



UNITED STATES ARMY
CHILD & YOUTH SERVICES

Detroit Arsenal
Installation Parent Handbook

Updated: October 2025

FACILITIES CONTACT INFORMATION

Child and Youth Services & Command Directory

CYS Coordinator- (586) 282-4537

CYS Program Operations Specialist- (586) 282-4329

Functional Technology Specialist- (586) 404-1715

DTA Child Development Center (CDC) and School Age Center (SAC), Detroit Arsenal (DTA) Building 273

Hours of Operation- 0545-1730

Capacity- 252

- **Reception Desk (586) 282-2851 & (586) 282-3010**
- **CDC Director- (586) 282-9123**
- **Assistant CDC Director- (586) 282-0839 and (586) 282-4709**
- **Training Specialist- (586) 282-9129 and (586) 282-9761**

Bryant Child Development Center (CDC), Selfridge ANGB Building 971

Hours of Operation- 0615-1715

Capacity- 106

- **Reception Desk- (586) 239-5595**
- **CDC Director- (586) 239-5591**
- **Assistant CDC Director- (586) 239-5590**
- **Training Specialist- (586) 239-5622**

Middle School & Teen (MST)- L'Anse Creuse (LC) Middle School Central

38000 Reimold St, Harrison Township, MI 48045

Hours of Operation- 1400-1800

- **SAC/MST Director- (586) 282-4499**
- **L'Anse Creuse Middle School Central Classroom- (586) 783-6430 x2303**
- **Additional location: LC Middle School North 46201 Fairchild, Macomb, MI (586) 719-8648**

Youth Sports & Fitness, Detroit Arsenal Building 234

Office Hours 0800-1600

- **Youth Sports Director- (586) 282-9730**
- **Youth Sports Cancellations/Weather Line- (586) 282-9000**

Parent Central/ Outreach Services-Detroit Arsenal Building 234

- **DTA Parent Central- (586) 282-9122**
- **Bryant Parent Central- (586) 239-5588**
- **CYS Health Nurse- (586) 355-8085**

Garrison Manager- (586) 282-5115, Building 231 Room 1450

Deputy Garrison Manager- (586) 282-5116, Building 231 Room 1450

Director of Family and MWR- (586) 282-9528, Building 230 Room 1260

NOTE: Child & Youth Services (CYS) Programs are closed on all Federal Holidays. Reminders to parents will be posted in all CYS facilities prior to hours adjustments and/or closures.

Unexpected closures or delays for inclement weather will be announced through the base wide alert system, Detroit Arsenal Facebook Page and by calling (586) 282- TANK (8265). When Senior Commander announces Liberal Leave due to potential weather and CYS is still open, services will be limited. Classrooms will open as multi-age groups and food menu items will be adjusted. Parents must remain within 30 minutes of the installation in case of early closure. If there is a 2 hour delay for opening the children will not receive breakfast.

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Welcome Letter

Dear Parents,

Welcome to Detroit Arsenal, Child & Youth Services! We recognize the strength of our Soldiers comes from the strength of their Families; we consider it an honor and look forward to supporting your Family readiness. CYS is an Army program that provides services to all Military, Department of Defense and Contract Agencies who support the mission of our Garrisons. Our highly trained staff is committed to providing a safe, nurturing environment that meets the holistic needs of our Children and Youth ages 6 weeks to 18 yrs. old. Lastly, our programs and activities are specifically designed by early childhood and youth development specialist to meet the growing needs of 21st century military Families.

CYS believes that parents are the most influential individuals in the lives of their children. For this reason, our facilities and programs strive to create a Family friendly environment where parents and staff work in partnership in the positive development of their Child/Youth. Research shows that when Families and teachers work together in support of learning, it results in the Child/Youth remaining in school longer, performing better in school and possessing a higher sense of self-esteem.

We thank you for partnering with Family and Morale, Welfare and Recreation, Child and Youth Services program in the growth and development of your Child/Youth. We look forward to your visits and encourage you to become involved in planned learning activities in the centers, in the home of your provider or in the comfort and convenience of your own home.

Again, thank you for considering CYS as part of your family!

Sincerely,

Tanya Blatz
Coordinator, Child & Youth Services

CUSTOMER SERVICE

CAREGIVERS CREED

I am an Army Caregiver, a professional trained in my duties. I serve Department of Defense Families who protect the nation, by protecting their children. I will always provide a safe, nurturing, and enriching environment. Never will I put children in harm's way or allow others to do so. I will build trust with parents so they can concentrate on their mission. I will always treat Families with the dignity and respect they deserve. Army Caregivers are key members of the Army Team. I am an Army Caregiver!



CUSTOMER COVENANT

Family and Morale, Welfare and Recreation (FMWR) is committed to providing quality through service excellence to our Soldiers and Families commensurate with the quality of their service to our Nation. We understand that we create value for our customers through consistent and easily-accessible service.

We will:

- ✓ Deliver quality products and services.
- ✓ Build relationships – with communities, with our customers, and with each other.
- ✓ Be kind and respectful to those we serve.
- ✓ Conduct ourselves professionally.
- ✓ Welcome and encourage feedback; we will communicate and listen.
- ✓ Provide neat, professional and aesthetically pleasing facilities.
- ✓ Take ownership of our actions.

Mission: Our Mission is Caring. We support the military lifestyle while reducing conflict between mission readiness and parental responsibilities. When a Soldier loses duty time during deployment, mobilization or contingency situations due to a lack of childcare, it negatively impacts the military mission. CYS provides critical support services to mitigate such stressors.

Vision: CYS programs are dedicated to providing:

- Seamless delivery systems for Child/Youth enrolled in CYS Family Childcare Homes and Child Development Centers.
- Predictable services
- Safe, healthy family-friendly environments
- Well managed programs
- Accountability for Army, Community, CYS Staff, Child/Youth and Parents
- Satisfied customers – Child/Youth, Parents, Army and Community
- Maintaining status as a “Benchmark for America’s Child Care” and becoming “Benchmark for America’s Youth Programs”

Goals:

- **Availability:** Provide adequate program capacity and services with the right mix of age groups and spaces to support employment, deployment, health and fitness, youth development, instructional programs and school transition/education.
- **Affordability:** Operate efficiently within Army resource guidance. Establish fees that consider Army Family budgets and meet Army financial goals so that the CYS Program is affordable to both the Army and the Army Family.
- **Quality:** To support the growth and developmental needs of every Child/Youth, regardless of age or program enrollment, in a safe and healthy environment, with trained and caring adult staff, volunteers and contractors.
- **Accountability:** To safeguard the Army’s resources by efficient management oversight, good fiscal stewardship, reducing waste and protecting assets of programs and services to Soldiers and their Families.

Philosophy: CYS programs are designed to help your Child/Youth build within them a positive self-concept that generates feelings of acceptance and respect for individuality. We believe in designing programs where children/youth have opportunities to participate individually or as a group in age-appropriate developmental activities that allow for optimal social, emotional, physical, creative and cognitive growth. We promote and cultivate safe learning environments where your Child/Youth can resolve conflicts through learning age-appropriate conflict resolution and mediation skills. We believe in partnering with parents and community to nurture a spirit of cooperation and self-respect for self and others; reinforce character building and encourage positive parenting.

Families: Families are the first and primary teachers in their child’s life. We support Families in this role through a variety of services that address the specific needs of each family, to include formal and informal education opportunities. Communication between the child’s primary teacher and Family, as well as management and support staff, is critical and includes an open, honest exchange of ideas, concerns, shared decision making, and respect for cultural diversity. We encourage Families to share their culture, heritage and home language.

Confidentiality: Only authorized CYS staff will have access to patron files. CYS is committed to protecting the privacy of patron information. Medical information concerning patrons is confidential under state and federal law and may not be discussed at any time with any person under any circumstance.

Diversity/Non-Discrimination: In accordance with Federal Law, Title VII, the Department of Army, Child & Youth Services prohibits discrimination on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity or associational preference in employment and in their program operations serving Soldiers, Families and the community. The Department of Army affirms its covenant to support and serve Family and MWR customers and employees.

Open Door Policy: CYS program level staff members are approachable and accessible to parents/guardians during the center's operating hours. Parents/guardians can voice their concerns, complaints and/or compliments regarding their customer service experience. CYS offers a Family friendly environment that encourages parents/guardians to drop in to visit or observe their Child/Youth during operating hours.

Army Family Covenant (AFC): The Army Family Covenant institutionalizes a commitment by Army leaders to provide Soldiers and Families of all components with programs and services that maintain a quality of life commensurate with the quality of their service and sacrifice to the Nation.

Communication/Feedback: Parents/guardians who wish to post questions, comments or concerns regarding FMWR, CYS programs may do so through the Interactive Customer Evaluation (ICE) survey on our garrison's website. If you do not have access to email, write your questions, comments or concerns and place them in the drop box designated at each program in the lobby. You have the option of remaining anonymous or, should you desire feedback, you may include your name and address.

Chain of Command: The most effective way to resolve issues is to channel them through the CYS Chain of Command. Should all attempts at resolution fail, parents/guardians can elevate their issues or concerns through the Garrison Chain of Command in the order below (contact information listed on page 1):

Primary Program Assistant (Classroom Lead Teacher)
Assistant Facility Director / Facility Director
Child & Youth Services Coordinator
Director, Family and Morale Welfare & Recreation (FMWR)
Deputy Garrison Manager
Garrison Manager

CHAPTER 1- SAFETY & RISK MANAGEMENT

Child Abuse and Neglect: DoD defines reportable child abuse and neglect as follows: Child abuse and neglect includes physical injury, sexual maltreatment, emotional maltreatment, deprivation of necessities, or combinations of these, by an individual responsible for the child's welfare under circumstances indicating that the child's welfare is harmed or threatened. The term encompasses both acts and omissions on the part of a responsible person. A "child" is a person under 18 years of age for whom a parent, guardian, foster parent, caretaker, employee of a residential facility or any staff person providing out of home care is legally responsible.

