

# CFR CONNECTION

STAY CONNECTED WITH CHILD AND FAMILY RESOURCES, INC.



**CHILD & FAMILY  
RESOURCES, INC.**

**SERVING CHILDREN  
AND FAMILIES IN  
ONTARIO, SENECA  
AND YATES COUNTIES**

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## THE BUSINESS NAVIGATOR:

### A Child Care Toolkit for Employers in New York State

“Governor Hochul will establish a Business Navigator program in each of the 10 Regional Economic Development Council regions to help interested businesses identify options to support employees’ child care needs, and will also develop a statewide employer child care guidebook, making good on another one of the State task force’s recommendations.”

– 2023 State of the State press release

Child care is an economic issue. Through the collaborative efforts of Early Care & Learning Council (ECLC), the Child Care Resource Center (CCRC) network, and the Regional Economic Development Councils (REDCs), the strategic rollout of The Business Navigator will connect businesses with child care services and focus on understanding the needs of both businesses and employees, navigating economic and logistical considerations, accessing tax benefits, and delivering resources that can be meaningful in a variety of circumstances across the state.

The Business Navigator Toolkit will provide business leaders with key strategies that they can use to support caregivers, along with tools to support implementation. New York State employers who are seeking to deliver a child care strategy that focuses on the specific needs of their employees, and provides a strong return on their investments, will find the essential resources, case studies, and regional contacts to begin this process, or augment a plan already in place.

Employer-sponsored child care is an investment in the workforce that can yield significant returns. Providing employer sponsored child care solutions can reduce turnover, increase productivity, attract talent, reduce absenteeism, and enhance the overall workplace culture.

The Business Navigator Toolkit will be an invaluable resource for businesses across the state to better support their employees in aligning their work responsibilities and caregiving needs. This alignment is essential for businesses to stay strong and competitive, while also safeguarding equitable economic opportunities for employees. The Toolkit is designed to help employers understand their employees’ child care needs and connect them with employee benefits, HR services, other child care resources, and relevant tax credits.



**Early Care &  
Learning Council**  
United to Promote Quality

### THE BUSINESS NAVIGATOR: A Child Care Toolkit for Employers in New York State



#### *Supporting Your Employees’ Child Care Needs: Introducing the Business Navigator Toolkit*

As an employer, you know that your employees’ well-being is vital to your company’s success. The Business Navigator Toolkit is here to help you support your workforce by offering practical child care solutions tailored to meet your employees’ needs. This toolkit provides the resources you need to:

- Understand the specific child care needs of your employees.
- Identify and implement quick, effective child care strategies.
- Explore long-term investment options in child care solutions.
- Learn about new and existing child care incentives available for employers.
- Partner with local Child Care Resource Centers for ongoing support and guidance.

#### **JOIN ONE OF OUR FREE WEBINARS!**

**TUESDAY, SEPTEMBER 24TH: 8:00 AM - 9:00 AM**  
**THURSDAY, OCTOBER 24TH: 10:30 AM - 11:30 AM**  
**WEDNESDAY, NOVEMBER 20TH: 3:30 PM - 4:30 PM**

Discover how the Business Navigator Toolkit can make a difference for your company. In just one hour, learn actionable strategies to help your business thrive by supporting your employees’ child care needs. Don’t miss this opportunity to gain insights from experts and ask questions that matter to you.



#### **UNLOCK FAMILY-FRIENDLY STRATEGIES FOR YOUR BUSINESS**

Register Now to secure your spot at the webinar and take the first step toward becoming a family-friendly employer.

**REGISTER TODAY!**

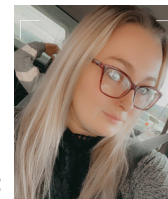


For more information, connect with the Early Care & Learning Council Business Navigator team directly at [jthomma@earlycareandlearning.org](mailto:jthomma@earlycareandlearning.org) or 518-690-4217 x 12.

