

## **ANNOUNCEMENTS AND REMINDERS:**

- \* ALL PARTICIPANTS ARE AUTOMATICALLY MUTED.
- \* PLEASE SHARE YOUR QUESTIONS FOR SPEAKERS IN THE CHAT BOX.
- \* THIS MEETING WILL BE RECORDED & AVAILABLE AT: <https://www.firstup.org/sepecc/>



# **SEPECC Meeting**

**Tuesday, Sept. 30, 2025**



Meeting will begin at 12:30pm

## **Agenda:**

- 12:30 Welcome
- 12:40 Federal, State & Local Budget/Policy Updates
- 1:05 Community Partner Resources
- 1:20 Special Presentation: Market Rate Survey
- 1:40 ECE Advocacy in Action
- 2:00 OCDEL, DHS & ELRC Announcements
- 2:20 Wrap Up / Q&A Time

Language Interpretation is available during this presentation.  
Interpretación de idiomas está disponible durante esta presentación.

- Select this icon  at the bottom of your screen AND choose your preferred language.
- Seleccione este ícono  en la parte inferior de su pantalla y elija su idioma preferido.

**Please Note - Tenga en cuenta**

1. The Interpretation Feature can only be used on mobile phone using the zoom app.  
En los teléfonos móviles, solamente se puede acceder a la función de Interpretación utilizando la aplicación de zoom.
2. Select "mute original audio" if you do NOT want to hear other languages at a lower volume.  
Seleccione "mute original audio" (silenciar el audio original) si prefiere NO escuchar otros idiomas a un volumen más bajo.
3. Please mute your sound to minimize interference.  
Por favor, apague su micrófono para disminuir las interferencias.
4. ALL participants MUST select one language, English or Spanish, for the feature to work properly.  
TODOS los participantes DEBEN seleccionar un idioma, inglés o español, para que la función trabaje apropiadamente.



# SEPECC CO-CHAIRS



Zakiyyah Boone, Executive Director  
Wonderspring Early Learning



Melanie Brennan, Executive Director  
Early Learning Programs, KenCrest Services

# SEPECC OBJECTIVES & PQAS

Sign in Sheet for SEPECC Meeting-  
PQAS Credit



## Sign in Sheet for SEPECC Meeting- PQAS Credit

Thank you for joining the SEPECC Meeting. If you have attended the meeting and would like to receive PQAS credit, please fill out the information. Your credit will be on your PD Registry transcript. If you have any questions, please contact Nancy at [pdmanager@firs360.org](mailto:pdmanager@firs360.org). Please fill out this survey within 24 hours of the end of the meeting. If you do not need PQAS credit, please do not fill out this form.

\* Required

1. First and Last Name as it is on the PD Registry \*

Enter your answer

2. Email that links to your PD Registry account \*

Enter your answer

3. PD Registry Number

Enter your answer

4. Please comment if you have any questions

## OBJECTIVES

- NAEYC standard 6a- Identify as a committed professional in the early childhood education field.
- NAEYC standard 8b- Describe supports and resources to develop highly effective staff.

Please complete sign in

**within 24 hours** of the meeting end if you would like to receive PQAS credit.

Scan QR code or click on link:

<https://forms.office.com/r/RfzSg97k7j>

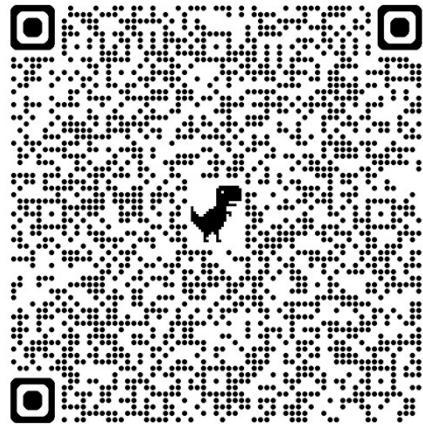
# MARY GRAHAM CHILDREN'S VILLAGE

## BUDGET & POLICY UPDATES

- FEDERAL -



CHILDREN'S VILLAGE  
sharing wonder every day



*Solving our country's*

## **CHILD CARE CRISIS**

TAKES EACH AND EVERY ONE OF US.



Families Can't Afford Child Care Cuts Congress is making major decisions right now—remind them child care matters to you!

[Invest in Child Care 2025 - Child Care Aware® of America](#)

**TYRONE SCOTT,**  
FIRST UP

**BUDGET &  
POLICY UPDATES**  
- STATE -



Champions for Early Education

TELL US  
**YOUR**   
**STORY** 

How is the PA budget  
impasse affecting your  
business or family?



Impact of budget  
impasse on PKC &  
HSSA programs



**EVERYONE!**  
Email your  
legislators! Ask  
them to pass a  
budget that  
includes funding  
for ECE

<https://www.surveymonkey.com/r/6GX8QZL>

<https://startstrongpa.org/take-action>

**ZACH MCGRATH,**  
COUNCILMAN ISAIAH  
THOMAS

**BUDGET &  
POLICY UPDATES**  
- LOCAL -



**COUNCILMAN ISAIAH THOMAS**  
COUNCIL AT-LARGE  
MAJORITY WHIP



## COMMUNITY PARTNER RESOURCES





---

**Brandi Carpenter, M.Ed.**  
Project Manager

**Jenine Moore**  
Sr. Project Coordinator

[ECEFacilityFund@phmc.org](mailto:ECEFacilityFund@phmc.org)

- The City of Philadelphia: Child Care Facilities Fund (CCFF) provides facility improvement grants to support high-quality early childhood education providers in Philadelphia.
- Providers may apply for a grant for facility improvements that fit in the category of minor to mid-level renovations and/or the purchase and installation of large appliances.
- The funding limits for the Fund are as follows:
  - \$25,000 for Commercial Center and Group Facilities
  - \$15,000 for Residential Family and Group Facilities

---

## Who's Eligible?

### STAR 3 & 4

- Commercial Center & Group Facilities
- Residential Group & Family Facilities

### STAR 2\*

- Commercial Center & Group Facilities
- Residential Group & Family Facilities



\*STAR 2 providers must meet additional requirements

# Provider Eligibility

- Less than two-time recipient of CCFF funding at location
- Facility must not have received CCFF funding in the previous cycle (FY25)
- City licensing and State DHS certification must be in good standing (DHS 12-month Certificate of Compliance)
- Facility must be free from city, state, and federal tax liens

## **STAR 2 Requirements**

- Has at least 65% of enrolled children that receive a subsidy
- Active participation in TA through STARS or proof the site has participated in a move-up initiative such as EQUIP, within one year of CCFF application
- Ability to move to a STAR 3 or STAR 4 in 12 months or less
- Must attend a CCFF facilitated application TA prior to application submission

---

## What Projects Are Eligible?

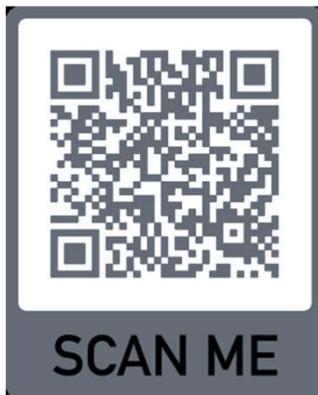
- Facility improvements should fit into one of the following categories:
  - Minor Renovations
  - Mid-Level Renovations
  - Facility Repairs
  - Purchase and Installation of large appliances
  - Purchases and Improvements to sustain health and safety protocol

---

## Projected Grant Timeline

- Application portal opened on September 22, 2025
  - Accessible through our website:  
<https://philafacilityfund.org>
- Application portal closes Friday, October 31st, at 5 pm
- Awards will be announced on December 12, 2025
- Awarded projects must be completed by May 31, 2026

# Application



CCFF Website  
<https://philafacilityfund.org>

CCFF Email  
[ECEFacilityFund@phmc.org](mailto:ECEFacilityFund@phmc.org)

# TA Sign-Up





---

**RACHEL GAMBINO**  
ECE QUALITY INITIATIVES  
DIRECTOR  
RGAMBINO@PHMC.ORG

**KAREN BUSTARD**  
DIRECTOR, EARLY CHILDHOOD  
EDUCATION  
KAREN.BUSTARD@REINVESTMENT.COM

## FFQ OVERVIEW

Fund for Quality (FFQ) is a partnership between Reinvestment Fund and Public Health Management Corporation (PHMC), with funding from the William Penn Foundation.