Child Abuse Reporting All CYS personnel are knowledgeable and considered "**mandated reporters**" who are required by law to report suspicions of child abuse or neglect. If CYS personnel notice suspicious bruises, cuts or burns on a child, they must:

- a) Report incident to the installation Reporting Point of Contact (RPOC). The RPOC # is: 1- 855-444-3911
- b) Notify the appropriate CYS Program Director after notification to RPOC.
- c) Detroit Arsenal Family Advocacy Program (FAP) 586-282-0475 (After Hours – 877-790-1197).
- d) Report the incident to State Child Abuse Hotline (if required by state law/host nation agreement). CONUS: 1-877-790-1197

DoD Child Abuse and Safety Violation Hotline Posters are placed in visible and high traffic areas throughout all CYS facilities and Family Child Care (FCC) homes should a parent/guardian/staff need to report incidents of suspected abuse.

Any CYS staff member (to include FCC) who has been named in an allegation (institutional child abuse) will be removed and reassigned from direct contact in a program with parents/children/youth. In the event this pertains to an FCC provider the FCC home will be closed immediately upon the allegation. The employee will not be authorized to return, and the FCC home will not be authorized to re-open until an "unfounded" determination is made in writing by ALL investigating bodies.

Background Clearances: All individuals who regularly interact with children under 18 years of age in Army-sponsored and sanctioned programs are required to undergo detailed initial background checks as well as periodic reinvestigations. This includes staff, volunteer coaches, community speech therapists.

Until all background checks are satisfactorily completed, individuals must volunteer/work within "Line of Sight Supervision" (LOSS) of a cleared staff member and are not permitted to be left alone with Child/Youth.

Staff under LOSS will be identified by nametags with first and last names and burgundy/red scrub tops/bib aprons or red CYS shirts. Staff who have completed background checks will be identified by nametags with first and last names and green scrub tops/bib aprons or green CYS shirt. Classroom leads will be identified by nametags with first and last names and blue scrub tops/bib aprons or blue CYS shirts. Management staff will wear nametags with first and last names and appropriate business attire. Green dots or green name tags represent cleared staff.

Sign In/Out of Facilities: To maintain a safe and secure environment, all visitors are required to sign in/out at the facility's front desk and obtain a visitor's identification badge. Parents/guardians simply dropping off or picking up their Child/Youth do not have to sign in. Parents/guardians visiting the facility or a classroom greater than 15 minutes must sign in at the classroom or at the front desk.

Child Guidance and Touch Policy: Helping a Child/Youth understand and make appropriate choices is the basis for child guidance. When a Child/Youth misbehaves, CYS staff works along with the Parent/Guardians to support positive guidance (positive discipline, positive parenting and gentle loving guidance) to identify the problem and find strategies that enable the Child/Youth to respond appropriately. Positive guidance is a belief that children should be treated with respect, free from fear of violence and shame and guided with loving encouragement. ***Corporal punishment is not allowed in the CYS programs under any circumstances, even with parental approval.***

Boundaries for appropriate and inappropriate touching are established to ensure clear understanding of what is acceptable and what is not acceptable. Inappropriate touching will be investigated and may be grounds for immediate closure of the FCC home or removal of a CYS staff member, contract employee or volunteer.

Determining Accommodation of Children and Youth with Special Needs or Behavioral Issues

CYS WILL: Include children with special needs in all programs and services to the extent possible within resources available and based on each individual child's condition and safety considerations.

CYS WILL NOT: Solely based on a diagnosis of special needs or medical condition, exclude, deny or discriminate in any CYS program or activity.

The Assistant Chief of Staff for Installation Management (ACSIM) is the approval authority for accommodation or denial of care for children/youth with diabetes or other special medical needs. The Installation Management Command (IMCOM) G9 CYS Chief is the approval authority for denial of care for children/youth with persistent unsafe behavior. The processes applied in cases of reasonable accommodation will be communicated to parents through individual conferences and information provided at registration when special needs are identified by parents. In the event it is necessary to deny care, CYS will attempt to locate and refer parents to alternative care or services to the extent available.

Partnering with Families: Developmental Delays & Special Needs

Staff will build relationships with parents to create a partnership to support each child's growth and development. If at any time there is a reason to believe a child may be experiencing developmental delays or may have a special need, the following steps will be taken:

1. Observation & Documentation
 - a. Staff will carefully observe and record specific behaviors or developmental milestones that may indicate a potential concern.
 - b. Documentation will be objective, detailed, and based on direct observations.
2. Initial Discussion with Families
 - a. A private meeting will be scheduled with the family to share concerns in a supportive and respectful manner.
 - b. Staff will provide families with a copy of the documented observations and explain the concern clearly, using examples that are understandable and free of technical jargon.
 - c. Staff will work with trainers to recommend possible next steps families may take, which could include:
 - i. Monitoring the child's development more closely at home and in the classroom.
 - ii. Schedule a follow-up meeting with staff to review progress
 - iii. Contacting the child's primary provider for more guidance
3. Families will be provided with written information about local and national resources for diagnostic evaluation and early intervention, such as:
 - a. Early intervention programs for children under age 3.
 - b. The local school district's special education services for children age 3 and older.
 - c. Local pediatric specialist and developmental clinics
4. Ongoing Communication and Support
 - a. Staff will continue to partner with the family, providing updates, support, and encouragement throughout the evaluation process
 - b. Families will always remain the primary decision-makers regarding next steps and services pursued

Our goal is to approach these situations with sensitivity, professionalism, and in the spirit of collaboration—ensuring every child receives the support they need to thrive.

Processes for Children and Youth with Persistent Unacceptable or Unsafe Behavioral Patterns.

Children/ Youth who exhibit unacceptable/unsafe behavior patterns, which are deliberate or have negative impact on other children, youth and/or adults, may need temporary, or permanent, alternative childcare / out of school options. If the behavior is repetitive, the Facility Manager and Training Specialist may contact the family to schedule a support plan meeting to develop strategies to support the child / youth.

The first step in the behavior support process includes a variety of classroom techniques for teachers to use with children.

In the second step, the CYS behavior support team will conduct focused observations to determine the cause of the behavior. The Trainer will focus on the behaviors directly observed, both positive and negative and provide the classroom teachers with feedback/suggestions in assisting your child. In addition, CYS will contact Kids Included Together (KIT) for recommendations for support. KIT is a national nonprofit dedicated to promoting acceptance of

differences by teaching people how to meaningfully include children with disabilities or complex needs. KIT also helps organizations create and sustain inclusive environments in which all children can thrive.

In the third step, we will share what has been learned through observations and develop additional support for your child/youth. At this meeting, we will discuss the outcome of the observations, recommendations from KIT and use your input to create behavior modification strategies. We will meet with you to adjust the plan on monthly basis or more often if necessary to meet the individual needs of your family or child/youth. If the support plan is effective, we will continue the behavior support strategies. If, however, the team determines your child/youth cannot safely be supported in CYS may assist you in finding alternate care options.

Biting: Policies will focus on modifying the child's behavior within the existing environment rather than "suspending" the child. When this is not possible, the CYS Team will assist parents in obtaining care in another CYS setting if available or making a classroom transition within CYS.

Bullying and Zero Tolerance Policy: U.S. Army Garrisons are committed to making our facilities, homes and community safe, caring, and welcoming places for all who enter our doors, particularly our children/youth. For this reason, CYS has zero tolerance for acts of bullying or disrespect towards children/youth or CYS staff. We treat each other with respect. Our community and centers define respect as follows: Treat others, *regardless of age or position*, with the same level of respect and dignity you wish to be treated with.

CYS defines bullying as follows: Bullying can be verbal, physical, and/or relational to the target's race, ethnicity, religion, gender (including sexual orientation), physical, or mental attribute. It includes all forms of hazing and cyber bullying and can be and often is continuous and repeated over time. However, once is enough to constitute bullying.

Bullying (on post as well as off post), including all forms of cyber bullying, can impact the targeted individual's feeling of safety and create an intimidating, hostile or offensive environment. The CYS Coordinator or Facility Director will immediately address such actions for the well-being and safety of all children/youth/staff and the community. Failure to follow the zero-tolerance policy may result in suspension or termination of childcare services.

Video Surveillance System (VSS): All CYS program facilities utilize a comprehensive video surveillance system. VSS is designed to deter and reduce the risk of child abuse in CYS facilities; protect staff from unwarranted allegations of child abuse, provide Soldiers and Parents with "peace of mind" and support CYS management staff in the exercise of program oversight.

The cameras record most activity areas in the interior and exterior of the buildings. You may request to view a portion of your child's/youth's time with the facility manager. Due to confidentiality reasons, copies of these recordings are not authorized to be given to parent/guardians. Recordings are released only to authorized personnel such as the MPI and CID for official business.

Adult/Child Ratios: Staff-to-Child/Youth ratios must be maintained at all times of the day except under rare conditions caused by compensatory enrollment as outlined in guidance (see AR 608-10 for more information). The intent is to always be at ratio and not over or under ratio. Ratios will not be decreased to accommodate children/youth with special needs. Volunteers or other non-CYS staff not paid with CYS funding may be used to supplement the ratio. All rooms in a CDC/FCC home are multi-aged with a minimum age span of 18 months. Maximum group size is limited to two ratios of children/youth (e.g. two ratios of preschoolers =

20; a ratio of infants and a ratio of pre-toddlers =9).