Funded by the Office of Children and Family Services

# We're Hiring!

Courtney Ellis  
Office Manager &  
Marketing Specialist



## Bi-Lingual Family Resource & Support Specialist

The Healthy Families Ontario Program Needs YOU!!

Excellent communicator who's able to build a professional and supportive working relationship with expectant and new parents as part of a home visiting program. Specialist must initiate and maintain regular and long-term contact with families who are expecting or have a newborn (up to 3 mo. old). During visits Specialist would provide child development information, family goal setting, prenatal and child health, parenting skills and continued resource referral and support. The position also requires working with a team to coordinate program activities in the community.

**Please send resume to:**

[cfr.info@cfresources.org](mailto:cfr.info@cfresources.org)

## Early Childhood Educator

We are seeking an effective communicator with the skills to engage and interact with parents and children. Establish respectful and nurturing relationships with parents and children through child enrichment programs, family support activities and outreach to the community. This position is needed for our Penn Yan Drop-In program and in the Children's Center at the Yates County Courthouse.

**Please send resume to:**

[cfr.info@cfresources.org](mailto:cfr.info@cfresources.org)



## Child Care Resource Center Coordinator

We are seeking an experienced early care professional and advocate dedicated to supporting quality child care programming to join our team. As the Child Care Resource Center Coordinator, you will be responsible for overseeing the Child Care Resources and Referral project including performance standards and outcomes, policy & procedure, community outreach and child care capacity building, direct support and training to child care programs and community business connections.

**Please Click the Link Below for more Info:**

<https://www.indeed.com/cmp/Child-and-Family-Resources,-Inc.-2/jobs?jk=bac634e6770766f4&start=0>

### Fine Motor Fall Activity for Toddlers

After scooping out a pumpkin, have the kids separate the seeds from the pulp and the flesh pieces. This is great fine motor for the kids and if they don't like the feel of it on their fingers, they can use kid sized tweezers as well.



**Amanda Miller**  
Children's Center Supervisor  
& Child Care Specialist



### Sensory Fall Activity for Infants

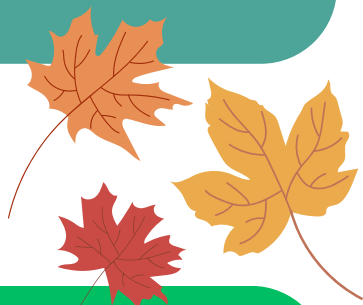
Take them outdoors and place some leaves next to or in front of the infants for them to feel. (be sure to supervise so the leaves don't go into their mouths)



### Sensory Fall Activity for Toddlers



In your sensory bin start off with dried beans, or even popcorn/corn kernels and add in some fake leaves and pumpkins, or even real acorns. Make sure to add in some small scoops and cups.



### Fine Motor Fall

#### Activity for Infants

Looking through a fall themed book like [Fall Bright Baby Touch and Feel](#) book, allowing the child to flip the pages and point things out.



### Gross Motor Fall Activity for Infants

Taking the older infants outside to jump in and play with the leaves builds great muscles and is also a great sensory experience. For the younger infants, taking them outside on a yard blanket or in the grass to crawl or practice walking in a safe landing space.



### Gross motor Fall Activity for Toddlers

Create a race for the toddlers where they each have a pumpkin and have to roll it on the ground to the finish line.



Dear Legally Exempt Providers,

### Exciting News!

Market rates are increasing! Effective 10/1/2024, you may complete a request to increase your childcare rates. **These payments will NOT increase automatically.** A letter was emailed to you from the Office of Children and Family Services on or around August 23, 2024 explaining the new market rates for childcare assistance payments. You must complete a form called the Child Care Provider Attestation of Costs Form (OCFS-6060) and submit it to your local District of Social Services. Remember, your local DSS makes all payments and parent eligibility determinations. Below are the new rates that take effect October 1, 2024. The Child Care Provider Attestation of Costs Form may be found here:

<https://ocfs.ny.gov/forms/index.php?find=6060&lang=%25&topic=%25>

### Seneca and Yates

INFORMAL CHILD CARE – STANDARD RATE				
	Age of Child			
	Under 2 yrs	2 yrs	3 – 5 yrs	6 – 12 yrs
Weekly	\$181	\$172	\$171	\$153
Daily	\$38	\$36	\$34	\$34
Part-Day	\$25	\$24	\$23	\$23

INFORMAL CHILD CARE – ENHANCED RATE				
	Age of Child			
	Under 2 yrs	2 yrs	3 – 5 yrs	6 – 12 yrs
Weekly	\$195	\$186	\$184	\$165
Daily	\$41	\$39	\$37	\$37
Part-Day	\$27	\$26	\$25	\$25

### Ontario

INFORMAL CHILD CARE – STANDARD RATE				
	Age of Child			
	Under 2 yrs	2 yrs	3 – 5 yrs	6 – 12 yrs
Weekly	\$205	\$195	\$185	\$176
Daily	\$42	\$41	\$39	\$36
Part-Day	\$28	\$27	\$26	\$24

INFORMAL CHILD CARE – ENHANCED RATE				
	Age of Child			
	Under 2 yrs	2 yrs	3 – 5 yrs	6 – 12 yrs
Weekly	\$221	\$210	\$200	\$189
Daily	\$46	\$44	\$42	\$39
Part-Day	\$30	\$29	\$28	\$26

These rates can be found in the link in the Dear Provider Letter you received. This letter, along with others may be found at this link:

<https://ocfs.ny.gov/programs/childcare/letters.php>

### More news regarding payments!

The Childcare Assistance Program is now offering direct deposit to **eligible enrolled Legally Exempt Providers**. The program is being opened by county, in three different stages. Ontario and Yates Counties begin in July and Seneca County is expected to begin in October. Start dates for other counties can be found on the Office of Children and Family Services website at the link provided below. If you were eligible for direct deposit payments, you should have or will receive an email from OCFS. You must follow the instructions sent to you by OCFS. If you have not received an email, you may not be eligible. If you meet the eligibility criteria below but did not receive an email, reach out to Child and Family Resources and ask to speak to someone from Legally Exempt.

### Eligibility Criteria

- You must be providing care in NYS, be providing care to a child in receipt of childcare assistance
- Be paid by the county and **not** the parent.
- If your county has not reached the roll-out phase, you will not be eligible until it has.

Detailed information can be found at the link below:

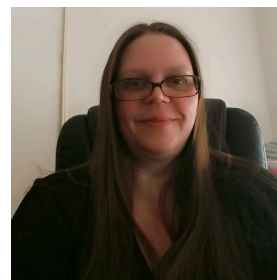
<https://ocfs.ny.gov/forms/index.php?find=4699a&lang=%25&topic=%25>

As always, please reach out to us if you have any questions!

Thank You from  
the Legally Exempt Team!



**Kelli Aruck**  
Legally Exempt Coordinator



Tracy Travis  
Professional Development  
Coordinator



**October 31st**

**10:00–11:30am via ZOOM**

**“How to Start a Child Care Business:**

Learn the steps and regulations for starting a childcare business in your home!

- One on One Meeting
- OCFS: NONE
- Trainer: Tracy Travis
- Cost: **FREE**



**November 7th**

**6:00–8:00pm via ZOOM**

**“Promoting Infant and Toddler Physical Activity”**

Physical activity is crucial for Infant and Toddler development, it lays the foundation for an active, healthy lifestyle. Incorporating fun physical activities into your daily schedule can help decrease challenging behaviors, build strong muscles and coordination skills as well as promote overall wellness.

2 Minimum Participants

OCFS: (1) CD; (2) NH; (3) PD

Trainer: Amanda Miller

Cost: **FREE** thanks to Region 2 Infant Toddler Resource Center project

**November 21st**

**6:00–8:00pm via ZOOM**

**“ABCs of Lesson Plans”**

What does your daily schedule with your toddler look like? Is your curriculum given to you or do you create your own? This training will help walk you through how to write an effective and efficient lesson plan to help the children’s minds grow and learn all day long.

