



Report on Quality Child Care

Completed by the Community Child Care Clearinghouse of
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United to Promote Quality

Each year nationwide businesses lose \$4.4 billion to employee absenteeism from child care breakdowns. On average, a parent or guardian will miss from 5 to 9 days of work due to a child care crisis. The work schedules for 67% of parents' are affected by child care challenges.

Quality child care programs serve young children as well as parents/guardians who might be less effective in their jobs without access to quality child care programs for their children. In turn, employers benefit by the enhanced performance of their workers. Quality child care prepares young children for success in school, job training, employment and community life.

Quality child care is defined as high quality early learning experiences that help a child thrive. It is those events, activities, environments, relationships, and factors that have a positive impact on a young child's cognitive, physical, social, and emotional development. Quality includes age-appropriate curricula, highly skilled staff, warm and responsive interactions, small class sizes and a language rich environment.

Quality child care is vital for young children, families and communities. The "United to Promote Quality" state wide initiative is intended to educate whole communities including families, early learning service providers, businesses, and community leaders about the importance of quality.

Quality awareness is the goal of the "United to Promote Quality" partnership between the Early Care and Learning Council and the Child Care Resource and Referral Agencies in New York State. Quality awareness efforts within a community will demonstrate how quality promotes "robust brain development" over the first 4 years of life, gives "peace of mind" to parents/guardians so they can be more focused and productive employees, and "lays the foundation" for the future economic development of our communities, state and nation by better preparing children to become successful in school, work and life.

For more information on "United to Promote Quality", please visit <http://www.earlycareandlearning.org/quality-investments-for-children.html> or contact the Child Care Clearinghouse of Niagara at 716-285-8572 or 1-800-701-4KID.



Introduction

Quality early care and learning helps to close the achievement gap for young children. It also makes parents more productive employees and helps economic growth.

Choosing child care is an important decision. Safe and positive child care sets the stage for healthy growth and development. It takes time, patience and understanding of what to look for when selecting child care. Only a parent/caretaker knows the needs of their child(ren) and family. That's why it is crucial for a parent/ caretaker to understand what constitutes quality child care.

According to New York State Social Service Law, 390, anyone caring for three or more children for more than three hours a day, in a location other than the children's home, when the person providing the child care is not related within the third degree of consanguinity to the parent(s) or step-parent(s) of the children, must obtain a registration or license to provide child care from the New York State Office of Children and Family Services (OCFS).

OCFS oversees the registered and licensed child care programs in New York State. Quality programs provide care in a warm, safe and friendly setting and provide activities that help children learn and develop. No one type of program is necessarily better than any other type of program. More information on the types of child care programs available and what to look for when choosing a specific child care program can be found by accessing: <http://ocfs.ny.gov/main/publications/pub1115Atext.asp>.

Types of Care

There are many types of legal child care programs in New York State. Listed below are descriptions of common types of child care programs. Each program is regulated by the New York State Office of Children and Family Services, except New York City based day care centers, which are regulated by the New York City Department of Health. Please, click on the following link to access a copy of the New York State Office of Children and Family Services day care regulations: http://ocfs.ny.gov/main/childcare/daycare_regulations.asp. The regulations contain the minimum health and safety requirements for each of the following types of care.

- **Family Child Care Homes** are registered to care for six or fewer children ages six weeks through twelve years of age and an additional two school aged children. There must be one caregiver for every two children under the age of two years that are present.
- **Group Family Child Care Homes** are licensed to care for up to twelve children ages six weeks to twelve years. Up to an additional four school-age children may be cared for a maximum capacity of sixteen children. A single caregiver may care for up to eight children provided that at least two of the children are of school-age and no more than two of the children are under the age of two years. There must be an approved assistant present when child care is provided for seven or more children, when none of the children in care are school-age, or nine or more children are present when at least two children in care are school-age. There must be one caregiver present for every two children under the age of two years.
- **Day Care Centers** are licensed to care for more than six children ages six weeks through twelve years in a facility that is not a personal residence.

The following table shows the approved adult child ratio for day care centers.

Child's Age	Staff to Child Ratio	Maximum Group Size
6 weeks to 18 months	1 to 4	8
18 months to 36 months	1 to 5	12
3 years	1 to 7	18
4 years	1 to 8	21
5 years	1 to 9	24
School-age through 9 years	1 to 10	20
10 - 12 years	1 to 15	30

- **School-Age Child Care Programs** (SACC) generally care for school-age children from Kindergarten through age twelve. These programs provide care for children during non-school hours, school vacations and holidays.

