



November 2025

# Satellite

FAMILY CHILD CARE SYSTEM

## NEWSLETTER

### Upward Milwaukee



Satellite Family Child Care System and Milwaukee Succeeds are excited to introduce **Upward Milwaukee** — an initiative to provide participants program-sustaining support and resources while increasing health and safety practices and program quality measures.

#### What supports can participants access?

- A consultant
- In-person & virtual professional learning
- Equipment and curriculum unit loans
- Resource library
- Developmental screening & assessment tools
- Program assessment tools
- Local family child care support group
- Local social gatherings & educator appreciation event
- Mentoring program

#### Who is eligible? Participants must...

- ✓ operate a licensed or certified family child care program in the city of Milwaukee.
- ✓ have a Registry level 7 or higher *or the equivalent of 6 college credits in early childhood education.*
- ✓ intend to keep family child care program operating for the next 3 years.
- ✓ not be currently eligible for Satellite's accreditation system *due to between ten to twenty licensing violations on record.*

This three-year opportunity is currently available until October of 2028. Participants may have the opportunity to transition from Upward Milwaukee into Satellite's accreditation system

[Click here to apply for Upward Milwaukee](#)



## Welcome Satellite Affiliate members!

Shykeria Hullum – Hullum's World

## Congrats on your first Accreditation!

Anabel Macias-Jara & Hector Soto  
Children's Exploration Child Care



Lisette Santiago  
Lisy Family Day Care

Madalyn Syverson  
Pine and Meadow Nursery



## Congrats on your Reaccreditation!



Mary Jo Flocca  
Little Rascals Family Daycare



Cambria Grzybowski  
Twigs-Nature Inspired Child Care



JOIN US FOR

# Satellite's 50<sup>th</sup> Birthday Party

NOVEMBER

WEDNESDAY | 12 | OPEN HOUSE  
5:45-8 PM

inside Olbrich Gardens  
3330 Atwood Ave.  
Madison, WI 53704

EXPLORE SATELLITE THROUGHOUT THE AGES  
ADD TO OUR TIME CAPSULE  
SHARE MEMORIES  
CONNECT WITH OLD FRIENDS--MEET NEW ONES!  
SNACKS AND DRINKS

RSVP





# FAMILY CHILD CARE PROGRAM SPOTLIGHT

## Anthony's Bilingual Preschool

Program owner: Margarita Ugalde

Accredited Satellite educator

Anthony's Bilingual Preschool has been a bilingual Spanish and English program for over 12 years. The purpose of Anthony's and all educators who work within the program is to guide children in their emotional, intellectual and physical development. We support the culture of each family and help to create a holistic learning environment that cultivates respect and instilling positive behavior in children. We provide activities relevant to their knowledge and curiosities in a widely designed environment with a variety of materials that help them better understand their world around them.



Anthony's Bilingual Preschool guides young children, keeping in mind the Wisconsin Early Learning standards, performances appropriate for each child's age. We are a program with a philosophy based on learning through play. Anthony's Bilingual Preschool also offers a well-organized environment. An environment that allows teacher observation and quick response in times to address unexpected situations. We seek to maintain an ongoing process of professional communication with all families.

All facets of the program respond to and support families and children with different abilities and/or those who are disadvantaged in some way. We've made specific efforts to include fathers, male caregivers, and male members of each family who provide support in raising their young children. Parents have the option of participating in the various activities throughout the year that Anthony's Bilingual Preschool suggests and provides.





# DIVING INTO THE STANDARDS

## Discussing Differences

### Relevant Satellite Accreditation Standards



#### IV. Supporting Children's Development

D. The provider assures respect for the diversity that exists within the community.

2. The provider models positive regard for all differences and responds warmly and factually to children's feelings or questions about them.



### The Basics

Humans evolved to cooperate with one another and create social groups, and therefore children are keen observers of others' characteristics, behaviors, and abilities. Our brains naturally recognize *familiar* (I've come across this before and know what to expect) and *novel* social information (this is new for me, and I should pay more attention). Children notice similarities and differences in physical characteristics (such as eye shape, hair, and skin color), physical abilities, and language beginning in infancy.

**Why should we talk about differences?** How adults respond to children's curious questions and statements about others impacts their perception of *diversity*, or differences in physical characteristics, abilities, behaviors, language, identities, and beliefs among people. When adults avoid early conversations about diversity, toddlers and preschoolers internalize (often inaccurate or harmful) beliefs about differences (Sullivan, 2020). Exposure to and discussion of differences among people in a factual, positive way increases children's empathy towards and inclusion of those who look, speak, act, or think differently than themselves (Alonge, 2024). When similarities and differences are discussed openly, children learn to...

- **celebrate** what makes everyone unique, including themselves and their own identity.
- recognize differences among people as a **normal**, natural part of life.

**How can I discuss differences?** Educators play an important role in normalizing and celebrating diversity in their program and the broader community. Below are strategies for educators to use when talking about differences among people.