Through the provision of business planning and facilities-related financing, Fund for Quality supports high-quality early care and education providers with expanding their services to reach more low-income families.



- 2014: Program began (pilot)
- 2016 – 2022: Round 2
- 2022 – 2024: Round 3
- 2024 (July) – 2025 (June)

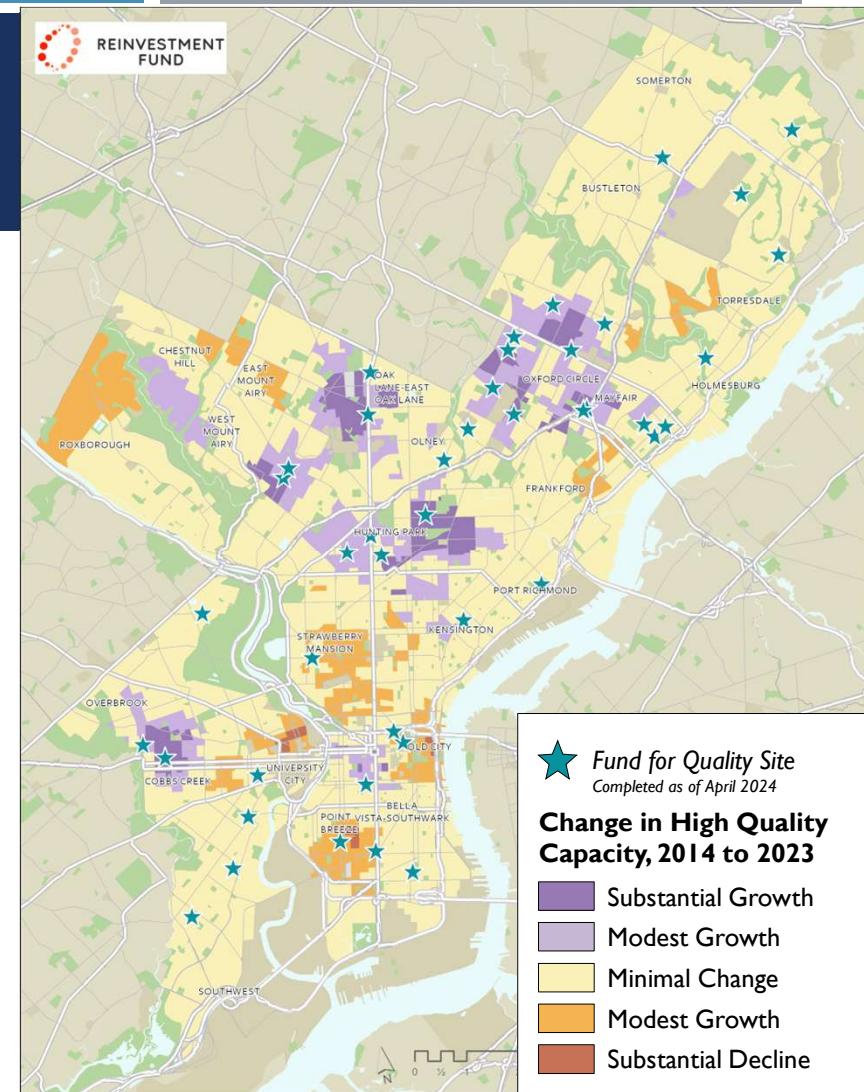
# OUTCOMES

babies More than **3,250** new high quality child care seats created in Philadelphia

tools **57** completed projects

square **6** projects actively in the Planning or Capital Phases

star **3,900+** total expected high quality seats created by end of 2024



# ELIGIBILITY FOR GUIDED PLANNING PHASE

*\*ORGANIZATIONS FIRST APPLY TO THE PLANNING PHASE OF THE PROGRAM*



**Existing high quality operator (STAR 3 and 4) at over 50% of sites**

Must be in operation for 2+ years



**Serving low-income populations**

(over 50% of children served receiving subsidy funding including CCW, Head Start, Early Head Start, PreK Counts, and PHLpreK)



**Positive attendance trends and strong business plan**



**Organizational capacity for expansion**



**Projects that will increase licensed capacity by 40 or more ECE seats in Philadelphia**



**Ownership or long-term lease (10+ years) on property and landlord consent for renovations**

## PRIORITY SELECTION CRITERIA

- **Program Priorities:**

- Commitment to quality
- Program readiness to expand
- Serving all care levels
- Serving low-income families

- **Project Priorities:**

- Timeline Alignment
- High potential new seat creation
- High-quality design commitment and potential at site
- Location priority
  - Based on Childcare Map data

## KEY DATES FOR LOI AND FULL APPLICATION

- **FFQ Information session – October 7<sup>th</sup> 1:00-2:00pm**
- **Letter of Intent (LOI) Deadline – Friday, October 31<sup>st</sup> at 5:00pm**
  - LOIs will be reviewed on a weekly basis, and if meet initial eligibility, invited to the full application
    - \*We encourage interested providers to submit early to allow time for questions or feedback, and to ensure plenty of time to complete the full application
  - All providers will be notified by Friday, October 31, 2025, at the latest if invited for a full application
  - **Only** LOI submissions that meet initial eligibility will be invited to the full application.
- **Application Deadline – Friday, November 21, 2025, at 5:00pm**
  - Site visits with select applicants
- **Notifications – Monday December 15, 2025**
- **Another application cycle will open in spring/summer 2026**



# UPDATES

Samantha Rosthauser  
Director of Community & Family Engagement

Alyssa Eddings  
Director of School-Based Services



## EARLY LEARNING SERVICES (ELS)



## COMMUNITY NEWSLETTER



## EARLY CHILDHOOD EDUCATION PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Elwyn Early Learning Services (ELS) is pleased to announce a "menu" of professional development opportunities available to Early Childhood Education (ECE) programs in Philadelphia and/or the city of Chester in Delaware County. These sessions will be free of cost to Early Childhood Education (ECE) programs in the geographical areas supported by Elwyn ELS and will offer Act 48 and/or PQAS continuing education credits.



### Early Learning Services

Do you work with or support families with children ages 3-5?

Are you an early childcare provider and need PQAS hours and/or Act 48 credit hours?

Do you need strategies that can use right now in dealing with challenging behaviors in your childcare setting?

LOOKING FOR  
WAYS TO REDUCE  
CHALLENGING  
BEHAVIORS IN YOUR  
CLASSROOM?

POSITIVE BEHAVIOR  
INTERVENTIONS AND SUPPORT  
(PBIS): TIER 1 CLASSROOM  
STRATEGIES

Positive Behavior Interventions and Support (PBIS) is a framework that promotes the social and positive behavioral development of children by providing tiered interventions in evidence-based practices (Fox et al., Hemmeter, Ostrosky, & Fox, 2006).

The model, often referred to as the PBIS model, offers three tiers of intervention practice promotion for all children supported by high-quality physical classroom environments; target supports to address the intervention needs for children at risk of social-emotional and/or behavioral delays; and intensive supports needed for children with persistent and pervasive behavioral challenges.

This session will detail Tier 1, or universal positive behavior support, strategies ECE programs can implement to effect 80-90% of their students! This session is one hour in duration.

