



Welcome to the Board of Early Care and Learning

February 21, 2019



Georgia Department of Early Care and Learning

Bright from the Start: Georgia Department of Early Care and Learning

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Approval of Agenda and Minutes

- Approve **02-21-19** agenda
- Approve **11-15-18** minutes



Inspiration

Kathy Howell



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Neighbors Didn't Know How to Communicate With 2-Year-Old Deaf Girl, So What They ALL Did Next Is Incredible



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Board Member Updates

Board members report on their recent DECAL-related activities in their districts.



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Commissioner's Update

Amy M. Jacobs
Commissioner



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Changes in Leadership

- Saying goodbye to Kristin Bernhard, Deputy Commissioner for System Reform
 - Served as Education Policy Advisor to Governor Nathan Deal
 - Joined DECAL in early 2014 to oversee implementation of Georgia's Early Learning Challenge grant
 - Has successfully led growth of Quality Rated and System Reform
- Leaving DECAL & GA to serve as Senior Vice President for Policy and Advocacy for Ounce of Prevention in Chicago
- Final day with DECAL: Friday, February 22, 2019

Changes in Leadership *(continued)*

- Craig Detweiler retired December 31, 2018
 - Joined DECAL in 2009 as Chief Information Officer
 - Oversaw the development and implementation of data systems that have transformed DECAL's work and are the envy of other states
- Jim Keith = Interim Chief Information Officer
 - Brings wealth of experience in IT leadership
 - Spent 33 years in private sector with Bellsouth, Accenture, and Lexus Nexus
 - For last two years, has served as Data Service Director at DECAL responsible for Atlas, PANDA, CACDS, and other systems.

Changes in Leadership *(continued)*

- **Dr. Bentley Ponder = Deputy Commissioner for System Reform**
 - Been with DECAL 14 years
 - Has played an integral role in creating and improving the department's programs, systems, and services and in supporting every DECAL division.
 - Education, experience, and commitment eminently qualify him for new role
- **Randy Hudgins = Director of Research**
 - Began at DECAL as an intern in 2009 and has enhanced his academic credentials and research skills since joining DECAL in 2010
 - Has consistently demonstrated commitment to DECAL and organizational excellence through exemplary attitude, professionalism, and critical support to every DECAL division.

Changes in “Org” Chart

- The Research unit will be moved under System Reform.
- **IMPORTANT:** Even though Research will be located under System Reform on the “org chart,” the unit will continue to serve ALL DECAL divisions.
- Quality Rated Subsidy Grants will move under CAPS to better align efforts to ensure that children receiving CAPS scholarships have access to the highest quality child care.
- The Quality Rated Technical Assistance team, including the child care resource and referral agencies, will move under Instructional Supports so that internal and external professional development efforts are housed in one unit.

2018-2019 Georgia's Pre-K Teacher of the Year – Public School

Becky Thomas-Haden

Mulberry Creek
Elementary

Harris County



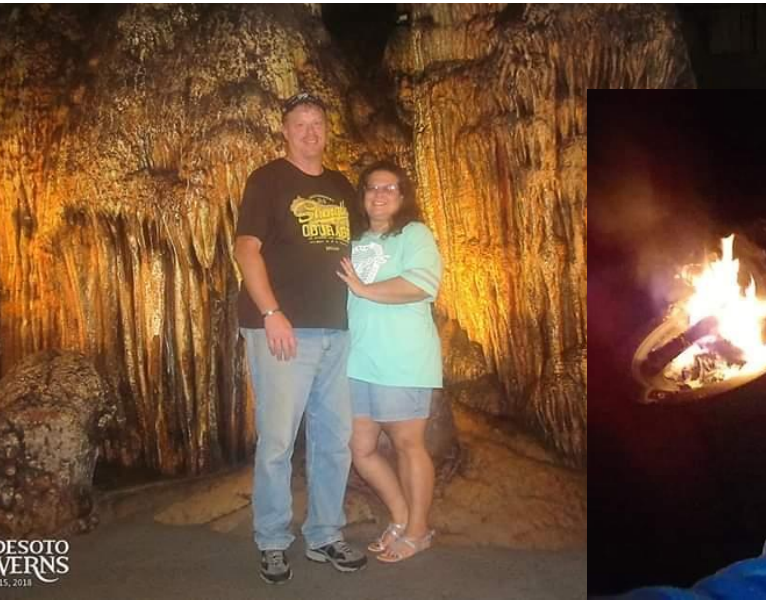


Becky Thomas-Haden
Mulberry Creek Elementary
Harris County, GA
GA Pre-K Teacher of the Year
2018-2019











