



BOSTON COLLEGE
Center for Work & Family
CARROLL SCHOOL OF MANAGEMENT

New Challenges in Child Care Articles and Resources June 2020

Guidance for child care center safety

[General Preparedness and Planning \(CDC\)](#)

- Wash hands often with soap and water. If soap and water are not readily available, use an alcohol-based hand sanitizer with at least 60% alcohol.
- Always wash hands with soap and water if hands are visibly dirty.
- Remember to supervise young children when they use hand sanitizer to prevent swallowing alcohol.
- Clean and disinfect frequently touched surfaces.
- Cover cough and sneezes.
- Cover your mouth and nose with a cloth face covering when you have to go out in public.
- Cloth face coverings should NOT be put on babies and children under age two because of the danger of suffocation.
- Require sick children and staff to stay home.
 - Communicate to parents the importance of keeping children home when they are sick.
 - Communicate to staff the importance of staying home when they feel sick.
 - Establish procedures to ensure children and staff who come to the center sick or become sick while at the facility are sent home as soon as possible.
 - Keep sick children and staff separate when waiting to be sent home.
 - Staff members should not return to work until they have met the [criteria to discontinue home isolation](#).
- Have a plan if someone is or becomes sick.
 - Have an isolation room or area to isolate a sick child.
 - Follow CDC guidance on how to [disinfect the building or facility](#) if someone is sick.
 - If a child is sick in the isolation room or area, clean and disinfect surface in the room or area after the sick child has gone home.
 - If COVID-19 is confirmed in a child or staff member:
 - Close off areas used by the person who is sick.
 - Open outside doors and windows to increase air circulation in the areas.
 - Wait up to 24 hours or as long as possible before cleaning or disinfecting to allow respiratory droplets to settle.
 - Clean and disinfect all areas used by the person who is sick, such as offices, bathrooms, and common areas.

- If more than 7 days have passed since the person who is sick visited or used the facility, additional cleaning and disinfection is not necessary.
 - Continue routine cleaning and disinfection.
- Implement [social distancing strategies](#)
- Intensify [cleaning and disinfection efforts](#)
- Modify [drop off and pick up procedures](#)
- Implement [screening procedures upon arrival](#)
- Maintain an adequate ratio of staff to children to ensure safety
- [Caring for infants and toddlers](#)
 - Diapering
 - Washing, feeding, or holding a child
 - Healthy hand hygiene behavior
- Food preparation and meal service

[Safety Guidelines for Child Care Centers \(New Jersey\)](#)

- Screening staff and children for fever and other COVID-19 symptoms prior to entry.
- Minimizing group sizes to 10 children and limiting movement between groups.
- Ensuring that the spacing of groups allows for ten feet of separation between groups at all times.
- Taking steps to minimize crowding at pick up and drop off.
- Strictly limiting the sharing of supplies, food, toys, and other items.
- Prohibiting field trips and other off-site activities.
- Strictly limiting or discouraging close person to person contact (hugging, wrestling, games involving touching or tagging).
- Requiring staff to wear cloth masks.
- Continuing to teach and reinforce healthy hygiene practices to prevent the spread of COVID-19.
- Restricting all visitors - except for emergency/law enforcement personnel in their official capacity and Department of Children Families personnel - to after operating hours.
- Implementing enhanced cleaning and sanitation practices.
- Planning for and abiding by procedures for response to COVID-19 exposure.
- Completing DCF Office of Licensing daily log.
- Requiring notices and wall signs to be posted on entry and exit doors, in diapering areas, and in restrooms.

[What Parents Can Learn From Child Care Centers That Stayed Open During Lockdowns](#)

Throughout the pandemic, many child care centers have stayed open for the children of front-line workers — everyone from doctors to grocery store clerks. YMCA of the USA and New York City's Department of Education have been caring for, collectively, tens of thousands of children since March, and both tell NPR they have no reports of coronavirus clusters or outbreaks. As school districts sweat over reopening plans, and with just over half of parents telling pollsters they're comfortable with in-person school this fall, public health and policy experts say education leaders should be discussing and drawing on these real-world child care experiences.

