### Annual Report Contents

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Screened family scene
Co-Directors’ Report

We are pleased to review a few highlights from the University of Pittsburgh Office of Child Development’s 21st year of operation.

- **OCD’s 20th anniversary.** The Office of Child Development (OCD) celebrated its 20th anniversary commemorating all of the Partners OCD has had over the last 20 years at Pittsburgh’s Children’s Museum last fall in a ceremony that was hosted by Chancellor Mark Nordenberg and attended by representatives of the policy, funding, university, and services communities. Awards were presented to Rochelle Jackson, Parent and Co-Chair of the Allegheny County Family Support Policy Board and Welfare Justice Organizer for Just Harvest; Estelle Richman, Pennsylvania Secretary of Public Welfare; Karen McIntyre, Department Chair and Director of Graduate Education Programs at Point Park University; and Margaret Petruska, Senior Program Director of the Heinz Endowments’ Children, Youth, and Families Programs.

- **State evaluation planning.** OCD, with its Partners from Penn State and Temple Universities, planned a statewide evaluation of state-supported early care and education programs for the Commonwealth’s Office of Child Development and Early Learning, which is seeking funding to execute the plan.

- **Portrait of local children.** OCD completed a comprehensive portrait of children, youth, and families in Allegheny County for the United Way of Allegheny County. The report is being used by the United Way and other agencies to target resources and plan funding strategies to support children and families in the region.

- **International projects.** In the Russian Federation, the results of the five-year intervention project conducted by OCD and colleagues in St. Petersburg was written into a scholarly monograph and submitted for publication. In addition, implementing structural changes in another orphanage was completed, and the Office was awarded a new five-year NICHD grant to follow children who were in the intervention orphanages and subsequently placed in families, either in USA adoptive families or St. Petersburg adoptive, foster, or biological families. The project will determine if the interventions had longer-term benefits after children were transferred to different types of families. OCD also completed baseline assessments of the wards, caregivers, and children in an orphanage in Managua, Nicaragua, prior to an intervention implemented by Whole Child International designed to improve caregiver-child social-emotional-relationship interactions. Finally, OCD is identifying indicators, creating an index characterizing child welfare well-being, and providing a structure for assessing the progress of child welfare reform in 21 countries in Eurasia for the U.S. Agency on International Development.

- **Early care and education book.** OCD, in collaboration with a colleague at Penn State University, edited and published *Evidence-Based Practices and Programs for Early Childhood Care and Education*, which consists of short, non-technical summaries of what is known about evidence-based programming in early care and education written for practitioners and policy makers.

- **United for Children.** As coordinator of United for Children, a local group of early care and education professionals, OCD orchestrated the organization’s effort to meet with and inform legislators from Allegheny County about research supporting quality early care and education programs and the steps to achieve quality which was instrumental in contributing to the passage of a state budget providing increased support for early care and education.

- **SNAP.** OCD contributed to the Youth Crime Prevention Council’s collaborative called “Stop Now and Plan” (SNAP) that provides guidance and support to the top 2% of the most at-risk boys ages 6-12 who have had their first encounter with police. A collaboration of several agencies, SNAP conducted the two-year pilot program with 63 boys from the Mon Valley in Allegheny County.

- **Governor’s Commission.** OCD provided the Director of the Governor’s Commission for Children and Families, which gave the state administration recommendations for enhancing services for young children and their families with social and emotional challenges, recommendations to support other families in Pennsylvania, and recommendations to enhance screening and treatment for perinatal depression.
- **Mental health services.** In Partnership with the Alliance for Infants and Toddlers, OCD was awarded a five-year contract for training and workforce development to enhance mental health services for young children in Allegheny County. In addition, OCD was awarded a three-year contract in collaboration with the RAND/University of Pittsburgh Health Institute to collaborate with the mental health system to enhance treatment for perinatal depression in Allegheny County.

- **Lead poisoning.** After a two-year study in collaboration with the RAND/University of Pittsburgh Health Institute, the project’s report emphasized the need to improve screening for lead poisoning in the county, which stimulated the Pennsylvania Office of Medical Assistance Programs to significantly enhance their enforcement of lead screening requirements.

- **STARS TA.** OCD’s STARS TA project that provides technical assistance and coaching to early care and education facilities in the region has supported 84% of practitioners in the Southwest Regional Key to advance to a higher STAR level after receiving the project’s technical assistance compared to 26% of practitioners statewide.

