

	2008 AFAP ISSUES (**note issues written by submitters and text has not been changed	WORK GROUP	Responsible a	Work group Results	Agency Response
1	<p>Issue: The CDC does not think they have to provide day care for special needs children. Scope: At a Special Needs Assessment Program (SNAP) meeting, we were told that CDC would not provide day care for my child due to special needs. My child is not the only child that has been denied care due to a special need. The ADA act states that services must be provided unless it requires unreasonable change to the program or building, etc. My child is not that severe, a four year old with the brain of a one year, can walk, feeds self, still in diapers and doesn't talk, none of these gives the CDC the right to deny care under the ADA act. This issue affects all families with special needs children currently stationed here or who will be stationed here. Recommendation: 1st CDC needs to be informed about discrimination and needs to be educated on federal laws before they tell a parent that child can not be given care. 2nd, a special needs room at the CDC needs to be established due to the number of children with disabilities/enrolled in EFMP.</p>	Child and Youth Services	FMWR-CYSS	The CDC is not entitlement based like schools are. To make it an entitlement would be too expensive because of lack of trained staff, possibility of allowing less children in a room with special needs child and proper facility for a special needs child. Furthermore, the CDC works with these families to find other child care options. The needs of special needs children are being addressed even if not accepted into the CDC.	All children with Special Needs that request participation in CYS programs are reviewed by the Special Needs Accommodation Committee which is comprised of representation from Preventive Medicine, Keller Hospital, Army Community Services and Child, Youth & School Age Services. Maximum efforts are made to seek ways for special needs children to be accommodated in childcare or Youth Programming. Any case in which placement is denied is reviewed by the Special Needs Review team which has legal and Garrison or Deputy Garrison Director presence. Note that all special needs children reviewed were placed in care in the past 18 months to include the child listed in the example, only when the childcare for this child verified that one-on-one care was required were services stopped. The Army does not fund CYSS programs for individual care.
2	<p>Issue: Transportation of School-age children between school and the Before/After School Care program. Scope: Currently the children are transported to and from school via mini vans and/or shuttle bus. The company that provides transportation for the schools states the school-age building is too close to the school to transport the children. The way things are now, at least 4 staff are require to go to the school to pick up the children according to CYS policy. There are times when more children attend than can be accommodated with one trip and a second trip is needed to transport. The program can accommodate more children than can be transported. Recommendation: Have an exception to policy and make the School-age building a standard bus stop for those children enrolled in the Before/After school program.</p>	Child and Youth Services	FMWR-CYSS	It's a non-issue because SAS has decided to use the shuttle system and pay for it. They have not decided to take it up with DEDAS, who is responsible for the bus stops. They would have to create an amendment to the current rules	The Army CYSS program will be supplying the West Point CYSS program with 8 14-passenger vehicles in Jan-Mar 2009 timeframe. Two or three of these vehicles (based on enrollment numbers) will be used to transport children to school in the morning and will supplement afternoon transportation needs. There will not be any children that will not be able to participate in the School Age Services program due to transportation limitations or staffing issues. Making the School age Center a standard bus stop is not needed to address transportation of staffing issues.
3	<p>Issue: West Point Middle School's lack of resources and educational programs. Scope: West Point Middle School does not have the funding to provide our students with proper sports programs and academic courses they deserve. It is our fear of the local community that prevents us from seeing the disservice we are doing our own children. Recommendation: Our students deserve the same quality education that they would receive outside our gates. The local school offers a variety of extra-curricular sports for the 7th and 8th grade, the opportunity to try out for JV high school teams, more variety in language, math and science courses as well as more clubs. Repeatedly I have heard that our school district doesn't have the money to fund these things. we barely have funds to maintain the school grounds. I recommend we consider doing what other military towns do and outsource our Middle School students to the local school district so that they will have the same advantages as local students do going into high school.</p>	Child and Youth Services	WPS, DDESS The sports section duplicates issue 707	Selected as 2008 AFAP issue titled: Availability of Information and Limited Variety of Education Programs offered by West Point Schools (WPS)	2008 AFAP issue
4	<p>Issue: Day care cost for working spouses;Scope: It affects military spouses' ability to work. They have to pay child care payment before they actually receive a pay check when they receive an initial job offer. Recommendation: Offer a deferred payment plan to spouses providing an initial job offer letter. Pay a smaller fee up front and pro rate as they receive pay check.</p>	Child and Youth Services	FMWR- CYSS	It was mentioned that the Outreach Services Director (OSD) can work with individual parents on a case-by-case basis to prepare a payment plan to help pay for childcare. Parents would need to contact the OSD for more information. On a case by case basis they will work with parents to set up a payment plan to spread the child care payments over the month.	Parents would need to contact the OSD for more information. On a case by case basis they will work with parents to set up a payment plan to spread the child care payments over the month to ease the financial burden.
