

Maryland Child Care Resource Network

## Child Care Demographics

2021

## Caroline County Report

Caroline County is a strong economic center on Maryland's Eastern Shore. Its leading industries include manufacturing, transportation and logistics, and traditional and value-added agriculture. The county offers a sizable technical workforce that is well suited to meet the needs of business in the leading industry sectors. Its location on major transportation arteries that serve the Mid-Atlantic region has helped Caroline County become a major logistics hub, especially for the agricultural industry.<sup>1</sup>

Industrial development is located strategically throughout Caroline County: three parks in the town of Federalsburg, three industrial areas in the town of Denton, and a shovel-ready technology specialty park in Ridgely.¹ Caroline County's 637 businesses employ over 8,000 workers.² Major employers include Benedictine School Programs, Dart Container Solo, H & M Bay Inc, Hanover Foods Corp, and Tri-Gas & Oil Co Inc. ³

- http://commerce.maryland.gov/Documents/ResearchDocument/AlleganyBef.pdf Source: Maryland Department of Commerce, Brief Economic Facts, 2019.
- https://data.bls.gov/cew/apps/table\_maker/v4/table\_maker.htm#type=1&year=2020&qt r=1&own=5&ind=10&supp=0 Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, March 2020.
- https://www.dllr.state.md.us/lmi/emplists/ Source: Maryland Department of Labor, Major Employers List- Workforce Information & Performance, 2019

The Maryland Child Care Resource Network and Maryland Family Network, Inc. are co-publishers of this Baltimore County Report for the Network's Maryland Child Care Demographics Report series. The series includes reports for the State, for each of Maryland's 23 counties and the City of Baltimore.

This publication was produced as a work for hire for the benefit of, and with funds from, the Maryland State Department of Education.

## Frequently Requested Child Care Information

#### **Child Population 2010**

Age Group	Number in age group			
0-1	878			
2-4	1,436			
5-9	2,324			
10-11	883			
Total	5,521			

Source: Maryland Department of Planning (MDP), 2010 Census Summary File 1.

## Child Care Costs as Compared to Other Major Household Expenses

The estimated current median family income in Caroline is \$73,685°. A family of four that included a couple and two children ages 0-23 months and 2-4 years can be expected to have the following yearly household expenses:

Expense			
•		Cost	% of Income
Child Care		\$ 13,986	19.0%
Infant <sup>1</sup>	\$6,955		
Preschooler <sup>2</sup>	\$7,031		
Food <sup>3</sup>		\$ 11,219	15.2%
Housing⁴		\$ 20,412	27.7%
Taxes <sup>5</sup>		\$ 16,544	22.5%
Total		\$ 62,161	84.4%

<sup>1</sup> Average cost of full-time care in a family child care home (LOCATE, 2020). <sup>2</sup> Average cost of full-time care in a child care center (LOCATE, 2020). <sup>3</sup>National average cost of food at home based on a moderate cost plan (Cost of Food at Home Estimated for Food Plans at Four Cost Level, July 2020), U.S. Average, United States Department of Agriculture). <sup>4</sup>Based on U.S. Bureau of the Census 2010 median selected owner costs with a mortgage; included mortgage, taxes, insurance and utilities. <sup>5</sup>State and local taxes per Comptroller of Maryland (2020), Medicare and FICA taxes per moneychimp.com (2020). Taxes do not reflect Earned Income Credit. 6Current income as shown in the Geolytics Report dated July 2020. This data cannot be compared to previous data.

#### Average Weekly Cost of Full-time Child Care

Caroline County		
	Family Child Care Programs	Child Care Centers
0-23 months	\$133.75	\$ 180.00
2-4 years	\$ 113.42	\$ 135.21
5 years <sup>1</sup>	\$ 104.00	\$ 120.63
School Age Full <sup>2</sup>	\$ 94.50	\$ 119.38
School Age B/A <sup>3</sup>	\$ 75.56	\$ 100.00

Source: MFN/LOCATE: Child Care, 6/20.

