



November 2011

Special Offer! Child care professionals often support parents as they partner to raise children. Here's an easy way to help them gather information and for you to obtain your required education. Register for specially marked seminars together with a parent or grandparent from your program. **(P&P)** You will each receive a **\$5.00** coupon toward your next seminar with PLA-INC.!

December 2011

Handouts are limited. Please bring paper and pen(cil) to each seminar.

Getting in Tune: The Responsive Process (PITC) (MNCPD) (P&P)

"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. CC: IV; CDA: 3

Tuesday, December 13 6:30 PM – 9:00 PM

Cost: \$21.25

Giese Memorial Library, 26855 Forest Blvd., Wyoming, MN 55092

January 2012

Coming Together to Support Babies and Toddlers During a Deployment (Part 1) (MNCPD) (P&P)

Deployment can take a heavy toll on military families. As parents of young children cope with their own feelings, it is easy for them to lose sight of what their babies and toddlers may be experiencing. Although often unable to express themselves well, babies and toddlers do miss the active duty parent and need help getting through this difficult period. This course will identify common challenges that babies and toddlers experience during a deployment, describe the cycle of deployment, the deployment spiral, behaviors that babies and toddlers may exhibit, and define strategies for supporting babies, toddlers, and families during a deployment. Ample time for Q & A. CC: II; CDA: 3 or 4

You must sign up for and attend both classes and complete a short assignment in order to receive four (4) hours of credit.

Tuesday, January 10 6:45 PM – 8:45 PM

Cost: \$18.00

Dunn Bros., 14775 Victor Hugo Blvd. N., Hugo, MN 55038.
Plan to arrive in time to order a beverage or meal to eat during the seminar. Do not bring in food or beverage from the outside, including Festival Foods.

Coming Together to Support Babies and Toddlers During Homecoming (Part 2) (MNCPD)

A military homecoming is a paradox. It can be a wonderfully joyous occasion and it can also be an extremely frustrating and challenging experience. This course will examine the factors that can make homecomings challenging, define the

invisible injuries of war, describe typical reactions of babies, toddlers, and families to invisible injuries of war, examine the risk of emotional trauma for babies and toddlers when a military parent dies, and identify the emotion of grief. CC: II; CDA: 3 or 4

You must sign up for and attend both classes and complete a short assignment in order to receive four (4) hours of credit

Tuesday, January 17 6:45 PM – 8:45 PM

Cost: \$18.00

Dunn Bros., 14775 Victor Hugo Blvd. N., Hugo, MN 55038.

The Building Blocks for Early Literacy (P&P)

Reading outcomes relate to school and life opportunities. Learn components of early literacy and how to analyze your environment, create a literacy-rich environment using everyday materials, and enlist family support. Resource list included. CC: II, CDA: 2

Tuesday, January 24

6:45 PM – 8:45 PM

Cost: \$18.00

Dunn Bros., 2751 East County Road E, White Bear Lake, MN 55110.

February 2012

10th Annual Child Care Professional Institute (MNCPD)

Save the date! Saturday, February 25, 2012. The Institute will be held at Zion Evangelical Lutheran Church in Chisago City. Registration materials will be available after December 19, 2011. Exhibitors welcome! Info online.

Handouts are limited. Please bring paper and pen(cil) to each seminar.

Temperament

Each child is born with a unique temperament; these tendencies play a major role in his behavior. This seminar will provide you with an overview of temperament by presenting the different temperament traits and types along with strategies to effectively respond to individual children and other people in our lives. CC: I; CDA: 8

Tuesday, February 28

6:45 PM – 8:45 PM

Cost: \$18.00

Dunn Bros., 2751 East County Road E, White Bear Lake, MN 55110.

Program Services

CDA Advisor/Reviewer If you are ready for your observation or renewal report, contact us to schedule an appointment.

Seminars on the Road Schedule your own! No need to wait for us to put it on the calendar. Gather your colleagues, choose your date, and select the seminars that meet your needs.

Consulting If you prefer a personalized session (or need training in a hurry), consider on-site consulting. You determine the session content. Day and evening times available. Maximum group size is three.

SEMINARS ARE POSTED AT WWW.PLA-INC.ORG. PLEASE VISIT FREQUENTLY FOR UPDATES.

Other Opportunities

If you have submissions for this category or ETC., please email info@pla-inc.org. Download flyers at www.pla-inc.org.

