EARLY CHILDHOOD EDUCATION SERVICES AT IUB

15 Years of Progress
Early Childhood Education Services at IUB: 15 Years of Progress

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Executive Summary

The Campus Child Care Support (CCCS) office celebrated its 15 year anniversary on October 1, 2011. Established in 1996, the CCCS office coordinates and oversees the five early childhood education centers on the Indiana University Bloomington campus. The CCCS office is an advocate for early childhood education services at IUB as well as serving as a resource and referral service for families seeking child care on campus and in the Bloomington community. The following is an overview of what progress has been made since the CCCS office was established and what still remains to be done.

Accomplishments Since 1996

Prior to 1996, the five child care programs on campus reported to different units and received differing levels of support. With the creation of the Campus Child Care Support (CCCS) office, the following has been accomplished in the last 15 years.

- In the past, the ECES centers reported to several different units on campus. These reporting lines for all programs have been centralized to the CCCS office.
- The number of total enrollment slots has been substantially increased. Infant and toddler care has been established at two centers.
- Campus financial support for child care services has been significantly increased. This has allowed the centers to charge families significantly less than the true cost of care.
- Campus support specifically for infant and toddler care has been established.
- Renovations and expansions have been completed at all five centers.
- The fees at the three licensed centers have been standardized.
- Policies and procedures at all of the centers have been standardized.
- The three eligible, licensed centers have become nationally accredited – less than 10% of centers nationwide hold this accreditation.
- The practice of continuity of care has been established.
- The low salaries of center staff members have been increased three times since 2000 without increasing parent fees.
- Fee discounts for student families have been established which has increased the number of student families enrolled at the centers.
- The two parent cooperatives were officially recognized as campus units and began receiving campus services.
- Strategic planning has been completed in areas including marketing, facility management, quality assurance, branding and collaboration with other campus units.
- A review of the IUB child care operations has been completed by an outside, professional consultant.
• ECES supports the university’s academic mission by serving as sites for both student field placements and faculty research. In the fall 2011 semester alone, the centers provided a total of 2,481 hours in student training and faculty research.

• The availability of quality child care on campus benefits student parents in a number of ways including greater student persistence, higher GPAs and higher graduation rates.

Remaining Issues and Concerns

With all of the accomplishments of the last 15 years, there still remain important issues and concerns including:

• Increasing student family fee discounts. In order to make our services more affordable to student families, we are seeking increased funding from the Day Care Support Account and the IU Parent Fund.

• Increasing ECES teacher salaries. In order to recruit and retain the best early childhood educators in the community, the low salaries of ECES staff members need to be addressed.

• Future of Campus Children’s Center facility. CCC is currently on the demolition list as part of the campus master plan. Plans to secure the future of CCC in the future are crucial.

• Need for more enrollment slots for children under the age of three. Waiting lists for the youngest age groups are extensive and more enrollment slots for infants, toddlers and two year olds are needed.

• R&R costs for ECES facilities. The centers are being asked to set aside annual funds to pay for future facility repairs. In the future, this will likely mean even higher annual parent fee increases in order to fund this R&R commitment.

• Continuing the annual campus contribution to ECES. The annual cash contribution to ECES is crucial in keeping parent fees as low as possible. Without the campus contribution, parents would have to pay the true cost of care and the fees would be up to 75% higher.
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Full Report

IUB Early Childhood Education Services Prior to 1996

Early care and education services on the Bloomington campus have a long history dating back to the early 1940s when the IU Nursery School opened in the University School, which was then located in the old School of Education building at 3rd and Jordan. When University School moved to 10th and the Bypass, the 3 and 4 year old classes shared Building 7 with two kindergarten classrooms. This building would eventually house the Campus Children’s Center when it opened in 1983. In 1948, Hoosier Courts Cooperative Nursery School opened and continues to operate today. Since that time, more centers on campus have been established. These additional programs became parts of various campus reporting lines. The idea to centralize all IUB child care services in one campus unit originated in the IUB Campus Child Care Coalition and was one of the major recommendations of the Coalition contained in its 1991 “Position Paper on Child Care at Indiana University Bloomington”. It was not until 1996 that the campus created the position of Coordinator of Child Care Services and provided funding for the Campus Child Care Support (CCCS) office. The CCCS office officially opened on October 1, 1996.

