



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

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<https://www.asurams.edu/ccrr>



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Brian P. Kemp
Governor

Amy M. Jacobs
Commissioner

Spring 2026

Dear Early Learning Professionals of Georgia:

I am writing today to share highlights of data DECAL recently published about the early learning workforce in Georgia and show how we use data to inform our investments in the workforce. You can download the infographic fact sheet here:

https://www.dec.al.gov/documents/attachments/ECE_Workforce_Fact_Sheet.pdf

We looked at data about workforce demographics, compensation, and credentials. A few highlights:

- The workforce is 97% female and 50% African American. More than two-thirds, 78%, work full time. More than half are under 40, and 32% are under 30.
- Both lead and assistant teachers earn less than \$30,000 per year on average. The average is just over \$26,000 for assistant teachers, and just under \$30,000 for lead teachers. These averages do not include Georgia's Pre-K teachers who recently transitioned to the K-12 pay scale.
- About half, 51%, of the workforce has no degree or credential. Of the 49% with a degree or credential, nearly two-thirds are ECE-specific.



DECAL's mandate for the federal CCDF funds we receive is to increase the availability, affordability, and quality of child care services in Georgia. We invest in the workforce to improve the quality of early care and education.

I am pleased to report that the agency's major investments already align with the needs of the workforce. In 2025 we invested \$33.6 million in professional development.

Of that, \$9.9 million was paid directly to teachers and other workers at Quality Rated programs in the form of \$500 annual salary supplements.

The remaining \$23.7 million funded the:

- 1.) DECAL Scholars program—Awarded more than 2,000 scholarships for basic ECE credentials.
- 2.) Thriving Child Care Business Academy—Enabled 1,700 child care owners and administrators to receive free business training.
- 3.) Infant Toddler Specialist Network—Facilitated 95 trainings that reached 1,229 professionals.
- 4.) SEEDS program—Coached more than 1,700 educators; trained more than 4,000 participants in social-emotional learning; and delivered Pyramid Model training to more than 700 ECE teachers.
- 5.) Early Language and Literacy Lab—Launched in 2025 and offers 187 approved trainings.

We will publish this data annually. The workforce demographics are unlikely to change a lot over time, but our investments will impact compensation and workforce credentials, and we will track improvements in both areas.

Sincerely,



Susan Adams
Deputy Commissioner for Pre-K and Instructional Supports

<http://www.decal.ga.gov/>

Steps to Become a CAPS Provider

Step One: Portal Access

Consultant enables access to the CAPS Provider Portal. You will receive an email with a link to create your account.

Step Two: Create Login

Follow the link and create your login by setting a password.

Step Three: Register for Orientation

Register for the mandatory orientation. Select a date and time. Orientation explains the application process and what you need to know to get started as a CAPS provider.

Step Four: Unlock Application

Once orientation is complete, the system unlocks the provider application.

Step Five: Submit Application

Complete and submit the provider application through the portal.

Step 6: Application Review

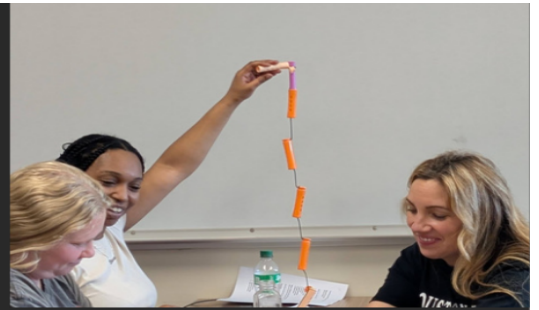
Provider Relations Consultant reviews the application within 30 days and notifies you of approval or denial.



