



*Quarterly Bulletin and Training Calendar for Early Childhood Educators*

**INSIDE**

- Letter from DECAL
- From the Director's Chair
- Quality Rated Provider Recognition
- Quality Rated Provider Highlight
- Training Highlight
- The Family Gathering
- January, February and March Training Opportunities
- Training Registration Guidelines
- CCR&R Contact Information



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**Brian P. Kemp**  
*Governor*

**Amy M. Jacobs**  
*Commissioner*

January 2025

Dear Child Care Professionals of Georgia:

May I be among the first to wish you a happy and prosperous new year!

I am writing today to share some updates about DECAL's 2Gen initiatives. 2Gen is a strategy for addressing the needs of young children and their parents *together*, to help families achieve self-sufficiency.

CAPS has a 2Gen student parent pilot program underway now at three colleges in the Technical College System of Georgia (TCSG). According to Ascend at the Aspen Institute, which funded the pilot, more than 20% of all college students are parents. Student parents are highly motivated to succeed in higher education programs, but often they must overcome obstacles that other students do not encounter. Our pilot is designed to connect student parents to the resources they need to complete their degree or certificate programs and secure good jobs.

CAPS has six student parent consultants working on-site to help student parents apply for or renew CAPS scholarships. The consultants can sometimes issue scholarships on the same day the parent applies. Together the consultants cover 15 sites at Central Georgia Technical College, Chattahoochee Technical College, and Wiregrass Georgia Technical College. In addition to processing CAPS applications, they offer family-centered coaching in which parents set their own goals; and they make individualized referrals to resources on the Find Help Georgia portal.

We have been pleased with the initial results of the pilot, which began in 2024. Our consultants have assisted more than 100 families so far, and 56% have been approved for CAPS scholarships. This approval rate is significantly higher than the overall approval rate for CAPS applications. We attribute this success in part to the motivation of student parents to complete their programs and in part to the personalized support we provide on campus. We hope to expand our on-site services to other campuses in the future.

DECAL has been developing and promoting 2Gen strategies since 2016, when our agency was first awarded the Parents and Children Thriving Together (PACTT) grant from the National Governors Association and the Center for Law and Social Policy. With that and other funding we have so far made grants totaling \$660,000 to more than 30 communities around the state so that communities can develop 2Gen strategies that meet local community needs. Many innovative solutions have been developed with our grants.

Like everyone on the DECAL leadership team, I am grateful for all that you do to support young children and their families. I am especially grateful to those of you who participate in the CAPS program. If you are not yet a CAPS provider, you can find out how to become one here: <https://caps.dec.al.gov/en/CAPSProviderHowTo>

Sincerely,

Elisabetta Kasfir  
Deputy Commissioner for Federal Programs



## Creating a Dynamic Child Care Curriculum in 6 Steps

Child care is so much more than keeping children safe and busy. Early learning is the time for foundational learning to take place and that will lead to a love of knowledge. Keep the children's abilities and interests in mind and incorporate these ideas to help develop a dynamically engaging curriculum for your center.