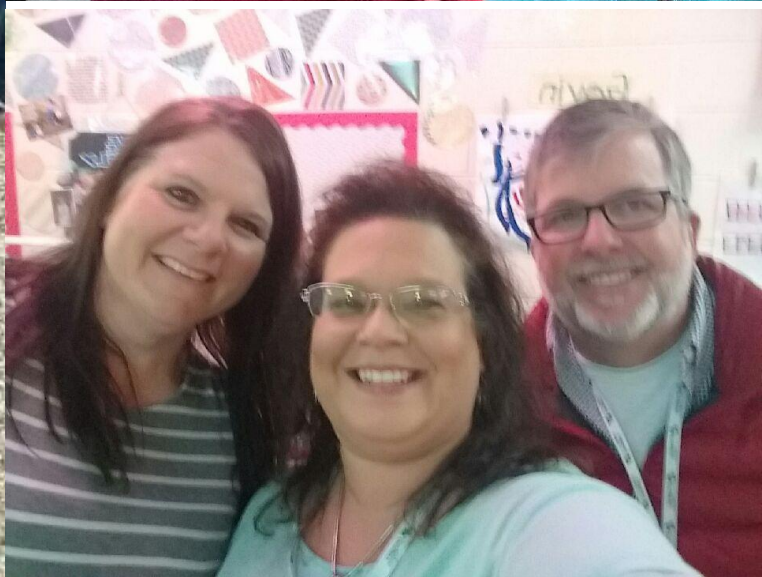


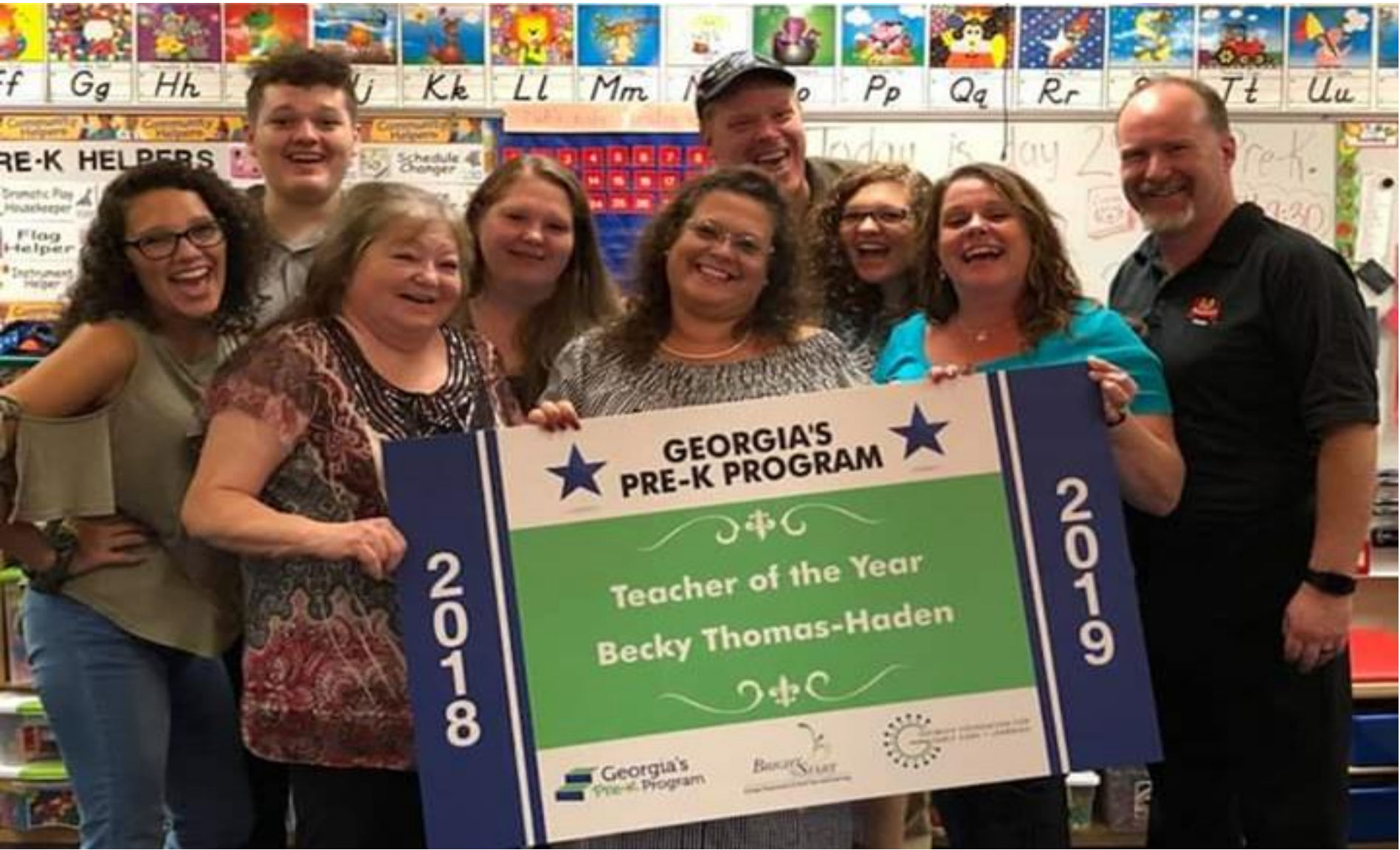












★ GEORGIA'S PRE-K PROGRAM ★

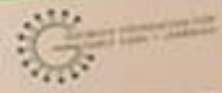
2018

Teacher of the Year
Becky Thomas-Haden

2019

Georgia's Pre-K Program

Becky Star



In Honor of Georgia's Pre-K Program's Teachers of the Year 2018-2019

Special Presentation by
Board of Early Care and Learning
Chairperson
Susan Harper

2018-2019 Georgia's Pre-K Teacher of the Year – Child Care Center

Stephanie Westhafer

Georgia Kids Academy

Jackson County





Though my life may look like scraps,
It's a beautiful crazy quilt,
Pieced together one scrap at a time,
Creating my life's masterpiece.

Stephanie Westhafer
TOTY 2018-19

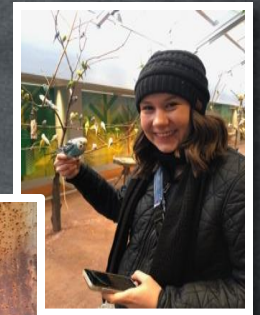




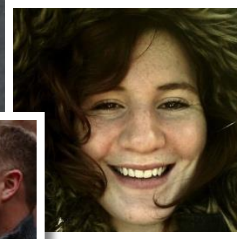
Family



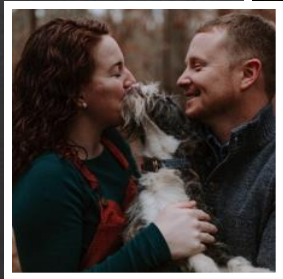
Chloe-Marie
PreVet
@ UGA



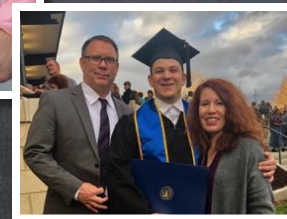
Taylor
Environmental
Engineering
@ UGA



Michael
"Room Dad"
Cracker Barrel



Logan
Film & Media
Graduate





Life Perks

Travel



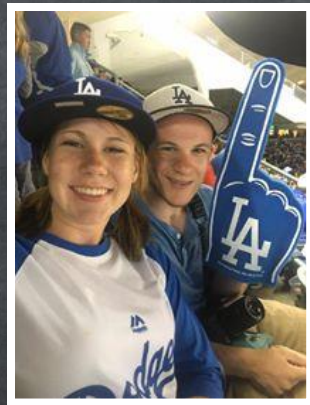
San Diego



NYC



San Francisco



Los Angeles

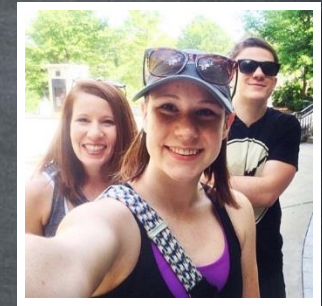


Chicago

Courtesy of TOTY \$



Boston



Running



My Journey to Teaching

Teacher was #1 on my high school career assessment...I actually giggled.



Finance Industry



Substitute Teaching



BS in Early Childhood Education
M.A.T. Elementary Education
EdS Curriculum & Instruction



Homeschool



Children's Director



I
♥
P
R
E
-
K



MY CLASS



MY SCHOOL



MY MENTOR



MY TEAM





TOTY

Parade



In the News???

GAPBS Training



Ride Along with Michele Allen

Social Media Day



Governor's Mansion with the First Lady, Sandra Deal





All of these scraps are little pieces of me,
but what will the next set of scraps be?
Just watch out and you will see,
I hope to finish my Doctorate degree...
and I'm excited to see who the next TOTY will be!





Finance, Legislative, & Administrative Update

Rian Ringsrud

Deputy Commissioner, Finance and Administration



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Finance Update – SFY 2019 Summary



Data as of Dec 31st	Budget	Expenditures*	Remaining Balance	% Remaining
BY PROGRAMS				
Child Care Services	\$268,460,762	\$134,966,987	\$133,493,775	50%
Pre-K + (HS)	\$367,459,433	\$179,758,335	\$187,701,098	51%
Quality Initiatives	\$51,779,175	\$43,576,301	\$8,202,874	16%
Nutrition	\$148,000,000	\$78,738,144	\$69,261,856	47%
Total Expenses	\$835,699,370	\$437,039,767	\$398,659,603	48%

BY FUNDING SOURCE				
State General	\$61,514,778	\$15,262,350	\$46,252,428	75%
State Lottery	\$367,284,433	\$179,671,997	\$187,612,436	51%
Federal	\$404,798,159	\$240,578,354	\$164,219,805	41%
Other	\$2,102,000	\$1,527,066	\$574,934	27%
Total Funds	\$835,699,370	\$437,039,767	\$398,659,603	48%

* Includes encumbrances.

DECAL SFY 2020 Governor's Budget Report



AFY 2019 Budget* FY 2020 Budget* Difference % Difference

BY PROGRAMS				
Child Care Services	\$268,460,762	\$268,466,207	\$5,445	0.002%
Pre-K + (HS)	\$367,461,459	\$378,854,038	\$11,394,605	3.1%
Quality Initiatives	\$51,779,175	\$51,779,175	\$0	0%
Nutrition	\$148,000,000	\$148,000,000	\$0	0%
Total Expenses	\$835,701,396	\$847,099,420	\$11,400,050	1.4%

BY FUNDING SOURCE				
State General	\$61,514,778	\$61,520,223	\$5,445	0.002%
State Lottery	\$367,286,459	\$378,679,038	\$11,394,605	3.1%
Federal	\$404,798,159	\$404,798,159	\$0	0%
Other	\$2,102,000	\$2,102,000	\$0	0%
Total Funds	\$835,701,396	\$847,099,420	\$11,400,050	1.4%

*Proposed

Legislative Update



Under the Gold Dome: Bills of Interest to DECAL

- Senate Bill 48 – Provides for the identification and support of students with dyslexia
- Senate Bill 85 – Provides for the establishment of an early child care scholarship program
- House Bill 180 – Provides for repeal of provisions creating boards, task forces, authorities, commissions, and councils that are no longer active



Georgia's Pre-K Program and Instructional Supports Update

Susan Adams
Deputy Commissioner for Pre-K and
Instructional Supports



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FEBRUARY 11 – 15, 2019

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Preschool Development Birth Through Five Grant (PDG B-5)



Preschool Development Birth Through Five Grant (PDG B-5)



- Awarded \$2,961,044
- One Year Grant
- Eligible to apply for a five year renewal grant in fall 2019

Purpose of the PDG B-5

- Conduct Needs Assessment
- Develop a **Statewide** Strategic Plan
- Maximize family choice and knowledge about **existing** programs and providers
- Share best practices among early childhood education providers to **increase collaboration and efficiency** of services
- Improve overall quality by developing and implementing **evidence-based practices** to improve professional development

Next Steps for PDG B-5

- Revise budget
- Federal approval of budget revision
- Hire staff
- Procure contracts
- Form Cross Agency Child Council and stakeholder groups



Christi Moore, Ph.D.
Director of Professional Learning

DECAL Scholars staff help early childhood education professionals:

- Identify educational options in the ECE field
- Identify colleges/universities that offer ECE credential or degree programs on-site or online
- Identify steps needed to enroll in a college or university
- Apply for **SCHOLARSHIPS**, **AWARDS for Early Educators**, and **INCENTIVES** programs

- **Free Educational Counseling**
- **SCHOLARSHIPS:** Provides tuition assistance and a support stipend to eligible ECE professionals pursuing credentials or degrees in early childhood education
- **AWARDS for Early Educators:** Offers a single bonus to eligible applicants who have earned a higher ECE credential or degree within the past 12 months
- **INCENTIVES:** A salary bonus program that rewards the tenure of professionals who increase their levels of ECE education

SCHOLARSHIPS Awards:

- 80% of tuition and mandatory fees not covered by HOPE, Pell, or other awards at public institutions
- Up to \$2,028 per semester of tuition and mandatory fees not covered by HOPE, Pell, or other awards at private institutions
- \$250 stipend for students enrolled in 1-3 credit hours
- \$500 stipend for students enrolled in 4 or more credit hours

AWARDS for Early Educators rewards a single bonus at each level to eligible applicants who have earned a higher ECE credential or degree within the past 12 months.

