Choosing Quality Child Care in New Hampshire

Office Hours

Monday – Friday
8:30AM to 4:30PM
Online Referrals are available 24/7 at www.nh.childcareaware.org.

Call Toll Free: 1-855-393-1731
Dear Client,

Thank you for using Child Care Aware of New Hampshire, a Child Care Resource and Referral Program of Southern New Hampshire Services, for your child care needs. Child Care Aware of NH is committed to providing you with quality consumer education to assist you on your search for a quality child care program. To ensure that you select the best possible child care arrangement for your child, in our referral packet we have included our “Choosing Quality Child in NH Booklet” which will outline key questions and practices for you to use when conducting your child care search. We are also providing you with a tailored list of child care providers who may meet your needs. This list is based on the information you provided about your child’s age, preferred location, and other preferences you indicated you were looking for. Your packet should contain the following:

- Choosing Quality Child Care in NH Booklet
- Family Satisfaction Survey
- Child Care Referral List
- Daily Parent Article

For those participating in NHEP, you have received some of this information during the orientation.

We would suggest that you visit several providers to determine what is best for your family and we strongly urge you to check references.

Information provided to you is not an endorsement of any particular provider by this agency. The providers on the enclosed list have not been evaluated or recommended by Child Care Aware of NH. Child Care Aware of NH provides referrals, not recommendations. The final decision about your child care arrangements must be made by you. The quality of a particular child care provider must be solely determined and monitored by you.

PLEASE NOTE: If you are concerned about any child care provider you visit or use, we urge you to call us. We will record your concerns and advise you about further action to take. Parent observation and feedback are critical in our service and in all child care.

Good luck in your search for child care. Please feel free to call us back with any questions or if you need a more extensive list. A representative from our office will be contacting you in the
next few weeks to discuss your experience finding child care and working with Child Care Aware of NH.

FOR MORE INFORMATION CALL OUR MAIN REGIONAL OUTREACH OFFICE, 1-855-393-1731.

Sincerely,

Tracy Pond
Program Manager

Child Care Aware* of New Hampshire is a Child Care Resource and Referral program of Southern New Hampshire Services. Child Care Resource and Referral is funded in part by the NH Department of Health and Human Services.

*Confidentiality Information- Any information shared with Child Care Aware of NH will be kept confidential. We do not sell or distribute it in any way. Family database information will be available to the NH DHHS Child Development Bureau and will be used by Child Care Aware of NH Staff for the purpose of assisting families in their search for child care. The information is stored in our database and may be used in statistical or anecdotal form to advocate on behalf of children, families, and child care. The database is password protected and accessible only by authorized Child Care Aware of NH representatives. Staff are prohibited from the disclosure of any individualized information regarding families or children without a release of information form signed by the parent.
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About Child Care Resource & Referral (CCR&R):

Child Care Aware of New Hampshire is a CCR&R Program

CCR&R helps families find child care…
Choosing child care is one of the most important decisions families make. CCR&Rs help families take the guesswork out of choosing care by giving them FREE referrals to local child care providers, information on state licensing requirements, availability of child care subsidies, and other pertinent information. CCR&R provides guidance tailored to each family by phone, in person, and via the Internet.

CCR&R builds the supply of child care…
In most communities, demand for child care far exceeds supply. CCR&R provides an entry point to the child care field, helping providers meet licensing requirements. CCR&R also support providers by offering low-cost or FREE training in diverse topics like health & safety, child development, and sound business practices. CCR&Rs work with local and state governments and the private sector to leverage to collaborate on resources for building and maintaining the supply of quality child care.

CCR&R improves the quality of child care…
No one has greater impact on the quality of care than the people who work with children every day. That is why CCR&Rs across the country provide ongoing professional development opportunities to child care providers and staff. By supporting accreditation programs, helping create financial incentives for education, and advocating for better compensation for providers, CCR&Rs improve the quality of care for all children.

CCR&R bridges child care and education…
High-quality child care has many benefits, including preparing children for school. CCR&Rs strive to create child care settings that help children grow and learn. Educating families about early learning and the components of quality care is also a major part of CCR&R services. CCR&Rs are dedicated to informing communities about the important links between early learning and later success in school.

