

WINDHAM COUNTY,
VERMONT

CHILD CARE NEEDS
ASSESSMENT

June 2002



Prepared by:
The Windham Regional Commission
for
The Children First Partnership

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Those of us involved in this project have known for some time that Windham County's child care system has not been able to adequately meet the needs of low-income working parents and their children. We have, in our own ways, been working to address this problem. Yet it became clear several years ago that we needed to involve new partners in more effectively meeting the developmental needs of children and providing high-quality child care for their parents. In order to bring in new partners, we needed to have a better handle on the gap between child care supply and estimated child care need, as well as a better understanding of the specific factors related to this gap.

Thanks to the vision, commitment and diligence of numerous individuals, the Windham Regional Commission, in partnership with the Children First Partnership, has conducted a thorough, well-documented assessment of child care need in Windham County. We are grateful to the following individuals and organizations who have made this project possible:

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Executive Summary

The Children First Partnership (CFP), a coalition of non-profit service providers, employers, and early childhood professionals, was established in the fall of 1999. It addresses the growing concerns of parents and employers about the lack of high-quality child care in Windham County, especially for low-income families and parents working non-traditional shifts. CFP's long-term goal is to develop and implement a strategic plan to address the most glaring gaps in child care services for low-income families.

CFP contracted with the Windham Regional Commission (WRC) to conduct a county wide child care needs assessment. Through this process several factors emerged that together put enormous pressure on the child care system in Windham County.

Population Change

Most child care facilities are located in the two regional centers of Brattleboro and Rockingham. However, most of the overall population growth is occurring outside of these regional centers. For parents who prefer to have their children at a child care facility near their home there are limited options. This issue will continue to be a problem in the future if the population growth continues along this same trend.

In Windham County, 22% of all households are female-headed with children under 18. This is a larger percentage than found throughout the state of Vermont (19%). These numbers may translate into more working mothers in Windham County than other parts of the State and the need for increased availability of child care facilities.

Employment Trends

An overwhelming number of jobs in Windham County are in the service sector. Service sector jobs are generally entry-level positions with low wages, no benefits, and non-traditional shifts (weekends and/or evening hours). Parents working non-traditional shifts often cannot find child care, which make it difficult for them to stay in the workforce. In addition, they are often forced to settle for temporary child care arrangements for their children that can create an enormous stress for parents and children alike.

Child care is generally available in the larger commute destinations, as well as job and commercial centers. Despite this, the number of available slots and hours of operation often do not meet the demands of the population, especially for those who prefer to have their children in child care close to their area of employment. According to the State of Vermont's Child Care Study, with more parents working in an era of welfare reform, the demand for child care is expected to grow by 12% over the next 10 years.

Economic Conditions

The areas of Bellows Falls and Rockingham, as well as female-headed households with children under 18 throughout Windham County, show a trend of being below the poverty level at significantly higher rates than the rest of the County. This problem is exacerbated by the existing livable wage gap. The lack of child care facilities and hours available at these facilities for those who work non-traditional and mixed shifts may further aggravate the livable wage gap, since most families are unable to work without child care.

Finding available, high-quality child care is a problem for many welfare recipients living in rural areas. Rural families typically travel longer distances to work which results in longer hours in care for their children and greater child care expenses. Rural welfare recipients also generally work more non-traditional hours, when child care is not available.

Estimated Child Care Need and Supply

In Windham County, the regulated child care system is only able to meet 36.2% of estimated infant/toddler need. There were no infant slots open at the time of this writing. The County's regulated child care system can only meet 65.5% of estimated preschool need. If only full-time preschool slots are considered, that figure drops to 54.5%.

These estimates suggest no increase in the number of infant/toddler slots, and no appreciable increase in the number of preschool slots since 1999 (the last time these estimates were calculated), despite an increase in Vermont of mothers with young children who are in the workforce. These figures suggest that many young children are being cared for in informal arrangements, which can be unstable and lack the quality control offered by the registration and licensing process.

Conclusions

These multiple pressures place stress on the existing child care system in Windham County. In light of the overall need to increase the availability of high-quality child care CFP recommends the following actions be carried out:

- **Expand Hours at Existing Facilities**
- **Expand Supply in Underserved Areas** – (Upper West River Valley, North Brattleboro, Deerfield Valley, Bellows Falls, and North Rockingham)
- **Increase Incentives for Providing Infant/Toddler Care**

CFP will continue to meet and work with businesses, communities, parents, and child care providers in Windham County to see the study's recommendations realized.

Introduction

The primary focus of CFP is on the child care needs of parents who are employed or are seeking employment in the service sector, parents who work non-traditional or mixed shifts, and employers who depend on entry-level workers. In addition, this study will focus on early care and education (ages 0-5) years, including infant/toddler (0-2 years) and preschool (3-5 years). It does not include after-school programs and school-aged children.

The Children First Partnership has two objectives in this project:

- 1. To compile the results of a needs assessment into a working document that can be used to connect people, associations and institutions in a mobilized and effective community collaboration to achieve its long-term goal.*
- 2. To create a written plan that identifies next steps in mobilizing and acquiring resources necessary to meet the most pressing child care needs identified by the needs assessment.*

The Children First Partnership Steering Committee developed the following problem, purpose, and goal statements for the project:

Problem Statement - Increase the supply of high-quality child care for all families in Windham County, particularly low-income families, those working non-traditional and mixed shifts and those in the service industry.

Purpose Statement - Assess the overall supply of and demand for child care and existing and potential community resources as they relate to addressing the gap in child care supplies in Windham County (particularly low-income families).

Goal Statement – Complete the child care needs assessment as Phase I and participate in the facilitation of Phase II, which is to develop and implement a strategic plan for mobilizing local, state and federal resources to fill gaps in the child care supply in Windham County.

Methodology

Windham County is the primary area of focus for the study. However, an analysis of commuting patterns to Windham County also included bordering New Hampshire towns, Keene, and the I-91 corridor to Greenfield, Massachusetts. In addition, the Windham Child Care Association's catchment area follows the Brattleboro Agency of Human Services (AHS) District, which does not include the entire County. The Towns of Rockingham, Grafton, Londonderry, and Windham fall into the Springfield AHS District and are served by the Springfield Area Parent Child Center and are included in this report.

Data was assembled, including the most current demographic and economic information, primarily using information from the U.S. Census 2000. However, in a few cases where 2000

Census information was not available, demographic data was included from the 1990 Census. In addition, a combination of surveys, focus groups, and semi-structured interviews were conducted on a local level to round out the quantitative data being collected.

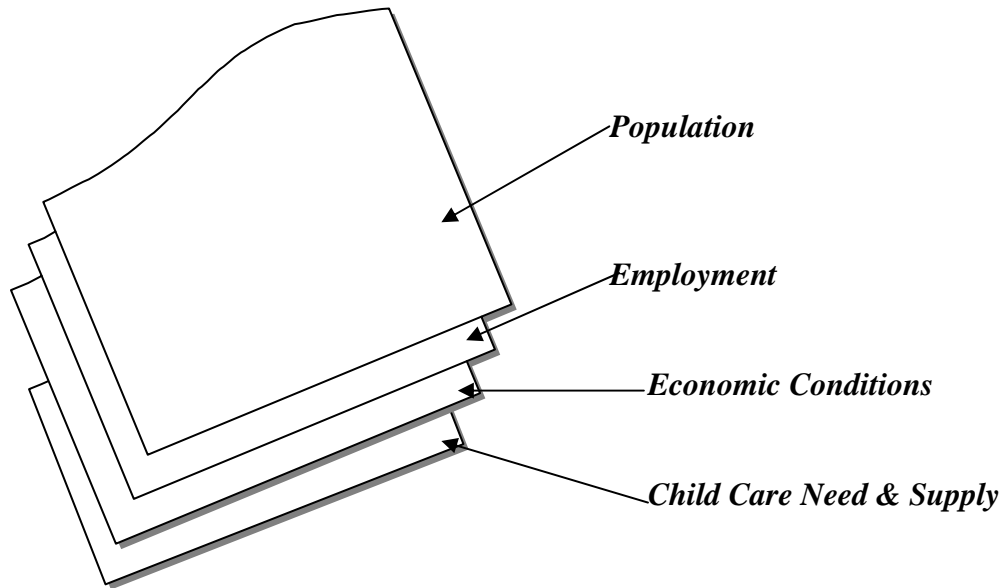
The most recent list of registered family child care homes and licensed child care facilities was obtained from the Vermont Agency of Human Services Child Care Services Division in May of 2002.¹ This information was mapped using Windham Regional Commission's Geographic Information System (GIS). Demographic and land use information was then overlaid on child care facilities data to assist with the analysis of need.

With the analysis of existing data on the town, county and state level, as well as the support of information obtained specifically for this project, implications and conclusions were developed. For a more detailed description of the methodology, see Appendix A.

¹ The list of licensed centers and registered homes was reviewed over the course of this project and confirmed and updated in conjunction with the Windham Child Care Association and the Springfield Area Parent Child Center.