The following table shows the approved adult child ratio for school-age child care programs.

Child's Age	Staff to Child Ratio	Maximum Group Size
5 to 9 years	1 to 10	20
10 to 12 years	1 to 15	30

When a school-age child care program provides care for children both over and under ten years of age, the staff/child ratio used must be that ratio applicable to the youngest child in the group.

Other forms of legal child care include:

- **Nursery Schools** - provide care for three hours a day or less. In New York City, the City Department of Health regulates these programs. A nursery school may voluntarily register with the State Education Department (SED).
- **Pre-Kindergartens** - usually located in public schools, but can also be found in private schools or day care centers and are supervised by the SED.
- **Head Start Centers** - targeted for preschool-age children from low income families these programs are federally funded and usually licensed as Day Care Centers.
- **Legally Exempt Care** (Informal) - provide care for one to two children at a time in addition to the provider's own children. Care may be provided in the child's home, the provider's home or another person's home. Legally exempt child care providers are not required to register with OCFS.

The following shows the number of registered and licensed child care programs located in Niagara County.

Type of child care program	Family Day Care Homes (FDC)	School-age Child Care Centers (SACC)	Group Family Day Care Homes (GFDC)	Day Care Centers (DCC)	Total Programs
Number of child care programs	45	31	21	41	138
Percentage of child care programs	33%	22%	15%	30%	100%

Accreditation

Child care providers and/or child care programs may choose to obtain an accreditation to increase the quality of their child care program. An accreditation encourages quality and recognized excellence in a child care program. There are several accrediting institutions such as the National Association for the Education of Young Children (NAEYC) which can accredit all types of child care programs and the Family Child Care Association which provides accreditation for registered and licensed in-home child care programs. An accreditation sets professional standards of quality for a child care program. Accreditation also helps a family identify a high quality child care program for their young children.

The following table shows the number of accredited child care programs in Niagara County.

County: Niagara	Family Day Care Homes (FDC)	School- age Child Care Centers (SACC)	Group Family Day Care Homes (GFDC)	Day Care Centers (DCC)	Legally- Exempt	Totals
National Association for the Education of Young Children (NAEYC)	0	0	0	2	0	2
Family Child Care Association	0	N/A	0	N/A	0	0

Levels of Education

Registered and licensed child care providers are asked to list the educational background of all staff on a provider intake form prior to the program being entered into the Community Child Care Clearinghouse of Niagara's referral database.

Based on the information from child care programs that responded to the question on the provider intake form the following table shows the levels of education held by child care providers in Niagara County.

Type of Degree	Family Day Care Homes (FDC)	School-age Child Care Centers (SACC)	Group Family Day Care Homes (GFDC)	Day Care Centers (DCC)
High School Diploma	34	21	18	29
Associate's Degree	1	3	3	20
Bachelor's Degree	1	8	1	29
Master's Degree	1	6	0	21
Child Development Associate	5	7	3	20
Other Degree	1	0	4	4

Health and Safety Requirements in place for Registered and Licensed Child Care Providers

OCFS has a number of procedures in place for child care providers that help to ensure the health and safety of the children enrolled in a registered or licensed child care program.