'Average cost of full time care for a 5 year old. Defined as child being in full time child care or being in kindergarten and out-of-school child care, i.e., holidays, school closures and summers. 'Average cost of full time care for a 6+ school age child (out-of-school child care, i.e., holidays, school closures and summers). 'Average cost of before and after school child care.

## Number of Caroline Children under 12 with Mothers in the Work Force<sup>1</sup>

 $5,021 - 76.4\%^2$  of total 2020 child population under 12 (6,573).

<sup>1</sup>Source: MFN/LOCATE: Child Care. <sup>2</sup>Percent based on 2010 census data. Total population number based on GeoLytics, Inc. report, 2020.

## Caroline County

## Population Information

### Child Population<sup>1</sup>

		2000		2010
	Caroline	Maryland	Caroline	Maryland
0-3 years	1,032	209,218	1,339	217,560
3-4 years	811	144,175	975	146,928
5 years	432	74,546	461	72,700
6-9 years	1,845	316,772	1,863	294,168
10-11 years	1,034	162,481	883	151,023
Total	5,154	907,192	5,521	882,379

Source: U.S. Bureau of the Census, 2000, 2010.

### Female Population (selected ages)

Age Group	2000	2010
20-24	797	975
25-29	840	988
30-34	1,054	1,017
Total	2,691	2,980

Source: U.S. Bureau of the Census, 2000, 2010.

## Work Force Information Total Population Ages 16+ in Work Force

	Caroline	Maryland
2010		
Female	8,264	1,570,193
Male	9,343	1,623,215
2000		
Female	7,118	1,351,034
Male	7,927	1,418,491
Change		
Female	16.1% (+)	16.2% (+)
Male	17.9% (+)	14.4% (+)

Source: U.S. Bureau of the Census, 2000, 2010 American Community Survey (ACS).

### Females (16+) with Children

Age Group	2000	2010	Change
Total females (16+) with children under 6	809	2,611	N/A*
Total females (16+) with children under 6 in the work force	600	N/A*	N/A*
Total females (16+) with children 6-17	2,281	5,309	N/A*
Total females (16+) with children 6-17 in the work force	1,864	N/A*	N/A*

Source: U.S. Bureau of the Census, 2010 ACS.

### **Total Population**

	Caroline	Maryland
2010	33,066	5,773,552
2000	29,772	5,296,486
1995	29,050	5,046,079
1990	27,035	4,780,753
1980	23,143	4,216,975

Source: U.S. Bureau of the Census, 2010, 2000, 1990, 1980.

#### Male Population (selected ages)

Age Group	2000	2010
20-24	766	1,003
25-29	795	990
30-34	995	935
Total	2,556	2,928

Source: U.S. Bureau of the Census, 2000, 2010.

#### Households

	2000	2010
Total household		
population	29,319	32,624
Total # of households	11,097	12,158
Average household size	2.64	2.72

Source: U.S. Bureau of the Census, 2000, 2010.

<sup>\*</sup> Comparable data not available for 2010 census.

## Caroline County

# Demographics

## Census Information

### **Families and Poverty**

	2000	%	2010	%	%Change
All Families Families Below	8,156	100%	8,702	100%	6.7%(+)
Poverty Level	730	9.0%	600	6.9%	17.8%(-)
All Families w/Children Under 6**	778	N/A*	821	100%	N/A*
Families w/Children Under 5 Below Poverty Level	206	N/A*	N/A*	8.2%	N/A*
All Families w/Children Under 18	3,857	100%	3,769	100%	2.3%(-)
Families w/Children Under 18 Below Poverty Level	541	14.0%	445	11.8%	17.7%(-)

Source: U.S. Bureau of the Census, 2000, 2010. Prepared by MDP.

### **Educational Attainment**

	%Adult Pop. Over Caroline	%Adult Pop. Over 25 Yrs	Maryland	25 Yrs
High School Grad or Higher	ol 18,180	83.2%	3,410,847	88.1%
Bachelor's Degree or Higher	3,094	14.2%	1,396,843	36.1%

Source: U.S. Bureau of the Census, 2008-2010 ACS.