Also explore these other informative sessions to learn more about Preschool Early Intervention in Pennsylvania, including how to make a referral and learning about The Individualized Education Program (IEP) for preschool children identified with needs for specialized designed instruction.

#### HOW TO MAKE A PRESCHOOL EARLY INTERVENTION REFERRAL

This session will discuss early intervention in PA, the definition of special education and a brief overview on developmental norms. The session will emphasize how to make a local Preschool Early Intervention referral and the subsequent steps and processes that follow once a referral is made. This session is one hour in duration.

#### UNDERSTANDING PRESCHOOL EI

This session will provide a thorough overview of the structure of early intervention in Pennsylvania. Federal and state early intervention regulations, including Preschool Early Intervention eligibility, and what it looks like in the ECE setting.

#### WHAT IS AN INDIVIDUALIZED EDUCATION PROGRAM (IEP)?

This session will dissect the Who, What, How, and When of development and implementation of an Individualized Education Program (IEP). This offering is designed to answer all of your IEP related questions, including when ECE programs might request an IEP meeting for Preschool Early Intervention students. This session is one hour in duration.

ECE PROVIDERS CAN FIND TRAINING ON  
[PAKEYS.ORG](http://PAKEYS.ORG)



#### INDIVIDUAL REGISTRATION THROUGH THE PD REGISTRY

Each of these 4 sessions are designed for the ECE provider and are routinely offered at various times throughout the year. Simply go to the PD Registry website and search these topics and find a date that works for you! [Click Here](#)

#### CHOOSE YOUR TRAINING OPTION

#### ECE PROGRAM REQUEST

If you would like to request one of these 4 sessions for your program, please complete the Elwyn ELS [ECE Program Request Form](#). A representative will follow up to schedule the desired session for your program at a mutually acceptable date and time for your group.

Elwyn Questions about admissions or referrals?  
Call 24 hours / 7 days a week / 610-891-2324

#### Elwyn is an Equal Opportunity Employer

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation and identity, gender identity, national origin, citizenship status, genetic information, disability status, military or veteran status, marital or family status, political activities or affiliations, or any other characteristic protected by local, state, and federal law.

### Early Learning Services

## EVENT SCHEDULE

Training Events	Date of Event	Time of Event
Understanding Preschool EI	10/14/25	1:00 pm - 2:00 pm
Understanding Preschool EI	1/14/26	1:00 pm - 2:00 pm
Understanding Preschool EI	3/27/26	9:30 am - 10:30 am
Understanding Preschool EI	6/19/26	12:00 pm - 1:00 pm
How to Make an EI Referral	10/3/25	9:30 am - 10:30 am
How to Make an EI Referral	5/28/26	9:30 am - 10:30 am
How to Make an EI Referral	2/18/26	12:00 pm - 1:00 pm
How to Make an EI Referral	1/14/26	9:30 am - 10:30 am
PBIS: Tier 1 Classroom Strategies	8/27/25	2:00 pm - 3:30 pm
PBIS: Tier 1 Classroom Strategies	10/13/25	2:00 pm - 3:30 pm
PBIS: Tier 1 Classroom Strategies	1/28/26	2:00 pm - 3:30 pm
PBIS: Tier 1 Classroom Strategies	6/11/26	2:00 pm - 3:30 pm
What is the IEP	10/28/25	2:00 pm - 3:30 pm
What is the IEP	2/18/26	9:30 am - 11:00 am
What is the IEP	3/26/26	2:00 pm - 3:30 pm
What is the IEP	6/19/26	9:30 am - 11:00 am

Elwyn Questions about admissions or referrals?  
Call 24 hours / 7 days a week / 610-891-2324

#### Elwyn is an Equal Opportunity Employer

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation and identity, gender identity, national origin, citizenship status, genetic information, disability status, military or veteran status, marital or family status, political activities or affiliations, or any other characteristic protected by local, state, and federal law.

P.D. sessions!





# UPCOMING EVENTS:



<b>Children's Crisis Treatment Center (CCTC) 12th Annual Health &amp; Resource Fall Family Festival</b>	<b>Saturday, October 4, 2025 1-3pm</b>	<b>Max Myers Recreation Center- 1601 Hellerman</b>
<b>Philadelphia Autism Project conference</b>	<b>October 8th</b>	<b>(CBH), 801 Market Street, 11<sup>th</sup> Floor, Philadelphia PA 19104</b>
<b>Lifeshare conference</b>		
<b>Sensory friendly mornings</b>	<b>10/12/2025 9am-11am</b>	<b>Academy of Natural sciences</b>
<b>Play without boundaries- Please touch museum</b>	<b>10/19/2025 9am-11am</b>	<b>Please touch museum</b>
<b>Picky Eating Event</b>	<b>10/29/2025 6-7pm</b>	<b>Virtual</b>

## CORE LEADERSHIP TEAM

The CLT guides Preschool Service Delivery by monitoring data including the Benchmarks of Quality, implementation of Embedded Instruction with fidelity, and Child & Family Outcomes.

### Preschool Early Intervention

Preschool Early Intervention staff share responsibility to implement **Embedded Instruction for Early Learning** and build capacity for implementation through collaboration with Early Childhood Educators.

### Early Childhood Education

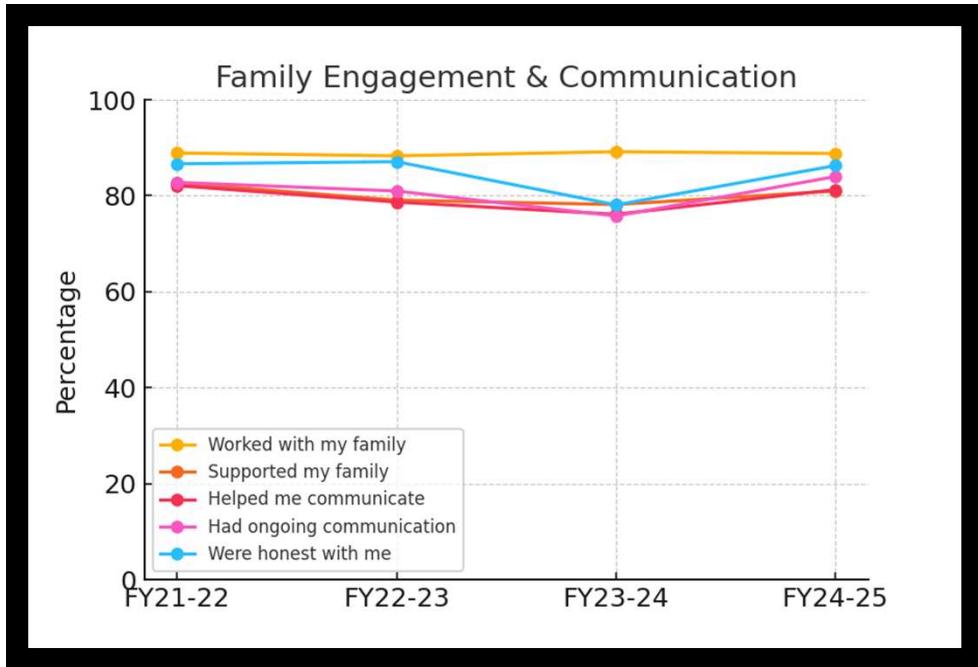
Early Childhood Educators share responsibility to implement **Embedded Instruction for Early Learning**.

Child &  
Family  
Outcomes

**ELWYN IS BEGINNING THE EMBEDDED  
COACHING JOURNEY!**



**The FY24-25 results show steady strong performance in many areas compared to previous years.**



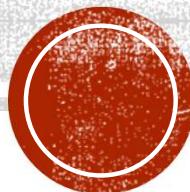
- Most percentages range between 79% and 89%, reflecting good satisfaction and support in services provided.
- Several areas show improvements or recovery from past dips (e.g., use of home language, family communication, and transition planning).





