SPOTLIGHT

2024 ON PROVIDERS

A SPACE TO GROW



EARLY LEARNING
WHAT'S NEXT

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OUR EXECUTIVE DIRECTOR



Greetings,

2023 was an exciting and inspiring year for us at the Early Learning Coalition of Pasco and Hernando Counties, Inc. Our staff's dedication and hard work have enabled us to build a supportive early childhood system that provides School Readiness and Voluntary Prekindergarten (VPK) reimbursement, federal and state grants, training and professional development, coaching, and family supports. This year, thanks to the leadership, passion, and dedication of our team and Board of Directors, we have solidified our reputation as the experts for Early Childhood Education. We are very excited to share some amazing system and program updates in this annual issue.

I hope everyone has been applying for the available ARPA Grants to support and stabilize your childcare businesses during these challenging economic times. I have been excited and amazed to see so many of our providers using these grant funds to recruit, hire, and retain staff, along with providing competitive wages. In addition, many teachers, directors, and owners have been completing training at record levels, and many providers have used the grant funds to improve the efficiency and quality of their programs.

I continue to enjoy my visits with you as I show our programs to our Board members. Our Board members need to visit your programs and interact with children. Board member engagement is very important to the continued success of our organization. When they visit programs with me, they gain perspective and learn about the field. Board members have been reading to VPK classes and

CONTINUED...

many are hooked once they participate and can spend time with children in classrooms.

Thank you for your tremendous work and passion for early childhood education. The first five years, or 2,000 days, is the most critical time for brain development. Nearly 90% of a child's brain develops before they walk into the kindergarten classroom. I admire and appreciate each one of you for having the passion and love to nurture and care for our youngest learners, especially at this crucial time of their development.

STEVE KNOBL, PH.D. EXECUTIVE DIRECTOR

Stew Hobb



66

The first five years, or 2,000 days, is the most critical time for brain development. Nearly 90% of a child's brain develops before they walk into the kindergarten classroom.



YOUR FAITH BASED PROVIDER REPRESENTATIVE

Recently, I was walking back to my office, when I saw one of our children sitting in the safe space of their classroom. Our teacher had allowed him to use art to express how he was feeling, while still hearing the lesson. As I looked at this student's drawing and coloring displayed in front of him, I leaned down and asked him how he was feeling. With a deep sigh, he looked at me with a slight, cautious smile and whispered, "I was feeling overwhelmed, but I'm feeling better now."

This was such a simple moment that takes place several times throughout the day in our center. However, it stuck with me for the rest of the day. I found myself reflecting on the need for resiliency in our search to fulfill our potential. We often think that resiliency means to "keep going at all costs" or to "never quit, no matter what!"

As directors and teachers, we are seeking to serve those around us in creative ways, as often as possible. Leadership, at its fundamental core, pushes us beyond our limits - and we embrace that passion to its fullest extent. It centers and challenges us to use resiliency as a path towards endurance.

When I see my staff teach resiliency to our students, I realize that this attribute is really more about self-regulation and faith. It is a skill that encourages us to be aware of our own mental and physical well-being. It teaches us to remember that we are most efficient at helping others when we are also self-aware. Above all else - resiliency is a steadfast belief that good will always triumph and love will always win.

I encourage you to take a few moments to reflect on what you believe. When you are overwhelmed, use that faith to strengthen your resolve. Step away from the stressor, even for just a minute. Allow yourself the grace to take a few breaths and remind yourself that this situation is just a moment in time. Your love for your staff and students will endure. The time will soon come to "I'm feeling better now."

JAN JONES

PASCO COUNTY FAITH BASED PROVIDER REPRESENTATIVE

INNOVATIVE LEARNING BRING YOUR CLASSROOM TO LIFE



Curiosity triggers areas in the brain that help us become better at learning skills and retaining information.
Curiosity even enhances overall learning success!

Did you know that the Early Learning Coalition partnered with MarcoPolo Learning to provide all School Readiness and VPK providers in Pasco and Hernando, FREE access to MarcoPolo for Educators and Families! This digital resource aligns with and enhances your

early learning curriculum, and provides support to every domain of CLASS Framework for classroom quality.

MarcoPolo Learning is an award-winning developer of early childhood content and technology for schools and homes that fosters curiosity.





Our educators find it to be user friendly and filled with educational content.

MarcoPolo for
Educators, provides
the largest library of
curriculum-aligned,
developmentally
appropriate videos
that bring curriculum
to life, teach diverse
learners, and drive
learning from school
to home through an

innovative connection of its teacher-facing and child-facing platforms.