### **Children and Poverty**

	2000	%	2010	%	%Change
Total Related Children					
Under 18	18,992	100%	7,046	100%	62.9%(-)
Total Children Under 18 Below		/			
Poverty Level	5,071	17.3%	958	13.6%	81.1%(-)
Total Children Under 5 Below					
Poverty Level	N/A*	17.9%	N/A*	12.8%	N/A*
Total Children 5-17 Below Poverty Level	N/A*	17.1%	N/A*	13.9%	N/A*

Source: U.S. Bureau of the Census, 2000, 2010. Prepared by MDP.

#### **Families**

Caroline	Total # Familie: Related Total		Total # of All Families With Related Children Under Age 18
2000	8,156	778	3,857
2010	8,702	1,011	4,315
Change	6.7%(+)	29.9%(+)	11.9%(+)

Maryland	yland Total # of All Families With Related Children Total Under Age 6		Total # of All Families With Related Children Under Age 18
2000	1,359,318	150,011	662,172
2010	1,447,002	170,870	728,045
Change	6.5%(+)	13.9%(+)	9.9%(+)

Source: U.S. Bureau of the Census, 2000, 2010. Prepared by MDP.

<sup>\*</sup>Comparable data not available from 2010 Census.

<sup>\*</sup>Comparable data not available from 2010 Census.

## Caroline County

## Income, Unemployment and Housing Information

#### **Annual Wage Rate Information**

Public School Teacher Salary	\$63,573
Average (Caroline County)	
Public School Teacher Salary Average (MD)	\$73,444
Nonpublic School teacher Average (Maryland)	\$58,602
Family Child Care Provider (Maryland)	\$40,375
Child Care Center Director (Maryland)	\$41,168
Center Senior Staff/Teacher (Maryland)	\$26,054
Center Aide (Maryland)	\$18,183

Sources: MSDE, Jan 2020, Association of Independent Maryland Schools (AIMS), 2019-20 school year, and MFN's 2020 Statewide Survey of Family Child Care Providers and Child Care Centers.

#### **Family Income**

Median Family Income, 2010 Census	
Caroline	\$59,689
Maryland	\$83,137
Source: U.S. Bureau of the Census, 2008-2010 ACS.	
Median Household Income <sup>1</sup> :	
Caroline	\$65,039

Income Distribution	Percent Households		
	Caroline	Maryland	
under \$25,000	19.5%	13.6%	
\$25,000 - \$49,999	24.3%	16.6%	
\$50,000 - \$74,999	19.9%	16.0%	
\$75,000 +	36.3%	53.9%	

Source: <sup>1</sup>GeoLytics, Inc. report, 2020. U.S. Bureau of the Census, 2014-2018 American Community Survey 5-Year Estimates. Data is not directly comparable to 2010 or earlier reports.

NOTE: Percentages may not total 100% because of rounding

### **Unemployment Rate**

	Caroline	Maryland
2000	3.6%	3.4%
2001	4.0%	4.0%
2002	3.8%	3.9%
2003	5.1%	4.1%
2004	3.8%	3.9%
2005	3.6%	3.9%
2006	4.0%	3.7%
2007	4.0%	3.6%
2008	5.2%	4.5%
2009	8.8%	7.1%
2010	8.8%	7.3%
2011	8.8%	7.2%
2012	7.6%	6.5%
2013	7.1%	6.2%
2014	6.2%	5.6%
2015	5.1%	5.0%
2016	4.8%	4.5%
2017	4.6%	4.3%
2018	4.3%	4.5%
2019	3.9%	3.9%
2020	6.4%	8.3%

Maryland Department of Labor, Licensing and Regulation (DLLR) 6/2020.

#### **Housing Information**

	Caroline	Maryland
Owner-Occupied housing	8,322 (71.7%)	1,426,267 (67%)
Renter-Occupied housing	3,291 (28.3%)	701,172 (33%)

Note: Percentage is based on total occupied housing units.

