



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

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

April - June 2025

## Quarterly Bulletin and Training Calendar for Early Childhood Educators

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

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**Brian P. Kemp**  
Governor

**Amy M. Jacobs**  
Commissioner

Spring 2025

Dear Child Care Professionals of Georgia:

Spring is definitely in the air in the Atlanta area, and I hope you are enjoying warmer temperatures and blooming colors wherever you are.

I'm writing to let you know about some cool resources that DECAL's Workforce Supports and Learning team is putting together to help you meet the training requirements of HB 538, the Georgia Early Literacy Act.

This act, which passed in 2023, requires DECAL provide developmentally appropriate, evidence-based training in literacy instruction for early education professionals. Beginning July 1, all teaching professionals in licensed CCLCs and FCCLHs will be required to complete two clock hours of training on early literacy instruction every year. This doesn't add to the total required annual training hours; it just means that two of the 10 hours should focus on early literacy.

The Workforce Supports and Learning team has been working behind the scenes with our approved trainers and approved sponsor organizations to develop a catalog of approved language and literacy training. Starting in July, you will be able to log in to your GaPDS account and search on "Early Language and Literacy Lab" to see a list of approved training courses and register online. Some of the focus areas are Language Development, Building Vocabulary, Reading Aloud and Storytelling, Supporting Early Writing Skills, Social-Emotional Development and Language, Literacy Rich Environments, and Assessment of Language and Literacy Skills.

We've also created some online resources for teachers about the science of reading. These will be up on the DECAL website soon. Follow us on social media for updates on the new webpages.

I am excited that we'll be able to offer focused, age-specific training about language and literacy, and I hope you are looking forward to learning some new strategies for helping our youngest learners prepare to become readers. Thank you for all you already do to support our youngest each day.

In appreciation,

Susan B. Adams  
Deputy Commissioner for Pre-K and Instructional Supports



## **Coaching and Mentoring Your Staff**

### **Key aspects of a child care director as a mentor:**

#### **Professional development guidance**

Identifying individual staff needs and providing targeted training, workshops, or opportunities for further education to enhance their teaching practices.

#### **Observing and feedback**

Regularly observing classroom interactions and providing constructive feedback to help staff refine their techniques and address areas for improvement.

#### **Goal setting**

Collaborating with staff to set personal and professional goals, tracking progress, and celebrating achievements.

#### **Mentorship opportunities**

Pairing experienced staff with newer educators to share knowledge and provide on-the-job support.

#### **Open communication**

Creating a safe space for staff to discuss challenges, ask questions, and openly express concerns.

#### **Empowerment**

Delegating tasks, recognizing strengths, and allowing staff to take ownership of their responsibilities.

### **Benefits of a director acting as a mentor:**

#### **Improved staff retention**

Feeling valued and supported through mentorship can increase staff loyalty and commitment to the center.

#### **Enhanced quality of care**

Well-trained and confident staff can provide better care and experiences for children.

#### **Positive work environment**

A supportive mentoring culture can boost morale and team collaboration.

#### **Leadership development**

By mentoring others, directors can refine their leadership skills and build a strong team.

*Adapted from <https://extension.psu.edu/>*





# *Congratulations*

*to these new Quality Rated providers!*

- ★ Stone Edge Prep
- ★★ Alphabet Kids Early Care and Learning Academy
- ★★ Leaders of Tomorrow Learning Center
- ★★ Community Ministries Learning Center
- ★★ Wesley Lakes Academy
- ★★ CGTC Early Childhood Center
- ★★ Chapman's Learning Center
- ★★ Alma's Baby World and Early Learning Center
- ★★ Forward Faith-Based Academy
- ★★ Building Youth Careers
- ★★ Just Kiddin Daycare and Learning Center
- ★★ Rising Stars Enrichment Center
- ★★ Prime Care Learning Center IV
- ★★ Fort Valley Youth of Excellence
- ★★★★ Sister/Sister Learning Center LLC
- ★★★★ McIntosh Trail ECDC Head Start
- ★★★★ M&S Magical Stars Daycare II

Ratings through 3/2025



SAVE THE DATE  
**April 5-11, 2025**

Learn more at [NAEYC.org/woyc](https://naeyc.org/woyc)