1. Align the child care center curriculum with personal and/or organizational values. Aligning your values into the curriculum helps parents quickly identify the type of environment that their children will learn in each day. Research Georgia Early Learning Standards making sure you understand state expectations from birth to 5 years of age.
2. Incorporate developmentally appropriate activities into the curriculum making sure to cover the 4 domains. Regardless of the approach to learning, the preschooler's developmental abilities must be at the center of the lesson plan. Preschool is a time to spark an interest and investment in the process of learning. As you collect activities to engage the preschooler's mind, be aware of their development in:
  - **Cognition:** Children are still learning how they exist in the world and how the world exists outside of them.
  - **Language:** Incorporate short and memorable songs, play word games, and always ensure story time is included to help build vocabulary and develop syntax.
  - **Social/Emotional:** Children learn how to identify and regulate their emotions while recognizing someone else's. Roleplay and games with simple rules and turn sharing help children develop these skills.
  - **Physical Development/Movement:** From learning to control their bodies to using scissors to cut paper, early childhood is a time of dynamic change in motor skills. Ensure movement activities are aligned with the [child's gross and fine motor](#) abilities.
3. Establish learning goals in your curriculum. Preschool is the time to prepare young children for the process of learning. When they enter "big school", they'll be in highly structured settings. When defining educational goals for younger children, build on the areas that are already primed for growth while preparing them for the next phase.
  - **Social and Interpersonal Goals:** Help preschoolers learn who they are and how they function with others with turn-taking, empathy, collaboration, hygiene, and self-help skills.
  - **Academics:** Help prepare early learners by fine-tuning verbal communication and comprehension. Get them familiar with how to read a book. Expand their counting skills from 1-10. Familiarize them with the alphabet. Build the basics.
  - **Music and Arts:** Craft time isn't just about creating handprints on paper. Holding crayons helps small children learn to grip writing material properly. It encourages their creativity and establishes a love for learning.
  - **Self-Help and Intrapersonal Skills:** Independent thinkers need activities that praise accomplishment. Ensure the child care curriculum covers opportunities to be line-leaders, someone to help pass out materials, and independence to help with autonomy.
4. Plan a daily child care center schedule. The world can be overwhelming during early childhood. [Research shows](#) that routines and schedules support the healthy development of self-regulation skills and social/emotional growth. Children find comfort in predictability and learn what to expect with well-established routines. Creating a daily schedule mutually benefits the child and teacher. While a daily schedule helps a child feel in control of their environment, it also helps the teacher ease symptoms of separation anxiety and transition to different learning activities. Center your schedule around drop off times, social activities, meals, rest times, and pick up.
5. Make learning engaging. Learning is accomplished to a higher degree when children are [actively engaged](#). Children generally have an attention span as long as their age, so refer back to the well-established routine and the age group's developmental stages. Whether you're in the infant classroom or with preschoolers, mix up your lesson activities to allow for both quiet reflection and active engagement with silly songs & interactive stories, physical play, quiet time, and open-ended questions.
6. Include core subjects in the curriculum. Preschoolers are ready to build foundations in subjects that will be formally introduced later. Many activities and lessons will be both educational and fun to serve as a primer for core subjects such as reading and writing or math and music and the arts. The curriculum should be intentionally designed with the children's interests and abilities in mind.





# *Congratulations*

*to these new Quality Rated providers!*

- ★ Childcare Network #345
- ★ Big Blue Marble - Hartley Station
- ★ Cedars Preschool at Rex
- ★ The Education Learning Center II
- ★ Webbington Academy
- ★★ Smart Start Preschool Learning Academy
- ★★ Nicole Smith - Family Child Care Learning Home
- ★★ Nurtured Roots Learning Center
- ★★ Kiddie Academy
- ★★ Kidz Konnection
- ★★ Best Buddies at Oakland
- ★★ P&C Daycare
- ★★ Clarian Place Child Care and Learning Center - Columbus
- ★★ Calhoun County Child Development Center
- ★★ Keys to Learning Academy
- ★★ Lots of Love Learning Center
- ★★ Josset Hicks - Family Child Care Learning Home
- ★★ Jacob's Ladder Educational Child Care Center #2
- ★★ Lillie's Lil Lamb Daycare and Learning Center II
- ★★★ Leaders of Tomorrow Learning Center
- ★★★ Children's World Learning Center
- ★★★ Growing Room Christian Academy
- ★★★ Little Sprouts Daycare
- ★★★ The Learners Guide Daycare and Preschool



## Quality Rated Provider Highlight

### *Payne's Kiddie Ranch Moultrie, GA, 2 - Stars!!*

I have had the pleasure of owning and running a day care for over 21 years and have experienced many changes throughout the years in the day care world. Although I was initially opposed to participating in the quality rated process, I have seen the benefits it provides and believe the system is effective.