	Caroline	Maryland
Mean value of Owner- Occupied Housing	\$236,400	\$301,400
Median Selected Monthly Owner Costs With a Mortgage	\$1,701	\$2,016
Median Gross Residential Monthly Rent	\$919	\$1,131

Source: U.S. Bureau of the Census, 2008-2010 ACS.

## Caroline County

# Demographics

## Supply of Regulated Early Childhood Programs and Education

### Children's Programs by Type with Capacity/ Enrollment

2111 011111 0111			
Progr	# of ams	Open on 6/30/2020 <sup>2</sup>	Capacity <sup>1</sup>
Family Child Care Providers	65	54	496
*OCC Licensed Group Programs	9	N/A	460
8-12 Hour Child Care Centers	3	3	228
Infant/Toddler	1	1	0
Part-Day	2	1	N/A
Before/after School (School & Center-Based)	3	3	228
<b>Employer-Sponsored Centers</b>	0	0	0
Youth Camps	4	0	N/A
Nursery Schools	2	0	N/A
Public Kindergarten	0	0	N/A
**Head Start	4	0	193
***Public Pre-Kindergarten Sites	5	0	N/A

<sup>&</sup>lt;sup>1</sup>Capacity total refers to capacity prior to COVID-19 restrictions. Capacity during COVID-19 restrictions is not available.

Source: MFN/LOCATE Child Care, 6/20; Maryland State Department of Education; Department of Health and Mental Hygiene.

#### **Education**

#### Public and Private Schools (Elementary and Middle)

	Public	Private
Elementary Schools	5	0
Middle Schools	2	0
Combined	0	1

#### **Elementary School Enrollment**

	Public	Private
Pre-Kindergarten	366	38
Kindergarten	388	0
Grades 1 - 6	2,546	6
Total	3,300	44

Source: MSDE, 2019-20 school year. Enrollment figures are for September 30, 2019. Private schools include MSDE approved schools and those operated by a tax-exempt religious organization which hold a letter of exemption from approval in accordance with State law.

## Density of Family Providers and Center Programs by Community/Zip Code

The following chart shows the number of registered family child care providers and licensed full-day child care centers in Caroline as of June 30, 2020.

Community/ Zip Code	Family Provid		8-12 Hou Centers	ır %
Denton 21629	16	24.6	1	33.3
Federalsburg 21632	2 7	10.8	0	0.0
Goldsboro 21636	3	4.6	0	0.0
Greensboro 21639	10	15.4	1	33.3
Henderson 21640	3	4.6	0	0.0
Marydel 21649	1	1.5	0	0.0
Preston 21655	16	24.6	1	33.3
Queen Anne 21657	7 2	3.1	0	0.0
Ridgely 21660	7	10.8	0	0.0
Totals	65	100.0%	3	100%

Source: MFN/LOCATE: Child Care, 6/20.

Note: Percentages may not total 100% because of rounding.

<sup>&</sup>lt;sup>2</sup>Reflects the number of providers that were open as of June 30, 2020 during COVID-19 restrictions.

<sup>\*</sup>Note: Numbers do not lotal because facilities may have more than one type of program. Unless otherwise indicated, all programs are privately funded.

<sup>\*\*</sup> Federally funded programs which include Head Start, Early Head Start and Home-based Head Start.

<sup>\*\*\*</sup>State funded.

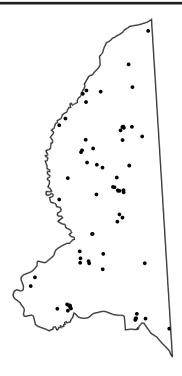
<sup>\*</sup>Self reported data from Maryland Nonpublic Schools as reported to MSDE.

## Caroline County

## Supply of Regulated Child Care

## **Density of Regulated Family Child Care Homes in Caroline County**

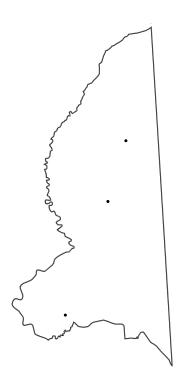
1 dot = 1 home



Source: MFN/LOCATE: Child Care, 6/20.