- 2 Minimum Participants
- OCFS: (1) CD; (3) PD
- Trainer: Amanda Miller
- Cost: **FREE** thanks to Region 2 Infant Toddler Resource Center project

**November 23rd**

**Penn Yan Office 12:00–2:00pm**

**“Adult and Pediatric First Aid/CPR/AED– Blended:**

A combination of online learning and in-person skills session. Learn the material at your own pace online. Then attend the following in-person skills sessions with our American Red Cross Certified trainer to complete your requirements for Infant, Child, and Adult First Aid/CPR/AED

- 3 Minimum Participants
- OCFS: 2(NH); 4(SS)
- Trainer: Tracy Travis
- Cost: \$95.00. EIP is available to Licensed/Registered Providers and approved Assistants.

[https://www.ecetp.pdp.albany.edu/mytraining/guest/Log\\_in.aspx?ReturnUrl=%2fmytraining%2fEIPAPP%2fbefore-you-apply.aspx%3fProg%3deip&Prog=eip](https://www.ecetp.pdp.albany.edu/mytraining/guest/Log_in.aspx?ReturnUrl=%2fmytraining%2fEIPAPP%2fbefore-you-apply.aspx%3fProg%3deip&Prog=eip)





**December 2nd**  
**6:00–9:00pm via ZOOM**  
**“Facilities and Liability”**  
**Core Business #5**

Goal: to understand the liabilities involved in childcare businesses.

Learning Objective: recall three risks of operating a childcare business, identify strategies for minimizing risks and staying in compliance with regulations, create a risk management plan.

- 2 Minimum Participants
- OCFS: (3) PD; (5) BR; (7) SDC
- Trainer: Tracy Travis
- Cost: **FREE** thanks to OCFS CCRR Contract



**December 12th**  
**Penn Yan Office 6:30–8:00pm**  
**“CACFP Training”**

Have you been trying to add in new fruits and vegetables to your menu and struggle in getting your children to try new foods? Join us in learning about how to add more color in your menus by adding foods that look inviting and encouraging for children that just want to eat the same thing every day.

- 2 Minimum Participants
- OCFS: (2) NH
- Trainer: Amanda Miller
- Cost: **FREE to CACFP provider**, \$15.00 fee for non-Child & Family Resources sponsored CACFP participants



**JANUARY 2025 DATE TBD**  
**6:00–9:00pm via ZOOM**  
**“Program Policies and Contracts”**  
**Core Business #6**

Goal: to understand the importance of having contracts and policies in childcare businesses.

Learning Objectives: recall the basic elements in a contract, identify the process for developing and revising policies, evaluate current program policies.

- 2 Minimum Participants
- OCFS: (3) CD; (5) BR
- Trainer: Tracy Travis
- Cost: **FREE** thanks to OCFS CCRR Contract



Amanda Hines  
CACFP Administrator



### Breakfast on a Stick

Breakfast/Snack Crediting for Ages 3-5

**Total Time:** 20 Minutes

**Serving Size:** 1 Skewer & Left Over Fruit

**Servings:** 8

### Components

Grains, Fruit

### Ingredients:

- 1 cup 100% whole wheat pancake mix
- 1 cup 1% or non-fat unflavored milk
- 1 large egg
- 4 bananas, sliced in rounds
- 2 cups strawberries cut in rounds
- 8 dull wooden skewers



### Directions:

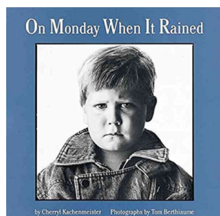
1. Prepare 32 mini pancakes according to the instructions on the pancake mix box. Each mini pancake is 1 tbsp of pancake batter cooked.
2. Place 1/2 banana, 1/4 cup strawberries, 4 mini pancakes, and 1 skewer on plate.
3. Using the skewer, slide on a pancake, banana round and strawberry round in an alternating pattern. Repeat until all pancakes are stacked on the stick. Some of the fruit may not fit on the skewer, so leave any remaining fruit on the plate.
4. Repeat assembly on 7 more plates.