Findings

CFP and the WRC believe that many factors contribute to the need for increased high-quality child care in Windham County. To understand the extent of the pressures of population changes, employment trends, and economic conditions on existing child care availability, each pressure needs to be examined in detail. In the findings section, the reader should conceptually overlay each of the pressure points on the existing child care supply (Map 1) to begin to determine the overall child care need in Windham County.



Population

Census data (Figure 1) shows a declining population in the two regional centers – Brattleboro and Bellows Falls – and a rising population in outlying towns. These regional centers provide most of the services for the region’s permanent population. **Towns that have shown an increase of 25 percent change or greater are highlighted in bold in Figure 1.** The data also indicates a continuing trend toward rural sprawl and growth outside of the regional centers. This pattern of development is further illustrated on Map 2 where you find the development outside of the traditional village and regional centers. Development is spreading throughout the major travel corridors of the County.

Figure 1			
Windham County Population Change (1990 to 2000)			
Town	2000 population	1990 population	Percent change
Athens	340	313	8.6%
Brattleboro	12005	12241	-1.9%
Brookline	467	403	15.9%
Dover	1410	994	41.9%
Dummerston	1915	1863	2.8%
Grafton	649	602	7.8%
Guilford	2046	1941	5.4%
Halifax	782	588	33.0%
Jamaica	946	754	25.5%
Londonderry	1709	1506	13.5%
Marlboro	978	924	5.8%
Newfane	1680	1555	8.0%
Putney	2634	2352	12.0%
Rockingham	5309	5484	-3.2%
Somerset	5	2	150.0%
Stratton	136	121	12.4%
Townshend	1149	1019	12.8%
Vernon	2141	1850	15.7%
Wardsboro	854	654	30.6%
Westminster	3210	3026	6.1%
Whitingham	1298	1177	10.3%
Wilmington	2225	1968	13.1%
Windham	328	251	30.7%
Windham County Total	44216	41588	6.3%

Source: 1990 and 2000 U.S. Census

The majority of the population in 2000, as highlighted in Figure 2, is between the ages of 25 and 44 years old (28%) or 45 to 64 (27%). However, 23% of the total population is under 17 years of age in Windham County. To further break down this number, 5% of the total population was under the age of five in 2000. In Windham County towns in 2000 (Figure 3), the percent under the age of five ranged from 3% to 7% of the overall town population. Marlboro is the lowest at 3% and Jamaica was the highest at 7%. The Town of Somerset is an outlier due to the fact that the overall town population is only 5 persons.

Figure 2							
Windham County 2000 Population by Age Distribution							
Town	Total	<5	5-17	18-24	25-44	45-64	>65
Athens	340	21	51	40	91	111	26
Brattleboro	12005	612	2063	795	3500	3038	1997
Brookline	467	29	98	21	139	130	50
Dover	1410	71	242	82	420	438	158
Dummerston	1915	87	356	97	514	595	266
Grafton	649	32	86	36	160	217	118
Guilford	2046	101	432	112	572	633	196
Halifax	782	42	158	42	206	222	98
Jamaica	946	64	147	57	300	253	125
Londonderry	1709	90	284	103	490	459	283
Marlboro	978	30	166	228	197	269	98
Newfane	1680	90	312	92	464	544	193
Putney	2634	124	470	434	724	625	257
Rockingham	5309	311	1023	362	1443	1353	820
Somerset	5	1	1	0	2	1	0
Stratton	136	7	22	5	42	36	24
Townshend	1149	73	200	49	331	307	172
Vernon	2141	129	454	118	592	560	288
Wardsboro	854	48	154	56	243	257	96
Westminster	3210	182	695	175	958	870	330
Whitingham	1298	75	253	87	366	355	162
Wilmington	2225	101	379	156	595	680	314
Windham	328	20	43	28	83	81	73
County Total:	44216	2340	8089	3175	12432	12034	6144
% Of Total		5%	18%	7%	28%	27%	14%

Source: 2000 U.S. Census

The overall percentage of children under the age of 5 has dropped from 7% in 1990 to 5% in 2000, a negative percent change of 23% during this time period. **The towns of Dover, Jamaica, Townshend, Vernon and Windham, highlighted in bold on Figure 3, are the only towns that have shown an overall increase in the number of children under 5 during that same time period.** It should be noted that even though there has been an increase in these towns, the number of children under 5 is still a small portion of the population.

**Figure 3
Windham County Children under 5 years old in 1990 and 2000**

Town	2000			1990			% Change < 5
	Population	<5	% < 5	Population	< 5	% < 5	
Athens	340	21	6%	313	26	8%	-19%
Brattleboro	12005	612	5%	12,241	822	7%	-26%
Brookline	467	29	6%	403	32	8%	-9%
Dover	1410	71	5%	994	60	6%	18%
Dummerston	1915	87	5%	1863	152	8%	-43%
Grafton	649	32	5%	602	34	6%	-6%
Guilford	2046	101	5%	1941	154	8%	-34%
Halifax	782	42	5%	588	59	10%	-29%
Jamaica	946	64	7%	754	48	6%	33%
Londonderry	1709	90	5%	1506	102	7%	-12%
Marlboro	978	30	3%	924	52	6%	-42%
Newfane	1680	90	5%	1,555	120	8%	-25%
Putney	2634	124	5%	2352	180	8%	-31%
Rockingham	5309	311	6%	5484	450	8%	-31%
Somerset	5	1	20%	2	0	0%	N/A
Stratton	136	7	5%	121	13	11%	-46%
Townshend	1149	73	6%	1019	67	7%	9%
Vernon	2141	129	6%	1850	118	6%	9%
Wardsboro	854	48	6%	654	60	9%	-20%
Westminster	3210	182	6%	3026	231	8%	-21%
Whitingham	1298	75	6%	1177	98	8%	-23%
Wilmington	2225	101	5%	1968	138	7%	-27%
Windham	328	20	6%	251	11	4%	82%
Total:	44216	2340	5%	41588	3027	7%	-23%

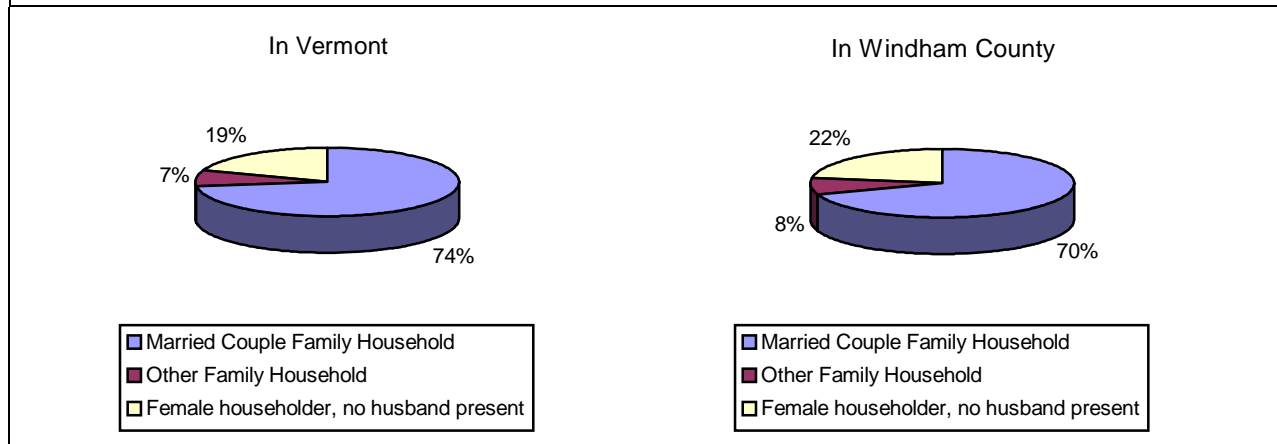
Source: 2000 U.S. Census

Overall, in 2000 19% of Vermont families were female householder families (family headed by a female with no husband present). In Windham County, the percentage of female householders is larger at 22% (Figure 4).

At present, 44% of Vermont children under five years old (approximately 14,400 children) receive child care from regulated programs. By 2011, over 16,000 Vermont children under five are expected to need regulated care.²

² Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates, 2001. Vermont Child Care Services Division

Figure 4
Families³ in 2000 With Children Under 18



Source: 2000 U.S. Census

Employment

The largest sectors of employment in the Vermont portion of the Keene-Brattleboro Labor Market Area at the turn of the 21st century are the service industries (30.8%) and wholesale and retail trade (25.4%). Health care makes up almost 20% of services, and food stores 20% of retail trade. The service sector is the largest and fastest-growing sector of Windham County's economy. **Service oriented jobs, highlighted in bold in Figure 6, made up half of the employment in Windham County in 1999.** Of the largest service employers in the Region, 40% were health care providers, including The Brattleboro Retreat, Eden Park Nursing Home in Brattleboro, Brattleboro Memorial Hospital, and Carlos G. Otis Health Care Center in Townshend.

In general, while the service sector is important in terms of providing stable employment, its wage levels overall are lower compared to other sectors. For example, in Windham County in 2000 the average service sector wage was \$3,588 less than the overall average wage for the County. Service sector jobs also typically have non-traditional shifts, which may include early morning, longer shifts, weekend and/or evening hours.