The tools it provides have proven useful in supporting staff members in developing appropriate teaching methods and activities and enhancing their confidence in the classroom.

We are proud to be a 2 Star Quality Rated Center!

~ Suzanne Payne, Owner/Director



## Cooking the CACFP Way: What's in Your Basket? Highlights from the hands-on training hosted at the Macon Farmers Market



## **12 Ways to Increase Enrollment in Your Family Child Care Learning Home**

1. Routinely update the program's information in your DECAL Koala account to ensure accurate information is publicly displayed at the [decals.ga.gov](http://decals.ga.gov) website under the *Find Child Care* tab for parents researching child care options.
2. Routinely update your programs' information with 1-877-ALL GA KIDS which provides individualized referral services for parents to child care programs. Bright from the Start: Georgia Department of Early Care and Learning provides this free service to parents.
3. Work to become a Quality Rated program so when parents tour the program, they can see the difference in a program that is committed to providing children an environment and experience that is best for their development.
4. Utilize social media to creatively advertise your business.
5. Join the local Chamber of Commerce and take advantage of networking opportunities to ensure the community knows about your business.
6. Work closely to build relationships with local realtors, schools, pediatrician offices, foster care agencies, and churches. Make sure they know about your business so they can share it with their patrons.
7. Utilize and assess your strengths and weaknesses then act on them.
8. Participate in local Expos or Job Fairs advertising your services to the community.
9. Contact larger companies in your area and speak directly to HR departments letting them know you want to support their employees. Explore the idea of possible incentives or discounts to care for employees' children.
10. If already Quality Rated, contact the Child Care Resource and Referral of SWGA at Albany and request to be featured in the Quarterly newsletter for more public exposure.
11. Network with other child care programs. There is strength in numbers and no one program can serve all children.
12. Treat your current families and children well! There is no greater marketing than positive word of mouth promotion from current and former clients.



### **Are you in the know?? Here are some of the most recent CCS changes:**

#### Family Child Care Learning Homes –

Staffing and Supervision 290-2-3-.07(17) Clarify that staff cannot attend training while supervising children. Indicator Manual updates on page 36.

#### Child Care Learning Centers –

Staff: Child Ratios & Supervision 591-1-1-.32(7) Clarify that staff cannot attend training while supervising children. Indicator Manual updates on page 316.