- OCFS performs a criminal history record check with the division of criminal justice services regarding any operator, employee or volunteer of a licensed child day care center or registered school-age child care program, family child care provider, group family child care provider, or any other person over the age of eighteen residing on the premises of a registered family child care or licensed group family child care home. If the background check reveals a charge or conviction for any crime, OCFS conducts a safety assessment of the program and takes all appropriate steps to protect the health and safety of the children that may be enrolled in a registered or licensed child care program.
- OCFS conducts a background check with the Statewide Central Register of Child Abuse and Maltreatment regarding any operator, employee or volunteer of a licensed child day care center or registered school-age child care program, family child care provider, group family child care provider, alternate or assistance provider, or any other person over the age of eighteen residing on the premises of a registered family child care or licensed group family child care home. This check is conducted to determine if anyone who may have regular and substantial contact with children is the subject of an indicated report of child abuse or maltreatment.
- OCFS requires Staff Exclusion List checks prior to working in a child care program. These checks are conducted through the Justice Center which maintains a Vulnerable Persons Central Registrar (VPCR) that includes a Staff Exclusion List (SEL) containing the names of individuals who have committed serious acts of abuse and are deemed ineligible to work in a position involving regular and substantial contact with a service recipient. Providers must request the Justice Center to conduct a check of the SEL before determining whether to hire or otherwise allow "any person" to have regular and substantial contact with a service recipient. "Any person" can include an employee, administrator, consultant, intern, volunteer, or contractor.
- OCFS requires that any operator, employee or volunteer of a licensed child day care center or registered school-age child care program, family child care provider, group family child care provider, alternate or assistant provider, or any other person over the age of eighteen residing on the premises of a registered family child care or licensed group family child care home obtain a medical statement from a qualified health care provider. This medical statement must attest that all of the above listed persons are free of communicable disease and are physically and emotionally fit to provide child day care.
- OCFS requires that at least one person approved to work in a licensed child care center, registered school-age child care program, registered family child care home or licensed group family child care home that holds a valid certification in Cardiopulmonary Resuscitation (CPR) and First Aid remain on site at all times.
- OCFS requires that only over the counter topical ointments may be administered to any child in a registered or licensed child care program unless an approved person for that program, who has obtained Medication Administration Training, remain on site at the program at all times. Only an approved person who has obtained Medication Administration Training may administer medications to children in care.

Health and Safety Requirements in place for Legally-Exempt Child Care Providers

OCFS has a number of procedures in place for legally-exempt child care providers that help to ensure the health and safety of the children enrolled in a legally-exempt child care program.

- If care is provided in the child's home all legally-exempt caregivers, any employee of the caregiver, any volunteer who has the potential for regular and substantial contact with children in care are required to undergo a check of the New York State Sex Offender Registry. This registry is maintained by the New York State Division of Criminal Justice Services, via the Registry's toll free telephone number to determine if any of the individuals listed above are listed on the New York State Sex Offender Registry.
- If care is provided in a location other than the child's home each caregiver and household member age 18 years of age or older are checked against the New York State Sex Offender Registry.
- A child welfare database check is conducted on all caregivers of legally-exempt child care. The check is conducted by the local Social Service District to determine whether the caregiver has had his/her parental rights terminated or had a child removed from his/her care by court order under Article 10 of the Family Court Act.

Mandated Child Abuse and Maltreatment Reporting to the State Central Registry

In accordance with Social Services Law, the provider, assistant provider, or substitute in a registered or licensed child care program must report any suspected incidents of child abuse or maltreatment concerning a child receiving child day care to the Statewide Central Register of Child Abuse and Maltreatment (SCR), or cause such a report to be made. Such report must be followed by a written report within 48 hours to the child protective service of the social services district in the county in which the child resides.

The intentional failure to report instances of alleged child abuse or maltreatment to the Statewide Central Register of Child Abuse and Maltreatment and/or to take appropriate action to protect children when an allegation of such abuse or maltreatment is reported to the day care provider is a violation of the New York State Office of Children and Family Services child day care regulations.

Please note that if a non-mandated person suspects that any child is being abused and/or maltreated, please call the New York State Child Abuse Non-Mandated Reporter Hotline toll free at 1-800-342-3720.

Complaints

The New York State Office of Children and Family Services maintains a toll-free complaint line for complaints regarding day care programs. The Office is empowered to investigate any possible violation of the child care regulations.

If you think a person or program is operating without the proper license or registration certificate, this is also a basis for making a complaint. The complaint will be investigated, and if it is substantiated, staff will work with the provider to correct any violations.

Any person needing to file a complaint against a registered or licensed child care program or a child care program that may be running illegally should call 1-800-732-5207 during normal working hours and a staff person will take the information. In New York City only, complaints also can be made to the city Department of Health at 212-676- 2444.

The Child and Adult Care Food Program

The Child and Adult Care Food Program (CACFP) is a federally funded program of the United States Department of Agriculture (USDA). The New York State Department of Health, Division of Nutrition, is the administrative agency for CACFP.

CACFP provides funding so child care providers can be trained in good nutrition practices and provide children age 12 years and younger nutritious, well-balanced meals.

CACFP offers payments to registered, licensed and legally-exempt child care programs when care is provided in a home other than the child’s home, for meals served to children in their care. The meals must meet the nutritional standards set up by the USDA.