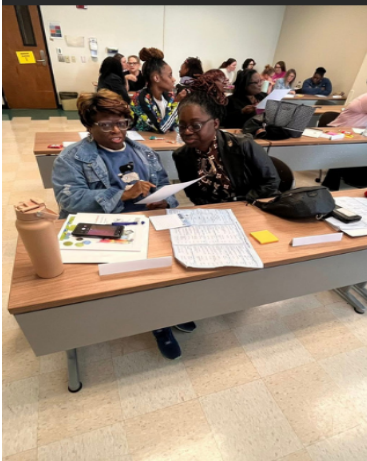
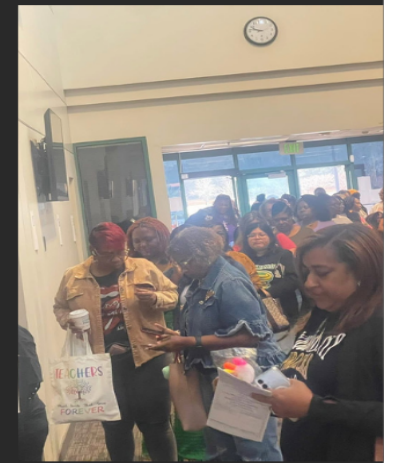
Don't forget to check the bell icon for latest updates and messages.



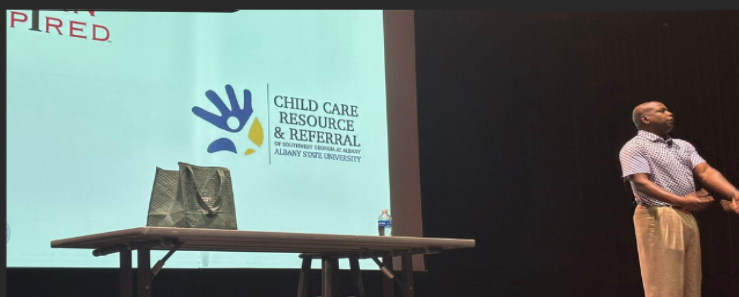
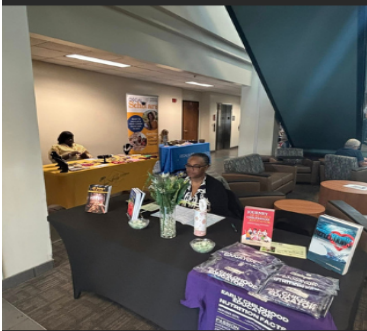
If your application is "Returned for Revision", be sure to act quickly to avoid delays.

