



## SPRING 2022 ISSUE



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**Brian P. Kemp**  
Governor

**Amy M. Jacobs**  
Commissioner

April 2022

Dear Child Care Professionals of Georgia:

As the calendar turns from winter to spring, isn't it nice that the pandemic's impact is gradually subsiding, along with the chilly temperatures, allowing us to enjoy some time outdoors? I realize, however, that we still have a long way to go before we are fully "back to normal," which is why we continue to seek ways to help you all recover from the effects of COVID on your businesses, your employees, and the children and families you serve.

In that regard, I want to give you an update about DECAL's process for planning the distribution of federal COVID-19 stimulus relief funds that have not yet been obligated. The purpose of the federal funds is to stabilize the child care industry and make child care more accessible for families. You'll recall that last year we announced the STABLE 4ward program which will distribute more than \$800 million directly to child care providers. We also expanded the CAPS Program to serve an additional 10,000 children, and we committed to two additional rounds of POWER payments to individuals in the early care and learning workforce.

We recently completed a very important stakeholder engagement process to hear from providers, teachers, families, and other partners about how to allocate the remaining federal stimulus funds. The Urban Institute conducted a survey on our behalf and received 6,597 responses. They also interviewed 83 parents in 21 focus groups and analyzed administrative data to understand the context of the feedback they received.

The Urban Institute consolidated their findings into nine recommendations that I will share with you below. Some of the recommendations reflect the financial struggles of the industry with which we are all very familiar. Providers struggle to recruit and retain teachers; teachers can often earn more in other industries; and families—both those who have CAPS scholarships and those who don't—struggle to pay for child care.

Some of the recommendations, especially those about health and safety information and supports for children's social-emotional care, indicate that DECAL needs to do a better job of communicating about existing services. One helpful way to do that is to spread the message that anyone, including providers, teachers, families, and members of the public, can call the SEEDS helpline at 1.833.354.HELP for assistance in supporting children's social emotional and behavioral health.

Now for the Urban Institute's recommendations for allocating federal stimulus funds:

1. Provide support to encourage more people to become and remain child care teachers
2. Focus attention on and provide information about basic health and safety
3. Reconsider group sizes and child-staff ratios
4. Provide more accessible information to families about available early care and education services
5. Consider how to support more providers in offering care, providing longer hours, and participating in CAPS
6. Support providers in taking care of the social-emotional and behavioral needs of children

## INSIDE:

- Top 10 Issues to Watch
- Finding Qualified Staff
- Retaining Current Staff
- On-Demand Online PD Options
- SE Region PD Options
- Quality Rated Programs

## *Commissioner's Letter (continued)*

7. Consider new benchmarks for affordability of care in Georgia, including limits for CAPS participation and parent contributions when receiving CAPS
8. Consider how to sufficiently support CAPS to increase responsiveness to parents
9. Offer child care providers additional grants and supports for financial sustainability and business planning

I am grateful to those of you who took the time to provide feedback to the Urban Institute. I am in the process of meeting with the DECAL leadership team now to determine how to act on each of the recommendations and how to allocate remaining federal funds. I hope to announce specific plans in the next few months.

I've enjoyed writing these quarterly letters, but I also think it's time for a change. I want you to hear from the Deputy Commissioners about their respective divisions. Next quarter you'll hear from Susan Adams, Deputy Commissioner for Georgia's Pre-K and Instructional Supports. The other Deputy Commissioners will take turns writing to you after that.

We recognize that you continue to face enormous challenges. That's why we are focused on collecting feedback through projects like the Urban Institute Survey that will inform our efforts to develop effective initiatives and useful resources to support your success.

I wish you all a happy and productive spring and summer.

Sincerely,



Amy M. Jacobs  
Commissioner

For CAPS payment concerns,  
contact MAXIMUS at 1.877.755.6522 and  
[MAXIMUSContactCenter@maximus.com](mailto:MAXIMUSContactCenter@maximus.com).