# DIVING INTO THE STANDARDS

## Discussing Differences (Cont.)

- Be factual, direct, and honest – *“You have blonde hair, and your friend has black hair. You both have brown eyes!”* or *“You are right. My skin tone is lighter than yours. There are so many different skin tones. We both love pancakes for breakfast. We are the same and different in many ways.”*
- Model respect for diversity among people – *“He uses a wheelchair to help him move around. Everyone’s body is different!”*
- Welcome conversation – *“You noticed your friend is using headphones. Those help keep their body calm. What helps keep your body calm?”*
- Incorporate books and materials that represent diversity – *“You noticed our book character has two dads. Some children have two dads. Every family is unique.”*

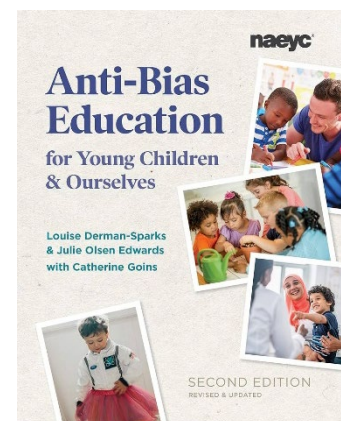
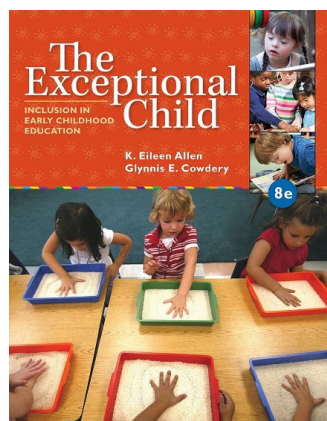
### I want to learn more!

- [PBS KIDS Talk About Differences and Similarities](#) (Video)
- [We are different, we are the same: Teaching young children about diversity](#) (Resource)
- [Celebrating the Differences That Make All Children Unique!](#) (Article)
- [Talking to Children About Racial Bias](#) (Article)
- [Activities that Promote Racial and Cultural Awareness](#) (Article)

### Books available through Satellite’s lending library:

(for Satellite participating programs only)

- *Spotlight on Young Children: Equity and Diversity* (Gillanders, 2019)
- *The Exceptional Child: Inclusion in Early Childhood: Inclusion in Early Childhood Education* (Allen, 1996)
- *Anti-Bias Education for Young Children and Ourselves* (Derman-Sparks, 2010)



# Upcoming Professional Development



## Exploring Quality in Family Child Care: How Adults Support Children's Emotions

Young children rely on adults to organize and support their developing emotions like anger, excitement, sadness, or frustration. Licensed clinical social worker Janna Hack will explore how adults support children's development of self-regulation skills through responsive interactions, emotion-affirming language, and calming techniques. Since adults can only support children's emotions if they are calm themselves, participants will learn in the moment mindful self-regulation strategies.

Watch the recording on our [YouTube channel](#)!



## Exploring Quality in Family Child Care: Rich Sensory Experiences

Sensory experiences involve play with one or more sensory systems, including visual, auditory, tactile, gustatory, olfactory, vestibular, proprioceptive, and interoceptive. Positive sensory experiences are essential in early brain development. This course will explore how sensory play opens opportunities for children to practice language, cognitive, motor, social, and emotional skills. Participants will learn techniques for offering a variety of rich sensory experiences for a mixed-age group through intentional planning, high-quality interactions, and self-reflection.

December 2 • 1 – 2 PM • Zoom • English and Spanish • 1 hour of Registry credit

[Register here](#) (by 11/30)





## Exploring Quality in Family Child Care

Tuesdays • 1 – 2 pm • Zoom • 1 hour of Registry credit • English and Spanish

Dates	Topic	Registration
<b>December 2</b>	Rich Sensory Experiences	<a href="#">Register</a> by 11/30
<b>January 13</b>	Selecting High-Quality Materials	<a href="#">Register</a> by 1/11
<b>February 10</b>	PBS Kids Presents: Developmentally Appropriate Media	<a href="#">Register</a> by 2/8
<b>March 10</b>	Promoting Friendship Skills	<a href="#">Register</a> by 3/8

## ECHO Family Child Care Cohort

Wednesdays • 6 – 7 pm • Zoom • 4 hours of Registry credit

Learn strategies to support inclusive family child care for children identified with a special health or development need through four discussion-based evening sessions. Learn more information [here](#).

