

**NOVEMBER/DECEMBER 2011** **MAHWAH, NEW JERSEY**

*"Change is a measure of time and, in the autumn, time seems speeded up. What was is not and never again will be; what is change."- Edwin Teale*

*Direct from Ricci Wasserman, Founder*



IT'S GREAT TO BE GREETING YOU ALL AFTER THE START OF THE NEW SCHOOL YEAR. THE BACK-TO-SCHOOL MEETINGS WERE SO INFORMATIVE AND USEFUL. SEVERAL OUTSTANDING QUESTIONS WERE RAISED ABOUT OUR COLUMBUS DAY TRAINING, OUR STAFF SELECTION/SUPERVISION, AND STAFF TERMINATIONS.

**OUR TRAINING:** THERE ARE STATE REQUIREMENTS CONCERNING TRAINING HOURS FOR STAFF. OUR TEACHERS ARE NEEDED AT WORK DURING THE DAY. HIGH QUALITY, EVENING TRAINING IS OFTEN UNAVAILABLE OR INACCESSIBLE. THEREFORE, WE CHOOSE HIGH QUALITY PROGRAMS AND PERFORM IN-HOUSE, MANDATORY TRAINING SESSIONS THAT ARE CONVENIENT FOR OUR HARD WORKING TEACHERS TO ATTEND. BY DOING THIS IN-HOUSE, WE ALSO BUILD CAMARADERIE AND TARGET AREAS WE FEEL ARE TIMELY AND NECESSARY EACH YEAR FOR OUR INDIVIDUAL STAFF. NANCY NATHANSON WILL FILL YOU IN ON THE DETAILS OF THIS YEAR'S PROGRAM BELOW.

**STAFF SELECTION:** STAFF SELECTION AND SUPERVISION IS A HUGE PART OF THE CENTER DIRECTOR'S RESPONSIBILITIES. WE HAVE BEEN LUCKY THESE PAST FEW YEARS TO HAVE A LARGE SELECTION OF TRAINED PEOPLE APPLY TO US SINCE PUBLIC SCHOOLS HAVE BEEN GREATLY DOWNSIZING. OUR STAFF SELECTION PLACES A GREAT EMPHASIS ON PATIENCE, ENTHUSIASM, AND THE LOVE OF

YOUNG CHILDREN - NOT JUST ACADEMICS AND CLASS RANKING.

**SUPERVISION:** SENIOR STAFF BECOME TRAINING BUDDIES IN EACH AGE GROUP. THEY SHADOW EACH NEW EMPLOYEE UNTIL THEY FEEL THAT EMPLOYEE IS ASTUTE IN OUR POLICIES AND PROCEDURES. EACH SCHOOL HAS A DESIGNATED TRAINER WHO WORKS ON PRIME TIME STANDARDS AND NANCY NATHANSON, OUR REGIONAL EDUCATION DIRECTOR, WORKS WITH THE CENTER'S EDUCATION DIRECTOR ON CURRICULUM.

**TERMINATIONS:** AFTER INVESTING SO MUCH TIME AND EFFORT SELECTING AND TRAINING "NEWBIES" WE WORK HARD TO PROVIDE ONGOING SUPPORT. THERE ARE, HOWEVER, TIMES WE MUST TERMINATE AN EMPLOYEE. WE KNOW THIS IS AN AREA OF DISTRESS FOR OUR FAMILIES. MY HUSBAND JOEL AND I, AS FOUNDERS OF PRIME TIME ELC, PRIDE OURSELVES ON THE LONGEVITY OF OUR EMPLOYEES. WE BELIEVE IT IS PARAMOUNT TO PROVIDE A SAFE, NURTURING PLACE TO ALLOW THE CHILDREN IN OUR FACILITY TO BOND AND GROW. IT SADDENS US WHEN SITUATIONS ARISE THAT REQUIRE A TERMINATION. WE ARE ALSO BOUND BY THE FACT THAT WE ARE LEGALLY NOT PERMITTED TO DISCUSS STAFF TERMINATIONS. WE DO IMPLORE OUR FAMILIES TO TRUST OUR JUDGMENT AND KNOW THAT WHILE A TEACHER MAY SEEM SINCERE IN THEIR DEALINGS WITH YOUR CHILD, WE HAVE RULES AND POLICIES THAT ENSURE THE SAFETY OF YOUR CHILD BOTH PHYSICALLY AND EMOTIONALLY. SOME TERMINATION CRITERIA ARE DICTATED BY THE STATE; I.E. IF A TEACHER PHYSICALLY OR EMOTIONALLY ABUSES OR NEGLECTS A CHILD, OR POSTS STUDENT'S PICTURES ON A SOCIAL MEDIA SITE. REST ASSURED, WE ALWAYS WORK HARD TO PROVIDE A LEARNING AND LOVING PLACE FOR YOUR FAMILY. WE ARE

