

University Child Care Programs
Assessment and Action Plan
May 28, 1996

I. **Statement of Commitment**

The Pennsylvania State University supports the philosophy that quality child care should be available to attract and retain competent and dedicated faculty, staff, and students. Sponsored or contracted campus child care programs should:

- Be models to the community, state licensed, and attain accreditation by the National Association for the Education of Young Children (NAEYC) within two years of operation
- Reflect the mission, goals, and culture of the institution, being accountable to both service and educational needs
- Be responsible employers by hiring professional staff and providing equitable salaries and benefits
- Provide developmentally appropriate programming
- Be financially responsible and accountable

II. **Background**

The June 1989 report by Penn State's Child Care Task Force reviewed the changes in American society that have advanced child care as an issue for employers throughout the nation, listed the advantages that a quality child care program would provide for the University, and recommended a plan of action. The twofold nation-wide trend of a new student base of individuals with families as well as dual-income employee families continues to increase with no signs of abating. In order to be competitive for quality faculty/staff and students the University must commit adequate resources to work/family life programs, more specifically, child care programs.