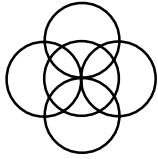


Birth to 6 EVENTS



A BULLETIN FOR THOSE WHO WANT TO LEARN MORE ABOUT EARLY INTERVENTION FOR YOUNG CHILDREN WITH SPECIAL NEEDS AND THEIR FAMILIES

Issue XLVIII—September 2004

Calling All Leaders

The field of early childhood calls leaders to master many areas – from business to personal relationships, money management to therapy skills, not to mention an understanding of early childhood development.

In this issue of *Birth to 6 EVENTS*, we will explore two essential questions: What are some of the big challenges for leaders in Birth to 3 and early childhood in Wisconsin? And, how are leaders finding unique ways to meet these challenges?

Our hope is that you will come away with ideas on how to expand your own resources and do things differently in order to meet the many requirements of this exciting field of work!

Changing EVENTS

You'll notice that this paper issue of *EVENTS* is a little thinner and is missing its usual training calendar. That's because, like many early childhood programs, we are moving toward increased use of the Internet to help us use our resources more efficiently. In response to reader's interest in continuing to receive copies of *EVENTS*, we are condensing the paper version of this newsletter and providing you with more complete information and the training calendar on-line. We have also updated our mailing list. We encourage you to access the full issue of *Birth to 6 EVENTS* at www.waisman.wisc.edu/birthto3/EVENTS.HTML. If you continue to need a hard copy and don't receive the winter mailing of the condensed version, contact Lynn Sankey at sankey@waisman.wisc.edu. Announcements will be made through the Birth to 3, early childhood special education, and other listserves. To subscribe to the Birth to 3 listserve, send a blank e-mail to b3etn-subscribe@yahoogroups.com.



Birth to 3 graduate from Dane county celebrates 6th birthday

Birth to 3 Regional Meetings

- M-Sept. 27 -Western Region, Chippewa Falls, County Courthouse
- T- Sept. 28 -Northern Region, Tomahawk, CESA 9
- W-Sept. 29 - Southeastern Region, West Bend, Comprehensive Service Agency Building
- Th-Sept. 30 -Northeastern Region, Green Bay, Brown County Central Library
- F- Oct. 1 - Southern Region, Richland Center, Health & Human Services Office

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BIRTH TO 3 LEADERS

Going the Extra Mile—Birth to 3 Leaders Expanding Resources

Interviewed By Lisa Pugh



Birth to 3 leaders Anna Fuller, Deborah Miller and Suzi Wolf graciously shared their insights in the following article. Each leader was asked to reveal a significant challenge in their professional life

and how they were meeting that challenge. Here are their thoughts:

A conversation with Deborah Miller, Director of Birth to 3 and Rehabilitation Services in Marathon County.

The Challenge:

Overseeing four different programs, including Birth to 3, which provide services to clients from birth through age 102 in Marathon County.

"There's multiple competing interests and competing responsibilities. You have to do a broad base of reading to keep track of 18 or more regulations. I have to make sure everyone is meeting their guidelines. There are physical therapy guidelines, pool regulations, occupational therapy guidelines. It gets to be a lot of regulating and Medicare changes. They (Medicare) tell you they're going to change the way you do things in a whole new way so that's the challenge."

The Ongoing Solution:

Hiring and retaining high quality staff.

"We have excellent staff and have been very lucky to be able to keep them. We hire the best people we can and empower them to do their jobs. I think networking is the key (to hiring quality individuals.) The first thing I do is not place an ad. The first thing I do is put the word out with all the contacts I have at the state and county level."

"We also do a lot of long-term recruitment. We have students from the local technical college and university come tour our building. Kids as young as junior high have come and talked to people who work in Birth to 3. We make the staff available and they can talk about their jobs and kids know there are positions in health care available to them. We follow up with students over time – sometimes follow them through school."

"We call universities in North Dakota and the Midwest. We keep in touch with the programs which have the specialties we need. It takes a lot of hours to have students, but it's worth it."

"The key (to employee retention) is we try to show an interest in their ongoing education. If we can't send them somewhere we try to get (the training) on-line or get a CD-rom or get a speaker to come here. We try to work release and support them. We think their knowledge base is very important."

"We also try to be flexible around their families because not only are the families they serve important, but their own families are important. If they need to pull back to part time, we make that change. We find if they are treated well and with respect that is reflected in the families they serve."

The Result:

Employees are more independent, reliable, and make good leaders themselves.

"I don't have to spend my time on as many day to day things and I'm in the loop. If they have a problem that needs attention, they'll let me know because they've had an opportunity to take command of a project. They know that one job is not more important than another, it's different jobs with different responsibilities. I can go on vacation and things don't fall apart!"

A conversation with Anna Fuller, Program Coordinator for Rock County Birth to 3.

The Challenge:

Dealing with a complicated HMO system.

"We no longer have a contract with one of the HMOs and because of non-billables and non-reimbursed services, the rehab agency says they will no longer do these services. I have four or five kids who haven't had evaluations. Now the HMO wants to send children to Madison for evaluations. It's an icky process. It's the challenge of filtering through the whole system, supporting families, explaining the process and making that relationship with the HMO."

"It's unfortunate and what I'm not pleased about is that we didn't see this coming. It would've been nice to have a process set up for families."