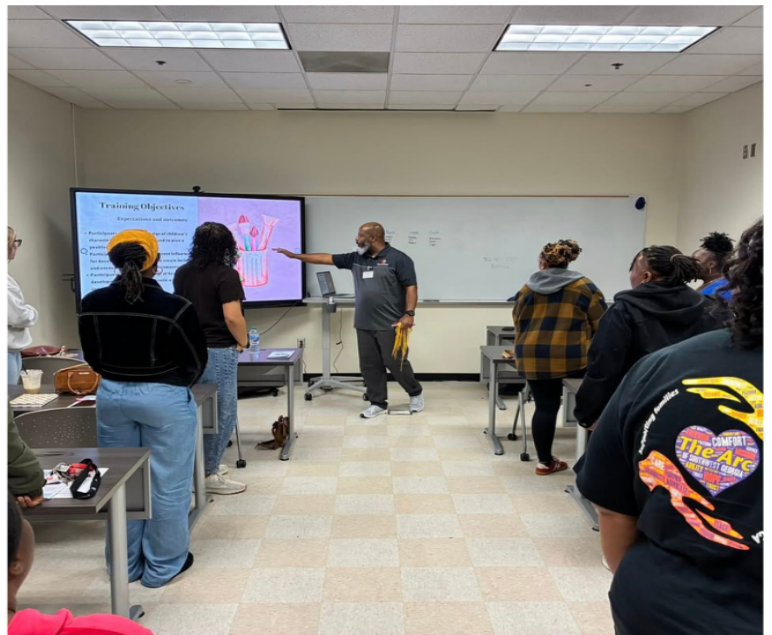


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ALBANY STATE UNIVERSITY



2026 Early Learning Conference







STATE OF THE EARLY CARE AND EDUCATION WORKFORCE

FEBRUARY 2026

NEARLY ALL OF THE ECE WORKFORCE* IS FEMALE, AND OVER ¾ ARE FULL-TIME

64,631
EMPLOYEES

97%
FEMALE

78%
FULL-TIME

HALF OF THE ECE WORKFORCE IS AFRICAN AMERICAN

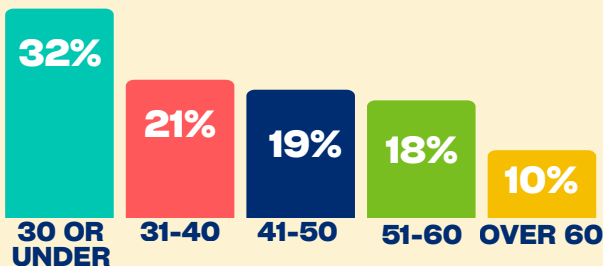
34% WHITE

50%
AFRICAN AMERICAN

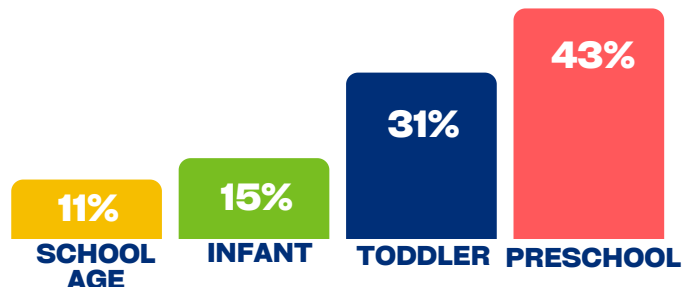
8% HISPANIC

8% OTHER

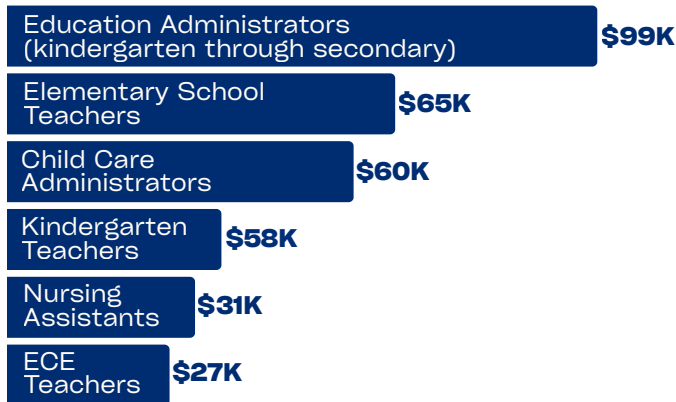
NEARLY A THIRD OF THE ECE WORKFORCE IS AGED 30 OR UNDER



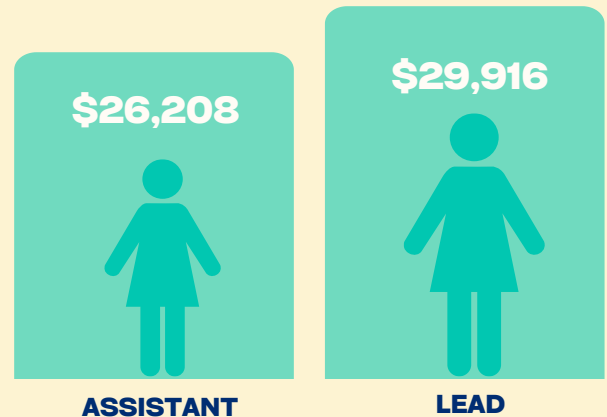
2 OUT OF 5 (OR 43%) ECE EDUCATORS+ WORK IN PRESCHOOL CLASSROOMS



AT \$27K ANNUALLY, ECE TEACHERS^ MAKE SIGNIFICANTLY LESS THAN THOSE IN SIMILAR FIELDS



BOTH ASSISTANT AND LEAD TEACHERS IN CHILD CARE MAKE LESS THAN \$30K



***WORKFORCE** = TEACHERS, EDUCATORS, AND STAFF WHO SUPPORT ECE PROGRAMS

+**EDUCATORS** = TEACHERS, FLOATERS, DIRECTORS, ADMINISTRATORS, CURRICULUM COORDINATORS, AND OWNERS

^**TEACHERS** = LEAD TEACHERS AND ASSISTANT TEACHERS

CHILD CARE OWNERS & ADMINISTRATORS



It's Easy to Thrive!!