Prior to 1996, the five early childhood programs on the Bloomington campus reported to different units on campus and received different levels of support and oversight. This was a result of a patchwork system of child care that developed over several decades.

- One of the first campus programs, Hoosier Courts Nursery School, was established in 1948 and reported to the School of Education.
- The two parent cooperatives, Knee High and Sunflower were established in the late 1960s and reported to the Dean of Students office.
- The Campus Children’s Center, established in 1983, reported to University Human Resources.
- Campus View Child Care Center, established in 1992, reported to the Dean of Students office.

Because of this patchwork system, the five child care programs received different levels of support and were recognized differently by the campus.

- Knee High and Sunflower parent cooperatives were housed in IU real estate houses for which they paid rent while receiving no campus services. Neither program was recognized as campus units.
- Hoosier Courts Nursery School received no janitorial and maintenance services. Parents and teachers were responsible for cleaning and repairs.
- The Campus Children’s Center was the only program that was nationally accredited and was the only IUB program receiving any campus financial support.
- No cohesive system was in place to ensure compliance with appropriate university policies and procedures.
- There was no unified campus vision of what child care services should be provided at IUB. Many of the child care facilities were in disrepair or were not adequate to meet the needs of families.
- There were not enough enrollment slots to meet the need of IUB families for child care.
- There was no financial assistance available to families with financial need.
- No infant or toddler care was available at the three licensed IUB programs.
The salaries of child care center staff were extremely low and the classification of child care staff members differed by center.

• Fees for the same services differed from center to center.

• Each program had to advocate for itself, creating competition for resources among the IUB centers.

The Establishment of the CCCS office

The CCCS office was established to address all of the child care needs at IUB. With the creation of the CCCS office in 1996:

• Early Childhood Education Services and reporting lines at IUB were centralized within one office. All IUB programs began reporting to the Coordinator for Child Care Services in the CCCS office.

• The CCCS office became the primary resource and referral contact for IUB families looking for child care on campus and in the Bloomington community.

• The CCCS office became the primary advocate for campus support for all programs as well as the central source for information about campus child care.

Accomplishments:

• The number of enrollment slots, particularly for children birth through age two, has increased.

• Campus financial support has increased and provided among all five centers. Specific campus support for infant and toddler care was established.

• Student financial support to the Day Care Support Account from Student Activity Fees has doubled.

• Renovations at all five IUB centers have been completed.

• Expansions at Campus Children’s Center, Campus View Child Care Center and Hoosier Courts Nursery School were completed.

• Through campus support, the center staff salaries have been increased three times without increasing parent fees.

• Knee High and Sunflower parent cooperatives were officially recognized as campus programs and their houses were assigned campus building numbers. Both coops started receiving campus services such as mail delivery, maintenance, repairs and daily custodial services.

• The campus began providing janitorial and maintenance services to Hoosier Courts Nursery School.

• Weekly fees have been equalized at the three licensed centers.

• The goal for all eligible IUB programs to become nationally accredited was established and has been achieved.

• Policies and procedures have been standardized among the three licensed centers. Additional needed policies have been created.

Enrollment and Availability

In the last fifteen years, the campus has significantly increased the number of child care slots for children of university faculty, staff and students. Most of this expansion has been for children ages birth to three, which are the most underserved ages by child care centers in Monroe County. These youngest age groups have also had the longest waiting lists at the IUB centers. Prior to 1997, infant care was not available on campus.
Prior to 1996:
- Campus Children’s Center served children ages two through five in three classrooms.
  - Campus View Child Care Center served one and two year old children in two classrooms.
- Hoosier Courts Nursery School served children three through five in two classrooms.

Since 1996:
- The Campus Children’s Center added classrooms for infants and toddlers increasing the number of classrooms from 3 to 5.
- Hoosier Courts added an additional preschool classroom increasing the number from 2 to 3.
- Campus View Child Care Center added classrooms for infants, and preschoolers increasing the number of classrooms from 2 to 4. CVCCC has subsequently converted its preschool classroom into an additional classroom for two year olds who can then transition to the additional preschool classroom at Hoosier Courts.