CCR&R documents child care needs and trends…
What makes CCR&Rs unique is their ability to gather information to better understand family needs. CCR&Rs are the major source of information about the local supply and cost of child care. CCR&Rs are able to track trends about the changing needs of families.

CCR&R engages new partners…
High-quality child care does more than benefit children; it can create positive results for entire families and for communities as a whole. By reaching out to business leaders, law enforcement, school teachers, and others, CCR&Rs help make child care an issue the entire community cares about. CCR&Rs collaborate with other family support services to promote a holistic vision of child care that includes health, literacy, and special needs.

CCR&R tells the child care story…
By providing resources, documenting community needs, and creating new ways to meet those needs, CCR&Rs bring the voices of children, families, and child care providers to the public.

Adapted from www.naccrra.org, the website of the National Association of Child Care Resource & Referral Agencies
Choosing Quality Child Care in New Hampshire

Selecting a child care arrangement for your child can seem to be an overwhelming task. There are many factors to consider including types of care, price, availability, and location. Families’ needs and priorities must not be overlooked. Plan to spend as much time as possible to explore the options available. Please keep in mind that Child Care Aware of New Hampshire provides referrals NOT recommendations. We do not endorse any specific program or provider. It is a family responsibility to choose the option that best suits your needs and those of your child. This booklet provides you with information and quality indicators to help you with this choice. Quality indicators include immunization requirements, child-staff ratios and group size, staff qualifications and ongoing training requirements, positive discipline policies, and child abuse/neglect prevention. Health & safety indicators can include routine fire drills, medication policies, emergency plans, playground safety, and hand washing/hygiene policies. If you have any questions please contact one of our Regional Outreach Offices. We’re here to help!

### Types of Licensed Child Care

<table>
<thead>
<tr>
<th>Type</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group Child Care Agency</td>
<td>A center-based child care program that cares for 1 or more children ages 3 to 6 years of age, up to 4 of whom may be younger than 3 years of age, plus 5 children enrolled in a full-day school program.</td>
</tr>
<tr>
<td>Family Child Care Homes</td>
<td>A child care program operated in a home in which the provider resides. In a family child care home one provider may care for a maximum of 6 preschool children plus up to 3 children who are enrolled in a full-day school program. The number of children younger than 36 months of age and 24 months of age that may be cared for is limited.</td>
</tr>
<tr>
<td>Family Group Child Care Home</td>
<td>A child care program operated in a home in which the provider resides. In a family group child care home one provider and one family child care worker or assistant may care for 7 to 12 preschool children plus up to 5 children enrolled in a full-day school program. The number of children younger than 36 months of age that may be cared for is limited.</td>
</tr>
<tr>
<td>Preschool Program</td>
<td>A center-based child care program that provides care and a structured program for children ages 3 years of age and older who are not attending a full day school program. Preschool programs can care for children up to 5 hours per day.</td>
</tr>
<tr>
<td>Infant/Toddler Program</td>
<td>A center-based child care program that cares for 5 or more infant and toddlers under three years of age.</td>
</tr>
<tr>
<td>(Child Care Nursery)</td>
<td>A center-based, family or family group child care program that provides care during the evening or night time hours between 7:00 PM and 6:00 AM. The type of center-based family will determine the limits on ages and numbers of children or family group child care program issued.</td>
</tr>
<tr>
<td>Night Care</td>
<td>A family or family group child care program that elects to care for 6 or more school age children who are enrolled in a half-day program, or a center-based child care program that cares for 6 or more children ages 4 years and 8 months of age or older who are enrolled in a kindergarten or full-day school program. School age programs can care for children up to 5 hours before or after school and all day during school vacations.</td>
</tr>
</tbody>
</table>
Types of License-Exempt Child Care

(Licensing is not required under the following conditions)

* When care is provided in the child’s own home
* When a provider is caring for up to three children not including their own
* When programs are run by an approved private or public elementary schools and are regulated by the NH Department of Education
* When children’s programs are run and regulated by other government programs (Army, etc.)
* When it is a camp, summer or recreational program for school age children

Criminal Background Checks and Fingerprinting

The Child Care Licensing Unit requires that anyone 17 years of age or older working in a licensed child care program submit to a NH criminal history record conducted by the State Police Department. In addition, other individuals age 16 and over who are in contact with children and all family child care home household members age 10 and over must submit to a child abuse and neglect background check conducted by NH DCYF.