The 2000 U.S. Census estimates that 65% of parents with children under six years of age are in Vermont's labor force. However, the actual number may be larger, according to *The Institute for Women's Policy Research (1998)*, which calculates that 80.3% of women with children under six in Vermont are in the work force. For women with children under 18, the number is 82.1%. This compares to national figures of 64.1% and 70.3%, respectively, indicating that women

³ The U.S. Census defines a family as a group of two people or more (one of whom is the householder) related by birth, marriage, or adoption and residing together; all such people (including related subfamily members) are considered as members of one family.

participating in Vermont's labor force may be higher than the Census estimate. Mothers currently represent the fastest growing segment of the United States labor force.⁴

Figure 5		
Windham County: Employment by Industry in 1999		
Industry	Covered Employment⁵	% Total
Private Ownership:	21,635	89.5%
Agriculture, Forestry & Fishing	D ⁶	D
Mining & Quarrying	D	D
Contract Construction	914	3.8%
Manufacturing:	3,557	14.7%
Durable Goods	1,933	8.0%
Nondurable Goods	1,623	6.0%
Transportation & Utilities	1,445	6.0%
Trade:	6,239	25.8%
Wholesale	1,936	8.0%
Retail	4,303	17.8%
Finance, Insurance & Real Estate	1,099	4.5%
Services:	7,876	32.6%
Hotel & Resorts	1,806	7.5%
Health	2,027	8.4%
Other	4,043	16.7%
Government Ownership	2,544	10.5%
Total for Windham County	24,179	100.0%

Source: Vermont Department of Employment and Training.

Brattleboro is the largest employment center in the Region, and one of the three largest in Southern Vermont.⁷ In 1990, based on the latest available U.S. Census Journey to Work data, Brattleboro was the largest commute destination (52%) in Windham County, followed by Rockingham (13%) and the Deerfield Valley (9% - Dover/Wilmington). Map 3 illustrates where people are commuting from to the three top commute destinations. Child care facilities are generally found where the major employers and commercial centers are located in Windham County (Map 4) with the exception of the Village of Londonderry, North Brattleboro, and an industrial area in Rockingham. The ability to have reliable transportation can also impact employment opportunities. Map 5 illustrates the Windham County road network and local bus system.

⁴ *Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates*, 2001. Vermont Child Care Services Division.

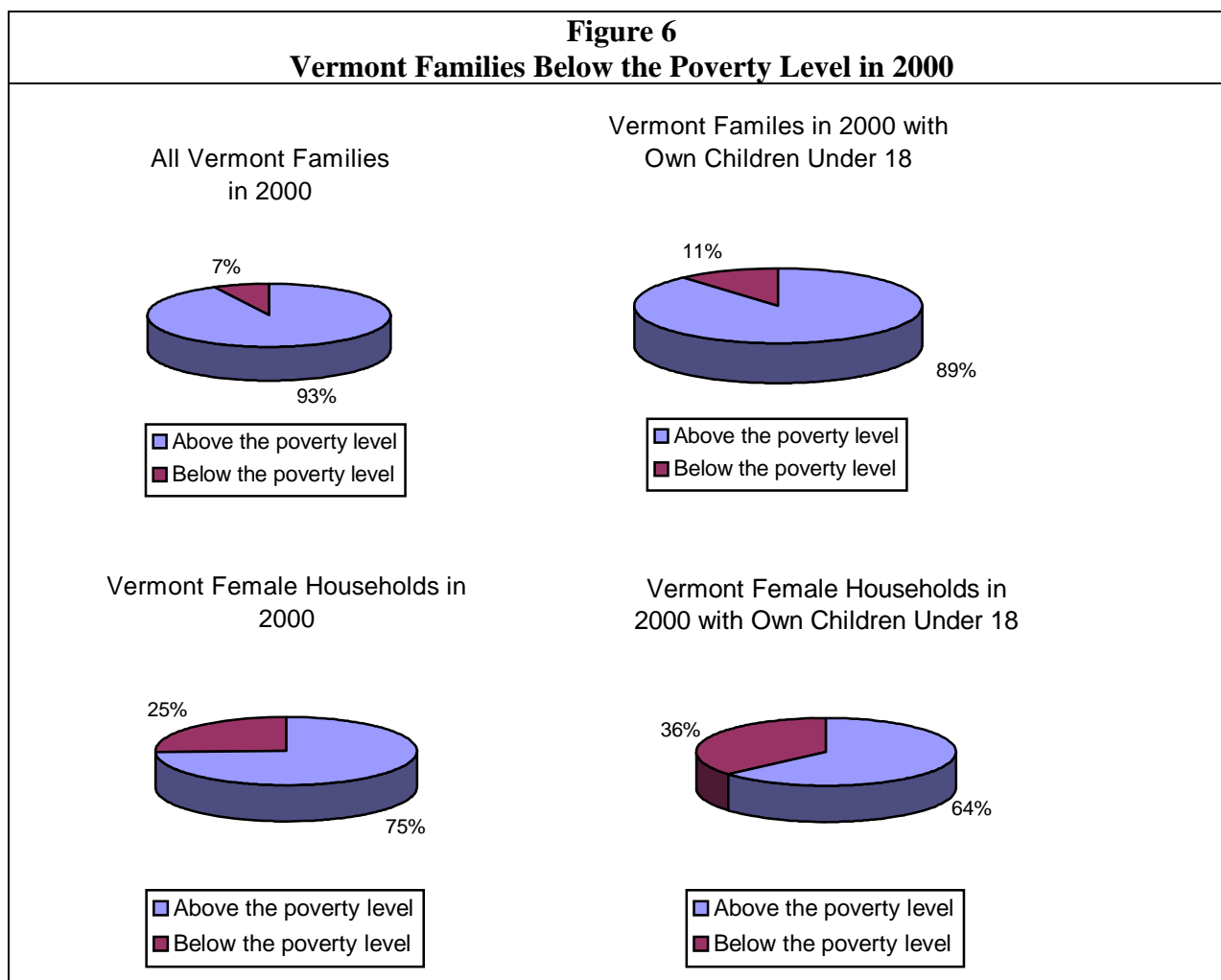
⁵ Covered Employment refers to employees and their wages in firms subject to the Vermont Unemployment Compensation Law, or for federal employees, the Federal Unemployment Compensation Law.

⁶ D denotes data that cannot be disclosed.

⁷ *Vermont: An Economic-Demographic Profile Series*, 2001. Vermont Department of Employment and Training.

Economic Conditions

According to the 2000 U.S. Census, the Vermont Median Family Income⁸ is estimated to be \$47,809. Windham County median income data for 2000 was not available from the U.S. Census at the time of publication. However, the Vermont Department of Employment and Training reports that in 2000 the average wage in Windham County was \$27,888, below the State of Vermont average of \$28,920. In Windham County in 2000 the average service sector wage, the largest employment sector in the County, was \$24,300. Eleven percent (11%) of Vermont families with children under 18 are below the federal defined poverty level⁹ in 2000 (Figure 6). The percentage of families below the poverty level in Vermont increases in female households (25%) and even more substantially in female-headed households with children under the age of eighteen (36%).



Source: 2000 U.S. Census

⁸ In 2000 inflation adjusted dollars.

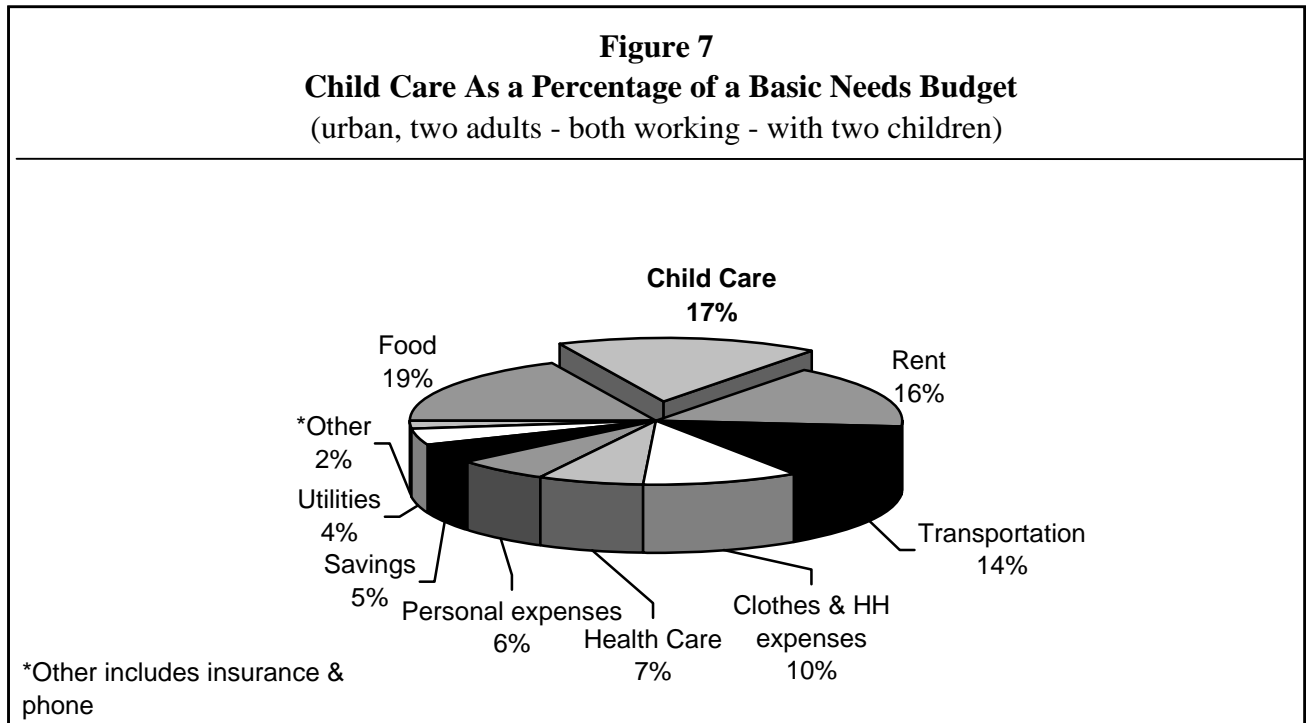
⁹ The U.S. Census Bureau uses a set of money income thresholds that vary by family size and composition to determine who is poor. If a family's total income is less than that family's threshold, then that family, and every individual in it, is considered poor.

