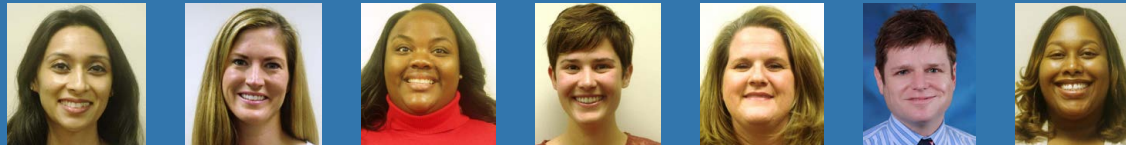


# Decidedly DECAL

*Highlighting the Events That Shape Who We Are*



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## DECAL By the Numbers

- 14,000** - Visits to child care programs each year by Child Care Services
- 374** - Enforcement Actions in FY2017
- 283** - Enforcement Actions in FY2016
- 157** - New applications for 2017-2018 Georgia's Pre-K Program
- 147** - Rising K Summer Transition Classes this summer
- 55** - Rising Pre-K Summer Transition Classes this summer

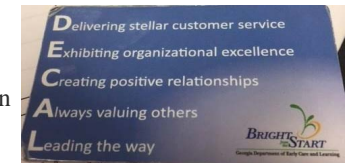
## Commissioner's Corner

*by Commissioner Amy M. Jacobs*



Dear Co-workers,

As I begin my fourth year as commissioner of DECAL this month, I appreciate DECAL's 3rd value more than ever, and I applaud the Employee Advisory Group for including this incredibly important responsibility as a quality we value in this department...CREATING POSITIVE RELATIONSHIPS.



I believe that developing and cultivating positive relationships built on trust and integrity are the keys to success and professional and personal satisfaction. Every day, our work at DECAL involves interacting with people outside our department: child care providers - owners, directors, teachers, assistant teachers, cooks, bus drivers, sponsors, etc.; parents and families; early childhood advocates; the philanthropic and business communities; politicians; the media; colleges and universities; and others I can't even think of.

Interacting with these people...even if it's for only a couple of minutes on the phone...constitutes a relationship and HOW we interact determines if the relationship is going to be POSITIVE or NEGATIVE.

I'm not alone in my perspective on the critical importance of relationships. Canadian author and leadership expert Robin S. Sharma says, "The business of business is relationships; the business of life is human connection."

## Follow DECAL on Social Media

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## Decidedly DECAL CALi Quiz Winner



*Barbara Sanders*

DECAL's Business Analyst Barbara Sanders is the winner of this month's Decidedly DECAL CALi Quiz. She won two tickets to Callaway Gardens! Barbara's name was drawn from all employees who took the quiz and scored 100. To win, read this issue of Decidedly DECAL and complete the next quiz for your chance to score some fun prizes donated by local businesses!

## DECAL TV Quiz Winner

DECAL's System Reform Communication and Outreach Specialist Danielle Williams is the winner of this month's DECAL TV Quiz. She won two tickets to the World of Coke. Danielle's name was drawn from all employees who took the quiz and scored 100. To win, watch next month's DECAL TV episode and look out for the next quiz for your chance to score some fun prizes donated by local businesses.



*Danielle Williams*

## New Faces and Places

Congratulations to the following employees who joined the DECAL team in May:

**CAPS Family Support** welcomes Sheila Williams, Family Support Manager (SE); Yolanda Bouyer, Family Support Manager (NE);

American writer, lawyer, and commentator Ben Stein writes, "Personal relationships are the fertile soil from which all advancement, all success, all achievement in real life grows."

Of course, this idea of creating positive relationships doesn't apply just to people outside of DECAL. I believe that if we as co-workers in this organization are going to be successful and cultivate a climate that is professionally and personally satisfying, we must create and maintain positive relationships with each other. That doesn't necessarily mean we become best friends with our co-workers, but it does mean that we recognize each other's experience and contributions and that we treat each other respectfully and professionally.

At this point in the evolution of DECAL, this idea is more important than ever. As you're reading this letter, we're in the process of adding approximately 200 new staff members as we assume full responsibility for the CAPS program. Making these new employees feel part of DECAL, i.e., creating positive relationships with them, will go a long way in making them, making us successful in this massive undertaking.

As I think back over my past three years at DECAL, I can honestly say that any and all advancements, successes, achievements we've experienced have occurred because of positive relationships, internal and external. Any successes I've enjoyed as your commissioner have come about because of the relationships I have with many of you...and the relationships you have with your supervisors and peers.

So as we enter the summer of 2017 I exhort all of us to pay special attention to DECAL's 3rd value, and by doing so, we'll be able to serve children, families, child care providers, summer food sponsors, and the citizens of Georgia more effectively.

Gratefully,

## CAPS Transition: Construction Underway, Hiring in Full Swing

Work continues on moving the eligibility function of Georgia's Childcare and Parent Services (CAPS) Program in phases from the Division of Family and Children Services to DECAL by early 2018. Construction started last month for new CAPS offices on the second and fifth floors of the State Agriculture Building across from the Capitol. Major renovations are in progress. Completion of the buildout with telecommunications and equipment is currently scheduled for this fall.

The CAPS pilot project in Bibb, Brooks, Catoosa, Clarke, Colquitt, Cook, Douglas, Echols, Gilmer, Gordon, Lowndes, Murray, and Whitfield counties is scheduled for later this summer.

CAPS has hired staff for each of its units over the last couple of months growing from a team of ten to a team of more than forty. New positions are spread throughout each of the three CAPS functional areas: Program Administration, Scholarship Administration, and Family Support.

Questions about the CAPS transition can be sent to [capsquestions@decalfga.gov](mailto:capsquestions@decalfga.gov).

Fabienne Michel, Family Support Manager (NW); Paula Gordon-Near, Family Support Manager (SW); Kinsey Harper, Family Support Consultant (Lowndes); Teresa Cummings, Family Support Consultant (Bibb); Dawana Brown, Family Support Consultant (Douglas); LaToshia Stephens, Family Support Consultant (Gwinnett); Tara Davis, Family Support Consultant (NW); and Amy Roys, Family Support Consultant (NE).

**CAPS Program Administration** welcomes Deborah Helms, Quality Assurance & Training Administrator; Abeda Hannan, Policy & Process Improvement Administrator; Latashi Laster, Quality Assurance & Training Consultant; and Tina Williamson, Quality Assurance Training Consultant (DeKalb).

**CAPS Scholarship Administration** welcomes LaQuillia Tatum, Scholarship Administration Manager; Renee' Lind, Scholarship Administration Manager (Central Region); and Scholarship Administration Specialists Keisha Pace, Camaria Wright, Stephanie Jenkins, JaKena Huggins, Rahsaan Heard, Yvonne Sinclair, Tashai Gilman, Valencia Stroud, and Toni Simmons.

**Child Care Services** welcomes Neli Todorova, Critical Response Unit Consultant; Chrische' Walker, Critical Response Unit Consultant (DeKalb); Maranda Powell-Burr, Critical Response Unit Consultant (Cobb); and Penny Svenson, Child Care Consultant CCS (SW).

**Communications** welcomes Shannon Williams, Communications Coordinator.

**Executive** welcomes Carrie Ashbee, Executive Director, Georgia Foundation for Early Care and Learning.

**Instructional Supports** welcomes Pamela Barner, Professional Development System Administrator.

**Legal** welcomes Monica Hale, Criminal Records Check Processor.

**System Reform** welcomes Brittany Sams, Quality Rated Subsidy Analyst; and LaTanya Barber-Swift, Quality Rated Subsidy Analyst.

## Privacy Matters

by *Brian McKeen, Privacy Attorney*

Like a Million Bucks...

Imagine for a moment that your manager has given you a small briefcase with \$1,000,000.00 of DECAL's money inside it. She has told you that it is your responsibility to keep this money safe and make sure that



*The new CAPS management team recently met in Atlanta.*

## Governor Signs Bill Creating Foundation for Early Care and Learning

Governor Nathan Deal has signed HB463 into law, creating the Georgia Foundation for Early Care and Learning. Because of our focus on children and early childhood, many corporate, charitable, and philanthropic entities want to donate to support our programs (for example, private contributions for Quality Rated and the Pre-K Teachers the Year). We've been able to accept the generosity of the philanthropic community by working with a nonprofit partner, but donors prefer to donate to a foundation or similar entity. Now, our new foundation will simplify this process.