## Density of Licensed 8-12 Hour Child Care Centers Caroline County

1 dot = 1 center



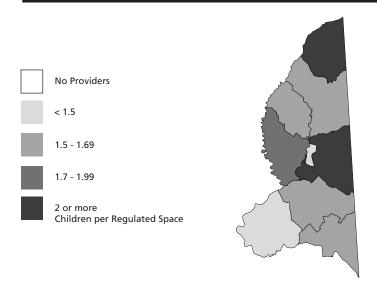
Source: MFN/LOCATE: Child Care, 6/20.

## Caroline County

## Demographics

## Supply of Regulated Child Care

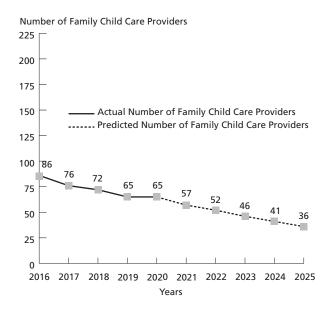
### Number of Children 0-5 Years Per Regulated Child Care Space by Census Tract



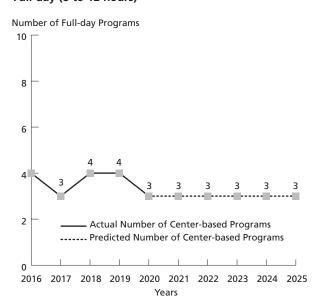
This map is based on census tracts defined by the U.S. Bureau of the Census. It does not accurately delineate land/water boundaries in some census tracts. Sources: U.S. Bureau of the Census, 2010. MFN/LOCATE: Child Care, 6/20.

#### Past and Anticipated Growth Patterns for Family/Center Providers

#### Family Child Care Providers in Caroline 2016-2025



## Center-based Programs in Caroline 2016-2025 Full-day (8 to 12 hours)



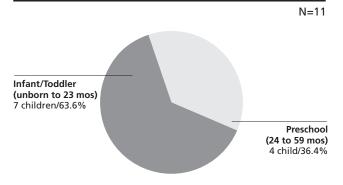
These predictions were generated with the use of the Multiple Regression Analysis and Forecasting template. The predictions generated by the Model do not reflect the effects of current changes to social programs affecting child care.

Source: MFN/LOCATE: Child Care, 6/20.

## Caroline County

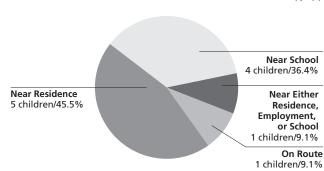
## Demand for Child Care

### Children Served by Age



#### **Children Served by Locational Preferences for Care**

N=11



Source: LOCATE: Child Care at Maryland Family Network, Baltimore (7/1/19-6/30/20). NOTE: Percentages may not total 100% because of rounding.

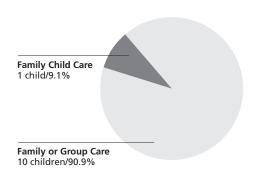
Source: LOCATE: Child Care at Maryland Family Network, Baltimore (7/1/19-6/30/20). NOTE: Percentages may not total 100% because of rounding.

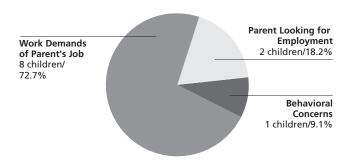
### Children Served by Type of Care Preferred

N=11

#### **Reason Child Care is Needed**

N = 11





Source: LOCATE: Child Care at Maryland Family Network, Baltimore (7/1/19-6/30/20). NOTE: Percentages may not total 100% because of rounding.

Source: LOCATE: Child Care at Maryland Family Network, Baltimore (7/1/19-6/30/20). NOTE: Percentages may not total 100% because of rounding.