The Ongoing Solution:

Relationship Building

"I'm in the middle of negotiating a meeting with the HMO provider and RESource is coming to help. The first step is relationship building – for them to see the Birth to 3 system and find out what the questions are and help them understand our process and our regulations. I offered to sit down and meet face to face so they could visit our facility and come here and see where we are."

"It's quite a large HMO. The people are very nice and the key is going to be patience. It's going to take some time to filter through the right channels. We would like the rehab agency to serve all Birth to 3 children so families would have one agency to deal with."

"Once they see what we need, we will have to just problem solve."

A conversation with Suzi Wolf, Supervisor of the Early Intervention Program in Kenosha County.

The Challenge:

The decrease in revenue due to cut backs in private insurance.

"There has been a complete reversal in reimbursement from private insurance and Medicaid. We now collect more from MA than private insurance. We have had companies who previously covered services in 0-3, change their policy to not cover anything for developmental delay."

The Ongoing Solution:

Looking to new resources.

"Obviously, the enhancement from Medicaid has been a benefit. However, the ultimate goal would be to continue to provide quality services given reduced funding. We have two speech therapists trained in Hanen. We offer this parent education program to families who have language delayed children. We have been finding that once parents have the tools to help teach language to their child, very few children need continued therapy once the course is finished (i.e. they no longer have a 25% delay although their language may not be 100%)."

"We have also linked with community playgroups in order to provide socialization opportunities for children and families. Children benefit from peer interaction and parents benefit from getting together with other parents. Our United Way grant this year was funded to cover 5 playgroups at our site, Hanen and a swim therapy program. I have also been very diligent in trying to procure funding for program needs through grants and foundations. In the past year, I have been able to run 3 sessions of Kindermusik, purchase a gait trainer, creative play equipment, and therapy balls and bolsters, because of outside funding."

If you would like to learn about other unique ways in which Birth to 3 programs are expanding resources, contact your RESource consultant through <http://www.waisman.wisc.edu/birthto3/> or call WPDP at 608.263-6467.

Early Childhood Challenges

An Interview With Gaye Tylka

Leaders in early childhood programs have been called on to do things differently in recent years.

Sometimes, it has meant dramatic change. Early Education veteran Gaye Tylka shares what she believes to be some of the most pressing challenges and ongoing solutions below.

A conversation with Gaye Tylka, Early Education Director Cooperative Educational Service Agency (CESA) #4:

What are the biggest challenges in early childhood?

"I see three major challenges in the field right now:

Funding Issues. We now have the research and public awareness of the importance of the early years - the question now is will government (and society) make the financial investment necessary to support programs/services to insure children have what they need during those years. This includes nutrition, housing, and health care as well as quality 4-early care and education."

"Public school early childhood personnel are at least paid what other teachers are, but private preschool, Head Start, Birth to 3 teachers and child care providers do not receive professional pay for the work they do. Programs/services for young children receive far less dollars than do programs/services for school-aged and older children. The early years just are not a priority for public funding now."

"Remaining 'developmentally appropriate' in our practices. The "No Child Left Behind" expectations for achievement and high stakes testing in elementary schools has "trickled down" into programs serving 3, 4, and 5 year olds. Our challenge as early educators is to support early learning/development - in ways that insure all children make progress - but to do so in ways that honor and respect the unique needs of this age group. "Normal development" during these years covers a wide range; variability is typical between children and even within any given child. "

"Doing inclusion 'right'. We've made great progress in our efforts to no longer isolate children with disabilities from their "typically developing" peers. We need to remember, however, that simply having all the children in one classroom together is not inclusion! This goes back to being developmentally appropriate in our practices - we need to provide services to meet the developmental needs of each child within the group, insure that friendships are supported, and that each child is making progress."

"In our efforts to be inclusive, we run the risk of failing to utilize special education's best tool, the IEP. Developing a good functional IEP leads to good placement options. Special education is not a place, but a service, provided to the child in the least restrictive environment. This is the essence of effective inclusion and it is defined by the child's IEP."

How are programs trying to meet these challenges?

"In response to funding concerns - we have to be politically savvy and active. Use our voices and our votes to support candidates who are willing to support programs and services for young children and their families! Join professional organizations - like NAEYC and CEC-DEC - who advocate for children on a large scale."

"In relation to developmentally appropriate practices - early childhood professionals need to stay well-informed of the current research and trends in our field. We need to be armed with data and ready to articulate practices and expectations that are best for the children."

"I am aware of many support networks in our state, often through the regional CESA office. We have a thriving network in Western Wisconsin through CESA #4, the EC Forum, which has representatives from various public school programs (ECSC, 4K, 5K, Title I, etc.), Birth to 3/Early Intervention, private preschools, Head Start, child care, etc. We welcome everyone who wants to participate on behalf of young children and their families. Another tool is the WI Model Early Learning

Standards that were written to support developmentally appropriate expectations for children from three years old through their kindergarten year."

"In order to meet inclusion requirements: Professional development opportunities are available everywhere. Our DPI allocates some of its IDEA discretionary funds to support several statewide change initiatives. One is the Preschool Options Project through CESA #10 that provides training on how to do inclusion effectively and to use the IEP in making placement decisions.

Another statewide change initiative is through CESAs #2 and #4. This project provides funds to local communities (through the school districts) in the form of "mini-grants" - small allocations of funds to help communities plan and implement high quality, inclusive programs and services for young children."

