



**Child Care
Resource
& Referral**
OF SOUTHEAST GEORGIA

AT SAVANNAH TECHNICAL COLLEGE



**Georgia Dept
of Early Care
and Learning**
BRIGHT FROM THE START

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Brian P. Kemp
Governor

Amy M. Jacobs
Commissioner

March 2021

Dear Child Care Professionals of Georgia:

I want to express my gratitude to all the technical assistance providers who are supporting the TARO Quality Rated Virtual Process (QRVP). Our Quality Rated team has shared great praise for the exquisite coaching skills demonstrated by the TAs, and your feedback after the pilot helped us make timely improvements before the Cohort 1 process launched.

I am also excited to share DECAL’s plan for distributing funds from the federal Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA). As you may have heard, Georgia has received \$403 million from the \$10 billion Congress appropriated for the Child Care Development Fund (CCDF) in December 2020. This is a historic investment in child care nationally and in Georgia. It will allow us to build on the work we began with the CARES Act funds, helping to mitigate the devastating effects of the pandemic on the child care industry and the families who depend on it.

The CRRSA funds will be disbursed in phases. Phase 1, about \$200 million, will have a broad scope intended to preserve and stabilize the child care industry and its workforce and ensure that all children have access to early care and learning. One-time grants will be available to child care providers, teachers and other employees in early education, low-income families, and programs for school age children.

STABLE Grants, Round 3

Data we collected show that attendance at child care facilities was down by an average of 25% from the beginning of 2020 to the end, while operating expenses have remained flat or increased. DECAL will offer another round of Short Term Assistance Benefit for Licensed Entities (STABLE) grants, for which all open, licensed child care providers are eligible. Like previous STABLE payments, providers will have a measure of autonomy in determining how to use the funds to meet their business needs. Funds may be used to pay for salaries and benefits for lead teachers, assistant teachers, and other employees; substitute teachers; tuition relief for families; lease or mortgage payments; utilities; cleaning supplies; classroom materials and supplies; unreimbursed food; and additional supplies required by CDC guidelines. Round 3 STABLE payments will be based on program capacity rather than attendance.

The Early Childhood Professionals Bonus

As Governor Kemp announced in January, early childhood professionals will be eligible to receive a one-time \$1,000 bonus. Employees in the early learning workforce have demonstrated great resilience in continuing to serve children and their families during the pandemic. These bonus payments are intended to recognize their hard work and help offset lost wages. The bonus

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will be available to Georgia teachers, directors, assistant directors, and other employees who work onsite at least 20 hours per week in licensed child care programs, Department of Defense (DOD) programs, Early Head Start and Head Start programs, and Georgia's Pre-K programs.

Out-of-Pocket Expenses Waived for CAPS Families

We know that working families with low incomes have been disproportionately affected by job losses and reduced hours. To make sure children with CAPS scholarships continue to have access to high-quality early care and learning, DECAL will waive the fees families would normally have to pay for 12 months. (Fees include the family fee, limited to 7% of income, and any differential between the CAPS rate and what the child care provider charges.) DECAL will pay providers their full published rates.

Competitive Grant for School-Age Programs

Providers who offer school-age programs have stepped up to the challenge of supporting and supervising school-age children whose schools are providing primarily virtual instruction. We are hearing from these programs that they have needs they aren't able to meet. DECAL will allocate \$5 million of the CRRSA Phase 1 funds for competitive grants that all licensed providers who serve school-age children will be eligible to apply for. License-exempt providers that have served at least one child who has received a CAPS scholarship within the last two years will also be eligible to apply. School-age grant funds may be used for technology enhancements, equipment, and curricular materials designed for children 5 to 12.

DECAL's IT division is working behind the scenes to make infrastructure updates that will facilitate these payments. We will announce specific details about each of the four Phase 1 grant opportunities as soon as we are able.

Phase 2 and any subsequent phases will be targeted to the specific needs of the child care industry, the workforce, and families with young children, based on feedback we solicit.

With the arrival of spring and widespread distribution of the COVID-19 vaccines on the horizon, I feel hopeful that the worst of the pandemic may soon be behind us. I hope you are finding sources of encouragement in your lives too. Many thanks for all you do to support Georgia's youngest learners!

Sincerely,



Amy M. Jacobs
Commissioner



Did you know over 20,000 people shop for child care and summer camps on DECAL's website every month? If you're a child care provider, update your profile on <https://decalkoala.com/> TODAY to make sure you're putting your best foot forward!