In the Sports and Fitness Program, appropriate youth/adult ratios are maintained 100% of the time during all sports and fitness program operating hours. The adult/youth ratio is 1:15 at all times indoors and outdoors. The National Governing Body rules determine adult staff/youth ratio for specific activities. Please consult youth director for additional information.

Adult/Child Ratios are:

Childcare/SAC Center (Facilities)	
Adult/Child	Age
Infants 1:4	6 weeks to 12 months
Pre-toddlers 1:5	13 to 24 months
Toddlers 1:7	24 - 36 months
Preschoolers 1:10	3 to 5 years
Kindergartners 1:12	5 to 6 years
School-Age 1:15	1 st to 12 th grade

Family Child Care	
Adult/Child	Age
Multi-age 1:6	4 weeks to 12 years
Infant/Toddler 1:3	4 weeks to 3 years
Newborns 1:3	Birth to 12 months
School-Age 1:8	5 years-12 years

Training & Professional Development: All CYS personnel working directly with children/youth receive standardized orientation training before they are allowed to work directly with children. The orientation includes such topics as applicable regulation and installation policy; child health and safety; child abuse identification, reporting and prevention; age-appropriate guidance and discipline; parent and family relations; health and sanitation procedures and position orientation. Training is ongoing and competency based. Assessments are completed to ensure staff comprehend and demonstrate the knowledge and skills learned from training. All other CYS professionals (Directors, cooks, etc.) complete an orientation and ongoing training as well.

Parent Involvement: Parent /Guardians are encouraged to participate in the planning and evaluation of programs through annual Garrison Multi-Disciplined Team Inspection (MDTI) program surveys, NAEYC Accreditation and Parent Advisory Boards. These processes help ensure the safety of children/youth while improving administrative policies and programming issues geared toward program quality. ***Moreover, parent/guardians who participate in the program may earn points toward fee reduction on their childcare.*** For detailed information on the various ways parents/guardians can participate in CYS programs and activities, contact your Parent Advisory Council representative or Facility Director.

Regulations & Inspections: Regulations and services apply uniformly throughout the DoD and Army; however, Commanders have the discretion to modify specified guidance to meet the appropriate requirements. To provide consistency, all Army CYS programs are inspected annually and required to be in compliance with the following Army Regulations (AR), Department of Defense Instruction (DoDI) and Public Law (PL):

- Installation Level Child & Youth Services Inspection (MDTI)
- IMCOM AR 608-10-1, Child and Youth Services
- AR 215-1, Military Morale, Welfare and Recreation Activities and Non-Appropriated Fund Instrumentalities
- DoDI 1015.2 MWR Programs

- DoDI 6060.2, Child Development Programs
- DoDI 6060.3, School-Age Programs
- DoDI 6060.4, Youth Services Programs
- DoDI 1402.5, Criminal History Background Checks on Individual in Childcare Settings
- DoDI 6025.18-R Privacy of Health Information
- PL 101-647 Crime Control Act
- PL 106-104 Youth Sponsorship
- PL 104-106 – Military Child Care Act
- PL 104-201, Sec 1044: Cities concern for lack of support for DoD Youth Programs
- PL 106-65, Sec 584, Expanded Child Care and Youth program services
- PL 106-79, Conference Report – DoD Report on Family Childcare Subsidy/Access to Military Child Care
- PL 101-366 American with Disabilities Act

Accreditation: Accreditation is an activity, not a status. The benefits of accreditation are the external mark of quality, high standards, process improvements and support. CYS programs undergo a rigorous national accreditation process. The Child Development Centers and School Age Centers as well as many of our FCC Homes are fully accredited programs through the following entities:

- **National Association for the Education of Young Children (NAEYC)** - sets professional standards for early childhood education programs age (age 0-5 years) and helps families identify high-quality programs for their young children.
- **National After-School Age Alliance for School Age Services (NAA) - The Council on Accreditation (COA):** Afterschool Program Standards include After School Administration (ASP-AM), After School Human Resources (ASP-HR), and After School Programming and Services (ASP-PS). The Administration Standards cover practices related to continuous quality improvement, financial management, risk prevention and management and ethical practice. The Human Resources standards address recruitment and selection, training and professional development, support and supervision. The Programming and Services standards set forth additional recommended practices for working with children and youth in out-of-school time.
- **National Association for Family Child Care (NAFCC)** - Awarded to family childcare providers who meet the eligibility requirements and the Quality Standards for NAFCC Accreditation. Accreditation reflects a high level of quality through a process that examines all aspects of the family childcare program, i.e. relationships, the environment, developmental learning activities, safety and health, and professional and business practices. Once family childcare providers become accredited, they agree to abide by the standards set forth and to be measured against those standards with periodic integrity and compliance reviews.

CHAPTER 2- REGISTRATION PROCESSES & PROCEDURES

Global Data Transfer (GDT): This database makes it possible for Families relocating to a new duty station to forward their child's/youth's registration records to their next duty assignment prior to arrival. Upon arrival the Parent Central Services at the new duty station need only import the patron's information (e.g. names, birth date, child's health records, etc.) is stored in the database. Families will provide needed updates upon arrival at the new location. Contact Parent Central Services for details on how to take advantage of this convenient tool.

Patron Eligibility: CYS accepts children as young as four weeks in Family childcare homes and through eighteen years old in CYS programs. Eligible patrons of Department of Defense (DoD) Child Develop Programs (CDP) include active-duty military personnel; DoD civilian personnel paid from both appropriate funds (APF) and non-appropriate funds (NAF), reservists on active duty or during inactive duty personnel training and DoD contractors. The first priority is childcare for Active Duty military and CYS personnel.

The purpose of the CDP and School Age Center (SAC) programs offered by the DoD Components is to assist DoD military and civilian personnel in balancing the competing demands of family life and the accomplishment of the DoD mission, and to improve the economic viability of the family unit. Child Care and SAC are not considered an entitlement. (Reference: DODI 6060.2 and 6060.3, #4 Policy.)

Foreign Military Service members assigned to the Installation/serving the Department of Defense will pay the child and youth fee based on their Total Family Income (TFI). The eligibility criteria and priority are the same as any other Active Duty Soldier or DoD Civilian.

Military personnel of foreign nations and their Families when on orders from the U.S. Armed Forces, or in overseas areas when the overseas commander grants privileges in the best interest of the United States. (Reference: AR 215-1 when addressing children 0-12 refer back to AR 608-10).

Retired military personnel are eligible to use youth programs. Childcare programs are provided for retirees on a space available basis. Retired military personnel are eligible to use SKIES, and Sports and Fitness programs where fees are not based on TFI.

Definition of Parent:

- A parent or legal guardian is defined as the biological mother or father of a child; a person who by order of competent jurisdiction has been declared the mother or father of a child by adoption or the legal guardian of a child.
- In Loco Parentis- When an individual acts "in loco parentis" as the parent, this can only exist when the individual undertakes care and control of another (child/ren) in ABSENCE of such supervision by the natural parents and in absence of formal legal approval. When the parent is still in picture no such "in loco parentis" relationship exists. The IMCOM Office of Staff Judge Advocate has provided this guidance.

Parent Central Services (PCS): Parent Central Services, commonly referred to as the “Gateway to CYS,” is the first place a Family visits at a new installation to obtain information and register for CYS programs. CYS Parent Central Services:

- ✓ Verifies a patron’s eligibility using the DoD ID Card (Military, Civilian DoD contractor assigned to the Garrison, Reservist/National Guard, Active-Duty soldier on orders)
- ✓ Determines services patrons needs (Wait list, hourly, part day, full day, SAC, MS/T, SKIES, Sports, etc.)
- ✓ Explains age-appropriate programs associated with patron’s children.
- ✓ Conducts a search for care in CYS for immediate openings.
- ✓ Conducts initial and re-registration of patrons into all CYS programs
- ✓ Explains Wait List policies and assists with wait list placement
- ✓ Determines patron fee category IAW with the latest fee policy
- ✓ Schedules new patrons for program orientations
- ✓ Sends parent messages and contributes to newsletters/websites of interest to parents.

Items Required for Child/Youth Registration: Children/Youth must be fully registered before they can use any CYS programs. Contact your local Parent Central Services Office to set up an appointment to complete your registration. Limited “walk-in” services may also be available.

To expedite or avoid delay of the registration process, please have the following available:

- ☒ **Proof of Eligibility – Identification Card** (Sponsor or Spouse)
- ☒ **Parent(s) Current Home and Work Address**
- ☒ **Health Screening Tool**
- ☒ **Medical Action Plan (MAP)/Special Diet Statement (SDS) if needed**
- ☒ **Proof of Child Eligibility** (i.e. Legal Guardianship papers, Child Military ID Card, or Tricare card or DEERS printout from Soldier’s AKO)
- ☒ **Official Immunization Record or transcription**
- ☒ **Proof of Parent(s) Income:** (i.e. Leave and Earning Statements/Pay Vouchers or proof of fulltime school enrollment)

- ☒ **Health Assessment/Sports Physical Statement or Well Baby Check Up** (due within 30 days of registration)
- ☒ **Local Emergency and Child Release Designee** (minimum of two)
- ☒ **Family Care Plan** (Dual/Single Military Only)
- ☒ **USDA Income Eligibility Form**
- ☒ **Military Orders**

ALL FORMS MUST BE SIGNED AND DATED TO COMPLETE REGISTRATION!