Data on poverty level by town was not available at the time of this report. However, the 1990 Census poverty level for Windham County towns is shown in Map 6. In Bellows Falls and in sections of Rockingham (North of Bellows Falls) 32% of the population was below the federal poverty level.

According to the National Research Council,¹⁰ the federal poverty level illustrated in Figure 6 and Map 6 does *not* include the following costs:

- **Child care costs**
- Variations in health costs
- Variations in housing expenditures
- Changes in living standards and consumption patterns
- Government policy initiatives that have both raised and reduced disposable income.

The federal poverty figures underestimate the number of people actually living below the poverty level, because the poverty index template omits child care entirely as well as other items. Figure 7 illustrates the large percentage that child care costs (17%) represent in an overall household budget in Vermont.



Source: Vermont Joint Fiscal Office

¹⁰ *The Vermont Job Gap Study*, 1998. The Peace and Justice Center

Despite the high cost of child care for parents, low pay is also a significant problem among early childhood educators and creates additional pressures on the child care system. New hires at licensed centers statewide range from an average \$7.21-\$8.56 per hour for teachers and \$9.92-\$11.69 per hour for program directors. In 1999, 55% of registered family child care providers earned under \$10,000 a year. Low wages result in high turnover, which is difficult, and they discourage people from entering the early childhood field.¹¹

Both *The Vermont Job Gap Study (1997)* and the 1999 *Report of the Joint Legislative Study Committee on a Livable Income* document that a significant percentage of Vermont workers still do not earn enough to pay for all the basic necessities of living. The Vermont Job Gap Study quotes the federal definition of a livable wage as one that pays a “hourly/annual income necessary to cover basic needs plus all relevant Federal and State taxes.” The livable wage gap is a primary indicator of the health of the Windham County economy. With well paying manufacturing jobs becoming harder to find, residents often find themselves working two lower-paying service jobs to try to make ends meet. However, these service jobs often do not include the benefits of manufacturing jobs such as health insurance or retirement plans. The Vermont Job Gap Study concludes:

- There is a critical shortage of livable wage jobs;
- traditional unemployment figures fail to represent accurately the actual labor market conditions;
- under-employment is a serious problem in Vermont;
- the Vermont economy has, and is expected to produce, a significant percentage of low-skill, low-wage jobs;
- competition for low wage jobs is severe; and
- competition for livable wage jobs is an urgent problem.

The Statewide Child Care Study noted that between October of 1999 and March 2000, there were 6,166 Vermont families, on average, who received Temporary Aid to Needy Families (TANF). Because of the work requirements mandated by Vermont’s welfare restructuring program, an increase in the need for child care is projected for families receiving public assistance.¹² A report from the Rural Welfare to Work Strategies Initiative states that approximately 75% of rural children nationally receive care through kith and kin (family and friends) arrangements.¹³

¹¹ *Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates*, 2001. Vermont Child Care Services Division.

¹² *Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates*, 2001. Vermont Child Care Services Division

¹³ *Child Care for Welfare Participants in Rural Areas*, L.J. Colker and S. Dewees

Child Care Need and Supply

Existing Child Care Facilities

The Child Care Services Division regulates registered family child care homes and licensed child care centers. State child care regulations help to ensure basic health and safety standards and set guidelines regarding education of family child care providers and center-based teachers. A list of these child care programs was obtained in May 2002 (a complete list can be found in Appendix D). These facilities were located and mapped using the Windham Regional Commission’s Geographic Information System (GIS) (Map 1).

In addition, there are a few Licensed Exempt Child Care (LECC) providers in the region, but this information was not mapped. These providers are generally family or friends of those seeking care for their children.¹⁴ LECC providers are recognized by the state of Vermont in this capacity in order to allow the parent(s) the ability to receive a child care subsidy for their child care although it is not provided by a licensed center or a registered home. There are currently 18 LECC providers in the study area.

Estimated Child Care Need and Supply

The following table (Figure 8) illustrates the gap between estimated child care need and supply in Windham County.

Figure 8				
Estimated Child Care Need and Supply--Windham County (May 2002)				
	# Children Estimated to Need Child Care ¹⁵	# Regulated Slots (supply)¹⁶	% Need Met by Regulated Child Care System	# Openings (May 2002)¹⁷
Infant/Toddlers (0-2 years old)	660	239	36.2%	7
Preschool (3-5 years old)	1,209	793	65.5%	55

¹⁴ LECCs can legally provide care for children from no more than two families.

¹⁵ These figures are based on estimated county populations (by single year of age) and estimated participation rates (by single year of age). Sources: AHS and Department of Education, 1999. See Appendix for details and chart.

¹⁶ This represents estimated capacity in 42 child care centers and 46 family child care homes. Capacity for licensed centers in the county is an estimate based on phone conversations with center staff and directors. This number only represents the total capacity of infant/toddler slots (0-2 years) and preschool slots (3-5 years). It does not include school-age slots or after-school programs. The capacity for registered family child care homes is based on the maximum, as outlined in state regulations, of two children under the age of two (infants and toddlers) and four preschoolers. It does not include the allowed maximum of four school-age children, for comparison purposes. It should be noted that many homes do not serve infants and toddlers.

¹⁷ The estimated number of openings for licensed centers in the county are based on phone conversations with center directors. Centers generally maintain their own waiting lists. Windham Child Care Association provided the estimated number of openings for registered family child care homes.

In Windham County, the regulated child care system is only able to meet 36.2% of estimated infant/toddler need. There were no infant slots open at the time of this writing.

The County's regulated child care system can only meet 65.5% of estimated preschool need. If only preschool slots are considered, that figure drops to 54.5%.

These estimates suggest no increase in the number of infant/toddler slots and no appreciable increase in the number of preschool slots since 1999 (the last time these estimates were calculated), despite an increase in Vermont in the percentage of mothers with young children who are in the workforce. These figures suggest that many young children are being cared for in informal arrangements, which can be unstable and lack the quality control offered by the registration and licensing process.

Making Sense of the Numbers

These estimated capacity and openings figures are “soft” for several reasons:

- The supply of child care fluctuates, due to programs closing and new ones opening.
- These numbers represent a *single* point in time (for example, need and supply change during the summer months, which is not reflected here).
- These capacity figures are based on what is *allowed* by the state of Vermont and not necessarily the number of children that regulated family child care homes or center-based programs *actually* have enrolled at any given period in time.

If anything, however, we have over-estimated child care supply. Several factors suggest that child care supply is even *tighter* than these figures indicate:

- Some family child care providers and centers choose to care for *fewer* children than the allowable limit, thus making our capacity estimates high.
- Many openings are for part-week and/or part-day slots, which do not meet the needs of families in search of a slot. Six center-based preschool programs in the county are only open half-day.
- Child care programs' hours of operation often do not meet the needs of parents working non-traditional or mixed shifts. Statewide, only 17% of licensed centers are open before 7 a.m., only 3% after 6 p.m. Overnight and weekend care is offered by only 10% statewide.¹⁸ In Windham County most child care centers follow an 8 a.m. – 5 p.m. schedule. Currently, there are five centers in Windham County that open before 7 a.m.

¹⁸ *Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates*, 2001. Vermont Child Care Services Division

(four open at 6:30 a.m. and one opens at 6 a.m.). In terms of later hours of operation, five centers close at 6 p.m., and one closes at 6:30 p.m.

Interviews, Focus Groups and Survey

The CFP conducted a combination of surveys, focus groups and semi-structured interviews in Windham County to confirm and round out the quantitative data that was collected in the previous section. These research techniques also were used to identify need and demand. The following is a synopsis of predominant themes derived from a series of interviews, a survey, and several focus groups. A list of the interview questions, the entire survey, and the focus groups questions can be found in the Appendix.