CDA/TCC

\$1,200 for attaining a CDA Credential issued by the Council for Professional Recognition or a Technical Certificate of Credit (\$1,300 for an Infant/Toddler CDA or an Infant Toddler Specialist TCC)

TCD/AAS

\$1,500 for attaining a Technical College Diploma or Associate of Applied Science Degree

BA/MA

\$2,500 for attaining a Bachelor's or Master's Degree

INCENTIVES is a salary bonus program that rewards the tenure of ECE professionals who increase their levels of education.

Credential	Maximum # of Payments	Payment Amount
Child Development Associate	2	\$250
Intro to Childcare TCC	2	\$250
Technical Certificate of Credit	4	\$375
Technical College Diploma	4	\$500
Associate's Degree	4	\$750
Bachelor's Degree	4	\$1,000
Bachelor's Degree in Birth – Five	4	\$1,150
Master's Degree	4	\$1,250

Funds Awarded

Program	State Year 2018 <i>Final</i>		State Year 2019 <i>To Date</i>	
	Participants	Funds Awarded	Participants	Funds Awarded
SCHOLARSHIPS	1,067	\$1,004,855	631	\$675,954
INCENTIVES	1,332	\$1,027,125	911	\$516,675
AWARDS*	886	\$1,204,300	359	\$479,300

** Prior to change in funding source, the AWARDS program was funded on a calendar year cycle.*

DECAL Scholars TEACH Program will support early learning teachers and future teachers to **choose the ECE career pathway.**

- Infant/Toddler credentialed teachers
- Family Child Care Learning Homes providing care for infants/toddlers
- CTAE – high School Students pursuing a CDA
- Bilingual Teachers pursuing a CDA

DECAL Scholars LEAD Program will support the development of professionals skilled in designing and using **relationship-based strategies for workforce training** and development.

- Professional Learning Community Facilitators
- Early Learning Coaches (Pilot)



System Reform Update

Kristin Bernhard
Deputy Commissioner for System Reform



Georgia Department of Early Care and Learning

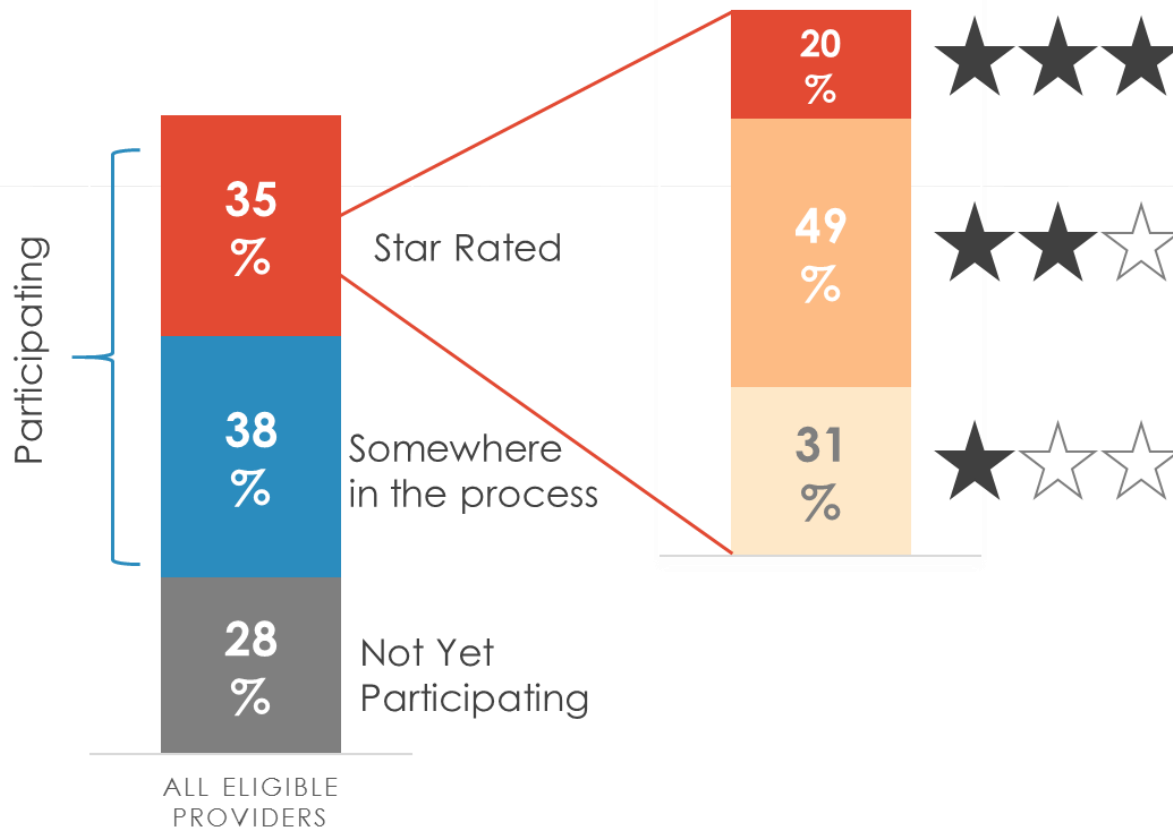
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As of
January 2, 2019...

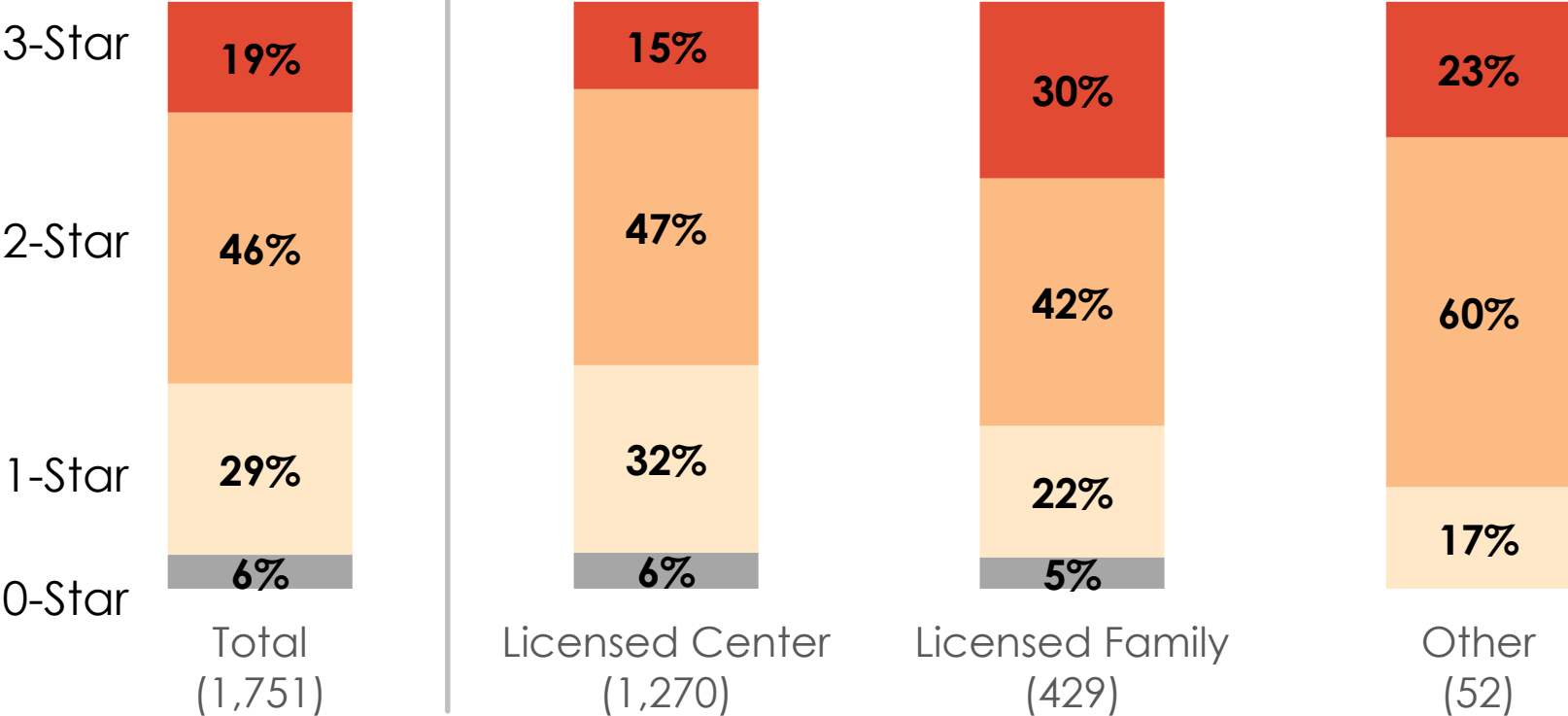
	Participating	Rated (1-3 stars)
Licensed Family Homes	58%	27%
Licensed Centers	80%	38%
All Eligible Programs	72%	35%

Of the 4,774 eligible programs in Georgia, **1,650** are star rated.