5	<p>Issue: Parents driving on sidewalk at the "kiss and drop". Scope: This is a safety concern for small children walking on the sidewalk. Recommendations: Put poles along the "kiss and drop". Children would be able to enter/exit cars without the cars driving on the sidewalk.</p>	Child and Youth Services	WPS	Discussed issue with Mr. David Rudy (principal) - permanent poles might damage car doors and make snow plowing difficult. Mr. Rudy agreed to put out traffic cones to differentiate between the street and sidewalk.	The AFAP committee asked for traffic cones to be put out to prevent people from driving on the sidewalk. That has been done.

	2008 AFAP ISSUES (**note issues written by submitters and text has not been changed	WORK GROUP	Responsible at	Work group Results	Agency Response
6	<p>Issue: School Age Services- offer expanded services to meet the needs of Families who do not live on post or attend WP Schools Scope: SAS could offer full-time and hourly care for children who do not attend the WP Schools during the last two weeks of August and during school vacations/closing, snow days that do not fall within the WPS Calendar. Recommendation: 1) Do a needs survey of the community (not just current patrons) to see if there is a need to expand care, 2) Offer full-time/hourly care during the last two weeks of Aug, making slots available after before and after school slots are filled 3) Based on needs surveys open up care to accommodate off-post school closing throughout the year 4) Increase the number of slots available for summer camp (research using the WPS).</p>	Child and Youth Services	FMWR-CYSS	Selected as 2008 AFAP issue titled: School Age Services (SAS) for children who attend off-post schools.	2008 AFAP issue
7	<p>Issue: Subs needed at schools/ CDC full Scope: Both West Point Schools are ALWAYS looking for subs. Qualified subs live right here on USMA, but cannot find childcare at the last minute to sub. Recommendation: If the CDC could reserve even 2 spots for subs who get the call at 7:15 am then the school staff would not have to "cover" open classes. It is a win-win. The schools get qualified subs and the CDC will still fill the spots, even if it with last minute hourly care spaces.</p>	Child and Youth Services	CDC, WPS	Selected as 2008 AFAP issue titled: Child care for Substitute Teachers at West Point Schools (WPS)	2008 AFAP issue
8	<p>Issue: Youth Services is inconsistent with enforcing age requirements and cut-offs for a variety of activities. Scope: This is an issue because people who "follow the rules" often have to explain to their child why their friend who is the same age as them is able to participate in an activity while they are not able to. By allowing "cutting" in line some children who are of the proper age end up not getting to participate in activities due to program capacity. Case in point: Currently an 8 year old is playing in 10yr to grade 8 soccer. Recommendations: If a child is "above" their age bracket, they need to seek a more competitive team elsewhere, not move up to a league that already has a wide age range. Eighth graders should not be playing in a rec league with 8 year olds. There is no soccer team at the middle school, so children are already at a grave disadvantage when it comes to being prepared to play high school sports, don't make it worse by dumbing down their rec experience.</p>	Child and Youth Services	DFMWR-CYSS	This was confirmed to be an isolated issue with the 8-year old in question playing at a much higher skill level than others in his age group. By keeping the child at their current age level they completely dominate the game and do not offer opportunities for others to touch the ball.	YS establishes requirements which are age appropriate for children. These requirements are adhered to unless there is a valid reason to move a child to another age bracket. In Instruction Programming a child may be moved out of his or her standard age bracket if they have acquired skills which far surpass that bracket. This move is only made if the Instructor, Parent and CYSS SKIES Specialist all agree that the placement is in the best interest of the child. In Youth Sports programs, children are only moved after evaluation of skills by the Youth Sports Director and Coaches. Coaches, Parents, and Youth Sports Director all need to agree the placement is in the best interest of the child and will not impose any safety risk. At no time either in Youth Sports or instructional programs will a child be moved if the move causes displacement of another child.
9	<p>Issue: CYSS Staff Should not be Mission Essential Scope: CYSS Staff are mission essential, so they can be here on Code Red days to care for the children of other mission essential employees. As an essential employee I am told that I need to find backup care for my child so I can come to work and care for the child of other Essential Employees who do not need to find backup care for their child. This creates a double standard among essential employees and resentment. This also not only puts the employees at risk traveling in adverse weather conditions. Many days there are more caregivers than children present during the Code Red. This status has also been abused in the past by supervisors who had employees report when there was no power and no children to care for, Code Red. Parents have also abused the system by dropping their children off to go skiing. Recommendation: Require all essential employees to have back up child care arrangements, this would eliminate the need to have CYSS employees in the essential status. Open CDC/SAS 15- 20 minutes prior to end of Code Red time periods.</p>	Child and Youth Services	FMWR-CYSS, CPAC	1. CYSS staff members are informed when they are hired of their mission essential status - are aware of the need to have back-up plan. 2. Mission essential means: "They need to come to work if they can" it does not negatively affect employment if unable to report. 3. Dual mission essential personnel are eligible for childcare 4. CYSS services are essential to mission essential personnel.	No response required