- **Elwyn services are growing!**
  - New early intervention classrooms *opening soon!*
  - Expanded early learning therapy groups
- **New parent information videos**
  - Elwyn YouTube channel: [Elwyn – YouTube](#)
    - *Examples:*  
“After the evaluation Understanding the IEP”  
“Starting early intervention”  
*More to come!*
- **Available parent trainings:**
  - Kindergarten readiness Series (2x/month)
  - Picky Eating/Problem feeding (1x/month)
  - Time to Ditch Those Diapers (1x/month)

## ANNOUNCEMENTS



# Q & A



## Next time:

- SPEL grant
- Events and Coaching Updates
- Enrollment & referral Updates



Champions for Early Education

---

---

Elizabeth Ozer,  
Policy Lead  
[Elizabeth.ozer@firstup.org](mailto:Elizabeth.ozer@firstup.org)



# HISPANIC HERITAGE MONTH IS HERE!



INFORM THE  
FUTURE:  
TAKE FIRST  
UP'S HOME-  
BASED  
CHILDCARE  
SURVEY



SHARE YOUR WISDOM- PRESENT AT THE 2026 FIRST UP  
CONFERENCE!

---

# MARKET RATE SURVEY: WHY YOU NEED TO COMPLETE IT!

---

## MARY GRAHAM CHILDREN'S VILLAGE





## MARKET RATE SURVEY

- All licensed child care providers that charge private pay tuition are **encouraged** to respond.
- Survey responses will be collected between September 8 and December 8, 2025.
- Providers can respond on paper, on the web, or over the phone.
- The survey is available in both English and Spanish.
- Providers can list their private pay fees or they can upload an updated published rate sheet and OCDEL will add the info to the survey
- Individuals who participate in the Market Rate Survey can enter a drawing to win one of 100 \$100 e-gift cards
- Tuition rates reported in the Market Rate Survey will NOT be imported to PELICAN.
- States are **required** to do a Market Rate Survey or Cost of care Analysis every three years.

## MARKET RATE SURVEY

- Questions were developed in collaboration with OCDEL.
- Feedback was incorporated from the SAC Child Care Certification and Quality Rating Subcommittee.



## MARKET RATE SURVEY

The survey will include questions about:

- Private pay tuition rates
- Payments and fees charged to families
- Key facility details (enrollment, staffing, operations)



Completing the survey is expected to take  
no more than 15 minutes

## MARKET RATE SURVEY



- Why is this survey important?
- Why now?
- What should the real questions be?
- How does answering this survey help or hinder providers?
- Should providers who do not take Child Care Works (CCW) payments complete this form?
- What is the real information providers should be giving as answers?



## MARKET RATE SURVEY

### The Moment

- OCDEL increased CCW base rates effective January 1, 2025
- That increase was to take providers to the 75 percentile.
- You will **NOT** be able to fully benefit from any future rate increase if your published private tuition fees are LOWER than the new base rate
- Increase your private tuition now to benefit from possible CCW rate increase.

## MARKET RATE SURVEY

Rates

Tuition

Fees

Cost of  
Care

So...

What's  
the  
difference  
??





## MARKET RATE SURVEY

So... what is the difference?

- **Tuition** – should reflect what your actual cost of care is. The amount you would charge to a family in a true free market system
- **Rates** – this is the amount that state agencies pay a provider. How this amount is determined **does matter**. What is the difference between Market Rate and Cost Modeling?



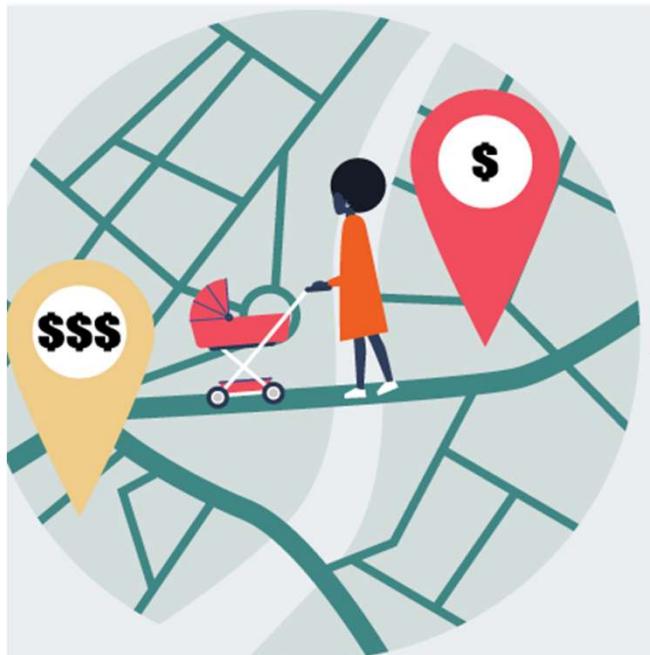
## MARKET RATE SURVEY

So... what is the difference?

- **Fees** – the amount that a funder has determined an individual family must pay.
- **COST OF CARE** – the actual amount to provide a service to an individual child. And this should include a PROFIT.

## MARKET RATE SURVEY

### Current Reality: Market-Based Finance



- Market prices are NOT a good proxy for the cost of child care.
- Market prices typically reflect regional family incomes, NOT the cost of delivering care.
- Market prices are therefore the LOWEST in low-income neighborhoods
- Market prices rarely reflect the higher cost of infant care.
- Thus, providers that serve babies or are in low-income areas are least able to offer high-quality care or pay decent wages.



## MARKET RATE SURVEY

### **How does a new MCCA (Maximum Child Care Allowance) affect YOUR region?**

- It adversely harms providers in low-income communities as many are serving low-income and middle-income families who either do not qualify or unable to get CCW subsidy and must pay privately.
- Many families cannot afford these tuitions.
- The majority of providers continue to list their private tuition using the same figure that ELRC pays them. If the ELRC pays them less than the MCCA, this continues to suppress the true market rate.
- Market rate and cost of care are NOT the same.

# MARKET RATE SURVEY

## How does this new MCCA affect Philadelphia?

- You can see that when advocacy for a certain age group has been strong, certain providers have benefitted.

Three examples:

- Strong advocacy from SA providers has led to School Age providers In Bucks getting paid more for full day school age than full day preschool
- The rate increase in 2024 gave Family Providers in ELRC 18 an average increase of 30%.
- In ELRC 18 family providers received more for a full day school age than centers receive.



# MARKET RATE SURVEY

## How has the last MCCA affect Philadelphia?

- Providers in surrounding communities continue to have higher MCCA rates set for their region.
- Even with the Keystone Stars tiered reimbursement added to their MCCA, the amount Philadelphia providers are paid continues to be so below their costs.

Age Group	Delaware Bucks	Montco	Phila	Chester	
Infant - FT	\$67.33	\$72.05	\$77.45	\$67.83	\$78.93
Young Toddler FT	\$63.62	\$69.52	\$72.38	\$63.49	\$74.85
Older Toddler FT	\$60.41	\$66.85	\$70.25	\$59.54	\$72.25
Preschool FT	\$56.31	\$62.86	\$64.76	\$56.23	\$67.20
School Age FT	\$48.48	\$58.77	\$57.92	\$45.55	\$52.25
School Age PT	\$34.19	\$37.56	\$39.54	\$39.36	\$32.07



## MARKET RATE SURVEY

### Advocacy

- CCDF provides flexibility to states around CCW rate setting
- PA uses market rates, but could use true cost of care to set CCW payment rates
- Providers need to calculate true cost of care and show legislators and policy makers the differential between actual costs and CCW reimbursement rates



## MARKET RATE SURVEY

### Private Tuition

- Establish what parents pay
- Establish the maximum that CCW will pay
  - CCW will not pay a provider a higher (base) rate than private pay tuition
  - If a private pay family cannot pay the full tuition and does not qualify for public funding, the provider can accept less tuition ONLY IF the provider has a scholarship fund from which the remaining tuition is drawn (from the balance sheet to the income statement)

# MARKET RATE SURVEY

## Setting New Tuition

- Increase current tuition
- Across the board percentage
- Varying percentages based on age bands
- Special considerations for part-time tuition
- Calculate cost of care per age group



## MARKET RATE SURVEY

### Increase Current Tuition



When did you last increase tuition?  
How balance that infant-toddler care is most expensive already but typically parents are at earliest stages of their earning power?