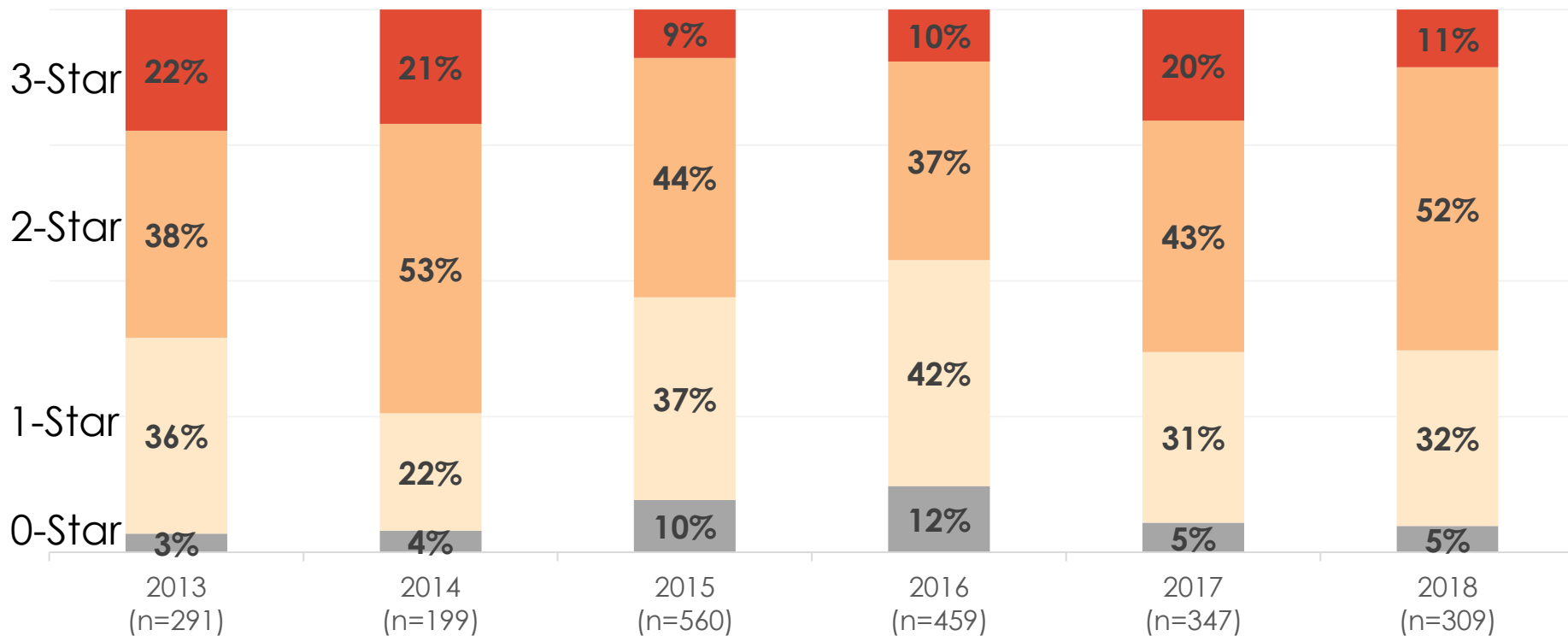


The quality of the majority of child care programs is still unknown.

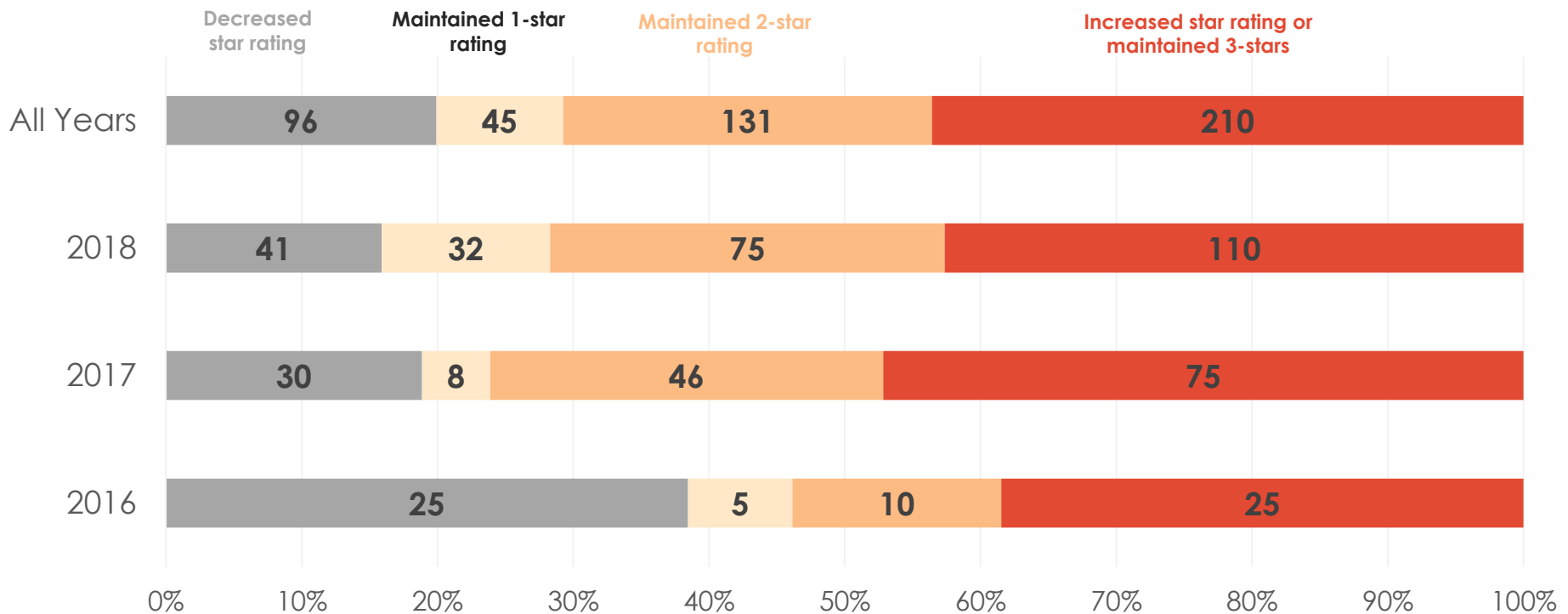
Distribution of Ratings by Provider Type



