



*Quarterly Bulletin and Training Calendar for Early Childhood Educators*

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2 Martin Luther King Jr. Drive SE, Suite 754, East Tower, Atlanta, GA 30334  
(404) 656-5957

**Brian P. Kemp**  
*Governor*

**Amy M. Jacobs**  
*Commissioner*

October 2023

Dear Child Care Professionals of Georgia:

I am very excited to tell you about the new Thriving Child Care Business Academy for child care business owners and administrators. The Academy offers free basic and in-depth training—all online—to help you strengthen your business.

We at DECAL understand that federal COVID-19 relief funding has been crucial to the survival of the child care business in Georgia. We are introducing the Academy as a means to help you sustain your business as the federal funding winds down.

All of the Academy’s courses and resources are offered free of charge to all Georgia child care business owners and administrators. All of the courses have been tailored for the child care business. Topics include:

- Planning and Budgeting
- Financial Accounting and Tax Preparation
- Organizational Leadership
- Staff Recruitment and Retention
- Enrollment Management
- Marketing



We have chosen partners with deep expertise in business subjects, small business operations, and child care. You may want to start with the large group one-and two-hour basic trainings offered by Civitas Strategies, a national management consultancy, and the University of Georgia Small Business Development Center at Valdosta State University (UGA SBDC). You may also enroll in training modules on strengthening child care business practices developed by the National Center on Early Childhood Quality Assurance (NCECQA). These are four three-hour modules that will be delivered by DECAL-approved trainers and the CCR&Rs. You will receive state-approved training hours for trainings you complete.

If you want a deeper understanding of a particular business topic, you can join a small study group led by Civitas trainers with up to nine other providers. Study groups will meet online for a series of four one-hour sessions over eight weeks. Participants who complete a study group will receive state-approved training hours and be eligible for a \$300 stipend.

Civitas coaches will also be available to provide one-on-one technical assistance, and the Academy will include a large resource library of print and video self-study guides on more than 50 business topics in English and Spanish.

It is my hope that the skills you gain from the Thriving Child Care Business Academy will allow you to sustain your business so that you can continue in the mission of getting Georgia’s youngest learners ready to succeed in school.

Sincerely,

Bentley Ponder  
Deputy Commissioner for Quality Innovations & Partnerships

## What are the benefits of being a member of a Child Care Association?

### On the State Level:

1. Advocacy
2. Business support
3. Training
4. Conferences
5. Discounts from third-party vendors
6. Newsletters w/ local information
7. State level policy updates
8. Resources
9. Professionalism

### On the National Level:

1. Advocacy
2. Accreditation
3. Newsletters w/national information
4. National level policy updates
5. Member only events
6. Training
7. Conferences
8. Discounts from third-party vendors
9. Resources

Georgia Child Care Association:

[Membership Information - Georgia Child Care Association](#)

Georgia Association for the Education of Young Children

[Membership — Georgia Association for the Education of Young Children \(gaeyc.org\)](#)

National Association for the Education of Young Children

[Member Benefits and Options | NAEYC](#)

Association for Early Learning Learners

[Accreditation & Career Development for Early Learning Leaders](#)



Did you know that our Technical Assistance Coordinators (TACs) can offer you and your staff private trainings for a very low cost? Our staff that provide your TA for Quality Rated, can also assist your program in its continuing efforts for early education and training.

We can provide professional development on a wide variety of topics or areas of direct need for your staff and/or program virtually or onsite at your program. Our TACs can help assess your needs for professional development and offer trainings specifically to meet those needs.

If you are interested in having a Technical Assistance Coordinator speak with you about scheduling a training, let your TAC know today, or call our Training Administrator, Margo Sanders: 229.500.2897 or [margo.sanders@asurams.edu](mailto:margo.sanders@asurams.edu).

## *Tips & Tricks with the TACs*

Did you know...

