



2017

From The Director's Desk

Normally we would be sending home snow boots and pants around this time of year, but with our unpredictable weather lately, I think we will just hang on to these items a little bit longer. However, we will start applying sunscreen once again this week prior to each time children go outside, so please send in a large bottle of, at least, 30 spf sunscreen. I recommend replacing the bottle about once a month, possibly more often in the summer. We will label each bottle with your child's name so that your sunscreen does not get used by other children. Thanks for your help with this!

March was a busy month for us and the children enjoyed several entertainers including Irish Step Dancers from Reed School of Irish Dance, a visit from a pediatric dentist and a performance by Playground Theatre. Photos from these events are always posted on our Facebook page, so even if you couldn't join us in person, you can always see what the fun was all about when you check us out on Facebook.

Here at HRLC, we love to celebrate special occasions and the next big event is Easter. We do not focus on the religious elements of this or any holiday, but instead focus on the cultural traditions surrounding the day. This year Easter falls on Sunday, April 16th, so all of our teachers are planning egg hunts the week before. Teachers may ask you to send in a basket for collecting eggs and some are arranging a classroom party, so check with your child's teacher for specific information.



I recently reviewed our staff information and discovered that the average length of service for employees is 6.6 YEARS with 10 employees having over 10 years of service with us, 8 of these here for over 15 years. This represents a very unusual situation in child care where the average turnover rate, exceeds 30% annually. With so many experienced teachers, children benefit from the consistency of care and the strength of long term relationships with teachers at the center. Parents benefit from knowing the staff and being able to stay connected with their child's teacher(s) through the various stages of development. Trusting partnerships are created through the years and relationships between families and staff develop outside of the classroom. For the staff, work becomes a supportive environment where other staff have a genuine interest in each co-workers' success. When asked during the interview process, most applicants report that finding a friendly, supportive environment is the most important element during the

job search. This is not to say that we don't experience turnover. Many of our teachers find themselves going back to college, starting/ending personal relationships or having children of their own, so some turnover is inevitable. The important message is that something positive keeps staff from leaving and that the turnover rate has remained low at our center for years. I know that I appreciate the dedication and support of my co-workers and the challenging job they do each day. Please join me in thanking our incredible teachers for providing such a positive environment for the children!

Speaking of thanking our staff, each year the National Education Association designates one week for the purpose of recognizing the talents, efforts and importance of teachers throughout the country. This year, Teacher Appreciation Week, will be observed during the week of May 1st through the 5th. At our center, we try to find many ways to show our appreciation including small gifts and treats throughout the week followed by a big catered luncheon here at the center. I encourage all of you to find a way to acknowledge the important job your child(ren)'s teacher does each day. A simple note or gift speaks volumes to those who only get to chat with you during drop off/pick up. Let me know if you need any ideas or would like to know the names of the teachers in your child's classroom.

One more special week during April- Week of the Young Child is scheduled for April 24th through the 28th. During this week our staff will be providing activities to celebrate the unique years of early childhood and we are already planning some cool stuff. Pictures of the festivities will be posted on our Facebook page and we will be emailing some of these to individual families as well. Each day during this week will feature a special theme:

Monday the 24th- Bring Your Favorite Book Day

Tuesday the 25th- Crazy Hair Day- Send your child to school sporting a Crazy Do

Wednesday the 26th- Special Sports Day- Dress your child in his/favorite team gear

Thursday the 27th- Pajama/ Stuffed Animal Day- send your child in pj's with a cuddly toy

Friday the 28th- Ice Cream Social (parents invited) at 3:30

In closing, I welcome your feedback and ideas for making this the best place to be a child. I am starting my search for volunteers to help organize our Family Picnic in July. If you would be willing to help out with this, let me know.

Have an awesome April!

Teresa

**" It is NOT WHAT YOU DO
for your children, BUT
what you have TAUGHT them
TO DO FOR THEMSELVES,
that will make them
SUCCESSFUL human beings"**

-Ann Louder-

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