DD FORM 2652	Application for DoD Child Care Fees
Liability Wavier	Teen Self Registration Form
Family Care Plan (dual/single military only)	
Health Assessment /Sports Physical Statement	
Health Screening Tool (Form 1) /MAP	

Immunizations: Children/Youth accepted for childcare in CYS programs must be free from communicable diseases such as measles, mumps, hepatitis, scarlet fever and strep throat, and have written documentation of all age-appropriate immunizations. Child/Youth immunizations must be up to date to participate in CYS programs. This includes the flu vaccination. Per AR40-562 "Immunizations and Chemoprophylaxis," flu shots are required for both Child & Youth Services Staff and children. Parents will be required to provide CYS with documentation that their child has received an annual flu vaccination no later than December 15th of each year. As with any vaccine, a waiver may be requested for those with medical or religious objections. A request for a waiver based on a medical condition must be accompanied by a signed, stamped, and dated statement from a credentialed medical provider documenting why the child is exempt. A request for a waiver based on a religious objection must be accompanied by a signed statement from the parent specifying the religious objection. The APHN will be apprised of all approved waivers. Children/youth will be excluded from childcare in the event of an outbreak of a vaccine preventable disease.

Health Assessment/Sports Physical Statement: A current health assessment/sports physical statement, within one (1) year of registration, is required for children sixth (6th) grade and under. If a current health assessment/sports physical statement is not available at registration, it is to be completed within 30 days of enrollment. Health Assessments/Sports Physical Statements are good for three (3) years, if the child does not have any major health status changes.

Well baby exams or school athletic physicals can be used in place of the health assessment if dated, signed and stamped by the health care provider and parent within one year.

Children/Youth participating only in the Middle School/Teen program and SKIES Unlimited programs are exempt from this requirement. Tricare or other health insurance

organizations will only authorize and pay for one Child/Youth health/sports physical assessment per calendar year.

Sports Physical: A sports physical must be completed annually, prior to the start of the sports season. The form must be completed with a doctor's signature and stamp, then submitted to Parent Central Services during registration. No Child/Youth will be authorized to play, practice or participate in games until a valid physical has been furnished. The form must be signed by a licensed health professional and certify the Child/Youth is physically fit to participate in chosen sport(s) and address any pertinent medical condition and/or constraint such as asthma, heart murmur, allergies. The sports physical must remain current throughout the season.

Special Needs Identification: The Army Child and Youth Services Screening Tool is required to be completed by parents to screen all children for special needs at initial registration and annually thereafter. Upon identification of special needs, supporting documentation must be submitted with the screening tool and forwarded by CYS to the Army Public Health Nurse (APHN) for review. If your Child/Youth has a disability or other special needs, the parent/guardian will be asked to participate in the Inclusion Action Team (IAT).

Children and youth with the following conditions might be referred to the IAT:

- Allergies
- Special Diets
- Respiratory Diagnosis
- Epilepsy/Seizure Disorder
- Diabetes.
- Other on case by case basis

Inclusion Action Team (IAT): The IAT is a multidisciplinary group that explores installation child care and youth supervision options for children that have been diagnosed with life-threatening conditions, functional limitations or behavioral/psychological conditions. The team determines childcare and youth supervision placement and considers feasibility of program accommodations and availability of services to support Child/Youth needs. Parent participation is crucial to the success of the IAT. Every effort is made to accommodate children/youth with special needs.

Special Diet: Children/youth with life threatening food allergies or special dietary needs must provide a special diet statement from their health care provider specifying (1) which foods the child cannot consume, (2) the resulting allergic reaction if ingested and (3) if applicable, any allowable food substitutions. Children/youth may not be eligible for services without appropriate documentation. Children/youth who have special diets due to religious reasons must have a representative from their religious institution provide a statement specifying which foods should be eliminated as well as allowable substitutions. For more information, please contact Parent Central Services.

Medical Action Plan (MAP):

Maintaining the health and safety of every participating Child/Youth in CYS programs is of utmost importance. If the Child/Youth have a medical condition/diagnosis, such as allergies or asthma, that may require him/her to take medication while participating in an activity, the parent/guardian will be asked to complete a Medical Action Plan (MAP). Medical Action Plans (MAPs, 7625-3 or Tool #2) are valid for one year or until notified of health status changes, based on the date signed by physician (MAPs) or APHN (7625-3, or Tool #2). This plan is completed by the child's/youth's health care provider to ensure CYS staff are aware of the proper medication and the necessary course of treatment for the Child/Youth.

Reasonable Accommodation: These are basic adjustments, supports and/or modifications that may be needed by a Child/Youth with special needs to facilitate access to a program on an equal basis to their non-disabled peers. Accommodation for children/youth with special needs is not considered reasonable if it imposes an undue hardship on the operation of the program, requires fundamental alteration of the program or poses a direct threat to the health or safety of the Child/Youth with special needs or others.

Wait List: Because of the high demand for childcare, it is not unusual for families to be placed on a waiting list. Patrons can access this service by visiting [MilitaryChildCare.com](https://militarychildcare.com). This Department of Defense (DoD) program makes it easier to find the child and youth care your family needs. Now military and DoD civilian families can search for child and youth care options through a single website.

Using [MilitaryChildCare.com](https://militarychildcare.com), you can find comprehensive information on childcare programs worldwide, conduct a customized search for the care you need, and submit a request for care at any time and from any location.

Note: It is the responsibility of the parent/guardian to confirm interest in remaining on the [MilitaryChildCare.com](https://militarychildcare.com) waitlist every 45 days. Failure to do so will result in removal from the wait list and patrons will have to submit a new request for care.

When a space is offered in a viable care option (CDC, FCC, etc.) parent/guardians are given forty-eight (48) hours to accept or decline the space. If the viable care option is declined, then the child's/youth's name will be moved to the bottom of the wait list you are on. If Parent Central Services is unable to contact the parent/guardian, the space will be made available to the next eligible Child/Youth on the wait list. Contact Parent Central Services to discuss the available wait list options.

Viable Child Care Option: Care to meet the patron's schedule that reflects the necessary program type (full day, hourly, part day, etc.) and the appropriate age group (infant, toddler, preschool and school-age) for the child. Care may be on or off-post in any CDS system (CDC, FCC, SAC, PCS) at any location convenient to either the home or work. Viable off-post care options are those that are comparable in price and quality to CDS sponsored childcare options.

Middle School/Teen Registration: Middle schoolers and teens may self-register as a guest for CYS programs by completing the one page registration form. Forms are available at youth services facilities. Youth may attend the regular Youth Programs (not field trips or special events until registration is finalized) as a guest member immediately upon receipt of completed form. CYS staff will validate the registration form. If registration is not validated within 5 working days from receipt of form, youth's guest membership will be cancelled. Once registration is validated (and, if required, DA 7625-1 is completed and returned), an annual pass will be issued to youth.

Some special events and field trips may cost a nominal fee, but participation in these events is not mandatory. In the case of field trips, written parental permission must be granted before a youth is allowed to participate. To enroll in a team sports program, a sports physical is required in addition to this registration. Sports fees may also apply.

CHAPTER 3 - DAILY OPERATIONS

Daily Admission/Release: Arrival & Departure Procedures: Under no circumstance will a Child/Youth be released to any person who is not authorized to pick up the Child/Youth. Accountability of Child/Youth will be maintained at the classroom level.

Upon entering the CYS facility, parents/designated representatives will swipe their child into the Child Youth Management System (CYMS) at the front desk before proceeding to their child's classroom. Under no circumstance will the parent/designated representative move beyond the front desk without first swiping in. After swiping in at the front desk, the parent/designated representative may proceed to the classroom. Upon entering the classroom, the parent/designated representative will sign the child in, annotating his/her name, date, time, verify the phone number where you can be reached and signature.

School age children may be swiped in by their parent/designated representative or the Child/Youth will key their personal identification number (PIN) into CYMS and the parent/designated representative will then sign the Child/Youth in, as stated above.

Middle School/Teens (MST) youth participate in an open recreation program, which means they are allowed to enter and depart the facility without a parent/designated representative. Parents will grant permission to staff to allow youth to sign in and out.

MSTs will swipe their key fob or enter their PIN and sign in before they may participate in the CYS program.

For pickup of child (ren), parents/designated representatives will follow the same procedures listed above.

Parents/guardians and visitors will enter and exit CYS Facilities through the front entrance/reception area, except during emergency evacuation and fire drills. During evacuations/fire drills, patrons will follow designated facility evacuation procedures. Parents/guardians must escort the children from the activity room at the time of pick up. Please be sure to supervise your child once they have been swiped out until they are secured in your vehicle in the parking lot.

Unless prior written arrangements have been made with CYS personnel, only parents or parent designees shown on DA Form 4719-R may take a child from a CYS program. Children may not be released to siblings or other children under age 13 unless approved by the program director on a case-by-case basis.

School-age children may not leave a program unaccompanied without written permission from the parent.

No parent may be denied access to a child, including the right to pick up a child from a CYS program or FCC home, unless a copy of the custody agreement or court restraining order that relinquishes such parental rights is on file at the care giving site.

In the case of divorce or child support matters, sign in and out sheets will only be released by court subpoena. A reasonable length of time (minimum of 10 working days) to process the request must be given as each sign in/out sheet must be blacked out except for the requested child's information, for confidentiality. A processing fee will be added to the family's child care account.

Denial of Child Care Services: CYS takes all reasonable precautions to offer a healthy environment. To ensure the safety of all enrolled children/youth, the staff will observe children/youth for signs of illness or symptoms of contagious disease upon arrival, while they are in care and before they leave. Parents/guardians must pick up their Child/Youth that becomes ill while in care within 1-2 hour after being notified. Children/Youth who appear to be ill or show visible signs of fever will be screened closely and may be denied admission based upon the following symptoms:

Inability to participate in daily activities.