## *Top Ten Issues to Watch Report*

In January, the Georgia Partnership for Excellence in Education (GPEE) presented its 18th edition of the Top Ten Issues to Watch Report. The report identifies and analyzes key education issues Georgia will be or should be addressing in the coming year. Early childhood education was one of the top ten issues listed. To read about the issue, barriers, and recommended action plans for Georgia, click [here](#) and view pages 34-39.



## *Finding Qualified Staff*

**A great place to advertise your open child care staff positions is to post them on your local technical college's Career Services Job Board. Find the link for your county below.**

Programs located in the Savannah Technical College service area can post their open positions on the college's Career Services site using the following link: <https://www.savannahtech.edu/student-affairs/career-services/career-services-for-employers/>.

*SE CCR&R Counties: Chatham, Bryan, Liberty, Effingham*

Programs located in the Central Georgia Technical College service area can post their open positions on the college's Career Services site using the following link: <https://centralgatech.optimalresume.com/>.

*SE CCR&R Counties: Jones, Monroe, Twiggs*

Programs located in the Coastal Pines Technical College service area can post their open positions on the college's Career Services site using the following link:

<https://coastalpines.edu/services/career-services>.

*SE CCR&R Counties: Appling, Bacon, Brantley, Camden, Charlton, Clinch, Glynn, Jeff Davis, Long, McIntosh, Pierce, Ware, Wayne*

Programs located in the Oconee Fall Line Technical College service area can post their open positions on the college's Career Services site using the following link:

<https://www.oftc.edu/services/advising-career-services-retention/career-services/>.

*SE CCR&R Counties: Bleckley, Dodge, Laurens, Washington, Wheeler, Wilkinson*

Programs located in the Ogeechee Technical College service area can post their open positions on the college's Career Services site using the following link:

<https://www.ogeecheetech.edu/current-students/career-services>.

*SE CCR&R Counties: Bulloch, Evans, Screven*

Programs located in the Southeastern Technical College service area can post their open positions on the college's Career Services site using the following link:

<https://www.southeasterntech.edu/career-services/>.

*SE CCR&R Counties: Candler, Emanuel, Jenkins, Johnson, Montgomery, Tattnall, Toombs, Treutlen*

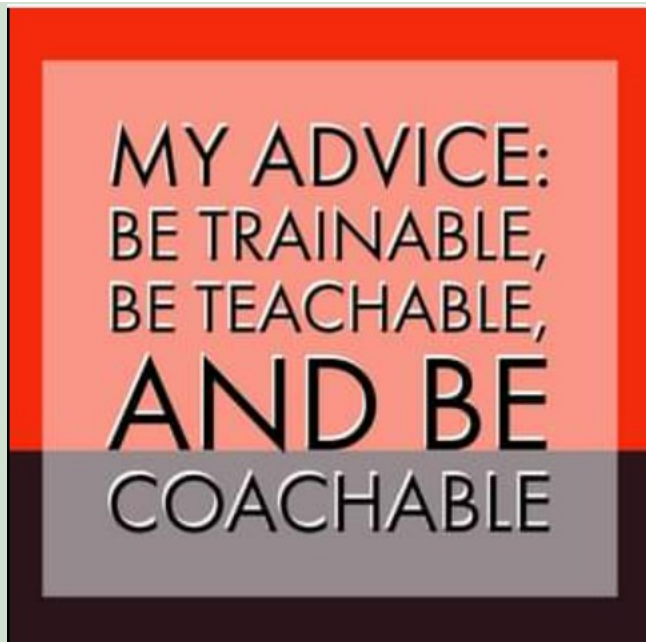
Programs located in the Wiregrass Technical College service area can post their open positions on the college's Career Services site using the following link:

<https://www.wiregrass.edu/academic-support-services/student-and-graduate-resources>.