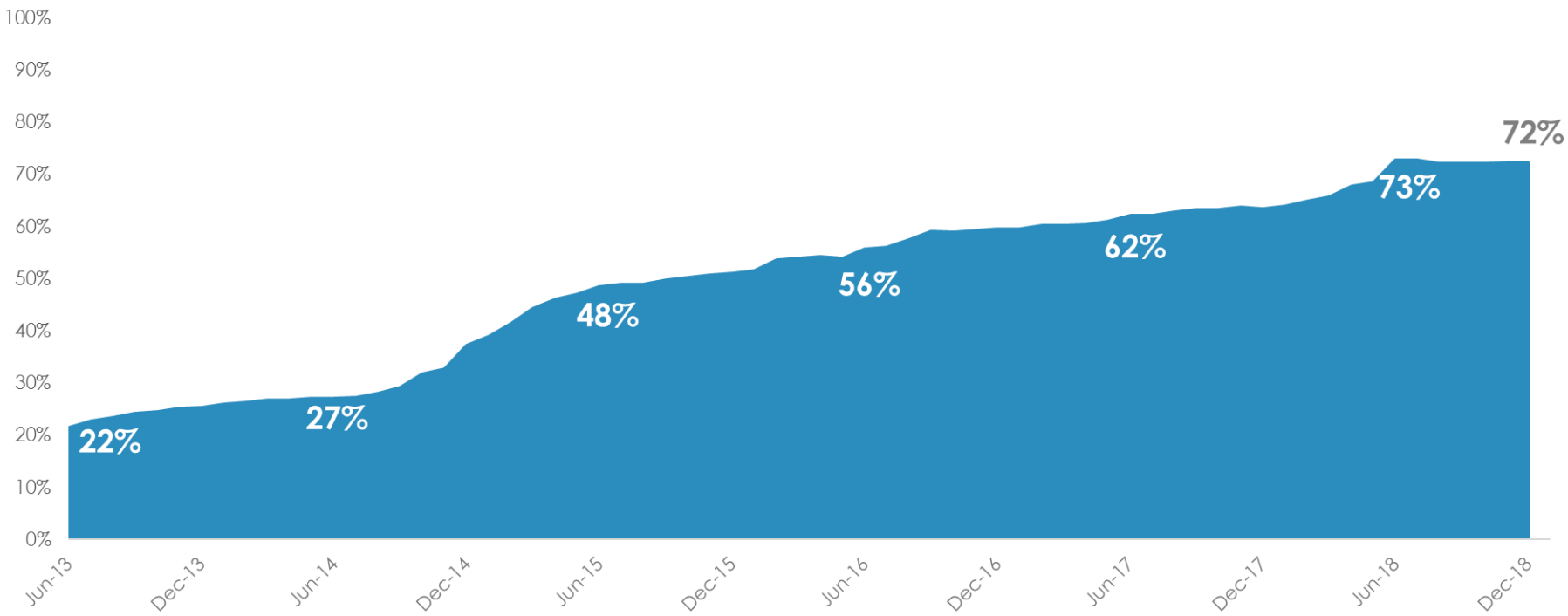
Initial Ratings by Year



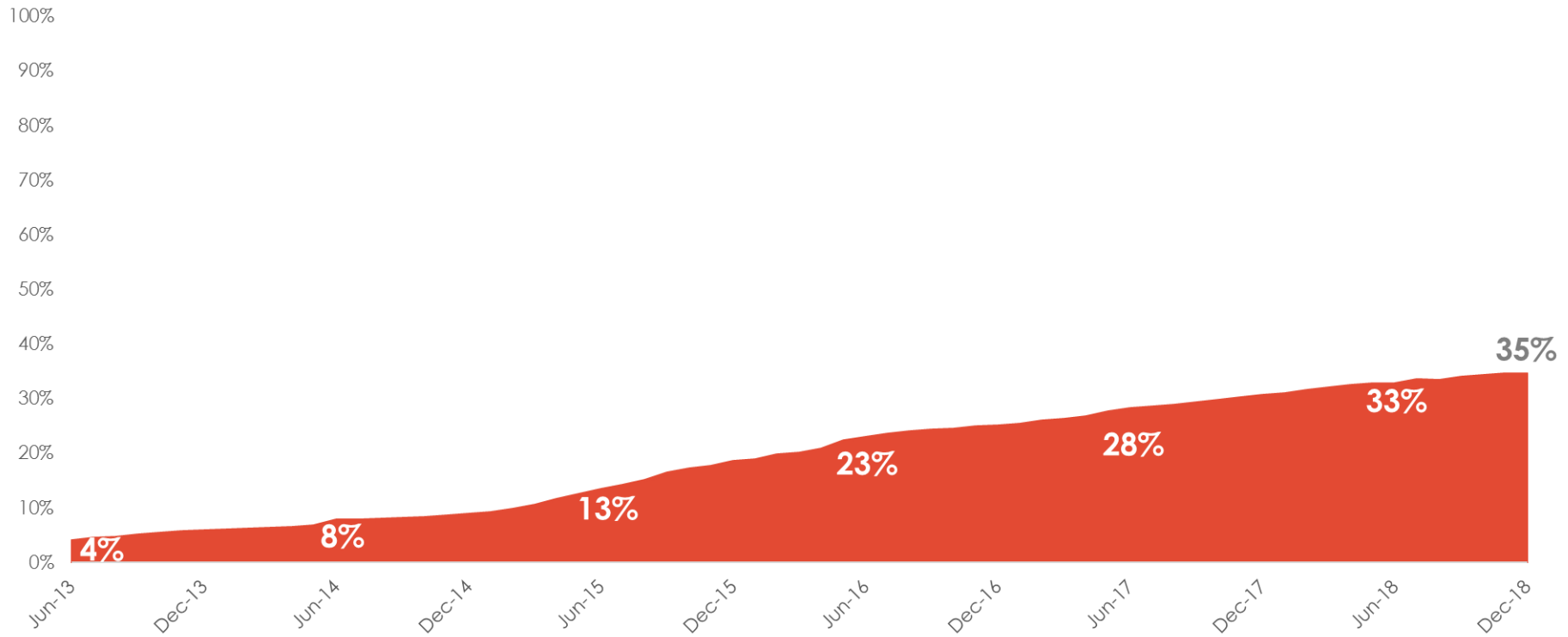
483 required reassessments have been completed since 2016.



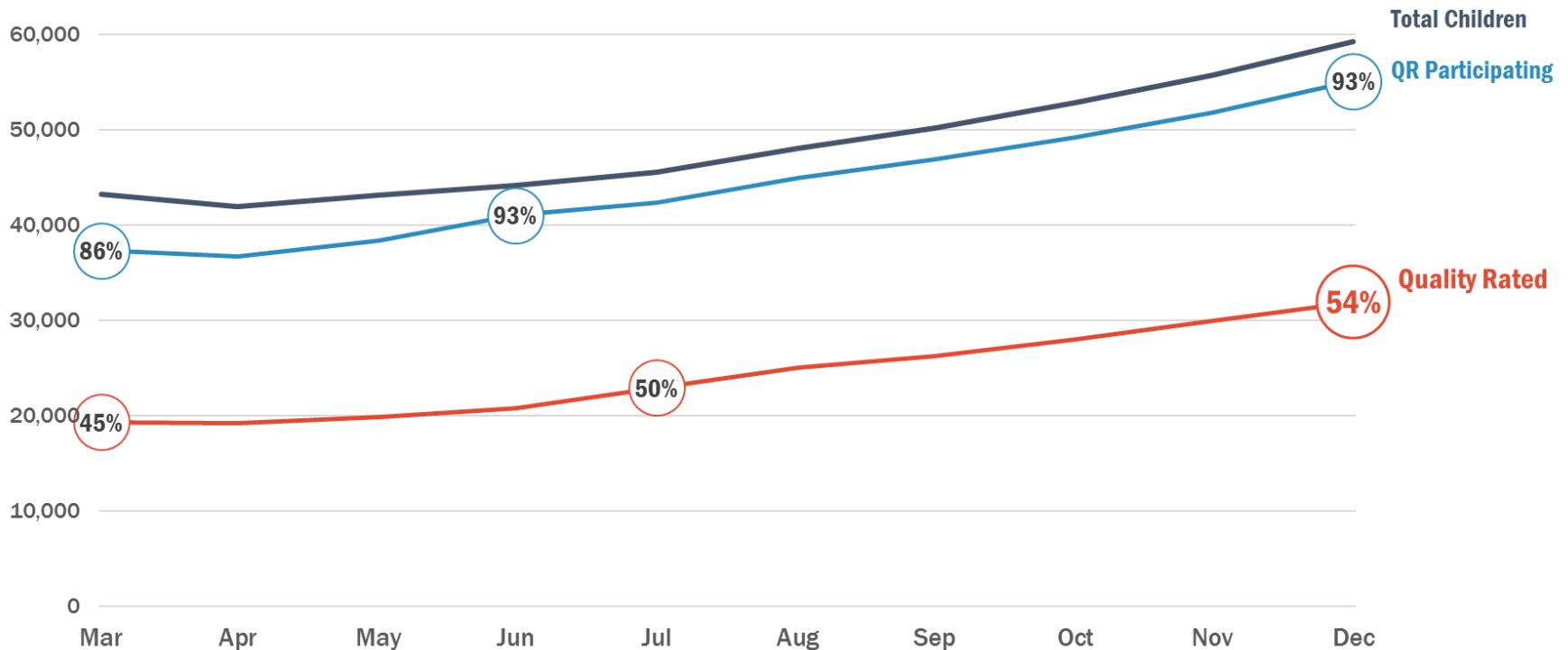
72% of eligible programs are currently participating in Quality Rated.



35% of eligible programs are currently Quality Rated.



All Quality Rated eligible child care programs must be one, two, or three star rated by December 31, 2020 to continue receiving Childcare and Parent Services (CAPS).



Children in CCDF Child Care Subsidy at QR-Eligible Providers

Out of all eligible programs with GA Pre-K, how many are in rated or participating programs?



Quality Rated Structural Quality: The Online Portfolio

- On-line tool to organize documents
- Composed of five standards
- Information submitted under each standard earns structural quality points that are combined with points from the observation (process quality) to earn an overall star rating.