Programs participating in CACFP receive regular inspections from a CACFP monitor throughout the year to ensure nutritional guidelines are being followed as set forth in CACFP regulations. Parents should ask a potential child care provider if the program participates in CACFP prior to enrolling their child/children in the program.

The following table shows the number of child care programs in Niagara County that participate in CACFP.

Child and Adult Care Food Program (CACFP) Participants in Niagara County						
County: Niagara	Family Day Care Homes (FDC)	School-age Child Care Centers (SACC)	Group Family Day Care Homes (GFDC)	Day Care Centers (DCC)	Legally- Exempt	Totals
Total Number of CACFP Eligible Programs in Niagara County	41	31	21	45	37	175
Total Number of Eligible Programs Participating in CACFP	24	6	11	15	17	73
Percentage of Eligible Providers Participating in CACFP	59%	19%	52%	33%	46%	42%

The Ten Components of Quality Child Care

There is no absolute guarantee of quality in child care programs. However, research defines ten essential components that produce meaningful outcomes for child care programs.

- 1. Parent Involvement** – Parents are a key to quality child care. Parents have the right to drop in at any time to observe the program or to see their child. Parents will probably see the provider often and have a good idea of how things are going in the program. Caregivers should communicate each day with families, welcome parents into their child’s program and organize special events that include family members.
- 2. Adult-Child Ratios** - Regulated programs must limit the number of children each adult cares for based on standards set in the regulations. These standards help to ensure that children are properly supervised and get all the attention they need.
- 3. Training and Experience** - OCFS regulations require all child care providers to obtain 15 hours of training in their first 6 months of employment in a child care program and 30 hours of training every 2 years thereafter. Child care providers are mandated to complete

training in the following topic areas:

1. Principles of childhood development, including the appropriate supervision of children, meeting the needs of children enrolled in the program with physical or emotional challenges and behavior management and discipline.
2. Nutrition and health needs of children.
3. Child day care program development.
4. Safety and security procedures including communication between parents and staff.
5. Business record maintenance and management.
6. Child Abuse and maltreatment identification and prevention.
7. Statutes and regulations pertaining to child day care.
8. Statutes and regulations pertaining to child abuse and maltreatment.
9. Education and information on the identification, diagnosis, and prevention of Shaken Baby Syndrome (School-age child care staff are excluded from this training requirement).

The following table contains information on the number of child care programs that received training from the Community Child Care Clearinghouse of Niagara from January 1, 2016 to December 31, 2016.

Training Organization: Community Child Care Clearinghouse of Niagara						
County: Niagara	Family Day Care Homes (FDC)	School-age Child Care Centers (SACC)	Group Family Day Care Homes (GFDC)	Day Care Centers (DCC)	Legally-Exempt	Totals
Total Number of Programs in Niagara County	41	31	21	45	106	244
Total Number of Programs Trained	14	8	14	8	14	58
Total Number of Trainings Offered	30	30	30	30	30	30
Total Number of Trainings Held	18	18	18	18	18	18
Total Number of Trainings Cancelled	12	12	12	12	12	12
% of Programs Receiving Training	34%	26%	67%	18%	13%	24%

4. Regulation and Oversight

Programs regulated by the New York State Office of Children and Family Services must be licensed or registered. When visiting a child care facility, ask to see the license or registration certificate to ensure the program meets minimum health and safety requirements.

Inspections

Every potential registered or licensed child care program receives a complete fire and safety inspection by a New York State Fire and Safety Inspector to ensure that the proposed child care site is in compliance with all New York State fire and building codes.

Every licensed child care program must be inspected at least once before each license renewal, and at least 50% of all programs receive a complete inspection of the entire child care facility annually.

In Niagara County registered family child care programs and School-Age Child Care (SACC) programs are inspected by registrars. Family child care programs receive an unannounced monitoring inspection at least four times per year and school-age child care programs receive an unannounced monitoring inspection, at least three times per year, to ensure compliance with the OCFS child day care regulations. At least 50% of all registered family child care programs and SACC programs receive a complete inspection annually.

In New York State licensed group family child care providers and day care centers are inspected by licensors. Group family child care providers and day care centers receive a monitoring inspection at least once per year to ensure compliance with OCFS child day care regulations.