# Training Calendar – January, February, and March 2025

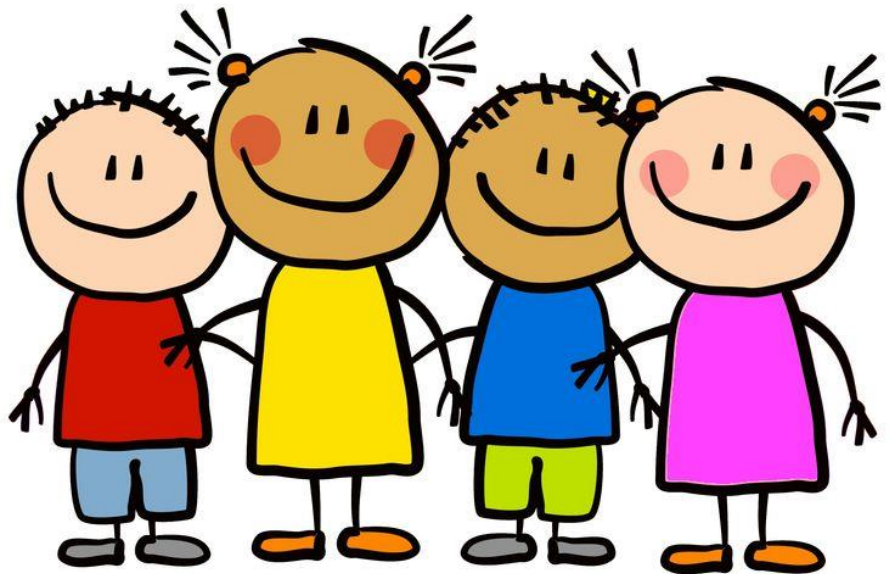
<p><b>Saturday, 1/11/2025</b> 9:00 a.m. – 12:00 p.m. <b>\$25</b></p> <p><b>Webinar</b></p>	<p><b>Fire Safety</b> <i>This course meets the requirements mandated by the Georgia Insurance and Safety Fire Commissioner's office.</i></p>	<p><b>Sandra Jackson</b> Certified Instructor</p>
<p><b>Tuesday, 1/14/2025</b> 6:30 p.m. – 8:30 p.m. <b>\$10</b></p> <p><b>Webinar</b></p>	<p><b>Integrated Teaching and Learning Meeting the Developmental Needs of Every Child</b> <i>This training will teach participants to investigate and choose integrated practices for their classroom environment.</i></p>	<p><b>Polly Raike</b> BFTS Approved Trainer</p>
<p><b>Saturday, 1/18/2025</b> 9:00 a.m. – 4:00 p.m. <b>\$30</b></p> <p><b>Super Saturday!!!</b></p> <p>Neicey's Venue &amp; Events 102-3, 3555 Mercer University Drive Macon, GA 31204</p>	<p><b>I've Got A New Attitude Professionalism Starts With ME!!!</b> <i>By reviewing the NAEYC Ethical Code of Conduct, their Statement of Commitment, and research, you will have the opportunity to develop and/or amend your program's policies and procedures to include a section on Ethics and Professionalism that is "Center Specific" for your learning environments.</i></p> <p><b>What?! Healthy Behavior Management Strategies</b> <i>This course defines behavior management and helps the caregiver differentiate between challenging and difficult behaviors. It offers positive strategies that result from inappropriate classroom behavior.</i></p>	<p><b>Sandra Jackson</b> BFTS Approved Trainer</p>
<p><b>Thursday, 1/23/2025</b> 7:00 p.m. – 9:00 p.m. <b>\$10</b></p> <p><b>Webinar</b></p>	<p><b>Building Partnerships to Support Families Experiencing Homelessness</b> <i>Learn how to identify families that are experiencing homelessness. Understand the causes of family homelessness. Learn the effects of homelessness on families. Learn how to work with families and their children who are experiencing homelessness.</i></p>	<p><b>Sandra Jackson</b> BFTS Approved Trainer</p>
<p><b>Saturday, 2/8/2025</b> 9:00 a.m. – 4:00 p.m. <b>\$30</b></p> <p><b>Super Saturday!!!</b></p> <p>J. B. School Complex 90 School Drive Cuthbert, GA 39840</p>	<p><b>Managing Stress Effectively: Love Thyself</b> <i>Learn steps in identifying/classifying various stressors as well as strategies for relieving stress. By using appropriate stress-relieving strategies, one can maintain a healthier and happier life; which leads to positive avenues in one's professional and personal life.</i></p> <p><b>Arts and Crafts for Children with Special Needs</b> <i>Come explore, plan, and create arts and crafts projects that are all-inclusive and learn about the "How to" in adapting arts and crafts projects for children with special needs.</i></p>	<p><b>Sandra Jackson</b> BFTS Approved Trainer</p>
<p><b>Tuesday, 2/18/2025</b> 6:30 p.m. – 8:30 p.m. <b>\$10</b></p> <p><b>Webinar</b></p>	<p><b>Nurturing the Minds, Spirits, and Bodies of Infants &amp; Toddlers through the Environment</b> <i>Infant and toddler teachers will learn how to organize and make good use of their environment to benefit the needs and development of young children.</i></p>	<p><b>Polly Raike</b> BFTS Approved Trainer</p>
<p><b>Thursday, 2/20/2025</b> 7:00 p.m. – 9:00 p.m. <b>\$10</b></p> <p><b>Webinar</b></p>	<p><b>The Art of Reading</b> <i>GET READY - The Art of Reading is designed to assist teachers in creating reading stations. The opportunities provided are innovative, interactive, and a positive guide for children as they experience The Art of Reading.</i></p>	<p><b>Sandra Jackson</b> BFTS Approved Trainer</p>
<p><b>Tuesday, 3/11/2025</b> 6:30 p.m. – 8:30 p.m. <b>\$10</b></p> <p><b>Webinar</b></p>	<p><b>Positive Discipline</b> <i>HELP! My class is out of control! Surely it is not my fault! Learn the difference between punishment and discipline and how to help children behave in appropriate ways.</i></p>	<p><b>Polly Raike</b> BFTS Approved Trainer</p>