You can contact Gaye Tylka at CESA 4 at 608.786.4844 or gtylka@cesa4.k12.wi.us

**Birth to 6 EVENTS
including a complete
training calendar
on-line at**

**[www.waisman.wisc.edu/
birthto3/EVENTS](http://www.waisman.wisc.edu/birthto3/EVENTS)**

ICC Guided By New Parent Leaders

By Linda Tuchman

Amidst the splash of children's play in the waterpark of the Tundra Lodge in Green Bay, members of Wisconsin's Birth to 3 Interagency Coordinating Council (ICC) were



deeply immersed in strategic planning retreat to identify future directions for the newly reforming Council. The planning retreat, held August 12 and 13 in conjunction with the public ICC meeting, was the perfect way to initiate five members for the first time and support the involvement of six others who have been on the Council less than a year.

As one of six veteran members who has been on the Council since 1997 and watched its evolution from the beginning, it was wonderful to welcome so many new members. Sharon Fleischfresser, another senior member, "found the retreat reenergizing, especially because we have so many new parent members with ideas to help drive our work."

To frame the meeting Jill Haglund and I researched and reflected upon past accomplishments of the ICC, highlighting the important role the ICC played throughout the history of Wisconsin's Birth to 3 Program. In the formative year (1985-1993) prior to Wisconsin's full implementation of the newly legislated federal early intervention program under the Individuals with Disabilities Education Act (IDEA), the ICC was actively involved in bringing key partners together to shape policies. This included the development of HFS 90 focusing on eligibility criteria, program rules, as well as procedures for child find, screening, evaluation, and assessment.

In more recent years, initiatives have focused around enhancing and maintaining the quality of Wisconsin's Birth to 3 Program. ICC members have been involved with:

- Wisconsin's self-study program review conducted for the U.S.

Department of Education's review of Wisconsin's Birth to 3 Program

- Development of the *Natural Environments Bulletin*
- Birth to 3 budget proposals
- Funding and supporting the Birth to 3 Work Force Survey
- Preparing the 2002-03 Birth to 3 Annual Report based on outcomes adopted by the ICC

Jill reflected that, "Throughout its history the ICC has addressed the needs of the growing and changing Birth to 3 program." Sue Chapman, a long term provider of Birth to 3 services and a rather new member of the ICC, commented that "the retreat was a wonderful opportunity to reflect on where we started, the progress we've made and the opportunities of the future to best serve the families of Wisconsin"

As we brainstormed ways to fulfill our responsibilities to advise the Department of Health and Family Services in the implementation of Wisconsin's Birth to 3 program, as indicated in the ICC By-laws, creative ideas kept coming and coming as we educated ourselves and began to come together as a new team. Norma Vrieze, St. Croix County Birth to 3 commented, "I was impressed with the diverse representation within the group and the commitment to be action-oriented in addressing Birth to 3 issues."

New parent members offered the following comments:

"I thought that the retreat was a definite step in the right direction. As a newer member to the Council, I am encouraged to know that all opinions and ideas are valued and appreciated." –Samantha Platkowski

"It was exciting and very gratifying to work with others who appreciate the importance of maintaining the quality and expanding the reach of Birth to 3 services; so much so that they are eager to devote significant time and energy to the pursuit of those goals." –Penny Nangle

"The retreat was very productive. The strategy part was awesome; it was the best strategic planning I've ever

been attended. I think we came out with good goals for future directions."

–Annette Wright

Under the leadership of Sandra Butts, ICC chair, and facilitation of Kris Freundlich, Department of Health and Family Services – Office of Strategic Planning, we reached consensus on several areas of focus to shape the future work of the Council. Some build on past work groups, infusing new ideas. One theme apparent across all areas was a commitment to increased collaboration with our community partners involved in the lives of young children and their families (e.g., Head Start, public schools, health care).

Following are the areas identified:

- Quality Assurance
- Personnel Development/ Knowledge/Public Awareness
- Financial Resources
- Collaboration/Partnerships

Our work is cut out for us; we can't do it alone. The ICC identified a commitment to creating meaningful ways to involve our constituents. Watch for future information and opportunities to get involved. All meetings are open to the public. If you have an interest in getting involved in any of these content area activities identified above, contact members of the ICC. We represent you.

Visit this website for additional ICC information including minutes of past meetings and announcements of future meetings. <http://b3icc.state.wi.us/>

Current Membership Roster for the Wisconsin Birth to 3 Interagency Coordinating Council

Currently, the ICC is comprised of 18 members. Open seats include:
 A representative from the State Legislature; Wisconsin Council on Developmental Disabilities, a representative from the state agency responsible for Head Start.