The U.S. Department of Agriculture prohibits discrimination against its customers, employees, and applicants for employment on the bases of race, color, national origin, age, disability, sex, gender identity, religion, reprisal, and where applicable, political beliefs, marital status, familial or parental status, sexual orientation, or all or part of an individual's income is derived from any public assistance program, or protected genetic information in employment or in any program or activity conducted or funded by the Department." "If you need to file a complaint, USDA uses specific language. Therefore, If you wish to file a Civil Rights program complaint of discrimination, you must complete the USDA Program Discrimination Complaint Form, found online [http://www.ascr.usda.gov/complaint\\_filing\\_cust.html](http://www.ascr.usda.gov/complaint_filing_cust.html), or call any USDA office. You may also call 866-632-9992 to request the form. A letter can be written, however it must contain all the information present on the form. Send your completed complaint form or letter to: USDA Office of the Assistant Secretary for Civil Rights 1400 Independence Ave, SW, Stop 9410 Washington, D.C. 20250-9410 or E-mail address: [program.intake@usda.gov](mailto:program.intake@usda.gov). Individuals who are deaf, hard of hearing, or have speech disabilities can contact USDA through the Federal Relay Service at Local or Federal relay: (800) 877-8339 Spanish relay: (800) 845-6136."

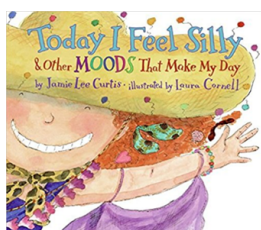


Here are children's books about feelings. All of these books are available at your library. Enjoy!!! Happy reading!!!!



**ON MONDAY WHEN IT RAINED**  
by Cheryl Kachenmeister

In simple, straightforward text and marvelously expressive pictures, the author and photographer have captured the thoughts and feelings of one small boy. Whether he is proud or scared, lonely or excited, the boy's face mirrors his emotion with the wonderful directness of childhood.



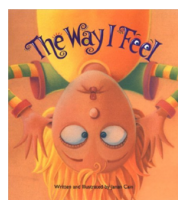
**TODAY I FEEL SILLY: AND OTHER MOODS THAT MAKE MY DAY**  
By Jamie Lee Curtis

Follow a little girl with curly red hair through 13 different moods, beginning with silly: "Today I feel silly. / Mom says it's the heat. I put rouge on the cat / and gloves on my feet." Of course, silly soon turns to grumpy and mean... to excited... to confused, and so on. Recognizing one's own mood swings is a developmental milestone, one that some adults haven't yet mastered! Cornell's watercolor illustrations--wildly expressive and energetic--effectively capture the volatility of our redheaded star.



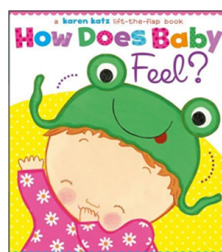
**Required Materials:**

- Orange Paint
- Yellow Paint
- Red Paint
- Brown Paint or Marker
- White Cardstock or Paper



**THE WAY I FEEL**  
by Janan Cain

Feelings are neither good nor bad, they simply are. Kids need words to name their feelings, just as they need words to name all things in their world. The Way I Feel uses strong, colorful, and expressive images which go along with simple verses to help children connect the word and the emotion.



**HOW DOES BABY FEEL?**  
by Karen Katz

Baby feels happy, sleepy, hungry, and more in this delightful book. Baby wants milk and crackers. How does Baby feel? Hungry!

There are so many feelings that Baby can have!