YOUR CHILDREN'S GUARDIANS IN YOUR ABSENCE. PLEASE FEEL FREE TO CONTACT ME ANYTIME AT (201) 236-2366 OR AT [PT1SCH@AOL.COM](mailto:PT1SCH@AOL.COM). HAPPY HOLIDAYS TO ALL. RICCI

*Nancy Nathanson, Regional  
Education Director*

PROFESSIONAL DEVELOPMENT AND TEACHER TRAINING ARE A VERY INTEGRAL PART OF FOSTERING GROWTH AND SUCCESS IN OUR CHILD CARE BUSINESS. I AM VERY PROUD OF THE WORK WE ACCOMPLISH IN THIS AREA.

ON OCTOBER 10, OUR PRIME TIME STAFF GATHERED TOGETHER AT OUR NEWEST CENTER, EAST RUTHERFORD, NEW JERSEY, TO LEARN NEW STRATEGIES, DISCUSS CHALLENGING ISSUES, SHARE STORIES AND IDEAS, AND VALIDATE OURSELVES AS EARLY CHILDHOOD EDUCATORS, CAREGIVERS AND PROFESSIONALS. ON ELECTION DAY, WE WILL ALSO BE MEETING WITH OUR CENTER IN FARMINGDALE, LONG ISLAND, TO HOLD A SIMILAR TRAINING. OUR THEME THIS YEAR – BACK TO BASICS: PROVIDING SAFE, POSITIVE & RESPONSIVE CARE GIVING.

PRESENTERS FROM WITHIN PRIME TIME AND OTHER EARLY CHILDHOOD AGENCIES THROUGHOUT THE NEW YORK / NEW JERSEY AREA TAUGHT US MANY INTERESTING AND HELPFUL THINGS INCLUDING:

- HOW TO FACILITATE AND GUIDE OUR CHILDREN'S PLAY IN CENTERS TO ACHIEVE AN OPTIMAL LEVEL OF LEARNING
- HOW TO INCORPORATE LITERACY AND BUILD LANGUAGE DEVELOPMENT IN OUR YOUNG CHILDREN'S DEVELOPMENT
- HOW TO OFFER INTERESTING AND CREATIVE ART AND SENSORY EXPERIENCES FOR OUR STUDENTS IN THE GROUP SETTING
- HOW TO CONNECT LITERACY TO ALL OUR CENTER LEARNING THROUGH WRITING, MUSIC, ART, AND DRAMATIC PLAY
- HOW TO ENSURE THE HEALTH AND SAFETY OF THE CHILDREN IN OUR CARE
- HOW BEST TO UNDERSTAND INFANT LANGUAGE DEVELOPMENT
- HOW TO HELP TO THE BEST OF OUR ABILITY IN THE CLASSROOM ENVIRONMENT

- HOW TO PROVIDE DEVELOPMENTALLY APPROPRIATE LEARNING FOR TODDLERS
- HOW TO LINK LITERACY WITH MUSIC AND SONGS
- HOW TO RECOGNIZE SPECIAL NEEDS AND PROVIDE STRATEGIES FOR CHALLENGING BEHAVIORS

WE ALSO SPENT TIME TOGETHER SHARING DOCUMENTATION PANELS ON HOW OUR CHILDREN LEARN THROUGH THEIR PLAY IN ALL AREAS OF DEVELOPMENT. THESE PANELS ARE A WONDERFUL EXAMPLE OF THE GREAT LEARNING ACTIVITIES OUR CHILDREN ARE ENGAGED IN. DURING OUR MID-DAY MEETING, WE FOCUSED ON MOVING AND LEARNING THROUGH SONG, EXERCISE AND GROSS MOTOR ACTIVITIES. WE EVEN HAD A "ZUMBA" DANCE DEMONSTRATION TO GET OUR BRAINS ACTIVATED BEFORE THE AFTERNOON WORK SESSION.

COMING TOGETHER AS A COMMUNITY OF LEARNERS AND CAREGIVERS WAS REWARDING, EDUCATIONAL AND FUN! YOU SHOULD BE VERY PROUD OF YOUR TEACHERS AND MANAGEMENT FOR A JOB WELL DONE!!!