Swipe to See Our

GETTING STARTED GUIDE

*to figure out where to start your
Thriving Child Care Business Academy journey based on
your needs and interests*

Email us

gacoaching@civstrat.com

Or Visit Online at

<https://bit.ly/StartThrivingHere>



**877-ALL-GA-KIDS Now Operated by DECAL's New Quality Rated Family Support Call Center
New Call Center Gives Families Enhanced Services**

The Georgia Department of Early Care and Learning (DECAL) announced that to deliver more integrated customer service to Georgia families, the 1-877-ALL-GA-KIDS toll-free child care search and referral help line is now operated by the agency's new Quality Rated (QR) Family Support Call Center.

The DECAL referral specialists in the QR Family Support Call Center, who began answering calls on July 1, 2025, deliver the services families have always received when calling 877-ALL-GA-KIDS (1-877-255-4254), including information on the benefits of high-quality child care, referrals to Quality Rated providers matching their preferences, and help with the enrollment process at the programs they choose. Now, the Call Center team can also personally connect families to colleagues across the agency who will help them access other beneficial early care and education information and supports from DECAL. These enhanced services from the QR Family Call Center are available in English, Spanish, and other languages.

“We created the QR Family Support Call Center to give families who call the 1-877-ALL-GA-KIDS phone line more comprehensive and streamlined assistance with their questions and requests regarding child care,” said DECAL Commissioner Amy Jacobs. “In addition to referrals to Quality Rated providers and enrollment help, families literally have access to all of DECAL’s programs and supports at their fingertips, just by contacting our Family Support Call Center specialists at 877-ALL-GA-KIDS.”

Families can reach the new QR Family Support Call Center by calling 1-877-ALL-GA-KIDS (1-877-255-4254) Monday–Friday, 8:00 a.m.–5:00 p.m., except state holidays. Families can also contact the Call Center team by sending an email to findqrcare@decals.ga.gov, or by using the online child care search service at www.qualityrated.org to enter their preferences and request personalized follow-up help.

Training Calendar – April, May & June 2026

You can always find our scheduled training and events on our website at [CCR&R](#)