The Community Child Care Clearinghouse of Niagara is the enrollment agency for legally-exempt child care programs in Niagara County. The State mandates the enrollment agency to annually inspect at least 20% of all legally-exempt child care programs who are not participating in the CACFP, when care is being provided at a location other than the child's home.

The following table shows the results of inspections completed by registrars, licensors and legally-exempt enrollment monitors on registered, licensed and legally-exempt child care programs in Niagara County from January 1, 2016 to December 31, 2016.

County: Niagara	Family Day Care Homes (FDC)	School- age Child Care Centers (SACC)	Group Family Day Care Homes (GFDC)	Day Care Centers (DCC)	Legally- Exempt	Totals
Total Number of Programs in Niagara County Eligible for Inspection	41	31	21	45	24	162
Total Number of Inspections Completed	202	154	109	153	7	625
Total Number of Inspections with Violations	45	48	18	31	4	146
% of Inspections with Violations	22%	31%	17%	20%	57%	23%

Registrars and Licensors also complete inspections of potential registered or licensed child care programs in Niagara County prior to the program receiving a registration or license. The following table shows the results of those inspections from January 1, 2016 to December 31, 2016.

County: Niagara	Famil y Day Care Home	School-age Child Care Centers (SACC)	Group Family Day Care Homes (GFDC)	Day Care Centers (DCC)	Totals
Total Number of Inspections Completed	6	1	1	8	32
Total Number of Inspections with Violations	0	0	0	1	1
% of Inspections with Violations	0%	0%	0%	13%	3%

Registrars, licensors and legally-exempt monitors complete complaint inspections on registered, licensed and legally-exempt child care programs. The following table shows the results of the complaint inspections conducted from January 1, 2016 to December 31, 2016.

County: Niagara	Family Day Care Homes (FDC)	School- age Child Care Centers (SACC)	Group Family Day Care Homes (GFDC)	Day Care Centers (DCC)	Legally- Exempt	Totals
Total Number of Complaint Inspections Completed	14	0	7	14	2	37
Total Number of Complaint Inspections with Violations	4	0	5	8	2	19
Total Number of Substantiated Complaints	4	0	5	8	2	19
% of Substantiated Complaints	100%	0%	71%	57%	100%	51%

Expanded information on regulatory compliance for registered and licensed child care programs can be located on the OCFS website by accessing: http://ocfs.ny.gov/main/childcare/ccfs_template.asp. Parents/caretakers can search for a program in a number of ways and review the regulatory information on any registered or licensed child care program in Niagara County or in New York State. Upon entering the webpage, click on “Click here for more program information” and a summary of the child care program’s compliance history will be displayed.

It is highly recommended that anyone looking for a registered or licensed child care program should review the compliance history of the program prior to choosing a program for their child.

5. Age Appropriate Environments

Learning is an interactive process that involves continuous opportunities for a child to explore the environment and interact with peers. Child care programs should maintain environments that allow for both quiet and active play with a variety of materials for each age group of children enrolled in care. High quality programs maintain an environment that promotes independence and assists the children in care with learning.

6. Primary Caregiver Continuity of Care for Children under the Age of Three Years

Relationships between caregivers and children, especially under the age of three years, are crucial in maintaining a child's emotional development. When children are moved from one child care provider to another the child experiences a sense of loss of the old caregiver and learning the ways of the new caregiver takes time and may slow a child's development. It is important for young children to maintain a primary caregiver in the first three years of a child's life.

7. Emerging Literacy

Quality caregivers promote the development of language and maintain a balance between listening and talking with the child. Opportunities for shared reading time are a part of each day and children are encouraged to enjoy books independently. The use of songs and nursery rhymes promote the development of language and literacy.

8. Curriculum, Observation and Cultural Continuity

Learning is an interactive process that requires activities, materials and opportunities for interaction. Based on the curriculum used in the program and knowledge gained through observations of children in care, caregivers develop an overall plan for each day, individualizing activities, materials and schedules according to the developmental stage of each child enrolled in the program.

9. Active and Responsive Caregiving

Active and responsive caregivers know when to guide, when to teach, and when to intervene in children's activities. The responsive caregiver continuously facilitates the development of self-esteem by respecting and accepting children, regardless of the child's behavior.