Child Care Centers
Group Size and Ratio

<table>
<thead>
<tr>
<th>Age of Child</th>
<th>Child – Adult Ratio (Number of children per adult)</th>
<th>Group Size (Maximum number of children per room)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 1 year</td>
<td>4 – 1</td>
<td>12</td>
</tr>
<tr>
<td>12 – 24 months</td>
<td>5 – 1</td>
<td>15</td>
</tr>
<tr>
<td>2 years</td>
<td>6 – 1</td>
<td>18</td>
</tr>
<tr>
<td>3 years</td>
<td>8 – 1</td>
<td>24</td>
</tr>
<tr>
<td>4 years</td>
<td>12 – 1</td>
<td>24</td>
</tr>
<tr>
<td>5 years +</td>
<td>15 – 1</td>
<td>30</td>
</tr>
</tbody>
</table>

When there are mixed ages in the same group, the ratio is based on the average age of children in the group. Infants may be included in the mixed age groups with children over age three with certain restrictions, and the maximum number of children under age three allowed in a mixed age group is 16.

If you have questions regarding ratios, please contact the Child Care Licensing Unit at (603) 271-9025.
Center Staff Education, Training and Experience

- A center is required to have on staff a **Center Director** or qualified substitute who has at least 1000 hours of work experience with young children and the approved equivalent of an Associates Degree in Early Childhood Education.
- **Lead Teachers** are required to have a high school diploma and at least 18 credits in Early Childhood Education or equivalent. There must be 1 qualified teacher per every 6 staff members.
- **Associate Teachers** must have a high school diploma and at least 9 credits in early childhood education or its approved equivalent.
- **Child care assistants or aides** must be at least 16 years old and must always be under the direct supervision of an associate teacher.
- The director or substitute of a school-age program must be on-site during all operating hours when the program is open 5 hours or less, and 2/3 of the day when open more than 5 hours (holidays). An associate teacher must be present for the other 1/3 of operating hours.
- The director (or substitute) of a center, nursery, preschool program or night care agency must be present for 2/3 of daily operating hours.
- NH currently requires 18 hours per year of ongoing training in early education for all center staff.
- At least one staff member certified in Infant/Child CPR and First Aid must be on the premises at all times.

**Family or Family Group Child Care Homes**

- Family child care homes with one provider may generally care for 6 preschool children and 3 school-age children, with no more than 4 children under 36 months, of which no more than 2 children may be under 24 months of age.
- Family group child care providers who work with an assistant may care for up to 12 preschool children and often 5 school-age children, and no more than 4 children may be under 36 months of age.
- Family child care providers who are under age 21 must complete a Child Care Licensing Unit’s approved child care curriculum. This is not required of providers age 21 and over.
- NH currently requires 18 hours per year of ongoing training in early childhood education for family child providers.
- Family child care providers must be certified in Infant/Child CPR and First Aid.

**License-Exempt Child Care Homes**

- Home based providers caring for no more than 3 children other than their own.
- Accept State Child Care Scholarship.
- Have successfully submitted a Criminal Record Check to CCR&R.
- Are over the age of 18 with a high school diploma or GED.
- Are certified in pediatric CPR and First aid.
- License-Exempt providers must take 10 health and safety courses upon enrollment to the program.
- License-Exempt providers must complete four hours of annual ongoing training per year. Two must be in the health and safety topics, and two must be in other DHHS specified topics.
New Hampshire  
Quality Rating System Designations

New Hampshire currently has three designations for quality child care. The following program types continue to meet the increasing standards; which are known to improve quality, and to ensure the safety of children and prepare them for success.

Licensed

Licensed programs include child care centers and family child care homes. The Child Care Licensing Unit (CCLU) regulates licensed child care programs based on the following aspects:

- **Ratio:** The number of children per adult in a home or classroom.
- **Group Size:** The total number of children in a group setting (i.e. a classroom or home).
- **Health:** Policies and practices around illness, immunization, nutrition, cleanliness, and preventing the spread of germs.
- **Safety:** Practices to make sure the environment is safe, both indoors and outdoors. This includes furniture or structures in the environment; its’ placement, as well as equipment and toys. Also includes practices around First Aid and Infant and Child CPR training for staff, fire precautions, criminal background checks, etc.
- **Training, Education and Experience of the Provider:** Assures providers have education and training in child development and other related topics. Providers have experience caring for children in a group setting.