The IUB centers serve families of IU students, staff and faculty. Certain programs tend to serve one demographic group more than others. For example, the two parent cooperatives serve mostly student families while the three licensed centers serve a higher percentage of faculty and staff families. The overall distribution of families at the five centers during the spring 2012 semester was:
- Faculty 36%
- Staff 23%
- Students 36%
- Community 5%

(Please note that these community families either had a university affiliation when enrolled or that they were enrolled in the program several years ago when IU affiliated families had been exhausted from the centers’ waiting lists. With current waiting lists, no community families have been enrolled in several years.)

**Affordability**

As the best early childhood education programs in Bloomington, the fees at the licensed ECES centers on campus are among the highest in the community. Much of this is because of the highly qualified staff members that the centers employ who receive a better compensation package compared to programs in the community. Over 85% of the ECES center expenses go directly toward staff compensation. But in comparison to other Big Ten schools and peer institutions, the fees at IUB are among the lowest. This is a result of the campus support that allows the centers to charge less than the true cost of caring for the children. Without campus support, the parent fees at IUB would need to be increased by up to 75%. For a detailed comparison of child care fees at other Big Ten campuses and peer institutions, please see attachments II through IV.

In the last 15 years, ECES has addressed affordability in the following ways:
- Through the use of funding from the Day Care Support Account and a Parent Fund grant, the three licensed and accredited centers now offer fee discounts to income eligible student families. This has significantly increased the number for student families enrolled at these centers.
- Increased the amount of campus support that allows the centers to charge lower fees, making the programs more affordable for everyone.
• Increased the campus support for infant and toddler care which is the most expensive care to provide. This allows the centers to charge less than the true cost of caring for these ages.
• Strengthened the campus support of the two parent cooperatives which is the most affordable option on campus.
• Accepting families that participate in the Child Care Development Fund (CCDF) voucher program. CCDF provides child care significant fee assistance for income eligible families.

Quality

Because of the high quality care and education provided, the early childhood education centers at IUB are considered among the best in the country. Much of this quality is a direct result of the staff members at these centers. The IUB centers are able to attract the best early childhood educators in the community and are able to retain them with a much lower turnover rate than the national average. Over the years, teachers at the IUB centers have received numerous awards and are considered experts in the field. In order to maintain this high quality, all of the centers provide regular professional development opportunities for their staff members.

The feedback from families who use the ECES centers is extremely positive. In exit surveys, over 90% of family’s rate their child’s time at ECES centers as very good, the top rating. Annual family surveys provide the same feedback. A further indication of this high quality is the national accreditation of the eligible IUB centers by the National Association for the Education of Young Children (NAEYC). NAEYC accreditation is considered the gold standard in the field of early childhood education and is awarded to less than 10% of centers nationwide. In addition, the IUB centers participate in the Indiana Paths to Quality (PTQ) program, a voluntary state quality rating system. Because of their high quality and national accreditation, all three of the IUB centers have been awarded the highest possible Level 4 PTQ rating.

The quality of services provided by a child care center is a direct result of a number of factors.

• **Staff quality** – the biggest factor in quality is the quality of the staff members, including education and experience. State licensing only requires a Child Development Associate (CDA) credential to be in charge of a classroom and a bachelor’s degree for center directors. In order to meet national accreditation standards, the IUB centers require a minimum of a bachelor’s degree for all of its co-teachers and a master’s degree for all center directors. Many of the co-teachers have master’s degrees and one center currently has a teacher with a PhD. Experience with young children is also crucial. As reflected in the low staff turnover rates, co-teachers and directors at IUB centers have extensive experience at their respective center as well as experience in other programs. There are a number of center staff members who have been with their center for over 20 years, providing the basis for long term quality.

• **Co-teacher model** – traditional early childhood classrooms are staffed by a lead and an assistant teacher who have different levels of education. In this model, lead teachers are many times professionally trained educators and assistants are para-professionals. In 2005 the IUB centers adopted a co-teacher model where both classroom teachers have the same education. This change not only provided higher quality with two trained professional teachers in each classroom, it also reduced staff turnover.