STANDARD 1	STANDARD 2	STANDARD 3	STANDARD 4	STANDARD 5
Staff qualifications and training	Child health, nutrition and physical activity	Family Engagement	Intentional teaching practices	Ratios and Group size

Quality Rated Validation Study Report #2: Correlations between Components and Ratings

Components	Correlations with Star Ratings (r)			
	All Programs (n=1,516)	CCLCs (n=1,034)	FCCLHs (n=402)	Others (n=80)
Structural Quality Points (Portfolio)	0.42	0.41	0.45	0.34
Process Quality Points (ERS)	0.96	0.95	0.96	0.98

Process Quality was almost perfectly correlated with the star rating.

Structural Quality Refinement

- **Phase 1: Discovery, August 2017-December 2018**
 - Validation Study Findings
 - Quality Rated Advisory Committee Review (x2)
 - DECAL Field Staff Survey
 - DECAL Internal Work Group
- **Phase 2: Iterative Revisions, January 2019-December 2019**
 - National Expert Review
 - Mini Pilot
 - Formal Stakeholder Engagement
 - Pilot
- **Phase 3: Development, January 2020-December 2020**
 - IT Requirements
 - Technical Assistance Materials
 - Technical Assistance Training
 - Communication Plan

BREAK
(10 minutes)



Federal Programs Update

Elisabetta Kasfir
Deputy Commissioner for Federal Programs



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CAPS Division Meeting December 2018



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February 2019 CAPS Policy Revision

Chris Linn
CAPS Program Administration Director



Georgia Department of Early Care and Learning

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Why was this policy revision needed?

1

License-exempt and informal providers – health and safety standards

2

Improve clarity

To improve clarity, policy will be reorganized.

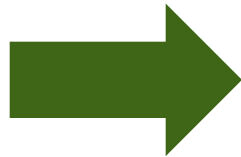
These policy sections:	Were replaced with these sections:
15 – Improper Payments	15 – Health and Safety Standards
16 – Sanctions and Disqualifications	16 – Program Integrity

New Program Integrity Policy

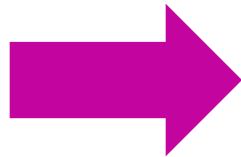


- Reorganized and clarified existing policy and processes
- Promote a progressive model

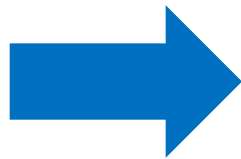
How is the new Program Integrity policy structured?



CAPS



Families



Child Care Providers

How does CAPS support program integrity?

- Policy
- Training
- Evaluation
- Process improvement



How do families support program integrity?

- Provide accurate, current, and complete information
- Report certain changes
- Comply with investigations and inquiries
- Ensure their children are signed in and out of care each day



How do child care providers support program integrity?

- Record keeping
- Billing
- Responsiveness



New Health and Safety Standards Policy for License-Exempt and Informal Providers



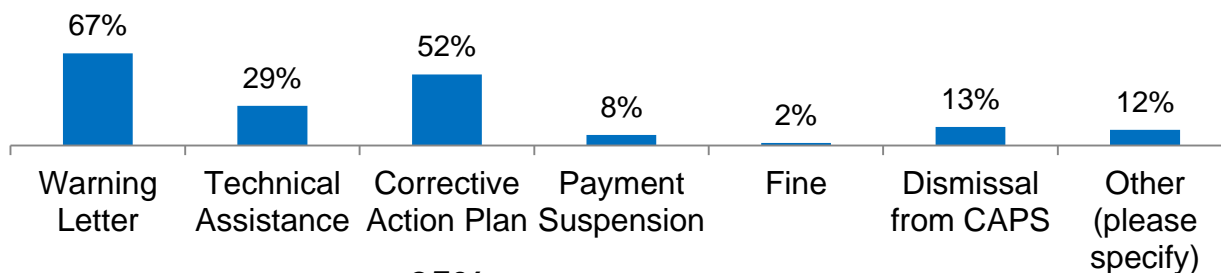
- Reorganized
- Added details on monitoring and enforcing health and safety standards for **license-exempt and informal providers**



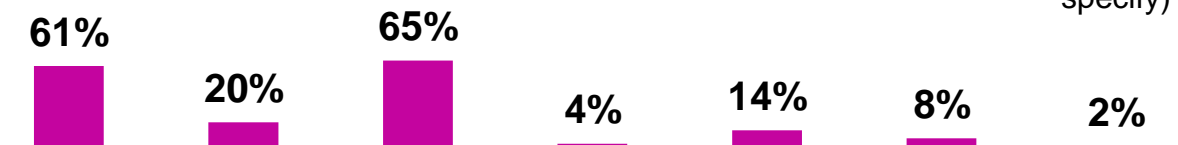
Stakeholder Feedback

Warning letters, technical assistance, and corrective action plans preferred by survey respondents

Comprehensive background checks.



Fire safety



Fence or barrier



What are the health and safety requirements?

CCDF

- Report serious injuries (as defined by DECAL)
- Comprehensive background checks
- Health and safety training
- Provide care that meets basic health and safety standards
- Annual monitoring and enforcement

DECAL

- Arrival and departure records
- Transportation records

How is the new health and safety standards policy structured?



Compliance standards

- All providers
- Licensed
- License-exempt and informal

Monitoring and enforcement

- Licensed
- License-exempt and informal

How does this change monitoring for license-exempt and informal providers?

Supervision

No children present

- Staff members physically present with the children and properly supervising?

Low Medium High Extreme

Yes No

- Staff alert and able to intervene to prevent injuries?

If no, explain----->

Low Medium High Extreme

Yes No

How will enforcement actions be determined?

Compliance and Enforcement Chart

Violation Class (A, B, C, D)	Points accumulated per monitoring visit			
	I 0-2 points	II 3-5 points	III 6-10 points	IV 11+ points
D (10 points per) • Extreme Harm • Imminent Danger			I2 – D C-III	I3 – D D
C (6 points per) • High Risk			I2 – D C-III	I3 – D C-IV
B (2 points per) • Medium Risk	P1 – P3 B-I	P2 – P3 B-II	I1 – I2 B-III	I2 – D B-IV
A (1 point per) • Low Risk • CCDF Non-core	P1 – P2 A-I	P1 – P3 A-II	P2 – P3 A-III	I1 – I2 A-IV

Enforcement Categories and Actions

Prevention Action Category	Intermediate Action Category	Dismissal Action Category
Prevention 1 (P1) Technical assistance	Intermediate 1 (I1) Plan of correction Office conference	Dismissal (D) Dismissal Disqualification
Prevention 2 (P2) Citation Plan of improvement	Intermediate 2 (I2) Fine (level 1 or 2)	
Prevention 3 (P3) Warning letter	Intermediate 3 (I3) Per violation fine (level 1 or 2)	

Highest violation class and points accumulated in that visit

Allowable enforcement actions

What are the enforcement actions?

Prevention

- Technical assistance
- Citation
- Plan of improvement
- Warning letter

Intermediate

- Plan of corrective action
- Office conference
- Enforcement fine

Dismissal

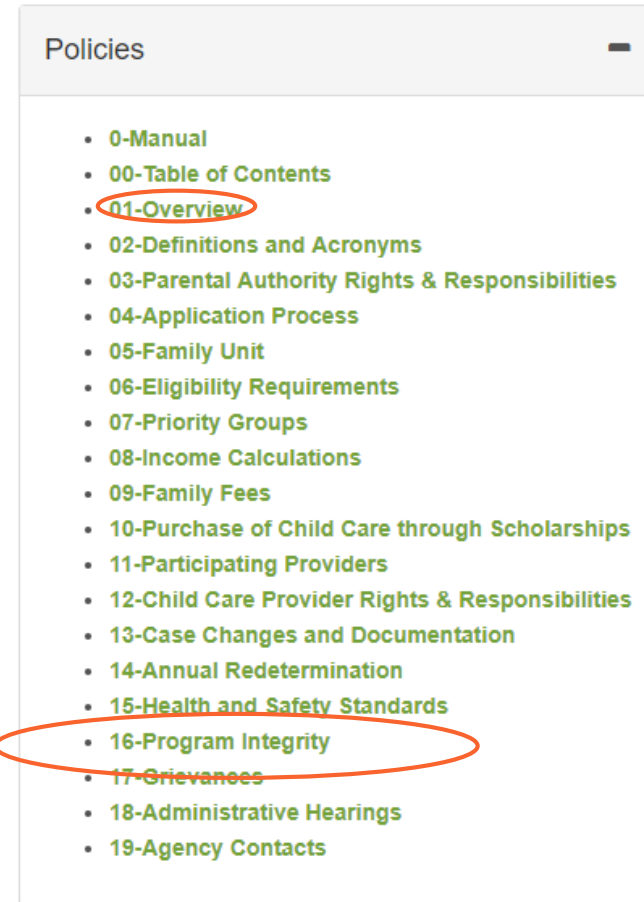
- Dismissal
- Disqualification

New CAPS policies can be found at:

www.caps.decal.ga.gov



Policies and Procedures



The screenshot shows the expanded 'Policies' menu. The menu is titled 'Policies' and contains a list of 19 items, each with a plus sign icon to its left. The items are: 0-Manual, 00-Table of Contents, 01-Overview, 02-Definitions and Acronyms, 03-Parental Authority Rights & Responsibilities, 04-Application Process, 05-Family Unit, 06-Eligibility Requirements, 07-Priority Groups, 08-Income Calculations, 09-Family Fees, 10-Purchase of Child Care through Scholarships, 11-Participating Providers, 12-Child Care Provider Rights & Responsibilities, 13-Case Changes and Documentation, 14-Annual Redetermination, 15-Health and Safety Standards, 16-Program Integrity, 17-Grievances, 18-Administrative Hearings, and 19-Agency Contacts. The items '01-Overview' and '16-Program Integrity' are circled in red.