Child Care Provider Network of Chisago County

The Child Care Provider Network of Chisago County is dedicated to upholding a strong support system that will empower each early childhood educator by providing training and networking opportunities to promote quality child care. For information, contact Sue at 651.462.5651 or smmtower@aol.com or Kim at 651.982.1400 or kmwoehl@aol.com.

Let's Talk About it!

If you or any of your family or friends live in the St. Francis area, please plan to join us for the next *Let's Talk About It* event at the St. Francis Performing Art Center at the St. Francis High School. Over 350 people attended the first event at Anoka High School and participants reported appreciating the speakers and resources available. Please join us for pizza at 5:30 and program at 6:30...and remember, mental health is as important as physical health! There is no cost to attend.



Child & Adult Care Food

Minnesota Licensed Family Child Care Association Food Program

- FREE Minute Menu Kids Software
- FREE 1 Year Association Membership when you join The MLFCCA CACFP
- ECIPS Birth-3 & 3-5 years handbook
- FREE FUN activities for children in your care
- CREATIVE ways to introduce new foods

Minnesota Licensed Family Child Care Association

Member Benefits & Recognition | Mentorship & Professional Development | Ongoing Support | Joint Membership NAFCC

Join Today

Contact MLFCCA
651-636-1989 | 800-652-9704
www.mlfcca.org



Minnesota Fatherhood & Families Summit

January 23 - 24, 2012 at Kelly Inn and River's Edge Convention Center in St. Cloud. For information and to register, visit www.mnfathers.org.

Etc.

Concerns Over Possible Arsenic and Lead in Apple Juice

Article: <http://minnesota.cbslocal.com/2011/11/30/new-concerns-over-possible-arsenic-lead-in-apple-juice/>

Go Tell Santa!

A free online service for parents and kids. Tell Santa how good you've been this year and get a personalized e-letter from the New North Pole. Visit <http://home.gokidsday.com> and click on "Go Tell Santa."

New Guidelines to Curb Infant Flat Head Syndrome

Article: <http://minnesota.cbslocal.com/2011/11/28/new-guidelines-to-curb-infant-flat-head-syndrome>

Online Violence Prevention Tool Kit

Check out this online toolkit to create safe, healthy, respectful schools. www.health.state.mn.us/svp/toolkit

Web Resources

www.connect2chac.org

www.kidshealth.org

www.theantidrug.org

www.teencentral.net

www.parentcentral.net

www.kidspace.org

www.mimh.nih.gov

www.wacy.org

www.communityed4u.org

Dragonfly Drug - Recent feature on the Dr. Oz show
<http://www.doctoroz.com/videos/prevent-dragonfly-abuse-pt-1>

<http://www.doctoroz.com/videos/prevent-dragonfly-abuse-pt-2>

Union Misrepresentation Update

The Coalition of Child Care Providers

www.childcareunioninfo.com

Facebook: Childcare Providers Who are Happy to be Union Free"

Be sure your info comes from a named and reputable site, such as www.childcareunioninfo.com. No politics, just info.

Governor Dayton issued an Executive Order. Licensed, registered, and subsidized child care providers will be receiving ballots next week. The Bureau of Mediation Services (BMS) is overseeing the voting process and the American Arbitration Association (AAA) is conducting the election.


On December 7, the ballots will be mailed to approximately 4300 providers who care for children receiving subsidies. For your ballot (vote) to count, it must be received in the BMS/AAA office no later than December 21. The votes will be counted on December 22.

For your peace of mind, you might consider returning your ballot via certified/return receipt requested mail, providing you with a signature and date of receipt. *Holiday mail may delay delivery; allow ample time for postal delivery (5 days).*

Remember:

- No labor laws govern these unions.
- No labor agency will monitor the unions' activity.
- Providers will have no place to register complaints or file for union decertification.
- Over 60% of child care providers have been excluded from this vote. A successful vote means unions will be bargaining on issues that may impact ALL 11,000+ providers.
- Union membership is voluntary; **representation is not.** The union will "meet and confer" on issues related to:
 - ~ standards and quality rating systems
 - ~ the availability of training opportunities and funding
 - ~ reimbursement rates and access to benefits
 - ~ changes to the state system of providing early education services
 - ~ the monitoring and evaluation of family child care providers

A majority means: If 100 providers return their ballots and 51 are "yes" votes, there will be a union for 11,000+ providers.



