



Office of the Deputy Assistant Secretary of Defense  
(Personnel Support, Families & Education)

cc: Melanne Verceer  
Bonnie Reed  
Teri Klein  
Nicole Rabner  
(+rewin)

DATE: April 8 # OF PAGES (INCLUDING COVER) 4

FAX #: 202 451 6287 7028

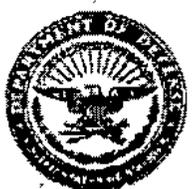
WR -  
Child Care  
Ideas

TO: Elena Kagan

FROM: Carolyn Beckett

MESSAGE: Attached is the response requested  
by your office to highlight the Department  
of Defense's child care programs. A hard  
copy will follow.

Susan Roberts



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, DC 20301-4000



FORCE MANAGEMENT  
POLICY

APR 8 1997

Ms. Elena Kagan  
Deputy Assistant to the President  
for Domestic Policy,  
Old Executive Office Building  
1600 Pennsylvania Avenue  
Washington, DC 10000

Dear Ms. Kagan:

The following is provided in response to your questions regarding the Department's efforts in child care for children zero to three. The Military Child Development Programs have attained a well-deserved reputation for being on the cutting edge of child care in America. We are proud of our systemic approach to the four components of military child care: child development centers, family child care, resource and referral and school-age care. Our commitment is to provide a quality experience for children regardless of setting. We strive to ensure *equal treatment for all components especially family child care homes*. We believe much of our success comes from our efforts to provide a variety of quality and affordable options for families rather than focus on centers only. It should be noted that we do not guarantee every family their first choice of child care options. Our goal is to provide at least one affordable child care option for every family that needs child care. It should also be noted that we view the appropriated fund support as a program subsidy not an individual family subsidy. Five key reasons for our success are:

1. The DoD commitment to a prescribed level of funding for Child Development Programs. In military child development centers, there is a dollar for dollar match of appropriated funds to parent fees. In our family child care homes we provide indirect financial support through extensive equipment lending libraries, low or no cost insurance options and free training. In many instances we also provide direct cash subsidies for family child care providers to provide incentives to care for infants. This commitment of funds allows military programs to provide stimulating environments that are staffed with trained personnel and appropriately equipped both indoors and out.
2. Strict oversight and accountability of programs, and adherence to standards including four comprehensive unannounced annual inspections for all facilities and programs; one by a representative of higher headquarters. There is mandatory correction of deficiencies within 90 days or the program must either apply for a time restricted waiver with adequate compensatory measures or close. (As a result, facilities and programs are in good repair, and there is high quality, institutional grade equipment that contributes to the cognitive development of children). These inspections result in DoD certification of the program. Certification is closely monitored. Contributing to comprehensive program oversight is the



DoD "Hotline". It is well publicized and accessible world wide. Identified or anonymous callers can either report child abuse or safety violations at Military Child Development Programs or facility deficiencies. These reports are diligently tracked until a satisfaction is achieved.

3. Wages and benefits that contribute to low staff turnover compared to the private sector. Military child development center caregiver wages and benefits average approximately \$10 per hour compared to the minimum wages in the civilian community. While most civilian child care centers offer few or no benefits to direct care staff, most military child care staff have a full range of benefits. As a result of wages and benefits, military caregivers tend to stay in our child care programs, and the result is that children have continuity of care so vital to their healthy development.
4. Required basic training of caregiving staff which is tied to wages and an "up-or-out" caregiving personnel policy requiring the completion of training requirements. All training is competency based and caregivers who do not meet the performance requirements are not retained.
5. Commitment for all military child development centers to meet national accreditation standards. The combination of the DoD certification and the national accreditation standards provides a comprehensive review of all center programs.

