

Policy ID

Head Start Employee Childcare Policy

Policy

WNCSource encourages its employees to apply for child care slots in its Head Start, Early Head Start and NC Pre-K programs as they meet eligibility requirements and slots are available. To ensure the safety and quality of educational activities, WNCSource employees may not serve as a teacher, assistant teacher or floater in their child's classroom.

Procedure

1. WNCSource realizes that parents are often the first teachers of their children. However, industry best practice and evidence based research recommends that parents separate from their children during pre-school for the best preparation for Kindergarten. Three of the most cited reasons for maintaining distance from your child in a formal childcare setting are:
 - a. children learn to be independent if they are in the classroom on their own
 - b. co-workers feel more confident in assisting children with developmentally appropriate tasks or with behavioral challenges
 - c. the teacher does not encounter issues of impartiality or accusations of favoritism
2. WNCSource encourages parents who meet eligibility requirements to inquire about enrollment for their children
 - a. Eligibility requirements can be found here www.wncsource.org/wcca-services/childrens-services
 - b. Applications are available on-line at the same location
3. When an employee enrolls his/her child in one of WNCSource's programs
 - a. The employee must notify his/her supervisor of the enrollment and requested program and location
 - b. The Supervisor will work with the employee and ERSEA team to place the child
 - i. Preferably the child will be placed at another location from that of the parent
 - ii. If another site is not feasible, the Supervisor will determine how to accommodate the employee so that he/she is not in direct supervision of the child
 - iii. If an accommodation cannot be made (such as a situation where a floater's child is at a center and coverage for the child's classroom cannot be worked out) then the child will be placed on the waiting list until a slot becomes available at another location
 - iv. If your child is enrolled in a WNCSource HS/EHS or NC PRE-K classroom program, the parent would be afforded all the same privileges and opportunities as all enrolled families and be subject to the WNCSource program requirements, schedule, and policies.