attention and will seek negative attention if they are not receiving it in positive ways.

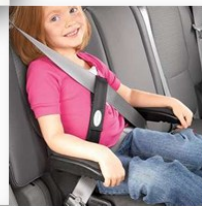
Overall, you want to create a culture where children's needs are met. So although tattling can be a nuisance,

you should help the child that tattles to learn how to better handle his/her needs in ways that are successful. The reality is that children do tattle. Therefore, learning to manage tattling is both practical and useful.

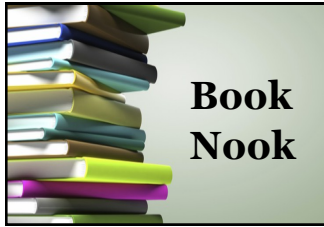
Written by: Michelle Beedle,
Rasmussen College Early Childhood Education Coordinator

Twelve Health & Safety Tips for the Holidays

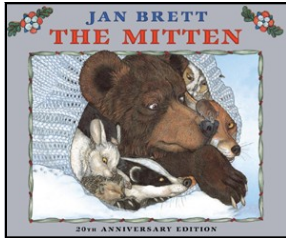
1. **Wash hands often** to keep yourself from spreading germs and getting sick.
2. **Bundle up** to stay dry and warm.
3. **Manage stress.** Don't over-commit yourself and keep holiday spending in check.
4. **Don't drink and drive** or let others drink and drive.
5. **Be smoke-free.** Avoid smoking and second hand smoke.
6. **Fasten seat belts** while driving or riding in a motor vehicle. Always buckle children in the car using a child safety seat, booster seat, or seat belt according to his/her height, weight, and age.
7. **Get exams and screenings.** Ask your doctor or nurse what exams you need and when to get them.
8. **Get your vaccinations,** which help prevent diseases and save lives.
9. **Monitor the children.** Keep potentially dangerous toys, food, drinks, and household objects out of kids' reach. Make sure toys are used properly.
10. **Practice fire safety.** Most residential fires occur during the winter months, so be careful to never leave fireplaces, space heaters, stoves, or candles unattended. Have an emergency plan and practice it regularly.
11. **Prepare food safely.** Remember these simple steps: wash hands and surfaces often, avoid cross-contamination, cook foods to proper temperatures, and refrigerate promptly.
12. **Eat healthy and get moving.** Eat plenty of fruits and vegetables. Limit your portion sizes and foods high in fat and sugar. Be active for at least 2½ hours a week and helps kids and teens be active for at least 1 hour a day.



Source:
Centers for Disease Control and Prevention



The Mitten



by Jan Brett

This tale is based on an Ukrainian folktale. A boy has his grandmother knit snow-white mittens for him and he soon loses one of the mittens in the snow. The forest animals discover this nice, cozy home and an amazing amount of animals settle in. The illustrations of the animals are beautiful. The details and the little hints of what's to come in the border pictures create good conversation. Although this book focuses on winter, this magical book can be enjoyed year round. Jan Brett has a website with ideas and activities to go along with the book at www.janbrett.com.

Written by:
Becky Knighton

Holly's Happenings

Thank you so much for everything you do! I don't know how you do it, but you do! I am so thankful to have all our child care professionals in Washington County. Keep up the fantastic job!

I can't believe that it is sweater and coat season already! Time for a friendly reminder to check your supplies. Do you have extra gloves, hats, and socks? Do you have a supply of tissues and soap? Have you checked your car seats and boosters to make sure they are in tight?

Here is some unique days in November and December:

Ideas for November:

<http://holidayinsights.com/moreholidays/november.htm>

November is Child Safety Protection Month and the 3rd week of November is Game & Puzzle Week. Oh the things you can do... and I'm sure you already have ideas running through your heads!

November 8: National Young Readers Day

Reading opens up a lifetime of knowledge, information, success, and happiness. According to the creators of this day, it is "... a special day to recognize the joys and benefits of reading." Grade schools around the country take advantage of this day to promote the importance of reading. Happy Young Readers Day to readers young and not so young!

Ideas for December:

<http://holidayinsights.com/moreholidays/december.htm>

December is Bingo Month! What a perfect time to make all sorts of bingo cards and chips for those cold days when you can't get out.

December 16: National Chocolate Covered Anything Day

It's a great day to indulge, binge, "pig out", and otherwise consume your favorite food....chocolate. We believe the timing of this day, during the holiday season, couldn't be better. Today, we get to enjoy our beloved chocolate by covering something...just about anything... in a generous amount of chocolate. Pour, spread, or drizzle chocolate over cakes, cupcakes, pies, pancakes or waffles, nuts, raisins, even ants (yes, some people actually eat chocolate covered ants!).

