

# Welcome to the Board of Early Care and Learning

*February 17, 2022*



**Georgia Dept  
of Early Care  
and Learning**

**BRIGHT FROM THE START**

# DECAL Board Meeting: Webinar 101

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For Board Members joining virtually:

- Board meeting is audio only.
- You can mute and unmute yourselves.
- Report any sound or technology issues using the chat box, and a DECAL staff member will assist you.

For general public joining virtually:

- You will remain muted.
- The agenda does not include a Q&A session; this is standard for board meetings.
- The agenda does include a public comment period. Public may type comments in the chat box. Public comments will be shared with the Board.
- Minutes will be posted at a later date. Board Summary will be posted within two business days.
- PowerPoint presentation will also be posted.



# Board Meeting Welcome

*Phil Davis, Board Chair*



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# Approval of Agenda and Minutes

- Approve 02/17/22 agenda
- Approve 11/18/21 minutes



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# Inspiration

*Susan Harper*



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*“Peace requires everyone to be in the circle – wholeness, inclusion.”*  
– Isabel Allende



# Board Member Updates

# Commissioner's Updates

*Amy M. Jacobs, Commissioner*



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# Georgia Foundation for Early Care + Learning

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- Created by the Georgia General Assembly in 2017
- Independent 501(c)(3) organization
- Exclusive vehicle to support DECAL's most innovative programmatic priorities and various signature projects
- Works in tandem with a state agency (DECAL) with the flexibility of a non-profit organization
- Directs 100% of Foundation's revenue to programming efforts with NO philanthropic dollars committed to overhead





MOONLIGHT  
*through  
the  
pines*

**A SINGER SONGWRITER SERIES**

**Wednesday, March 22<sup>nd</sup> at 6 PM | Bobby Jones Golf Course | Atlanta, GA**



# Stakeholder Engagement for Non-Allocated CRRSA and ARP Funds

- DECAL contracted with Urban Institute to conduct stakeholder engagement activities with providers, teachers, families, other Georgia partners, and DECAL staff.
- Activities included surveys, focus groups, and administrative data analyses.
- Output:
  - 9 recommendations with possible action items
  - Report of findings, executive summary, DECAL executive leadership briefings



# Stakeholder Engagement Recommendations

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1. Provide Support to Encourage More People to Become and Remain Child Care Teachers
2. Focus Attention on and Provide Information about Basic Health and Safety
3. Reconsider Group Sizes and Child-Staff Ratios
4. Provide More Accessible Information to Families About Available Early Care and Education Services
5. Consider How to Support More Providers in Offering Care, Providing Longer Hours, and Participating in CAPS



# Stakeholder Engagement Recommendations

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6. Support Providers in Taking Care of the Social Emotional and Behavioral Needs of Children
7. Consider New Benchmarks for Affordability of Care in Georgia, including Limits for CAPS Participation and Parent Contributions When Receiving CAPS
8. Consider How to Sufficiently Support CAPS to Increase Responsiveness to Parents
9. Offer Child Care Providers Additional Grants and Supports for Financial Sustainability and Business Planning



# Next Steps

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- Meet with Executive Team to consider recommendations and determine further allocations.
  - Consider how the research and recommendations inform current DECAL programs and projects.
- Post report and webinar with results.
- Review internal memo of results from DECAL staff.
- Work with Urban Institute for additional analyses and reporting.
  - More in-depth analysis related to specific programs (e.g., Quality Rated).
  - May also include submissions of the research to conferences, peer-reviewed journals, etc.



# Pre-K Teacher of the Year

*Stephanie Currington, Kings Chapel Elementary School*



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My Family

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When I am not at school,  
I am with my kids,  
reading a new book, or  
traveling to visit family.



# Why teach GA Pre-K?

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- I get to give a developmentally appropriate start to each child's school career!





What being chosen as the GA Pre-K Teacher of the Year means to me

# Pre-K Teacher of the Year

*LaNita Carey, Jackson Creek Academy*



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## When We Play, We Learn...

"Play is often talked about as if it were a relief from serious learning. But for children play is serious learning. Play is really the work of childhood."  
- Mr. Rogers



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Just Us Three

abcdefghijklmnop  
qrstuvwxyz

A L P H A B E T

Y.S.L. (Young, Spiritual, and Liberated)



abcdefghijklmnop  
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abcdefghijklm  
nopqrstuvwxyz



# Board Resolution



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# Finance, Administration, & Nutrition Updates

*Rian Ringsrud, Deputy Commissioner for Finance & Administration*



## BY PROGRAMS

Data as of Dec 31st	Budget	Expenditures*	Remaining Balance	% Remaining
Child Care Services	\$834,391,869	\$321,225,666	\$513,166,203	62%
Pre-K + (HS)	\$382,734,866	\$183,195,174	\$199,539,692	52%
Quality Initiatives	\$61,100,322	\$32,608,552	\$28,491,770	47%
Nutrition	\$163,075,623	\$84,566,355	\$78,509,268	48%
<b>Total</b>	<b>\$1,441,302,680</b>	<b>\$621,595,748</b>	<b>\$819,706,932</b>	<b>57%</b>

## BY FUNDING SOURCE

Data as of Dec 31st	Budget	Expenditures*	Remaining Balance	% Remaining
State General	\$57,726,235	\$30,245,673	\$27,480,562	48%
State Lottery	\$382,559,866	\$183,109,184	\$199,450,682	52%
Federal	\$1,000,681,579	\$408,197,111	\$592,484,468	59%
Other	\$335,000	\$43,779	\$291,221	87%
<b>Total</b>	<b>\$1,441,302,680</b>	<b>\$621,595,748</b>	<b>\$819,706,932</b>	<b>57%</b>

\* Includes encumbrances.

# SFY 2022 Budget Summary – Q2



## BY PROGRAMS

	Original FY 2022 Appropriation	AFY 2022 Recommendation	Change
Child Care Services	\$324,285,754	\$324,292,458	\$6,704
Pre-K + (HS)	\$382,734,866	\$383,144,668	\$409,802
Quality Initiatives	\$61,414,822	\$61,414,822	\$0
Nutrition	\$148,000,000	\$148,000,000	\$0
<b>Total</b>	<b>\$916,435,442</b>	<b>\$916,851,948</b>	<b>\$416,506</b>

## BY FUNDING SOURCE

	Original FY 2022 Appropriation	AFY 2022 Recommendation	Change
State General	\$57,726,235	\$57,732,939	\$6,704
State Lottery	\$382,559,866	\$382,969,668	\$409,802
Federal	\$475,649,841	\$475,649,841	\$0
Other	\$499,500	\$499,500	\$0
<b>Total</b>	<b>\$916,435,442</b>	<b>\$916,851,948</b>	<b>\$416,506</b>

# Governor's Recommendation AFY 2022



## Child Care Services

State Funds Change			
FY 2022	AFY 2022	Increase	% Change
\$57,726,235	\$57,732,939	\$6,704	0.01%

### Increase

- Increase funds for a \$5,000 pay increase for all full-time, benefit eligible state employees to address agency recruitment and retention needs = \$6,704

# Governor's Recommendation AFY 2022



## Pre-K Program

State Lottery Funds Change			
FY 2022	AFY 2022	Increase	% Change
\$382,559,866	\$382,969,668	\$409,802	0.11%