**FUN FALL ACTIVITY!**

1. Begin with a blank piece of white paper.
2. Using a clean paintbrush, paint the child's hand orange.
3. Quickly and firmly place the child's hand flat onto the white paper.
4. Carefully lift their hand, being careful not to smear the handprint leaf.
5. Repeat steps 2-4 for the red and yellow paint.
6. Allow the paint to dry.
7. Using a thin paintbrush and brown paint (or brown marker) draw the stem lines onto the leaves (or have the preschool/school age child draw stem lines)



## The Importance of Getting Enough Sleep

Are your children or the children in your care getting enough sleep? Are you? Sleep is a vital indicator of overall health and well-being. Most of us, children included, know that a good night's sleep is important but too few of us get the amount that we need.

The following is a list of recommended hours needed per age:

- Newborns (0–3 months): Sleep range 14–17 hours
- Infants (4–11 months): Sleep range 12–15 hours
- Toddlers (1–2 years): Sleep range 11–14 hours
- Preschoolers (3–5): Sleep range 10–13 hours
- School age children (6–13): Sleep range 9–11 hours
- Teenagers (14–17): Sleep range 8–10 hours
- Younger adults (18–25): Sleep range 7–9 hours
- Adults (26–64): Sleep range 7–9 hours
- Older adults (65+): Sleep range 7–8 hours



It is understood that for the younger ages these hours do not come all at once. There is now discussion that children 3–5 should eliminate naps and get all of their sleep at night. The longer sleep they experience at night, the more restorative that sleep is. The concern may be, though, that many children begin each day very early so that parents can get to work on time.

So how do both the children and you get enough sleep? Here are some ideas:

- Make sleep a family priority. Understand the importance of sleep. Be a role model and go to bed yourself!
- Stick to a sleep schedule even on the weekends. This includes a bedtime routine especially for your children. It can be as simple as pajamas, brushing teeth, a book and then bed. (Check out Big Hands Little Hands on page 10 for a few recommended books.)
- Monitor screen time. The recommendation is that all devices should be shut off one hour before bedtime.
- Create a sleep-supportive environment: dim lights, lower temperature, calming sounds, if any.
- Avoid overscheduling—this can include both activities as well as homework. Both you and your children need time to wind down.
- Beware of hidden sleep stealers—caffeine, alcohol, sweets.

It is also important to talk to your child's teacher or child care provider to see if sleep problems may manifest in the daytime. A child who does not have enough sleep may "zone" out or exhibit challenging behaviors. Both of these will make it difficult for your child to learn.

Resources: National Sleep Foundation and [healthychildren.org](http://healthychildren.org)

## How To Start A Child Care Business



Child & Family  
Resources, Inc.  
Ontario, Seneca and Yates Counties

Interested in starting a  
child care program?

Free Virtual Information Session

Join us for a Virtual Information Session on one of the following dates:

**10:00AM - 11:30AM**

October 31st, 2024

<https://us06web.zoom.us/j/8122222222>

**31**  
OCT

**31**  
JAN

January 31, 2025

<https://us06web.zoom.us/j/8122222222>

**10:00AM - 11:30AM**

### Free In-Person Sessions

Prefer an In-Person Information Session?  
Look no further... we've got you covered!

Contact Tracy Travis to reserve your in-person spot.

Call: 315-719-5892

or Email: [tracy.travis@cfresources.org](mailto:tracy.travis@cfresources.org)

**BY**  
APT

IN-PERSON SESSIONS TO BE HELD  
AT ONE OF OUR THREE OFFICE LOCATIONS  
263 LAKE STREET, PENN YAN  
502 S MAIN STREET, CANANDAIGUA  
115 FALL STREET, SENECA FALLS

# Come See Us!!

CFR will be tabling at the following events...



Child & Family  
Resources, Inc.  
Ontario, Seneca and Yates Counties



**11/2 - Penn Yan Fall Festival,  
Main Street (11am-2pm)**

**12/7 - Star Shine, Penn Yan,  
Main Street (4pm-7pm)**