Take advantage of the CCR&R website. There are so many ideas and resources on it.  
[Child Care Resource & Referral \(asurams.edu\)](http://asurams.edu)

Join our Facebook page and see all the ideas, training announcements, and fun resources.  
<https://www.facebook.com/ccrrofswga/>

Follow us on Instagram  
<https://www.instagram.com/ccrrofswga/>

Make sure to check your email for our weekly virtual training flyer, and our quarterly newsletter!  
You can also find the newsletter and flyers here:  
[Newsletters & Training Flyers \(asurams.edu\)](http://asurams.edu)



### **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 be connected with someone who can answer your questions.

Albany's South Georgia Early Learning Committee is pleased to announce the return of:

# **A Director's Institute:** ***"Goal, Plan, Action...Ready, Set, Go!"***

with sessions

**Goals, Mission, and Vision: Put First Things First!**

*Presented by: Consuella Carter, of CC Educational Training Services, LLC*



**Scan here to register now!**

**Friday, October 6, 2023**

**9:30 a.m. - 3:30 p.m., 4 hrs. DECAL training credit**

**Phoebe Primary Care at Northwest**

**2336 Dawson Rd # 1500**

**Albany, GA 31707**

**\$50.00 registration fee, lunch included**

***Space is limited; register now!***



**IN QUALITY CHILD CARE**

For additional information call: CCR&R Training Administrator,  
Margo M. Sanders @ 229.500.2897 or [margo.sanders@asurams.edu](mailto:margo.sanders@asurams.edu)

**Deadline to register: Monday, October 2, 2023**



## *Congratulations* to these new Quality Rated providers!

- |       |  |       |                                       |
|-------|--|-------|---------------------------------------|
| ★     | Riverside Children's Center                    | ★★★   | Care a Lots Learning Center I         |
| ★★★   | Mitchell County Child Development Center       | ★★★   | Next Level Academy                    |
| ★★★   | Georgia Migrant & Seasonal HS Norman Park      | ★★★   | Latrenda's World for Learning         |
| ★★★   | Young Achievers School of Excellence           | ★★★   | Culbertson Child Development Center   |
| ★★★   | Decatur/Grady Child Development Center         | ★★★★★ | First Choice Preparatory Academy      |
| ★★★   | Annette's ABC-123 Learning Center              | ★★★★★ | ESP Early Head Start at Boxwood Place |
| ★★★★★ | Sheri Simons - Family Child Care Learning Home |       |                                       |

Ratings through 9/2023

Coming in 2024!

## **Early Learning Conference**



In Quality Child Care

The South Georgia Early Learning Committee announces a spring 2024 high quality, affordable educational event for early learning professionals in South Georgia. Hosted on the campus of Albany State University/West in Albany, the conference is open to child care providers, parents, foster parents and others impacting the lives of children. Examples of the wide selection of training opportunities include: 'Moving F.O.R.W.A.R.D. Toward Success'; 'Today I Think I'll T.E.A.C.H.'; 'Engaging All Children: Igniting Learning Fires that Cannot be Extinguished!'; 'Trash to Treasure'; 'Licensing Supporting Quality in Early Childhood Education'; 'Growing Healthy Eaters: Nutrition Education in the Classroom'; 'Motivation Starts with You'; 'The Alphabet is Overrated for Preschoolers', 'Chalk It Up' and 'Marketing Magic'; are just a few of the sessions being provided!

The conference will offer vendor exhibitors and sponsors onsite sharing valuable early learning information, resources and gifts throughout the day.

Look for fees, additional information and conference registration in your monthly CCR&R training newsletter and virtual flyer.

## *Quality Rated Provider Highlight*

### *Kids Ahoy Learning Center Perry, GA, 3 - Stars!!!*

Kids Ahoy Learning Center has been serving the beautiful city of Perry, Georgia, and the surrounding area since 2013. I believe families appreciate when your goal is to provide quality child care. I also, believe in the importance of the staff and parents understanding the reasons why you do things that may seem different. It was our goal to become a 3-star center and we are proud to say we reached our goal!