<p><b>Saturday, 3/15/2025</b> 9:00 a.m. – 4:00 p.m. <b>\$30</b></p> <p><b>Super Saturday!!!</b></p> <p><b>Miss Daisy's Darlings Development Center 3004 US Hwy 41 S Tifton, GA 31794</b></p>	<p><b>Playground Safety</b> <i>Playground safety is important to the health and safety of the children in your care, yet accidents continue. Learn what you can do to help prevent and lower accidents on your playgrounds.</i></p> <p><b>Indoor and Outdoor Hazards</b> <i>Come learn proper procedures to follow for a safe environment both indoors and outdoors which includes information from BFTS Rules and Regulations, physical plant, playground safety, and building and grounds.</i></p>	<p><b>Sandra Jackson</b> BFTS Approved Trainer</p>
<p><b>Saturday, 3/22/2025</b> 9:00 a.m. – 2:30 p.m. <b>\$60</b></p> <p><b>Albany State University-West 2400 Gillionville Road Albany, GA 31707</b></p>	<p><b>CPR/First Aid</b> <i>American Heart Association</i></p> <p><i>Learn how to recognize and alleviate airway obstructions, and the signs, symptoms, and corrective action for a stroke or heart attack. Also, learn to recognize and treat minor medical emergencies.</i></p>	<p><b>Judy Gaines</b> Certified Instructor</p>
<p><b>Thursday, 3/27/2025</b> 7:00 p.m. – 9:00 p.m. <b>\$10</b></p> <p><b>Webinar</b></p>	<p><b>Ethical Behavior in Early Childhood Education</b> <i>This course provides a foundation for ethics and gives an overview of the NAEYC Code of Ethical Conduct. This course will prompt providers to take a closer look at both their work and professional behavior.</i></p>	<p><b>Sandra Jackson</b> BFTS Approved Trainer</p>
<p><b>Saturday, 3/29/2025</b> 9:00 a.m. – 4:00 p.m. <b>\$35</b></p> <p><b>Albany State University-West 2400 Gillionville Road Albany, GA 31707 Building C, Rm 252</b></p>	<p><b>Igniting the Power of Storytelling!</b> <i>Join us for a Saturday of Storytelling! Learn exciting new ways to add dimension to reading and language activities, assisting you in creating meaningful story reads by demonstrating how to make storytelling engaging, interactive, exciting, and educational. You will walk away with not only the books you will use in these trainings, but make and take items, and all things needed to take back to your classroom to transform your storytelling time into something fun and magical for your children!</i></p>	<p><b>Dianne Fitchlee &amp; Kathi Roberts</b> BFTS Approved Trainers</p>

Children  
are not things  
to be moulded,  
but people  
to be unfolded.