• **Adult to Child Ratios** – State licensing mandates the number of adults needed for a specific number of children. The IUB centers provide ratios that exceed the state regulations. For example, in infant classrooms, licensing requires 2 adults for 8 children, a 1 to 4 ratio. The IUB centers have 3 adults with
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the same 8 children providing better than a 1 to 3 ratio. These better ratios reflect the higher standards of national accreditation.

• **Professional Development** – in order to maintain and increase quality, the IUB centers are committed to professional development for their staff members. Each center provides annual funds so that its staff members can attend local, state or national conferences each year. Many of the ECES staff members provide training to other educators at these conferences as well.

• **Facilities** – the university has provided a great deal of financial support in improving and maintaining the facilities at the IUB centers. Starting in 1996, the university provided funding to fully renovate all five of the IUB centers, bringing the quality of these facilities up to the quality of the programs.
  o In 1996, the Campus Children’s Center moved into a larger, newly renovated facility.
  o In 1997, two additional classrooms were added at the Campus View Child Care Center.
  o In 1997, another preschool classroom was added at Hoosier Courts Nursery School.
  o In 1997, the facilities at both Knee High Cooperative and Sunflower Cooperative were fully renovated and the houses were officially designated as campus facilities.
  o In 2004, the Campus View Child Care Center was moved into a newly renovated space in the ground floor of Campus View Apartments.
  o In 2007, infant and toddler classrooms were added at Campus Children’s Center.

• **Staff Turnover** – because of low salaries and lack of benefits, the annual national turnover rate for early childhood educators in the US is quite high, hovering around 40%. Because of offering higher salaries and a comprehensive benefit package, the turnover rate at the IUB centers is much lower than in the community, resulting in stability and increased quality. There are a number of staff members who have been at their center over 20 years. The full time staff members at the 3 licensed centers have a total over 200 years of combined time at their respective center. Over 50% of the full time staff members have been at their center for over 5 years.

• **Continuity of Care** - establishing close, long term relationships with families is another indication of high quality and is a strength of the IUB programs, which all practice continuity of care. Continuity of care is a philosophy whereby teachers and children stay together for several years, increasing attachment with teachers and peers. Entering a program at 6 weeks, children in the IUB centers have the same teachers and peers up to three years of age. At age three, the group of children transitions to a mixed age preschool classroom and has the same teachers and peers through the age of five. Continuity of care is considered best practice and is strongly recommended by both state licensing and NAEYC accreditation standards. Because of their low staff turnover rates, the centers at IUB are able to provide continuity of care better than anywhere else and are considered a model in the state of Indiana.

• **Strategic Planning** – starting in 2008, CCCS began a strategic planning process to provide a long range model for campus child care at IUB. A five year Strategic Plan was adopted in 2009. The Strategic Plan provides goals and objectives in the areas of:
  o **Quality** – strategies to maintain and improve the quality of services addressing areas of national accreditation, customer satisfaction, employee satisfaction and leadership.
  o **Financial** – assessing the local market and competition, pricing, budgeting, enrollment and waiting list strategies.
  o **Consortium Strategies** – all IUB centers collaborating to eliminate duplication of services (e.g. shared marketing) and creating a shared, long range plan.
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- **Marketing** - branding and marketing strategies for the organization and centers. Marketing Plans have been created for the ECES organization and for each individual center. As part of this planning, the name Early Childhood Education Services replaced the former Campus Child Care Services name.

- **Facilities Management** – long term planning on the physical space at each center, calculating future replacement, repair and renovation costs and the creation of long range facility plans for each center.