Name	Representing	Term Ends
Susan G. Akey (ICC Vice Chair)	Parent Rep.	July 1, 2004
Randy Blumer Deputy Commissioner	Office of the Commissioner of Insurance	At the pleasure of the Governor
Nicole Bowman-Farrell	Member as appointed by the Governor	July 1, 2007
Sandra Butts Milwaukee Co. Developmental Disabilities (ICC Chair)	County Government Rep.	July 1, 2004
Sue Chapman Achievement Center EI Program	Private Provider	June 30, 2005
Diane Fett, Fond du Lac Co. Dept. of Community Programs Birth to 3 Program Coordinator	Public Provider	June 30, 2005
Cindy Flauger, Program Director, Early Intervention Services	Private Provider	N/A
Sharon Fleischfresser, Medical Director, Children with Special Health Care Needs Program	WI Department of Health & Family Services, Division of Public Health	At the pleasure of the Governor
Jill Haglund, Early Childhood Consultant	WI Department of Public Instruction	At the pleasure of the Governor
Linda Huffer	WI Department of Health & Family Services, Division of Disability & Elder Services	At the pleasure of the Governor
Penny Nangle	Parent Rep.	July 1, 2007
Dr. Andy Paulson, Integrated Development Services	Provider Rep.	July 1, 2007
Samantha Platkowski	Parent Rep.	July 1, 2006
Laura Saterfield	WI Department of Workforce Development, Office of Child Care	N/A
Linda Tuchman, WI Personnel Development Project, Waisman Center	Early Intervention Personnel Preparation Rep.	At the pleasure of the Governor
Terri Vincent	Parent Rep.	July 1, 2006
Norma Vrieze, St. Croix County, Birth to 3	Public Provider	July 1, 2006
Annetta Wright	Parent Rep.	July 1, 2005

CAPTA Update

The WI Division of Children and Families published the "Addendum to the Child Protective Service Investigation Standards" on June 25, 2004 entitled "Referral of Young Children to the Birth to 3 Program." The document itself can be found on the DHFS website: http://dhfs.wisconsin.gov/dcfs_info/num_memos/2004/2004-11.htm

Click on the attachment at the bottom of that memo announcement. Several Birth to 3 programs have already had meetings or will soon be having them with their local CPS teams. Contact Jean Nothnagel for more information at: nothnjl@dhfs.state.wi.us or call (608) 266-5442.

Working with CAPTA: One Example

From Suzi Wolf – Kenosha County Early Intervention Program

"I met with the intake workers at DCFS during their regular department meeting. We had previously had an arrangement where they could/should call with referrals when a child under 3 was removed from the home. Typically these had been screenings and if need be, were referred for evaluation. I thought it was worth some additional conversation about when it would be most appropriate to refer."

"They suggested using email contact which was great vs. phone tag. I offered to come back in September with the Ages and Stages tool and train their staff as well as ongoing case management on how to use it."

"Past history has not resulted in many referrals due to developmental delay (surprisingly). By having their staff do the screening and then only refer if there is a concern area, my staff is relieved of having to do all of those screenings. We also have a Child Advocacy Center in Kenosha that completes physicals on all children removed from their home due to abuse/neglect. We often get referrals right from these folks (RN, FNP) before the child gets assigned to an ongoing DCFS worker."

Training Leaders in Birth to 3

One of the challenges for Birth to 3 programs in Wisconsin is recruiting and keeping qualified, caring personnel. When directors hire individuals who have limited knowledge in Birth to 3 practices but a willingness to learn, the goal of a program coordinator or supervisor becomes to help new employees feel secure working with infants and toddlers and their families within this highly complex program.

According to Wisconsin Birth to 3 regulations, HFS 90, all service providers must participate in 5 hours of training each year related to early intervention. For service providers without previous experience with Wisconsin's Birth to 3 Program, the 5-hour training requirement in the first year of service provision must include a basic orientation to the program.

The Wisconsin Personnel Development Project coordinates regionally located Orientation trainings each year to help programs meet these legal requirements. (See upcoming training schedule on page 7.) However, when a new employee needs to start work yesterday, what can a program coordinator or supervisor do?

Below is a simple guide to WPDP's Birth to 3 Training and Technical Assistance website – located at www.waisman.wisc.edu/birthto3/ – with ideas on how you might use the site to orient a new employee. By walking an employee through this information during several sessions, a program leader can be assured that the basics of Birth to 3 program and family-centered practices have been addressed.

This sample on-line orientation will take about 3-4 hours, depending on the depth of your descriptions and the amount of time you build in for questions. For your convenience, the guidance suggested below will be housed on the website at: <http://www.waisman.wisc.edu/birthto3/GUIDE.html>

SUGGESTED STEP BY STEP ON-LINE ORIENTATION

Log on to: www.waisman.wisc.edu/birthto3/

The Birth to 3 Basics section includes links to information about key aspects of Wisconsin's Birth to 3 Program, including an overview and specific sections on these topics: Evaluation and Assessment, IFSP, Service Coordination, and Natural Environments. The materials mentioned in this guide and any items developed for Birth to 3 workshops are posted in this section, including those from "Orientation to Best Practices in Birth to 3"

To begin this online orientation, click on Birth to 3 Basics and select Birth to 3 Overview. This section includes an overview of the program, a link to the full text of HFS 90, and an on-line version of the Families Are the Foundation Booklet along with other key information.

Spend time walking through the Orientation to Best Practices - Slide Show. Be sure to stop periodically to ask if the employee has any questions. (Suggested 20 –30 minutes.) As you pass the slide with the photo of Families Are the Foundation Booklet, indicate that you'll take a closer look at that booklet, next.

The Families Are the Foundation Booklet is a key document in Wisconsin's Birth to 3 Program. The booklet is given to all families of children referred to a Birth to 3 Program and includes information about the Birth to 3 processes and what families might expect to experience. Make sure new employees are familiar with all contents and allow time for review and questions. (Reserve 15 minutes for the review and questions. You will want to encourage your new employee to take time to read the booklet in its entirety at another time.)