- Jess Lair



# TRAINING REGISTRATION GUIDELINES

1. To locate the training calendar and register for the training of your choice, go to [www.asurams.edu/ccrr/training.php](http://www.asurams.edu/ccrr/training.php), where you can register and submit payment through Eventbrite.
2. Email blasts are sent twice a week as a reminder of upcoming sessions. Please check your email often.
3. **Webinars**-You must attend virtually and participate in all activities, polls, chats, and breakout sessions during the training to receive a certificate.
4. No one is admitted to any training without prior registration and payment if required.
5. Registrations must be received at least 24 hours prior to the scheduled training date.
6. Credit and refunds for cancellations are not allowed. Canceling your registration requires at least a 24-hour notice. When calling to cancel, you may apply your payment toward another scheduled training.
7. If you register for free training and do not attend, your registration for free training in the future may not be accepted.

## How to Attend the Webinar Training Session

1. Register for the training through the [www.asurams.edu/ccrr/training.php](http://www.asurams.edu/ccrr/training.php) website by purchasing a ticket through Eventbrite.
2. You will receive an email with an invitation to join the session along with handouts as attachments on the day of the weekday training or the day before for a weekend training.
3. When it is time to join the session, you will need to click the link in the email. You may need to download an application to your computer or phone in order to join so please be sure to log in early. Once the application is downloaded, you will be able to join the session.

### **IMPORTANT:**

**YOU ARE NOT REGISTERED UNTIL FEES FOR TRAINING ARE RECEIVED.**

For training information and questions, contact Training Administrator, Margo Sanders at 229.500.2897/866.833.3552 or [margo.sanders@asurams.edu](mailto:margo.sanders@asurams.edu)

<https://www.qualitycareforchildren.org/update-your-info-for-referrals>



### Update Your Info for Referrals — Quality Care for Children


Update your child care program's information to ensure parents get accurate information when receiving referrals from Quality Care for Children.

[www.qualitycareforchildren.org](http://www.qualitycareforchildren.org)





**CHILD CARE  
RESOURCE  
& REFERRAL**  
OF SOUTHWEST GEORGIA AT ALBANY  
ALBANY STATE UNIVERSITY

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then follow us for the latest highlights, fun activities, updates and scheduled  
trainings! And visit: <https://www.asurams.edu/ccrr/index.php>



## Child Care Resource & Referral of Southwest Georgia at Albany Albany State University

*Serving Early Care Professionals Toward Excellence in Quality Child Care*

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<b>Meribeth Bice</b> Technical Assistance Coordinator 229.854.0978	<b>Kerri Chalon</b> Technical Assistance Coordinator 229.854.1225	<b>Tina Yost</b> Technical Assistance Coordinator 229.376.1552
<b>Dee Hylick</b> Technical Assistance Coordinator 229.809.4067	<b>Shandry Johnson</b> Technical Assistance Coordinator 229.319.3227	<b>Maggie Girdler</b> Technical Assistance Coordinator 229.854.1650
<b>Alicia Mills</b> Technical Assistance Coordinator 229.854.0064	<b>Caroline Wood</b> Technical Assistance Coordinator 229.319.3533	<b>Kathi Roberts</b> Technical Assistance Coordinator 229.449.7947
<b>Beth Fenimore</b> Technical Assistance Coordinator 229.319.4274	<b>Jennifer Taylor</b> Technical Assistance Coordinator 229.449.3314	<b>Erica White</b> Technical Assistance Coordinator 229.894.0070
<b>Crystal Heard</b> Lead Technical Assistance & Professional Learning Community Coordinator 229.894.0081	<b>Zoe Thwaites</b> Technical Assistance Coordinator 229.603.2995	<b>Cassie Thompson</b> Lead Technical Assistance Coordinator 229.854.9515
<b>Angie Morey</b> Lead Technical Assistance Coordinator 229.854.9515	<b>Dianne Fitchlee</b> Training Director 229.854.1250	<b>Estelle Rothwell</b> Lead Technical Assistance Coordinator 229.854.1049
<b>Cindy Fick</b> Operations Director 229.854.0930	<b>"Leadership is action, not position."</b>	<b>Cindy Spann</b> Executive Director 229.854.9767