- **University and Community Outreach** – as part of the university, local, state and national early childhood community, IUB Early Childhood Education Services is active in serving on various committees and offering expertise to other educators and programs.
  - **National Coalition for Campus Children’s Centers** - NCCCC is a professional organization geared specifically for campus child care programs. The IUB center directors are active members in NCCCC and the Coordinator for Child Care Services served on the NCCCC Board of Directors for 9 years.
  - Participation in the **Monroe County Smart Start Coalition** which is active in parent education and the advocacy of increasing services to families with young children in the community. IUB center directors are active in the Coalition and the Coordinator for Child Care Services serves on the Smart Start Steering Committee and is chair of its early childhood education committee.
  - Participation in the local SCCAP Head Start program annual self-assessment team. The Coordinator for Child Care Services and the director of Hoosier Courts Nursery School serve on the education component self-assessment team. The teams consist of both Head Start staff members and professionals from the Bloomington community.
  - Participation in the **Infant and Toddler Specialists of Indiana** (ITSI) initiative that is co-sponsored by IU and Purdue University. IUB center staff members both participate in and present workshops at the annual ITSI conference. The Coordinator for Child Care Services serves on the ITSI Steering Committee.
  - **Touchpoints** – initiated by the well-known pediatrician T. Berry Brazelton, Touchpoints is a practical approach for enhancing the competence of parents and building strong family-child relationships from before birth through the earliest years. The director of the Campus Children’s Center is a certified Touchpoints trainer.
  - **Sponsorship and Underwriting** – as part of its commitment to the local community, IUB Early Childhood Education Services annually sponsors a children's production of the Cardinal Stage Company as well as underwrites programming on WFIU.
  - **Professional Development** - in addition to the commitment to pursue their own professional development through conferences and coursework, staff members at the IUB centers also offer their expertise to other early childhood educators. They are active in presenting workshops at local, state, and national conferences. Locally each year, the IUB centers hold a fall and spring Mini Conference that provides training for their own employees as well as other local educators.
  - **Indiana Licensed Child Care Center Advisory Board** – this state board serves as an advisory committee to the Indiana Bureau of Child Care and advocates for needed changes in Indiana licensing regulations. The Coordinator for Child Care Services serves on the Advisory Board.

- **Meeting the University Academic Mission** – in addition to the service component of providing child care for the children of IUB employees and students, the IUB early childhood education centers also serve a crucial laboratory school function by serving as sites for IU student field placements and training as well as being used for faculty research. During the fall 2011 semester the centers provided sites for the following:
  - **Research studies (School of Education & Speech & Hearing Sciences)** – a total of 800 hours
  - **Student teacher placements (School of Education)** – a total of 960 hours
o Practicum student placements (School of Nursing) – a total of 75 hours
o Student intern placements (School of Education) – a total of 64 hours
o Student volunteers (School of Education) – a total of 576 hours
o Guest Lectures by ECES staff members (School of Education) – a total of 6 hours
o Grand total = 2,481 hours during the fall 2011 semester

• Mills Consulting Report – in October 2009, Linda Mills, a well-respected national expert and consultant in campus child care, was hired by the university to review child care operations on the Bloomington campus. Her report was submitted in March 2010 and included benchmarking against local centers and other Big Ten campus centers, a review of budgeting and finances, early childhood education services organizational models, a review of our strategic plan and a review of IUB child care operations.

The findings of the Mills report:
  o Compared to other local centers, IUB has the most educated and qualified staff.
  o The IUB centers offer a better benefit package to their staff members than other local centers with the benefits being comparable to other Big Ten campuses.
  o Weekly fees at the IUB centers are higher than most local centers but lower than almost all other Big Ten campuses.
  o Compared to other Big Ten campuses, IUB is average in the number of child care slots that are available.
  o The education level of IUB center teachers is higher than other community centers and equal to those programs on other Big Ten campuses.
  o Staffing levels at IUB centers are better than other local centers and comparable to other Big Ten campus centers and are crucial to maintain the quality of services provided.

Recommendations from the Mills report:
  o The annual IUB campus financial contribution to child care is crucial to maintain the high quality of the centers at the current fee level for families and should be continued.
  o Although very expensive to provide, the campus needs more available infant-toddler care.
  o It would be beneficial for the centers to have a closer relationship with academic departments such as the School of Education.
  o Managing child care for the campus internally within the university works well and should be continued.
  o The mix of the licensed, accredited centers and parent cooperatives offers families a choice of options and works well.
  o IUB child care is a “hidden secret” on campus and needs to market more both internally and in the community.

Future Concerns

The child care centers at IUB are the best in the community and among the top 10% in the country. Given that quality, there still remain multiple issues regarding child care on the IUB campus that need to be addressed.