### Increase

- Increase funds for a \$5,000 pay increase for all full-time, benefit eligible state employees to address agency recruitment and retention needs = \$409,802

# Governor's Recommendation AFY 2022



## BY PROGRAMS

	FY 2022 Original Appropriation	FY 2023 Recommendation	Change
Child Care Services	\$324,285,754	\$327,444,640	\$3,158,886
Pre-K + (HS)	\$382,734,866	\$400,782,941	\$18,048,075
Quality Initiatives	\$61,414,822	\$61,414,822	\$0
Nutrition	\$148,000,000	\$148,000,000	\$0
<b>Total</b>	<b>\$916,435,442</b>	<b>\$937,642,403</b>	<b>\$21,206,961</b>

## BY FUND SOURCES

	FY 2022 Original Appropriation	FY 2023 Recommendation	Change
State General	\$57,726,235	\$60,885,121	\$3,158,886
State Lottery	\$382,559,866	\$400,607,941	\$18,048,075
Federal	\$475,649,841	\$475,649,841	\$0
Other	\$499,500	\$499,500	\$0
<b>Total</b>	<b>\$916,435,442</b>	<b>\$937,642,403</b>	<b>\$21,206,961</b>

# Governor's Recommendation FY 2023



## Child Care Services

### State Funds Change

FY 2022	FY 2023	Increase	% Change
\$57,726,235	\$60,885,121	\$3,158,886	5.5%

### Increase

- Increase funds to maximize available Child Care and Development Funds (CCDF) and reflect an adjustment in the Federal Medical Assistance Percentage (FMAP) from 66.85% to 66.02% = \$3,148,375
- Increase funds to provide a \$5,000 cost of living adjustment for all full-time, benefit eligible state employees effective July 1, 2022 to address agency recruitment and retention needs = \$9,301
- Increase funds to allow eligible state employees to withdraw up to 40 hours of earned annual leave annually from their accrued leave balance= \$1,210

# Governor's Recommendation FY 2023





# Pre-K Program

State Lottery Funds Change			
FY 2022	FY 2023	Increase	% Change
\$382,559,866	\$400,782,941	\$18,048,075	4.7%

## Increase

- Increase funds to adjust the state base salary schedule to increase salaries for certified Pre-K teachers and assistant teachers by \$2,000 = \$19,443,772
- Increase funds to provide a \$5,000 cost of living adjustment for all full-time, benefit eligible state employees effective July 1, 2022 to address agency recruitment and retention needs = \$568,563
- Reflect a change in the Employees' Retirement System employer contribution rate to fully fund the actuarial determined employer contribution, provide for a cost-of-living adjustment for retirees, increase the employer 401(k) match for GSEPS employees, and fund the employer share of accrued forfeited leave for retiring employees = \$3,455
- Reflect a change in the Teachers' Retirement System actuarially determined contribution from 19.81% to 19.98% = 135,928
- Reduce funds for training and experience for Pre-K teachers = \$(2,103,643)

# Governor's Recommendation FY 2023



# Georgia's Pre-K and Instructional Supports Updates







*Susan Adams, Deputy Commissioner for Georgia's Pre-K and Instructional Supports*



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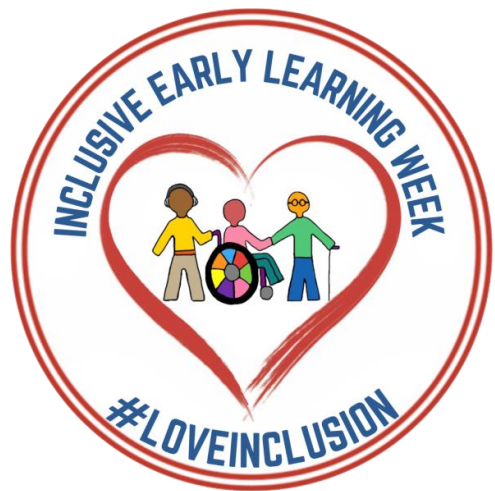
# February 13 - 19, 2022



Self-Care Sunday 	Marvelous ME Monday 	Tremendous TEAMwork Tuesday 	Awesome FRIENDSday Wednesday 	Totally TALENTED Thursday 	Super FRIEND Friday 
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# February 13 - 19, 2022



**#LoveInclusion**



# Inclusion Pledge



## Commitment to Inclusion in Early Care

I, \_\_\_\_\_, pledge to promote the values and practices of inclusion. I am committed to building my skillset so that I am consistently including and supporting children of all abilities more effectively in my classroom/program. I pledge to celebrate individual differences and strive to create a sense of belonging for each and every child.

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(School/Program)



# Inclusion Training: New 2022!

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- Three-part training focused on the foundations of inclusion.
- Open to licensed child care centers, and family child learning homes.
- Upon completion of all three sessions, each individual participant will receive a \$125 stipend and 1 BFTS credit hour.
- Each center and FCCLH will a materials kit to help to promote program-wide inclusive classroom practices program-wide.