If you would like more information, please contact Katie Dean at k.dean@elcph.org.

HEAR IT FROM OTHERS:

"MarcoPolo for Educators has been a wonderful addition to our curriculum. Our educators find it to be user-friendly and filled with educational content. It ignites the curiosity of students while providing our educators with resources like the Educator Guide which includes thought-provoking questions for classroom discussions. We love the integration of video messages and family engagement activities to foster a strong connection between school and home. I highly recommend MarcoPolo to fellow educators seeking to enhance instruction and inspire a love for learning in their students."

Katie Guth Pitter Patter Kids Preschool





Elevate Teaching & Boost Family Engagement with MarcoPolo For Educators

An innovative educational resource that boosts CLASS® scores and supercharges family engagement.

FREE for ELC of Pasco & Hernando School Readiness and VPK Providers

Our solution supports the following:

FOR CLASSROOMS:

- · Quality teacher-child interactions
- · Early literacy & math skills
- Boost social emotional learning
- Dual Language Learning (Spanish and English)
- · Embedded professional development

FOR HOMES:

- MarcoPolo Let's Talk® promotes caregiver-child interactions
- · Connects school to home
- · Early literacy and math skills
- · Summer learning program





Interested? Let us know by scanning the QR code and entering your information or reach out to Paulette Santa-Parzons at paulette@marcopololearning.com



PROVIDER

evognitions

Anderson Family Daycare Home Q4 2023

Great dedication and attention to detail have resulted in minimal findings in their attendance records, with a flawless monthly attendance free of errors.

Sarah Bee Academy Q4 2023

First provider who utilized our MAPs (Making Accreditation Possible) to achieve their National Early Childhood Program Accreditation (NECPA).

Learn and Play Q1 2024

We want to recognize their dedication to professional development and their proactive approach to staff training.

Zephyr Angels Q1 2024

Outstanding performance in submitting their monthly reimbursement on time, error-free, and with minimal attendance findings.













The Early Learning Coalition of Pasco and Hernando partners with both Pasco and Hernando County libraries to host two virtual storytimes each month.

Did you know that your classroom can join the fun?

Children have the opportunity to receive a book, learn new songs, and engage in fun activities based around the story.

If your classroom is interested in joining a storytime, please reach out to Sherri Sabadishin at s.sabadishin@elcph.org.

LANGUAGE DEVELOPMENT

By Heather Olsen Lighthouse Preschool of Wesley Chapel



Recently our staff participated in an online Preschool Language Development class offered through the University of Florida. This class was a wonderful way for us to have professional development and increase our knowledge and ability to develop language skills in ALL of our students. Language development lays an important foundation for reading and writing and communicating.

Benefits of

Language Learning

- Increases ability to communicate
- Increases cognitive function
- Increases problemsolving skills
- Allows students to understand and express emotions
- Allows students to become creative thinkers

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Language development lays an important foundation for reading and writing and communicating.

Closed and Open-ended Questions

Closed questions only require a one-word answer (yes/no) or a specific correct answer. An open-ended question takes more than one word to answer. It allows children to think and share their thoughts.

- Closed example: Did you have fun at school today?
- **Open-ended example:** Tell me about school today.

Practice asking your children open-ended questions!

Self and Parallel Talk

Self-talk is using short sentences to describe what you are doing, seeing, feeling, or thinking as it happens.

• **Self-talk example:** "I am washing my hands so I can prepare lunch." Say this while washing your hands.

Parallel Talk is when you talk about what your child is doing, seeing, or hearing.

• Parallel talk example: While your child is playing at the sandbox, you can say," You are doing a great job digging a moat around the castle... now you are adding seashells to decorate your castle."

LENA GROW®

LENA Grow is an innovative, evidence-based professional development program designed to help infant, toddler, and preschool educators create equitable, robust language environments.

















LENA Grow motivates educators, improves their professional outlook, gives them data-driven insights into individual children's experiences, and aligns with a wide range of quality improvement systems and assessment tools.



I would recommend LENA Grow program because it taught me better classroom fundamentals and better ways to communicate with the infants that I wasn't sure of prior to. It has helped expand my vocabulary as well.