Overall, child care arrangements and satisfaction with these arrangements vary. Some of the most frequently mentioned areas of dissatisfaction are as follows:

- **Cost** – The high cost of child care is a concern for many parents looking for or receiving child care. At the same time, many parents and employers recognize the importance of high-quality child care at a young age and would like child care providers to receive decent wages and benefits.
- **Availability** – There is a lack of infant/toddler placements available, lack of part time child care (only full time slots offered, in some cases), waiting lists at many centers and homes, and rural areas having few or no options.
- **Hours of Operation** - Child care for early mornings, evenings and/or weekends is not available, for the most part. Sick days (either child or provider) are difficult for many families. Snow days, school vacations and provider vacations also cause a problem for many workers. Transportation, either lack of it or long distances, can be difficult for parents and children.
- **Choices** – In general, parents with infants or small children (0-2 years) prefer a home environment for their children. Most parents would prefer to be home with their children themselves. A second choice is generally a family member or close friend. As the children get older (2-4 years), parents generally prefer a center-based program.

Of those surveyed, 15% work evening hours, weekends, nightshifts, or hours that change daily or weekly. One-third of the respondents to this survey work in some area of the health field, with manufacturing (15%) and hotel/resort/restaurant (12%) the next highest areas. Of those with non-school aged children, 68% have their child or children in either a child care center or family child care program. Of all the respondents with children, 54.4% use a child care program in Brattleboro. Survey results showed that 71% have their children in child care for over 11 hours per week.

Most of those looking for a new child care program felt that their child's needs were changing and that they needed different hours. When children were sick, 83% stay home. Of all

respondents (either with or without children), 33% felt that sometime during the past year, it was harder to do their job when people they worked with had child care problems. **Of those with children who had trouble finding or keeping child care, 38% were forced to miss work, 24% were kept from working overtime, and 21% believed it was harder to do a good job at work.**

Implications

The availability of high-quality child care is a concern for many parents, employers and communities. There are several factors in this region that contribute to a growing need for increased awareness, understanding, and action in this area. These stressors on the child care system are summarized in Figure 9 on page 20. **Affordable, high-quality child care is essential in developing a full employment economy, raising income levels, and lowering the need for public assistance.** High-quality child care can also have many positive benefits for a child's social development.¹⁹

With the rural character of this State, County, and many towns, our findings suggest that there are some unique factors contributing to the pressures on the County's current child care system as outlined below.

Population

Most child care facilities are located in the two regional centers of Brattleboro and Rockingham. However, most of the overall population growth is occurring outside of the regional centers. For parents who prefer to have their children at a child care facility near their home there are limited options. This issue will continue to be a problem in the future if the population growth continues along this same trend. **The towns of Windham, Wardsboro, Jamaica, Halifax, and Dover have experienced a 25% increase in overall population. Three of these five towns (Windham, Jamaica and Halifax) currently do not have any regulated child care facilities.**

There has generally been a decrease in the number of children under the age of 5 between the years 1990 to 2000. However, the towns of Dover, Jamaica, Townshend, Vernon and Windham have shown an increase in this same population during this time period. Even though there has generally been a decrease in the population under age 5, state and national trends suggest that there may have been an increase in the number of working parents and the increased need for child care facilities.

In Windham County, 22% of all households are female-headed with children under 18. This is a larger percentage than found throughout the State of Vermont (19%). These numbers may translate into more working mothers in Windham County than other parts of the State and the need for increased availability of child care facilities.

Employment

An overwhelming number of jobs in Windham County are in the service sector, which may indicate a higher need for child care for non-traditional shifts such as weekends and/or evening hours. These jobs are generally entry-level positions, with low wages and little or no benefits. Child care is generally available in the larger commute destinations, as well as job and commercial centers with the exception of Londonderry Village, North Brattleboro and parts

¹⁹ *Community Assessment Project, Windham County, Vermont, 2002.* United Way of Windham County

of Rockingham. Despite this, the number of available slots and hours of operation may not be meeting the demands of the population, especially those that prefer to have their children in child care close to their area of employment. According to the State of Vermont's Child Care Study, with more parents working in an era of welfare reform, the demand for child care is expected to grow by 12% over the next 10 years.²⁰

Economic Conditions

Areas of Bellows Falls and Rockingham, as well as female-headed households with children under 18 throughout Windham County, show a trend of being below the poverty level at higher rates. This problem may be exacerbated by the existing livable wage gap. The lack of child care facilities and hours available at these facilities for those who work non-traditional and mixed shifts may further aggravate the livable wage gap, since families will be unable to work without child care.

Finding available, high-quality child care is a problem for many welfare recipients living in rural areas. Rural families typically travel longer distances to work which results in longer hours in care for their children and greater child care expenses. Rural welfare recipients also generally work non-traditional hours when less child care is available.²¹

Child Care Need and Supply

The estimate of child care need in this study is a conservative estimate in light of the higher percentage of Vermont women in the workforce. There is an overall lack of regulated care, particularly for infants and toddlers. There is a lack of child care for people working evening and overnight shifts. Many of the openings that *are* available and many of the existing infant/toddler and preschool slots are part-time. These slots are either part of the week or part of the day, which makes it difficult for parents working full week, full days. **There has been no significant increase in infant/toddler care and preschool slots since 1999. However, there is clear evidence of more parents in the workforce.**

“Kith and kin” arrangements may be the only viable option for some families, but these settings are often unlicensed and unregulated and may lack quality control, health and safety standards, and stability.²² In addition, there are likely to be a large number of infants and toddlers (0-2 years) who are cared for in non-formal situations, which may be more short-term and have a high turnover. This situation can be detrimental to a young child's development.

Four areas of concern highlighted as a result of the focus groups, interviews, and surveys conducted for this study are as follows:

- There is concern about the high cost of child care.

²⁰ *Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates*, 2001. Vermont Child Care Services Division

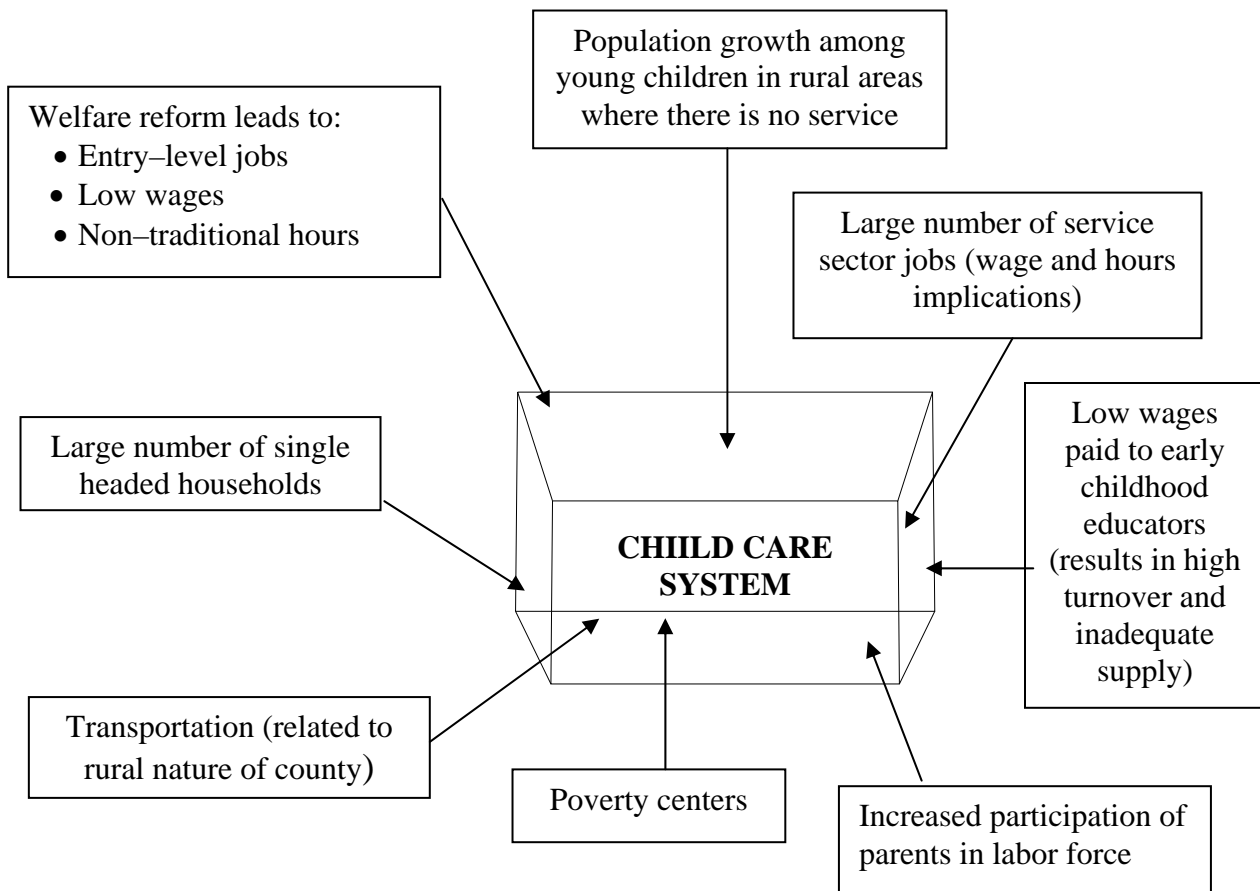
²¹ *Child Care for Welfare Participants in Rural Areas*, L.J. Colker and S. Dewees

²² *Child Care for Welfare Participants in Rural Areas*, L.J. Colker and S. Dewees

- Many child care programs are already filled (particularly infant/toddler programs).
- Child care during early morning hours, evenings, weekends, sick days, snow days, and school vacations is difficult to find.
- Parents cited an overall lack of choices, particularly for parents of infants or toddlers.