December 27: Make Cut Out Snowflake Day

Here's a day to show your crafty skills as you make paper snowflakes. Making cut out snowflakes is a great project for kids. However, you don't have to be a kid to have fun making paper snowflakes. They say no two snowflakes are alike. It shouldn't come as a surprise that there are seemingly countless different snowflake designs. Templates abound, from fast and easy patterns, to intricate time consuming designs to challenge the most practiced "snowflaker".

Holly Weisert, CFLE
CCR&R Washington County Coordinator
Anoka County Community Action Program
(651) 788-0425 / hweisert@accap.org

Upcoming Programs at the Library



Blues for Kids

Children ages 8-12 are invited to a special music program where they'll receive a free harmonica and learn how to play the blues.

Registration required and limited

to 20 children. Sponsored and presented by the Greater Twin Cities Blues Music Society. A MN Arts and Cultural Heritage program:

- **Sat., November 12 • 11:00 a.m.**
Park Grove Library, Cottage Grove
- **Sat., November 12 • 1:00 p.m.**
Oakdale Library, Oakdale
- **Sat., November 19 • 1:00 p.m.**
R.H. Stafford Library, Woodbury
- **Sat., December 3 • 1:00 p.m.**
Wildwood Library, Mahtomedi

Ongoing Year-Round Programs at the Library:



Storytimes

Storytimes for children and their caregivers are offered at most Washington County Library branches. At storytimes throughout the County, librarians are promot-

ing the six early literacy skills researchers have identified to be necessary for children to attain before they are ready to learn to read. Attend storytimes at your local library to see how the reader emphasizes these skills and to hear tips on how you can work with your child on developing these important pre-reading skills.

Call the library or visit the library website to find a storytime schedule near you.



Dog Gone Reading

Do you have a child who doesn't like to read or who has difficulty reading? Several of the Washington County Library branches offer

Dog Gone Reading, a unique reading program where children in grades 1-7 can read aloud to a specially trained therapy dog and its owner. The program is designed to offer children (particularly children who may struggle with reading or be reluctant readers) an opportunity to read to a non-judgmental audience. This relaxed environment allows the child to enjoy

the reading experience while boosting his or her self-confidence. *Dog Gone Reading* is offered at the Park Grove (Cottage Grove), Oakdale, Wildwood (Mahtomedi), and Hardwood Creek (Forest Lake) branches.



BookFlix

Scholastic BookFlix is an online literacy resource that pairs classic video storybooks from Weston Woods with related nonfiction e-books from Scholastic to build a love of reading and learning. This engaging resource will help early

readers develop and practice essential reading skills and introduces students to a world of knowledge and exploration. You just need your Washington County Library card to log in and the children can hear stories told about great topics such as animals, numbers, people, music, and more! (*Subscription paid by Washington County.*)

If you have questions about these programs or would like more information about a Washington County Library please visit our website www.co.washington.mn.us/library, or call the Library's information number, (651) 731-1320.

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Save the Date

The **Washington County Child Care Annual Spring Seminar** will be held on **Sat., March 24, 2012** at the Prom Center in Oakdale, MN.

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Do we have your Current Contact Info.?

Please notify us with your current cell phone number, home phone number, and/or email address if you have changed them recently. Contact your licenser or email us at:

ComSvsResource@co.washington.mn.us.



**Washington County
Community Services
Child Care Licensing Program**

Government Center
14949 62nd St. N., P.O. Box 30
Stillwater, MN 55082-0030

RETURN SERVICE
REQUESTED

*The county offices
will be closed on
Nov. 11, 24, & 25
Dec. 23 & 26*

Washington County Child Care Licensors

- Nadine Groven**.....(651) 430-4164
nadine.groven@co.washington.mn.us
- Becky Knighton** (651) 430-6574
rebecca.knighton@co.washington.mn.us
- Annie Walton** (651) 430-6539
ann.walton@co.washington.mn.us
- Carole Zabell**.....(651) 430-6577
carole.zabell@co.washington.mn.us
- Resource Unit Supervisor:*
- Suzanne Pollack**..... (651) 430-6476
suzanne.pollack@co.washington.mn.us

Key Contacts in the East Metro CCR&R Service District

- Language Line—Hmong, Spanish, Somali(651) 665-0150
- Resources for Child Caring:
 - Program/Vacancy Update(651) 641-0332
 - Training Information (651) 641-6613
 - To Register for Classes
www.mnstreams.org or.....(651) 641-3549
 - Grants.....(651) 287-6919
- Baseline Coordinator, Holly Weisert**..... (651) 788-0425
(Anoka County Community Action Program) hweisert@accap.org

**Visit our website at: www.co.washington.mn.us/info_for_residents/community_services/child_care_services/child_care_licensing/*

**Inside
This Issue:**

- Data Privacy
- Training Requirements
- Tattling
- Holiday Health Tips

The Child Care Licensing Program of Washington County Community Services publishes this newsletter bi-monthly. Comments or ideas for articles should be directed to Becky Knighton at (651) 430-6574 or rebecca.knighton@co.washington.mn.us.