<p>Thursday, 4/16/2026 7:00 p.m. – 9:00 p.m. \$10</p> <p>Webinar</p>	<p>Stop Shaken Baby Syndrome - Preventing Shaken Baby Syndrome (Abusive Head Trauma)</p> <p><i>Shaken Baby Syndrome (SBS), also known as Abusive Head Trauma (AHT), is a serious and preventable injury that occurs when an infant or young child is violently shaken. This action can cause severe brain damage, permanent disability, or even death. This training is focused on preventing SBS. Prevention starts with education: caregivers/providers will be given information on how even the gentlest shaking can be dangerous, and we should never shake a baby for any reason, including frustration or attempts to stop crying. Safe coping strategies for supporting a crying child will be addressed, along with the dissemination of information regarding associated risks and consequences to other caregivers or providers, thereby enhancing measures to safeguard children from harm.</i></p>	<p>Sandra Jackson BFTS Approved Trainer</p>
<p>Saturday, 4/18/2026 9:00 a.m. – 12:00 p.m. \$25</p> <p>Webinar</p>	<p>Fire Safety</p> <p><i>This course meets the requirements mandated by the Georgia Insurance and Fire Safety Commissioner's office.</i></p>	<p>Sandra Jackson Certified Instructor</p>
<p>Saturday, 4/25/2026 9:00 a.m. – 4:00 p.m. \$20</p> <p>Houston Road Day Care & Learning Center 6045 Houston Road Macon, GA 31216</p>	<p>Igniting the Power of Storytelling!</p> <p><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 also 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>Dianne Fitchlee & Kathi Roberts BFTS Approved Trainers</p>
<p>Thursday 4/23/2026 7:00 p.m. – 9:00 p.m. \$10</p> <p>Webinar</p>	<p>Play with Purpose (Intentional Play)</p> <p><i>Intentional play, "play with purpose," is a mindful approach to engaging in activities that are both enjoyable and designed to foster growth and learning across each domain. This training involves setting specific goals and enhancing creativity. By thoughtfully choosing appropriate games or activities that align with desired objectives, children can experience deeper engagement and more meaningful results from their playtime.</i></p>	<p>Sandra Jackson BFTS Approved Trainer</p>
<p>Tuesday, 5/5/2026 6:30 p.m. – 8:30 p.m. \$10</p> <p>Webinar</p>	<p>Creative Activities</p> <p><i>But I am not creative! How do I become more creative? How do I promote creativity in the classroom?</i></p> <p><i>Join us for a fun session full of creative activities to take back to the classroom.</i></p>	<p>Polly Raike BFTS Approved Trainer</p>

<p>Thursday, 5/14/2026 7:00 p.m. – 9:00 p.m. \$10</p> <p>Webinar</p>	<p>Safe Sleep Practices</p> <p><i>This is an interactive training that provides opportunities for the participants, as they go through this training, to engage in practicing and demonstrating safe sleep practices. This training follows the BFTS Safe Sleeping and Resting Requirements Rule 591-1-1-.30</i></p>	<p>Sandra Jackson BFTS Approved Trainer</p>
<p>Saturday, 5/16/2026 9:00 a.m. – 4:00 p.m. \$30</p> <p>Super Saturday!!!</p> <p>Chili's Restaurant Crossing 5080 Riverside Drive Suite 1600 Macon, GA 31210</p>	<p>We Have Centers, Now What?</p> <p><i>Participants will have the opportunity to incorporate various diverse, age and developmentally appropriate activities to include children with special needs, difficult, and challenging behaviors. As they travel through each center, participants will be able to test the effectiveness of their centers through simulation and hands-on classroom experience. They will demonstrate new and innovative ways to utilize ideas for interaction and age-appropriate skills to assist in developing and enhancing activities of daily living.</i></p> <p>Building Partnerships to Support Families Experiencing Homelessness</p> <p><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>Sandra Jackson BFTS Approved Trainer</p>
<p>Thursday, 6/11/2026 7:00 p.m. – 9:00 p.m. \$10</p> <p>Webinar</p>	<p>Understanding Autism Spectrum Disorder</p> <p><i>This is beginner's training. It is designed to bring awareness of autism spectrum disorder to providers.</i></p>	<p>Sandra Jackson BFTS Approved Trainer</p>
<p>Saturday, 6/13/2026 9:00 a.m. – 4:00 p.m. \$30</p> <p>Albany State University- West Event Center 2400 Gillionville Rd Albany, GA 31707</p>	<p>F.L.I.P. IT!</p> <p><i>F-feelings, L-limits, I-inquiries, & P-prompts! Join us in gaining practical insight into implementing the FLIP IT strategies, empowering staff to effectively handle challenging behaviors and foster a positive learning environment for all.</i></p>	<p>Dianne Fitchlee BFTS Approved Trainer</p>
<p>Saturday, 6/20/2026 9:00 a.m. – 4:00 p.m. \$30</p> <p>Super Saturday!!!</p> <p>Alma's Baby World Learning Center 1338 Mobile Ave Albany, GA 31705</p>	<p>I've Got a New Attitude! Professionalism Starts With ME!!!</p> <p><i>By using the NAEYC Ethical Code of Conduct and Statement of Commitment and research, providers will have the opportunity to develop/amend their policies and procedures to include a section on Ethics and Professionalism that's "Center Specific" for their Learning Environment.</i></p> <p>Using Transitions Appropriately</p> <p><i>Learn to create and develop diverse, age, and developmentally appropriate transitional activities.</i></p>	<p>Sandra Jackson BFTS Approved Trainer</p>

