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## Types of Child Care

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</tr>
</thead>
<tbody>
<tr>
<td><strong>Child Care Centers</strong></td>
<td>Center-based care may also be labeled child or daycare centers, nursery schools, or preschools. These facilities care for children in groups. Regulatory requirements are in place for licensure on a state level and are monitored by local agencies. For additional information on quality child care centers, contact Bright from the Start and the National Association for the Education of Young Children (NAEYC).</td>
</tr>
<tr>
<td><strong>In Home Caregivers</strong></td>
<td>In-home care includes both live-in and live-out nannies and baby-sitters. A nanny may or may not live with the family and could be a part-time or full-time employee. An au pair often works for, and lives as part of, a host family. Typically, au pairs share the family's responsibility for child care as well as some housework, and receive a small monetary allowance for personal use.</td>
</tr>
<tr>
<td><strong>Family Day Dare Providers</strong></td>
<td>Family day care providers offer care for children in the provider's home. Requirements differ from state to state. However, the majority of states require providers to be regulated if they are watching more than four children. For additional information on quality family day care providers, contact Bright from the Start.</td>
</tr>
<tr>
<td><strong>Family or Friend</strong></td>
<td>Child care that may take place either in the child's or the caregiver's home by a friend or family member.</td>
</tr>
<tr>
<td><strong>Pre-Kindergarten (Pre-K)</strong></td>
<td>Pre-K provides care to children prior to attending kindergarten. The focus is to help young toddlers prepare for attending school and introduces early academics. Pre-K is typically for children between 4-5 years old. Information on Georgia-funded Pre-K can be found on the Bright from the Start web site.</td>
</tr>
<tr>
<td><strong>Before &amp; After School Care</strong></td>
<td>Many child care centers provide transportation to and from neighborhood schools, and provide coverage for children when school is not in session and parents are working. Programs are also available in some schools with services contracted with a child care vendor or, in some cases, with the county school system itself. Programs are geared to provide some fun recreational time, along with an opportunity to do homework and have a snack.</td>
</tr>
<tr>
<td><strong>Parents Morning Out</strong></td>
<td>Parents morning out programs vary greatly and are generally not licensed. They are typically offered by a church, synagogue, or private school. Parent and Mother Morning Out programs are part-time child care programs that allow a parent some time for his/her self and to give a child time to socialize with small groups of other children of the same age. Children are typically between 6 months and 4 years old and are cared for by a child care worker or church member.</td>
</tr>
</tbody>
</table>
Back-up Care / Drop In  Some child care centers and family day care providers offer working parents with a back-up plan for days when their regular child care arrangements fall through. Additionally, some centers provide part-time child care for a few hours or a few days a week. Costs, schedules and availability vary greatly in this type of arrangement, but it can be useful for a stay at home parent or someone that works part-time.

Extended Care  Some child care centers provide extended day services after regular programming has ended. This is most often seen in centers where Pre-K programs exist since their day is shorter than the parent work day and these children are not yet in school. Additionally, extended care may be offered in centers catering to parents that work alternative work schedules until later in the evening, night shifts or weekends.

Expectant & New Parents

The University knows that the addition of a new family member is an exciting time, yet it also recognizes the impact it has on a family’s work-life balance. Here is a list of helpful resources and tools for expectant and new parents.

Leave Options

Whether you are a new mother or a new father, having a baby or adopting one, it requires you to spend extended time away from your workplace. The University believes this time is very important and allows new parents time to begin adjusting to their new roles and bond with their new family member.

If you need to speak with someone regarding family and/or medical leave, contact Employee Relations at (404) 727-7625. For specific questions regarding leave options, you may also want to consult with your supervisor and your local HR Department. Please note that the WorkLife Resource Center does not administer leave programs.

For more information on leave planning and benefits, please review the following documents.

- [FMLA Policy](#)
- [FMLA Instructions for Maternity Leave](#)
- [Tip Sheet Preparing for Leave - New Parents](#)
- [Tip Sheet Returning from Leave - New Parents](#)

Workplace Flexibility

Emory believes workplace flexibility is not only acceptable, but is a part of its culture. By supporting its employees in this way, the University demonstrates the value they hold in well being of the entire family. If you are interested in learning more about flexibility in the workplace:

- [Family Friendly Work Options for New Parents](#)

Flexible Spending Accounts

While having a child can be great fun, it can also be very expensive. Emory offers Flexible Spending Accounts that allow you to set aside pre-tax dollars for eligible childcare and medical expenses. This saves you money by not having to pay tax on the amounts set aside for this purpose. If you have not enrolled in an FSA before, or if you need to increase the allocations of your existing FSA, you have 31 days from a family status change such as the birth or adoption of a child.
Free Workshops for Expectant Parents

Emory strongly believes in encouraging personal growth and providing an environment where learning experiences can take place. The Emory WorkLife Resource Center has workshops that focus on topics of interest to expectant parents.