- In order to slow the spread of illness, local YMCAs and New York City grouped "pods" of no more than nine children with each adult. Pods didn't mix, but social distancing and use of masks weren't necessarily observed within each pod, especially with very young children.
- They did temperature checks and symptom screenings on each child coming in each day, with staff members wearing masks, gloves and gowns where available. Children with symptoms were urged to stay home.
- Staff came up with creative ways to reinforce frequent and thorough hand-washing.
- They also reinforce social distancing by having the kids make "airplane arms" when they're standing in line or moving from place to place. And children get their own materials, such as art supplies, to use from day to day, rather than sharing.

Employers support for child care during these challenging times

[Childcare in the COVID-19 Era: A Guide for Employers](#)

This is a presentation that gives some guidance for employers in a constantly changing global situation, specifically focusing on child care. The presentation offers some advice on how employers can support employees, such as providing childcare services to essential workers, allowing home-based work where possible, offering flexible work options, and allowing staff to take (paid) family leave. In addition, the presentation suggests providing access to online pre-school services, online platforms that support parenting skills, supporting mental health and well-being, providing financial support to parents, offering emergency childcare services, and implementing measures to protect employees and their children. The end of the presentation contains resources that may be helpful to employers as they plan their response to and support for their employee's child care needs. The resources are divided into five key areas:

1. The impact of COVID-19 on businesses and the world of work,
2. How to deal with COVID-19 in the childcare environment,
3. Parenting and caring for young children in the COVID-19 era, resources to support playful learning at home for children between 0 and 6 years old,
4. Resources for young children who may have just started school (from 6 to 8 years old), and
5. International resources for children of all ages.

[7 Ways Employers Can Support Working Parents During the Coronavirus Disease Outbreak](#)

It is essential that working parents are given the time and support they need to care for their children and workplace family-friendly policies that help to reduce the burden on children.

This article offers seven tips on what employers can do to support their employees.

1. Assess whether current workplace policies effectively support families.
2. Grant flexible work arrangements.
3. Support parents with safe, accessible, and affordable quality childcare options.
4. Promote good hygiene in and out of the workplace.
5. Provide workers with guidance on how to seek medical support.
6. Help workers and their families cope with stress.

7. Reduce financial burdens should workers or their family members fall ill with COVID-19.

[Working during COVID-19](#)

Human resources at the University of Washington has put together a collection of resources for child care. It includes links to child care options and resources, child care health and safety during COVID-19, caregiving startup tips, at-home learning resources, planning for summer care during COVID-19, and tips for families during COVID-19.

[A Second Child Care Crisis is Coming, Employers Will Need to Address It](#)

This article acknowledges that while child care was important before the COVID-19 outbreak, the pandemic is proving just how critical it is. The article points out that stay at home mandates have caused an all time low for productivity and employers are eager to minimize further productivity losses. In response to this, the article offers some suggestions for employers to support their employees when preparing for re-entry. These suggestions include, making sure employees know about their dependent care FSA, funding it, revamping benefits portfolio, and communicating clearly.

Lack of camps/child care this summer

[As Summer Plans Cancel, Parents Panic about How to Entertain Kids](#)

The article touches on some of the difficulties that families are going to be facing this coming summer with cancelation of child programs. Parents, toddlers, and kids of all ages are feeling the disappointment of these cancellations. This article offers some suggestions for what parents can do this summer for their children. This includes creating some of the elements of camp while at home, managing your own expectations, and remembering that you're not the only one who is disappointed.

[6 Ideas for Summer Fun Now that Camp has been Canceled](#)

While the cancellation of summer camp poses a variety of challenges for many families, this article presents six ideas on how to make summer fun for children. These suggestions include attending virtual day camp, assembling 'camp' on demand, embracing the quick fix, getting out of town, joining a reading club, and getting a little help from your friends.