~ Sheila Mathis/Owner



## *CCR&R New Staff Highlight*



Greetings, my name is Diandra Hylick, and I was born and raised in Albany, GA. I have been serving in the childcare field for 21 years. I have served in a variety of child care roles throughout the years as an assistant teacher, lead teacher, assistant director, center director, director trainer, and quality enhancement coordinator.

I have earned several degrees, the latest degree I achieved in 2015 from Walden University with a bachelor's in child development. I'm a faithful member and servant in the Nursery and Greeter Ministry at Rhema International Ministries located in Albany, GA.

In my spare time, I enjoy traveling, listening to music, and spending quality time with family and friends, especially with my amazing 11-year-old son, AJ. We currently reside in Leesburg, GA.

## What are the benefits of being a member of a Family Child Care Association?

### On the Local Level:

1. Comradery
2. Support
3. Sharing ideas
4. Group rates/discounts for memberships
5. Bigger voice
6. Professionalism

### On the State Level:

1. Advocacy
2. Business support
3. Training
4. Conferences
5. Discounts from third-party vendors
6. Newsletters w/ local information
7. State level policy updates
8. Resources

### On the National Level:

1. Advocacy
2. Accreditation
3. Newsletters w/national information
4. National level policy updates
5. Members only events
6. Training
7. Conferences
8. Discounts from third-party vendors
9. Resources

Professional Family Child Care Alliance of Georgia:

[Join Us! | PFCCAG.ORG](http://PFCCAG.ORG)

National Association for Family Child Care:

[Membership – National Association for Family Child Care \(nafcc.org\)](http://nafcc.org)