Georgia's Pre-K Summer Transition Program

The Summer Transition Program is a six-week intensive academic program offered in June and July. There are two programs offered during this time, Rising Pre-K and Rising Kindergarten.

Rising Pre-K is a program that specifically targets students who are registered to attend Georgia's Pre-K Program or Head Start Program in the 2021–2022 school year and whose home language is Spanish. A defining characteristic of the program is that at least one teacher must be bilingual, fluent in English and Spanish. The instructional program is structured to include the use of both English and Spanish throughout the day, and activities and strategies are intentionally planned to support and promote dual language learners' language development and readiness for Pre-K.

Rising Kindergarten targets rising kindergarteners who didn't attend a Georgia's Pre-K or Head Start program or who did attend one of these programs but did not attend the entire school year or need additional academic support before entering kindergarten. Children who attended a Georgia's Pre-K or Head Start classroom utilizing a hybrid or full distance learning model of instruction during the 2020–2021 school year are also eligible to attend the Rising Kindergarten program.

The Pre-K Summer Transition Program includes a family support component. Family support services are carried out by Transition Coaches and include parent educational activities and kindergarten transition activities.

Additional information about the Summer Transition Program is available on the DECAL website at <http://www.decal.ga.gov/Prek/SummerTransitionProgram.aspx>.

Georgia's Pre-K Program Registration 2021-2022

Many of Georgia's Pre-K programs have started registering children for the 2021–2022 school year. Each Pre-K provider sets its own registration dates. Parents should contact the Pre-K provider where they want to enroll their child to learn when and how to register.

Children four years of age on September 1, 2021 who are Georgia residents are eligible to attend Georgia's Pre-K Program during the 2021–2022 school year. Proof that a child is age eligible and a Georgia resident is required to register for Pre-K. Acceptable proof-of-age documentation includes birth certificates, passports, official medical documents, legal documents, or official documents from other countries. Acceptable proof-of-residency includes a lease, utility bill or letter from a shelter or employer. For more information regarding enrollment in Georgia's Pre-K, use the following link: <http://www.decal.ga.gov/BftS/EnrollingInPreK.aspx>.

To locate a Georgia's Pre-K Program, parents can use the following link:

<http://families.decal.ga.gov/PreK/Search> or contact the Georgia's Source for Finding Quality Child Care toll-free at **1-877-ALL-GA-KIDS** (877-255-4254) to speak with a child care resource and referral consultant.

Kemp & DECAL Unveil Pre-K, Assistant & Child Care Teachers Supplemental Pay Program

Governor Brian P. Kemp and DECAL Commissioner Amy M. Jacobs last week announced plans to provide \$1,000 supplemental payments to eligible Pre-K teachers, assistant teachers, and child care teachers in Georgia. These payments will be funded through the federal Child Care and Development Block Grant (CCDBG) funds provided in the most recent Consolidated Appropriations Act, 2021. These payments are targeted for programs which remained open throughout the pandemic.

“Child care and Georgia’s Pre-K Program teachers were on the frontlines of COVID-19’s impact on our families and communities from the very beginning, caring for the children of first responders and essential workers,” said Governor Kemp. “Throughout the pandemic, we have remained laser-focused on ensuring that parents can return to work safely with the knowledge that their children are well taken care of. I thank Commissioner Jacobs and her team for working tirelessly to administer these funds and support children, parents, and educators throughout Georgia.”

In the next couple of weeks, DECAL will publish eligibility criteria in accordance with federal law and begin disbursing pay to Georgia’s Pre-K and child care workforce.

Thank You to teachers who have kept the learning process going safely.



**\$1,000
SUPPLEMENTAL PAYMENT**

**One-time supplemental payment to every
Georgia’s Pre-K
Program teacher, assistant teacher, and child
care teacher in the state.**

Child Care Programs Required Reporting Reminders

The Department of Early Care and Learning (DECAL) wants to remind ALL child care program personnel and volunteers that they are required by Georgia law OCGA 19-7-5(c)(1) to immediately report any situation in which there is reasonable cause to believe that a child has been abused, neglected, or deprived to the Department of Family and Children Services (DFCS) and to DECAL.