*SE CCR&R Counties: Atkinson, Coffee, Echols, Lanier, Lowndes*

## *Finding Qualified Staff (continued)*

Soft skills can be just as important or more important than work experience. You can train an individual how to promote language development, but it is very difficult to teach them soft skills. Soft skills are more than just people skills or good work ethic. They determine an individual's ability to use critical thinking skills and adapt to their environment. To learn about great interview questions to analyze a potential staff member's soft skills, use this link: <https://sprockets.ai/interview-questions-to-evaluate-soft-skills/>.



## *Retaining Current Staff*



Training and keeping staff can become expensive. It can also be a burden for your staff members as they earn the necessary credentials to maintain their employment with your program. Talk to your Coordinator about DECAL Scholars and make sure your staff are getting every dollar they are eligible for when they pursue their credential. To learn about what DECAL Scholars offers, use this link:

<https://decalscholars.com/>.

In addition to earning or maintaining the necessary credentials, child care professionals need access to high quality professional development along with transfer of learning. Transfer of learning is simply taking something you learned from a professional development session and implementing it in the classroom. Check with your Coordinator to find out about easy transfer of learning strategies to use with the professional development opportunities on the following pages.

*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*



## *On-Demand Online Professional Development Options*

For a library of free online trainings that will help you lift language in your classroom, go to

<https://www.coxcampus.org/>.



**For a library of other trainings to support best practices, use OLLI trainings...**



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Quality Rated Orientation (1 hour)

<https://gapds.decal.ga.gov/Training/Sessions/33522>

Introduction to the Environment Rating Scales (2 hours)

<https://gapds.decal.ga.gov/Training/Sessions/33663>

"Big Three" of the Environment Rating Scales (2 hours)

<https://gapds.decal.ga.gov/Training/Sessions/35063>

**then complete the following to improve schedules, relationships, and interactions...**

SEEDS: Understanding the Daily Schedule, Routines, and Transitions (1 hour)

<https://gapds.decal.ga.gov/Training/Sessions/30234>

SEEDS: Nurturing Responsive Relationships (2 hours)

<https://gapds.decal.ga.gov/Training/Sessions/29125>

SEEDS: Behavior Expectations and Classroom Rules (2 hours)

<https://gapds.decal.ga.gov/Training/Sessions/30236>

SEEDS: Count Me In (2 hours)

<https://gapds.decal.ga.gov/Training/Sessions/30232>

The Pyramid Model in Early Childhood Environments (3 hours)

<https://gapds.decal.ga.gov/Training/Sessions/30274>

**...followed by the following to plan for intentional teaching.**

Intentional Teaching and Planning with GELDS (2 hours)

<https://gapds.decal.ga.gov/Training/Sessions/30331>

Intentional Teaching Using the Science Sub-Domain (2 hours)

<https://gapds.decal.ga.gov/Training/Sessions/30275>

Intentional Teaching Using the Math Sub-Domain (3.5 hours)

<https://gapds.decal.ga.gov/Training/Sessions/30286>

Intentional Teaching Using the Social Studies Sub-Domain (2 hours)

<https://gapds.decal.ga.gov/Training/Sessions/30237>

*For live, virtual professional development options, please check out the following page.*