Brittney Brackett LENA Graduate



EARLY EDUCATORS INVESTING IN YOU

Kari Dittman
Early Childhood Education Instructor
Marchman Technical College

I am currently instructing my fourth Early Childhood Education cohort at Marchman Technical College. Partnering with the Early Learning Coalition of Pasco and Hernando has been an excellent experience, by expanding our programs and allowing me to observe new teachers expanding their knowledge of Early Childhood Education. Our teachers are positively impacting the lives of young children in our community by utilizing developmentally appropriate practices with their lessons and interactions.

This program is a
Florida Childcare Staff
Credential 600 Clock
Hour program,
requiring students to
complete 480
experience hours with
children under the age
of five and 120
classroom instruction
hours following ECPC
(Early Childhood
Professional
Certificate) program
guidelines.

Students are not required to have prior experience in the early childhood field to begin the program. We provide students with internship opportunities in preschools located in



in Pasco and Hernando Counties. After a trial period, many students are offered assistant teaching positions. A considerable number of Early Childhood graduates have advanced their careers by becoming Lead Preschool Teachers, Lead VPK Teachers, and Instructional Assistants.

Our goal is to continue expanding the Early Childhood Education program at Marchman Technical College so that children in Pasco and Hernando Counties can benefit from exceptional teacher training.

HEAR IT FROM OTHERS:

"Joining Marchman Technical has been such an amazing experience. I was so stressed about signing up because I did not know how I was going to pay for my education and everything I needed for the CDA program as a single mom of two, but I wanted to better my knowledge and become a VPK teacher. After I found out that the Early Learning Coalition is fully funding the CDA program at Marchman College I enrolled right away. This opportunity has taken away so much stress of worrying about how I was going to afford and achieve my goals. This program offers so many tools that I can take back to my classroom and incorporate. It has made a difference for me and my students. The materials I am using are supplied by the Early Learning Coalition, which is amazing because trying to come out of pocket for all these tools is very expensive so having them in my class to use and take with me has truly been a lifesaver. With this program, I have been able to take nearly all the certifications I needed to become fully certified in early education. Without the Early Learning Coalition, I would not have been able to start at Marchman College to become a better teacher and learn as much as I am learning. Thank you so much to the ELC for helping me become the best teacher I can be."



Ashunte' Harris 600 Hour Graduate

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This opportunity has taken away so much stress of worrying about how I was going to afford and achieve my goals.

CELEBRATE LITERACY WEEK, FLORIDA!



January 22 - January 26, 2024

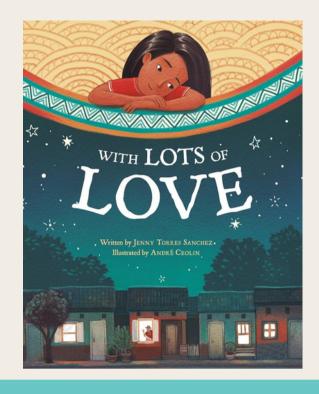
Jumpstart

Read for the Record

October 26, 2023

Over 2 million readers and thousands of classrooms, libraries, and communities came together to celebrate early literacy.

Special thanks to our participating childcare providers!



ELCPH

board member,
Walter Joseph and
daughter Eleanor at
Creative World
School.



ELCPH Kristen Murray at Kids 'R' Kids Learning Academy of Meadow Pointe



Univision Spanish Network guest reader Hazely Lopez at Sarah Bee Academy 2

EARLY CHILDHOOD EDUCATION "PROFESSIONAL"



Samantha Dominguez
Early Education Advisor
Early Learning Coalition of Pasco and Hernando Counties, Inc.

What is a professional? A professional is a skilled practitioner who possesses specialized knowledge and skills, applies those skills, and takes responsibility of his or her professional conduct for professional growth.

Like other professional fields, the knowledge base for learning and teaching is strengthened through hands-on training work experiences, as we gain new knowledge combined with former knowledge. In today's world, early childhood education training is viewed as an ongoing process of in-service training with meaningful experiences and opportunities for you to strengthen your role as a professional.

Early childhood education is a laborintensive career in which you make minute-by-minute decisions, implement purposeful learning experiences, provide positive interactions, and more. For educators, the learning process is continuous to be a lifelong learner. As adult learners and members of the early childhood education workforce, we are required to take our role as a learner and teacher in a professional manner. Such as appearance, communication, quality of work, and aptitude for our role.

Many may see the early education industry as a "babysitting role," however the training and requirements to be an Early Childhood Professional are far beyond those measures, as we strive to provide high-quality learning environments. As an Early Childhood Professional, providing high-quality care for young children entails educators understanding

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the fundamental purpose and importance of children's development. As we apply what we learn to our teaching strategies and methods that are developmentally appropriate to meet the needs of all children, we demonstrate our professionalism in learning to be the best educators we can be.