If you are considering licensed child care ask the program about their most recent Statement of Findings and Corrective Action Plans. Licensed centers and family child care providers are required to make these available for your review. You can also contact Child Care Licensing Unit by calling (603) 271-9025 or toll free at (800) 852-3345, ext. 9025 for information or collect this information on the web at:


Licensed Plus

A designation in New Hampshire’s Quality Rating System. It means that a child care provider has implemented practices into their program above and beyond required licensing standards, but is not accredited. However, programs and providers who are Licensed Plus may be in the process of becoming accredited. Licensed Plus helps families evaluate their choices of quality child care.

Licensed Plus is a quality rating system that recognizes NH child care programs for efforts to improve the quality of care for young children and rewards programs that strive to improve their practices and staff qualifications. It also allows families to identify programs with higher quality. Levels build from a foundation of minimum standards for licensing to full national accreditation.

The Licensed Plus Program was developed in collaboration with the Child Development Bureau and is administered by the Child Development Bureau. A network of child care providers significantly contributed to the development of the program.

To view a list of Licensed Plus Programs visit [http://www.dhhs.nh.gov/dcyf/licensedplus/providers.htm](http://www.dhhs.nh.gov/dcyf/licensedplus/providers.htm).
Accreditation

Accredited programs are programs that have gone through a process of self-study and outside evaluation and have met higher standards of quality child care.

National accrediting associations include:


- National Association for Family Child Care (NAFCC), - accredits providers who are caring for children in the provider's own home. Visit [http://www.nafcc.org/Accredited-Provider-Search-Function](http://www.nafcc.org/Accredited-Provider-Search-Function) to search for an accredited family child care program in New Hampshire.

5 Steps to Choosing Quality Child Care

1. Start Early
Start looking as far in advance as you can. No matter what type of care you are considering—a child care center or care in someone else’s home—finding the right child care option can take some time.

2. Make a Call
You’ve already begun your search by calling your local experts—your Child Care Aware of NH Regional Outreach Office. Child Care Aware of NH can give you the facts about child care, and a list of child care options in your area that may meet your needs. You will find the answers to these and more questions in this booklet and by talking with the Child Care Resource and Referral Outreach Specialist.

- What are the licensing requirements in my area?
- How can I get information about complaints and licensing violations?
- Are there any child care financial assistance programs that my family qualifies for?

Call us at one or our office locations listed on page 5 of this packet.

3. Visit and Ask Questions
Make sure you visit the child care options you are considering. Find out about these key indicators of quality:

- **Adult to Child Ratio:** Ask how many children there are for each adult. The fewer the children for each adult, the better for your child. You want your child to get plenty of attention. The younger your child, the more important this is. Babies need an adult to child ratio of no more than 1:4 (one adult for four infants); while four-year-olds can do well with a ratio of 1:10 (one adult for ten children).

- **Group Size:** Find out how many children are in the group. The smaller the group, the better. Imagine a group of 25 two-year olds with five adults, compared to a group of 10 with two adults. Both groups have the same adult to child ratio. Which would be calmer and safer? Which would be more like a family?

- **Caregiver Qualifications:** Ask about the caregivers’ training and education. Caregivers with degrees and/or special training in working with children will be better able to help your child learn. Are the caregivers involved in activities to improve their skills? Do they attend classes and workshops?

- **Turnover:** Check how long caregivers have been at the center or providing care in their homes. It’s best if children stay with the same caregiver for at least a year. Caregivers who come and go make it hard on your child. Getting used to new caregivers takes time and energy that could be spent on learning new things.

- **Accreditation:** Find out if the child care provider has been accredited by a national organization. Providers that are accredited have met voluntary standards for child care that are higher than most state licensing requirements. The National Association for the Education of Young Children (NAEYC) and The National Association for Family Child Care (NAFCC) are the two largest organizations that accredit child care programs.
4. Make a Choice

Think about what you saw at each visit, and make the best choice for your child and family.

5. Stay Involved

The work isn't over when you find good care for your child. You and your child’s caregiver are partners now.

Here are some ways to be involved:

- Have family-caregiver meetings regularly, and ask questions.
- Offer to volunteer time when needed, like participating in clean up days, fixing broken toys.
- Be there for your child’s birthday party.
- Visit your child at child care and read a book aloud.
- Join in special events, like field trips, Career Day, Black History Month, or other holidays.