## *Professional Learning Opportunities*

Date	Trainer	Training Title	Start Time	End Time
4/26/2022	Cantina Gandy	Exploring Themes of Dramatic Play	6:15 PM	7:15 PM
4/28/2022	Chelsea Owens	Math Made Easy	6:30 PM	8:30 PM
5/10/2022	Allison Wall	Let's Get Organized!	1:00 PM	2:00 PM
5/12/2022	Sheila Booker	Guided Language Techniques for Preschool Development	6:30 PM	7:30 PM
5/25/2022	Noel Ross	Attention Attention	6:00 PM	7:00 PM
5/26/2022	Stephanie Rozier	Coaching to Change	6:15 PM	8:15 PM
6/1/2022	Eboni Brown	Guided Language Techniques for Preschool Development	6:00 PM	7:00 PM
6/2/2022	Pam Scalf	Strengthening Families Through Knowledge of Child Development	6:15 PM	8:15 PM
6/16/2022	Cynthia Beecher	Introduction to Adverse Childhood Experiences (ACEs)	6:30 PM	7:30 PM
6/30/2022	Nicole Reynolds	Intentional Teaching for Learning	6:30 PM	8:30 PM
7/14/2022	Shelly Lawson	Teaching Strategies for Quality Interactions	6:00 PM	8:00 PM
7/21/2022	Carmia Stafford	Supporting the Stages of Play	6:30 PM	7:30 PM
7/21/2022	Mandy Roe	Intentional and Consistent Care	6:30 PM	8:30 PM
7/28/2022	Sheila Booker	Introduction to Adverse Childhood Experiences (ACEs)	6:30 PM	7:30 PM
8/4/2022	Shelly Lawson	Giving Employee Feedback Regarding Interactions and Teaching Strategies	6:00 PM	8:00 PM
8/18/2022	Maureen Harris	School Age Structure: Schedules and Transitions	6:00 PM	8:00 PM

# How to Register for Trainings

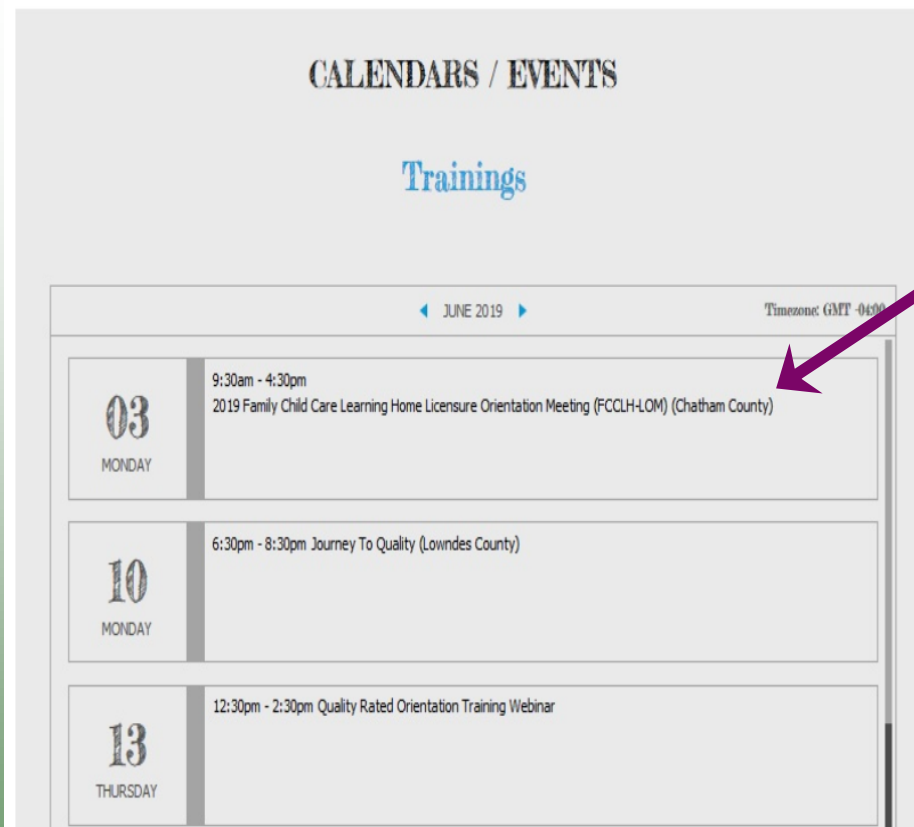
Go to: [www.ccrrofsoutheastga.org](http://www.ccrrofsoutheastga.org)

On the home page, scroll down until you see the quick menu.



Click on the *Training Calendar* link.

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



To register for all other trainings, please click on the time and title of the training you are interested in. The details screen will pop up with the link to GaPDS to register for the training.