- How can your tuition compete with free PHLpreK?
- Consider inflation as a percentage increase?



## MARKET RATE SURVEY

### Part-Time Tuition

Establish policies that offer flexibility to families and financial stability for your program

- Part-day?
- Part-week?
- Minimum levels of enrollment?
- Only for limited age groups?

Add a “convenience fee” to part-time rates to reflect additional risk and work required

- Multiple sets of paperwork
- Multiple parent/teacher conferences

## MARKET RATE SURVEY

### Example: Setting Part-Time Tuition

#### **Family that wants to enroll their infant for 3 days per week:**

- Weekly infant rate is \$234.30
- Divide by 5 to get the daily infant rate of \$46.86
- Multiply by three or \$140.58
- Multiply by 130% to total \$182.75 as the infant 3-day per week weekly rate

#### **Family that wants two days of infant care:**

- Multiply the \$46.86 daily rate by two
- Multiply by 150% to calculate \$140.58 as the infant rate for two days of care per week.

#### **Matching part-time schedules for a week:**

- \$182.75 for infant attending three times per week
- \$140.58 for infant attending two times per week
- Adding the two together generates \$316.31 per week, or more than the \$234.30 per week for one, full-time infant.

# MARKET RATE SURVEY



Reach out if you have any  
questions!

**Mary Graham**  
[MaryG@ChildrensVillagephila.org](mailto:MaryG@ChildrensVillagephila.org)  
(215) 931-0197

---

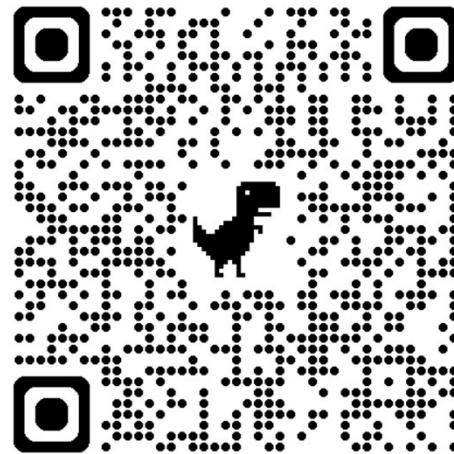
MARKET RATE  
SURVEY:

ADDITIONAL  
RESOURCES

---

SHINEAL HUNTER

# MARKET RATE SURVEY: QUICK RESPONSE



Help us gauge and understand your needs  
for completing the Market Rate Survey:  
<https://forms.gle/Lkepv5PA3gXrn3gG6>

# MARKET RATE SURVEY: RESOURCES

***Power In Your Pay: Shape the future of Early Education***

## Upcoming Meetings & Market Rate Mini Session

### QIP'S Monthly Meeting



*Sat, Oct 11 & Nov 8  
9:00 am*

### South/Southwest /West Meetings



*Thurs., Oct 16 & Nov 20  
1:00 pm -3:00 pm*

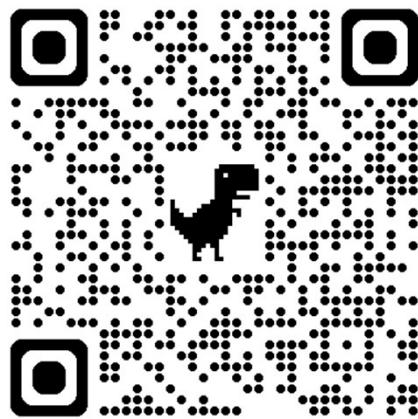
### Northeast Philly Provider Meeting



*Thurs, Oct 2 & Nov 6  
1:00 pm*



# MARKET RATE SURVEY: RESOURCES



OCDEL Confluence Podcast #7:  
The Market Rate Survey, Understanding the How, Why, What and  
When <https://www.pakeys.org/confluence-ep7/>

[https://us06web.zoom.us/webinar/register/WN\\_InAnymXfQZeC8Chzfp5rww#/registration](https://us06web.zoom.us/webinar/register/WN_InAnymXfQZeC8Chzfp5rww#/registration)

**Join us!  
Working Together  
Webinar**

November 5<sup>th</sup>, 2025  
1:00pm via Zoom

**Registration Required**



# ADVOCACY IN ACTION!



LEAGUE OF  
WOMEN VOTERS®





---

**STEPHANIE SUN**

**VICE PRESIDENT**

**LEAGUE OF WOMEN VOTERS  
OF PENNSYLVANIA**

**[stephanie.sun@palwv.org](mailto:stephanie.sun@palwv.org)**

---

---

---

# OBJECTIVES

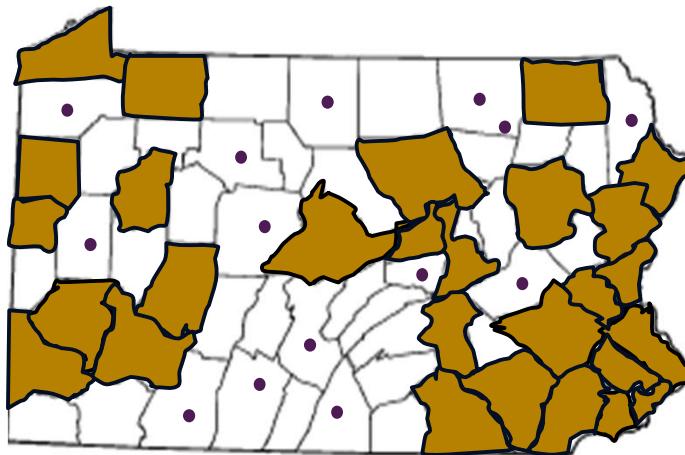
*This presentation will empower attendees to...*

- Learn about what the League of Women Voters is, what it does, and how its resources can support civic engagements
- Know more about voter registration and key election dates (including the last day to register)
- Access tools to learn who will be on the ballot and make informed choices
- Recognize the importance of participating in municipal elections and shaping their communities
- Embrace the role of trusted messengers for parents and inspire others to get involved to make their voices heard

# LEAGUE OF WOMEN VOTERS OF PENNSYLVANIA



Advocacy



Federated  
30+ Local PA Chapters  
Incorporated in LWVUS



Engagement

*... And it's not just for women!*



# VOTING? AGAIN??

Voting in municipal elections matters because...