Child care programs must also report the following situations to DECAL within 24 hours or the next business day:

- Death of a child.
- Serious illnesses or injuries that require hospitalization or professional medical attention.
- Missing child(ren).
- Fire or structural disaster.
- Emergency relocation of children.
- When an employee acquires a criminal record.
- Temporary Closures. Any time the program will be closed, even for one day, the program must notify DECAL. Programs can schedule temporary closures up to 180 days in advance.
- Notifiable Communicable Diseases (also report to the Department of Public Health).

Child care programs can submit a Required Report through a DECAL KOALA account. If you need assistance with a DECAL KOALA account, please email decalkoala@decalf.ga.gov.

More information about Required Reporting may be found at [Child Care Services DECAL KOALA Required Reporting \(ga.gov\)](#).

Technology Tips for QRVP by Mandy Roe, TA

Video Recording Tips



- Record the video in landscape mode or horizontal for optimal viewing.
- Keep the camera as steady as possible. Plan for the placement of the device and experiment with different items to create your own tripod.
- Avoid additional background noise and keep the device as close as possible to ensure the microphone picks up the audio.
- If possible, use the camera on the back of the device to ensure picture quality.

Videos too long to send via text/email?

- Download Google Drive on your device 
- Sign in or create a Google account
- Click plus sign to add video 
- Click 'Upload' and select the video from your phone
- Select **•••** next to your video
- Click 'Share' and add the recipient's email
- **OR** click 'Copy link' and send via text or email

[Click for tutorial video](#)

How to Trim Videos Tutorials

[iPhone/iPad](#)

[Android](#)

Southeast Region: Quality Rated Program Recognition

Congratulations to the following programs for earning new ratings, maintaining ratings, or increasing ratings since October 1, 2020!



Kiddie World Child
Development Center LLC
Marcia Lloyd
Patricia Lonnon
Doris McMillan
MyNana's Clubhouse
Qunnie Parker
Connie Pruitt
Red Trolleys Daycare Center
Remington Academy
ChaRhonda Robinson
Anitra Sams
Sproutland Learning Center
Lashay Thomas
LindaWhite
Shaquitha Whitfield

Betty Adams
Buzy Bbb'z Childcare &
Learning Center
Circle of Life
Academy
Allegra Dorman
Tabatha Gascot
Latoya Gray
Janet Hall
Leslie Hall
Barbara Hamilton
Elsie Hopkins
K.I.D.S. Kingdom Academy



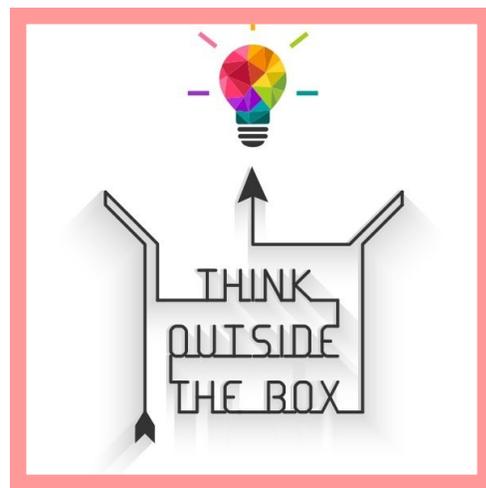
Recruiting, Hiring and Retaining Staff by Becky Lehto, TA

Think like a job seeker. Where would you search for a job? What key words would you use? What phrasing would attract you to one job over another?

Keep up with all of the relevant employment sites and scan them regularly. This provides you with critical information like who else in your area is hiring, how much other programs are paying and what experience/education they are looking for. Some of the most common sites used by people looking to work in childcare are: Indeed, SnagaJob and Care.com. You are less likely to recruit applicants for hourly work on sites like Monster and LinkedIn. Once you see where everyone else is posting consider whether or not it is a good strategy to pay for a job posting account in order to boost your visibility.

If paying for an account is not in your plans, consider what free resources may be available to you. There are many places online where you can recruit for free like Craigslist, NextDoor, or local Facebook pages, like “Windsor Forest-Home Sweet Home” or “What’s Happening Pooler.” You can also put up flyers on community boards at places like Whole Foods, Starbucks and many other shops.

Network, network, network! Yes, it is hard with COVID to have or go to gatherings but the more connections you have the more people you can reach out to for referrals. Some safe things you can do right now are: take your business cards everywhere you go and leave them where you can with the words “Now Hiring” written on them; volunteer with your staff at fundraisers that are important to you all personally, maybe that looks like running a virtual 5K or collecting food for a shelter; let everyone you meet know you are hiring, including the cashier at Kroger who rings up your weekly disinfectant supplies. Word of mouth is how most jobs are filled.