At this point, you might want to pause to invite your new employee to read Joni's Story for discussion at a future meeting. We have found that the perspective presented in the story, helps new providers understand a family's perspective about their early intervention experiences.

The Wisconsin Birth to 3 Guiding Principles and Key Elements of Family-Centered Services page makes basic

points about how Birth to 3 should work with families. Take time to review these points and answer questions. (Suggested 10-15 minutes.) This would be a good time to share your programs mission and philosophy statements to review how they reflect the principals included in these foundational Birth to 3 materials.

Birth to 3 Program processes are further explained on the Birth to 3 Flow Chart, demonstrating the various ways a child referred to Birth to 3 may enter the program. The list of Diagnosed Conditions, clarifies which path a child may take depending on the circumstances at the time a referral is made. Take time to explain what role this individual may play in the process. (Suggested 15-20 minutes.)

All employees should be encouraged to review Wisconsin Birth to 3 law - HFS 90 – either on-line or in hard copy. Ask new employees to review and ask questions. (Reserve 30 minutes for HFS 90 overview and related questions.)

Note that links to specific sections of HFS 90 are available in other sections of Birth to 3 Basics (i.e., Links to the Evaluation and Assessment portions of HFS 90 are found in the Evaluation and Assessment section, and links to the IFSP portions are included under the IFSP section.)

Take some time to review all essential forms and policies related to Birth to 3 services. Many state forms are located on-line in the Birth to 3 Overview section under Additional Resources. (Suggested 15 minutes.)

Because the IFSP is the most important document in Birth to 3, we recommend that you spend time discussing the IFSP process and the documentation required for this process. Consider discussing A Walk Trough the IFSP Process - Slide Show found under Birth to 3 Basics – IFSP. (Suggested 20-30 minutes.)

The IFSP section also includes sample IFSP goals to help a new employee better understand his or her team contribution and how to write functional outcomes with families. Allow the employee to review sample goals located at IFSP – Additional Resources. (Suggested 20-30 minutes for discussion and questions.)

It is important that all Birth to 3 employees have a basic understanding

TRAINING INFO

of other state and community programs and services that work with and can be useful to Birth to 3 families. Provide a general overview of the items listed under the Financial Resources, Health Resources, Early Education & Care, Early Hearing Detection & Intervention sections of the site.

Make sure each employee has a contact list with phone numbers that include contacts for Birth to 3 RESource, State Birth to 3 Staff and WPDP. These contacts and other programs which may be helpful in finding resources or connections for families can be found under the Links section of the website.

You might also want to bookmark the Professional Development/Training section of the Birth to 3 Training and Technical Assistance website. This will help you and your new employees keep current on training opportunities offered by the Birth to 3 Program as well as other relevant trainings. This site includes links to Birth to 6 EVENTS, TNET, and the Waisman Center Community Training Calendar, which are sources for up-to-date information about early childhood professional development opportunities. New employees can also find information about the licensing, professional development, and continuing education requirements for their profession. (<http://www.waisman.wisc.edu/birthto3/EVENTS.HTML>)

Service Coordination Orientation On-Line Modules

A series of on-line modules on early intervention services coordination will be introduced at this Fall's Birth to 3 Regional Meetings, and activated on-line later in the fall. These modules will complement this on-line orientation, adding more information and activities particularly relevant for service coordinators and those who need to know how to team/work with service coordinators. These modules will be available at the Application Station: Beyond the Basics section of the website.

If you have any questions about this on-line guide, please contact WPDP at 608.263.6467 or e-mail: tuchman@waisman.wisc.edu.

Upcoming Trainings: Birth to 3 & Early Childhood

Birth to 6 Social-Emotional Development

As introduced in the last *Birth to 6 EVENTS* (Summer 2004), WPDP has identified the topic of social-emotional development and mental health as the theme for this year's training priority. However, we're not venturing into this important topic alone. After many conversations and much input, we've developed a collaborative planning committee. The group has committed to a Birth to 6 perspective and coordinated efforts among the Wisconsin Initiative for Infant Mental Health, DPI, Birth to 3 Program, and other partners.

- Develop a curriculum of coursework to be delivered via a combination of video-conferencing, face-to-face and on-line learning, with options for university course credit.
- Provide information and resources on social-emotional development and mental health to local programs state-wide via websites, hard copies, and on-line discussions.
- Coordinate a culminating "large" event in the upcoming year (preferably spring 2005) with a nationally known speaker on the topic, coordinating with and inviting our community partners.
- Hold regional trainings, beginning in 2005, focused on application of content presented in the course with an emphasis on evaluation, assessment and intervention.

We are excited about exploring this topic and invite anyone with comments/questions to contact Lynn Havemann at the Waisman Center havemann@waisman.wisc.edu

On-Line Course Available

The SELF Outreach Project, funded by the US Office of Special Education and Rehabilitative Services, is offering a six week on-line course this fall for anyone involved in the assessment and intervention of infants and toddlers. The course provides information on self-regulation, sensory processing, temperament and social-emotional development. It is an opportunity to learn new information and practice new skills in a flexible environment.

The course is free but there is a \$25 materials fee. Participants receive a certificate and OT/PT/SLP and Social

Worker CEUs are available.

We also are looking for people who are interested in becoming trainers in the SELF Process. Contact Holly Harrison (hharriso@unm.edu).