- 1 *Local laws and elected officials have the greatest impact on your daily life*
- 2 *The margin of elections is often quite small; your vote matters a great deal*
- 3 *Municipal elections are the most powerful way to shape the community directly around you*



# WHO/WHAT ARE WE VOTING ON?



*District  
Attorney*



*PA State Courts*



*Municipal  
Leaders*

# KEY INFORMATION ABOUT VOTING

## ➤ **You can vote in person on election day (NOV. 4)**

- You must vote in your precinct – you cannot just go to any precinct to vote

## ➤ **Must Register by October 20**

- You must be a U.S. Citizen at least 30 days before the election
- You must be a resident of PA and your election district at least 30 before the election

## ➤ **You must be at least 18 years of age ON election day**

- (can register to vote when you are 17)



# KEY INFORMATION ABOUT VOTING

- ***You can vote by mail by requesting a no excuse mail-in ballot***
- **Deadline to request: October 28, 5 pm**
- **If you have an emergency, you may still be able to obtain an emergency absentee ballot from your municipality after the Oct. 28 deadline, to hand in your ballot by Election Day (Nov. 4) 8:00 PM.**



# KEY INFORMATION ABOUT VOTING

- **Deadline to vote by *mail-in ballot*:**  
**Due by 8:00 pm on Election Day (Nov. 4) to be received, NOT stamped**
- **You can vote in-person using a mail-in ballot your County Election Office until October 28, 5:00 PM**



# VOTING LANGUAGE ACCESS IN PA

- Pennsylvania: the first and only swing state
  - with trilingual election system
    - ❖ English, Spanish and Chinese
  - proving an Asian language in its election system
- Secured by federal law
  - ❖ Voting Rights Act - Section 203
- Section 203 Counties in PA:
  - Trilingual: Philadelphia
  - Bilingual: Berks & Lehigh



# WHY YOUR ROLE MATTERS SO MUCH...

***“Education is Not the Filling of a Pail,  
but the Lighting of a Fire.”***

– Plutarch, Greek Philosopher

***Educators are trusted messengers to parents.  
Inspire others to get involved to make their voices heard.***



# THANK YOU

## SCAN TO LEARN MORE!

- View non-partisan candidate information and Q&A
- Use bilingual Voters' Guide: English & Spanish
- Check your registration status
- Find your polling place





## Empowering Early Educators and Families to Vote

Families and educators of young children play a vital role in shaping the future—but they're often overlooked as voters. This workshop will explore why voting in every election matters, review resources for making informed voting decisions and discuss strategies to encourage civic engagement among staff and families. The session will be presented in English with live Spanish interpretation, and ECE professionals can receive 1 PQAS hour.



### Sessions Available

Session 1

Thursday, October 9

1:00 PM - 2:00 PM

REGISTER TODAY

<https://shorturl.at/z48VK>

SCAN HERE



— or —

Session 2

Thursday, October 9

6:30 PM - 7:30 PM

REGISTER TODAY

<https://shorturl.at/oth86>

SCAN HERE



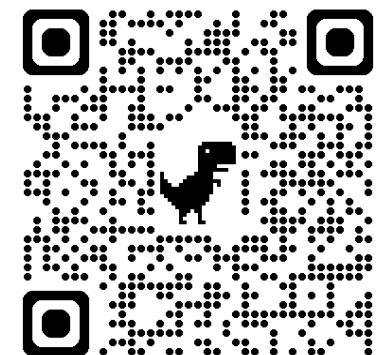
First Up is a 501c3 nonprofit organization

**TWO Sessions on  
October 9, 2025 (Thursday)**

**1:00-2:00pm**

Register here:

<https://us06web.zoom.us/meeting/register/Uc3KOyg4TlLaLznLMMWFw#/registration>

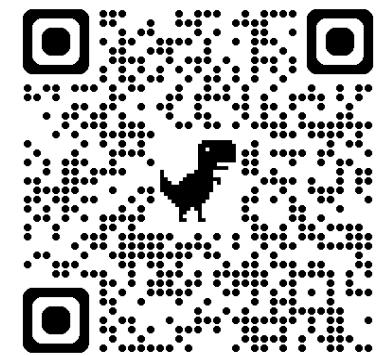


**--OR--**

**6:30-7:30pm**

Register here:

<https://us06web.zoom.us/meeting/register/QEdBlnaETwSCW5cWxUcTtw#/registration>



# FIRST UP GETTING OUT THE VOTE TOOLKIT



Available in  
BOTH

English: [GOTV Toolkit Fall 2025 English.pdf](#)

Spanish: [GOTV Toolkit Fall 2025 Spanish.pdf](#)

## ECE Community: Let's Get Out the Vote! FALL 2025 ELECTION SEASON CALENDAR

MONDAY September 22	MONDAY October 6	MONDAY October 20	TUESDAY October 28	MONDAY November 3	TUESDAY November 4
<p>Four weeks left to register to vote on Election Day.</p> <ul style="list-style-type: none"><li>~ Post registration forms at your program.</li><li>~ Talk with staff/colleagues about getting out the vote.</li><li>~ Implement GOTV activities with children to build excitement.</li></ul>	<p>Two weeks left to register to vote.</p> <ul style="list-style-type: none"><li>~ Set up a "Five Minute Table" in your program and ask all your parents if they are registered.</li><li>~ Send home registration forms with all families and post links on your website or social media accounts.</li><li>~ Remind families about absentee ballots and how to apply for them.</li></ul>	<p>Last day for voter registration deadline.</p> <ul style="list-style-type: none"><li>~ Check in with unregistered staff/colleagues who have talked about registering.</li><li>~ Ask staff to remind parents about registering in the morning when they bring their children in.</li><li>~ Begin planning for extended hours on Election Day until 9pm.</li></ul>	<p>Last day to apply for a mail-in or absentee ballot.</p> <ul style="list-style-type: none"><li>~ Prepare to send home a Halloween or harvest goody bag with each child.</li><li>~ Include a flyer from First Up inviting parents to educate themselves about voting in PA Elections.</li><li>~ Remind parents about your extended Election Day coverage.</li></ul>	<p>Election Day Eve</p> <ul style="list-style-type: none"><li>~ Put a big poster up on your door reminding parents of election hours.</li><li>~ Make final arrangements for Election Day coverage that will allow all parents and staff to vote.</li><li>~ Provide staff/parents with Get Out the Vote stickers to wear on Election Day - get printable stickers at <a href="https://www.flstup.org">https://www.flstup.org</a>.</li></ul>	<p>Election Day</p> <ul style="list-style-type: none"><li>~ Implement your coverage plan.</li><li>~ Have beverages &amp; snacks available.</li><li>~ Encourage everyone to wear a GOTV sticker.</li></ul>



---

# Provider Spotlight

**Engaging &  
Keeping  
Legislators  
Informed of ECE**



**MERCEDES FLEET-MOUNT**



# PROVIDER SPOTLIGHT: MERCEDES FLEET-MOUNT



Back to School event & Letters to legislators about budget impasse



**Bright Little Scholars, LLC** is with  
@senatorpicozzi and 10 others.

Sep 10 ·

...

Dear Senator Tina Tartaglione and Senator Joe Picozzi,

My name is Mercedes Fleet, owner/director of Bright Little Scholars Early Learning Centers in Northeast Philadelphia. I'm writing because Pennsylvania's budget—now more than two months overdue—is directly threatening our ability to keep classrooms open under the Pre-K Counts program.

On August 7th, I spoke to directly to Senator Tartaglione and August 10th, I spoke directly with Senator Picozzi to share the realities providers are facing on the ground. While we understand that transit is at the forefront of the current negotiations, we must also acknowledge that other vital programs—like Pre-K Counts—are at serious risk due to this prolonged hold-up.

Pre-K Counts funding is not "nice to have"—it is the foundation that allows us to pay certified teachers, maintain safe ratios, purchase curriculum and supplies, and provide high-quality learning for children who need it most. With the budget unresolved, we have not received reimbursement for services already delivered. The cash-flow strain is immediate and unsustainable.

At Bright Little Scholars alone:

2 classrooms / 9 children rely on Pre-K Counts seats.

At Bright Little Scholars alone:

2 classrooms / 9 children rely on Pre-K Counts seats.

2 educators are at risk as we battle to meet payroll without state payments.

We've already deferred purchases, tapped lines of credit, and reduced non-essential spending to avoid service disruptions.

If funding does not flow imminently, we will be forced to reduce hours, pause enrollment, and even consider temporary closures, which would destabilize families' work schedules and children's learning.

