



November 2024

ED Corner

Updates from Daryl Lucke, Executive Director

Dear Team,

I want to take a moment to recognize the incredible teamwork and creative programming you're bringing to each center. The commitment and energy you show each day make a real difference for the children and families we serve, and I couldn't be prouder of our team. Thank you for all that you do!

We have added an exciting resource to the staff section of the website. Please be sure to check out the new Activities section to get some tried and true programming ideas that have been a hit in other centers.

It's hard to believe that the holidays are just around the corner! Please save the date for our annual Board and Staff Holiday Dinner on December 4th. We're looking forward to gathering together, celebrating our successes, and enjoying each other's company. Don't forget to RSVP!

As Thanksgiving approaches, I want to take a moment to express my gratitude for each of you. I am so thankful to work in an agency that is dedicated to promoting child well-being, alongside staff whose passion for making a difference in children's lives is truly palpable. Your commitment, care, and creativity are what make our work so impactful, and I feel incredibly fortunate to be part of this team.

Wishing you and your families a wonderful Thanksgiving filled with joy and connection. May this season bring you as much happiness as you bring to others every day.

Warmly,

Daryl

Executive Director



November Birthdays

Please wish Happy Birthday to

Ameila Hart: 11/9

Debra George: 11/15

Welcome New Staff

Join us in welcoming Samantha Cox to the program. Sam is working in the Lincoln Kindergarten care program. She has a few years of experience with Pre-K through 5th grade children. She worked as a substitute teacher at a private school in Manhattan and recently moved to the Pittsburgh area.

ACTIVITIES
ACTIVE
ART/CRAFT
BUILDING



Activities Now Online!

MLEDP is excited to announce the opening of a new section of our website. The new "Activities" section on the website is an invaluable resource for the staff. This is where we are highlighting staff successful activities and providing the planning sheet as a resource for all staff. Activities are broken down into specific interest areas to make it

Annual Thank You Dinner

Our annual thank you dinner is set for December 4, 2024 at 7 pm at Gianna Via's.

RSVP to:

kids@mledp.org by Nov 20th.

Hope to see you there!

easier to navigate. Any staff member can go to the links on our website and see the planning sheets for some of our quality activities. By contributing regularly to this section, Center Directors can foster a vibrant and collaborative environment, ensuring that everyone benefits from shared ideas and successful activities. It's great to see such a commitment to teamwork and innovation! Thanks to Bethany and the admin team for making this happen!



Open Positions

AM/PM Teacher

If you know of anyone interested, you can earn a recruitment bonus! \$150 when we hire someone you refer with an additional \$150 after they complete their 90-day probationary period.

Thanks for your help!

November Pay Periods

11/15 pay is for hours worked 10/14-10/27

11/29 pay is for hours worked 10/28-11/10



Requesting Time Off

Request Off Procedures

For time off requests, remember:

Submit your request through the electronic form on the MLEDP website. Provide at least two weeks' notice. Get approval from your direct supervisor before sending it to Kelly. Kelly will arrange a substitute if needed.

Make sure to get your request in early to increase the chances of approval. If approved, you'll get a hard copy of the substitute plan, which the center will also receive.



Behavior Corner

Using Consequences That Work

Allowing children to experience natural consequences is a powerful learning tool that help them realize their problems are their own- not someone else's to fix. A genuine and compassionate staff response to support their struggle but not step in to fix it for them can lead children to find solutions, gain confidence and build character. What does that support look like? Children experiencing challenges may need adult guidance to know where to start. Staff can facilitate this by asking questions to help the children gain awareness.

Example: Sally is whining and complaining about not getting the Lego pieces she wants to use. She begins to demand Jimmy give her the pieces she wants. Staff have observed this has become a pattern of interaction Sally has when playing with others.

Staff could ignore and let the situation play out on its own. Staff could tell the kids to work it out and walk away. Staff could offer tools to Sally by stating, "You must be frustrated because you're whining and demanding about the Legos. I don't think that's a helpful habit for you. How does it make you feel? How do people around you feel? What else could you do?"

Solutions 1 and 2 may cause the situation to reoccur. Solution 3 begins to equip the child to find their own solution. An effective natural consequence is related to the source of the problem, not a random loss of privilege. When Sally continues to whine and be demanding, give her time away from the Legos to reflect how to be considerate of others. This gives Sally the opportunity to take responsibility and have a positive interaction before returning to the fun of playing with Jimmy.

The goal is to equip the child with the ability to find solutions, to manage difficult or disappointing situations on their own and to build life skills that work. It is important to not only give the kids the toolbox but teach them how to effectively use the tools.

Center Spotlight

Markham

The Markham team is truly stepping up and making a remarkable impact! Implementing such diverse and imaginative programming is not only keeping the kids engaged but also fostering a creative and stimulating environment. The idea of student-run clubs is fantastic—it promotes responsibility and leadership among older students while keeping activities fresh and exciting. Ask them about Soccer Academy! After a rough staffing year last year, it's great to see stability returning to the Markham center. Families are appreciating the hard work of Cory, Matt and Mary. Keep building on those interests and making MLEDP fun for everyone!