# Training Calendar – October, November, & December 2023

<p><b>Saturday, October 7, 2023</b> 9:00 a.m. - 4:00 p.m. <b>\$30</b></p> <p><b>Super Saturday!!!</b></p> <p><b>Grace Learning Center</b> <b>1569 Edna Place</b> <b>Macon, GA 31204</b></p>	<p><b>Playground Safety – 4 hrs.</b></p> <p><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. Join us to learn more information on playground safety.</i></p> <p><b>Ethical Behavior in Early Childhood Education – 2 hrs.</b></p> <p><i>This course provides a foundation for ethics and gives an overview of the NAEYC Code of Ethical Conduct.</i></p>	<p><b>Sandra Jackson</b> BFTS Approved Trainer</p>
<p><b>Thursday, October 12, 2023</b> 7:00 p.m. - 9:00 p.m. <b>\$10</b></p> <p><b>Webinar</b></p>	<p><b>Impact of Home Language on English Development – 2 hrs.</b></p> <p><i>Learn the importance of supporting and understanding the Dual Language Learner(DLL) and the impact of Home Language within ECE programs. It provides an awareness of cultural affairs, customs, and Home Language.</i></p>	<p><b>Sandra Jackson</b> BFTS Approved Trainer</p>
<p><b>Tuesday, October 17, 2023</b> 12:00 p.m. - 2:00 p.m. <b>\$10</b></p> <p><b>Webinar</b></p>	<p><b>Staff Morale: It Starts at the Top! – 2 hrs.</b></p> <p><i>Want your staff to be on board? This training is designed to help childcare leaders understand what staff morale is and how morale starts with the leaders in the program.</i></p>	<p><b>Dianne Fitchlee</b> BFTS Approved Trainer</p>
<p><b>Tuesday, October 17, 2023</b> 6:30 p.m. - 8:30 p.m. <b>\$10</b></p> <p><b>Webinar</b></p>	<p><b>Children Do Not Always Tell the Truth! – 2 hrs.</b></p> <p><i>Recognizing and applying the importance of honesty to help children reach their full potential.</i></p>	<p><b>Polly Raike</b> BFTS Approved Trainer</p>
<p><b>Thursday, November 19, 2023</b> 7:00 p.m. - 9:00 p.m. <b>\$10</b></p> <p><b>Webinar</b></p>	<p><b>Authority and Suggestions for Managing Classroom Behavior – 2 hrs.</b></p> <p><i>Learn the difference between authoritative and suggestive wording and explore obedience, confidence, fear, and confusion in communication styles.</i></p>	<p><b>Lori Sugarman</b> BFTS Approved Trainer</p>
<p><b>Saturday, October 21, 2023</b> 9:00 a.m. - 2:30 p.m. <b>\$60</b></p> <p><b>Miss Daisy’s Darlings Development Center</b> <b>3004 US Hwy 41 S</b> <b>Tifton, GA 31794</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.</i></p> <p><i>Also, learn to recognize and treat minor medical emergencies.</i></p>	<p><b>Judy Gaines</b> Certified Instructor</p>
<p><b>Thursday, October 26, 2023</b> 7:00 p.m. - 9:00 p.m. <b>\$10</b></p> <p><b>Webinar</b></p>	<p><b>Child Development – 2 hrs.</b></p> <p><i>Early childcare educators need knowledge about child development and learning to support children in their progress. Acknowledging what children do at different stages of their lives helps educators provide developmentally appropriate achievable activities and develop appropriate learning goals for each child.</i></p>	<p><b>Linda Davis</b> BFTS Approved Trainer</p>
<p><b>Thursday, November 2, 2023</b> 7:00 p.m. - 9:00 p.m. <b>\$10</b></p> <p><b>Webinar</b></p>	<p><b>Get Ready to Read with Alligator Allie – 2 hrs.</b></p> <p><i>Learn playful ways to introduce reading readiness with sounds of the letter A in music and activities.</i></p>	<p><b>Lori Sugarman</b> BFTS Approved Trainer</p>
<p><b>Saturday, November 4, 2023</b> 9:00 a.m. - 1:00 p.m. <b>\$20</b></p> <p><b>Webinar</b></p>	<p><b>Professional Ethics and Diversity – 4 hrs.</b></p> <p><i>NAYEC Code of Ethics will be used as a basis while exploring additional interacting training to practice professional ethics and diversity.</i></p>	<p><b>Linda Davis</b> BFTS Approved Trainer</p>