Obvious illnesses such as:

- Temperature above 100.5° F (38.06° C) for children 3 months or younger or above 101.0° F (38.3° C) for children older than 3 months.
- Impetigo—Red oozing erosion capped with a golden yellow crust that appears stuck on.
- Scabies—Crusty wavy ridges and tunnels in the webs of fingers, hand wrist and trunk.
- Ringworm—Flat, spreading ring-shaped lesions.
- Chicken pox—Crops of small blisters on aired base that become cloudy and crusted in 2 to 4 days.
- Head lice—nits—Whitish-grey clot attached to hair shafts.
- Culture—proven strep infections that have not been under treatment for at least 24 hours.
- Conjunctivitis (pink eye)—Red watery eyes with thick yellowish discharge.
- Persistent cough, severe diarrhea or vomiting.
- Symptoms of other contagious diseases such as measles, mumps, hepatitis, and strep infections.
- Pinworm infestation.

Re-Admission after Illness: CYS staff will provide Parent/Guardian with an illness/injury readmission form (AE Form 608-10-1B) detailing criteria for readmission. The Child/Youth's health care provider should use the form to indicate when it's safe for the Child/Youth to return to the program. However, a note alone from the health care provider **will not** automatically re-admit the Child/Youth into the program or override Army regulations. The Child/Youth may only return to the CYS program when the following conditions exist:

- Fever has been absent for 24 hours without the use of antipyretic or fever reducing medications (ex. Tylenol or ibuprofen).
- Nausea, vomiting or diarrhea has stopped for 24 hours.
- The appropriate number of doses of an antibiotic have been given over a 24-hour period for known strep or other bacterial infection.
- Chicken pox lesions are all crusted, usually 5-6 days after onset.
- Scabies are under treatment and a physician's note.
- Lice are under treatment and a physician's note.
- Pinworm treatment has occurred 24 hours before readmission and a physician's note.
- Lesions from impetigo are no longer weeping.
- Ringworm under treatment and a physician's note. The lesions must be covered. If lesions cannot be covered, Child/Youth will not be admitted until lesion has shrunk.
- Conjunctivitis (Pink Eye) has diminished to the point that eyes are no longer discharging.
- Hand and foot mouth disease - fever subsides usually 2 to 3 days; rash is not contagious
- The Child/Youth has completed the contagious stage of the illness and a physician's note.
- The Child/Youth is able to participate in the normal daily activities. Hand and foot mouth disease - fever subsides usually 2 to 3 days; rash is not contagious.

Basic Care Items: Acceptable basic care items are limited to topical items used for the prevention of sunburn, diaper rash, teething irritation, lip balm, insect repellants and lotions. Products such as these are limited to those identified in AR 608-10 and must be approved by the Food and Drug Administration (FDA). An authorization form must be obtained from the parent/guardian prior to initial use. Basic care items will be in their original container and stored out of reach of children. Each item should have the child's first and last name legibly written on it, as well as on the outside of the bag. Contact your FCC Provider or program director for a listing of approved basic care items.

Administration of Medication: Certain medications may be administered in the CYS setting when it is not possible for Parents/Guardians to be present. **Please note: All medication (to include OTC medication) must be checked in at the front desk and reviewed/signed off by a member of management. No medication (to include OTC medication) is authorized in the classrooms unless it is prescribed by the physician and has been properly documented on CYS required documentation. All medication must be stored out of reach of children and therefore may not be left in your child's bag.** Only prescribed antibiotics, antihistamines, decongestants, and topical medications from health care providers and U.S. medical treatment facilities may be administered to Child/Youth who are enrolled in full day, part-day or regularly scheduled school-age programs. Medications not on the approved medication list must have a medication Exception to Policy in place from Higher Headquarters Installation Management Command which can take approximately four (4) weeks to process. Medications that are prescribed as needed (PRN) will not be given in programs, except for rescue medications. Parent/guardians will complete and have the health care provider sign the corresponding Medical Action Plan (MAP) for the required rescue medication. All medications must be in the original container, have a current prescription label and if not listed on the "approved medication list" should be accompanied by proper dosing syringe/cup/ spoon. A Child/Youth must be taking the medication for at least 24 hours prior to re-admission into a CYS program. Parent/Guardians will complete and sign a CYS Medical Dispensation Record, DA Form 5225-R, for each approved medication to be administered. A Parent/Guardian must complete and sign the form before medication can be administered. This policy will be discussed during the Parent/Guardian orientation. Please contact the individual program for further information.

Self-Medication: School age youth can self-medicate if the Child/Youth's health care provider determines that it is developmentally appropriate, and the youth knows enough about the health condition and the treatment procedure. Self-medication in CYS programs requires written instructions from the youth's health care provider clearly stating what and when self-medication is allowed and under what circumstances the youth must refer to the parents and health care provider for assistance. Parent/Guardians and youth are responsible for notifying the program staff of any medication that will be brought to CYS programs. Youth must self-administer all medications in the presence of CYS staff who will then document the incident. If a youth (6th–12th grade) cannot self-medicate, then a IAT review is required.

Rest and Nap Periods: Child/Youth enrolled in CDC and FCC full-day programs or hourly care will have a rest period, usually following lunch. Child/Youth wishing to nap can do so, while other Child/Youth engage in some other quiet activity (e.g. read a book, coloring, etc.). Infants are allowed to follow their own resting/napping patterns.

Personal Items from Home:

- **Clothing:** Children should come to the center dressed appropriately for the weather (e.g.) jackets and hats for fall and spring; coats, boots and snow pants, gloves/mitten for winter). Children should come in "play clothes" so that they feel free to participate in indoor and outdoor activities. Long dresses are not permitted for safety reasons.

Washable clothing is recommended as children may be involved in messy developmental activities (e.g. art, cooking, and water and sand play). Two changes of clothing for all children under age 5 are recommended. All clothing and accessories should be labeled with your child's full name.

- **Shoes:** Children footwear should have rubber soles and be suitable for running, climbing and jumping. For safety reasons, flip-flops, thongs, heels without straps or wedged heels are not recommended. Keep in mind Crocs type shoes can be slippery when wet.
- **Jewelry:** accessories such as earrings, rings, bracelets, necklaces, and barrettes are not permitted for children under three or children who are in multi-age rooms with children under three.
- **Sleep Aids:** If your child is over 12 months of age and has a special soft toy or blanket that he/she naps with, it may be brought to the program. It is not recommended that children younger than 12 months sleep with soft toys. The naptime toy or blanket will be put in the child's cubby and be made available for use during naptime for those over 12 months old. These items will need to be taken home for weekly laundering. Please ensure all personal items (i.e., book bags, books, school supplies, clothing, and blankets) are labeled with your child's full name.

Diapering/Toileting Training:

- **Diapers:** For health and sanitation reasons, only disposable diapers are permitted in our programs. Cloth diapers are only allowed when the use of disposable diapers creates a health risk for the child, and the parent/guardian submits a health care provider's statement to that effect. Diapers are checked and changed promptly if they are wet or soiled. Diapers and baby wipes should be labeled with the child's first and last name.
- **Toilet Training:** Toilet training is a natural developmental process. Peak readiness is typically at 2 ½ years old but will vary with each child. We will not force children to use the toilet, nor will we punish a child for lapses in toilet training. Planning a consistent toilet routine for home and center will go a long way in helping your child accomplish this developmental milestone. You must provide sufficient changes of clothing and training pants.

Transitions: Children are always supervised closely, and classroom environment facilitates staff visibility and access to children. Extra vigilance is given during transition periods, i.e., arrival, departure, employees shift changes.

Parent Communication: Daily sheets are available for parents at the end of each day to hear about specific diaper changing, nap time, and what they ate for the day. Daily sheets are mandatory for infants and toddlers and can be requested by parents for preschool and strong beginnings. Teaching strategies is a way parents can communicate with the teachers throughout the day. Through Teaching Strategies using Family Engagement Portal staff can send activities for families to complete with their children. The families can then take photos, provide work samples, and take notes or quotations from their children which can be turned in to the staff and used to assess the child's developmental milestones. Teachers can also send pictures to parents with their consent.

Celebrations:

- **Birthday and Holidays:** CYS recognizes that religious, ethnic and seasonal celebrations are a part of valuable traditions. Parents/guardians are encouraged to coordinate plans with the program director and staff in advance of the event. Non-food items are allowed for celebration and may vary based on age and developmental stages of children/youth. We no longer allow food to be brought in due to allergens. Staff will ensure to wish your child birthday wishes throughout the day.
- **Special Events:** Throughout the year, CYS sponsors special events and awareness campaigns such as Month of the Military Child, Army Birthday, Fall Fest and Worldwide day of Play. Senior Commanders from Active Army, Guard, and Reserve and other branches of service; congressional delegates, local district officials and other key stakeholders may plan and engage in observance of these events. Openings for childcare may be available during other special events such as deployments, Army ball and meetings that occur after normal operating hours on a case by case basis dependent on staff availability. This type of care must be coordinated in advance through Parent Central Services.

Emergencies Closures/Evacuation/Mobilization: In the event of emergency, mobilization or other contingency in which the facility needs to be evacuated, CYS staff will follow a written CYS Emergency Response Plan. Specific information can be obtained from your local CYS program. Children/youth may be moved to the designated evacuation sites for safety and supervision if the emergency is not post-wide and only affects one facility. Causes for evacuation could be fire, bomb threats, explosion, flood, severe thunderstorm, severe winter storm, hurricane, tornado, toxic fumes, electrical failure or structural failure. Parents/guardians and military police will be notified.