Even if you can’t get time off from work during the day, you can still check in at drop-off and pick-up times. Ask the caregiver how things are going, and how your child is doing.

Visiting and participating in events at your child’s provider sends a strong message. It tells your child and your child’s caregiver that you think what your child is doing and learning is important.

Find out more about efforts in your community to improve the quality of child care. Is your caregiver involved in these activities? How can you get involved? For more information, contact Child Care Aware of NH today.
Frequently Asked Questions

What can I do if I have a concern about something that happened in a licensed child care program? Call the Child Care Licensing Unit (CCLU) to share your concerns. CCLU staff will ask a series of questions to obtain the specifics of your concerns and determine if the information you provide is first-hand information or information that a child who has first-hand information told you. CCLU staff will determine whether your concerns constitute any violations of NH Statutes or Administrative Rules and the appropriate CCLU response. To be informed of the investigation results, you will need to provide your name and address. If you suspect that a child may have been abused or neglected, contact the Child Abuse Report Line at 1-800-894-5533.

What can I do if I have a concern about a program that is not licensed but was referred to me by Child Care Aware of NH? Call the Program Manager immediately. The Program Manager will assist you in determining what course of action should be taken, depending upon the situation. If you suspect that a child may have been abused or neglected, contact the Child Abuse Report Line at 1-800-894-5533.

What do I do if I have a complaint about the services provided by Child Care Aware of NH? Child Care Aware of NH strives to locate quality, affordable and accessible child care to meet each family’s needs. Results from the Family Satisfaction Surveys are incorporated into our program evaluation and aids in our plans in program improvement.

Our complaint policy ensures that if families are not satisfied with the services, they have a way to share their feedback anonymously and feel that their concerns were heard and addressed. In the event that the services provided by Child Care Aware of NH are unsatisfactory, please use the following Complaint Policy:

If a family is not satisfied, they should contact the Child Care Aware of NH Program Manager immediately.

Tracy Pond, Program Manager
88 Temple Street, Nashua, 03060
(603) 578-1386, ext. 30 or 1-855-393-1731
tpond@snhs.org

The Manager will discuss the complaint with personnel and issue disciplinary action, as she/he deems appropriate.
How can families receive help paying for child care expenses?

The NH Department of Health and Human Services (DHHS) offers families help to pay for some of the costs of child care through the Child Care Development Fund Scholarship. Families must be income eligible and involved in a work, training, or school related activity. This information is effective as of July 10, 2017.

<table>
<thead>
<tr>
<th>Family Size</th>
<th>Monthly Gross Income</th>
<th>Annual Gross Income</th>
</tr>
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<tbody>
<tr>
<td>2</td>
<td>$3,384</td>
<td>$40,600</td>
</tr>
<tr>
<td>3</td>
<td>$4,255</td>
<td>$51,050</td>
</tr>
<tr>
<td>4</td>
<td>$5,125</td>
<td>$61,500</td>
</tr>
<tr>
<td>5</td>
<td>$5,996</td>
<td>$71,950</td>
</tr>
<tr>
<td>6</td>
<td>$6,867</td>
<td>$82,400</td>
</tr>
<tr>
<td>7</td>
<td>$7,738</td>
<td>$92,850</td>
</tr>
<tr>
<td>8</td>
<td>$8,609</td>
<td>$103,300</td>
</tr>
</tbody>
</table>

For each additional person add... $871 $10,450

If your income is less than the monthly or annual gross (before taxes) income listed above for your family size, you might be eligible for child care scholarship. If you are applying for other DHHS services (medical/ Food Stamps/financial assistance) in addition to child care assistance; you must apply for assistance either online through the NH Easy website, [https://nheasy.nh.gov/](https://nheasy.nh.gov/) or visit your local DHHS Office. We have outlined these office locations for you below. You can also find additional office locations at [http://www.dhhs.nh.gov/contactus/districtoffices.htm](http://www.dhhs.nh.gov/contactus/districtoffices.htm)