• Continuation of the annual campus contribution to child care - the annual campus contribution to the IUB early childhood centers is crucial in the centers’ ability to provide high quality services at the most affordable price:
  o Lower fees – the fees charged at the IUB centers are actually much lower than what it costs for the center to care for each child. The IUB infant fee is $240 per week while it actually
costs the center over $400 per week to care for each infant. The difference between the “true cost of care” and the actual fee charged is covered by the annual campus contribution. Without it, the fees at the center would have to be the true cost of care which would be up to 75% more.

- Infant & Toddler care – almost 50% of the annual campus contribution is dedicated to the support of care for children under the age of three.
- Salaries - the campus contribution also provides the funds that were used to increase the base salaries of center staff members without increasing parent fees to do so. Without the annual campus contribution the salaries would be significantly lower, subsequently lowering the quality of services.
- Laboratory school role – the IUB centers are used by various IUB units for student field placement and faculty research without support from these units. The annual campus contribution supports this laboratory function of the centers
- Recruitment and retention of IUB faculty – the availability of quality child care on campus is an important consideration for candidates considering faculty positions at IUB.

- Need for more infant, toddler and two year old slots – the longest waiting lists for the IUB centers are for children under the age of three years old. There are currently 60 FTE slots available at the licensed IUB centers for birth to three year old children and the campus could use more slots for these youngest ages. In the future all expansion will be for children in this age group. One of the problems for expanding services for infants, toddlers and two year olds are the low group sizes allowed by state licensing regulations. Infants are limited to 8 per classroom, toddlers can only have 10 children and two year old classrooms are limited to 10 -12 children, depending on the ages of children enrolled. So the addition of one or two classrooms, while needed, can only add 8 – 12 children per classroom. In addition, the IUB centers, like all others, actually lose money in providing services for infants, toddlers and twos. The only way the IUB centers are able to provide such excellent care at current fee levels is because of the annual campus contribution. Without the subsidy, the centers would have to charge families the true cost for care, making it even more unaffordable to many IUB families. In adding more classrooms, the annual subsidy will have to be spread out to more classrooms. Currently the only center that has space to expand is the Campus Children’s Center which has space to add an additional two rooms for infants and toddlers.

- Future of Campus Children’s Center – as part of the IU Master Plan, many of the buildings in the old University School complex at Tenth and the Bypass are scheduled for demolition in upcoming years. This includes the current location of the Campus Children’s Center. While the demolition of CCC may be years away, the campus needs to make a commitment to the continued existence of the Campus Children’s Center.

- Day Care Support Account – using funds from the Day Care Support Account (DCSA), which is funded by student activity fees, the IUB centers are able to offer fee discounts to income eligible student families. For the 2012 fiscal year, $0.40 of each student activity fee is allocated to the DCSA, generating around $29,000 per year. Compare this to $750,000 per year that is generated by student activity fees for fee discounts at the University of Wisconsin. In order to increase student fee discounts as well as offer discounts to more student families, a higher allocation of student activity fees to the DCSA would be needed.

- Center Facilities – like most other campuses, IUB generously provides in-kind support of rent free facilities to the IUB early childhood centers. In the past, this included maintenance of the facilities as well. This is changing as the state legislature continues to decrease funding to higher education. With Renovation and Repair funds not being provided by the legislature in recent years, the cost of R & R has been shifted to IUB units with the child care centers having to set aside significant funds each year.
for potential R & R at their facilities. This adds another burden to the budgets of the IUB child care centers and ultimately will require higher than normal fee increases for families in the future. This will make the IUB center fees even harder to afford for many IUB families, particularly students as well as staff and faculty families at the lower salary levels.

- **Staff salaries** - considering their education and the important work that they do, the salaries of the staff members at the ECES centers are quite low. The starting salary for co-teachers (bachelor’s degree required) is currently $26,900 while the starting salary for center directors (master’s degree required) is $35,000. In order to continue to recruit and retain the best early childhood educators, these low salaries need to be addressed.

Quality child care on campus provides numerous benefits to the university and for both its employee and student families. With the continued support of the university, the IUB Early Childhood Education Services staff will continue to work on the issues above as we strive to improve quality, availability, and affordability for all IUB families.