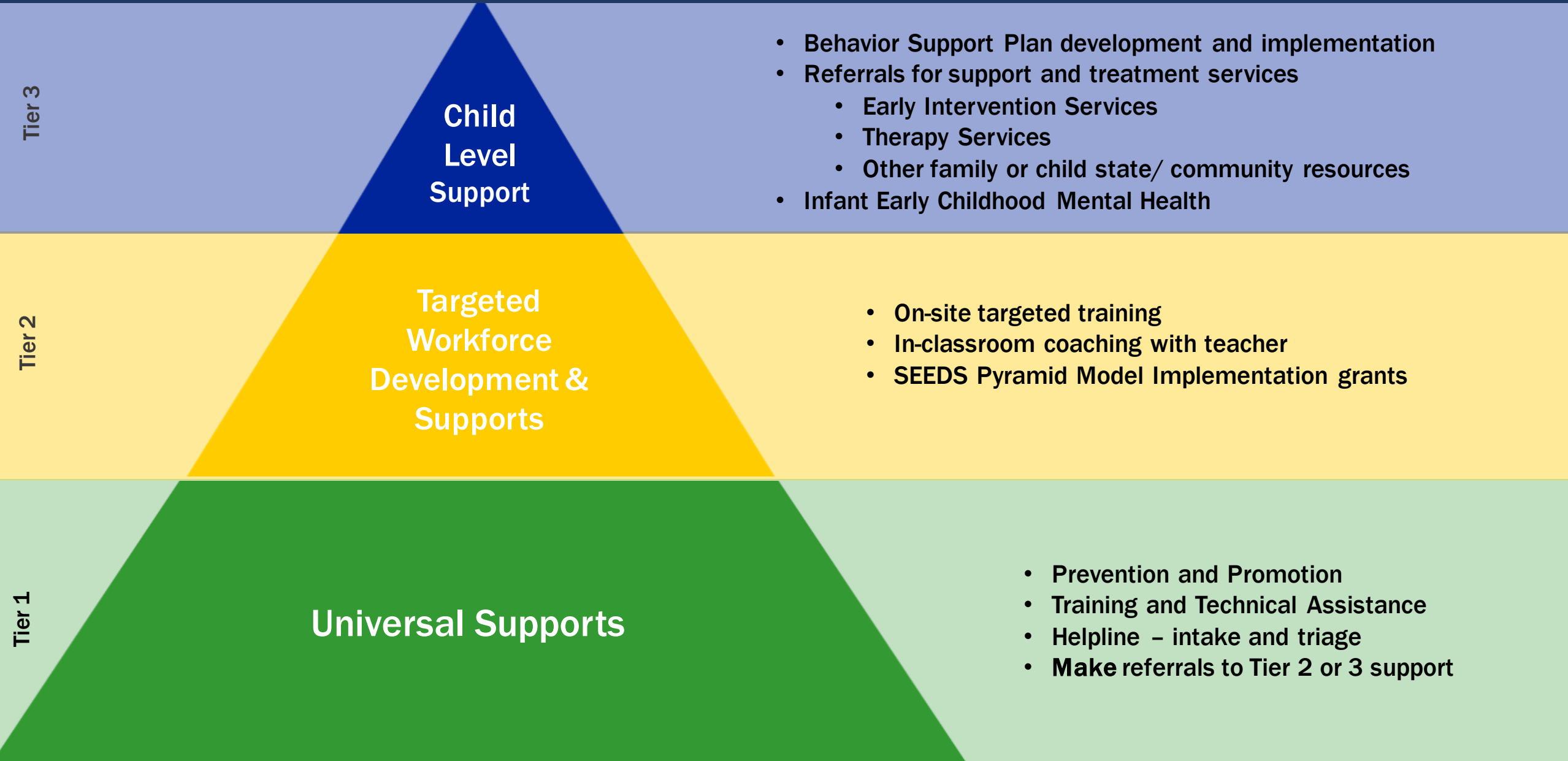


GEORGIA  
SEEDS  
FOR SUCCESS



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# Early Learning Multi-Tiered System of Support





# Pyramid State Leadership Team

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- The Pyramid Model State Leadership Team (PMSLT) is a cross-sector group of early childhood stakeholders that collaborate to resolve state-level barriers and embed Pyramid Model practices into statewide systems.
- Georgia's PMSLT includes 21 individuals representing eight state agencies, universities, and nonprofit partners:
  - Department of Early Care and Learning
  - Department of Public Health (Babies Can't Wait)
  - Technical College System of Georgia
  - Georgia Department of Education (Preschool Special Education)
  - Georgia Early Education Alliance for Ready Students (GEEARS)
  - Georgia Association for the Education of Young Children (GAEYC)
  - University of West Georgia
  - Georgia State University – Center for Disability



# Supporting Family Child Care

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- 6-month grant opportunity for FCCLH providers serving children birth to five.
- Designed to assist providers in developing strategies to support strong social emotional development and positive behavior through responsive relationships and high quality, predictable environments.
- Grant components:
  - Weekly Coaching Sessions
  - SEEDS Institutes (4)
  - Grant materials:
    - Technology package
    - Learning materials package to support social emotional development
- July-December 2021: Cohort 1, 31 FCCLH



# Supporting Family Child Care

- **96%** of surveyed FCCLH participants:
  - **Agreed/strongly agreed** coaching sessions and grant activities improved their use of social emotional strategies in their FCCLH.
  - **Agreed/strongly agreed** they will use the strategies they learned beyond the grant period.
  - **Agreed/strongly agreed** the children enrolled in their FCCLH benefitted from their participation in the grant.

*"My child care home slogan is 'Preparing today's little minds for a bigger tomorrow,' and these trainings can certainly help prepare the children for their future."*

*My coach "help[ed] me not give up. I listen[ed] to her and tried EVERYTHING she said and omgoodness it works! My coach was amazing and so patient and so caring."*

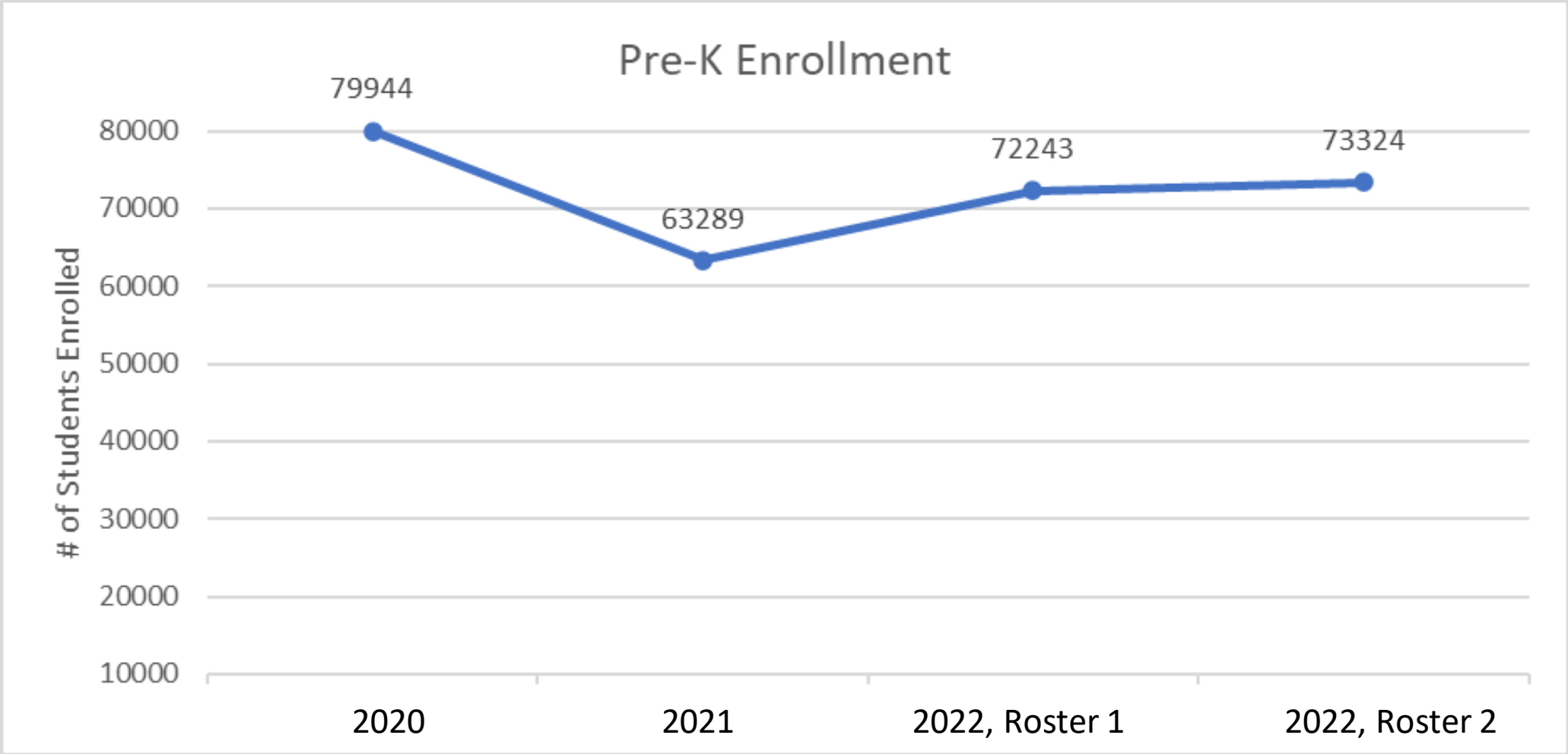


# Georgia's Pre-K Program



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# Pre-K Enrollment



# Georgia's Pre-K Applications

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Application	Release Date	Due Date
Pre-K Program	January 24	February 16
Summer Transition Program	February 2	March 11
Pre-K Teacher of the Year	March 1	March 25