[If Camp is Cancelled, Will I Get My Money Back?](#)

The cancellation of summer camps is heartbreaking for kids, as well as parents as it is an important source of child care. With many disappointments because of the coronavirus, kids and parents are facing even more with camps. In addition to the sadness, this article touches on how this is going to be very difficult for working parents. In these situations, parents can't turn to grandparents for child care without putting them at risk for COVID-19. This article also notes the challenges that parents of kids with disabilities and special needs are going to face due to the fact that camp is empowering and educational for them. Difficult financial decisions are also an important component of the situation.

[School's Out. Parental Burnout Isn't Going Away.](#)

The [A.P.A. did a survey](#) from May 21 to June 3 that found while 69 percent of parents were looking forward to the school year being over, 60 percent said they were struggling to keep their children busy, and 60 percent said they "have no idea how they are going to keep their child occupied all summer." This article offers some suggestions on how to make it through the summer, including:

- Having some kind of structure to the day.
- Sitting down together and dividing activities into three categories: nonnegotiables, things you want to see happen, and things you would like to see happen.
- "Forcing your brain to think about some of the positives, no matter how small they are," can help ameliorate burnout. A way to feel more effective is to keep a journal where every night you write down one thing you did well as a parent.
- Parents in general, but mothers, especially, should not just consider the risks of the coronavirus, but also the risks to their mental health when it comes to making decisions about finding child care.

Child care for those who are working from home

[5 Reasons You Need Childcare When You Work From Home](#)

While it seems that working from home allows you to eliminate and give up expensive child care, it is a common misconception. While there are many perks to working from home, specifically regarding kids, there are still reasons why child care is still important. This article points out that the five reasons are:

1. Multitasking is a myth.
2. Your kids will always act up at the worst moment: conference calls.
3. You can't predict what every workday will be like.
4. You deserve to be taken seriously.
5. Your kids will probably be happier.

[Two Parents. Two Kids. Two Jobs. No Child Care.](#)

This article is a narrative about a parent who is working from home with their spouse while also raising their two children, all without child care. The article provides some personal examples of this quarantine lifestyle that many can relate to. The article focuses on how this lifestyle is not sustainable and that it is exhausting. The parenting burnout is real and a hot topic during this pandemic. Many parents think that they are not performing at their best in both their work and their home life, making it crucial that there are some child care options for these families.

[Parents' Stress Levels Spike as Pandemic Drags On](#)

This article emphasizes the stress and burnout that parents are facing during the COVID-19 pandemic. Working parents make up about one third of the U.S. workforce and the longer the stay at home, there is a higher risk these workers will be burnt out before returning to the office. The mental health impact of the pandemic is real and may get worse the longer the pandemic goes on. The implications of staying and working from home due to the virus are stressful and damaging, which leads to the necessity of child care for working parents.

Challenges to the child care system overall

[Challenges Child Care Programs and States Face in Reopening and Beyond](#)

The coronavirus pandemic has had immense impacts on the child care industry. At the height of the crisis, 60% of child care programs around the country had closed and one-third of the child care workforce had lost their job. Child care providers were pessimistic about their ability to stay in business long-term, and about half of parents were worried their child care provider would close permanently.

As states begin to reopen, many child care programs are as well. But for many, making it to the point of reopening was just the first step. Staying open in the coming months will be a significant challenge for many programs that operated on slim margins before the crisis, blew through savings during the pandemic, and face ongoing loss of revenue and increased costs for the foreseeable future—most likely until there is a vaccine. States are running out of their dedicated child care funding provided in the CARES Act, which was intended to be short-term stopgap assistance for the market to weather the crisis. Child care programs are still in the thick of the crisis and in dire need of assistance, revealing that Congress may have underestimated the amount of time this emergency would last for them.

Challenges outlined:

- Increased Costs: Reopening and Retrofitting Facilities.
- Lost Revenue: Reduced Class Sizes and Ratios.
- Lost Revenue: Reduced Enrollment and Attendance.
- Compounding Factors. Many providers do not have enough capital to cover their normal expenses, let alone the increased costs associated with reopening.