WorkLife Workshops

Delivery Hospital Contacts

Emory University Hospital Midtown offers maternity services.

Car Seat Safety Information & Consultation

While car seats are very effective when used properly, a good number of them are used incorrectly. Brief instructions can often be found in your community, but can be difficult to find and sometimes involve a fee. Emory offers this important safety instruction on campus and available to you free of charge. If you are interested in learning about car safety or need to schedule a consult, please contact the Emory Police Department, Crime Prevention Unit and ask to speak with a Child Passenger Safety Certified Technician.

Adding Dependents to Your Insurance

When a life-changing event occurs, you can make a mid-year change to your current insurance benefit elections without waiting for the annual election period. Enrollment changes can only be made within 31 days of the qualifying event.

Obtaining a Social Security Card

New parents are often uncertain about how to obtain a birth certificate and/or a social security card for their new family member. The Social Security Administration provides instructions to assist you in this process.

You can also ask for assistance at the hospital where your child is born. If you use Emory University Hospital Midtown, contact their Vital Records Coordinator at (404) 686-5666 or (404) 831-3929.

Locating a Pediatrician

Aetna and Blue Cross/Blue Shield of Georgia provide a list of pediatricians within their insurance plans. We have compiled questions you may find helpful in Selecting a Pediatrician PDF for your child.
Nursing and Lactation Assistance

Emory recognizes that breastfeeding is the method of choice for many mothers. The University also realizes that when a woman makes the decision to return to work after having a baby, she faces challenges with her decision to continue nursing.

Lactation Support Program Policy
Lactation Room Locations and Consultations

CDC Breastfeeding Network Listserv

You may want to subscribe to CDCs Breastfeeding Network Listserv for support and helpful information.

1. Open your email program and create a new message.
2. In the TO line, enter ListServ@ListServ.CDC.gov
3. Do not enter anything in the subject line. (Leave blank.)
4. In the body of the email (the message area), enter Subscribe Breastfeeding-Parents-Network
5. Click Send for your email message.
6. Follow the instructions from the ListServ emails to complete your membership.

Child Care Referrals

Emory has had a relationship with BrownRichards & Associates for over ten years. As experts in dependent care, they bring over 30 years of experience helping employees locate quality child care providers across the country. Additionally, BrownRichards can provide resources on a variety of other childhood topics including (but not limited to) schools, summer camps, college planning, and resources for children with special needs.

Dependent Care Referral Form

Transitioning to Child Care

Regardless of how long you have been at home with your child, transitioning him/her to child care may be difficult for both you and your child. We have some suggestions to help you.

Transitioning to Child Care

Emory Child Care Network

The Emory Child Care Network lists service providers who offer either discounts or preferential wait lists for Emory employees.
Web Resources

Expectant and new parents have lots of questions about topics such as high risk pregnancies, preparing a home for a new baby, delivery options, registry questions, books, cord blood storage, etc. In addition to the resources above, we have compiled a list of some of our favorite web sites to help you answer some of your questions.

Baby Center
What To Expect
Atlanta Parent Magazine
Fit Pregnancy
Parenting
About
Bright from the Start
U.S. Consumer Product Safety Commission

Babies R Us
Baby Zone
ivillage
WebMD
Mayo Clinic
Child Support
National Association for the Education of Young Children

School-Aged Children

Emory believes in supporting its employees both professionally, as well as personally. This means investing in innovative programs and services that help employees strengthen their families to be productive both at home and at work. When issues arise with children, they can impact an entire family and in turn, a person’s work as well. Below are resources that may be helpful when trying to manage issues pertaining to school-aged children.

Types of Education

Today parents have many choices when deciding where to send their children to attend school. Some factors that parents figure in their decision making process include finances, learning environment, class size, curriculum, staff, and most importantly, their child and how he or she learns best. Below are some of the different types of school settings parents can choose from today. For more information on this subject you may consider contacting Emory’s Dependent Care Resource & Referral Service, BrownRichards & Associates.