You must return your ballot! If you do not return your ballot or if it arrives late (after December 21), this is the same as voting "yes" to unionization. Even if you no longer provide care to subsidized families, but received a ballot, you are an eligible voter and MUST RETURN your completed ballot. See www.childcareunioninfo.com for voting information.

You do NOT need a union to speak for you! Use the voice you already have.

A small number of **CHILD CARE PROVIDERS** has demonstrated that a handful of motivated persons can make a huge difference. (Think also car seat laws, new CPR regulations, swimming pool rules - all done by individuals who contacted a legislator.) View some results of their efforts at www.childcareunioninfo.com. **You do NOT need a union to speak for you!**

Stand up and be heard. It is your right, indeed it your obligation as a citizen first, business owner second. You are your best advocate. **You do NOT need a union to speak for you!**

"We must remember that one determined person can make a significant difference, and that a small group of

determined people can change the course of history."
~Margaret Mead

Visit www.childcareunioninfo.com for the latest information about the potential unionization of Rule Two Child Care Professionals. "Like" "Childcare Providers Who are Happy to be Union Free" at [Facebook.com](https://www.facebook.com).

YOU CAN HELP! Phone callers are still needed to contact all eligible voters in Minnesota. Too many providers still do not know about this important issue, do not understand how critical their vote is, or don't know where to go for accurate information.

A script will be provided to all callers; any questions can be directed to Coalition members near you. Call 20 - 30 providers in your area at about 3 minutes each. That's only 90 minutes of your time. Isn't that worth notifying others so your business can remain independent?

Contact info@pla-inc.org to sign up. Do it today!

Adults & Childrens Alliance When purchasing or renewing liability insurance from ACA, list [PLA-INC.](http://www.pla-inc.org) as your Community Partner. By writing [PLA-INC.](http://www.pla-inc.org) or 9075 on the application form, we will receive funds for training from ACA. There is NO additional cost to you. (www.acainc.org) A big "THANK YOU!" to those who already do that. We appreciate it.

Of Interest

Visit www.pla-inc.org for activity ideas.

Please accept our heart felt "THANK YOU!" for allowing us another wonderful year in child care professional education services. Your generous support and encouragement has kept us going for 10 years. (WOW!) We are proud to continue serving professionals, parents, and others who support children, youth, and families. We encourage you to let us know how we can help you.

Happy Holidays!

Visit www.pla-inc.org for info on professional development and family events.
651.464.8777
info@pla-inc.org

Remember to PLA today and everyday!



Registration Form

Please note seminar dates.
Payment is required prior to
each seminar. Thank you.

Please print

(Please use a separate form for each person.)

Name _____

Address _____

City _____ State _____ ZIP _____

County (Work) _____ Email _____

Daytime Phone () _____ Evening Phone () _____

Facility Name _____

Name of Seminar	Date	Cost of Seminar	
_____	_____	_____	
_____	_____	_____	
_____	_____	_____	TOTAL \$ _____

You have several options to register:

- 1). Mail Registration Form and check payable to: [PLA-INC.](#), 8244 177TH Lane, Forest Lake, MN 55025.
- 2). Fax completed Registration Form and credit card information to 651.286.0885.
- 3). Call 651.464.8777 with contact and seminar information, credit card number, expiration date, and CVV code.
- 4). Register online at www.pla-inc.org. Click on Seminar Schedule, then on registration link for your seminar.

Credit Card: **Visa** **Master Card (circle one)**

Print name (exactly as on card) _____

Address (if different from above) _____

Card # _____ **Exp. Date:** _____ **CVV Code:** _____

Signature _____ **TOTAL: \$** _____

Cancellation and Refund Policy Cancellation and Refund Policy

Register at least 3 business days in advance to ensure enrollment. Payment must accompany registration. In the event of cancellation, you will be notified and your funds will be held for a future seminar. No credits will be issued for seminars without 24 hours notice by participant. Refunds are provided only in the form of credits for future seminars. A minimum number of participants is required to hold the seminar. In addition, without advance registration, you will not be personally notified of changes or cancellations. Changes are also noted on the Seminar Schedule page of our website, www.pla-inc.org. If you have questions regarding your seminar, you are encouraged to contact our office.

Promote Your Business Here

Beginning with the April 2011 newsletter, we will accept advertising from child care related businesses. Ads must be business card size. Ads will be placed within text columns (as in this newsletter), up to four ads per column and as space allows. Submissions must be in MS WORD. Horizontal orientation is preferred. PLA-INC. reserves the right to limit the number and type of ads included in each issue.