As you are aware, Congress has asked DoD to report on the status of any initiatives which improve the Military Services Child Development Program so as to benefit civilian child care providers in communities in the vicinity of military installations. Although we have not completed the report, the Military Services have offered the following suggestions that could assist civilian child care programs:

- Local military bases could partner with state and county efforts to provide employment opportunities for welfare recipients. Military programs could provide on-the-job-training opportunities, for recipients needing work experience and knowledge of child care program "best practices". Because the competency-based training programs are a key to the quality of military child care, they could serve as a source of training for civilians. As in the case of Quantico Marine Corps Base, VA., the county is paying the salaries of personnel placed in the centers for 90 days of training in child care practices. Their child care is paid by the county. In exchange, the Quantico Child Development Center gets additional no-cost staff to supplement existing staff. A similar program could be established for family child care providers.
- Each military installation child development program within the United States could "adopt-a-center" in their local community. The Child Development Program staff could assist with local accreditation efforts, help validate the centers' accreditation self study process, train management and direct care staff, mentor caregiving staff working on their child development associate degree, and model/coach effective child care techniques.

- Military regional "Child Care Programs of Excellence" or "Master Programs" could be established within existing military programs in densely populated areas where several military Services co-exist (e.g., Washington, D.C. Tidewater, VA, Southern California, etc.). These magnet "laboratory programs" would demonstrate effective child care practices in each of the child care components (centers, family child care homes and school-age care). Particularly beneficial would be education and training in the area of infant/toddler curriculum and environments since many civilian programs have limited amounts of infant/toddler care. Local civilian child care management trainees could spend two to three weeks in these centers with "hands-on" learning experiences, being taught and coached by the centers' Training and Curriculum Specialists and military management staff. These "Master Programs" could be modeled on corporate concepts such as "Motorola University" or Disney's training program for executives where staff attend training before going to work for the corporation.
- Military Training and Curriculum Specialists could provide "hands-on" training for local requesting child care centers to train and follow-up direct care staff in the child development associate 13 competency areas, and other areas as needed.
- DoD could make the military standard facility and playground designs available to the civilian community.
- DoD could provide "Benchmarks" in the areas of cost, compensation, evaluation, standards, and environments on which local child care programs could evaluate themselves.

My point of contact in the Office of Family Policy is Linda K. Smith, Director, Office of Family Policy, 696-5733.

Sincerely,

  
Carolyn H. Becraft  
Deputy Assistant Secretary of Defense,  
(Personnel Support, Families and Education)

~~II~~ Political Reform - Ideas



Record Type: Record

To: Bruce N. Reed/OPD/EOP

cc: Elena Kagan/OPD/EOP

Subject: Re: Update on Ideas [icon]

**Govt and Political Reform**

**1. Foreign lobbyist ban/sanctions on foreign govts for influence.** Carrie and I have just completed a review of the impact of the Helms Burton Act (H.R. 927) in order to gain insight into the idea sanctioning foreign countries who try to influence the U.S. government. Helms-Burton provides that any person who traffics property confiscated by the Cuban Government will be liable to the United States National who owns the claim to such property, the amount equal to the value of the property plus interests, costs, and fees. The bill also provides for a civil penalty, not to exceed \$50,000, to be imposed by the Secretary of the Treasury on any person who violates any license, order, or regulation issued in compliance with the provision of this act.

This bill has been criticized by foreign governments as a direct assault on their sovereignty and as a violation of international agreements on free trade and investment. Other governments have imposed retaliatory sanctions on U.S. citizens in response to Helms-Burton. It is my understanding that in response to complaints by foreign governments, the Administration has postponed implementation of certain aspects of Helms-Burton.

Obviously this is not a perfect model on which to base a bill to sanction foreign governments trying to influence the U.S. government. Preliminary options seem to be the following:

1. Sanction governments by freezing assets of violating country;
2. Recall our ambassador from the violating country;
3. Revoke Visa of Ambassador of violating country;
4. Seek adjudication at the World Court (not much here);
5. Impose Trade Sanctions;
6. Revoke Visa of embassy staffer identified with attempting to influence Federal Government or Elections.
7. Fine individual who violates law. If foreigner is involved, freeze their assets in U.S. (if they have any) until they pay fine. Or, freeze foreign government assets until individual violater pays fine.

Please advise if you think any of these have merit.

2. Auto-choice insurance reform

DPC staff are reviewing Moynihan and McConnell bills.