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# POWER Payments



*Georgia's early learning workforce will receive a total of three \$1,000 supplemental payments.*

**Round 1:** Spring 2021 **Round 2:** Winter 2022 **Round 3:** Spring 2022

## Eligibility Requirements

- Must be employed by an eligible program
- Must work on-site at an eligible program for at least 20 hours per week

## Eligible Programs

- Georgia child care programs licensed by DECAL or DOD
- Exempt Georgia Head Start or Early Head Start programs
- Georgia's Pre-K providers (private or public)





Round #1:  
Spring 2021



**Paid a Total of  
\$33,405,000 to**

**33,405**

**Early Learning  
Professionals & Staff**



# Break

*Ten Minutes*



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# Child Care Services Updates

*Pam Stevens, Deputy Commissioner for Child Care Services*



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## Changes made annually

- Beginning of the state fiscal year (July 1)
- Beginning of the federal fiscal year (October 1)

## Reasons for rule changes

- Health and safety
- Quality improvement
- Child Care Development Fund requirements

# Licensing rule change process



# Rule change timeline

- February – Annual rule review
- May – specific rule changes identified and presented to Board
- July – public webinars
- August – public hearing & Board vote
- October 1, 2022 – effective date



# Proposed 2022 licensing rule changes

- Update language referencing the Division of Family and Child Services
- Require parental notification of communicable disease to include virus or illness identified during a public health emergency
- Specify types of evidence and documents programs must save and make available to the department

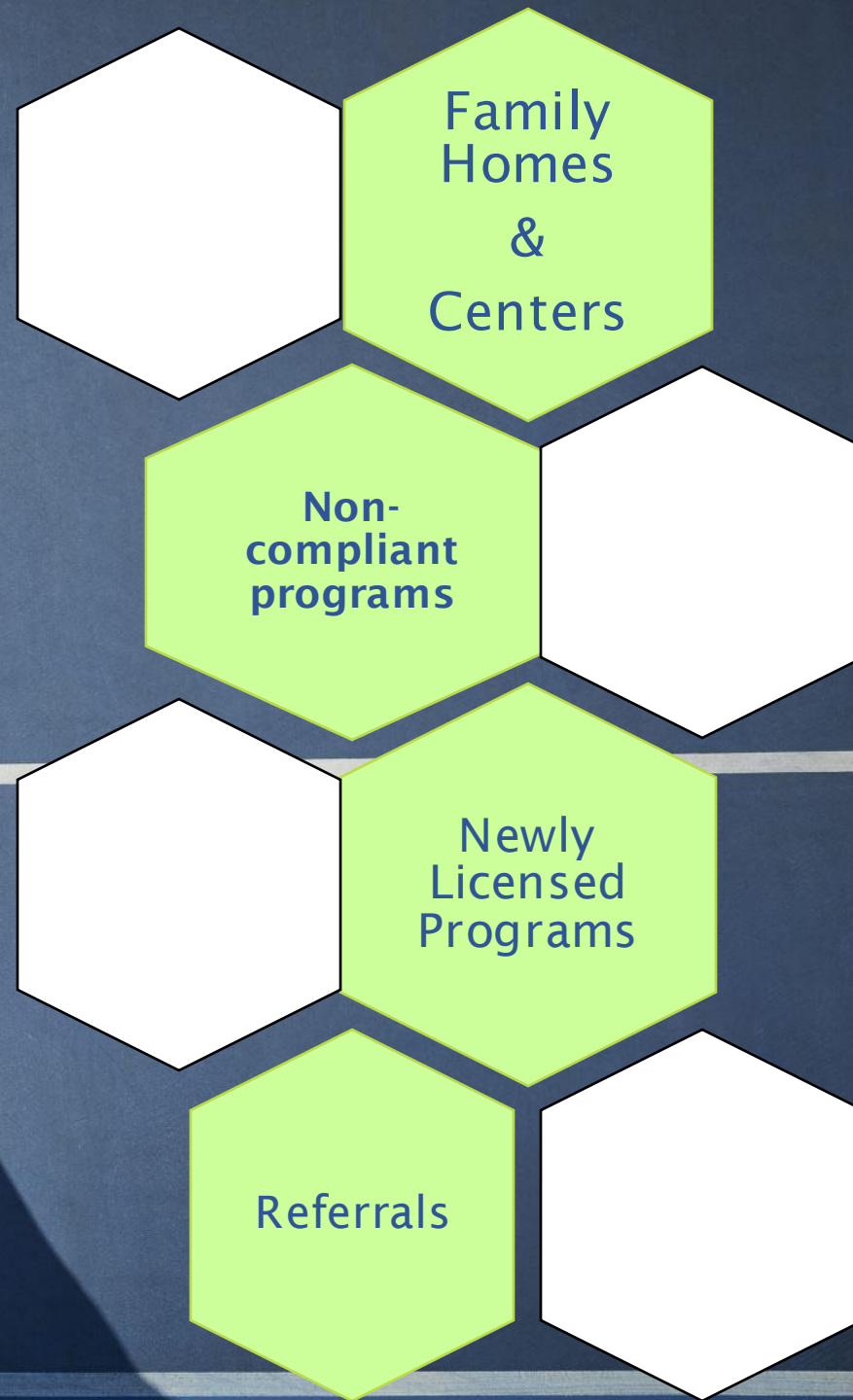


# Supporting Newly-Licensed Programs and Providers



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# Who We Serve...







Over a 10-month time span, **14%** of the total programs served by the CCS TA Unit were **newly licensed** and had fallen out of compliance with rules and regulations **within one year** of beginning operations.



# TA Pilot Program: Bridge to Quality (BTQ)



- 11 newly licensed programs
  - Coaching
- Rules & Regulations Trainings & Management Series Training
  - October 2019-February 2020



To provide **positive and proactive support** for new programs helping them create systems to maintain **compliance** with rules.