Use #WOYC25 on social

*A fun-filled week celebrating  
early learning, young children,  
their teachers, families, and  
communities.*

*Click here for more  
information and resources*

[WOYC](#)

## Quality Rated Provider Highlight

### *Pea-N-A-Pod Columbus, GA, 3-Stars!!!*

At Pea-N-A-Pod Learning Center, we started our journey with a big goal to learn, grow, and build a child care center we could truly be proud of. Honestly, things felt a bit overwhelming at first. We faced challenges with room arrangements, maintaining consistent interactions with the children, and making the most of free play. It took time to figure out how to set up our spaces to encourage exploration, keep conversations flowing naturally, and ensure playtime was both fun and developmentally rich.

We stayed focused on our goals and continued working towards best practices. With suggestions from our Technical Assistant Coordinator, Jennifer Taylor, we saw real progress, and it felt amazing to deliver quality results and see the meaningful changes being made. After our Quality Rated observation, we were over the moon to earn a 3-star quality rating! It was such a rewarding moment and a real testament to all the dedication, hard work, and growth we experienced

This recognition has only made us more excited to keep pushing ourselves, trying new things, and aiming for excellence every day. We're proud of how far we've come and can't wait to see where this journey takes us next!



Did you know that our Technical Assistance Coordinators (TACs) can offer you and your staff private training for a very low cost? Our staff that provide your TA for Quality Rated, can 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 training 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: at 229.500.2897 or [margo.sanders@asurams.edu](mailto:margo.sanders@asurams.edu).





# *The Family Gathering: Ideas, Information, & Resources for FCCLHs*

## Conceptual Model for Quality in Home-Based Child Care

### Foundations for Sustainability of Care

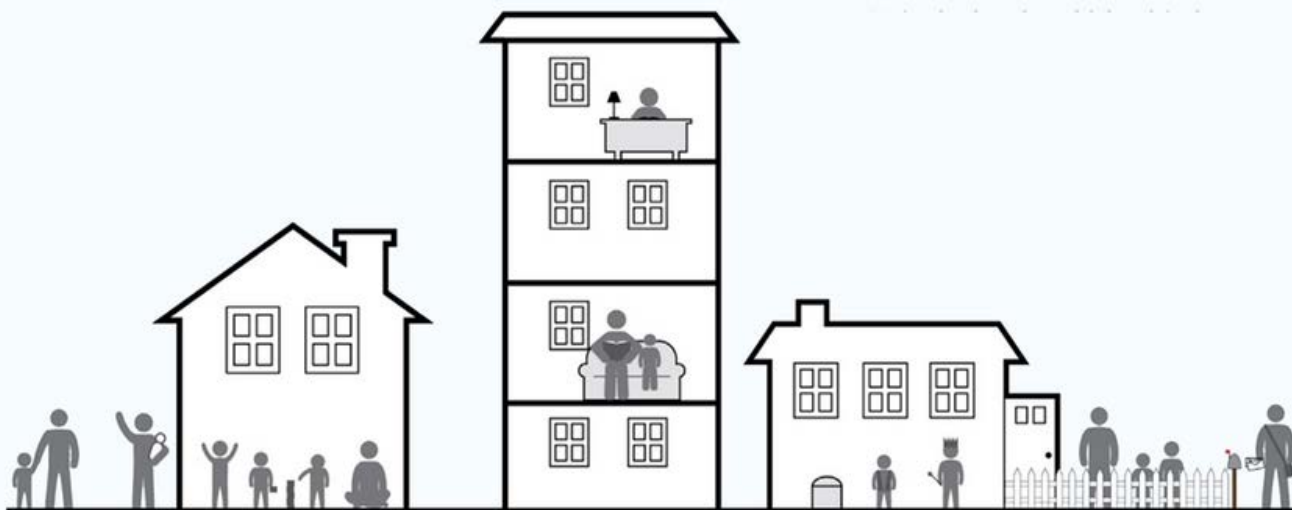
- **Creating** and maintaining a safe environment
- **Promoting** providers' self-health and wellness
- **Identifying** and engaging with community resources, including other caregivers
- **Accessing** supports for caregiving and teaching
- **Managing** business and finances
- **Demonstrating** reflection and openness to change

### Lasting Relationships

- **Developing** nurturing relationships with children
- **Facilitating** children's relationships with each other
- **Building** responsive relationships with families
- **Maintaining** healthy relationships with other adults/family members in home
- **Fostering** relationships in the community