- **Family support.** Partnerships for Family Support brought together six legislators with parents and children from family support centers to inform and encourage legislative support for such centers. In addition, 50 family support parents and children attended the Early Childhood Advocacy Day in Harrisburg to promote Pre-K Counts, family support, and other services for young children and their families.

- **Early Head Start.** OCD’s Early Head Start program has developed a comprehensive mental health approach that has produced policies and training for staff to improve clinical work with families. The I AM Moving curriculum has been introduced with a focus on preventing childhood obesity through proper nutrition, exercise, general health care, and dental programs. The Grow Up Great project provided increased vocabulary development in children and Parent-child conversations.

- **Parent education report.** OCD produced a report on the current status of Parent education in the region, especially for subsets of the population including teenagers and fathers as well as for specific categories of services including school-based, health-related, and Parent leadership.

- **Fatherhood.** OCD and collaborators received continued funding to support efforts to teach child development and parenting skills to fathers.

- **OCD office space.** OCD expanded its space by adding six offices, two graduate student corals, a receptionist area, and a small conference room across the hall from its main location.

Sincerely,

Christina J. Groark, Ph.D.  Robert B. McCall, Ph.D.
Co-Director  Co-Director
Vision, Mission, and Purposes

Office of Child Development Vision
All children, youth, and families will develop in safe and supportive environments and achieve their life potentials.

Description
The University of Pittsburgh Office of Child Development is a university-community public-private informational resource and management facility that contributes to the welfare of children, youth, families, and communities in greater Pittsburgh, the Commonwealth of Pennsylvania, the nation, and around the world.

Constituents
OCD is an intermediate organization serving faculty and administrators of the University, service professionals and agencies, policy makers, public and private funders, and others who work to improve the lives of children, families, and communities.

Mission
OCD facilitates and develops through mutually-beneficial partnerships with its constituency’s new knowledge, services, and policies to improve the lives of children and families in five domains:

- Interdisciplinary education and training.
- Interdisciplinary research and scholarship.
- Human service demonstration programs, networking, and strategic planning.
- Program monitoring and evaluation.
- Needs assessments and policy studies.

Specific Purposes
- To create and maintain a supportive and facilitative atmosphere for its constituencies within which interdisciplinary and collaborative activities may be conceived, nurtured, implemented, and managed.
- To provide guidance, assistance, and management for the planning, funding, development, implementation, and operation of innovative collaborative systems, projects, and programs in its domains of activities.
- To provide balanced, non-partisan, research-based information on service needs and program effectiveness communicated in a clear and useful format to those who can apply such information.
- To provide information, technical assistance, and a wide range of interdisciplinary and management services to collaborative projects locally and elsewhere pertaining to university-community partnerships; collaborative demonstration service and policy projects; strategic planning and systems analysis; program monitoring, evaluation, and needs assessments; interdisciplinary and applied scholarship, education, and training; and other activities that promote the welfare of children, youth, families and the communities in which they live.
- To disseminate research and professional information on children, youth, and families through publications, presentations, the popular media, and personal contact to those individuals who can use that information, including academics, service professionals, policy makers, parents, and citizens.
- To be an exemplar of a university-community partnership and explore, demonstrate, and communicate to other universities and communities how such a venture can be beneficial to all partners.
Principles of Operation

The Office of Child Development (OCD) emphasizes certain themes in conducting its activities.

- OCD emphasizes interdisciplinary or collaborative projects among its constituencies. If a project resides essentially within a single discipline or is in the proper domain of another single organization, OCD typically defers to that discipline or organization.

- OCD does not focus its efforts exclusively on one or two problems, issues, or content themes. Instead, OCD represents an infrastructure and a support facility for educational, scholarly, service, evaluation, and policy projects on any topic pertaining to children, youth, and families and does not focus exclusively or primarily on any single issue.

- OCD prefers to operate collaborations with its constituencies in a partnership manner. This means that collaborators share in the rights, responsibilities, and credit in selecting a topic, planning and implementing a project, operating it, and reporting its results.

- OCD tends to be responsive and flexible in the selection of special projects. Because of its partnership style, new projects are typically selected when OCD and its constituencies find that a need exists, agencies and personnel are available, and funding for the project is possible. Consequently, while OCD does initiate projects, its agenda is often set in collaboration with its constituent partners.

- OCD is prepared to operate in a timely, often rapid, manner. Many of OCD's partners operate on short deadlines and OCD attempts to maintain the capability and flexibility to meet such needs.