**DIRECT FROM THE DIRECTOR,  
JENNIFER REMINGTON**

THE WARM SUMMER MONTHS ARE FAR BEHIND US NOW. IT IS HARD TO BELIEVE THAT THE LEAVES ARE CHANGING AND SNOW HAS FALLEN. THIS IS A GREAT TIME OF YEAR TO TAKE THE CHILDREN OUTSIDE AND HAVE THEM EXPERIENCE SCIENCE AND NATURE RIGHT BEFORE THEIR EYES.

THANK YOU TO EVERYONE THAT PARTICIPATED IN THE ENTERTAINMENT BOOK SALE. IT WAS A SUCCESS. ALSO, THANK YOU TO THOSE THAT PARTICIPATED IN THE LEUKEMIA AND LYMPHOMA PAJAMA DAY. THANK YOU FOR HELPING OUT A GOOD CAUSE.

ALL THE CHILDREN ENJOYED OUR HOMEMADE PUMPKIN PATCH THAT WE MADE IN OUR PLAYGROUND. IT WAS A GREAT EXPERIENCE FOR EACH CHILD TO HAVE THE OPPORTUNITY TO PICK A PUMPKIN AND TRY SOME APPLE CIDER. THE MONTH OF OCTOBER ENDED WITH THE CHILDREN HAVING A GREAT TIME AT THEIR HALLOWEEN PARTIES AND PARADE. I LOVE TO SEE HOW EXCITED THEY



GET AROUND THIS TIME OF YEAR. THERE IS SO MUCH FOR THEM TO DO.

MONDAY, NOVEMBER 14<sup>TH</sup> WILL BE THE LAST SESSION FOR KIDDIE SOCCER THIS FALL. THE CHILDREN HAD A BLAST WITH COACH NATHAN. HE TAUGHT THEM SO MANY DIFFERENT THINGS. WE WILL START UP A NEW SESSION OF SOCCER THIS SPRING.

PLEASE KEEP YOUR EYES OPEN FOR PARENT TEACHER CONFERENCES. OUR PROGRESS REPORTS WILL BE GOING OUT ON MONDAY, NOVEMBER 15<sup>TH</sup> AND OUR CONFERENCES WILL BE ON THURSDAY, NOVEMBER 17<sup>TH</sup>.

JELLY JAR WILL BE HERE ON MONDAY, NOVEMBER 21<sup>ST</sup> – WEDNESDAY, NOVEMBER 23<sup>RD</sup>. THEY WILL BE TAKING ALL THE CHILDREN'S PORTRAITS AND CLASS PICTURES. WE WILL HAVE THE PHOTOS BACK IN TIME FOR THE HOLIDAY.

WE WILL BE CLOSED ON THURSDAY, NOVEMBER 24<sup>TH</sup> AND FRIDAY, NOVEMBER 25<sup>TH</sup> FOR THANKSGIVING. I HOPE EVERYONE HAS A GREAT HOLIDAY.

WE WILL BE HAVING OUR FAMILY HOLIDAY PARTY ON THURSDAY, DECEMBER 15<sup>TH</sup> FROM 5-7PM HERE AT THE SCHOOL. WE WOULD LIKE TO INVITE ALL OF YOU TO COME AND JOIN US FOR A FUN EVENING.

I PLAN ON GOING OUT ON MATERNITY LEAVE AS OF WEDNESDAY, NOVEMBER 23<sup>RD</sup>. WHILE I AM OUT MISS MARTINA WILL BE TAKING OVER THE DAILY DUTIES IN THE OFFICE. IN THE MORNING BEFORE MISS MARTINA IS HERE, MISS KERIN WILL BE HERE AS USUAL TO HELP ALL OF YOU OUT. AS LONG AS EVERYTHING GOES OKAY I WILL BE RETURNING MID JANUARY. I WOULD LIKE TO WISH EVERYONE A HEALTHY AND HAPPY HOLIDAY SEASON. I WILL SEE YOU ALL AT THE HOLIDAY PARTY ON DECEMBER 15<sup>TH</sup>.