Emergency Response plans are developed considering three scenarios of evacuation:

1. **Shelter In-Place Evacuation:** Keeping children/youth and staff in place, but securing location for emergencies at hand, e.g., tornado and chemical release. Shelter in place in the facilities are mainly areas away from windows (such hallways).
2. **On-Site Evacuation:** Movement of children/youth and staff out of buildings affected and relocate to other areas on installation (if needed). Designated Safety Area is approximately 50 feet from the facility. Each program (CDC, SAC, YC) has established a designated safe area outside the 50 feet perimeter. Please note: No child/youth will be dropped off/picked up during evacuation procedures (this applies to drills as well). Parents may remain with children during evacuation procedures. Children may return to your room/facility when they are instructed that it is safe to go.
3. **Off-Site Evacuation:** Movement of part or all children/youth and staff off the installation to designated shelters. Off-site Locations in the case of an evacuation are as follows: (insert information).

Lockdown: If a "Lock-Down" order is given children will be moved to a safe location in the building. Please note that during a "Lock Down" parents **will not** be allowed in or out of the facility until all clear is given.

In the event of illness, emergency or facility closure, CYS will make every attempt to contact the parent/guardian. If the parent/guardian cannot be located to pick up the Child/Youth, the following procedure will be put into action:

- The emergency notification child release designee on record will be called. If the center is unable to contact him/her, the next designee listed will be called.
- If none of the designees can be contacted, the military police will be notified and there procedure will be followed in reference to locating the parent and custody of the Child/Youth.

Minor Accident /Emergencies:

In the event of a minor accident resulting in injury to a Child/Youth requiring medical treatment, the CYS staff will immediately contact emergency services followed by notification of the Parents/Guardian. CYS personnel or FCC Providers will accompany the Child/Youth immediately to the nearest emergency room by ambulance. The staff or provider will remain with the Child/Youth until the parent/Guardian arrives at the emergency room.

CYS policy requires written incident/accident reports for falls, scratches, bruises, bites and scrapes that occur while your Child/Youth is in our care to include emergency situations. Parents/guardians will be informed of the incident/accident and will be asked to sign the report. All reports are kept in the child's/youth's folder. Child abuse allegations are reported to higher headquarters.

Transportation Policy: CYS staff are trained to operate government vehicles to safely transport children/youth on and off post. Our safe passenger rules must be adhered to at all times, please review them with your Child/Youth. Failure to follow these safety rules may result in the suspension of a child's/youth's transportation privileges. The CYS program does not provide/utilize bus monitors to and from school at CYS expense.

- Seatbelts must always be worn in mini-government buses. Buses will not move until everyone is buckled up.
- Everyone must remain seated and facing forward on buses. Buses will not move until everyone is properly seated.
- Inside voice is to be used at all times in vehicles.
- Eating, chewing and drinking are prohibited in vehicles.
- No objects (including body limbs) shall be extended out a window.
- Littering is prohibited. Trash should be placed in designated trash containers.

Field Trips: As part of the curriculum, field trips and nature walks are scheduled to Family and Morale, Welfare and Recreation (FMWR) sites and other local sites to augment the developmental program. All field trips receive input from families, children and staff to offer planned activities in conjunction with community service projects. Field trip sites are visited by staff prior to the scheduled trip. Parents/guardians will be informed in advance of the date and destination of each trip and will be required to sign a permission form for each Child/Youth participating in the trip. Ratios must be maintained by paid staff supplemented by adults such as parents or volunteers. Ratios for high-risk activities must follow guidance. Please consult the program director for additional information on high-risk activities.

Food and Nutrition: FCC homes and CDC programs provide all infant jar food, cereal and teething biscuits. FCC homes and CDC programs offer on-site ready to feed iron-fortified formula for infants in full- and part-day programs. These specific USDA CACFP approved formulas are free of cost and parents/guardians have the option to decline. Parents/guardians are responsible for preparing bottles and providing an adequate number of bottles.

Glass bottles are only allowed with silicone sleeves. All bottles must have caps. Medications or cereal may not be mixed with formula, unless otherwise indicated in the IAT care plan due to a medical reason. Bottles for infants (under 12 months) may only contain formula or breast milk. Whole milk is allowed for children over 12 months. Bottles containing human milk will be labeled with the child's full first and last name and the date the milk was expressed or thawed if previously frozen. Staff will ensure that the oldest milk is used first. Bottles containing formula will be labeled with the child's full first and last name and the date the bottle was prepared.

Infants (under 12 months) will be fed individually and according to the infant's feeding plan. Infant Feeding Plans are based on USDA CACFP guidelines and are established by the parent and recommendations of the child's physician or other qualified health professionals.

Family Style Dining: With the exception of SAC and YC programs that serve buffet-style meals, CYS programs sit and dine "family style" with children/youth in FCC homes and centers. Family style dining promotes expanded language and cognition skills, builds fine motor skills and models appropriate eating habits while fostering social interactions. Most importantly, family style dining promotes a feeling of unity and acceptance that is essential to emotional development. It is developmentally age appropriate for children/youth to participate in cleaning and setting tables, preparing meals, serving themselves (with staff assistance if needed) and assisting with clean-up after meals.

Parent Participation Program: The Military Child Care Act requires the establishment of a parent participation program at each DoD installation. The program allows parents/guardians to earn points by participating in pre-approved activities on post, off post or in the comfort of the parent's home. ***Parent/guardians who wish to take advantage of this CYS approved cost saving opportunity will receive a 10% monthly fee reduction.*** Here are a few ways Parent/Guardians can earn points towards fee reductions in childcare:

- **Parent Education:** Offer classes at least quarterly during the CYS Orientation Training and through Army Community Service. Regularly scheduled classes include some of the following (1) child growth and development (2) special needs awareness, (3) character counts, (4) baby sign language and (5) child guidance techniques.
- **Parent Advisory Committee (PAC):** The PAC is a parent/guardian forum that meets at least quarterly to discuss current issues and offer recommendations for CYS program and service improvements. Parent/Guardians concerns are channeled through the program director to the installation commander for review and disposition.
- **Parent Conferences:** Provide parents/guardians with a formal means of communicating with those who provide direct care to their children on a regular basis. It offers a great opportunity for Parent/Guardians to learn up to date community news and program information while discussing their child's/youth's developmental progress. During Parent Teacher conferences parents can provide information to staff members from their observations of their children at home. Staff can use those observations to address developmental milestones and provide materials/suggestions to families which can then be used at home as a guide to help the child's growth in different areas of development.

Mission Related Extended Hours (if applicable): Provided at no additional cost for short term childcare (generally up to 3 hours/day) CYS childcare programs support patrons that have mission requirements, mobilization, deployment, contingency or TDY responsibilities after normal duty hours. Child Development Centers (CDC) supports unit requirements for childcare during training exercises, and alerts to the extent possible. CDC operating hours for full-day care will reflect installation variable duty hours.

Families are not charged for approved Army mission related extended hours care. Families must provide written validation confirming the mission related extended hours care. The Soldier's Unit/Sponsor's Supervisor will provide documentation to qualify for approved mission related extended hours care to the center-based program staff or FCC Provider. Extended duty hours care is generally up to 3 hours/day.

After Hour Care: Children/youth must be picked up by posted closing time. When a Child/Youth is left at the site past closing, staff will attempt to contact the parent/guardian using all telephone numbers provided, to include the emergency release designees. If there are no positive responses to these calls, and the Child/Youth has not been picked up within 1 hour of posted closing time, CYS will follow local Standing Operation Procedures to address alternate childcare placement.

Parking lot and traffic safety:

To keep our children, patrons, visitors and staff safe while entering and exiting our Child & Youth Services facilities, we ask that you be mindful that all laws are enforced on this installation.

A few reminders are listed below:

- **5 MPH within a parking lot**
- **All vehicles should be secured and locked when parked and unattended.**
- **Children left unattended in vehicles will be reported to the base police.**
- **Unauthorized parking (i.e. fire lane, bus lane) is not permitted.**
- **Entering and exiting the parking lot on the wrong side (arrows are on the ground) is not permitted.**
- **Engines may not be left running while patrons enter the facilities.**

Severe Weather Policy:

Unexpected closures or delays for inclement weather will be announced through the base wide alert system, Detroit Arsenal Facebook Page and by calling (586) 282- TANK (8265). When Senior Commander announces Liberal Leave due to potential weather and CYS is still open, services will be limited. Classrooms will open as multi-age groups and food menu items will be adjusted. Parents must remain within 30 minutes of the installation in case of early closure. If there is a 2-hour delay for opening the children will not receive breakfast. Refunds will not be authorized for 1 day weather closures.

CHAPTER 4: PAYMENTS AND REFUNDS

Joint Base Location: At Joint Base locations where Army is the supporting Service, non-Army Families are not eligible for deployment support services fee reductions unless reimbursed by the supported Service. At Joint Base locations where another Service supports the Army, Army Families are eligible for deployment fee reductions, which are reimbursed to the supporting Service.

Tax Liability: All Civilian Families using on-post childcare are required to register with the designated DoD Third Party Administrator and complete an online parent enrollment form to determine the tax value of their child care subsidy. Each year DoD must determine the value of the childcare subsidy. This net value is the amount that is considered potentially taxable income associated with the DoD childcare subsidy. Only childcare subsidies that exceed the \$5.00 (\$2,500 for married individuals filing separately) exclusion and taxable and reportable. Sponsors are responsible for considering any dependent Care flexible Spending Accounts (DCFSA) to determine if the net value plus the DCFSA value exceeds the \$5.00 or \$2,500 amount.

Total Family Income (TFI) is all earned income including wages, salaries, tips, special duty pay (flight pay, active duty Demo pay, sea pay), and active duty save pay, long-term disability benefits, voluntary salary deferrals, retirement or other pension income, including SSI paid to the spouse and VA benefits paid to the surviving spouse before deductions for taxes. TFI calculations must also include quarter's subsistence and other allowances appropriate for the rank and status of military or civilian personnel whether received in cash or in kind. For dual military living in government quarters include BAH RC/T of the senior members only; for Defense civilian OCONUS include either the housing allowance or the value of the in-kind housing provided. Current BAH chart is located at <http://www.defensetravel.dod.mil/suite/bah.cfm>

DOCUMENTATION NEEDED TO DETERMINE TFI:

- a. Military Sponsor's current Leave and Earnings Statement (LES).
- b. Civilian Sponsor's current LES.
- c. Spouse/Partner's LES, W-2 forms, and/or other income documentation.
- d. Schedule C (IRS return) from previous year to demonstrate wages from self-employment.
- e. Letter from employer if Spouse/Partner has not worked one full month. The letter must include rate of pay and anticipated average number of employment hours to calculate an annual pay estimate. Pay stub must be submitted following the first month of employment.

Fees for Blended Families AND Fees for Legally Separated Families will be based on the TFI of the household. Refer to Fee Policy.

Families, regardless of their Total Family Income Category, must provide income documentation. Failure to provide the required information will delay the processing and approval of childcare services and could result in denial of child care services.

Fees for Legally Separated Families are contingent on a legal separation document or a notarized statement stating the Sponsor is legally separated.

Annual TFI **will not** be adjusted unless:

- Unemployed spouse/partner finds paid employment; loss of employment
- Family is granted a Financial Hardship/Extenuating Circumstances Reduction

- Annual Internal Review Audit documents inaccurate documentation of TFI or Fee changes
- Special circumstances (case by case)

Parent fees **will be** adjusted when:

- The Family moves to a new TFI Category.
- Child/Youth transition between programs with different fees, e.g., full day care to kindergarten, Full Day to Part Day, After School to Summer Camp, Child Development Center to Family Child Care, etc.
- Army Fee policy directs a fee change.
- A Financial Hardship Waiver is approved.
- The Family relocates to another installation with different fees.
- Special circumstances (case by case)

Program Fees: Are generated semi-monthly on the 1st and the 15th of the month. Parents can pay monthly fees for regularly scheduled Full Day, Part Day and Part Time Care in monthly or semi-monthly installments. Incoming Families make their initial payment for care at the time they accept the childcare space offered by the CYS Parent Central Services Office. **Services may be terminated if full payment plus late fee charges for the month are not received by the last working day of the month unless a command approved financial hardship waiver has been initiated. Patrons receiving assistance from the State of Michigan will be responsible for any gap in payments.**

- **Hourly Care Fees:** The Standard Army-wide hourly care rate is \$8.00 per hour per child for ALL CYS programs regardless of Total Family Income (TFI) category. **Multiple Child Reductions do not apply to hourly care.** Hourly care payment is due at the time of pick-up. Failure to make the payment will result in termination of availability of childcare services. Same day or walk-ins may be accepted on a space available basis. Reservations for hourly childcare can be made in advance, check with your installation Parent Central Services.
- **CYS WebTRAC Payments:** Some CYS programs allow patrons to make online payments. Please contact your local Parent Central Services regarding availability of WebTrac payment options.

Other Payment Options: Payments may be made with cash, check, credit card, and auto debit or through WebTrac. Personal checks will be accepted in the amount due only.

- **Late Pick-Up Fee:** CDC and SAC programs have a late pick-up fee of \$1.00 per minute up to 15 minutes per Family per site regardless of the number of children in care at that site. For example, a Family who has two children in the CDC and one child in SAC will pay a \$15 late pickup fee at each site if pick up is 15 minutes after closing. When the Family is later than 15 minutes, the Family is charged \$8.00 per child, per site for the remainder of the hour and then \$8.00 per child, per site for each hour thereafter. Late pick-up fees are not charged for approved mission related circumstances or when specific arrangements to extend childcare are made prior to pick-up. Be sure to contact Parent Central Services office regarding documents required for the approval of mission related circumstance.
- **Late Payments:** Payment for regular scheduled care for full day/part day care. Late payment fee is charged after the 5th business day and is \$10.00 per child per payment cycle (semi-monthly) or \$20.00 (monthly).

When late or non-payments have been identified, the procedures as outlined in the SOP, Subject: "Non-Payment of Child Care Fees, Collection of Delinquent Accounts and Denial of Services" will be followed which include:

- **Verbal Warning.** By Front Desk staff during swipe in/swipe out on the 4th and 5th days of each semi-monthly billing cycle. CYMS swipe stations should be toggled to 'Display Message if HH Balance Exists' so front desk personnel can give parents a courtesy reminder of approaching payment deadlines.
- **Personal Follow-Up.** By Program Manager on 6th day of the first delinquent billing cycle. Families with an outstanding balance should be contacted via telephone, in writing or in person regarding the outstanding balance. This will include informing Families of their option to request a Financial Hardship Waiver from IMCOM G9 and reminding of them of penalties if payment arrangements are not made by established deadlines.
- **Written Notice of Non-Payment/Potential Termination.** By Program Manager on 6th day of the second delinquent billing cycle. This will be a template Army-standard notice. If possible, Program Manager should also do a final verbal follow-up in conjunction with this letter to ensure the Family fully understands the pending consequences and to encourage them to seek assistance if warranted.

Note: When payment is not received, garnishment of wages will be initiated.

Financial Hardship Waiver: Families must demonstrate a need for a childcare fee reduction due to financial hardship based on a review by an ACS financial counselor or a certified financial professional external to CYS. The counselor will provide a recommendation for a fee reduction to the Garrison Commander. Fee Adjustments for Financial Hardships must be re-evaluated at least every six months by the counselor or Garrison Commander. **Families whose childcare fees are 25% or more of their Total Family Income (TFI) may request a hardship review.** Contact the Outreach Services director at your childcare facility for assistance in filing a hardship.

Leave/Vacation Options: Family Child Care Fees are annualized during registration for a 2-week Leave/Vacation which reserves the child's space. The option chosen must be used during the registration year and cannot be carried over into the next year. Families who opt for 4 weeks of Leave/Vacation pay a higher monthly fee than families who chose the 2 weeks fee option. Family Leave/Vacation must be taken in a minimum of one-week increments. Families must provide advance notice prior to taking leave/vacation. **Leave vacation options are available to patrons enrolled in CDC/FCC programs ONLY.**

Withdrawal/Out-processing: Parents are required to provide a minimum of 30 days notice in writing prior to withdrawal. This notice should be given to the Center Director, Assistant Director or clerical staff. Failure to submit written notification will result in on-going assessment fees.

Absenteeism: *No credits or refunds are issued for Child/Youth absenteeism due to:* (a) regular childhood illnesses or injuries (two weeks or less) (b) CYS program closures due to inclement weather, staffing training, or special installation circumstances determined by the Garrison Commander (GC), (c) withdrawal except in situations approved by the CYS Coordinator where the Child/Youth has not started the class and for (d) unused leave/vacation. Sponsors

requesting refunds for circumstances outside the scope of this policy must submit their justification in writing through the program director to the garrison commander.

Refunds: Refunds are authorized for at Garrison Manager discretion: (a) program closures for repair or renovation when an alternate care setting is not provided (b) unexpected prolonged child absence due to Family emergency or extended illnesses (c) withdrawal from a regularly scheduled child care programs upon receipt of PCS orders and (4) withdrawal from a Youth Sport (occurring before midseason of the sport) upon receipt of PCS orders. Forms are available at Parent Central Services or at your program facility.

PARENT FEE REDUCTIONS/INCENTIVES:

Deployment Support Services: Parents may receive a 20 percent deployment reduction for regularly scheduled childcare and reduction for other deployment support services.

Please contact Parent Central Services for additional information regarding Deployment Support Services.

Parent Participation Fee Reduction: Parents may earn a fee reduction for participating for a minimum of 10 hours in CYS programs. A 10% reduction on one month's fee for one Child/Youth may be awarded for each 10 hours of parent participation. Reductions are limited to 10% per Child/Youth per month. Parent participation hours may accumulate month to month and may not be shared with other Families.

Multiple Child Reductions (MCR): A 25% MCR is applied when more than one child is enrolled in regularly scheduled childcare programs or seasonal youth sports offered by CYS. MCRs for childcare and youth sports are determined separately and may not be combined. MCRs are *not* applied to Hourly Care, SKIES *Unlimited* fees, or School Age occasional user fees.

Seasonal youth sports: MCR applies to Families with more than one child enrolled in a seasonal youth sport. The Standard Army-wide Multiple Child Fee Reduction is applied to the second child and all subsequent children enrolled in a youth sport occurring in the same season. Regularly scheduled childcare programs (Full-day, Part day, FCC home, Before and After School Age, etc.): MCR applies to Families with more than one child enrolled in ongoing childcare programs. The child enrolled in the highest cost care option is considered the first child and pays full fee. The Standard Army-wide Multiple Child Fee Reduction is applied to the second child and all subsequent children enrolled in regular ongoing childcare program.

Family Child Care Fee Incentive: FCC Parent Fee Assistance represents savings to Families over Army CDC and SAC fees for designated Total Family Income Categories. This

savings is an efficiency incentive to encourage more Families to use FCC Homes as their primary source of childcare. Contact Parent Central Services for additional information on FCC Parent Fee Assistance.

Extended Duty Child Care Fee Assistance: Provided at no additional cost for short-term childcare (generally up to 3 hours/day) beyond FCC regularly scheduled care hours (based on Sponsor's typical duty day/care requirements). A written validation statement is required from the Soldier's unit/Sponsor's Supervisor to the FCC Provider to qualify.

Mission Related Extended Duty 24/7 Fee Assistance: Provided at no additional cost for care beyond FCC regularly scheduled care hours. Individual Families are authorized up to 15 days for Extended Duty Child Care per year.

CHAPTER 5 - CURRICULUM AND PROGRAMS

CORE CURRICULUM and PROGRAMS:

CHILD DEVELOPMENT CENTERS (CDC)

(Ages 6 weeks-5 years) Offer on-post full-day, part-day, hourly childcare, extended duty day care ("We've Got You Covered") and the *Strong Beginnings* Pre-Kindergarten program. Care is provided by trained staff and operations are subject to Department of Defense (DoD) Certification. (Child Development Center 74017).

The Creative Curriculum is the authorized curriculum used in CDCs/FCC for children ages 0–5. The Teaching Strategies (TS) Gold developmental assessment, *Checkpoints*, will be used to document the progress of children. All activities will be developmental in nature and recognize children's individual differences by providing an environment that encourages self-confidence, development of self-help and life skills, curiosity, creativity, and self-discipline as outlined in the Creative Curriculum. Concrete experiential learning activities encompass the following six domains: Social, Physical, Language/Literacy, Cognitive/Intellectual, Emotional and Cultural.

Typical child routines such as meal times, clean-up times, napping and rest times, and diapering and toileting are integral parts of the curriculum, not separate items between curriculum areas. Daily specific lesson plans and schedule along with weekly lesson plans are posted.

SCHOOL AGE CARE (SAC)

(Ages 6-12 years) Offer before and after school programs, weekend activities during the school year, care and camps during school vacations and summer. Care is provided by trained staff and operations are subject to DoD Certification. (School Age Center [Child Development Center ages 6-10] 74016).

Curriculum and programming centers around school age four services areas: Sports & Fitness, Fine Arts, Citizenship & Leadership, and Leisure & Recreation. Children will have input into activity choices to ensure the activities meet their needs and interests. Documentation of child input into activities is on file in the program. Program choices are designed and implemented to meet a variety of child interests to cover a wide variety of skill, ability and interest levels.

Daily schedules/lesson plans will be flexible, provide stability without being rigid, allow children to meet their physical needs (e.g., water, food, restrooms) in a relaxed way, allow children to move smoothly from one activity to another, usually at their own pace, and facilitate transitions when it is necessary for children to move as a group.

Program activities are offered in Life Skills, Citizenship and Leadership Programming. A variety of clubs and committees will be available to expand children's interpersonal, speaking, and leadership skills. Programming choices will be offered to help children develop skills in independent living and life planning such as cooking, swimming, etc.

MIDDLE SCHOOL/TEENS (MST) Youth Centers

(Ages 11-18 years) The Youth Program offers comprehensive, supervised program options and affordable, quality, predictable services that are easily accessible for eligible youth in grades 7 through 12 (may include 6th grade depending on local school configuration) who are generally 11 – 18 years of age. This is achieved through a comprehensive Youth Program framework consisting of the Four Service Areas. Through formal partnership agreements with several nationally recognized youth-serving organizations, such as United States Department of Agriculture (USDA), 4-H and Boys & Girls Clubs of America (BGCA), youth have access to programs, standardized curricula, special events, camps, scholarships, etc., no matter where they live. Supervision and programming are provided by trained staff and operations are subject to DoD Certification. (Youth Center 74066).

The MST program utilizes a comprehensive youth development curriculum framework to ensure the physical, cognitive, social and emotional needs of youth are addressed. The framework is comprised of Four Service Areas to meet the core requirements. Youth will work together with staff to ensure they have input into activity choices. Activities must meet the needs and interests of the youth. Intent is to have a combination of youth and adult choices in the lesson plan. Youth will help determine frequency. Activities will reflect the program's written philosophy and goals for youth in a prominent area.

Program opportunities will be offered in life skills, citizenship and leadership in the following program areas:

- Youth Councils, which will provide opportunities for youth to actively participate in planning and conducting youth programs while learning leadership skills.
- Volunteer Community Service will provide opportunities for youth to actively learn through service to their community.
- Workforce Preparation provides opportunities for youth to prepare for successful entry into the workforce.
- Youth Technology Lab. Provides opportunities for youth to explore interests, enhance technology skills, and research information.

YOUTH SPORTS AND FITNESS PROGRAM

(Ages 3-18 years) Offer developmentally appropriate opportunities for children and youth to be engaged in individual and team sports, competitions, skill building clinics, and nutrition and health classes that foster development of life-long healthy habits. Provided by trained CYS employees and volunteer coaches in a variety of settings including Youth Centers, MWR Facilities, Schools, community fields and facilities. DODI 6060.4, AR-215-1, AR-608-10.

The Youth Sports and Fitness Program utilizes a comprehensive framework to ensure the physical, cognitive, social and emotional needs of youth are addressed.

- The System is comprised of Four Service Areas to meet the core requirements:
 - Team Sports and Developmental Sports
 - Individual Sports
 - Fitness and Health
 - Outreach

- Team Sports are offered for all children ages five and above in the following sports:
 - Baseball/T-Ball (if applicable)
 - Soccer
 - Basketball
 - A minimum of two additional team sports offered at any time of the year (cheerleading, flag football, hockey, etc., based on community needs and interests).
- Individual Sports are offered in locally selected sports. A minimum of one sport is offered per quarter. Some individual sports may include golf, tennis, bowling, dance)
- Fitness and Health programs focus on healthy lifestyles and health promotions. These programs are implemented throughout CYS programs.
- Outreach programs are offered in CDC, SAC, MST and FCC in areas throughout the year.
 - Intramurals (SAC/MST)
 - Motor Skill Activities (CDC/SAC) i.e. Start Smart, Functional Fitness
 - Skill Building Clinics (all)
 -

National Alliance for Youth Sports (NAYS): NAYS is the nation's leading youth sports educator and advocate with national programs that educate administrators, coaches, officials and parents about their roles and responsibilities in the context of youth sports, in addition to offering youth development programs for children. Through NAYS CYS offers; youth sports coaches' certification, youth sports officials training services, parental sports education and marketing services, Start Smart Sports Development Program for Child Development Services, and on site and on-line educational forums on Army installations worldwide.

FAMILY CHILD CARE (FCC) HOMES

(Ages 4 weeks-12 years) Offer full-day, part-day, and hourly childcare to include extended duty day, weekend care, 24-hour care as needed in a home environment. Care for up to eight children (depending on mix of ages) is provided by trained, certified, and monitored FCC Providers in their own homes (privately owned and government owned or leased housing) and is subject to DoD Certification.

PARENT AND OUTREACH PROGRAMS

- Parent Central Services: (Ages 0-18 years) Offers registration, enrollment, records transfer, parent education classes, and babysitter training and referral services for Families. Includes *CYS Parent Advisory Council*, non-traditional outreach services, and *Parents On Site* volunteer program.
- Kids On Site/Short Term Alternative Child Care: (Ages 6 weeks-12 years) Offers short term hourly childcare for Families using/attending Command Sponsored events, e.g., Strong Bonds, Family Readiness Groups, Memorial Services, Yellow Ribbon Events etc. Provided by CYS employees in a variety of on and off post settings that may include Family and Morale, Welfare and Recreation facilities, Chapels, Armed Forces Recreation Centers, Hotels, Schools, Armories, etc. Parents remain on site or are immediately available in an adjacent facility.
- *SKIES* Unlimited Instructional Program: (Ages 3-18 years) Offers range of out of school classes, e.g., music, dance, martial arts, gymnastics, technology, life skills, and SAT prep designed to complement, expand, and support the academic, life skills, and athletic

experiences children and youth have within Army CYS Programs and Schools. Provided by CYS employees and contract instructors in a variety of settings, which may include Child Development Centers, School Age Programs, MWR and Community Facilities and Schools.

- **Respite Child Care:** Offers respite childcare for parents to give them temporary relief from child rearing duties and allows them time to take care of personal business. Families are offered 16 hours per child, per month at no cost care beginning 30 days before Soldier is deployed and ending 90 days after Soldier returns.
- **"We've Got You Covered":** Offers extended hours in designated CYS operations to ensure childcare is available for enrolled full day children at no additional cost to Soldiers who have mission requirements beyond normal duty hours.

Community Based Programs

- **Mission Youth Outreach:** (Ages 6-18) Partnership between Army CYS and Boys & Girls Clubs of America providing children from families of reserve and active-duty personnel with free membership at their local Boys & Girls Club. Reserve, National Guard, and Active-duty youth need to be able to connect with other youth in similar situations. The partnership delivers physical, emotional, social, and cultural programs for military youth living in civilian communities. Through a Joint Military Services initiative, military dependent children ages 6-18 can get pre-paid programs and services through their local Boys & Girls Clubs.

School Support Services: (Grades K-12) the purpose of School Support Services is to reduce the conflict between military mission requirements and parental responsibilities related to K-12 education. School Support Services provides a variety of programmatic strategies and resources to achieve this mission and to support academic success and wellness for Army children and youth.

- **School Liaison Officers (SLOs)** are located on each Army garrison. SLOs provide support to Garrison Commanders, Army Families and school districts. SLOs advise Garrison Command staff on matters related to schools; assist Army Families with school issues; communicate information and support services to Army Families and schools; support Army Families during school transitions; collaborate with school districts to build positive relationships and address issues that impact Army students. SLOs facilitate training for parents, schools, and garrisons; foster reciprocal transition practices among school districts and increase school transition predictability for Army Families.
- **Homeschool Support:** Provided to Families who choose to homeschool their children. SLOs gather and share policies and resources to help these families overcome unique challenges and barriers.
- **School Youth Sponsorship Programs:** Ease school transitions in CONUS and OCONUS schools.
- **Tutor.Com (K-1st Yr. College):** Offers free, online tutoring services to dependent children of active duty Army personnel, dependent children of deployed Army National Guard personnel, dependent children of deployed Army Reserve personnel, dependent children of Army Wounded Warriors/Survivors, inactive/part-time Army National Guard personnel and their dependents and inactive/part-time Army.

~End~