Liability

Professional Learning Alternatives, Inc. will not be liable for slight changes or typographical errors that do not lessen the value of the advertisement. PLA-INC.'s liability for other errors or omissions in connection with an advertisement is strictly limited to publication of the corrected advertisement in any subsequent issue. The advertiser and/or advertising agency agrees to defend and indemnify Professional Learning Alternatives, Inc. against any and all liability, loss, or expenses arising from claims of libel, unfair competition, unfair trade practices, infringement of trademarks, copyrights, trade names, patents, or proprietary rights, or violation of rights of privacy resulting from the publication of the advertiser's advertisement.

Ad Approval

All advertising is accepted subject to approval by

Rates

\$20.00 per ad

\$18.00 per ad per month

\$16.00 per ad per month

single issue

six (6) consecutive months

twelve (12) consecutive months

Professional Learning Alternatives, Inc. PLA-INC. reserves the right to refuse or cancel any advertisement at any time.

Political Advertising

Political advertising will not be accepted.

Electronic Ad Transfer

Ads must be emailed in MS Word to Professional Learning Alternatives, Inc. at info@pla-inc.org. A hard copy may be mailed to Professional Learning Alternatives, Inc., 8244 - 177th Lane, Forest Lake, MN 55025 or faxed to 651.286.0885 to verify content and format.

Payment Terms

Payment by check is required in advance. Ad will not run until the advertiser's check has cleared. A \$35.00 charge will be assessed on each returned check in addition to any legal and/or collection fees. Multiple-issue ads must also be paid in advance. Twelve-month ads may be paid in advance in six-month intervals.

Rate Policy

All rates listed are net. No discounts will be applied with the exception of multiple issues. We reserve the right to implement rate changes at any time.

one (1) minor change allowed

one (1) minor change allowed



NONPROFIT
US POSTAGE
PAID
FOREST LAKE, MN
PERMIT NO. 20

Professional Learning Alternatives, Inc.

8244 – 177th Lane
Forest Lake, MN 55025
651.464.8777
www.pla-inc.org

Discover the power of PLA!

Please bring one or more of these items as a donation to service members and their families. Cash for purchasing or shipping is also welcome. Thank you!

Military Families at Home

Most of us know someone who is, was, or soon will be deployed in service to our country. All leave family and friends behind. You can help by occasionally offering your professional child care services to those families remaining on the home front. Contact Julie Wasiluk at 651.290.9704 #119 or julieW@mnchildcare.org for details. For many families, income is significantly reduced when one or both parents are deployed. Routines are disrupted; children and youth are frequently lonely and confused; they sometimes have to live with relatives. Your donation of useful items suggested here for the families' use (or funds to purchase them) will help pass the time while they wait. (Consider birth through teens.) *Thank you!*

Movie or theatre tickets Snack foods iTunes gift cards
Museum, park, or zoo passes Gas or phone cards Videos or dvds
Spa-like personal care products
Small toys (distractions) for adult caregivers and parents to give to children
Gift cards in any amount to: grocery stores, video rentals, big box stores, restaurants, hair care, electronics stores
Donations payable to PLA-INC.

Through the collaboration of local veteran's organizations, your donation will be thoughtfully distributed.

Deployed Service Members

These suggested items will be shipped to members serving overseas. Cash donations will be used for shipping and/or purchasing requested items. Visit www.pla-inc.org for a more comprehensive listing. *Thank you!*

Movies (dvds) & Music cds (mixed ok, too)
Snacks: gum, almonds, jerky, breakfast bars, Life Savers, Twix, Oreos, pretzels, Skittles, Starbursts, jelly beans, Heath Bars, crackers, sunflower seeds (Items that survive extreme heat and traveling conditions)
Toys/Games: Nerf toys, Koosh balls, hacky sacks, Rubik's cubes
New or gently used paperback books or magazines
Desk/office supplies Seasonal decorations
Artwork: landscape (mountains/snow, wildlife, ocean, woods)
Teabags and instant coffee Incense, candles, air freshener (non-aerosol)
Thin pens (click type) and mechanical pencils (Zebra brand)
Artwork & letters from children Musical instruments (e.g., harmonicas)
Baby wipes Travel size shampoo, conditioner, mouth wash
Phone Cards (funding for)

Donations payable to PLA-INC.

Through the collaboration of local veteran's organizations, your donation will be thoughtfully distributed.