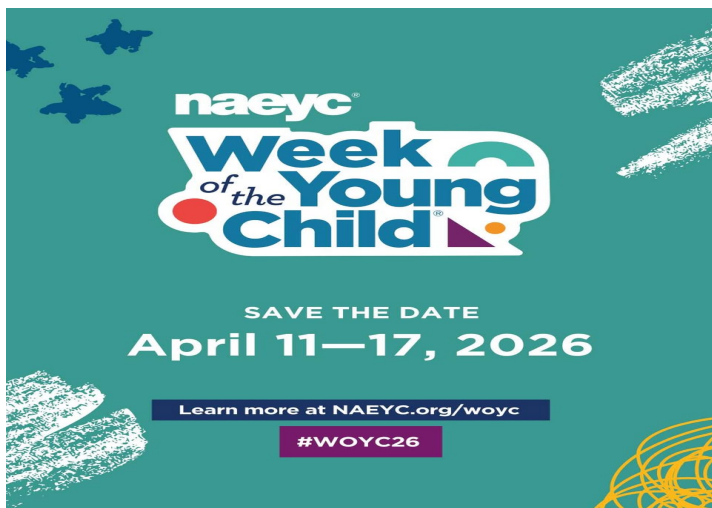
Happy Provider Appreciation Day!

Friday, May 8, 2026

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, 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 participate in all activities, polls, chats, and breakout sessions during the training to receive a certificate.
4. 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.
5. 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 to join, so please be sure to log in early. Once the application is downloaded, you will be able to join the session.
6. Upon entering the session, please type your name and the county you work in the chat box.
7. No one is admitted to any training without prior registration and payment if required.
8. Registrations must be received at least 24 hours prior to the scheduled training date.
9. Credit and refunds for cancellations are not allowed. **Canceling your registration requires at least a 24-hour notice.**
10. If you register for free training and do not attend, your registration for future free training in the future may not be accepted.
11. Be sure to complete the Survey Monkey after each training to let us know your thoughts so we can better serve your needs.
12. Enjoy, and thanks for attending our training!

For training information and questions, contact Professional Development & Social Media Coordinator, Margo Sanders at 229.500.2897/866.833.3552 or margo.sanders@asurams.edu



The image is a promotional graphic for DECAL Thriving Child Care Business Academy. It features a green border and a white background. At the top, the DECAL logo and "Thriving Child Care Business Academy" are displayed. Below that, a yellow banner reads "ONE-ON-ONE BUSINESS COACHING BY CIVITAS STRATEGIES". The main text is in a dark blue box: "FROM CONFUSION TO CLARITY" followed by a testimonial from a Georgia provider. Below the text are icons for Pricing Strategies, Financial Planning, Marketing Moves, and Tech Upgrades. On the right, there is a photo of a woman in a yellow sweater working on a laptop. At the bottom, a green banner states "One-on-One Business Coaching is Free & Virtual" and provides a URL and email address.

What is a PLC?

A PLC is a group of individuals who are collaboratively engaged in concept-driven learning by raising questions that are relevant to their context and working together to answer those questions. To better understand what a PLC is, it's often useful to start with what a PLC is not. A PLC is not a workshop. PLCs honor the expertise within the group and brings groups of people together to learn.

Secondly, a PLC is not a replacement name for a committee meeting, staff meeting, team meeting, etc. These types of meetings serve a purpose and have a place in the workplace, but they are not focused on learning as a primary goal.

What Does this mean for you?

