



Striving for a Healthy Balance:

The NU Office of Work/life Resources provides programs, services and consultation to enable staff and faculty to effectively balance the competing demands of work and home.

Choosing Childcare

As a parent, choosing childcare can be one of the most important and challenging tasks that you may face. It is important to understand your child's developmental needs, what childcare options are available, and what is important to you in selecting a caregiver. In many ways, your caregiver will be your partner in your child's early education. Each family is unique, so there is no "one size fits all" approach to selecting the right childcare for your child(ren).

There are a variety of childcare options available:

1. In-Home Care
2. Family Day Care Home
3. Center-based Care
4. Pre-School Programs

There are a variety of approaches to choose from. Here are a few widely recognized approaches:

Montessori: to learn more:
<http://www.montessori.org/>

Reggio Emilia: to learn more:
<http://www.reggioalliance.org/>

Waldorf: to learn more:
<http://www.whyywaldorfworks.org/>

Academic skills, learning behaviors, social skills and a love of learning are indicators of a solid foundation for success in kindergarten and later elementary school. Professionals seem to agree that:

- Earlier is not necessarily better when it comes to developmental milestones
- Comprehensive programs are preferable to narrowly focused ones
- Hands-on, opportunities to explore and discover, with guidance of teachers who create a learning environment, rich with opportunity.

NU Childcare Resources

Options and Information

Action for Children: Northwestern University benefits eligible faculty and staff have access to childcare resource and referral services through Action for Children. To reach the NU childcare consultant, call 312-823-1275. All resource and referral services are at no cost and confidential.

Please Note: Referrals provided by Action for Children are not endorsed by Northwestern University or by Action for Children. It is important that each family screen providers thoroughly. For additional information:
<http://www.northwestern.edu/hr/benefits/cchildcare/solutions/finding.html>

Near-site Childcare Centers

McGaw YMCA Children's Center, Evanston
NAEYC accredited

The Northwestern University has an arrangement with the McGaw YMCA

Children's Center which affords the following benefits to Northwestern faculty, staff and students:

- Priority enrollment
- University funded fine arts enrichment program
- NU funded fee assistance, based on financial need
- Waiver for YMCA youth membership fee for NU children enrolled at the Center.

The McGaw Children's Center is located at 1420 Maple Ave in Evanston. The Center provides year-round child care for infants and pre-K children, as well as after-school and summer camp programs for school aged children. As there is no guarantee of availability, it is recommended that families plan ahead and make contact as early as possible if they are interested. To get more information or to arrange for a tour of the center, please call 847-475-8580.

Information is also available on-line at: <http://www.northwestern.edu/hr/benefits/cildcare/solutions/ymca.html>

University Children's Center, Chicago "Eco-Healthy" Childcare

The University Children's Center provides priority enrollment to Northwestern University and the Northwestern Medical Faculty Foundation (NMFF) faculty, staff and students. The Center is owned and operated by the Children's Creative Learning Centers, Inc (CCLC), a national child care provider dedicated to quality employer sponsored early childhood education. The 112-capacity center is located in the Onterie Center at 446 E. Ontario, just two blocks south of Abbott Hall on the Chicago campus. The center serves children ages six weeks to five years. Northwestern receives priority enrollment status. Spaces are awarded in the order that registrations are received. To schedule a tour, contact the Center Director at 312-867-7056.

Fee assistance is available to families who meet the income eligibility requirements. Applications for fee assistance are available on-line at:

<http://www.northwestern.edu/hr/benefits/cildcare/solutions/kindercare.html>

For additional information about fee assistance, contact the Office of Work/Life Resources at 847-491-3612.

In-Home Sitters

Sittercity

Eligible NU faculty, staff and students can enjoy free access to a database of thousands of babysitters, nannies, and pet sitters at Sittercity.com. Use the service to help you locate and hire a childcare provider. The service includes an optional national background check, a library of tips and resources for parents, as well as rate calculators. Register for your free account at <https://nuhr.northwestern.edu>

Nanny share

If you are interested in sharing a nanny with another Northwestern family, the Office of Work/Life Resources coordinates a nannyshare list so that Northwestern families can network to explore this creative childcare arrangement. To learn more, call the office of work/life resources at 847-491-3612 or visit: <http://www.northwestern.edu/hr/benefits/cildcare/solutions/nannyshare.html>

Flexible Spending Accounts

Dependent Care Flexible Spending Account (FSA)

You actually save money using pre-tax dollars to pay for childcare when you set aside up to \$5000 annually (about \$416 per month) from your paycheck. For more information: <http://www.northwestern.edu/hr/benefits/plans//fsa/faqdep.html>

Dependent Care Matching

This program further helps defray your childcare costs. Depending on your family income level, you may be eligible to receive up to \$3000 from the University for childcare expenses reimbursed to you through your FSA. Enroll during the Benefits Open Enrollment period.

<http://www.northwestern.edu/hr/benefits/plans//fsa/faqdep.html>

Back-Up Child Care

University Children's Center

<http://www.northwestern.edu/hr/benefits/cildcare/solutions/backup.html>

McGaw YMCA Children's Center (ages 3-5)

<http://www.northwestern.edu/hr/benefits/cildcare/solutions/backup.html>

Backup Childcare Match

The University provides non-taxable funds of \$25 per use for a maximum of \$150 per calendar year directly to benefits eligible full-time faculty and staff to assist an individual in meeting a portion of his or her backup childcare expenses at designated center locations. Users must be enrolled in the Dependent Care Flexible Spending Account to receive the backup care match. The match eligibility is not dependant on income.

<http://www.northwestern.edu/hr/benefits/plans//fsa/faqdep.html>

Discount or Priority Programs

Baker Demonstration School provides Progressive Education for toddlers through eighth grade students. Full time benefits eligible faculty and staff receive a 5% tuition discount. For additional information, contact the admissions director at 847-425-5813 or visit www.bakerdemschool.org

Roycemore School is an independent, fully accredited, coeducational, college preparatory day school in Evanston, Illinois providing a liberal arts education to students from Junior Kindergarten (3 year olds) through Grade 12. An after-school extended day program and summer camps are also available. Roycemore School offers a 25% tuition discount to all benefits-eligible faculty and staff with children enrolled in Roycemore's educational programs. For additional information, contact the admissions director at 847-866-6055 or visit www.roycemoreschool.org

Harkness House for Children provides care for infants through kindergarten children in full and part-day programs. The center is accredited by the National Association for the Education of Young Children (NAEYC). Northwestern University faculty, staff and student families receive priority enrollment at the center. For additional information, call the center director, at 847-501-2549 or visit www.harknesshouse.org

For additional information on any of these programs, contact the Office of Work/Life Resources: Lori Anne Henderson, Director of Work/Life Resources, la-henderson@northwestern.edu or 847-491-3612.