Visit our Web site (<http://www.newassessment.org>) for information on the SELF Outreach Project (click on SELF on the left side bar) and the SELF Process (click on Models on the right side bar).

Birth to 3 Orientation at the WECA Conference

When: October 14, 2004 Thursday 9 a.m. to 4 p.m.

Where: The LaCrosse Center

Contact: Lynn Sankey at

sankey@waisman.wisc.edu

[http://www.waisman.wisc.edu/](http://www.waisman.wisc.edu/birthto3/ORIENTATION)

[birthto3/ORIENTATION](http://www.waisman.wisc.edu/birthto3/ORIENTATION)

Next Orientation: Late January or early February 2005, Southeast region

Great Lakes Inter-Tribal Council to hold Disability Summit

The goals of the summit are to identify available tribal, county and state resources which can be used to meet the transportation, housing and medical needs of the disabled living in Indian County, from birth through ages 99. Providers who assist children and adults with disabilities and interested community members are welcome to attend.

When: September 21-22, 2004

Where: Lake of the Torches Resort Casino

Contact: 715-588-3324 or 800-472-7207

The P.L.A.Y. Project Workshop (Play and Language for Children with Autism.)

When: November 19-20, 2004

Where: Olympia Resort, Oconomowoc

Contact information: Terri Enters

262-567-4177 or tenters@lsswis.org

Featured Speaker: Richard Solomon M.D. chief, section of Behavioral & Developmental Pediatrics, Clinical Associate Professor, Div. of General Pediatrics, University of MI, Ann Arbor.

Focus: This workshop focuses on the Developmental, Individualized and Relationship (D.I.R.) Oriented Model based on the developmental theories of Stanley Greenspan, MD. The DIR theory and research will be presented along with videotape case examples. Training Manual is included.

Appropriate for both professionals and parents.

The Wausau Area Community – A 2004 Community of Excellence

Award Recipient

We are pleased to announce that the Wausau Area Community has been named a national Community of Excellence and Communities Can! 2004 award recipient by the Federal Interagency Coordinating Council. This award places Wausau among a national network of communities (e.g., Martha's Vineyard, MA, Hope Street Family Center, Los Angeles, CA, Newport, RI) that have found effective ways to use resources from many federal programs for serving young children (birth through age 8) with, or at risk of, disabilities and their families through an integrated set of services and supports. Award recipients have demonstrated exemplary efforts in meeting the following goals:

- All young children and families in need of services and supports are effectively identified early and easily brought into the community's system for delivering services and supports.
- All young children and families receive regular, ongoing and comprehensive services and supports they need.
- There is a way to fund the services and supports needed by young children and families.
- Services and supports for young children and their families are organized in ways that families can easily use them.
- Families participate in decision-making at all levels and find the services they receive beneficial.
- There is a systematic approach to effectively serving culturally, racially and linguistically diverse children and families.

The Wausau Area team will be featured at the luncheon session of the Birth to 3 and 3-5 Expanded Leadership Event on September 14. Team members will share the presentation their delegation made when their team accepted their award in Washington, DC on June 7.

In talking with Lynn Gabriel, Children's Service Society of Wisconsin, I learned that the Birth to 6 Interagency Council has played a crucial role in bringing community

partners to the table to look at funding from the perspective of "What do kids needs?" and "How can we serve them?" She noted that, "We're able to get above turf issues." The Council has provided leadership for assessing community needs and developing task forces to meet them. Examples have included:

- 4-year-old kindergarten approach that includes services at 9 sites in the community
- Start Right Program partnership among the public health department, Children's Service Society of Wisconsin, and the public schools that provides ongoing support to families of infants and toddlers prior to beginning school
- Production of a video on "Early Hearing Detection and Intervention"
- Ongoing support to the Southeast Asian community of over 7,000 people and growing.

Currently, the Council is working to develop an approach for screening children ages birth to 5 to promote healthy social emotional development.

These and other efforts demonstrate the commitments of the early childhood community to act on behalf of families. Lynn observed the impact of the award by sharing that, "It was great to have the acknowledgment and the opportunity to celebrate our community's successes."

"Having our work acknowledged has been very affirming for all of us", reports Deborah Miller, Marathon County's Birth to 3 Program. "I believe that in Marathon County our biggest strength is collaboration. We face many challenges and have lots of resources. We do our best to collaborate and use our resources wisely."

Sandy Haas a parent member of the team has "only good things to say about the Birth to 6 Council. Our family experienced smooth transitions into Birth to 3 from the NICU, from Birth to 3 into early childhood, and from early childhood into four-year-old kindergarten. Our son Matthew has flourished. He is now ready to be with his peers in kindergarten this year.

The Council helped make these transitions seamless for my family."

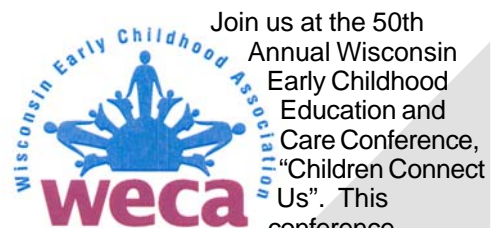
She further added that, "As parents, we didn't know what we were getting into. Having all of the support by a coordinated system made such a difference for us. It helped us be the best advocates for Matt." Because of all of the supports her family received and involvement with the Council, Sandy has now found her way to helping other families when they learn that their child has a special need.