- 0-Manual
- 00-Table of Contents
- 01-Overview
- 02-Definitions and Acronyms
- 03-Parental Authority Rights & Responsibilities
- 04-Application Process
- 05-Family Unit
- 06-Eligibility Requirements
- 07-Priority Groups
- 08-Income Calculations
- 09-Family Fees
- 10-Purchase of Child Care through Scholarships
- 11-Participating Providers
- 12-Child Care Provider Rights & Responsibilities
- 13-Case Changes and Documentation
- 14-Annual Redetermination
- 15-Health and Safety Standards
- 16-Program Integrity
- 17-Grievances
- 18-Administrative Hearings
- 19-Agency Contacts



Child Care Services Update

Pam Stevens
Deputy Commissioner of Child Care Services



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Child Care Services Consultant Customer Service Survey Results

Shayna Funke
Research and Policy Analyst



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What & Why?

- Following regulatory visits from CCS consultants, providers receive their visit report with a link to the survey
- Survey asks about their customer service experience
- Purpose is to learn more about the quality of CCS consultants' customer service



1. The Child Care Consultant... *(yes, somewhat, no, N/A, decline to answer)*

- was polite, courteous, and respectful.
- was helpful and provided useful information.
- answered my questions in an easy to understand way.
- clearly understood the rules and regulations.
- was fair in his or her review.
- documented my input and ideas in the plan for correcting citations or in developing an action plan if a plan was needed.

Survey Details

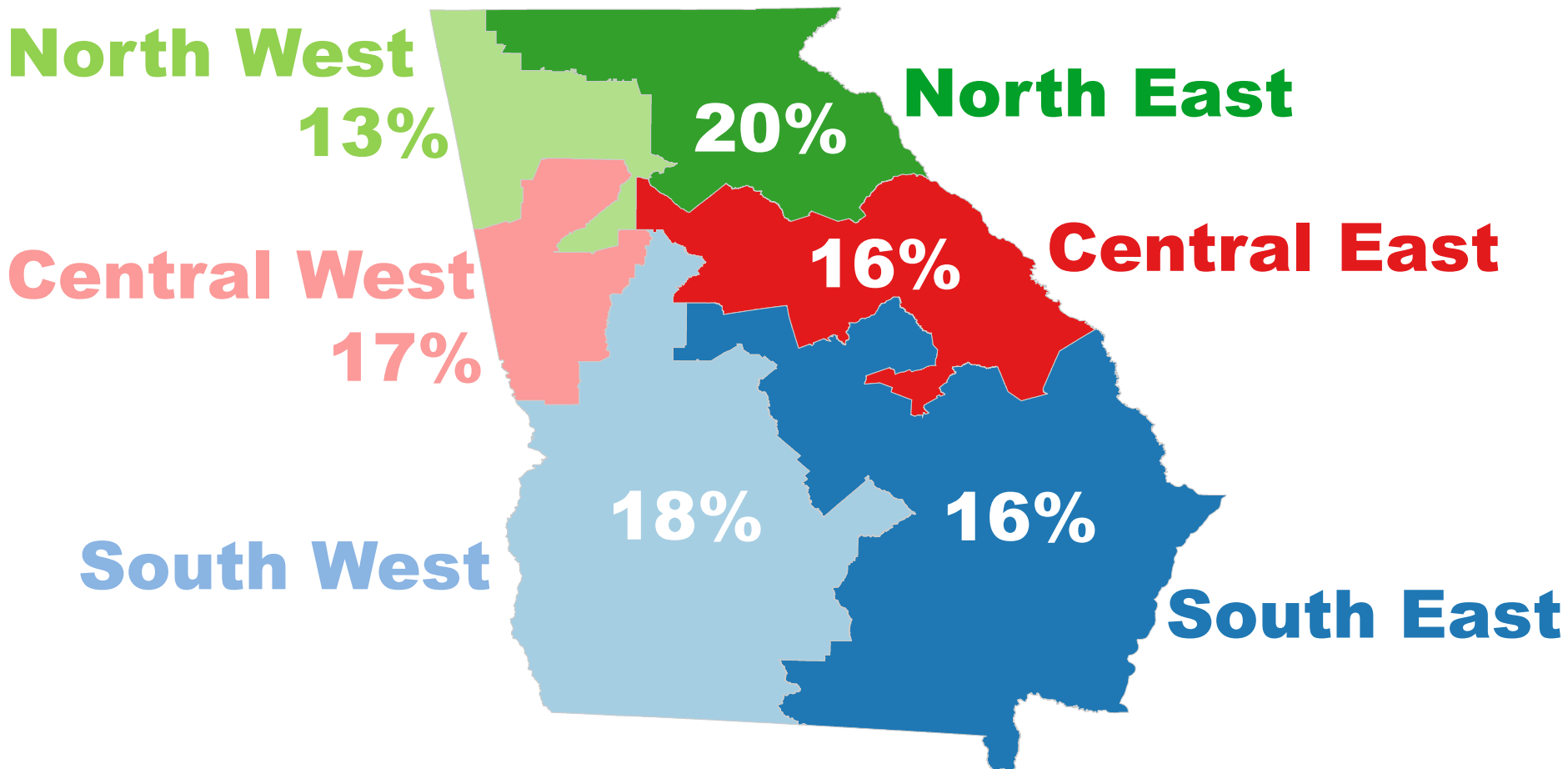
2. The Consultant reviewed the visit report at the completion of the visit with a facility representative. *(yes or no)*
3. I am able to reach Child Care Services at other times when I have a question. *(yes or no)*
4. Additional comment. *(optional open-ended comment)*
5. Would you like someone from Child Care Services Management Team to contact you regarding your experience? *(yes or no)*