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**For more information about IUB Early Childhood Education Services,**

**contact the Campus Child Care Support office:**

Phone: 812-855-5053

Email: dunnuckt@indiana.edu

Web: [http://www.childcare.indiana.edu/](http://www.childcare.indiana.edu/)

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**Written and submitted by:**

Tim Dunnuck

Coordinator for Child Care Services

Summer 2012


**ATTACHMENTS**

1. Chart of IUB Early Childhood Education Services Programs.................. I
2. Comparison of Child Care Fees on Big Ten Campuses............................... II
3. Comparison of Child Care Fees on Peer Institution Campuses............. III
4. Comparison of Child Care Fees in Bloomington................................. IV

*Notes for Fee Comparisons:*

1. Fees are per week.
2. Northwestern does not have on-campus child care available.
3. In the case of multiple centers on campus or the use of sliding fee scales, the highest fee is listed.
<table>
<thead>
<tr>
<th>Program</th>
<th>Schedule/Hours</th>
<th>Ages Served</th>
<th>Fees</th>
<th>Staffing</th>
<th>Notes</th>
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<td><strong>Campus Children’s Center</strong></td>
<td>Full time care</td>
<td>6 wks. through 5 years</td>
<td>Infant = $240/wk. Toddler = $226/wk. 2 year old = $209/wk. preschool = $173/wk.</td>
<td>Professional staff</td>
<td>Waiting list for enrollment</td>
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<td><a href="#">CCC Website</a></td>
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<td>NAEYC Accredited</td>
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<td>Infant = $240/wk. Toddler = $226/wk. 2 year old = $209/wk.</td>
<td>Professional staff</td>
<td>Waiting list for enrollment</td>
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<td>Part-time and full time</td>
<td>3 through 5 year olds</td>
<td>Fees vary according to enrollment schedule and level of parent</td>
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<td>Waiting list for enrollment</td>
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<td>855-1091</td>
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<td>60 FTE enrollment</td>
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<td>State licensed</td>
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<tr>
<td><a href="#">HC Website</a></td>
<td></td>
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<td>NAEYC accredited</td>
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<td><strong>Knee High Day Care Cooperative</strong></td>
<td>Full time &amp; part time</td>
<td>6 mo. through 6 yrs.</td>
<td>$175.00 per month</td>
<td>Parent staffed and</td>
<td>Required weekly work and monthly parent</td>
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<td>702 E. Cottage Grove</td>
<td>7:30 am to 5:30 pm</td>
<td>14 family maximum</td>
<td>Requires 10 hours per week of parent participation</td>
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<td><strong>Sunflower Plant Day Care Cooperative</strong></td>
<td>Full time care</td>
<td>1 through 6 year olds</td>
<td>$155.00 per month</td>
<td>Parent staffed and</td>
<td>Required weekly work and monthly parent</td>
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<td>508 E. Ninth Street</td>
<td>8:00 am to 5:00 pm</td>
<td>14 family maximum</td>
<td>Requires 9 hours per week of parent participation</td>
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**More Information:**
855-5053
## Attachment II

### CHILD CARE FEES ON BIG TEN CAMPUSES

**Spring 2012**

<table>
<thead>
<tr>
<th>BIG TEN UNIVERSITY CAMPUS</th>
<th>INFANT</th>
<th>TODDLER</th>
<th>TWOS</th>
<th>PRESCHOOL</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Wisconsin</td>
<td>$379.00</td>
<td>$379.00</td>
<td>$263.00</td>
<td>$245.00</td>
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<td>Penn State University</td>
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<td>$357.12</td>
<td>$227.52</td>
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<tr>
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<td>Ohio State University</td>
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<tr>
<td>Michigan State University</td>
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## Attachment III

**CHILD CARE FEES ON PEER INSTITUTION CAMPUSES**

*Spring 2012*

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# Attachment IV

## CHILD CARE FEES IN BLOOMINGTON
Spring 2012

<table>
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<th>PROGRAM</th>
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<td>Bloomington Montessori</td>
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<td>Monroe County United Ministries</td>
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<td>MCCSC Ready, Set, Grow</td>
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**AVERAGE**

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<th>PRESCHOOL</th>
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