Dependent Care Referral Form

<table>
<thead>
<tr>
<th>Public School</th>
<th>Public schools are funded from tax revenue and most commonly administered to some degree by government or local government agencies.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private School</td>
<td>A school is considered private when they are not administered by local, state, or national government, which retain the right to select their student body and are funded in whole or in part by charging their students tuition rather than with public (state) funds.</td>
</tr>
<tr>
<td>Home School</td>
<td>Home school is when the education of a child is done at home, typically by a parent or professional tutor, rather than in a public or private school.</td>
</tr>
</tbody>
</table>
Charter School | Charter schools are publicly funded and open to all students without admission testing or screening. They are held to be accountable to their set performance contract in return for funding. The schools are set up by teachers, parents, or other concerned people who have ideas for improving learning and perhaps offering additional opportunities than what is available in existing schools. Charter schools do not have to follow traditional regulations if they pledge to meet satisfactory performance standards. Space at a charter school is often limited and admission tends to be allocated by lottery based admissions.

Magnet School | Magnet schools have themes or focus on particular areas. These programs try to help students remain interested in learning and prevent the disconnect that can lead to dropout.

Alternative School | Alternative schools focus on helping children complete school and graduate by offering smaller class sizes and more individualized education. In addition to the education a child receives, services such as counseling, mentorship, and vocational and living skills are generally a part of the curriculum.

Special Education | Classroom or private instruction involving techniques, exercises, and subject matter designed for students whose learning needs cannot be met by a standard school curriculum.

Inclusion | Inclusion in the context of education is a term that refers to the practice of educating students with special needs in regular classes for all or nearly all day instead of in special education classes.

After-School Program | After-School Programs provide a safe place for children to be when school is not in session and parents are at work. They are typically administered at the county level, although some counties allow individual schools to decide whether to offer an after-school program onsite. Many child care centers also offer after-school programs. Some of these programs offer transportation for the children attending them. Fees and offerings vary depending on the provider and location.

Local School Resources

Information on the local school districts is available on their web sites.

- Dekalb County Schools
- City Schools of Decatur
- Atlanta Public Schools (and Private)
- Atlanta Public School Directory
- Fulton County Schools
- Gwinnett County Public Schools
- Cobb County School District
- Forsyth County Schools
- Henry County Schools
- Rockdale County Public Schools
- Newton County Schools
After-School Programs

After-School Programs provide a safe place for children to be when school is not in session and parents are at work. They are typically administered at the county level, although some counties allow individual schools to decide whether to offer an after-school program onsite. Many child care centers also offer after-school programs. Some of these programs offer transportation for the children attending them.

Fees and offerings vary depending on the provider and location.

For information about locating after school programs in your child’s school, you may want to contact the school, the school system, and some local child care centers in your area.

Some examples of organizations that offer after school programs include the Metropolitan YMCA of Atlanta, the Goddard Schools, and KinderCare Learning Centers. These organizations offer discounts to Emory employees and students.

Workplace Flexibility

Emory believes workplace flexibility is not only acceptable, but is a part of its culture. By supporting its employees in this way, the University demonstrates the value they hold in well being of the entire family. If you are interested in learning more about workplace flexibility as a way to help you manage your work and family time, review the Workplace Flexibility options on our website for more information.

Child Care Referrals

Emory has had a relationship with BrownRichards & Associates for over ten years. As experts in dependent care, they bring over 30 years of experience helping employees locate quality child care providers all across the country. Additionally, BrownRichards can provide resources on a variety of other childhood topics including (but not limited to) schools, summer camps, college planning, and resources for children with special needs.

Dependent Care Referral Form

Emory Area Parent Councils

Parent Councils are a form of a political organization that enable parents to communicate and collaborate with teachers and administrators in the districts their children attend school. It is a way for parents to get actively involved and make an important contribution to their children's educational experience.

Emory Lavista Parent Council  Virginia-Highlands/Morningside Parents Association
Tucker Parents Council  Grant Park Parents Network
Dunwoody-Chamblee Parents Council

Faculty & Staff Assistance Program (FSAP)

The Faculty & Staff Assistance Program is focused on working with you to maintain or regain productivity, peace of mind, and well-being. All staff, including faculty and healthcare professionals, face a variety of challenges, changes and demands. Counseling is confidential and free of charge for all Emory employees and their dependents.
Healthcare

There are a number of healthcare facilities in the metro Atlanta area.

- Children’s Healthcare of Atlanta
- Emory’s Children Center
- Emory Pediatrics
- Georgia Poison Center
- Dept of Human Resources, Division of Mental Health for Children & Adolescents
- Ridgeview Institute (Mental Health)
- Peachford Hospital (Mental Health)
- Anchor Hospital (Mental Health, Adolescents Only)
- Summit Ridge Hospital (Mental Health, Adolescents Only)

Web Resources

In addition to the resources above, we have compiled a list of some of our favorite web sites to help you.