As many in our community may not consider our roles as "professional," it's time that we start gaining the confidence and motivation to believe in our practice. Through your training, education, and continuous success you become the highquality educator who is confident in teaching practices. This makes you a professional! You have gained the knowledge and skills as an educator, and now it is time to implement those strategies and continue to build a strong Early Childhood Education Industry.

<u>Demonstrating</u> <u>Professionalism</u>

- Maintain a positive attitude
- Maintain quality work habits
- Build relationships with families and coworkers
- Effective communication
- Knowledge of the field
- Presentation of yourself and appearance
- Energy and Enthusiasm
- Demonstrate responsibility and accountability
- Adhere to the NAEYC Ethical
 Code of Conduct
- Manage your time efficiently
- Strive for excellence
- Take Initiative
- Dedication





The Teach Bridge Scholarship acts as a "wrap scholarship" to the TEACH Children's Forum Scholarship, supporting early educators in pursuing a higher education. Teach Bridge supplements the educator and sponsoring centers required costs, reducing the financial burden from our educators and sponsoring centers.

Teach Bridge Scholarship



I have been working in the childcare field for over ten years. My experience in college as an early childhood educator is that I have learned a great deal of new information and techniques. I have gained helpful resources I can take back to share with my parents or colleagues. Going back to school has provided me with an opportunity to provide better quality care and education for children in my classroom. Without the assistance of TEACH and TEACH Wrap scholarships, I wouldn't have even enrolled in college. The TEACH program supports my education by covering the cost of tuition, books, and paid time off for studying. It also supports me in organizing my academic pathway, answering questions, and purchasing books. I am one step closer to achieving my dream and helping more children in my community.

Jami Ferguson Care-A-Lot



Visit the Promise Institute https://ece-elcph.talentlms.com/

APPLY TODAY



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Learning to make healthy choices and create an active routine is very important in a young age. The Department of Children and Families (DCF) requires that childcare facilities include active play which includes outdoor activities a minimum of twice per day, weather permitting.

Healthy eating habits go hand in hand with being active. Without good nutrition adults and children feel sluggish. Introducing children to a variety of fruits and vegetables at an early age sets the foundation for them to make those choices as an adult. Also, encouraging them to choose water over sugary drinks is very important for them to stay hydrated.

Proper nutrition and exercise can make a huge difference in a child's development. Including their bones, teeth, and muscles.

Finding a childcare facility that provides a healthy lunch makes achieving this an easy thing to do. When children sit together, and everyone has the same healthy lunch they are more likely to sit and enjoy their delicious colorful plate. Children model what they see. If a child sees their parents spending time outside, being active, and making healthy food choices, they will follow their example.

Too many children are not exposed to healthy eating habits and exercise. I encourage families

and educators to make it a priority to allow children to become the healthy adults we envision all children to be. Parents share in this responsibility by following up with setting the example at home. This will encourage children to make their own healthy decisions. When parents and childcare facilities work together children will have a greater chance of becoming healthy adults. Together, we can make the world a healthier place.











- Must be employed in an Early Learning Center
- Participate in apprenticeship at Marchman Technical College
- \$150 Textbooks and Materials included

Childcare Director Credential

- Up-Skill credential opportunity
- Must have CDA or equivalent to qualify
- \$365 Tuition and Textbook included

Early Childhood 600 Hour - ECPC

- Join the ECE workforce as a Student Teacher
- Located at Marrchman Technical College
- \$2,000 Tuition, Materials, and Exams included

Family Child Care Home - NCDA

- Family Child Care Homes eligible for an online, National CDA program.
- \$850 Tuition, Textbook, Materials included

*All credential applicants must be Pasco or Hernando County Early Educators to qualify. Must be at least 17 years of age and have a high school diploma or GED. Other prerequisites may be required. All programs are based on funding availability.

Contact the ELCPH Early Education Advisor:
Samantha Dominguez at s.dominguez@elcph.org or 727-233-8291 ext. 125

BRIDGING QUALITY AND FAMILY ENGAGMENT

Jacklyn Viera Early Educator

The quality of early childhood education serves as the cornerstone of a child's educational journey, influencing a child's development. Recent research investigates the dynamics of children's growth within classroom settings, emphasizing the pivotal role played by quality.