While in Washington, Sandy observed that the parent stories helped the whole community team see how the Council has made a difference for families.

Congratulations, Wausau Area Community! We're proud of you and appreciate your representation of Wisconsin in this national initiative.

Kudos to the Waushara Community, too. They were also recognized for their nomination to the 2004 Communities of Excellence Recognition Program.

WECA Conference: Children Connect Us



Join us at the 50th Annual Wisconsin Early Childhood Education and Care Conference, "Children Connect Us". This conference, sponsored by the Wisconsin Early Childhood Association and the Wisconsin Division of Early Childhood has become an annual tradition for professionals working with young children.

There will be several offerings of particular interest to Birth to 3 professionals as well as a chance to network with others in this field. Orientation to Best Practice is a pre-conference day for those new to service provision, or those wishing to review the basics. Other topics of interest include 'research-based social/emotional learning programs for early childhood', 'Developmental reactions to grief and trauma', 'healthy feeding for infants and toddlers' and many other topics. Come check it out!

Sound Beginnings Grants Offered

If you are serving children in your Birth to 3 Program who are deaf or hard of hearing or are interested in building your county's capacity to serve children who are deaf or hard of hearing, here's a new opportunity for you.

The Wisconsin Sound Beginnings Program (WSB), committed to partnering with Wisconsin's Birth to 3 Program and other state partners since its inception in 1999, is offering mini-grants to county birth to 3 programs to assist them in meeting the current and future needs of infants and toddlers in their counties who are deaf and hard of hearing, and their families.

County Lead Agencies for Birth to 3 or their designee are eligible to apply for a mini-grant up to \$1,500. Counties may choose to collaborate with another county to submit a joint application. There can only be one application per county. Applications are due on October 1; counties will be notified of their proposal's outcome by October 29. Funds must be spent by the end of March 2005.

We are inviting you to tell us how you would use the WSB mini-grant funds to enhance your capacity to either serve a child currently in your program or to engage in activities that will help your program be more prepared to serve a newly referred child who is deaf or hard of hearing.

Applications and additional information is available at: <http://www.waisman.wisc.edu/birthto3/EARLYHEARINGDET.HTML>

For additional information, contact: Linda Tuchman at: tuchman@waisman.wisc.edu or Sally-Ann Anderson at: Sally.Anderson@dpi.state.wi.us

Job Postings

Birth to 3 Educator

Kenosha County Early Intervention is looking for a highly motivated individual to provide educational services to children birth to 3 years. The person will educate the exceptional infant in individual and group settings, provide parent education, supportive consultation and resources to enrolled families. Must have bachelor's degree in Special Ed and/or related areas. Also must have current teacher's license and be able to obtain licensing under Ch. 115 Stats, Ch. P13. Should be familiar with a variety of assessment tools. 9 or 12 month position.

Reply to S. Wolf, swolf@thekac.com, 1218 79th Street, Kenosha, WI 53143, |FAX: 262-605-5510. <http://www.acronet.net>

ANNOUNCEMENTS

**Find the
complete training
calendar**

[click here](#)

Thanks and Congratulations

Melissa Velez, RESource Facilitator and guest editor of Birth to 6 EVENTS for the last two issues, has welcomed a new baby boy into her home. Nicolas Andres Velez was born on July 6th at 7 pounds 12 ounces and 20.5 inches long. Mom and baby are enjoying time together. Congratulations, Melissa, and thanks for your contributions to EVENTS!

Melissa's leave welcomes back Lisa Pugh from a year-long hiatus following the birth of her baby. Lisa returns to work with WPDP this September. Welcome back!

Resources

Putting the Child Back Into Child Care: Jessica Brauner, Bonnie Gordic, and Edward Zigler have written a new article in the Social Policy Report (published by the Society for Research in Child Development) entitled "Putting the Child Back into Child Care: Combining Care and Education for Children Ages 3-5."

The article includes information about: —the state of child care licensing; —reframing how the public thinks about child care and early childhood education; —economic analyses of the child care market; and —the trade offs of integrating child care into public school-linked preK programs vs. strengthening the education component of typical community child care.

The article is free online (in an Adobe .pdf file) at www.srcd.org/sprrecent.html or www.srcd.org/SPR18_3.pdf

Another article, found on the Ounce of Prevention Fund web site, is entitled: Science, Policy and the Young Developing Child: Closing the Gap Between What We Know and What We Do. Jack P. Shonkoff, M.D., examines the current state of early childhood, and explores ways to close the gap in our society. Dr. Shonkoff, the Dean of The Heller School for Social Policy and Management at Brandeis University, spoke at the Ounce of Prevention Fund's 20th Anniversary Dinner. This report, written by Dr. Shonkoff, expands upon his remarks.

Download this article at: <http://www.ounceofprevention.org/downloads/publications/shonkoffweb.pdf>

JOB POSTINGS

Speech Language Pathologist Requested

Are you a certified SLP seeking meaningful work with young children and their families? Flexible scheduling? Possible alternative hours? Setting your own schedule? Multiple opportunities available. Please call, FAX or send your resume to Lutheran Social Services Birth to 3, attn: Missy Kueht-Becker, W226N555A Eastmound Dr., Waukesha, WI 53186. For Questions please call 262-896-3446/cell 262-424-9847; Fax 262-896-3450. Equal Opportunity Employer.