## *Southeast Region: Quality Rated Program Recognition*

Congratulations to the following programs for earning new ratings or maintaining their Quality Rated status January 1, 2022—March 31, 2022!

A Nu Beginning Childcare Center and Learning Academy

Brunswick Christian Academy

Cuyler Head Start

Delightful Kids Learning Center

Allegra L. Dorman, FCC

Cyncelia R el-Shair, FCC

Lynda M Green, FCC

Heavenly Place Childcare Learning Center

In His Arms Pooler

Kim I Jackson, FCC

Gwendolyn M Jacobs, FCC

Kayton Head Start

Edwina F Lovett, FCC

Mary Jane McRae, FCC

Brittany J Milton, FCC

Marsha T Octave, FCC

Step by Step Childcare and Learning Center #2

The Kids Nest Learning Center

Thrive Early Learning

Tiny Treasures Development Center Inc.

U-H-C-C-C

Quanda Q Wooten, FCC

You're Good Enough for Jesus Outreach

Ministries Daycare

Angel Learning Center - Valdosta

Another Adventure Day Care

Janie Little Gems Daycare

Kat's Little Angels Daycare

Matthew Reardon Early Learning Academy

Mary F Mosley, FCC

Rainbow Learning Center

Elsie M. Sams, FCC

Cassandra N Smith, FCC

Susie's Daycare

All About Kids Early Learning Center

Allison's Learning Center

Bacon County Northside Head Start

Bleckley Head Start

Bree's Creative Learning Childcare Center

Candler County Head Start

Childcare Network #89

Country Kids Daycare

Dublin Head Start

East Dublin Head Start

Evans County Head Start

First Steps Infant / Toddler Center

Jeff Davis Learning Center

K.I.A. Club

Vahista V Lavant, FCC

Long County Head Start

Montgomery Head Start

Rambam Day School

Sandra V Shepherd, FCC

Tiyana M Snelling, FCC

The Children's Village at the Crossroad

Treutlen Head Start

Washington County Head Start Davisboro Center

Wheeler Head Start

Serafina Wright, FCC





**Childcare Resource & Referral of Southeast Georgia**  
**at Savannah Technical College**  
**190 Crossroads Parkway**  
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[www.ccrrofsoutheastga.org](http://www.ccrrofsoutheastga.org)  
**Telephone: 912.443.3011**

Melissa Cole Executive Director 912.443.3016	Dana Driggers Assistant Director of Operations 912.667.4563	Terenia Moody Assistant Director of Operations 912.433.9482
Jenna Tucker Fiscal Coordinator 912.443.5080	Johnnye Rogers Community Engagement Specialist 912.443.3384	Cynthia Akins Zone Manager 912.655.6682
Allison Wall Zone Manager 912.433.9577	Jennifer McMichael Zone Manager 912.659.7454	Jeneine Barlow Zone Manager 912.704.8192
Stephanie Rozier Professional Learning Coordinator 912.433.0462	Nicole Reynolds Technical Assistance Coordinator 912.650.1303	Carmia Stafford Technical Assistance Coordinator 912.677.3517
Cindy Beecher Technical Assistance Coordinator 912.663.0218	Mandy Roe Technical Assistance Coordinator 912.663.0137	Chelsea Owens Technical Assistance Coordinator 912.663.0119
Shelly Lawson Professional Learning Coordinator 912.650.1777	Noel Ross Technical Assistance Coordinator 912.663.5830	Linda Reed Technical Assistance Coordinator 912.659.5263
Eboni Brown Technical Assistance Coordinator 912.650.3937	Letty Kinslow Professional Learning Coordinator 912.659.6663	Sheila Booker Technical Assistance Coordinator 912.433.3307
Maureen Harris Technical Assistance Coordinator 912.433.0461	Pam Scalf Professional Learning Coordinator 912.663.0100	Cantina Gandy Technical Assistance Coordinator 912.655.8143



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