The interviews also highlighted the problem of finding available slots for infants and toddlers. Even though the survey is not a scientific sample of Windham County population it does confirm the 2000 U.S. Census Data that a large percentage of the population is working in the service industry. As stated in the employment indicators section this may indicate a higher need for child care for non-traditional shifts such as weekends and/or evening hours.

Figure 9
Pressures On Child Care System



Conclusions

There is an overall need to increase the availability of high-quality child care. In general, the population that appears to be most underserved is the 0-2 year olds (infants and toddlers). There is a clear need for expanded hours of operation, including more full-day, full-week programs. In addition to these overall needs, there appears to be some higher need areas in the County.

Overall, several components need to be factored into locating additional or expanding existing child care facilities. Transportation concerns, the rural nature of Windham County's road network and existing commuting patterns, as well as the population growth patterns over the last ten years, all contribute to a unique environment for assessing specific child care facility location needs. As this study was done, demand and need assessed, and mapping of several indicators (stressors) on the current child care system analyzed, a few areas in the County emerged as potentially requiring more thorough thought and attention.

- **Expand Hours at Existing Facilities** - Due to the large number of service sector jobs in Windham County, expansion of hours at existing child care facilities in commercial centers and resort centers should be investigated. This may help alleviate the child care needs for parents working non-traditional hours and days.

- **Expand Supply in Underserved Areas:**
 - Upper West River Valley (including, but not limited to, the towns of Londonderry, Jamaica and Townshend) – Several factors should be considered when looking at the placement of potential future child care facilities:
 - the presence of several employers, including a hospital and school in Townshend;
 - commuting patterns;
 - increased population growth (Windham with an overall population increase of 30.7%, Jamaica with a 25.5% growth, Londonderry – 13.5% and Townshend – 12.8% from 1990 to 2000) and;
 - the limited child care availability in the neighboring towns.

 - North Brattleboro (exit 3 area) – Many factors contribute to the need for resources in this area:
 - the presence of commercial and job center locations;
 - commuting patterns;
 - pockets of poverty;

- insufficient child care availability and;
- the nature of employment in the area (there are several fast food franchises with weekends and mixed shift employment, as well as large businesses with non-traditional hours).
- Deerfield Valley (Wilmington/Dover area) – Several factors point to the need to target resources in this area:
 - the location of resort centers;
 - large numbers of people commuting to these areas for employment and recreation;
 - conversion of seasonal housing to year-round housing (homeowners living in area year-round vs. seasonally);
 - substantial population growth (Dover’s population increased 41.9% and Wardsboro – 30.6% from 1990 to 2000) and;
 - the lack of currently available child care facilities other than Mount Snow Child Care in the area.
- Bellows Falls and North Rockingham - The following list of factors, coupled with insufficient child care supply suggest this area as in need of new resources:
 - commuting patterns;
 - pockets of high poverty (32% in some areas of the village);
 - commercial and job center locations and;
 - the lack of many registered family child care homes (with potentially more flexible hours and infant care).
- **Increase incentives for providing infant/toddler care** – including a full assessment of cost, health care, benefits, wages, and grants for start-up with the vision for long-term operation in Windham County.

Glossary

Child care - for the purposes of this study refers to all early care and education services that are regulated by the Child Care Services Division of the Vermont Agency of Human Services, including licensed child care centers, licensed family child care homes, and registered family child care homes that have met the health and safety requirements of the State of Vermont.

Commercial center – fairly compact clusters of commercial activity that usually include a number of day-to-day commercial businesses and often governmental services.

Family – a group of two or more people (one of whom is the householder) related by birth, marriage, civil union or adoption and residing together.

Female householder families – families headed by a female with no husband present.

Infants/toddlers – for the purposes of this study, refer to all children birth to two years old.

Kith and kin arrangements – a term describing non-formal child care arrangements that typically are associated with placing a child in the care of family members (other than the parents) or with friends or neighbors. These are generally unregulated.

Licensed Exempt Child Care (LECC) – generally family or friends of those seeking care for their children who are recognized by the state of Vermont in this capacity to allow the parent(s) to receive a child care subsidy. LECC's can legally provide care for children from no more than two families.

Livable wage – a wage that pays a hourly/annual income necessary to cover basic needs plus all relevant Federal and State taxes.

Non-traditional shifts – work shifts that are not the typical 9 a.m. to 5 p.m. workday. These may include evenings, night shifts, mixed shift, and weekends.

Poverty level – According to the U.S. Census, determined using a set of money income thresholds that vary by family size and composition to determine who is poor. If a family's total income is less than that family's threshold, then that family, and every individual in it, is considered poor.

Preschoolers – for the purposes of this study, refer to all children aged three to five years old.

Regional centers – the densely developed areas in and adjacent to Brattleboro and Bellows Falls, fully served by a range of services.

Regulated child care system – all licensed child care centers, licensed and registered family child care homes, regulated by the Vermont Agency of Human Services Child Care Services Division and, for the purposes of this study, include all regulated facilities located in Windham County.

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Appendix A

Methodology

Study Area: The Children First Partnership Steering Committee decided to limit the study area to Windham County plus towns in Massachusetts down the Interstate 91 corridor south to Greenfield, towns in New Hampshire along Route 9 to Keene, and the New Hampshire border towns (including Hinsdale). Due to limited resources, however, qualitative data collection will be limited to Windham County. As well, some data did not include the entire County. Data received from the Windham Child Care Association does not include the towns of Londonderry, Grafton, and Windham, because they are not included in the Brattleboro Agency of Human Services (AHS) District. These towns fall in the Springfield AHS District. However, data for these towns was collected for purposes of this study.

For the purposes of this study, the term “child care” will be used to refer to all early care and education services that are regulated by the Child Care Services Division of the Vermont Agency of Human Services. These include licensed child care centers, licensed family child care homes, and registered family child care homes that have met the health and safety requirements of the State of Vermont.

To understand the extent of the child care problem, available demographic information was reviewed; a survey was conducted, focus groups and interviews were held; and the availability of child care was analyzed. The most recent list of registered family child care homes and licensed child care facilities was also mapped (Map 1).

Focus Groups – Surveys - Interviews

The CFP Steering Committee decided to pursue a combination of surveys, focus groups and semi-structured interviews to round out the quantitative data being collected. Criteria for determining data collection methods being used include: geographic representation; income diversity; different economic sectors including those with non-traditional and/or mixed shifts. Data collection methods targeted: low-income workers; businesses with non-traditional and/or mixed shifts; and people working in the service industry.

I. Focus Groups

Parents in Windham County
Brattleboro Human Resource Directors
Families in Recovery
Early Education Services Home Visitors

Questions were approved by the Steering Committee, with the understanding that the wording of certain questions will be changed by the focus group facilitator to reflect focus group participants. Facilitators completed a summary of notes and analysis following the focus group discussion.

II. Surveys

- Why surveys? - CFP made a decision to include a survey as a data gathering strategy for this report for several reasons. It is a way of capturing personal input and ideas from varying groups over a large area and a limited amount of time. The purpose of the survey was to draw out information and ideas about whether or not child care works for parents in Windham County.
- Survey development – Windham Child Care Association had developed a survey working with area businesses, child care providers, and human resource agencies to try to ascertain if there was enough child care for the working parents in Windham County. The CFP Steering Committee then revised the survey slightly, to elicit the kind of information needed for this study. The survey was an attempt to determine: where are they living?; where are they working?; and where is the need? (supply, demand, and gap). The survey was meant to be broad and possibly more efficient than interviewing alone.

Question #2 regarding type of employment: employment categories are the same as Census employment categories for direct comparison.

- Survey participation and distribution - The Steering Committee chose to distribute surveys to selected: large employers, early education programs, social service organizations and area child care centers based on several factors including; geographic area, income diversity and different economic sectors (non-traditional hours). The survey recipients were grouped based this breakdown.

Group #1

Department of Employment and Training (Brattleboro and/or Springfield)
P.A.T.H. - VT Dept. of Prevention, Assistance, Transition, and Health Access (Brattleboro and/or Springfield)
Health Department/WIC (Brattleboro and/or Springfield)
Early Education Services (Windham County)
Families First (Wilmington)
Springfield Parent Child Center

The surveys attempted to reach the entire region, by including P.A.T.H., Families in Recovery, Department of Employment and Training for the Brattleboro area, Families First to reach the Dover/Wilmington area, and SEVCA for the Bellows Falls area. DET and P.A.T.H. are located in Springfield, VT as well as Brattleboro, to capture the northern portions of the region.