Every week of delay increases the risk of permanent capacity loss—once programs close or teachers leave the field, it is incredibly difficult and costly to rebuild.

I respectfully urge you to:

Finalize the state budget immediately and release Pre-K Counts funds without further delay.

Establish emergency/bridge mechanisms (e.g., stop-gap appropriations or expedited reimbursements) to stabilize providers while the budget is finalized.

Ensure retroactive continuity of funding so programs are made whole for services already delivered.

Communicate a clear payment timeline so providers can plan responsibly and prevent avoidable layoffs or closures.

## PROVIDER SPOTLIGHT: MERCEDES FLEET-MOUNT



Sen. Picozzi



Sen. Tartaglione



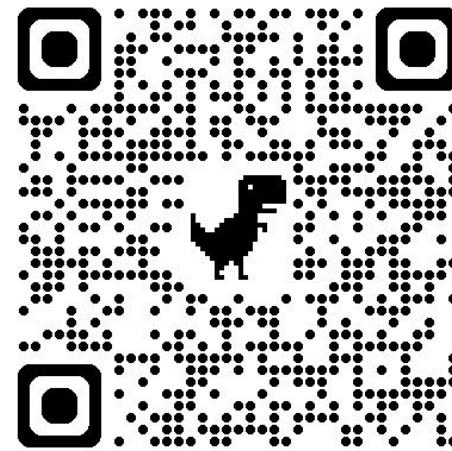
Rep. Hohenstein

# Let's Call Your Senator

Shirlee Howe  
Children First



**Step #1:**  
**Find Your PA Senator**



<https://www.palegis.us/find-my-legislator>

# CALL YOUR PA SENATOR

## Step #2: Sample Script

Hello, my name is **[YOUR NAME]** and I am the director/teacher/owner of **[PROGRAM NAME]** in your district. We are serving **XXX** number of children and families.

I am calling to ask **[Senator LAST NAME]** to approve a budget that includes

- \$55M for childcare teacher recruitment & retention,
- Additional \$17M for PreK Counts, and
- Additional \$16.2M for Early Intervention.

Childcare and preschool funding is a smart investment that strengthens Pennsylvania's workforce and saves our Commonwealth from losing **\$6.65 billion each year.**

I'd love to invite **[Senator LAST NAME]** to visit my program and see the impact firsthand. Thank you for your time!

**\*\* For PKC providers, SHARE SPECIFICALLY HOW YOUR PROGRAM IS IMPACTED by the budget impasse.**

**\*\* For voicemail, please leave your phone number.**



## Step #3: Make the call NOW

**CALL  
NOW!**

## CALL YOUR LEGISLATORS

### **Final (and easiest!) step:**

Let us know who you connected with  
—your legislator, a staff member, or if you left a  
voicemail—  
by dropping it in the chat.





COLIN DAY- OCDEL

ASIA M. SHEPPARD - DHS  
[ASSHEPPARD@PA.GOV](mailto:ASSHEPPARD@PA.GOV)

JAMILA DASHIELL - DHS  
[JDASHIELL@PA.GOV](mailto:JDASHIELL@PA.GOV)

MARYKAY MAHAR- ELRC18  
[MMAHAR@PHMC.ORG](mailto:MMAHAR@PHMC.ORG)

# MARYKAY MAHAR

SENIOR DIRECTOR,  
PHILADELPHIA EARLY  
LEARNING INITIATIVES  
ELRC REGION 18

[MMAHAR@PHMC.ORG](mailto:MMAHAR@PHMC.ORG)



**EARLY LEARNING  
RESOURCE CENTER**  
 OFFICE OF CHILD DEVELOPMENT AND EARLY LEARNING

## GENERAL ELRC UPDATES

- Keystone STARS CQI Award announced!
- Eligibility:
  - To be eligible for a 2025-26 Keystone STARS CQI Award, a provider must meet all the following requirements as of August 1, 2025, and at the time of the Award payment issued by the ELRC:
  - The provider must possess a current, regular Pennsylvania Department of Human Services (DHS) Certificate of Compliance. Providers with provisional certificates, those in a “refuse to renew” status, or those whose certificates have been revoked are ineligible.
  - The provider is designated as a Keystone STAR 2, 3, or 4 program and is not in a Keystone STARS Suspension status
  - OCDEL established an Eligibility Exception for STAR 1 programs, and Special Consideration for STAR 2 and 3 programs in the process of moving up.
  - Contact your local ELRC for program level questions and clarifications.

## ELRC 15 UPDATES – DELAWARE COUNTY

- The Quality Team at ELRC 15 will hold a CQI Grant Informational Session on **Best Practices when Spending**. The tentative date is October 15th, 2025. The registration link will be in the Grant Eligibility and Acceptance Letter email.
- The Quality Team has developed a resource Padlet. Please find or scan the QR code below.
- ELRC 15 will have a resource table at two upcoming events in Delaware County.
  - Delaware County Veterans Resource Fair is on Saturday, October 18, 2025, from 12 p.m. to 3 p.m. at the Glenolden Community Center, located at 767 Beech Ave., Glenolden, PA 19036
  - Delaware County Libraries StoryWalk® at Rose Tree Park on October 24<sup>th</sup>, 2025
- Reminder: Provider and attendance invoice questions and concerns can be sent to [ELRC15provider@phmc.org](mailto:ELRC15provider@phmc.org).



## ELRC 16 UPDATES – BUCKS COUNTY

Email: [elrc16@cscinc.org](mailto:elrc16@cscinc.org)

Phone: 215-486-2524 or Toll Free: 833-229-6928

Website: <https://elrc-csc.org>

### **Rapid Response Team**

- Continues to support childcare providers and families in efforts to reduce suspension and expulsion of children with challenging behaviors. Providers are encouraged to contact the ELRC for more information or to make a referral.

### **Fall Conference – Filling Fast!**

- ELRC 16 will be hosting a full day conference on Monday, October 13, 2025. The day will focus on classroom strategies, interactions, and more that can help reduce the presence of challenging behaviors. More information will be available in upcoming editions of the Provider Link newsletter.

### **Monthly Directors' Network Meetings**

- All providers are invited to join community partners and Quality Coaches for networking, news and important updates. In-person and virtual options are available. See the **Monthly Provider Link Newsletter** for details and to register: [\*\*ELRC 16 PROVIDER NEWSLETTER\*\*](#)

### **Building Capacity Network for home-based providers**

- ELRC 16 is working with the PAKey to gather feedback and data from Family Child Care Homes and Group Homes to discuss the unique benefits, challenges and needs of these providers. Our first Focus Group was very engaging and provided an opportunity for networking, candid conversation and identified opportunities for future supports. Next, we will discuss business practices with a focus on sustainability. For more information, please contact Angie Somogyi at [asomogyi@cscinc.org](mailto:asomogyi@cscinc.org).