Language	Dates				Registration
<b>English only</b>	<b>January 7</b>	<b>January 21</b>	<b>February 4</b>	<b>February 18</b>	<a href="#">Register</a> by 1/5
Spanish only	March 4	March 18	April 1	April 15	<a href="#">Register</a> by 3/2

## Guided Book Studies

Thursdays • 1 – 2 pm • Zoom • 16 hours of Registry credit • English only

*Only for programs participating in Satellite's accreditation system.*

Dates	Book	Registration
<b>February 12 – April 2</b>	The Musical Child: Using the Power of Music to Raise Children Who Are Happy, Healthy, and Whole	<a href="#">Register</a> by 1/2

## Obtaining Registry Credit\* for Satellite's Virtual (Zoom) Professional Learning Sessions

To receive hours of Registry of credit for web-based professional development, you must:

- Be present for at least 75% of the session.
- Complete an evaluation at the end of the session and enter your Registry information.

You can view and print your proof of attendance through your [Wisconsin Registry](#) account. It may take several weeks before your attendance is entered into the Registry. Certificates of completion will not be mailed or emailed to participants.

\*If you do not complete the steps above and wish to document a Satellite event that you attended or a Satellite event recording you watched, complete the DCF form [Continuing Education Record—Independent Reading/Video Viewing for your own record](#).



# Satellite Support Groups

Satellite believes in the power of community. Consider attending a family child care educator-led group affiliated with Satellite. Participation in all support groups is a benefit of Satellite and completely voluntary.

## Noche Latina

A monthly event for Spanish speaking, Satellite affiliated family child care educators and their families held at Satellite's office. Noche Latina focuses on building a network of supportive relationships among Latina educators and their families. We also have a lot of fun!

For more information, please contact:

Estella Vargas

[evargas@reachdane.org](mailto:evargas@reachdane.org)

(608) 852-7724



## Sojourn

Sojourn is a community of accredited family child care professionals who empower one another to reach their own unique potential through person connections, reflective process, and shared leadership. We strive for a balance between personal and professional issues in our discussions. We use a shared leadership model for Sojourn meetings which allows each member to grow and participate in various roles. Join Sojourn to build relationships with other professional child care providers, experience professional growth through group process responsibilities, and participate in discussion about family child care issues. This group is conducted in English and meets in the Madison area.

For more information, please contact:

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Chris Torres

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# SATELLITE LOAN PROGRAM

Satellite members have full access to Satellite's equipment and curriculum units. Check the link below regularly to view our full lending options. When you sign up for equipment and units, your consultant will inform you of whether the item is available immediately or if you're on the waitlist.

*Pick-up and drop-off of equipment and units occurs during consultant visits to your program. Additional exchanges of equipment and units may occur at the Satellite office. Communicate with your accreditation consultant to determine a day and time when Satellite staff are present.*

Click here for  
Satellite Equipment  
and Units Loans



Build-a-Village

Doll House & Accessories



Space Exploration



## Paperwork, Paperwork, Paperwork!

*There is a lot of documentation to keep track of. Become familiar with Satellite's documentation requirements:*

Document	Frequency
<input type="checkbox"/> Health report and TB test	<i>Complete within 1 year of enrollment, before reaching associate status</i>
<input type="checkbox"/> Home safety checklist	<i>4 times per year. Educators begin quarterly checks on this list when they become an affiliate educator. All items must be met before accreditation and consistently thereafter.</i>
<input type="checkbox"/> Liability insurance	<i>Submit annually upon reaching associate status</i>
<input type="checkbox"/> Car insurance	<i>Submit annually if transporting children</i>
<input type="checkbox"/> Quarterly survey	<i>4 times per year</i>
<input type="checkbox"/> Animal vaccinations	<i>Submit annually (if applicable)</i>
<input type="checkbox"/> Confidentiality release (information exchange between program and Satellite consultant)	<i>All newly enrolled children in program-or-included in program's policies</i>
<input type="checkbox"/> Continuing education record	<i>20 hours annually after achieving accreditation</i>
<input type="checkbox"/> Child abuse and neglect training	<i>Every 2 years</i>
<input type="checkbox"/> CPR	<i>Every 1 or 2 years (depends on expiration date on CPR card)</i>
<input type="checkbox"/> Program policies	<i>Reviewed with each (re)accreditation</i>
<input type="checkbox"/> Family/educator contract	<i>Reviewed with each (re)accreditation</i>

### Thinking about retirement?

Use this [tool](#) from Civitas Strategies to learn more about your retirement plan options as a small business owner!

To learn more, click on the text below.

Why have a retirement plan?

How do I choose the right retirement plan?

How can I maximize my savings?

# Satellite Team



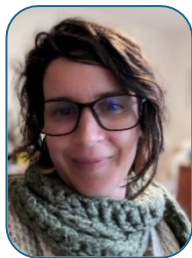
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related to accreditation and Satellite services.



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Mailing and drop-off address:

2096 Red Arrow Trail, Fitchburg, WI 53711

Label mailed and hand delivered items with "attention:  
Satellite" & and the Satellite staff person's name



# Satellite Supports

To learn more about Satellite's numerous supports, click on the circle below.



Thank you to our partners for helping us provide these services at no cost to participants:

