

MICRO-CENTERS

CHILD CARE SOLUTION



WHAT IT IS

- An innovative approach to increasing child care seats in our county
- A recruitment and retention tool for your employees
- Single-classroom onsite child care program located in a school, hospital, commercial or municipal building, residence, etc
- Enroll up to **12 children** in mixed age groups from 6 weeks to 5 years of age
- Teaching and business leadership is provided by experienced child care provider

ROLE OF HOST

- \$0 space usage agreement
- Cover the space utilities and janitorial service costs (overhead)
- Fund your own costs to renovate and retrofit office space to a child care classroom, per licensing requirements
- Assist in publicizing enrollment and child care staff openings to your employees. (*Full enrollment revenue is important for your teacher's salary*)

ROLE OF CHAMBLISS

- Consult with host site on an individualized business structure to maximize micro-center success
- Employee (teacher) hiring, training, and management
- Child enrollment and tuition collection
- General administrative operations (accounting, HR, etc)
- Licensing compliance and inspections
- Carry the classroom's liability insurance

IS YOUR BUSINESS SPACE A MICRO-CENTER CANDIDATE?

(Or could it be?)

- Must be on the ground floor or have ramp access to ground floor
- Indoor space must feature 30 sq ft of usable space per child (600-750 of walkable sq. ft.)
- Enclosed playground / outdoor grassy space with at least 50 sq ft of usable play space per child
- Child-sized toilet and sink in the classroom
- Adult-height sink in the classroom, ideally next to a countertop
- Must have two ways for children/staff to exit (within 75 feet of classroom) in case of fire or other emergency



CHAMBLISS
CENTER FOR
CHILDREN

**Early
Matters**

AN ACTION TEAM OF



CHATTA
NOOGA
2.0

Contact us if your business is interested in hosting a new micro-center classroom. We'll be opening fifteen new sites over three years.

kcharbison@chamblisscenter.org

Micro-Center Frequently Asked Questions



Why add a Micro-Center to my office? Child care is not a money-making endeavor; however, onsite child cares have proven time and time again to be both a recruitment and a retention tool. Our county is experiencing long waiting lists for child care slots. To get more people into the workforce, offering onsite child care, especially when paired with a partially subsidized tuition for your employees, is a huge benefit.

Who is the governing body who monitors child care facilities? The Tennessee Department of Human Services (TDHS) manages all licensed child care facilities and conducts regular checks to ensure all operations are in compliance with regulation and the law. This is for children's safety.

Is there financial assistance available? TDHS currently offers Establishment Grants to help outfit the classroom with toys, books, furniture, and materials. The grants are \$1,000 per child (12 children = \$12,000) and will go to Chambliss Center for Children to stock the rooms.

Will we become a licensed child care facility? No. Your classroom will be licensed, but it will be licensed under the Chambliss Center for Children, not your business. From a licensing standpoint, it will be licensed as a **Group Child Care Home**. Which means you are allowed to enroll 12 children max, with a room divided to separate older children (over 2) from the younger children.

What are teacher-to-child ratio requirements? Young children are much less independent than K-12 students, so more adults are required to support children's needs throughout the day.

- Two staff: 1 for no more than 4 babies under two, 1 for the other 8 kids over two
- Ratio of three adults to 12 children when 10 or more are under three years old.
- Ideally your classroom would employ three staff, including one part time, who cover the middle of the day lunch breaks and often end-of-day pick up

What sort of liability will I incur if I have children onsite? The Micro-Center Hub, in this case Chambliss Center for Children, will carry the liability insurance for operating the child care program. However, you should talk to your insurance agent to discuss whether or not you should carry additional liability or property insurance.

What sort of curriculum will the child care classrooms have? Do children learn during the day? Micro-centers use a version of Creative Curriculum that is geared specifically towards a small mixed-age group classroom like a micro-center. Classrooms have a daily routine that will include meals, nap time, free play time, outdoor time, and instructional time. It's important to note that children learn through play, so upon first glance, it might not appear that the children are learning. However, all activities help them develop the literacy, critical thinking, gross motor, fine motor, and social/emotional skills that are imperative for Kindergarten.