Early education centers offer

insights into the relationship between elements affecting children's development. Through monitoring and assessment tools, educators evaluate and report on each child's progress. Important to this effort is the active involvement of families in their children's education. Parents, the primary advocates for their children, play an important role in fostering open communication with teachers and providing invaluable insights into their children's learning styles and social interactions. Recognizing the anxieties often accompanying transitions into early education programs, teachers are encouraged to create supportive environments where families feel empowered to voice concerns and contribute to their child's development.

For families with children having special needs, effective communication and collaboration between educators and parents become even more critical. By integrating content on family involvement into teacher education, educators can better



address the needs of every child, fostering inclusivity and support within educational settings.

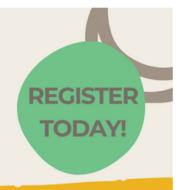
Despite progress in promoting family engagement, there is an ongoing need for further exploration and refinement of communication strategies and support. Embracing diverse perspectives and tailoring educational experiences to accommodate the individual needs of all children, early childhood programs can facilitate early intervention and equitable educational opportunities for every student.

Prioritizing the quality of early childhood education and nurturing strong partnerships between educators and families, we lay the groundwork for a brighter future where every child can thrive and succeed.











ITS A GREAT TIME TO BECOME AN EARLY CHILDHOOD EDUCATOR!

Pasco County School's Early Childhood Education Apprenticeship
Program has partnered with the Early Learning Coalition of Pasco
and Hernando Counties, Inc. to focus on supporting preschool
teachers through their education journey in obtaining their
Early Childhood Credential.





Earn your Child Care Apprenticeship Certificate* for Free!

- Textbook and Materials Included
- Classroom supply kit upon completion
- Complimentary Education Advisor

*CCAC Equivalency





Contact Samantha Dominguez at s.dominguez@elcph.org for more information.

MINDFUL TIPS FOR EDUCATORS CHILD CUSTODY DISPUTES

Greg Hill, Jr. - President and CEO & Jake Hornstein - Co-Founder and COO Our Children Have Rights



Educators with students whose parents are going through a custody dispute may wonder... What is my role, or appropriate level of involvement? How can I protect myself from legal entanglements? We've identified a few areas that are important to be mindful of.

Have a clear understanding of your school's policies regarding the handling of custody disputes. This provides a better chance of avoiding missteps. Especially missteps that could jeopardize employment.

One parent may ask for your support in the legal fight. Your district or program may have policies outlining what you can/cannot say or do. Outside of circumstances where there's suspected abuse or neglect, it's best to avoid taking a side.

Be aware of "recruitment." It may be difficult to tell a parent, "I'd rather not take sides", "Don't badmouth your ex to me", "Don't have your child give me messages about the other parent" or "Don't tell me what to tell your ex". A parent may try to influence a teacher to become their ally, to later be used in court. Unfortunately, this happens, and it's important to be mindful that these attempts can occur.

Occasionally, teachers are subpoenaed into custody hearings. This can be very uncomfortable. Sticking strictly to the facts of your observations is vital. Having a clear understanding of school policies and procedures, and simply being aware of "recruitment" attempts by a parent, to later be used in court, are the best ways to protect yourself from unwanted missteps and legal entanglements.

To our educators, we salute you!

OurChildrenHaveRights.Org

COPARENTING — CUSTODY — PARENTING RESOURCES



OCHR.ORG MISSION

Protect the rights of children to have access to parents by providing education, resources, and support services for successful coparenting strategies.

OCHR.Org Provides:



NO-COST RESOURCE CENTERS

Education - Legal Aid - Mental Health & Wellness





NO-COST CONSULTATIONS

Zoom, FaceTime, Email & Phone



NO-COST DOCUMENT REVIEW

Parenting Plans & Related Documents

Donate at ourchildrenhaverights.org/donate

Our Children Have Rights .Org is a 501 (c)(3) organization: EIN: 87-1023012

WELCOME TO THE PROMISE INSTITUTE

The Early Learning Coalition of Pasco and Hernando Counties continuously strives to meet the needs of Early Childhood providers and partners in the community. To support the mission and vision of ensuring **children are successful in school and life** by providing a quality education from day one, ELCPH has added contracted trainers to their "ELC family" to support the community with more opportunities.

Together our belief is that "every child, caregiver and teacher deserve the best possible resources on their road to success"! Executive Director, Dr. Steve Knobl along with the ELC staff and the ELC Board members, made "A Space to Grow" a priority, offering more quality professional development opportunities for early educators! The ELC recognizes the variety of needs of adult learners. Therefore, trainings have included: Online options; Hybrid options; and Facilitated professional development for selected providers through grant funding.