# The Bridge to Quality Pilot Included:

- Visits once every 2 weeks
- Coaching
- Initial Needs Assessment
- Core Rules Training
- Management Training
- In depth review of DECAL KOALA & non-compliance actions





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# The Coaching Cycle:

Action-Planning  
Observation  
Reflection/Feedback

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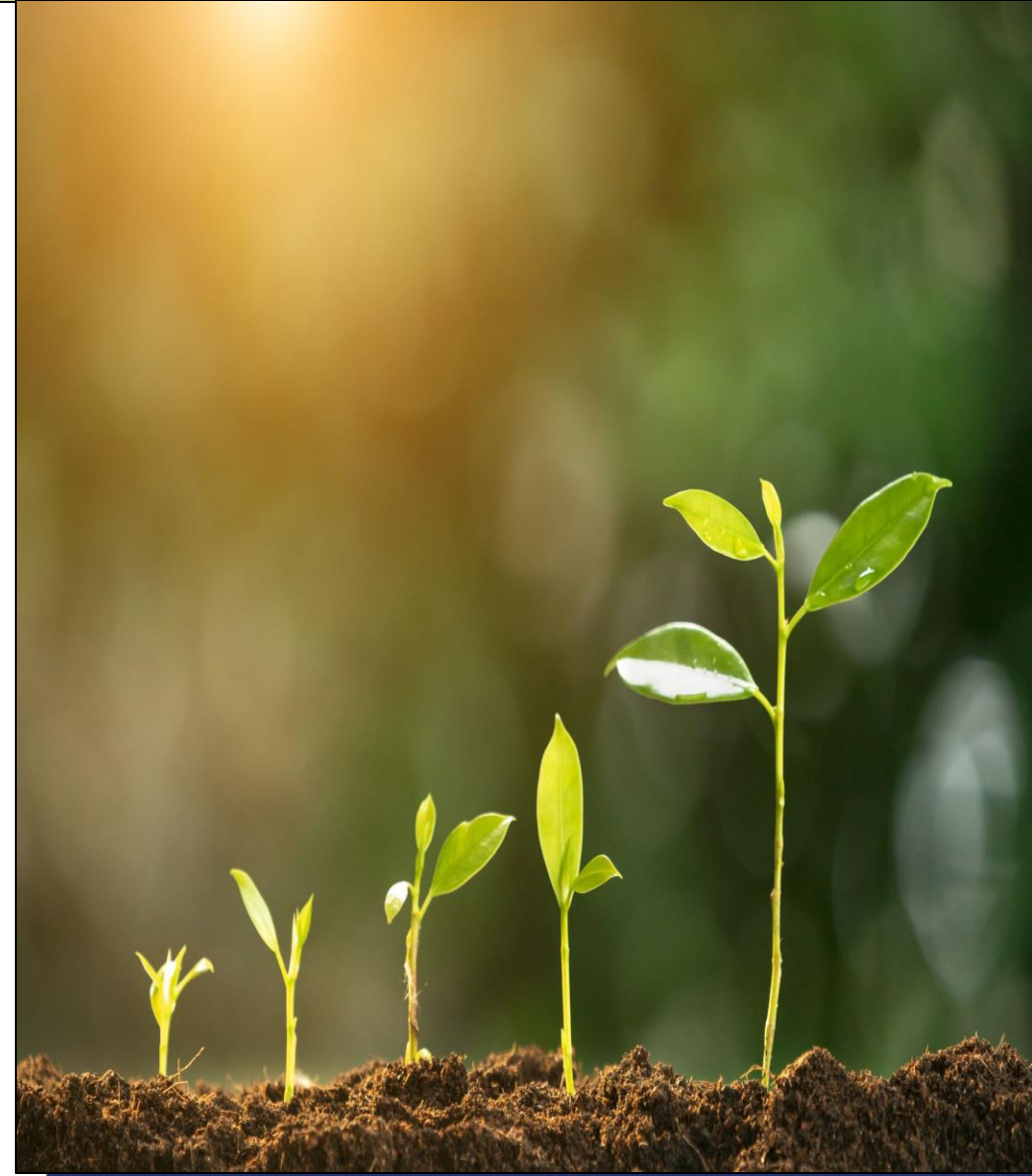
# Benefits of BTQ

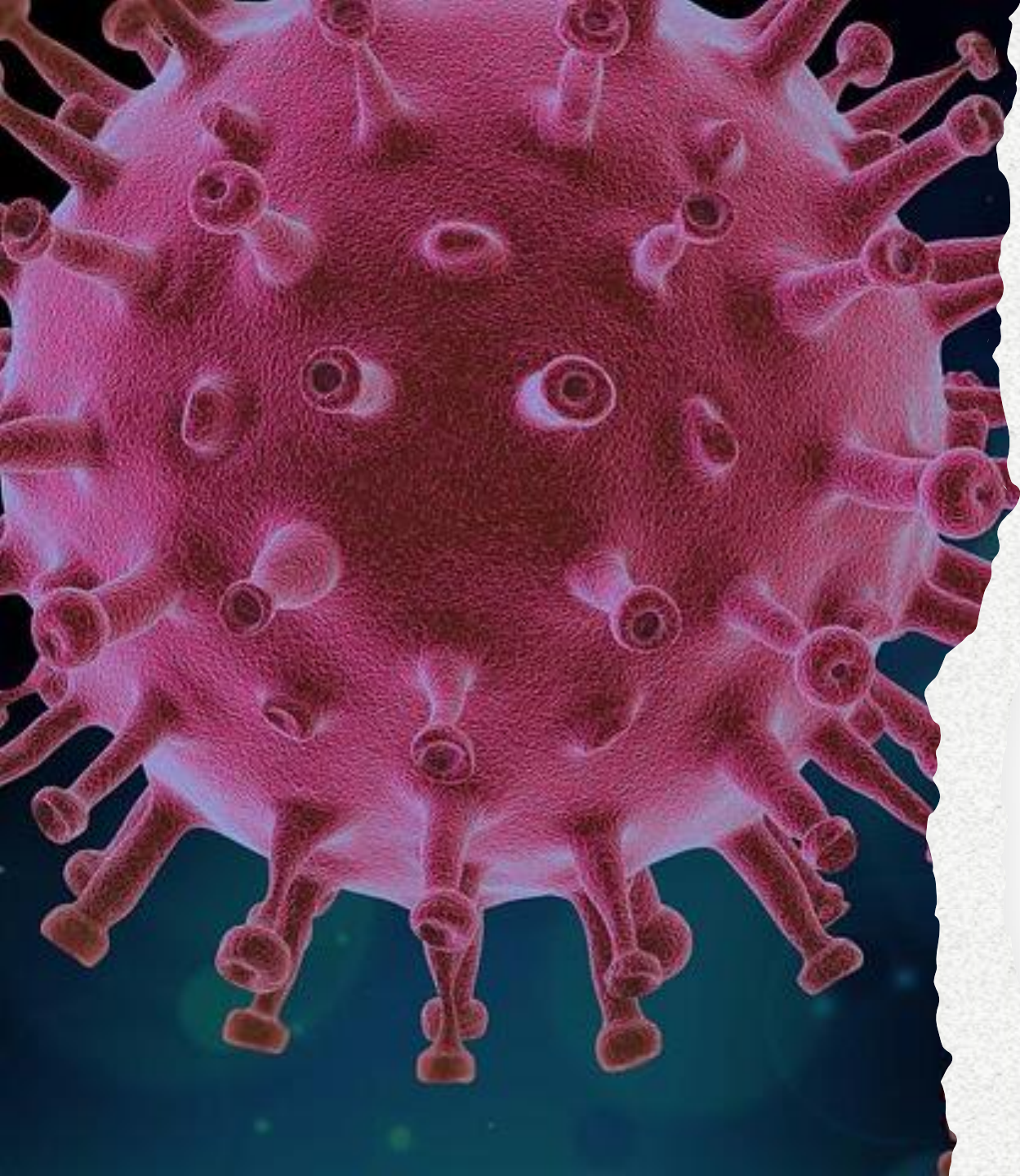
Personalized  
support

Better  
understanding of  
DECAL systems  
& programs

Professional  
Development

Resources/Links  
to outside  
supports





## COVID-19 impact:

- Working in a virtual world
- Provider challenges to participation
- Development of online training



# Federal Programs Updates

*Elisabetta Kasfir, Deputy Commissioner for Federal Programs*



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**CAPS** has **expanded** to serve **10,000** additional children.