- Atlanta Parent Magazine
- Atlanta Moms
- Access Atlanta
- Baby Center – Big Kids
- WebMD
- Mayo Clinic
- Home Safety Council
- National Alliance for Youth Sports
- Education
- The Bargain Watcher
- City of Decatur – Children & Youth Programs
- Gocity Kids
- Parenting
- National Coalition for School Bus Safety
- Girl Scouts of the United States
- Boy Scouts & Cub Scouts of America
- Child Support
- Atlanta Area Schools
Teenagers / Adolescents

The University recognizes that when a member of your family is facing a challenge, it impacts the work-life balance of the whole family. Being a teenager can be a lot of fun, but it is also a tumultuous time for both the teen and his/her parents. In addition to the resources found under School-Aged Children, here are list resources that may be helpful in raising your teenager.

College Planning

When your child starts attending high school, it is time to start thinking of college. The high-school counselor can direct your child in taking courses that prepares him or her for college as well as provide information on scholarships and college choices. You can also use the Dependent Care Referral Form from BrownRichards & Associates.

College Board
The Princeton Review
Georgia's Hope Scholarship Program

Division of Family and Children Services (DFCS)

DFCS is a division of the Georgia Department of Human Resources that investigates child abuse; finds foster homes for abused and neglected children; helps low income, out-of-work parents get back on their feet; assists with child care costs for low income parents who are working or in job training; and provides numerous support services and innovative programs to help troubled families.

Drivers License

While most parents do not look forward to their teenager starting to drive, the Department of Driver Services can help you find the information you need for your child to drive safely and legally. Many high schools offer driver education programs and many insurance companies offer discounts for drivers who pass a safety certification test.

Web Resources

In addition to the resources above, we have compiled a list of some of our favorite web sites to help you.

National Alliance on Mental Health (NAMI)
Connect with Kids
Parent's Guide to Internet Safety
Substance Abuse and Mental Health Services Administration
Children with Special Needs

Having a baby is an overwhelming time to say the least, but learning that your baby (or child) has special needs may, for some, be more than overwhelming. Below are some resources to help you make a difference in the quality of life for you and your family.

Research

Learn as much as you can about the diagnosis. The term “Special Needs” is an umbrella term used to address a large array of different diagnoses, which can range from a mild learning disability to profound mental retardation or a terminal illness. The term is used to help assign a place to find useful services, set appropriate goals and aid families in need. By doing your homework, you are able to advocate for yourself and your child. You should also become familiar with what your needs are and where to find help.

Research can be done online, through hospitals, specialty treatment centers, foundations, support groups, doctors, etc. In addition to our Community Resources, here are a few others to begin your research:

- Emory Department of Pediatrics
- Mayo Clinic
- The Cleveland Clinic
- National Institute of Health
- NIH Offices of Rare Diseases
- WebMD

Finding a Specialist

When trying to find help for a child with special needs, it is imperative to find expertise beyond their pediatrician. Emory has some of the finest physicians and hospital resources in the world available to meet the unique needs of children. Beyond Emory or asking your pediatrician, some other ways to find a quality specialist is through Dependent Care Networking with other parents, specialty treatment centers, foundations, research hospitals, support groups, and insurance companies.

Surround Yourself in Support

Reach out to your family and friends. Find a local support group for parents of children with special needs. Building relationships with others who have walked in your shoes helps you move forward and provide you with the emotional support and friendships you need at times. Metro-Atlanta is filled with exceptional resources and groups both online and face-to-face to help you. A great place to find out about groups like this are through the hospitals and treatment centers you are working with and exist in the community. Some additional ways to find such support can be found through Dependent Care Networking.
### Information and Referral

Educate yourself about the benefits and programs that are available to you as a parent of a child with special needs. Resources exist across the campus and through [FSAP](#) and [BrownRichards & Associates](#), both of which are free for Emory employees and their dependents.

[Dependent Care Referral Form](#)

### Respite Care

Be sure to take time for yourself and you and your partner. Sitters and respite services are available. Seek help to deal with any guilt you feel associated with using respite care. You are a happier person and a more effective parent as a result.