- OCD attempts to facilitate, coordinate, and help others meet their goals and objectives and does not necessarily need to play a lead or continuing role in a project. While OCD does operate numerous projects when the collaborators request that the Office play such a continuing role, OCD also enhances capacity in other organizations and individuals so that they, not OCD, will operate the project as appropriate. Consequently, OCD will play any appropriate role in a collaborative project consistent with its mission and principles regardless of whether the funding comes to OCD or to another organization. Further, OCD spins off or transfers projects when they no longer need OCD or do not fit OCD's project criteria.

- As long as core funding permits, OCD does not charge or extract quid pro quo benefits from participating groups or projects. This policy attempts to preserve trust and confidence in OCD as a fair and independent manager of collaborations. However, funded projects that request OCD to perform a continuing administrative or technical service typically pay OCD for that service.

- OCD does not operate direct services. Since OCD attempts not to compete with its constituencies, OCD does not deliver routine professional or human services, although OCD may coordinate existing services and supervise case-management functions in situations in which it is necessary or desirable to do so.

- OCD has no formal membership. Its services and assistance are available to any of its constituents, and anyone is eligible to be a partner in its collaborative projects.

- OCD promotes the welfare of children, youth, and families, but it is not a partisan political advocate. OCD prefers to operate as an independent, credible, unbiased, and balanced source of information and administrative manager of service demonstrations, program evaluations, needs assessments, and policy projects on behalf of children, youth, and families rather than as an advocate for specific pieces of legislation or partisan issues.

- OCD prefers to think of its activities as mutually-beneficial, university-community partnerships rather than as "public service." The Office does not simply give its time or resources to faculty or the community in a unidirectional fashion. Instead, it works in partnerships with its constituents toward mutually-beneficial joint projects funded by external agencies.
Project Criteria

As noted in the Principles of Operation, the Office of Child Development operates in a flexible, responsive, and often rapid manner in collaboration with its faculty, service professional, funder, and legislative constituencies to create new projects. Criteria considered before taking on a project include:

- The project pertains to children, youth, families, or the communities in which they live.
- The project represents an innovative demonstration of new knowledge, techniques, best practices, and state-of-the-art activities, the purpose of which is to create new information about the project, its feasibility, and its effectiveness.
- Some appropriate evaluation will be conducted to assess the project's process and outcome effectiveness.
- The project has implications for education, research, services, policy, or the welfare of children, youth, and families beyond the specific project itself, and some provision is made to communicate the results of the project.
- The project is a collaboration of stakeholders operating in a partnership mode.
National Advisory Board

The National Advisory Board meets biennially and provides the Provost of the University, OCD’s Local Advisory Board, and OCD Co-Directors with a review and evaluation of OCD’s programmic activities and internal administration. It places OCD in national perspective with respect to the purpose, nature, and relevance of its projects, successes and challenges, prospects for funding, stature relevant to other such units in the country, role in the University and local and national communities, and future directions.

Dr. J. Lawrence Aber, Former Director, National Center for Children in Poverty, Professor of Applied Psychology and Public Policy, NYU/The Steinhardt School of Education, 246 Greene Street, New York, NY 10003.

Aber is a prominent specialist in child development, especially low-income children and families, and social policy.

Dr. Frances Degen Horowitz, President, The Graduate Center, The City University of New York, 365 Fifth Avenue, New York, NY 10016-4309.

Horowitz is a past president of the Society for Research in Child Development and scientific advisor to the American Psychological Association.

Dr. Morton W. Weir, Chancellor Emeritus & Professor of Psychology Emeritus of the University of Illinois, 2012A Eagle Ridge Court, Urbana, IL 61802.

Weir is a child development specialist (psychology) and former director of the Boys Town Center for the Study of Youth Development.

Dr. Heather B. Weiss, Director, Harvard Family Research Project, Harvard Graduate School of Education, Harvard University, 3 Garden Street, Cambridge, MA 02138.

Weiss’s project provides information about the development, implementation, and evaluation of family support and education programs for policy makers, program directors, and evaluation researchers. Dr. Weiss is a consultant to numerous organizations dealing with family programs, and their evaluation.
Local Advisory Board

The OCD Local Advisory Board is comprised of leaders from OCD’s constituencies of University administrators, community service professionals, private enterprise representatives, funders, and policy makers. The Board meets twice a year to advise OCD on broad programmatic and administrative matters, and OCD works with individual Board members on more specific issues as needed throughout the year.

