



Welcome to Kids 'R' Kids of West Frisco

Dear Parents,

We would like to take this opportunity to welcome your family to ours by selecting Kids 'R' Kids of West Frisco, the premier Pre-School educational environment for your child. Each and every Kids 'R' Kids is independently owned and operated. The owners are on site and take an active role in the management of each school. Our founders Pat & Janice Vinson's philosophy is children should be hugged first and then taught. It was this very philosophy that our own children experienced in a Kids 'R' Kids that inspired Tammy and I to open the school in West Frisco.

We are very aware that choosing a child development center can be a difficult decision whether you are a first time Mom or Dad or a parent with a few years of experience behind you. For this reason we strive to do all we can to help make this decision an easy one for every one involved. Our goal is to provide the very best Pre-School experience for your family so that you may leave with the peace of mind knowing your child is receiving an unsurpassed education and care. We promise to work hard each and every day to give your child the care and nurturing they need while providing a creative unique learning environment.

Whether transitioning from the class next door or brand new to our center we know that any type of change involving your child can create a variety of different feelings. Please know that we are here to help make this transition as smooth as possible. As early childhood professionals we are very aware that children develop and mature at varying rates. Children, as individuals, adapt to new routines and structure differently, grasping the requirements for participation in the classroom at different times

As part of our commitment to continuous improvement our teachers are educated in the latest techniques for helping new children and their family's transition to the pre-school environment. Our training teaches us that this works best when children are hugged first and then taught. Texas Department of Family and Protective Services requires 20 hours training annually for each teacher. We require 25 hours. This training is provided at no cost to our teachers in a classroom, online or one on one environment. New teachers get a minimum of 8 hours orientation training before they are placed in the classroom environment as a teacher. Teachers are also encouraged financially to increase the number of hours spent in training throughout the year, along with completing their formal

education. Each teacher may earn a salary increase by completing 40 hours of training over and above the required 25 hours. We also provide a 75% contribution to the cost of a teacher acquiring their Child Development Associate certificate, with a significant increase in salary when they receive their certificate. Our current staff of 53 holds one Masters degree, one Masters degree in progress, 8 Bachelors' degrees, another 14 Bachelors' degrees in progress, one Associates degree, 5 teachers with some college, 9 CDA's, 3 CDA's in progress and two Texas teaching certificates.

We strive to attract the most qualified teachers possible by providing the best working environment and benefits possible including but not limited to health and dental insurance. We also provide a tenure bonus at the end of 3 years, 6 years and 10 years of continuous employment. We believe that a strong bond between the family and the educational professionals will provide the strongest possibility for the child to succeed. Because of our commitment to our teachers we have eight employees who are in their fifth year of employment, four of whom have been with us since we opened. We have six teachers who are in their fourth year, ten who are in their third year and eleven who are in their second year. 66% of our staff have been with us for over one year.

We use the Kids 'R' Kids curriculum that received accreditation by AdvanceED/SACS in March 2009. SACS stands for Southern Association of Colleges and Schools, this is the same accreditation authority that the Texas public schools and universities receive their accreditation from. Our school is currently working on accreditation by AdvanceED/SACS and is in the first stage of this process. We are also working with the Texas Preschool Readiness program out of the University of Texas and hope to receive this certification in the near future. This program is currently on hold at the University level due to lack of state funding. We also provide individual assessments of a child's progress and development online using the PreSchool First assessment program which is tied to the Texas Preschool Readiness program. Parents are given a username and password to access this information at any time. Teachers update the progress on a weekly basis. This information is used to adjust our curriculum on an individual basis to respond to the needs of the children in the classroom.

Each child will go through a one-week evaluation period in his or her new classroom for observation and assessment of their ability to fit into the classroom environment. At the end of this assessment we may have a conference, phone or in-person, with the parents and teachers to discuss our observations. At this time we will all discuss whether or not our school is the best choice for your child's success. An option could be a longer trial period to determine the suitability of the school for all parties. If either party at this time feel that the pre-school environment is not in the best interests of the child or the child's needs will not As early childhood professionals your child's well being and education is our first priority and we will work with you to make the relationship work to the very best of our ability.

Please know that the management staff is always open and receptive to any ideas, comments or concerns you might have. Once again thank you for allowing us to fill such an important role in your child's life.

Please read the Parent Handbook carefully as many of your questions will be answered there. The Handbook will cover many issues such as hours, policies, preparation for your first day, week and month and many other items. A Parent Orientation is held for each new family with a member of our management team to review the school's policies, procedures and to answer any questions you may have.

Once again Tammy and I and the management team would like to thank you for choosing Kids R' Kids of West Frisco as your Pre-School.

Warmest Regards,

Paul and Tammy Huff