Our Technical Assistance Coordinators offer PLCs as an additional way to provide Professional Development. In some cases, the PLC session can earn training credit for participants. If you are interested in learning more about how a PLC can support your growth in quality; please reach out to either your Technical Assistance Coordinator (TAC) or call our CCR&R office at: 229.500.2895 to relate to someone who can answer your questions.


CHILD ABUSE PREVENTION MONTH

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1 Today marks the start of CHILD ABUSE PREVENTION MONTH	2 Plant your PINWHEEL GARDEN	3 COLOR WITH US
4 DO YOU KNOW THE SIGNS OF PHYSICAL ABUSE? The first step to helping an abused or neglected child is learning the signs of abuse.	5 KNOW THE FACTS: 90% of sexual abuse victims know their perpetrator	6 Join us in planting a PINWHEEL GARDEN AT OUR BUILDING 	7 RAISING CHILDREN CAN BE TOUGH. offer help to friends and family when you can and receive help when you need it. 	8 TO REPORT CHILD ABUSE CALL 1-800-422-4453	9 WEAR BLUE DAY	10 SHARE YOUR COLORING PAGES ON FACEBOOK
11 SPREAD THE WORD about Child Abuse Prevention Month to help build awareness and encourage others to take action! 	12 KNOW THE FACTS: Children younger than one year old are the most vulnerable to maltreatment, accounting for almost half of child fatalities from abuse in 2018	13 SHARE A PINWHEEL WITH A NEIGHBOR OR FRIEND! 	14 SHARE CHILD ABUSE PREVENTION RESOURCES with others.	15 WHAT IS CHILD ABUSE AND NEGLECT? Neglect is a failure to meet the child's basic needs. Physical abuse refers to the injury of a child on purpose. Sexual abuse is the use, persuasion or forcing of a child to engage in sexual acts or imitation of such acts.	16 DO YOU KNOW WHAT GROOMING IS? Grooming is when someone tries to build trusting relationships with children or families with the aim of child sexual abuse. Grooming can happen face to face or online.	17 SHARE YOUR PINWHEEL GARDEN PICTURES WITH US!
18 TALK BODY SAFETY: Take some time today to talk with your children about body safety rules! 	19 KNOW THE FACTS: It's estimated that at least 1 in 7 children in the US has experienced child abuse and/or neglect in the past year.	20 DID YOU KNOW CAP provides a sexual abuse prevention training program?	21 PARENTING IS HARD! Take a moment to pat yourself and your fellow parents on the back for tackling one of the most difficult jobs every day. 	22 KNOW THE FACTS: A report of child abuse is made every ten seconds in the U.S.	23 DO YOU KNOW THE SIGNS OF SEXUAL ASSAULT? It's not always obvious to tell when a child you care about has been affected by sexual violence, but learning the signs can be critical to helping a child.	24 TODAY'S TOPIC: INTERNET SAFETY Spend some time today to talk with your children about staying safe online!
25 TELL A CHILD IN YOUR LIFE THREE REASON WHY THEY ARE AWESOME! 	26 KNOW THE FACTS: Five children die every day in the U.S. because of abuse. 	27 Color a PINWHEEL GARDEN 	28 GET TO KNOW RESOURCES where you can get more support and information for child abuse prevention! 	29 WHAT TO DO IF A CHILD DISCLOSES? 1. Remain calm. 2. Be a listener not an investigator. 3. Believe the child. 4. Reassure the child that they have done the right thing by telling you. 5. Stress that what has happened is not their fault. 6. Report it	30 Give yourself a round of applause! THANK YOU FOR JOINING US IN YOUR COMMITMENT TO ENDING CHILD ABUSE AND NEGLECT. 	

April is National Child Abuse Prevention Month, dedicated to raising awareness and fostering community collaboration to prevent child abuse and neglect. The month focuses on strengthening families through protective factors, safe environments, and community support. Let us know what activities you are planning throughout the month to promote this worthy cause!



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Like us on Facebook [@ccrrofswga](https://www.facebook.com/ccrrofswga) & on  [@ccrrofswga](https://www.instagram.com/ccrrofswga)
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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