CJC Childcare Co-op

Overview & Working Britot

The purpose of the Childcare Co-op is to provide childcare at adult-oriented CJC events. We are not able to provide childcare at all events, but offer it for bigger adult-oriented events when we expect more children to be present. This is a volunteer-based effort. CJC members and CJC-adjacent adults are welcome to participate as volunteer caregivers. We are happy to share resources on engaging with children if you don't have experience working with kids but want to learn!

This is an iterative project. We will adapt as we learn more about our capacity and the needs of parents/guardians and children through experience. We will have occasional co-op check-in meetings as well as opportunities for parental feedback.

In order to utilize the co-op for your children, or to participate as a volunteer caregiver, **you MUST agree to the britot (agreements) below.**

After reading the britot below, **please sign your agreement here:** **https://bit.ly/cjc-childcare-britot**

Parent/Guardian Brit

- Attendance
    - Parent/guardians must sign their children in and out so caregivers know who they are responsible for
    - Parent/guardians must remain on the property at all times and be easily reachable
- Realistic Expectations
    - Children should be dressed for potentially messy play - we will be primarily outdoors and have the opportunity to engage with messy art materials
    - This is not a religious education program - children will be given the opportunity for free play and open-ended experiences, not holiday or Jewish-specific programming/activities. (At times, we may have some holiday-related materials which children can explore if they want.)
        - We will separately provide educational content through Neshama b'Teva, intergenerational holiday events, and other programs TBD
    - Parents/guardians are responsible for changing their children's diapers or taking their child to the bathroom if they need help

    - Parents/guardians are responsible for administering medications or providing first aid beyond band-aid application
    - Parents/guardians are responsible for their children's belongings
    - Parents/guardians must review the caregiver, child, and parent/guardian britot (agreements) and ensure that you and your child can abide by the guidelines
- Participation
    - Parents/guardians are expected to contribute to the co-op in some way in exchange for participation
    - Participation options include signing up for a caregiver shift, helping with logistics, set-up and clean-up, sourcing children's materials, etc.
    - This will operate on an honor/mutual aid model for now - put in what you can, when you can

Children's Brit

Based on Neshama b'Teva Brit made with kids in 5784

- No violence
- No unkind, violent, or curse words
- Be kind
- Be respectful of all materials, take care of the space
- Take care of the earth
- If you see something unsafe, tell an adult
- Your choices have consequences

Caregiver Brit

- Orienting yourself
    - Please arrive a few minutes before your shift begins to orient yourself to the space
    - Locate the children's area and materials
    - Make sure you know where the first aid kit is
- Respect Children
    - Children have autonomy - they are able to make decisions about and take responsibility for their own experiences
    - Model respectful language
    - Model bodily consent - Ask without pressure before you take a child's hand, give a hug or high five, or wave as a greeting, etc.
        - Example: "Hey Jimbo! Have a great Shabbes! Do you want a hug, high five, or wave before you go?"

    - Follow children's lead in interactions - some children may need time to warm up, allow them space/parallel play/etc until they are comfortable
    - Children may refer to caregivers by their first names, with no honorifics
    - Call children what they want to be called, be sure not to assume pronouns
- Observe first, then engage children
    - Children don't need to be entertained. You can offer open-ended materials or activities, but allow them the opportunity just to be bored or find their own things to do
    - If you see a situation you are questioning - observe first, allow children an opportunity to resolve it on their own, and then step in if it is clear they need support
- Support children's emotional regulation
    - Support and model your own regulation in challenging circumstances - take a deep breath, ask for help from another caregiver, take space, etc
    - Pay close attention to children's emotional needs, be in tune with the vibes
    - Ask yourself - how can I shift the situation to make it more successful?
    - Offer sensory space for children seeming overwhelmed
- Conflict resolution
    - Remind children of the children's brit when needed
        - These were created by Neshama b'Teva students, so some (but not all) of the kids in your care may have helped craft these – it may be helpful to remind them of that
        - It may be helpful to involve children in adapting or adding to the list
    - Ask them to take some space to cool down
    - Invite them to have a "do-over" and model alternative language/strategies they could use
- When to get help from a parent/guardian
    - If they are unable to emotionally regulate after you've tried calm down/conflict resolution strategies
    - If they are putting others in physical danger
    - If they are being destructive of the space or materials
- Record keeping
    - Please take notes about your experience in the provided "captain's log," so that we have a record of how things went in general. Make sure to document anything you want the co-op to return to for further thought
    - Document in a way that others will understand when reading later
    - This will help us learn and adapt the co-op
- Caregivers are not
    - Allowed to be alone with a child unless within eyesight of the other caregivers or the child's parent/guardians

- Responsible for toileting help other than walking a child to the bathroom and standing outside - we do not change diapers or wipe butts
- Providing care while parents/guardians are off-property
- Expected to manage excessively dangerous behavior or situations - get a child's parent/guardian for help if need be
- Expected to administer medications, or provide any first aid beyond a simple band-aid application. We do not have medical permissions for children in our care
- Responsible for children's personal belongings or keeping their clothes clean - we will primarily be outside and children can get messy
- Judgmental about parenting styles, children's needs, etc - keep an open mind and be open to feedback from parents/guardians

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