[Dependent Care Referral Form](#)

### Community Resources

<table>
<thead>
<tr>
<th>Community Resource</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Emory Autism Center – The Walden School</strong></td>
<td>The <a href="#">Emory Autism Center</a> is a component of the Department of Psychiatry and Behavioral Sciences at Emory University School of Medicine. The program was opened in 1991 as a public, private and University collaboration. Since opening, the center has become a national model for diagnosis, family support and innovative treatment, as well as a vital source of professional training.</td>
</tr>
<tr>
<td><strong>Families of Children under Stress (FOCUS)</strong></td>
<td>A non-profit organization, <a href="#">FOCUS</a>, began in 1983 offering emotional, informational, and physical support to parents of children with disabilities or with ongoing medical needs. The organization provides a network for parents and children in the community as well as an in-depth library of resources for families of special needs children.</td>
</tr>
<tr>
<td><strong>Marcus Autism Center</strong></td>
<td>This unique center is located near the Emory campus and specializes in diagnosing, treating and researching developmental disabilities effecting children and their families. The center is staffed by some of the most highly trained professionals in the United States. They are committed to helping children realize their greatest potential, giving them and their families a higher quality of life. Their programs focus on support, opportunity, encouragement, and pride. The <a href="#">Marcus Center</a> works with children, their caregivers, schools, social services, and the medical community.</td>
</tr>
<tr>
<td><strong>State of Georgia – Babies Can’t Wait</strong></td>
<td><a href="#">Babies Can't Wait</a> (BCW) is Georgia's statewide interagency service delivery system for infants and toddlers with developmental delays or disabilities and their families. BCW is established by Part C of the <a href="#">Individuals with Disabilities Education Act</a> (IDEA) which guarantees all eligible children, regardless of their disability, access to services that enhance their development.</td>
</tr>
<tr>
<td><strong>Parent to Parent of Georgia</strong></td>
<td><a href="#">Parent to Parent</a> provides support and information to parents of children with disabilities. Its focus is to help parents find others dealing with similar family circumstances and addresses issues of education, information, and advocacy.</td>
</tr>
</tbody>
</table>
Georgia Community Support & Solutions

Founded in 1999, Georgia Community Support and Solutions (GCSS), a non-profit agency headquartered in Atlanta, provides community-based services and supports to people with disabilities and their families. GCSS has broadened its mission and creative options of service to include people with Mental Health and Addictive Diseases and those who are in need of Aging and Support Services.

Emory Department of Pediatrics – Neonatology

This unique department at Emory provides quality state-of-the-art neonatal and pediatric care. What makes them different, however, is that they are also committed to improving how care is given for children, through scientific research as well as training the next generation of leaders in pediatrics. They are Georgia's largest multidisciplinary practice serving children not only through the Emory Children's Center, but also through Emory's alliances with Children’s Healthcare of Atlanta, Grady Memorial Hospital, Dekalb Medical Center at Hillandale and Emory University Hospital Midtown.

Children’s Healthcare of Atlanta

Children’s Healthcare of Atlanta (CHOA) strives to enhance the lives of children through excellent patient care, research and education. It is one of the nation's leading hospitals for children. All aspects of patient care are designed to meet the unique needs of children and their families. Physicians working at CHOA have all received years of additional training in pediatrics and in their area of specialty. They only treat children and focus on their specific needs.

Web Resources

In addition to the resources above, we have compiled a list of some of our favorite web sites to help you.

- Georgia's Department of Education
- Mayo Clinic
- March of Dimes
- Easter Seals
- Juvenile Diabetes Research Foundation
- Atlanta Parent Magazine
- Education
- About
## Dependent Care Networking

Living in Atlanta is a lot fun and being a part of the Emory community makes it even better. There are endless activities going on in and around the city. We have compiled a list of resources to help you find support and friendship with others in the Atlanta area.

### Meet Other Parents

<table>
<thead>
<tr>
<th>Meet Up</th>
<th>Tucker Parents Council</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yahoo Groups</td>
<td>Dunwoody-Chamblee Parents Council</td>
</tr>
<tr>
<td>Google Groups</td>
<td>Virginia-Highlands / Morningside Parents Association</td>
</tr>
<tr>
<td>Atlanta Moms</td>
<td>Grant Park Parents Network</td>
</tr>
<tr>
<td>Emory LaVista Parents Council</td>
<td>WorkLife Message Board</td>
</tr>
<tr>
<td>The Clifton Parent Council</td>
<td></td>
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</tbody>
</table>

### Caregiver Support

<table>
<thead>
<tr>
<th>Meet Up</th>
<th>Google Groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yahoo Groups</td>
<td>WorkLife Message Board</td>
</tr>
</tbody>
</table>

### CDC Parents Network Listserv

You may want to subscribe to CDCs Parent's Network Listserv for support and helpful information.

1. Open your email program and create a new message.
2. In the TO line, enter ListServ@ListServ.CDC.gov
3. Do not enter anything in the subject line. (Leave blank.)
4. In the body of the email (the message area), enter Subscribe Parents-Network
5. Click Send for your email message.
6. Follow the instructions from the ListServ emails to complete your membership.