To help make more families eligible, CAPS income limits within **Very Low Income priority group** and **income at initial eligibility** have increased.

Changes went into effect **November 1, 2021.**





# Increased Income Entry Threshold from 50% to 85% SMI

For a family of 4, the income eligibility increased to

**\$72,124** (85% SMI)

**\$42,426** (50% SMI)

Effective November 1, 2021, to meet income eligibility requirements, the household income (for a family of 4) must not exceed **\$72,124**.

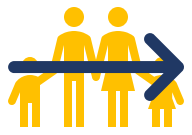


# Priority Groups

Eligibility requirements at CAPS requires families to fall within (at least) 1 of 12 priority groups.

Priority groups are in place to outline specifications on eligibility requirements.





# Very Low Income Priority Group Eligibility Threshold Increased from 50% to 150% of Federal Poverty Level

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**For a family of 4, the very low income threshold increased from**

**\$13,250** (50% FPL)

**\$39,750** (150% FPL)

To meet very low income priority group eligibility requirements, the income threshold (for a family of 4) must not exceed **\$39,750** effective **November 1, 2021**.



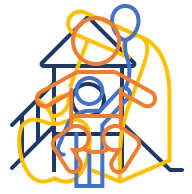


## *Current Status*

**4,800** additional  
children are using  
scholarships

As of 1/31/22





# CAPS Children by Age Group

*Infant*  
**12%**

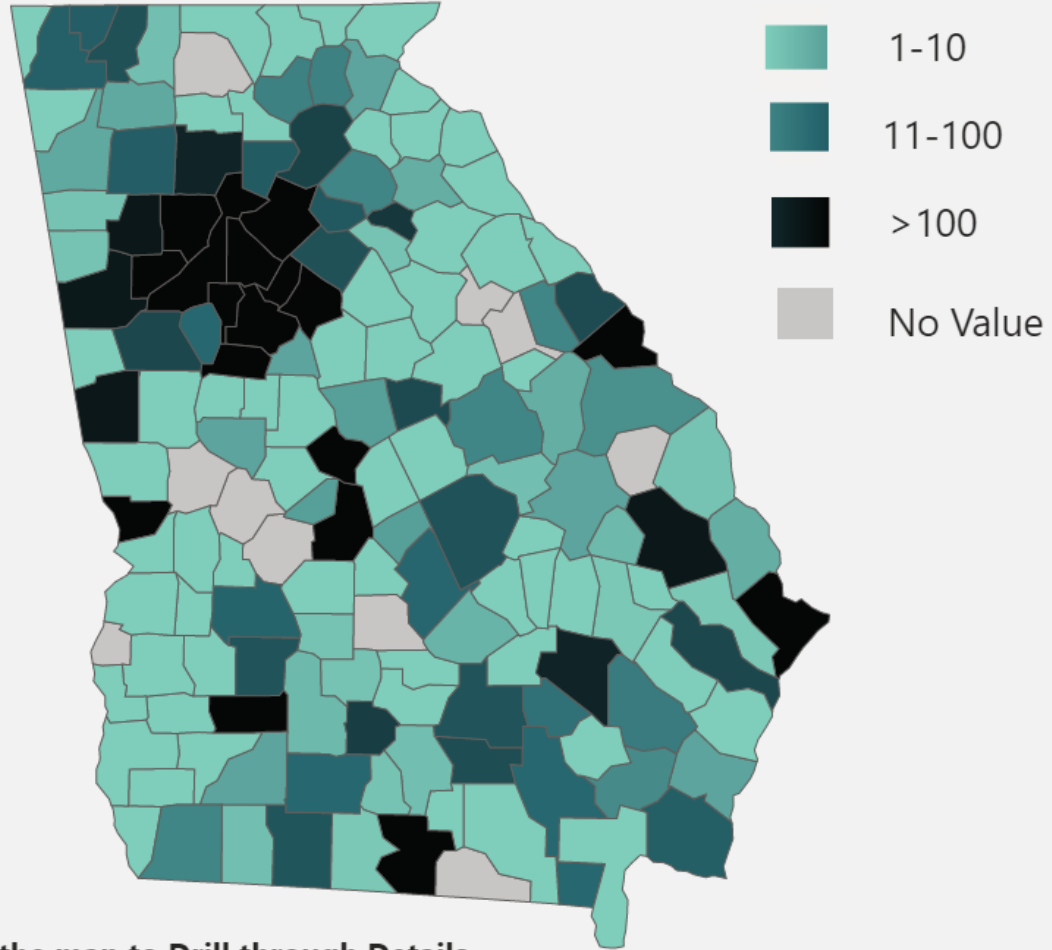
*Toddler*  
**30%**

*Preschool*  
**30%**

*School-Aged*  
**28%**



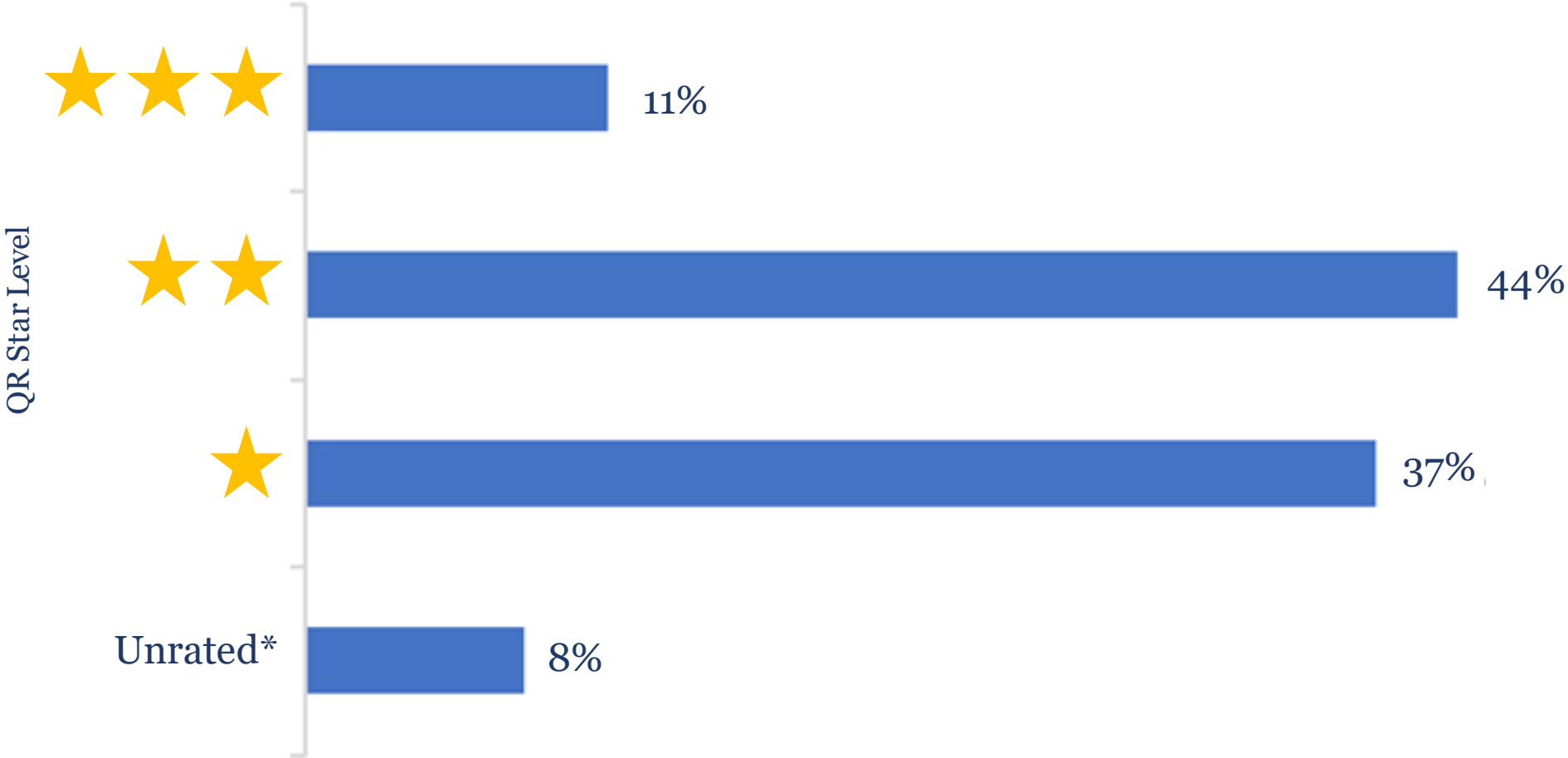
## Total # Children Approved Since 11/1 by County