## ELRC 17 UPDATES – MONTGOMERY COUNTY

- ELRC 17 is hosting Parent Café Events at Child Care Providers in Montgomery County. This is a great Family Engagement Opportunity. Reach out to your Quality Coach to schedule an event at your center.
- ELRC 17 next Local Leadership Council Meeting will be on Wednesday, October 15th from 1-3pm. This meeting is held in a hybrid format. All Community Partners, Stakeholders and Child Care Providers in Montgomery County are encouraged to attend. To Register: [Click Here](#)
- ELRC 17 next Health & Safety Regional Taskforce Meeting will be on Wednesday, November 19th from 1-2:30pm. This meeting is held in a hybrid format. All Community Partners, and Child Care Providers in Montgomery County are encouraged to attend. To Register: [Click Here](#)
- ELRC 17 Monthly Newsletter is sent via our Quality Coaches each month. Our newsletter is posted on our website: [www.montcopa.org/elrc](http://www.montcopa.org/elrc)

## ELRC 18 UPDATES – PHILADELPHIA COUNTY

- **Quarterly Provider Network Meetings:**
  - Recently completed September 25
  - Meeting content posted to website for reference
- **Coming Soon! Provider Wellness Resource Webinars**
  - Health and Safety Panel
  - Social Emotional Wellness Panel
- **Rapid Response Team remains available!**
  - RRT Request Form ([surveymonkey.com/r/PhillyRRT](https://www.surveymonkey.com/r/PhillyRRT))
  - PhillyRRT@phmc.org
- **ELRC 18 Website Updates:**
  - Staff Directory by Service (Provider, Quality, Family)
  - “Find Your Quality Coach” search function
  - Expanded Provider and Family Resources

## ELRC 19 UPDATES – CHESTER COUNTY

- **ELRC 19 Kick Off Resource Fair – Thursday, October 2<sup>nd</sup> from 10-12 at the CCIU**– an open house celebration for all Chester County Providers to attend. Contact your QC for registration information.
- **Chester County Quality Coach Office Hours** – Every Thursday we hold office hours throughout the county, please check either the newsletter or with your QC to find out when we will be close to you. Please come and visit!
- **ELRC 19 Weekly Newsletter** – This provider newsletter is now delivered bi-weekly to your inbox with current announcements, OCDEL news, Keystone STARS and CCW updates and information about regional services and events. To subscribe please contact your Quality Coach or email directly the Director, Susan Moylan @ [smoylan@phmc.org](mailto:smoylan@phmc.org)

**ASIA M. SHEPPARD**  
ASSHEPPARD@PA.GOV

**JAMILA DASHIELL**  
JDASHIELL@PA.GOV



## OCDEL UPDATES

- **Announcement C-25-03: Policy for Transferring Care Between Child Care Facility and School**  
issued 8/29/2025, effective 9/15/2025
  - The purpose of this announcement is to update certified child care providers on the moment when care and supervision is transferred when children are picked up and dropped off for school. Supervision during pick-up and drop-off times for children must be clearly defined to ensure the safety and accountability of children and child care providers.
- **Preventing Child Behaviors that Challenge Us and Resources Available to Providers**
  - In Episode 6 of the Confluence Podcast, hosts Ruby Martin and Chris Loos discuss prevention strategies to help reduce challenging behaviors in early learning programs.
  - All episodes can be found here [The Confluence Podcast - The Pennsylvania Key](#)

To view and sign up for Announcements- [Certification Services eNews - The Pennsylvania Key](#)

# CLEARANCE REQUIREMENTS FOR VOLUNTEERS

C-25-01: Maintaining Compliance with the Child Protective Services Law (CPSL) for Department of Human Services (DHS) Certified Child Care Facilities - The Pennsylvania Key

- **Required Clearances**

- Pennsylvania Child Abuse History Clearance
- FBI Criminal History Clearance-**1KG6ZJ** – DHS Volunteer should be used for volunteering in a certified child care facility.
- National Sex Offender Registry (NSOR) Verification
- Pennsylvania State Police (PSP) Criminal History Clearance
- Volunteer Disclosure Statement
- Out-of-State Clearances-The CPSL requires that a volunteer obtain clearances for each state(s) a volunteer may have resided in outside of Pennsylvania within the previous five-year period.
- Mandated Reporter training is required for a volunteer having direct contact with children or routine interaction with children

**COLIN DAY**

DIRECTOR OF  
COMMUNICATIONS,  
OCDEL



Pennsylvania  
**Office of Child Development  
and Early Learning**

## OCDEL UPDATES



**Stay Connected  
to OCDEL**



**Market Rate  
Survey**



**Certification  
Regulation  
Rewrite Project**



**Feedback for  
OCDEL**



**Open for Q&A**

# HOW TO STAY CONNECTED TO OCDEL

## Sign up for Early Education Emails

- [The Pennsylvania Key : Sign Up to Stay in Touch](#)

Sign up for one or more emails from Pennsylvania Office of Child Development and Early Learning (OCDEL), the Pennsylvania Key, and PA's Promise for Children.

\* Email Address

\* First Name

\* Last Name

Email Lists

- Bright Start, Bright Kids, Bright Future -IECMHC
- Certification Services News
- Coaching: Window with a View
- Kindergarten Here I Am for Professionals
- Kindergarten Here I Come for Professionals
- Learning is Everywhere Monthly News
- Let's Talk Quality: PQA Blog Subscriptions
- My child will enter Kindergarten in 2025
- My child will enter Kindergarten in 2026
- My child will enter Kindergarten in 2027
- My child will enter Kindergarten in 2028
- PA Early Education News & Special Announcements
- PA Head Start State Collaborative Office (HSSCO) News
- The Buzz on PD in PA

# 2025 MARKET RATE SURVEY

- Licensed child care providers: Help shape the future of child care funding and policy decisions in Pennsylvania.
- Information about your private pay tuition rates is vital. OCDEL strongly encourages you to participate in the 2025 Child Care Market Rate Survey, open from **September 8 to December 8, 2025**.
- By sharing your tuition information, you're contributing to more accurate data that directly influences child care subsidy policies and funding decisions.
- [Pennsylvania's 2025 Child Care Market Rate Survey - The Pennsylvania Key](#)



# CERTIFICATION REGULATION REWRITE

- Certification Impact Project  
- The Pennsylvania Key

- Public Comment Period estimated to be announced Spring 2026
  - 30-day Public Comment Period
  - Fall of 2026 (October- November)
- Reg Package currently being reviewed by Certification and Policy Directors and QA team
  - Applicability and burden
  - School age lens



## SUBMIT FEEDBACK TO OCDEL LEADERSHIP

- On **Monday, October 21, 2025**, at the ECE Summit, OCDEL Leadership will host a session titled "*Building Bridges: A Conversation with OCDEL Leadership*." We invite you to submit your questions in advance. This will help guide the conversation and ensure the topics most important to the field are addressed.

**Building Bridges: A Conversation  
with OCDEL Leadership**





## OPEN DISCUSSION

Reach out to Netta with  
any questions or concerns  
[c-jradzins@pa.gov](mailto:c-jradzins@pa.gov)



Advancing quality early care  
and education in Bucks, Chester,  
Delaware, Montgomery and  
Philadelphia Counties

## 2025-2026 SEPECC COMMITTEE VOLUNTEERS

### Steering Committee

Zakiyyah Boone (Co-Chair)  
Melanie Brennan (Co-Chair)  
Ebony Baggett  
Jackie Groetsch  
Kia Douglass  
Latonta Godboldt  
Laverne Cheeseboro  
Mary Graham  
Melody Connell  
Minnette Taylor  
Sharon McClafferty  
Shineal Hunter  
Tracey Triolo

### Advocacy Workgroup

Eleanor Levie  
Laverne Cheeseboro  
Lisa Iliopoulos  
Mercedes Fleet Mount  
Nicole Fetherman  
Shineal Hunter  
Shirlee Howe  
Sim Loh

### Advisory Council

Elizabeth Ozer  
Khadijah Sabir  
Maddy Malis  
MaryKay Maher  
Norma Finkelstein  
Pamela Haines

### Social Media Workgroup

Eleanor Levie  
Shar'ron Brown Carroll  
Sim Loh

Sept. 2025

- **30-Second Exit Survey:**  
<https://forms.gle/t82KfnwDDHQW49B4A>
- **PQAS Hours Request Form:**  
<https://forms.office.com/r/RfzSg97k7j>
- **Upcoming Meetings:** 12:30-2:30pm
  - October 28
  - November 25
  - December 16 (3<sup>rd</sup> Tue.)
- **Meeting Slides, Recording & Registration Links** on First Up/SEPECC Webpage: <https://www.firstup.org/sepecc/>
- **Q & A Time**