<p><b>Tuesday, November 7, 2023</b> 12:00 p.m. - 2:00 p.m. <b>\$10</b> <b>Webinar</b></p>	<p><b>Change: It's Not Easy – 2 hrs.</b> <i>Join us to learn and understand what a change agent is. It will also help understand why staff may resist change in the workplace and provide strategies to help staff adjust when change needs to take place.</i></p>	<p><b>Dianne Fitchlee</b> BFTS Approved Trainer</p>
<p><b>Tuesday, November 7, 2023</b> 6:30 p.m. - 8:30 p.m. <b>\$10</b> <b>Webinar</b></p>	<p><b>Plan It, Purge It, Place It: How to Organize Your Child Care Center – 2 hrs.</b> <i>Learn tips and strategies on how to organize your environment to run a smoother classroom.</i></p>	<p><b>Polly Raike</b> BFTS Approved Trainer</p>
<p><b>Thursday, November 9, 2023</b> 7:00 p.m. - 9:00 p.m. <b>\$10</b> <b>Webinar</b></p>	<p><b>Speaking Out for Those Who Can't – 2 hrs.</b> <i>This training is about identifying and preventing child abuse. It teaches the participants how to recognize, prevent, and report Child Abuse. Remember YOU are a Mandated Reporter.</i></p>	<p><b>Sandra Jackson</b> BFTS Approved Trainer</p>
<p><b>Saturday, November 11, 2023</b> 9:00 a.m. - 4:00 p.m. <b>\$30</b> <b>Super Saturday!!!</b> <b>First Steps Learning Center/Academy 406 Carver Drive Fort Valley, GA 31030</b></p>	<p><b>Make Every Move Count – 4 hrs.</b> <i>By attending this training participants will be able to develop and implement ORIGINAL activities to enhance children's Physical and Cognitive growth and development. The activities will be focused on children from infancy to 5+.</i> <b>Down Syndrome-Chromosome 21 – 2 hrs.</b> <i>Join us for a unique opportunity to get a glimpse of what the parents go through before birth and how Down Syndrome affects the developmental domains of the children.</i></p>	<p><b>Sandra Jackson</b> BFTS Approved Trainer</p>
<p><b>Saturday, December 2, 2023</b> 9:00 a.m. - 2:30 p.m. <b>\$60</b> <b>Bright Star Child Care &amp; Learning Center 704 E. Clay Street Thomasville, GA 31792</b></p>	<p><b>CPR/First Aid</b> <i>American Heart Association</i> <i>Learn how to recognize and alleviate airway obstructions, and the signs, symptoms, and corrective action for a stroke or heart attack.</i> <i>Also, learn to recognize and treat minor medical emergencies.</i></p>	<p><b>Judy Gaines</b> Certified Instructor</p>
<p><b>Tuesday, December 5, 2023</b> 12:00 p.m. - 2:00 p.m. <b>\$10</b> <b>Webinar</b></p>	<p><b>Parent Involvement: How to Make it Happen! – 2 hrs.</b> <i>Join us to learn the importance of parent involvement and strategies for getting parents involved in the classroom.</i></p>	<p><b>Dianne Fitchlee</b> BFTS Approved Trainer</p>
<p><b>Tuesday, December 5, 2023</b> 7:00 p.m. - 9:00 p.m. <b>\$10</b> <b>Webinar</b></p>	<p><b>Lesson Plans Made Simple Using GELDS – 2 hrs.</b> <i>Join us to learn a fun and exciting way of incorporating GELDS into your lesson plans.</i></p>	<p><b>Sandra Jackson</b> BFTS Approved Trainer</p>
<p><b>Thursday, December 7, 2023</b> 7:00 p.m. - 9:00 p.m. <b>\$10</b> <b>Webinar</b></p>	<p><b>Core Rules and Regulations with Music to Minimize Citations! – 2 hrs.</b> <i>With music, participants review, discuss, and sing BFTS regulations: Discipline, Diapering, Sleep Safety, Medication, Physical Plant, Playground, Hygiene, Swimming, Field Trips, Transportation, Ratios, and Supervision.</i></p>	<p><b>Lori Sugarman</b> BFTS Approved Trainer</p>
<p><b>Saturday, December 9, 2023</b> 9:00 a.m. - 4:00 p.m. <b>\$30</b> <b>Super Saturday!!!</b> <b>Kuntry Kiddle Daycare 6981 Thomaston Road Macon, GA 31220</b></p>	<p><b>Joy to the World – 4 hrs.</b> <i>During this time of year, poor morale and depression were found in numerous families. Thus, affecting young children. This program is designed to add a little joy to the hearts of the providers, the children, and the families.</i> <b>Understanding Autism Spectrum Disorder – 2 hrs.</b> <i>This is beginners training. It is designed to bring awareness of Autism Spectrum Disorder to providers.</i></p>	<p><b>Sandra Jackson</b> BFTS Approved Trainer</p>

# 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 [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

Like us on Facebook [@ccrrofswga](https://www.facebook.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*

<b>Marsharika Newbill</b> Office & Accounting Coordinator 229.500.2893	<b>Margo Sanders</b> Training Administrator 229.500.2897	<b>Sabrina Dawkins</b> Data Manager 229.500.2894
<b>Meribeth Bice</b> Technical Assistance Coordinator 229.854.0978	<b>Kerri Chalou</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>Be the Leader You Would Follow</b>	<b>Cindy Spann</b> Executive Director 229.854.9767