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Ex-Officio

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The Office of Child Development Collaborative Model
Office of Child Development Divisions

Division of Applied Research and Evaluation

General Purpose
The Division of Applied Research and Evaluation measures its impact by the increased capacity of our human service partners to serve and the improved outcomes of their services. The division conducts program evaluations, training and technical assistance, and applied research for the purposes of improving programs, building organizational capacity, understanding social needs, and identifying opportunities for impact. The interdisciplinary team is comprised of experienced professionals from diverse backgrounds, including various areas of psychology, community development, program evaluation, policy, and statistics. The team collaborates with many partners from the practitioner, policy, and research arenas. The current projects span early care and education, child mental and physical health, family support, youth development, after-school programs, community needs assessments, and juvenile justice programs.

Illustrative Activities
Following the past state-wide evaluation of the Keystone Stars program to assess the implementation and effectiveness of Pennsylvania’s quality early child care initiative, the division and OCD are working closely with the state Office of Child Development and Early Learning to develop a plan to evaluate all state-supported child care programs. In efforts like this, the division is exploring with a diverse range of partners (e.g., family residency physicians, county human services, USAID, United Way, local youth development agencies) to generate new opportunities for research, evaluation, and technical assistance, aiming at improving outcomes in services and programs for children and families.

Current Projects
The division currently conducts evaluations of several system building initiatives focusing on early childhood, including Pennsylvania BUILD Initiative, State Infant and Toddler Mental Health Initiative, Starting Early Together Allegheny County System of Care Initiative, and System of Care in Northumberland/Dauphin counties. We conducted the Allegheny County Community Needs Assessment across all areas of human services needs for the United Way. The division also partners with OCD colleagues in evaluations of aspects of Family Support and Early Head Start work. Also we continue our evaluation of the Post Traumatic Stress Disorder treatment in states’ juvenile treatment facilities as well as mentoring, after-school, and pregnancy prevention programs for at-risk adolescents throughout this region. Finally, we perform a variety of intervention, evaluation, and followup projects pertaining to orphanages in the Russian Federation and Latin America.

Junlei Li, Division Director

Division of Service Demonstrations

General Purpose
The Service Demonstration Division works with partners to develop and implement quality service models that improve the lives of children and parents. It especially promotes programs designed and governed by participants and communities. Through this work, services and evaluation are integrated to improve programs; lessons learned are identified and disseminated to a broad audience; and assistance is made available to providers and community groups to build capacity to improve outcomes for children.

Illustrative Activities
The Family Centers of Excellence Project facilitates the development, implementation, and evaluation of strategies that support two communities to strengthen their commitment to school readiness. This is achieved through integrated, intensive, community, and family approaches that support young children and their families. These strategies are designed to be sustained beyond this two-year project and replicated in other communities. In each of these communities, the family support center serves as the focal point for outreach, collaboration, service delivery, and community engagement. Intensive technical assistance is provided to the two centers to strengthen their overall quality.

The Infant/Toddler Mental Health Project provides on-site support to early care and education practitioners in Allegheny, Greene, Fayette, Washington, and Westmoreland Counties. An infant/toddler mental health specialist provides this support by observing an infant or toddler in the classroom; developing an individual plan to address the child’s social/emotional development; communicating concerns to parents; and providing referral information to families with children who may need specialized services.

Current Projects
Early Head Start is a ten-year project that provides intense, individualized, comprehensive services to pregnant women, infants/toddlers (up to age 3), and their parents to promote...
positive child outcomes. Services are provided to 170 families in Clairton, Sto-Rox, the Hill District, and East End communities of Pittsburgh in collaboration with community-based agencies.

Partnerships for Family Support (PFS) provides training and technical assistance to the 30 family support centers of Allegheny County as well as leadership and staff support to the infrastructure of the family support system. This includes the Family Support Policy Board and its committees (Executive, Quality Assurance, and Advocacy), the Roundtable, Site Directors Network, and Community Voices. Close to 7,000 families are enrolled in family support centers, and over 800 staff receive training and technical assistance through the Division.

STARS TA is part of the Keystone STARS quality enhancement programs. Hands-on technical assistance is made available to early care and education practitioners seeking to enhance their program quality and to improve outcomes for the children in their care, while achieving higher Star designations in the STARS program. Using a broad range of consultants, this program delivers and coordinates technical assistance to practitioners in Allegheny, Greene, Fayette, Washington, and Westmoreland Counties.