### Opportunities for Learning and Development

- **Promoting** children's wellbeing
- **Capitalizing** on available materials, equipment, and other resources
- **Supporting** each child's development through stimulating, responsive activities, including routines
- **Building** on children's everyday, familiar, and culturally relevant experiences to promote learning
- **Supporting** children to learn with and from each other



Source: *A Conceptual Model for Quality in Home-Based Child Care* | ACF HHS

## 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 – April, May, and June 2025

<p><b>Tuesday, 4/8/2025</b> 6:30 p.m. – 8:30 p.m. <b>\$10</b></p> <p><b>Webinar</b></p>	<p><b>Understanding Challenging Behaviors in Young Children</b> <i>Join us in defining challenging behaviors and identifying strategies to reduce challenging behavior in young children.</i></p>	<p><b>Polly Raike</b> BFTS Approved Trainer</p>
<p><b>Thursday, 4/10/2025</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</b> <i>This training demonstrates 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, trust, and strengthening for the families and the ECE programs.</i></p>	<p><b>Sandra Jackson</b> BFTS Approved Trainer</p>
<p><b>Thursday, 4/10/2025</b> 6:30 p.m. – 7:30 p.m. <b>\$5</b></p> <p><b>Webinar</b></p>	<p><b>FLIP IT!</b> <i>F-feelings, L-limits, I-inquiries, &amp; P-prompts! Join us in gaining a quick and 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><b>Jennifer Taylor</b> BFTS Approved Trainer</p>
<p><b>Saturday, 4/12/2025</b> 9:00 a.m. – 4:00 p.m. <b>\$30</b></p> <p><b>Super Saturday!!!</b></p> <p><b>Brantley's Busy Bee Learning Center</b> <b>4628 Bloomfield Road</b> <b>Macon, GA 31206</b></p>	<p><b>Supervision Made Easy!</b> <i>Are you sure you have adequate supervision? Together let's hit a home run by following the rules and regulations. See you at home plate!</i></p> <p><b>Developmental Stages and Domains: Child Growth and Development – Infant/Toddler</b> <i>Enhance your knowledge of the Developmental Stages and Domains of Infants/Toddlers and become more innovative in your approach to implementing age and developmentally-appropriate all-inclusive activities using GELDS. Come and Grow with Us!</i></p>	<p><b>Sandra Jackson</b> BFTS Approved Trainer</p>
<p><b>Saturday, 4/19/2025</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>Saturday, 4/26/2025</b> 9:30 a.m. – 1:30 p.m. <b>\$10</b></p> <p><b>Albany State University-West</b> <b>2400 Gillionville Road</b> <b>Albany, GA 31707</b> <b>Building J, Room 218</b></p>	<p><b>Using the ITERS Scales to Improve Quality in the Infant/Toddler Program</b> <i>Join us to gain a better understanding of how to use the ITERS Scales to create or improve quality in their infant/toddler programs.</i></p>	<p><b>Kerri Chalon</b> BFTS Approved Trainer</p>
<p><b>Saturday, 4/26/2025</b> 9:30 a.m. – 1:30 p.m. <b>\$10</b></p> <p><b>Albany State University-West</b> <b>2400 Gillionville Road</b> <b>Albany, GA 31707</b> <b>Building J, Room 219</b></p>	<p><b>Using the ECERS Scales to Improve Quality in the Preschool Program</b> <i>Join us to gain a better understanding of how to use the ECERS Scales to create or improve quality in their preschool programs.</i></p>	<p><b>Meribeth Bice</b> BFTS Approved Trainer</p>