Group #2

Winston-Prouty Early Learning Center
Mulberry Bush
Putney Community Day Care

Group #3

Large employers (select up to 10 based on geographic diversity): Georgia Pacific, GS Precision, Janos, Sonnax, The Brattleboro Retreat, Northeast Cooperatives, C&S Wholesale Grocers, Mary Meyer Toy Factory, Mount Snow Ltd.

Surveys were numbered only, to protect the anonymity of the individual. All surveys were copied upon completion. A database was developed and the survey results were documented and tabulated to pull out prevailing themes and implications. There was an 11% rate of return.

III. Interviews

Interview questions mirrored the focus group questions as to allow for a final comparison. In developing the questions, the Steering Committee tried to find a balance between eliciting the information needed and leaving enough room for points, concerns and new ideas that may have been overlooked.

WCCA Subsidy Specialist

Early Education Outreach Coordinators

Small business owners

Selected businesses/employers/supervisors with mixed shift employment

Playgroup parents

Calculating Child Care Supply and Demand (Equation):

A formula was developed by the Advocacy Coordinator at Windham Child Care Association to help estimate child care need and supply in Windham County. Using the most current census estimates (1999 - updated estimates are scheduled to be released in April of 2002) and the most up-to-date U.S. Department of Education numbers for percent of children under six years old participating in child care and early education programs on a weekly basis (1999), a total estimated number of child care slots needed by single year of age could be determined. Supply was then determined by totaling the capacity numbers from all licensed and registered child care programs, using information received from the Referral Specialist at Windham Child Care Association and phone calls made by Windham Regional Commission staff to program staff and/or directors.

There are several factors that make these estimates soft - notably, the application of national figures to state data; the fact that the national child care participation rates are in and of themselves estimates; and the difference between the national and state labor force participation rates of women with children. However, we believe these estimates are still valid for several reasons:

- the Children's Defense Fund, when contacted, felt it was the best approach due to the limited data available;
- VT's labor force participation rate among women with children under six is significantly higher than the national rate (80% vs. 64%, respectively) so these numbers are low, if anything; and
- Welfare Reform means there are more mothers in the workforce than ever.

Mapping of Child Care Facilities:

Initial mapping of child care facility locations was done using current Emergency 911 addresses as a source of exact building locations. General knowledge of specific locations as well as site verification helped to complete the database and map.

These sites only include those facilities or homes registered and/or licensed with the State of Vermont. There is also a small number of License Exempt Child Care Providers (LECC) that are not shown on this map. These providers are generally family members of child care subsidy recipients.

Capacity and openings is as of May 2002 and was calculated using information provided by the AHS Child Care Services Division, the Springfield Area Parent Child Center and the Windham Child Care Association and phone calls to program staff or directors. These numbers are fluid in nature, because of the ever-changing situation occurring at each child care facility. In particular, home-based child care is difficult to calculate and monitor based on individual provider preferences and circumstances. For example, some providers do not intend to take the maximum number of children allowed in their program. Also, only two children under the age of two are allowed in the program at one time. Some providers have varying schedules and specific openings (for example; one provider may have space for one child under the age of two only on Mondays and Wednesdays in the mornings).

In addition, many center-based programs keep their own internal waiting list and do not always check in with the Referral Specialists as to these numbers.

Demographics:

Population data: Population, population change and age distribution data is taken from the 2000 Bureau of Census. Information about the numbers of children by single year of age in each Town is not available at this time.

Journey to work information is from the 1990 U.S. Census.

Economic Indicators:

Poverty level data for mapping purposes is from 1990 U.S. Census.

Some economic data was taken from the 2001 Windham Regional Plan update, including the most current regionally significant economic information, such as employment sectors, growth in job sectors and wage information. Often the source of this data is the Vermont Department of Employment and Training reports.

Appendix B

Focus Group and Interview Questions

Children First Partnership & Windham Regional Commission

Child Care Needs Assessment & Community Asset Mapping

Focus Group Questions

Focus group facilitator

- Introduce yourself and ask participants to introduce themselves
- thank everyone for coming
- briefly explain CFP goals
- briefly explain WRC study and purpose of focus group

Questions (pace the group—make sure you leave enough time for each question and some discussion)

1. Please tell us a little about yourself (probes: your family, where you work and/or go to school, challenges of working and raising a family)
2. How do you feel about your current child care arrangement? How does it work (or not work) for you? (probes: feelings about provider/center, proximity to home, proximity to work, cost, hours)
3. What's the hardest thing about having children where you work? (Probes: when they get sick, snow days, distance from child care to work)
4. What changes would make it easier for you to use child care? (probes: proximity to work or home; helping paying for it; flex time; more choice; on-site child care, helping paying for child care, more family child care, more center-based child care)
5. For those of you who work an evening shift, a weekend shift or mixed shifts, what would be the best child care arrangement for you? (probes: family child care, center-based child care, someone in child's home, relative/neighbor)

Interview Questions

1. How do you think most parents you talk with feel about their current child care arrangement? How does it work (or not work) for them? (probes: feelings about provider/center, proximity to home, proximity to work, cost, hours)
2. In your opinion, what is the hardest thing for parents about having children in child care? Please think about different workplaces. (Probes: when they get sick, snow days, distance from child care to work)
3. What changes do think would make it easier for parents in school, job training programs or working to use child care? (probes: proximity to work or home; helping paying for it; flex time; more choice; on-site child care, helping paying for child care, more family child care, more center-based child care)
4. For parents who work an evening shift, a weekend shift or mixed shifts, what kind of child care arrangement do you think they would prefer? (probes: family child care, center-based child care, someone in child's home, relative/neighbor)

Appendix C

Survey

The Windham Child Care Association is working with area businesses, child care providers, and human resource agencies to try to figure out if there is enough child care for the working parents of Windham County. You can help us by filling out this survey. Please don't fill this survey out if you've already filled it out at another agency.

For the purposes of this survey, "child care" means day care like nursery schools, in-home day care, or day care center. Thanks for your help!

1. **What kind of work do you do (please check one)?**

- | | |
|---|---|
| <input type="checkbox"/> Agriculture/Forestry | <input type="checkbox"/> Finance, Insurance & Real Estate |
| <input type="checkbox"/> Construction | <input type="checkbox"/> Hotel/Resort, Restaurant |
| <input type="checkbox"/> Manufacturing | <input type="checkbox"/> Health |
| <input type="checkbox"/> Wholesale | <input type="checkbox"/> Other (please write in) |
| <input type="checkbox"/> Retail | _____ |

2. **What town do you work in?** _____

3. **What hours do you work?**

- | | |
|---|---|
| <input type="checkbox"/> Daytime hours (9-5) | <input type="checkbox"/> Night shift (11-7) |
| <input type="checkbox"/> Evening hours (3-11) | <input type="checkbox"/> Changes day to day |
| <input type="checkbox"/> Weekends | |

4. **Where do you live?** _____

5. **Are you:**

- | | |
|---|---------------------------------|
| <input type="checkbox"/> Married or living with a partner | <input type="checkbox"/> Single |
|---|---------------------------------|

6. **How old are your children?**

Age	Number of Children
Under 2 years old	
2-5 years old	
6-10 years old	
11-12 years old	
I have no children	

7. Who cares for your children while you are at work?

- Husband/wife/partner
- School age program
- Someone who comes into my home
- Child's brother/sister
- Child care center or nursery school
- Child cares for himself

8. What town is your child care program in? _____

9. About how many hours each week is your child in child care?

- 0-10 hours
- 11-30 hours
- 31 or more hours

10. About how much does your child care cost each week (for all of your children)?

- 0-\$100 each week
- \$101-\$200 each week
- More than \$200 each week

11. Do you pay the whole cost of child care?

- Yes
- No

12. If you don't pay the whole cost of child care, who helps you to pay, and how much do they pay?

Who helps pay for child care	How much they pay
State subsidy	
Other	
Company that I work for	

13. Have you had any of the following problems in getting child care for your children? (check all that apply)

- I didn't know where to begin looking
- Most care cost too much
- Couldn't get friends or relatives to help
- Most child care programs were already filled
- I had trouble finding good quality care
- I had trouble finding choices to fit my child's needs
- The child care was too far away
- There wasn't child care near work or home
- I had no problems getting care for my child
- I had trouble finding choices to fit my work needs
- My child was too young for programs
- Other _____

14. If you plan to look for a new child care program, what are the reasons? (check all that apply)

- | | |
|---|---|
| <input type="checkbox"/> Need different hours | <input type="checkbox"/> I need child care that's closer to home/work |
| <input type="checkbox"/> The child care I now use is ending | <input type="checkbox"/> I'm looking for better quality care |
| <input type="checkbox"/> My child care is too expensive | <input type="checkbox"/> The family is moving |
| <input type="checkbox"/> My child's needs are changing | <input type="checkbox"/> Other reasons |

15. When one of your children is sick, what do you do?

- | | |
|--|--|
| <input type="checkbox"/> I stay at home | <input type="checkbox"/> My child usually stays home alone |
| <input type="checkbox"/> My wife/husband/partner or an older child stays at home with the sick child | <input type="checkbox"/> I take my child to his regular child care program |
| <input type="checkbox"/> I have other care when my child is sick | <input type="checkbox"/> I take the child to work with me |

Comments:

Appendix D

Licensed Child Care Facilities: May 2002

CT – licensed capacity

A.S.P.I.R.E. – Green Street School
Brattleboro
CT – 28
Hours: 7:00 a.m. – 5:30 p.m. M-F
Ages: 5-11 years

*A.S.P.I.R.E. is an after-school program

A.S.P.I.R.E. – Oak Grove School
Brattleboro
CT – 24
Hours: 3:00 – 6:00 p.m. M-F
Ages: 5-12 years

A.S.P.I.R.E. – Academy School
Brattleboro
CT – 25
Hours: 3:00 – 6:00 p.m. M-F
Ages: 5-12 years

A.S.P.I.R.E. – Westminster School
Westminster
CT – 45
Hours: 7:00 a.m. – 5:30 p.m. M-F
Ages: 5-7 years

Birge Nest: The Infant-Toddler at Esteyville
Brattleboro
CT – 24
Hours: 7:30 a.m. – 4:30 p.m. M-F
Ages: 6 weeks – 3 years

Brattleboro Child Development, Inc.
Brattleboro
CT – 45
Hours: 6:30 a.m. – 6:00 p.m. M-F
Ages: 3-12 years

Brattleboro Nursery School
Brattleboro
KN – 20
Hours: 7:45 a.m. – 1:00 p.m. M-F
Ages: 3-5 years

Children's School at Marlboro College
Marlboro
CT – 18
Hours: 8:00 a.m. – 5:00 p.m. M-F
Ages: 12 weeks – 8 years

Community Early Learning Center, Inc.
Putney
CT – 30
Hours: 6:30 a.m. – 6:30 p.m. M-F
Ages: 2-12 years

Country Day Care, Inc.
Dover
CT – 29
Hours: 7:15 a.m. – 6:00 p.m. M-F
Ages: 6 weeks – 12 years

Deerfield Valley Elementary School Preschool
Wilmington
CT – 20
Hours: 8:10 a.m. – 11:45 a.m., 12:30 p.m. – 2:45 p.m. M-F
Ages: 3-5 years

Early Educational Services of Windham County, Inc.
Brattleboro
CT – 36
Hours: 7:30 a.m. – 5:30 p.m. M-F
Ages: 3-5 years

East Dummerston Day Care
Dummerston
H – 11
Hours: 6:00 a.m. – 6:00 p.m. M-F
Ages: 2 mos. – 12 years

Esteyville Preschool
Brattleboro
KN – 30
Hours: 7:30 a.m. – 5:30 p.m. M-F
Ages: 3-5 years

Falls Playschool
Rockingham
KG/Nursery – 24
Hours: 8:30 a.m. – 11:00 a.m. M-F
Ages: 3-6 years

The Grammar School Preschool
Putney
NS – 12
Hours: 8:20 a.m. – 3:00 p.m. M-F
Ages: 3-5 years

The Growing Circle
Dover
CT – 86
Hours: 7:00 a.m. – 6:00 p.m. S-SA
Ages: 6 wks. – 12 years

Hill House Day Care Center, Inc.
Rockingham
Center – 48
Hours: 6:45 a.m. – 6:00 p.m. M-F

Hilltop Montessori School, Inc.
Brattleboro
CT – 60
Hours: 7:30 a.m. – 5:30 p.m. M-F
Ages: 3-9 years

Landmark College Children's' Center
Putney
CT – 20
Hours: 7:45 a.m. – 4:15 p.m. M-F
Ages: 6 wks. – 5 years

Little Valley Nursery School of Vermont, Inc.
Townshend
KN – 20
Hours: 8:00 a.m. – 5:30 p.m. M-F
Ages: 3-5 years

Meetinghouse School, Inc.
Marlboro
KN – 20
Hours: 8:30 a.m. – 1:30 p.m. M-F
Ages: 3-5 years

Mount Snow Child Care
Dover
CT – 100
Hours: 7:00 a.m. – 9:30 p.m. S-SA
Ages: 6 wks. – 6 years

Mulberry Bush Early Learning Center
Brattleboro
CT – 50
Hours: 6:30 a.m. – 5:30 p.m. M-F
Ages: 8 wks. – 5 years

Neighborhood Schoolhouse
Brattleboro
CT – 62
Hours: 7:30 a.m. – 5:30 p.m. M-F
Ages: 3-13 years

Oak and Acorn Child Development Center
Vernon
CT – 22
Hours: 6:30 a.m. – 5:30 p.m. M-F
Ages: 15 mos. – 8 years

Owl Tree Nursery School, Ltd.
Brattleboro
CT – 20
Hours: 8:30 a.m. – 12: 30 p.m. M-F
Ages: 3-5 years

Pickard Place
Rockingham
Center – 15
Hours: 6:00 a.m. – 6:00 p.m. M-F
Ages: 3-12 years

Saint Michael's Early Childhood and After School Program
Brattleboro
CT – 54
Hours: 7:00 a.m. – 5:30 p.m. M-F
Ages: 3-12 years

Saxtons River Montessori School, Inc.
Rockingham
Center Cap – 20
Hours: 8:00 a.m. – 3:00 p.m. M-F
Ages: 3-6 years

Southeastern Vermont Child Care Facility
Early Education Services
Brattleboro
CT – 13
Hours: 7:30 a.m. – 4:30 p.m.
Ages: 8 wks. – 3 years

Springfield Hospital Child Care Program
Rockingham
Center Cap – 19
Hours: 6:30 a.m. – 5:30 p.m. M-F
Ages: 6 wks – 6 years

Stratton Childcare Center I (Summer)
Stratton
CT – 41
Hours: 8:00 a.m. – 5:00 p.m. S-SA
Ages: 3-12 years

Stratton Childcare Center II
Stratton
CT – 35
Hours: 7:00 a.m. – 11:30 p.m. SA-S
Ages: 6 wks. – 12 years

Timson Hill Preschool
Newfane
CT – 15
Hours: 8:15 a.m. – 5:30 p.m. M-F
Ages: 3-5 years

Vernon Playgroup
Vernon
CT – 10
Hours: 8:30 a.m. – 3:00 p.m. M-F
Ages: 3-5 years

Village Nursery School
Putney
CT – 12
Hours: 8:00 a.m. – 5:00 p.m. M-F
Ages: 2-5 years

Wardsboro Central School
Wardsboro
CT – 20
Hours: 8:45 a.m. – 12: 15 p.m. W-F
Ages: 4 years

West Bee Nursery School, Inc.
Brattleboro
CT – 18
Hours: 8:30 a.m. – 12: 30 p.m. M-F
Ages: 3-5 years

Westminster Headstart Program
Westminster
CT – 30
Ages: 3-5 years

Whitingham Community Preschool, Inc.
Whitingham
KN – 18
Hours: 12:15 p.m. – 2:30 p.m. M-TH
Ages: 3-5 years

Windham Northeast Supervisory Union EEE
Rockingham
Center Cap – 25
Hours: 12 p.m. – 2:30 p.m. M-F
Ages: 2-6 years

Windham Southeast Supervisory Union EEE Preschool
Brattleboro
NS – 15
Hours: 8:30 a.m. – 12:00 p.m. M-F
Ages: 3-5 years

Winston Prouty Early Learning Center
Brattleboro
CT – 48
Hours: 7:30 a.m. – 5:30 p.m. M-F
Ages: 15 mos. – 6 years

Appendix E

List of Births by Town

Welcome Baby - List of Births by Town²³

TOWN	1995	1996	1997	1998	1999	2000	TOTALS
Athens	3	1	2	6	1	1	14
Brattleboro	149	134	141	127	108	112	771
Brookline	2	3	3	3	2	4	17
Dover	12	15	8	6	8	6	55
Dummerston	3	3	8	4	10	9	37
Guilford	1	6	14	17	10	11	59
Grafton	2	3	1	2	2	1	12
Halifax	0	6	11	8	5	2	32
Jamaica	6	3	7	9	5	2	32
Londonderry	1	2	7	12	1	0	23
Marlboro	2	2	0	2	1	3	10
Newfane	24	30	16	11	11	11	103
Putney	26	41	21	15	32	22	157
Rockingham	28	45	42	44	16	0	175
Townshend	13	13	13	8	11	16	74
Vernon	11	23	17	15	16	11	93
Wardsboro	0	1	0	0	0	4	5
Westminster	4	7	12	23	10	18	74
Whitingham	4	10	11	14	15	7	61
Wilmington	16	15	15	11	13	8	78
Windham	0	3	0	3	0	0	6
Totals	307	366	349	340	277	248	1887

²³ The Welcome Baby program is a program of the Vermont "Success by Six" Community Projects. Births in Windham County are recorded with the Town Clerk's office and home visits are conducted by Windham County Early Education Services.