Note: Right click on the map to Drill through Details



# Provider Star Level



\*includes probationary and provisional programs, as well as programs that are not rated.





# Quality Rated Milestone

The final CAPS/Quality Rated (QR) milestone has passed.

Effective December 31, 2021, all families are required to select a star-rated, provisional, or probationary provider.



# Quality Innovations and Partnerships Updates

*Bentley Ponder, Deputy Commissioner for Quality Innovations and Partnerships*



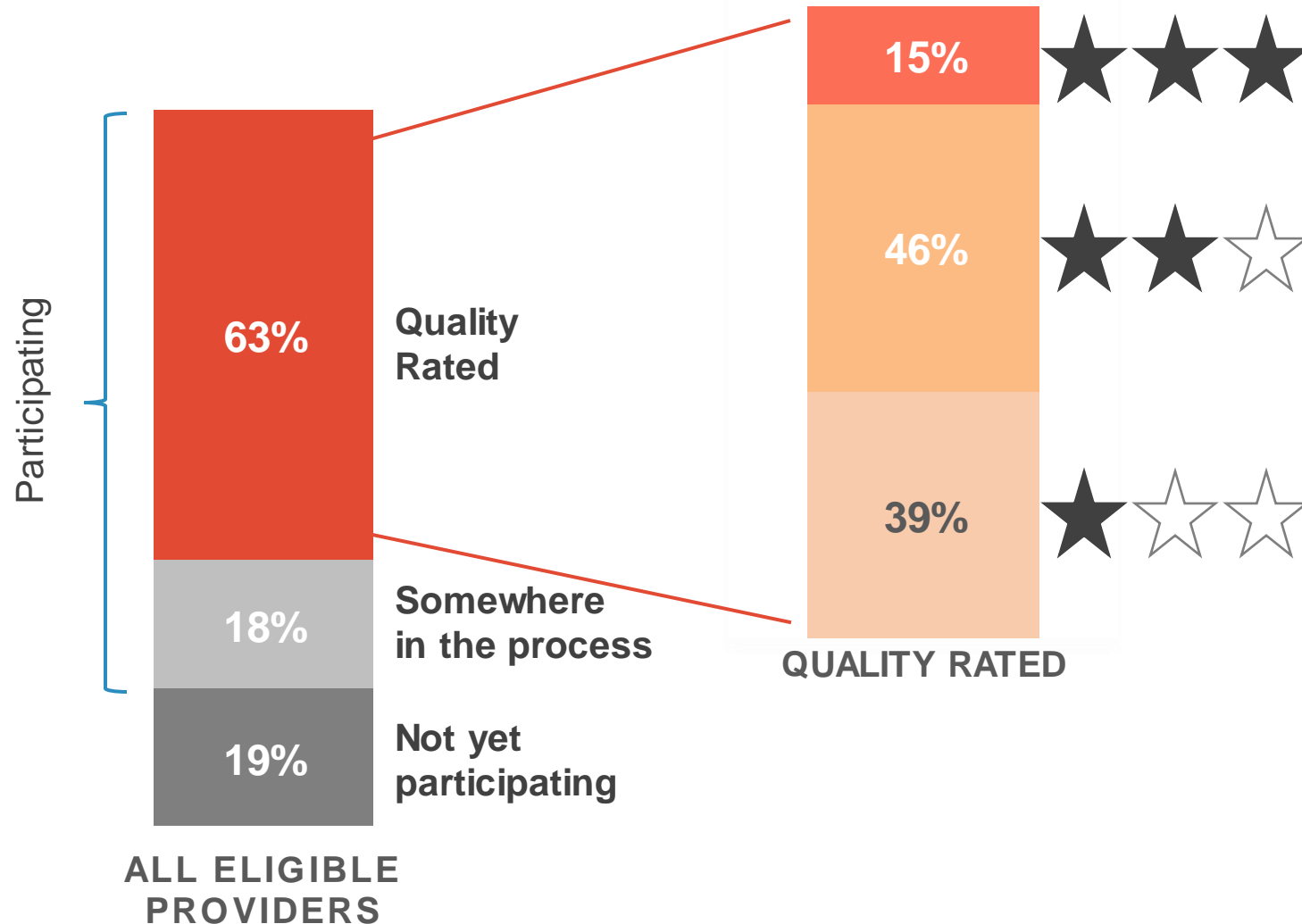
# Quality Rated

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- Quality Rated is Georgia's quality rating and improvement system (QRIS) to communicate, assess, and improve the quality of Georgia's early care and education programs
- Programs can be rated 1, 2, or 3 stars. Typically, stars are awarded based on a portfolio submission and live observation.
  - Quality Rated Staff created the Temporary Alternate Rating Option (TARO) for rating programs during the Pandemic.
- Created using stakeholder engagement and national/state research. DECAL commissioned "validation studies" demonstrate the strength of Georgia's QRIS.



Of Georgia's 4,447 eligible providers, 2,796 are Quality Rated.



The quality of 37% of eligible child care providers is still unknown.



# How Are Ratings Determined?

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## Typical Method

- Structural Quality: Programs complete an online portfolio with information about the program.
- Process Quality: A Quality Rated assessor conducts an unannounced observation of the program using the Environment Rating Scales (ERS).
- Total points from Structural Quality + Process Quality + Bonus Points determine the star rating.
- 1, 2, or 3 stars for 3 years

## Temporary Alternate Rating Options (TARO)

TARO includes three options, creating a pathway for providers to become rated while in-person observations are not occurring.