Laurie Mulvey, Division Director

Division of Policy Initiatives

General Purpose
This Division improves outcomes for children and families by informing policy makers of research, best practices, and evaluation results that address potentially needed policy changes, and by engaging and supporting collaborating organizations, interested professionals, and families to improve public policies and professional practices.

Illustrative Activities
In the past, the Division has pursued several major projects. It led the Starting Points project, which was an initiative to better inform policy makers and the public about the importance of the early years in the development of young children; it helped to deepen and expand the family support movement (growth of family support centers, development of parent leadership); it successfully promoted an agenda around children’s health care access that influenced state policy and local implementation; it launched a comprehensive early literacy campaign that generated collaborative activities by universities, media, community, school, pediatric, parent, early childhood, and literacy providers; and its leadership in Smoke Free Mothers/Smoke Free Families has resulted in changes to Pennsylvania’s Medicaid policies and funding that will facilitate smoking cessation among pregnant women.

Current Projects
Policy Initiatives is continuing prior work in policy development, systems reform, public engagement, program improvement, and public/private partnerships, while adding a greater emphasis on collaborations and making data available and used in decision making. Policy Initiatives currently works in six areas:

- **Children’s Health.** Policy Initiatives’ current work includes efforts on state and local policies to reduce smoking during pregnancy; to screen young children for lead poisoning; to enhance the coordination of care for young children with special health care needs; to reduce the incidence of Sudden Infant Death Syndrome and prematurely; and to enhance access to care for maternal depression.

- **Children’s Behavioral Health.** Policy Initiatives is making several efforts at policy and systems change to provide help in a timely way to parents and caregivers of young children with behavioral problems. In partnership with The Alliance for Infants and Toddlers, Policy initiatives is providing workforce development, training, and clinical support for Allegheny County’s Early Childhood System of Care.

- **Early Childhood Education.** We are leading a local collaborative to expand quality early childhood education; to build a collaborative of children's researchers at three state-related universities to improve the transition of children to kindergarten; and to link early care and education providers with early intervention services.

- **Responsible Parenting and Family Support.** We are strengthening and expanding the network of 30 family support centers and organizing parent leaders to be consumer voices on local and state policy issues.

- **Early Literacy.** We are urging state policy changes that would improve preparation of teachers for children birth to age 8 and locally to improve early literacy.

- **Youth Development.** We are promoting after school youth places to reduce youth crime and to advance the participants in academic and career pursuits.
In each project, there are collaborations with primary partners, development of intermediaries, formation of policy collaboratives, work with other OCD divisions, use of data and best practices, close relationships with funders, information for policy makers, and learning/evaluation.

Robert Nelkin, Division Director

Division of Administrative Operations

General Purpose
Administrative Operations is responsible for providing administrative support for all divisions of the Office of Child Development.

Illustrative Activities
We support all phases of grant management, including budget development, expenditure processing, and budget monitoring. We provide financial information and reports as needed. Additionally, we provide assistance regarding computing, human resources, physical plant, telecommunications, and policy and procedural issues. We link OCD with other University administrative departments, such as the Office of Research, Payment Processing, Research/Cost Accounting, and Human Resources.

Current Projects
This year we will implement IT WORKS, a budget management software package. This package is currently being used by the School of Education, and it will help us in being more effective in managing, monitoring, and reporting grants.

Roger Fustich, Division Director

Division of Community and Internal Services

General Purpose
Community and Internal Services manages projects, events, and activities for the Office of Child Development divisions and staff and for Office, University, and community collaborations.

Illustrative Activities
Community and Internal Services has identified emerging issues affecting children, youth and families; convened University and community representatives to explore these issues; and organized the development of networks and collaborations to pursue projects in these areas. Major issues covered are fatherhood, child abuse prevention, runaway youth, homeless families and children, and youth gang prevention. Community and Internal Services promoted best practices in the human service field on an international level as part of the Pittsburgh International Children and Families Institute. Internal to the Office, the Division planned, organized, and implemented Office of Child Development events and activities, including the OCD 10th and 20th Year Celebrations, Open House at the new Lexington Offices, annual staff retreats and quarterly meetings, and internal committees addressing the interests of OCD staff.

Current Projects
Staff serves on a variety of community and University advisory boards and projects. Current projects include the Fatherhood Training Institute – training professionals and fathers in areas of contemporary fatherhood. A Man's Guide to Child Development provides a curriculum especially written for men and training by certified trainers to both professionals and to men involved in families.