**DHHS/Berlin**
650 Main Street, Suite 200
Berlin, NH 03570
(603) 752-7800
(800) 972-6111

**DHHS/Claremont**
17 Water Street, Suite 301
Claremont, NH 03743
(603) 542-9544
(800) 982-1001

**DHHS/Concord**
40 Terrill Park Drive
Concord, NH 03301
(603) 271-6200
(800) 322-9191

**DHHS/Conway**
73 Hobbs Street
Conway, NH 03818
(603) 447-3841
(800) 552-4628

**DHHS/Keene**
111 Key Road
Keene, NH 03431
(603) 357-3510
(800) 624-9700

**DHHS/Laconia**
65 Beacon Street W.
Laconia, NH 03246
(603) 524-4485
(800) 322-2121

**DHHS/Littleton**
80 North Littleton Road
Littleton, NH 03561
(603) 444-6786
(800) 552-8959

**DHHS/Manchester**
1050 Perimeter Road, Suite 501
Manchester, NH 03103
(603) 668-2330
(800) 852-7493

**DHHS/Seacoast**
50 International Drive
Portsmouth, NH 03801
(603) 433-8300
(800) 821-0326

**DHHS/Southern**
3 Pine Street Extension, Suite Q
Nashua, NH 03060
(603) 883-7726
(800) 852-0632

**DHHS/Rochester**
150 Wakefield St., Suite 22
Rochester, NH 03867
(603) 332-9120
(800) 862-5300
Who can receive reimbursement for child care scholarship?
Only child care providers enrolled with DHHS may receive child care scholarship reimbursement for eligible families. DHHS enrolls 2 types of child care providers:
- Licensed providers (centers, family homes, and school-age); and
- License-exempt providers.

How can a provider enroll to receive reimbursement for child care services provided to a family?
Child care providers must meet the following requirements:
- Be 16 years of age or older;
- Not be a parent or legal guardian of the child; and
- Not be living in the same home as the child.
When you meet these initial requirements, you must complete the enrollment forms, including a criminal background check form available through a DHHS District Office or a NH Employment Security (NHES) office, and request assistance from a NH Employment Program team member located in the NHES office.

Below you will find various local and state resources that might be helpful to you.

Spark NH provides leadership to promote a comprehensive, coordinated and sustainable early childhood system to improve the lives of young children and their families.
Find out about Spark NH, New Hampshire’s Early Childhood Advisory Council at:
http://sparknh.com/

The New Hampshire Women, Infants and Children Nutrition Program (WIC) provides nutrition education and nutritious foods to help keep pregnant women, new mothers, infants and preschool children healthy and strong. You can call the local WIC agency closest to where you live or call the State WIC Agency at 1-800-942-4321; OR You can now use an online WIC Pre-screening Tool to see if you are eligible for WIC services. The Tool asks several questions about residential and income eligibility for WIC services. Visit the USDA's WIC Program at www.fns.usda.gov/wic and click on the "Am I Eligible?" banner on the page.

Want to buy a home or a car, further your education or grow your small business?
Could you save just $25 a week for that goal?

Individual Development Accounts (IDA) are special savings accounts for working parents like you.
For every $1 you save, you can get $3.
Call (800) 432-4110 today and get started!

Are You Connected to Your Family Resource Center?
Family Resource Centers are available throughout New Hampshire. Family Resource Centers offer programs and workshops on subjects to interest today’s parent and caregiver. Most programs are also FREE of Charge.
To find a Family Resource Center near you visit http://www.nhchildrenstrust.org/find-a-family-support-program-near-you
The Brain Story
There is no time in life when the brain develops more rapidly than during the first five years. Here’s a glimpse at all that’s taking place inside your baby’s brain!

A Brand New Brain
Every baby is born with a brain that contains billions of neurons.

Ready For Anything
From day one, those neurons connect and the brain begins to get wired for life.

Learning Like Lightning
The brain is wired to grow. In the first five years, it makes 700 neural connections every single second!

Communication Is Key
Above all, there’s one thing that helps young brains grow strong—adult-child relationships.

Hi, Baby
Even kids who can’t yet talk are looking, listening, and relating to you non-stop.

You Are A Brain Builder
Every time you interact with a child you’re doing something major—shaping a growing mind.

Nurture Future Greatness
The first five years are when the brain builds its foundation so kids can thrive as adults.

Vroom!
We know this for sure: learning doesn’t start at school, it begins at birth.

It Begins With You
Visit joinvroom.org to learn how you can be a brain builder.

joinvroom.org