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## *Children's Birthdays*

*Thomas M. 11/2*



*Declan F. 11/5*

*Kaylee F. 11/5*

*Ariana S. 11/14*

*Jack D. 11/18*

*Jayden B. 11/27*

*Christopher D. 11/27*

*Benjamin B. 11/27*

*Connor M. 12/4*

*Olivia A. 12/7*

*Samantha E. 12/8*

*Gabriella R. 12/8*

*Matthew M. 12/9*

*Laila S. 12/10*

*Mason D. 12/16*

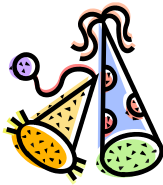
*Ryder D. 12/16*

*Elis F. 12/18*

*Vanessa P. 12/18*

*Jake R. 12/20*

## *Staff's Birthdays*



*Dellisha 12/9*

*Katie 12/12*

*Nicole 12/15*

*Kerin 12/18*

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## *Health Corner*



AS YOU ARE AWARE, COLD AND FLU SEASON IS JUST AROUND THE CORNER. IN ORDER TO ENSURE THE SAFETY AND HEALTH OF THE OTHER CHILDREN, PLEASE DO NOT SEND YOUR CHILD TO SCHOOL SICK. IF YOUR CHILD DOES BECOME ILL WITH A TEMPERATURE, OR

EXHIBITS ANY OF THE SYMPTOMS, AS DESCRIBED IN OUR PARENT MANUAL, HE/SHE WILL BE SENT HOME. PLEASE HAVE ALTERNATE PLANS TO GET YOUR CHILD SO WE CAN LIMIT THE SPREAD OF ILLNESS. YOUR CHILD MUST BE FEVER FREE FOR 24 HOURS BEFORE THEY CAN BE ALLOWED TO RETURN TO SCHOOL. PLEASE ENCOURAGE YOUR CHILD TO SNEEZE/COUGH INTO THEIR ELBOW/SLEEVE. IN ADDITION, WE CANNOT ADMINISTER ANY MEDICATION WITHOUT A CURRENT DR.'S NOTE. ALSO, WE CANNOT SHARE MEDICATION - EVEN BETWEEN SIBLINGS. ALL MEDICINE MUST BE STORED IN THE OFFICE, NOT THE CLASSROOM OR THE CHILD'S CUBBY.

PLEASE REFER TO YOUR PARENT HANDBOOK FOR MORE DETAILS. THE HEALTH AND SAFETY OF OUR STUDENTS IS OUR UTMOST CONCERN. THESE MEASURES WILL ENSURE THAT ALL CHILDREN HAVE A HAPPY AND SAFE COLD/FLU SEASON. LET'S ALL DO OUR PART!

### **PARENT REFERRAL!!!!**



OUR GOAL HAS ALWAYS BEEN TO PROVIDE QUALITY CARE AND A "HOME AWAY FROM HOME" ATMOSPHERE FOR CHILDREN. WE KNOW THAT LEAVING YOUR CHILDREN IN THE CARE OF OTHERS IS A VERY DIFFICULT DECISION AND WE HOPE THAT WE HAVE MADE IT EASIER ON YOU. OUR FAMILIES ARE OUR BIGGEST ADVOCATES AND ADVERTISERS. IF YOU KNOW OF ANYONE IN NEED OF A QUALITY EARLY LEARNING CENTER, PLEASE TELL THEM ABOUT PRIME TIME. THEY ARE WELCOME TO VISIT ANYTIME BETWEEN 9:00AM-5:00PM, NO APPOINTMENT IS NECESSARY. IF ONE OF YOUR REFERRALS REGISTERS AND REMAINS IN THE PROGRAM FOR A MINIMUM OF THREE MONTHS, YOU WILL RECEIVE A REFERRAL CREDIT; IT'S OUR WAY OF SAYING "THANKS." PLEASE SEE YOUR DIRECTOR FOR DETAILS AND BE SURE TO LET US KNOW WHEN YOU REFER SOMEONE SO YOU CAN TAKE ADVANTAGE OF THE CREDIT. IF YOU CAN DROP SOME OF OUR BROCHURES TO YOUR HUMAN RESOURCE OFFICE, PLEASE LET US KNOW. WE WOULD BE MORE THAN HAPPY TO PROVIDE YOU WITH SOME. WE WOULD LOVE TO INCLUDE PARENT TESTIMONIALS IN OUR BROCHURES. PLEASE TAKE A MINUTE TO DROP ONE OFF IN

THE OFFICE OR YOU CAN EMAIL IT DIRECTLY TO THE SCHOOL. WE ARE ALSO GATHERING LETTERS OF PRAISE FOR OUR STAFF AND/OR PROGRAM TO SHARE WITH POTENTIAL PARENTS. WE REALLY APPRECIATE ALL KIND WORDS. THESE LETTERS ARE ALSO PUT INTO PERSONAL EMPLOYEE FILES. THANK YOU.