<p><b>Saturday, 5/3//2025</b> 9:00 a.m. – 1:00 p.m. <b>\$25</b></p> <p><b>Albany State University-West</b> <b>2400 Gillionville Road</b> <b>Albany, GA 31707</b> <b>Building C, Room 252</b></p>	<p><b>Junk to Jewels! Make and Take Workshop!</b></p> <p><b>Trash to Treasure</b> <i>Did you know that the adage “one man’s trash is another man’s treasure” can apply to supplying materials for your classroom? Join us to learn to create learning materials using items that are often thrown away, donated, or inexpensive.</i></p> <p><b>Learning Centers on a Budget</b> <i>Unlock the power of recyclable, donated, and teacher-made materials to enhance your classroom learning centers. Come learn how to turn a negative budget into positives for your classroom learning centers by learning how to turn someone else’s trash into something useful, and how to make items that will engage your children in learning and fun including teacher-made games, prop boxes, and more!</i></p>	<p><b>Dianne Fitchlee</b> <b>&amp;</b> <b>Tina Yost</b> BFTS Approved Trainers</p>
<p><b>Tuesday, 5/6/2025</b> 6:30 p.m. – 8:30 p.m. <b>\$10</b></p> <p><b>Webinar</b></p>	<p><b>How to Lesson Plan for Your Classroom</b> <i>Join us for this interactive training that will prepare participants to develop lesson plans and connect them to learning centers, daily activities, and routines of the children.</i></p>	<p><b>Polly Raike</b> BFTS Approved Trainer</p>
<p><b>Saturday, 5/17/2025</b> 9:00 a.m. – 4:00 p.m. <b>\$30</b></p> <p><b>Super Saturday!!!</b></p> <p><b>Chili’s Restaurant Crossing</b> <b>5080 Riverside Drive</b> <b>Suite 1600</b> <b>Macon, GA 31210</b></p>	<p><b>Food Safety and Nutrition</b> <i>Join us to gain additional knowledge in food preparation, storage, serving, nutrition planning, and proper dishwashing.</i></p> <p><b>Health and Nutrition</b> <i>This training is designed to meet the 4 hours of training in the area of Health and Nutrition required by Bright from the Start. Providers will explore ways to promote Nutritious meals in a healthy environment.</i></p>	<p><b>Sandra Jackson</b> BFTS Approved Trainer</p>
<p><b>Thursday, 5/22/2025</b> 7:00 p.m. – 9:00 p.m. <b>\$10</b></p> <p><b>Webinar</b></p>	<p><b>Communicating with Families</b> <i>Having available resources and getting families involve maps an effective way toward establishing productive family communications/relationships and ensuring the safety of the children in our care.</i></p>	<p><b>Sandra Jackson</b> BFTS Approved Trainer</p>
<p><b>Thursday, 6/5/2025</b> 7:00 p.m. – 9:00 p.m. <b>\$10</b></p> <p><b>Webinar</b></p>	<p><b>Developmental Stages and Domains- Child Growth and Development Preschool</b> <i>You will have the opportunity to become more innovative in your approach to implementing age and developmentally appropriate all-inclusive activities by using GELDS. This training will enhance your knowledge of the Developmental Stages and Domains of Preschool Children. Come and Grow with Us!</i></p>	<p><b>Sandra Jackson</b> BFTS Approved Trainer</p>
<p><b>Tuesday, 6/17/2025</b> 6:30 p.m. – 8:30 p.m. <b>\$10</b></p> <p><b>Webinar</b></p>	<p><b>Learning to Play, Playing to Learn</b> <i>Children play in different ways as they grow. Babies play differently from toddlers who play differently from preschoolers. Learn to recognize and apply the importance of play.</i></p>	<p><b>Polly Raike</b> BFTS Approved Trainer</p>
<p><b>Saturday, 6/21/2025</b> 9:00 a.m. – 4:00 p.m. <b>\$30</b></p> <p><b>Super Saturday!!!</b></p> <p><b>Alma’s Baby World Learning Center</b> <b>1338 Mobile Ave</b> <b>Albany, GA 31705</b></p>	<p><b>Teamwork with A Purpose</b> <i>Join us to learn how to facilitate better communication; and to emphasize the importance of working together. Participants will offer ideas, and concerns, and share various kinds of input. Plus utilize the shared data to form the activities to be working together as a team to reach a common goal to create a successful outcome.</i></p> <p><b>Full Circle Networking: Recruiting, Hiring, &amp; Retention</b> <i>This course is designed to assist management in recruiting, hiring, and retaining responsible, nurturing, caring, dependable, and long-term professional staff. Upon completion of this course, participants will know how to develop a workable model for recruiting and hiring. Plus, be able to integrate at least six strategies to enhance staff retention.</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 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)





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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>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 person~ YOU want to work with."</b>	<b>Cindy Spann</b> Executive Director 229.854.9767

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