The Promise Institute also hosts additional opportunities, such as the Teach Bridge Scholarship, which complements the TEACH Children's Forum Scholarship by providing financial support for educators pursuing higher education while easing the financial burden on sponsoring centers. Additionally, grant opportunities, covering needs like staff retention bonuses, owner commitment bonuses, curriculum expansion, software & technology, and equipment & supplies are available that further support early childhood education initiatives in programs and home providers across Pasco and Hernando Counties.

OVERVIEW OF CLASSROOM ASSESSMENT SCORING SYSTEM AND STRATEGIES

Online course including presentation, videos to support the interactive learning experiences, and resources. Zoom sessions with a presentation facilitated by a contracted trainer. This course provides an overview of the State required Classroom Assessment Scoring System with a deeper understanding of the Domains, Dimensions, and Indicators of high-quality interactions with young children.

CLASS EMOTIONAL SUPPORT TRAINING

Online course including presentation, videos to support interactive learning experiences, and resources. This training focuses specifically on one CLASS Domain: Positive Climate, Negative Climate and Teacher Sensitivity. This online training allows the learner to take the course at their own pace as an introduction, or to refresh, enhance and deepen their learning.

CLASS CLASSROOM ORGANIZATION TRAINING

Online course including presentation, videos to support interactive learning experiences, and resources. This training focuses specifically on one CLASS Domain: Behavior Management, Productivity, and Instructional Learning Formats. This online training allows the learner to take the course at their own pace as an introduction, or to refresh, enhance and deepen their learning.

CLASS INSTRUCTIONAL SUPPORT TRAINING

Online course including presentation, videos to support interactive learning experiences, and resources. Training focuses specifically on: Concept Development, Quality of Feedback and Language Modeling. This online training allows the learner to take the course at their own pace as an introduction, or to refresh, enhance and deepen their learning.

AND FACILITATED OPPORTUNITIES!

Facilitated professional development for selected providers through grant funding. This included online modules from Conscious Discipline. The program provided participant workbooks and resources regarding Adult Social Emotional Learning. Zoom sessions were organized with presentations. During these sessions, participants took the lead to present components of the concepts. Live practice of concepts and classroom implementation of resources were demonstrated by participants. Videos were utilized to share examples of the application of concepts. Additionally, participants had the ability to share ideas with one another to clarify questions.



17th Annual Early Learning Conference Saturday, February 24, 2024 Heritage Academy School



What do you love about In-person conference?











EMOTIONAL VACCINES FOR PARENTS AND EDUCATORS

ABOUT THE COMMUNITY

Emotional Vaccines® consists of a library of videos featuring proactive, evidence-based content, each designed with non-clinical messaging and simple, easy-to-follow steps to empower anyone with the knowledge and education they need to transform their lives.



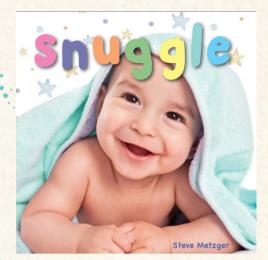




PARENTING POD

Turning surviving into thriving







May 2023
1500 Snuggle
donated
books





June 2023 650 Snuggle donated books





WRITE FOR US! A GREAT OPPORTUNITY TO COLLABORATE.

SPOTLIGHT on Providers is published annually by the Early Learning Coalition of Pasco and Hernando Counties, Inc. for the provider community. It is distributed electronically to all providers and is also available on the website at www.elcph.org.

Authors are encouraged to submit readable, practical manuscripts that reflect and advance the knowledge base of the profession. Manuscripts should be prepared in current APA style (7th Edition). This style includes: typed, double-spaced, wide margins, and cover page with a working title, authors' full names, degrees, affiliations, and e-mail address for the lead author.

Manuscripts published by ELCPH address both the continuing interests of early childhood professionals and emerging ideas and issues in the field. Among topics considered are emergent curriculum for children from birth through age 8, effective assessment strategies, effective classroom practices that reflect sound theory and research, program administration, relationships with families, and public policy effecting early care and education.

The length of journal manuscripts ranges from 1 to 3 pages, including complete references. Please submit manuscripts as e-mail attachments to expedite the review process. Send to s.sabadishin@elcph.org with the subject heading SPOTLIGHT Manuscript. Manuscripts are reviewed and processed electronically. Manuscripts that are submitted in hard copy will not be reviewed.

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