10. Comprehensive Support Services

High quality child care serves as a protective environment for the child and as a source of support for the child's family. A quality child care program should be able to provide links to community agencies that provide additional services needed by the family.

What to Look For in a Quality Child Care Program

It is essential for parents/caretakers to visit each program in which they are considering enrolling their child(ren). When visiting the program make a list of important areas and questions to consider and ask during each program visit such as:

General Information

- What are the hours of operation?
- What are the fees?
- Is transportation available?
 - Are there any restrictions as to the use of this service?
 - Is there a fee charged?
- What is the policy regarding illness?

The Staff

- Are the child-staff ratios being met?

- Does the staff regularly attend training?
- Are staff members warm and friendly to the children?
- Does the staff respect each child as an individual?
- Are staff members responsive and supportive?
- Do they listen and talk to children in a positive manner?
- How does staff handle behavior issues?
- Are disciplinary actions age-appropriate and acceptable?

The Children

- Do the children seem happy and relaxed?
- Do the children and staff seem to interact well?
- Are there activities available that are appropriate for your child's age?
- Are children allowed to choose activities?
- Are children comforted when needed?

The Environment

- Is it bright and cheerful?
- Are indoor and outdoor areas clean and safe?
- Are toys and equipment in children's reach?
- Is the furniture child-sized?
- Is there enough space for quiet and active play
- Is there an outdoor play area?

By becoming familiar with the types of child care available, the requirements and regulations for each type of care and what to look for in a specific child care program, a parent/caretaker can make a more educated decision on the type of child care program that will best suit the family's needs.

The Role of Child Care Resource and Referral Programs

Child Care Resource and Referral (CCR&R) programs serve as a community coordinating and planning program for local child care services and offer a variety of supports to child care providers, parents, businesses, and local governments.

The CCR&R programs increase the supply of quality child care by providing a broad range of support services to providers, and helps families make informed decisions about available child care services.

The following is a list of services provided by CCR&R programs:

- Assists families by providing a highly visible, centralized source of information for child care customers
- Identifies sources of financial aid to help families pay for their child care choices
- Improves the quality of available services by providing a broad range of support services to providers, including training, technical assistance and publicity
- Expands the supply of child care by recruiting and training new providers
- Educates parents about what constitutes quality child care and how to evaluate their child care arrangements on an ongoing basis
- Provides resources for businesses to assist employees with all child care needs
- An informational source regarding child care in Niagara County

A complete listing of CCR&Rs for New York State including contact information can be found by accessing: <http://ocfs.ny.gov/main/childcare/referralagencies.asp>.

The Community Child Care Clearinghouse of Niagara is the Niagara County CCR&R program. The Community Child Care Clearinghouse of Niagara can be contacted by telephone at 716-285- 8572,

toll free at 1-800-701-4KID, by fax at 716-286-9243, or by email at ccrniagara@niagaracap.org.

The Community Child Care Clearinghouse of Niagara website can be accessed at www.childcareofniagara.com. This website contains a wealth of information for parents, providers, businesses and the community related to child care, child development and other areas related to children. The website contains a links page that provides access to many other important websites that contain information on quality child care including the New York State OCFS which maintains regional offices throughout the State that provide program specific information on registered and licensed child care programs. Contact information on regional offices with a listing of counties that the office serves can be located by accessing: http://ocfs.ny.gov/main/regionaloffices_main.asp.

Conclusion

Quality child care plays an important role in the life of every child. A parent/caretaker that is well informed on what constitutes a quality child care program is able to make an educated decision before choosing the correct child care program to meet the needs of their family. The decision on which child care program is right for your child can make a big difference in a child's development, health and happiness. Make sure as a parent/caretaker that you are not settling for anything less than quality child care when deciding on a child care program.

For more information on quality child care or to obtain child care referrals in Niagara County, please contact the Community Child Care Clearinghouse of Niagara at 716-285-8572, toll free at 1-800-701-4KID or visit our website at: www.childcareofniagara.com.

Information for the ten components of quality child care is adapted from Bredekamp, S. & Copple, C. (EDS.). (1997). *Developmentally appropriate practices in early childhood programs*. Washington, DC: NAEYC. Lally, J.R., Griffin, A. Fenichel, E., Segal, M., Szanton, E. & Weissbourd, B. (1995). *Caring for infants & toddlers in groups: Developmentally appropriate practice*. Washington, DC: Zero to Three.