Summary Results

- July 1, 2018 to November 16, 2018
- 1,166 total surveys



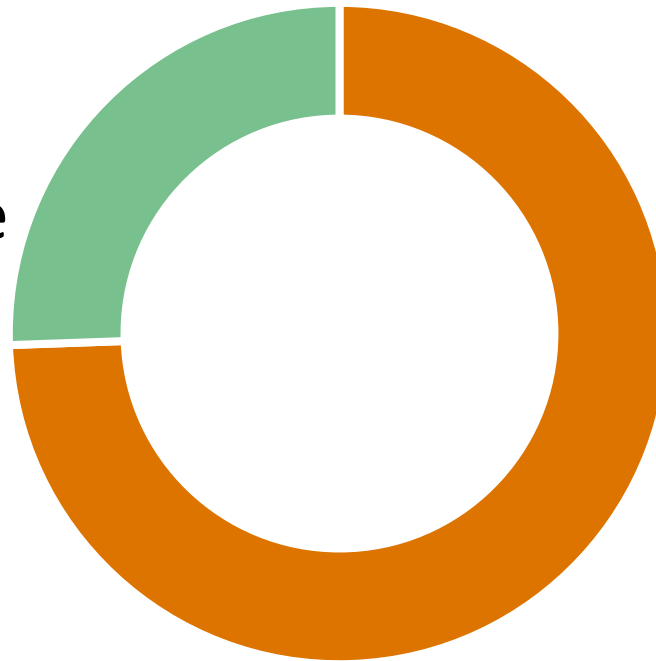
Responses by Region



Responses by Provider Type

26%

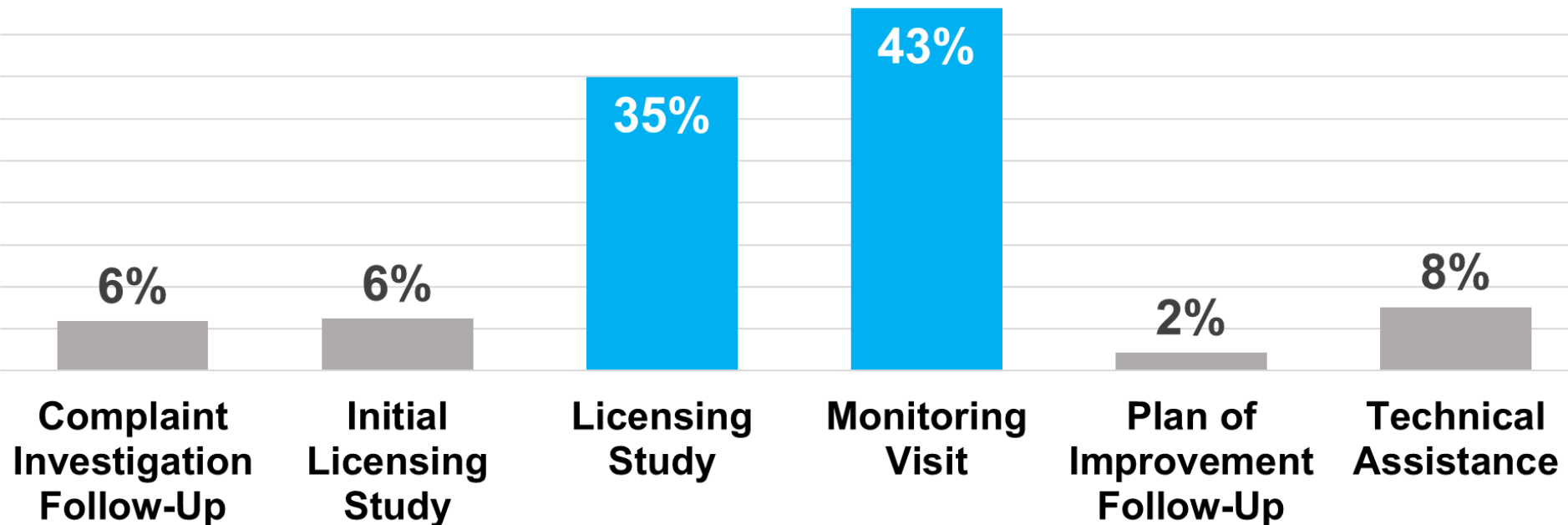
Family Child Care
Providers



74%

Center Providers

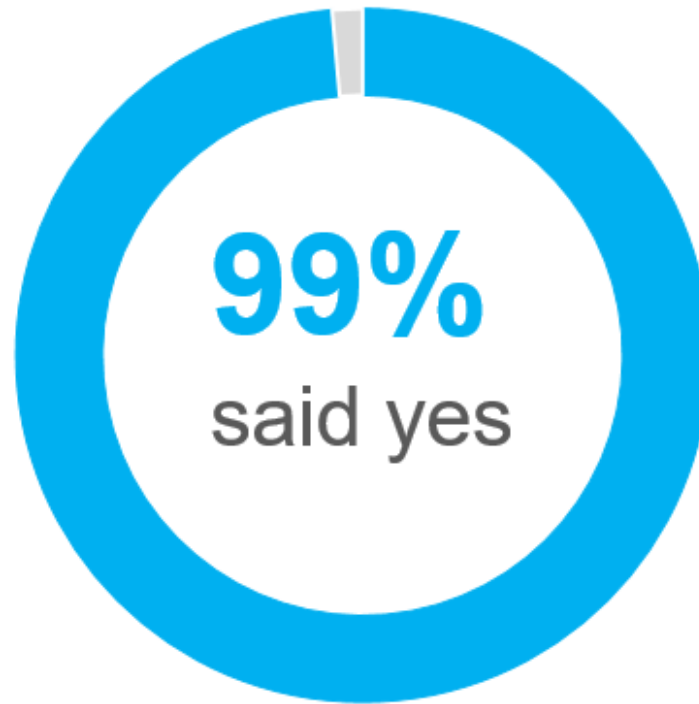
Responses by Visit Type



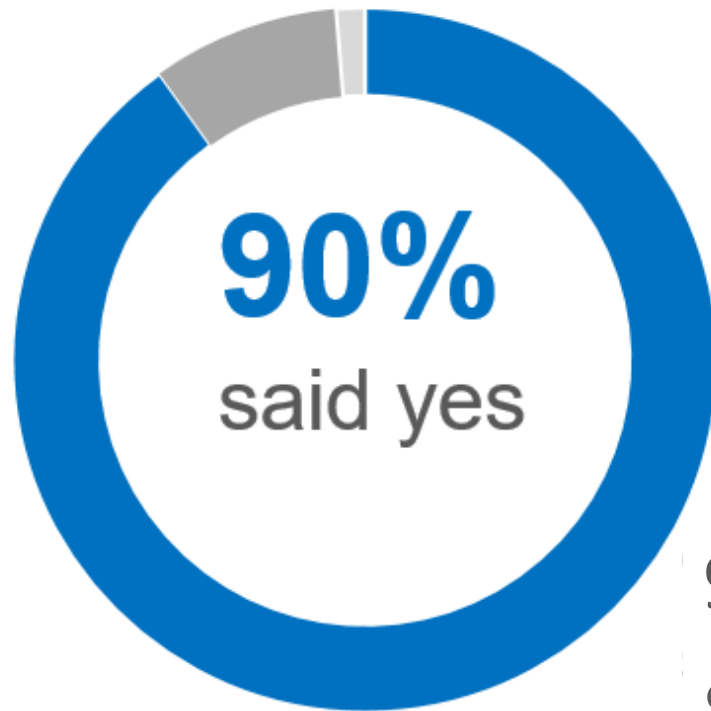
1. The Child Care Consultant...

...was polite, courteous, and respectful.	99% said yes
...was helpful and provided useful information.	98%
...answered my questions in an easy to understand way.	98%
...clearly understood the rules and regulations.	97%
...was fair in his or her review.	96%
...documented my input and ideas in the plan for correcting citations or in developing an action plan if a plan was needed.	96%

2. The Consultant reviewed the visit report at the completion of the visit with a facility representative.



3. I am able to reach Child Care Services at other times when I have a question.



9% said somewhat
& 1% said no

Provider Comments



children
thank thorough
polite appreciate
forward back
knowledgeable
respectful nice center understand
questions
best like great caring first child
areas may also
h e l p f u l
come ask way day get well
pleasure rules staff fair sure explains job
manner email concerns call wonderful
answered
clearly
informati ve
needed pleasant
providing



Provider Comments

“ My consultant was very **pleasant** and **professional**. She is an **asset to your organization** ... ”

“ Thank you for the **partnership approach** that has developed with the positive leadership at Bright From the Start. It really benefits programs when **helpful assistance and guidance** is the objective of the visit. ”

Comparison to 2015



2015 Customer Service Survey

- 960 surveys of licensed providers
- Section of the survey asked about providers' last Child Care Licensing Site Visit with similar questions to current CCS survey
- Scale of 1 (Strongly Disagree) to 5 (Strongly Agree)



2015

2018

The Child Care Consultant...

...was polite.

94% agreed or strongly agreed

...was polite, courteous, & respectful.

99% said yes

...provided useful information.

89%

...was helpful and provided useful information.

98%

...answered my questions in an easy to understand way.

90%

...answered my questions in an easy to understand way.

98%

2015

2018

...clearly understood the rules and regulations.

88% agreed or strongly agreed

...was fair in her/his review.

83%

The Child Care Consultant reviewed the report with me after completing the visit.

90%

...clearly understood the rules and regulations.

97% said yes

...was fair in his or her review.

96%

The Consultant reviewed the visit report at the completion of the visit with a facility representative.

99%

Proposed Rule Changes

- Request to ensure health and safety pre-service training/orientation, and annual training rules include components required by CCDF and make changes where necessary
- Remove first year training rule for CCLCs as it duplicates pre-service training requirement
- Public comment/webinars July 2019
- Board vote August 15, 2019 meeting
- If approved by Board, recommend changes effective October 1, 2019

FCCLH Rule Clean Up

- Request to revise FCCLH rule book - CCLC rules were done in 2017
 - Merge similar rules
 - Separate differentiating rules to address repeat compliance issues
 - Align FCCLH with CCLC rules where possible
 - Match core rules (CCLC/FCCLH) to create equality across all program types when evaluating rules
- Public comment/webinars April/May 2020
- Board vote May 2020
- If approved by Board, recommend changes effective July 1, 2020

Lunch

(Pick up in Entry Area)

Committee Meetings

Programs – Oak

Budget/Finance – Willow

System Reform – Cypress

(The public is welcome to attend/observe committee meetings but may not participate in the committee's discussion.)

Welcome to the Board of Early Care and Learning

Public Comment

February 21, 2019

Committee Reports

- Budget/Finance
- Programs
- System Reform

Board Meeting Dates 2019

~~February 21, 2019~~

May 16, 2019

August 15, 2019

November 21, 2019