[Child care, an industry struggling even before COVID-19, now in dire need](#)

The child care industry in this country wasn't in great shape before the pandemic. Advocates and child care workers say COVID-19 has pushed it to the brink of collapse, as centers have been forced to close or operate with greatly-reduced enrollment. About 350,000 child care workers are currently out of a job. On Tuesday, the House Worker and Family Support Subcommittee held a hearing on the crisis. Disruption in child care will disproportionately affect women, who make up 90% of child care workers, and who bear most of the burden of child rearing. Beth Humberd, professor at the Center for Women and Work at the University of Massachusetts, Lowell, said that without child care, women will lose the professional gains they've made.

[Fewer than 1 in 5 Employers Offer Child-Care Help, but Experts say Coronavirus May Make it an Imperative](#)

60% of U.S. parents say that they have had no outside child care during the coronavirus pandemic, according to a new survey from Boston Consulting Group. While working from home and watching their children, parents have had varying levels of success. This article notes how child care isn't a new problem, but that it is one that could get worse. During a

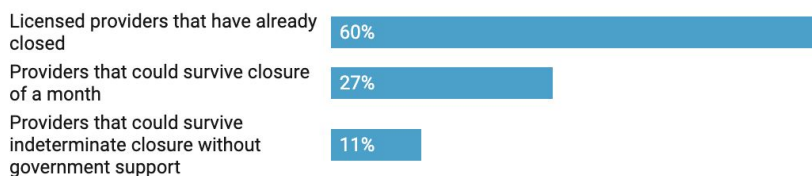
typical year, employers lose about \$13 billion in potential earnings, productivity, and revenue due to inadequate child care resources, according to a 2019 report from the Council for a Strong America. As a result, this article talks about how this problem could worsen post- COVID-19, particularly due to the fact that many schools, day care centers and preschools are at risk of closing and could lead to a loss of nearly 4.5 million child-care slots. In response to this, this article talks about what companies can do to help parents who need this child care.

[Working Parents Find it's Nearly Impossible to Make Plans with Dwindling Child-care Options](#)

"This pandemic could have a catastrophic toll on America's child-care system," said Simon Workman, director of early childhood policy at the Center for American Progress, a policy organization in Washington, D.C. This article examines the devastating effects that the pandemic may have on child care. The article also looks at the difficult decisions parents are going to have to make when it comes to work and kids and how this may look different in the future.

Shrinking child care centers

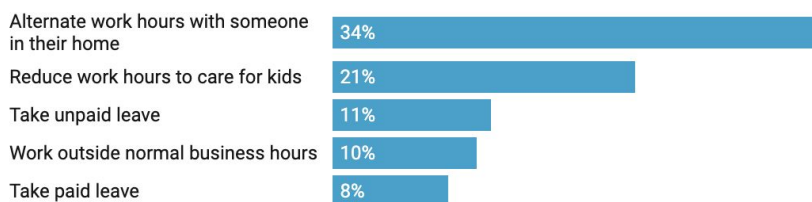
As social distancing measures are likely to remain necessary well into the summer, vast numbers of child care providers could close permanently, further burdening a system that was already greatly strained.



Source: [Center for American Progress](#) • [Get the data](#) • Created with [Datawrapper](#)

Full house

Parents able to care for their kids at home use a range of strategies to balance work and caregiving responsibilities, and deal with widespread program closures.



Source: [Bipartisan Policy Center](#) • [Get the data](#) • Created with [Datawrapper](#)

[There's No Going Back: Child Care After COVID-19](#)

The child care system was broken before the outbreak of COVID-19, but it is going to get worse after. This article says, "opening child care will mean closing child care" unless we make some major changes. The article suggests:

1. Count by contract, not by child.
2. Cover the cost of quality.
3. Pay early childhood educators what they are worth.

4. Use the unifying framework for the early childhood education profession.
5. Rethink our investments to drive quality.
6. Incentivize employers to have skin in the game.

[COVID-19 Challenges the Child Care Market](#)

This article examines the difficulties that child care facilities were facing before, during, and after the pandemic. Child care centers were already struggling before the COVID-19 outbreak, so the reopening of these centers is going to be a challenge. This article also looks at how many essential employees are in need of child care. In addition, the article provides some resources for child care and what the future may look like for this industry.