Become social media savvy. This meets most job seekers where they are. If you’re not on Instagram, Facebook and Twitter, create accounts for your program and let the world see how amazing you are. Be sure to hashtag away. #Savannah gets you a ton of views of Instagram. Even better if you search “#Savannah” then you can see ALL of the Savannah pages you can hashtag to gain attention and followers. But be very mindful of your social media image. Carefully curate your social media presence to be strictly positive and focused on providing the best care for children and finding the best staff. Never mention other child care programs and never engage in public battles with disgruntled parents or former staff.

Think outside of the box. What social service agencies in your community run job training programs? Which ones have employment specialists? Connect with those agencies and let them know you are looking for good employees. Also consider how your local technical college or university can be a connection for you. Reach out to their employment specialists and education departments to see what resources they have to offer.

And last, but not at all least, treat your current employees well. We all know they are worth a million dollars but alas, millions are not just lying around. This doesn’t mean you can’t make them feel like a million dollars. Take the time to get to know them, find out their “love” language, and know what makes them smile. One employee might need notes of appreciation, another might be over the moon by finding an unexpected favorite candy bar with her name on it in her classroom. Praise them publicly. Remember their birthdays and celebrate program accomplishments like increasing enrollment by 10% or getting praise on social media. It can be hard to be positive right now when there are so many challenges in front of us so celebrating each other helps everyone’s morale and it keeps good employees from becoming former employees plus it just might turn them into employment recruiters for you.

Professional Learning Opportunities

New Online Virtual Webinar Trainings

We heard your requests!

The new trainings below can be taken for 1 BFTS approved training hour:

Introduction to Adverse Childhood Experiences (ACEs)

Guided Language Techniques for Infant and Toddler Development

Guided Language Techniques for Preschool Development

Admin-specific 1-Hour Training

Monitoring Systems

The new trainings below can be taken for 2 BFTS approved training hours:

Admin-specific 2-Hour Training

Staff Retention and Motivation

Additional 2-Hour Trainings

*Updated virtual *Standards 101: How to Use the GELDS*

*Updated virtual *Teaching Strategies for Quality Interactions*

Refer to our training calendar on our website for scheduled sessions and registration.

<https://www.ccrrofsoutheastga.org/calendars-events>



*ATTENDANCE FOR VIRTUAL TRAININGS WILL BE TAKEN VIA NAME AND PDS NUMBER PROVIDED BY PARTICIPANTS IN THE CHAT BOX DURING THE CLASS SESSIONS IN ORDER TO RECEIVE CREDIT.

*ALL PARTICIPANTS MUST BE ABLE TO VIEW OUR PRESENTATION FOR TRAINING CREDIT. DEVICES THAT ALLOW FOR ONLY AUDIO ACCESS ARE NOT ALLOWED. PLEASE READ ALL OF THE CLASS INFORMATION SECTION IN THE PDS REGISTRATION FOR MORE INFORMATION ON REQUIREMENTS AND EXPECTATIONS.

Professional Learning Opportunities

Jan Leverett is now teaching the **Fire Safety Class for Caregivers** as required by Georgia law. Classes of five (5) or more students can be taught at your location. Cost for the Fire Safety Class (5 hours credit) is \$25.00 per student.

Evening classes available in Wayne, Liberty, and Long counties.

Saturdays, Sunday afternoons, or any weekday daytime sessions available in:

Appling, Atkinson, Bacon, Bleckley, Brantley, Bryan, Bulloch, Camden, Candler, Charlton, Chatham, Clinch, Coffee, Dodge, Echols, Effingham, Emanuel, Evans, Glynn, Jeff Davis, Jones, Lanier, Laurens, Liberty, Long, Lowndes, McIntosh, Monroe, Montgomery, Pierce, Screven, Tattnall, Toombs, Treutlen, Twiggs, Ware, Washington, Wayne, Wheeler, and Wilkinson.

Contact Jan at 912-294-4267 or jleverettfire@gmail.com to schedule a class or for more information.

INFANT TODDLER SUPER SATURDAY SERIES



Infant Toddler Super Saturday Series

GAEYC's Infant Toddler Super Saturday Series features some of Georgia's most interactive trainers presenting on topics requested by our event attendees and members.

SATURDAYS FROM 9AM TO 11AM.

\$15 FOR EACH TRAINING OR \$45 FOR ALL 4.