Speech Language Pathologist Needed

SLP needed to serve children in the Birth to 3 program in Manitowoc County and pediatric clients in Sheboygan County. Pediatric experience is preferred but we will train the best applicant. For more information please call John or Nicki Elmendorf at 920-803-1617 or email progbeg@progressivebeginnings.net

Progressive Beginnings, LLC, 3315 Behrens Parkway, Sheboygan, WI 53081.

Birth to 3 Special Educator & SLP Needed

Birth to 3 special educator with an 808 or 809 license currently needed to join our Portage Project Birth to 3 team in Columbia County. This position is very part-time, 4-6 days a month. Also Birth to 3 speech and language pathologist needed to join our Portage Project Birth to 3 team in Juneau County. This position is also very part time, 6 days a month. Contact: Michelle Davies, Coordinator; Portage Project Birth to 3 Program, CESA 5, 626 E Slifer Street, PO Box 564, Portage, WI 53901. Call 608/742-8814 x 259 or daviesm@cesa5.k12.wi.us.

Occupational Therapist Opening

Easter Seals Southeastern Wisconsin seeks qualified, licensed candidates for the position of Occupational Therapist, for a temporary part-time position. Work with children ages birth to three years of age, and their families, in natural environments. Please send resumes to: By e-mail: mschaefer@easterseals-sewi.org
By fax: Director of Children's Services, (414) 449-4448; By mail: Director of Children's Services, Easter Seals Southeastern Wisconsin, 3090 North 53 Street, Milwaukee, WI 53210-1617. Call Michelle Schaefer with any questions at (414) 449-4444, extension 232.

Early Intervention Program (EIP) Teacher (Waupaca County)

Provides educational services to children birth through three years of age who have

developmental disabilities, coordinates therapies received by child, and provides case management to the family.

Department: Health and Human Service

Status: Part time 60%

Union: Professional 2771

Start Date: Jan 1, 2005

Qualifications: Bachelor's Degree in Early Childhood, Elementary Education or Special Education required. 808/809 Certification preferred or required to begin certification process upon hire. Reimbursement for future education available. Previous experience in an Early Intervention Program desirable.

Must possess a valid drivers license and dependable transportation. New grads encouraged to apply

For more information contact:

April M. Hartjes, Program Coordinator

715-258-6396 or email at

ahartj@co.waupaca.wi.us

Speech Language Pathologist

North Eastern Wisconsin Rehabilitation Corporation

Job Description: Full time position in Birth to Three in Waupaca County. Benefits include flexible scheduling, paid time off, continuing education, medical, dental, short term disability, life insurance and a retirement plan.

Qualifications: Must be licensed by the Wisconsin Department of Regulation and Licensing.

H.R. Contact Becky Parker

Call (920)982-5440

How to Apply: Please send resume:

newrehab@athenet.net

Fax: 920-982-0444 Phone: 920-982-5440,

920-470-1373 cell (Becky)

Employer: North Eastern Wisconsin Rehabilitation Corporation

307 Smith Street

New London, WI 54961

Job Address: Same as the employer address.

Description: Rehabilitation Corporation

Early Interventionist -Bridges for Families, Dane County (2 positions)

Principal duties: This outreach specialist position is part of the Waisman Center - Center for Excellence in Developmental Disabilities . The early interventionist will function as an interdisciplinary team member of the Bridges for Families Birth to 3 Program.

Degree and area of specialization:

Master's Degree in Social Work, Early Childhood Special Education, Psychology.

or related field preferred. Bachelor's Degree in Early Childhood Special Education, or related field would be considered for an applicant with the at least two years experience in Early Intervention.

How to Apply: Send resume and cover letter referring to Position Vacancy Listing #48453 and #47876

Mary Erdman

UW-Madison, Waisman Center

TTY: N/A

1500 Highland Ave-Room A123

Madison, WI 53705-2280

Fax: 608-265-3441

Email: erdman@waisman.wisc.edu

For more information click here

http://www.ohr.wisc.edu/pvl/pv_048453.html

Service Coordinator-Bridges for Families, Dane County

Principal duties: This outreach specialist position is part of the Waisman Center's Center for Excellence in Developmental Disabilities (formerly University Affiliated Program). The Service Coordinator will function as an interdisciplinary team member of the Bridges for Families Birth to 3 Program.

Degree and area of specialization:

Master Degree in Social Work, Early Childhood Special Education, Psychology, or related field preferred. Bachelor's Degree would be considered for an applicant with at least two years of experience providing coordination of services to children in the targeted population.

How to Apply: Send resume and cover letter referring to Position Vacancy Listing #47719 to Mary Erdman

UW-Madison, Waisman Center

TTY: N/A

1500 Highland Ave-Room A123

Madison, WI 53705-2280

Fax: 608-265-3441

Email: erdman@waisman.wisc.edu

For more information click here

http://www.ohr.wisc.edu/pvl/pv_047719.html

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1500 HIGHLAND AVENUE
MADISON, WI 53705-2280
PHONE: 608-263-5022

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Birth *to* 6 EVENTS

Wisconsin Personnel Development Project

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For additional information, call 608-263-5022, 1-800-532-3321, or email sankey@waisman.wisc.edu
Deadline for submissions to next EVENTS: January 3, 2005.

WPDP website: www.waisman.wisc.edu/birthto3/