The Division is the facilitator and administrator for the Fathers Collaborative, which promotes involved and responsible fathering through a service model for non-custodial fathers. The Division coordinates the planning of the Annual Family Support Conference, which now has become the only family support conference in the nation.

Kathryn Rudy, Division Director
The Office of Child Development Organizational Chart
Reports and Publications


Ferguson, C. J., & Dettore, E. (Eds.) (2007). To play or not to play: is it really a question? ACEI: Olney, MD.


Presentations


Beasley, S. (August, 2006.) Pittsburgh Black Media Federation Public Relations & Outreach Approaches, Pittsburgh, PA.


Li, J., Bell, S., & Townsend, M. (October 2006 - March 2007). Various presentations to United Way Impact Cabinet, subcommittees, and agency retreat, on the design, scope, and findings of the United Way Community Needs Assessment, Pittsburgh, PA.


Training Workshops and Conferences Sponsored

**Region III Fatherhood Conference**
The Conference, “What about Dads?” was held on February 8-10 in Philadelphia, PA. Our workshop was attended by 25 Participants from Head Start and Early Head Start from Region III. Sessions on the evolution of father involvement in an early Head Start Program were presented by Chris Dunkerley and Angela Tookes.

**Family Support Conference – Everybody Ready = School Success**
A Family Support Conference for Parents, neighborhood leaders, faith-based groups, family support Participants, community members, social service agencies, child care workers, educators, policy makers, healthcare providers, practitioners, human service administrators, and child advocacy groups from across the nation was expanded this year to a two-day conference and was held on May 16-17, 2007. Keynote speakers were Paul Gasser, Evelyn Harris, and Lynn Amwake. 28 workshops by professionals from across the United States provided Participants cutting-edge information on the importance of ready schools, families, services, and communities to promote the successful transition of our children to school as well as the importance of maintaining a strong family support movement. Over 550 participated in this annual conference.

**Fatherhood Training Institute**
Provided training to over 150 professionals in areas pertaining to fathers and fatherhood. Topics included importance of fathers, contemporary issues and fatherhood, fathers and child development, recruitment and retention of fathers, teen fathers, and gender differences. Provided training using *A Man’s Guide to Child Development*, a child development training curriculum for men involved in families, to over 200 men in family support centers, churches, jails, and other community settings.


New Grants Awarded


Continuing Grants in Force

Bell, S.: “Supporting Children through Learning and Employment.” Special Improvement Project, (September 2005 – February 2007), $8,000.


Grant History Summary
Office of Child Development Staff

Co-Directors
Christina J. Groark
Robert B. McCall

Associate Director
Carl N. Johnson

Division Directors
Junlei Li,
Research and Evaluation
Roger Fustich,
Administrative Operations
Robert B. McCall and
Christina J. Groark,
Interdisciplinary Education and Research
Laurie A. Mulvey,
Service Demonstrations
Robert Nelkin,
Policy Initiatives
Kathryn L. Rudy,
Community and Internal Services

Project Directors
Sheila Bell
Family Support Evaluation
Sheila Beasley,
Family Support Outreach
Bernadette Bennermon,
STARS TA
Doris Dick,
Projects Manager
Ray Firth,
Behavioral Health Policy
Sharon Harper,
Partnerships for Family Support, Training and Technical Assistance
Vivian Herman,
Early Head Start
Ruth Kolb,
Family Support Policy Director
Lucas Musewe,
Family Support Database
Maria Z. Townsend,
Child and Family Indicators
Jan Zajac,
Post Traumatic Stress Disorder Treatment and Evaluation

Administrators
Peggy A. Maloney
David M. Nicoll

Executive Administrative Assistants
Mary Ellen Colella
Mary Louise Kaminski

Graduate Students and Interns
Leah Castleton
Amy Gee
Emily Hollingsworth
Emily Mertz

Undergraduate Students
Ian Downing
Tom McGough
Ryan Moore

Staff
Ann Bisceglia
Jessica DeGel
Ernie Dettore
Chris Dunkerley
Maura Falchetti
Larry Fish
Barbara French
Sharon Geibel
Annette Harris-Bush
Gordon Hodnett
Cheryl Huggins
Annette Jackson
Susan Jones
Regina Jones
Angela Koval
Ken Leitisco
Charlene Nelson
Donna Saresno
Janell Smith-Jones
Jeanne Taylor
Emie Tittnich
Chunyan Wang

Office of Child Development Awards
Screened Group of Children