## CAROLINI

## Caroline County

## Demographics

## Demand for Child Care

## Number of Children Served by LOCATE: Child Care 11 children (7/1/19-6/30/20)

#### Full-time or Part-time Care Needs of Children Served

N=11

Full-time: 8 children (72.7%)
Part-time: 2 children (18.2%)

Other: 1 child (9.1%)

Source: LOCATE: Child Care at Maryland Family Network, Baltimore (7/1/19-6/30/20). NOTE: Percentages may not total 100% because of rounding.

#### Child Care Scholarship Program (CCS)\*

## LOCATE Calls received from parents with children eligible for Child Care Scholarship

1 (9.1% of all calls)

## LOCATE Calls received from parents with children receiving Child Care Scholarship

2 (18.2% of all calls)

Source: LOCATE: Child Care at Maryland Family Network, Baltimore (7/1/19-6/30/20).

\* Formerly Child Care Subsidy Program

## Major Reasons Parents Could Not Find Child Care in Caroline County

Reason	Count
Location	2

Source: LOCATE: Child Care at Maryland Family Network, Baltimore (7/1/19-6/30/20).

## Major Factors Important to Parents Who Found Care in Caroline County

Factor	Count
Educational program	2
Cost	1
Proximity to home, work, school	1

Source: LOCATE: Child Care at Maryland Family Network, Baltimore (7/1/19-6/30/20).

## Supply of Child Care

#### Child Care Scholarship Program (CCS)\*

Family Child Care Providers willing to care for CCS children in Caroline County

9 (13.8% of total family child care providers)

Child Care Centers willing to care for CCS children in Caroline County

3 (100.0% of total child care centers)

LOCATE: Child Care at Maryland Family Network Baltimore, June 2020.

\* Formerly Child Care Subsidy Program

Caroline County FY20 Allocation (estimated) \$549,377 = 104 full-time children

Additional Expenditures due to COVID-19 (actual) \$1,092,283 = April, May & June 2020 aggregate

Source: Maryland State Department of Education, Office of Child Care.

#### Special Needs Child Care

Family providers who serve/have served children with special needs

33 (50.8% of total family child care providers in Caroline)

Centers who serve/have served children with special needs

3 (100.0% of total child care centers in Caroline)

Source: LOCATE: Child Care at Maryland Family Network, Baltimore (7/1/19-6/30/20).

## Caroline County

## **Definitions**

Before/After-School Care: School-Age child care offers care to children enrolled in Kindergarten or above. Care is provided before and/or after school and during school holidays/vacations. Programs are licensed by the Office of Child Care. Programs may operate from a school building or other licensed facility.

Census of Population and Housing: There are two versions of the Census questionnaire: a short form which asks a limited number of population and housing questions of all households, and a long form questionnaire which asks additional social and economic questions of a sample of all households. The user should note that data obtained from a sample are subject to sampling variability, and that there are limitations to many of these data.

**Child Care:** The care or supervision of a child when the child's parent has given the child's care over to another for some portion of a 24-hour-day as a supplement to the parent's primary care of the child. (OCC)

**Child Care Center:** Child care provided in a facility that, for part or all of the day, provides care to children in the absence of the parent. Centers are licensed by the Office of Child Care.

Child Care Scholarship Program (CCS)\*: Provides financial assistance to eligible families in securing care for their children in registered family child care homes or licensed child care centers while parents/guardians are attending school, working, or in job training.

Children with Special Needs: Children who, because of a disability or other special educational, developmental, physical, emotional, behavioral, or medical condition, require additional care, or whose activities are restricted by a certain condition. (OCC)

**Current Median Family Income:** Current median family income is the value shown in a Geolytics report dated July 2020.

**Current Population Estimates:** Current population estimates are based on GeoLytics, Inc. Reports.

**Educational Attainment:** The highest level of school completed or the highest degree received. Educational attainment figures were used for persons over 25 years of age. (U.S. Bureau of the Census)

**Employer-Sponsored Centers:** A child care center located on-site or off-site which is sponsored by a corporation, business, or other employer. Employees are given priority for enrollment slots.

Family Child Care: The care given to a child younger than 13 years old or to a developmentally disabled person younger than 21 years old, in place of parental care for less than 24 hours a day, in a residence other than the child's residence and for which the provider is paid. Regulations allow a family child care provider to care for as many as eight children at any time. (OCC)

Family Household Income: Family includes a householder and one or more persons living in the same household who are related to the householder by birth, marriage, or adoption. A household can contain only one family for purposes of census tabulations. (U.S. Bureau of the Census)

**Head Start:** Project Head Start provides comprehensive developmental services for children from low-income families. Head Start is comprised of four components including Education, Health, Parent Involvement, and Social Services. Head Start Centers serve children from age 3 to school entry age from income eligible families.

Infant/Toddler: In the State of Maryland, "infant" means a child under 18 months old. "Toddler" means a child 18 months old or older but younger than 2 years old. (OCC) MFN reports "infant" as a child birth through 23 months of age.

**Kindergarten:** An instructional program for children who are 5 years old by September 1st of each academic year. Programs may be operated by a private or public school. Kindergarten is the year of school which precedes entrance to first grade.

**Nursery Schools:** An instructional program approved or exempted by the Maryland State Department of Education for children who are two through four years old. The maximum length of the program is 6 hours per day, however most operate only a few hours per day and may meet only two or three times per week for a nine month period.

Owner Costs with Mortgage (Selected Monthly): The sum of payments for mortgages, deeds of trust, contracts to purchase, or similar debts on the property; real estate taxes; fire hazard, and flood insurance on the property; utilities; and fuels. It also includes, where appropriate, the monthly condominium fees or mobile home costs. A housing unit is owner-occupied if the owner or co-owner lives in the unit even if it is mortgaged or not fully paid for. (U.S. Bureau of the Census)

# CAROLINE

## Caroline County

## Demographics

## **Definitions**

**Part Day:** A program regulated by OCC with an educational focus for children one or two years before entering kindergarten. These programs are usually 2-3 hrs/day, 2-3 days/week, nine months/year.

Pre-Kindergarten: These are publicly funded prekindergarten programs for eligible 4-year-old children administered by local boards of education or qualified vendors. The programs have the overall goal of providing learning experiences to help children develop and maintain school readiness skills necessary for successful school performance. Local school systems shall enroll all 4-year-old applicants from economically disadvantaged or homeless families.

**Poverty Level:** The poverty guideline for a family of four persons was \$26,200 in 2020. (U.S. Department of Health and Human Services, JAN 2020)

Renter Occupied Gross Monthly Rent: Monthly contract rent plus the estimated average monthly cost of utilities and fuels, if these are paid by the renter. All occupied housing units which are not owner-occupied, whether they are rented for cash rent or occupied without payment of cash rent, are classified as renter-occupied. (U.S. Bureau of the Census)

Unemployment Rate: Civilians 16 years old and over are classified unemployed if they (1) were neither "at work" nor "with a job but not at work" during the reference week, and (2) were looking for work during the last four weeks, and (3) were available to accept a job. Also included were civilians who did not work at all during the reference week and were waiting to be called back to a job from which they had been laid off. (U.S. Bureau of the Census)

Youth Camps (Licensed): A day camp, residential camp, travel camp, or trip camp licensed by the Department of Health and Mental Hygiene.

The Maryland Child Care Resource Network is a public/private partnership designed to expand and improve child care delivery in Maryland. Maryland Family Network manages the Network and operates as its Statewide Coordinating Entity. Funding for this publication was made available by Maryland Family Network, the Maryland State Department of Education, and Maryland's business community.

For more information regarding the Child Care Demographic Reports, contact:

#### Maryland Family Network

1001 Eastern Avenue, 2nd Floor Baltimore, Maryland 21202 tel 410.659.7701 fax 410.783.0814 www.marylandfamilynetwork.org

For information regarding technical assistance and training for the child care community, contact:

#### Chesapeake Child Care Resource Center

Chesapeake College P.O. Box 8 Wye Mills, MD 21679 tel 410.822.5400 x1357#

This publication was produced as a work for hire for the benefit of, and with funds from, the Maryland State Department of Education.

©2021 Maryland State Department of Education ©2021 Maryland Family Network