MEMBERS RECEIVE A DISCOUNT!

Planning with the GELDS

FEBRUARY 20 2021
2 BFTS HOURS

Forming and Sustaining Relationships with Children and Families

MARCH 20 2021
2 BFTS HOURS

The Role of Co-Regulation in Building Self-Regulation Skills

APRIL 17 2021
2 BFTS HOURS

Planning Environments for Infants and Toddlers

MAY 22 2021
2 BFTS HOURS

REGISTER AT

WWW.GAEYC.ORG/GAEYC-STORE



gaeyc

Georgia Association for the Education of Young Children

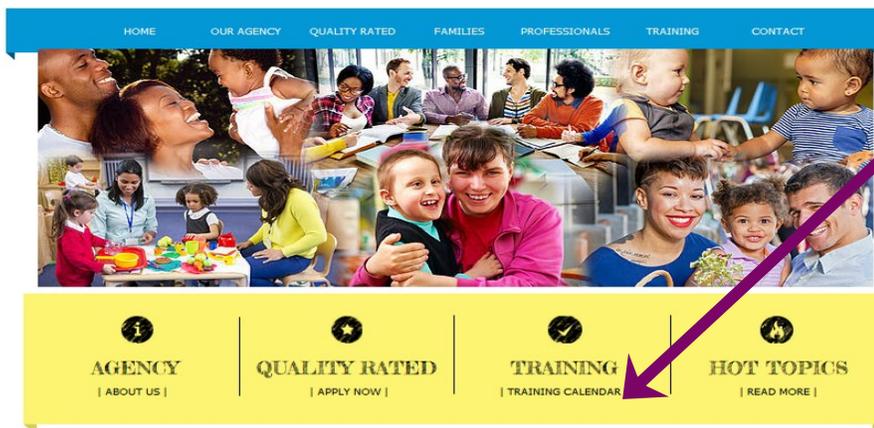
How to Register for Trainings

Go to: www.ccrrofsoutheastga.org



Click on the *Training Calendar* link.

From there, you will be redirected to the *Calendars/ Events* page.



To register, click on the training you are interested in. This will take you to our information page. Please read ALL information and then click on the PDS link to reserve your spot in that session.

CALENDARS / EVENTS

Trainings

Time zone: GMT -04:00 < March 2021 > Today

Sun	Mon	Tue	Wed	Thu	Fri	Sat
28	1	2	3	4	5	6
7	8 6:30pm Ex...	9	10	11	12	13
14	15	16	17	18 6:30pm Jo...	19	20
21	22	23	24 12:15pm Gl...	25 6:00pm Su... 6:15pm Gul...	26	27
28	29	30 6:15pm Sta...	31	1	2	3

****PLEASE NOTE THAT WHEN YOU REGISTER FOR A CCR&R TRAINING THROUGH THE GA PDS, THE ZOOM LINK IS SENT IN YOUR REGISTRATION CONFIRMATION EMAIL. PLEASE SAVE THAT EMAIL FOR ACCESS TO THE TRAINING SESSION. THIS SAME EMAIL WILL HAVE THE LINKS TO ANY SESSION DOCUMENTS/HANDOUTS THAT ARE NEEDED FOR THE TRAININGS AS WELL****

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Kristin Goetz Professional Learning Manager 912.443.3381	Monica Natoli Professional Learning Coordinator 912.677.3517	Pam Scalf Professional Learning Coordinator 912.663.0100
Jessica Boshuizen Professional Learning Coordinator 912.650.3937	Cynthia Akins Technical Assistance Manager 912.655.6682	Jennifer McMichael Technical Assistance Manager 912.659.7454
Allison Wall Technical Assistance Manager 912.433.9577	Jeneine Barlow Technical Assistance Manager 912.704.8192	Sheila Booker Technical Assistance Coordinator 912.433.3307
Linda Reed Technical Assistance Coordinator 912.659.5263	Mandy Roe Technical Assistance Coordinator 912.663.0137	Cindy Beecher Technical Assistance Coordinator 912.663.0218
Linda Taylor Technical Assistance Coordinator 912.433.1116	Maureen Harris Technical Assistance Coordinator 912.433.0461	Letty Kinslow Technical Assistance Coordinator 912.659.6663
Becky Lehto Technical Assistance Coordinator 912.650.1303	Shelly Lawson Technical Assistance Coordinator 912.650.1777	Stephanie Rozier Technical Assistance Coordinator 912.433.0462
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