- Option A: Portfolio only
  - 1 star for 1 year
- Option B: Portfolio + Quality Rated Virtual Process (QRVP)
  - 1 or 2 stars for 2 years
- Option C: Portfolio + QRVP + Live Observation – Virtual Experience (LO-VE)
  - 1, 2, or 3 stars for 2 years

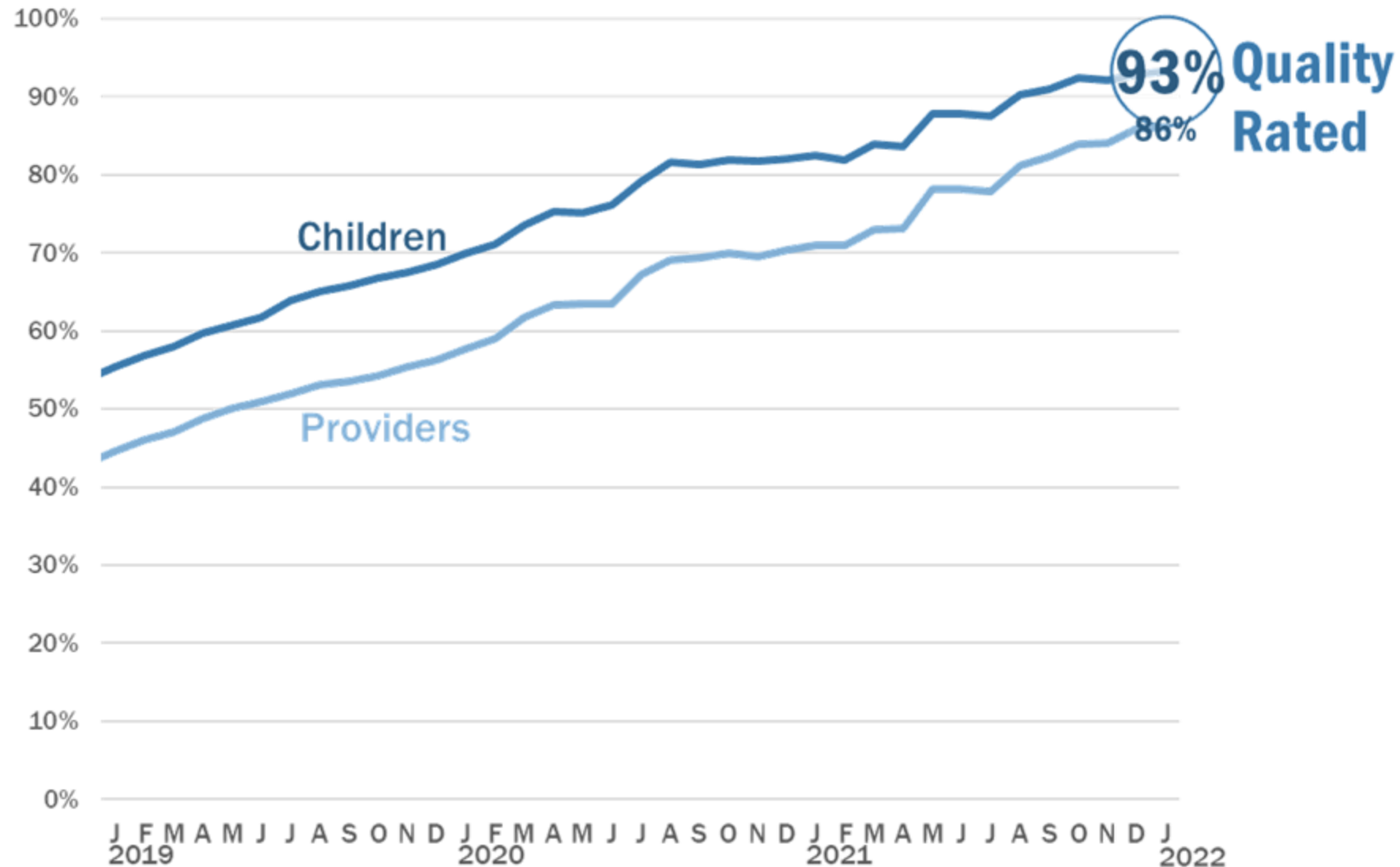


# TARO Ratings from 2021 Cohorts

Option Completed	Rating				Total
	0 Stars	1 Star	2 Stars	3 Stars	
A	129 19.7%	525 80.3%			654
B	13 4%	45 13.7%	270 82.3%		328
C	0 0%	0 0%	11 10.5%	94 89.5%	105
<b>Total</b>	<b>142</b> 13.1%	<b>570</b> 52.4%	<b>281</b> 25.9%	<b>94</b> 8.6%	<b>1,087</b>



# 93% of children receiving CAPS are at a Quality Rated provider.



# Provisional & Probationary Statuses

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## **77 programs have a provisional status**

- Programs that are newly licensed and wish to accept CAPS scholarships
- Programs that are new to CAPS

## **78 programs have a probationary status**

- Programs who participate in CAPS, complete the rating process, and do not earn enough points to rate
- Programs who participate in CAPS and allow their rating to expire





# 2022 Ratings

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- Quality Rated will continue to use the cohort system for programs to register for their rating. Cohort 1 = January, February, March; Cohort 2 = April, May, June; etc.
- Quality Rated will rate programs using TARO for Cohorts 1 and 2.
- Quality Rated will rate programs using traditional live observations for Cohorts 3 and 4.
- Process was informed by a provider survey.

*Quality Rated revision process beginning in 2022*



# Quality Rated Language & Literacy Endorsement

*In response to Gov. Brian Kemp's initiative for an increased focus on reading readiness for children entering Kindergarten, DECAL created the Quality Rated Language and Literacy Endorsement.*



- Intensive training period for programs
  - Multi-session classroom language and literacy implementation trainings for teachers
  - Leadership training for program directors
  - Material packages and Technology grants
  - Programs create an implementation and sustainability growth plan
- Eight programs received the inaugural endorsement in October 2021
- Second Cohort
  - Application opened February 4 for 2- and 3-star CCLCs
  - Participation begins April 2022 with endorsements expected to be awarded April 2023.



# DECAL's EHS-CCP Grant 101

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- Since 2014, DECAL has been an EHS-CCP grantee. Currently in our second 5-year cycle.
- Program is funded for 184 infants and toddlers and their families.
- Services are provided at partner sites (CCLCs and FCCLHs).
- Grant requires layering of subsidy funds – not just for our grant but all EHS grantees.
- EHS is 2Gen-focused, and comprehensive services are required.
- Strict requirements related to teacher qualifications and ratios.
- Megan Fickes, new EHS-CCP Director, started October 18, 2021.



The following Committee meetings are in session:

**Programs and Rules** – Oak Conference Room

**Budget and Finance** – Cypress Conference Room

**Quality Innovations and Partnerships** – Laurel Conference Room

*The Public Comment Period will commence at 1:00 pm.*



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Welcome to the Board of Early Care  
and Learning

# Public Comment

February 17, 2022



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# Board Meeting Dates **2022**

- ~~February 17, 2022~~
- May 19, 2022
- August 25, 2022
- November 17, 2022