Shown below at the signing are (L-R) Deputy Commissioner for Finance and Administration Ray Higgins, Director of Government Relations and Special Projects Liz Young, Commissioner Amy M. Jacobs, Governor Deal, State Representative Katie M. Dempsey (R-Rome), and Carrie Ashbee, Executive Director for the Foundation.



Brian McKeen

it does not get lost or stolen. How would you handle that briefcase? Would you leave it lying around work unlocked? Sitting in the hallway or the back seat of your car? Would you let your kids play with it or perhaps leave it unlocked in the break room or a conference room? If you have used a laptop computer in your job, then you have had that briefcase in your control.

DECAL laptop computers are valuable assets and a vital part of our operations. However, they also pose a significant liability. The information contained on them and accessible through them is generally protected under numerous privacy laws and regulations. Liability associated with a violation of these laws and regulations can quickly surpass the \$1,000,000 mark. You are being trusted to use and protect the laptop appropriately.

How often have you seen a laptop left on a desk or in a conference room, unlocked and unattended? Unfortunately, it happens more than we would care to admit. It may seem like a small thing, but it puts our data at risk. Simply leaving the laptop lying around, even if it is locked, can put the department at risk. Laptops are by design portable and easily stolen with more than 86,000 stolen in the U.S. per year [i]. How many times have you shared your password with someone or seen someone else do the same? You are not alone. One study suggests that 1 in 4 people share their password [ii]. But that is in direct violation of DECAL policy. There is never a circumstance where a password should be shared or an employee should use someone else's log in.

When a department laptop is stolen or lost, it can be very expensive for DECAL, consuming a great deal of time and resources. It is important to notify either the Information Security Officer or IT Security Desk immediately so that the appropriate steps can be taken to ensure the information remains secure. But it is much easier to prevent laptop thefts than it is to clean up after them. First realize the value of the laptop and its data and treat it accordingly. Never leave the laptop unattended and unlocked. While not in use, ensure that it is locked and stored in a secure location. Never leave it visible in your car. If you must leave it in the car, lock it in the trunk or make sure it is out of sight. Never use your laptop for non-



## Person on the Street Interviews

*Do you take the shampoo and conditioner bottles from hotels? Why or why not?*



Brandy Locchetta:

Yes! My niece (7 years old) loves using small shampoos, conditioners, and lotions - so I usually take them and bring them home to her. Now whenever I've been traveling she will ask me if I brought some back for her.



Zara Handsford:

I do not take the shampoo and conditioner from the hotel room because it is usually not a brand that I use; plus I never wash my own hair.

Vicki Watts:

Yes, I take them and every couple of months I donate them to the homeless shelter. They have shower facilities and are always in need of toiletries.

work related tasks and do not let others use your laptop under your log in. Remember: treat that laptop like it is worth a \$1,000,000.

[i] Mathew Schwartz, InformationWeek, April 2011

[ii] CareerBuilder's Study on Security Risks for Work Laptops, August 2012

## June Birthdays



Best wishes go out to the following DECAL employees who celebrate birthdays this month:

- 1- Jonique Hale
- 4 - Aleisha Golden
- 4 - Princess Walton
- 6 - Jennifer McCreary
- 7 - Rukiya Thomas
- 11 - Darien Watson
- 12 - Annie Blair
- 14 - Ashley Cunningham
- 14 - Rahsaan Heard
- 14 - Dorothy Mitchell
- 16 - Ben Appling
- 16 - Courtney Moody
- 17 - Karyn Presley
- 20 - Ashia Jackson
- 20 - Carolyn Morkeh
- 22 - Janika Young
- 24 - Ed Rowell
- 25 - Ettoniet (Toni) Anderson
- 25 - Mechelle Bethea
- 25 - Toni Simmons
- 26 - Charles Cobb
- 26 - Amy Roys
- 27 - Rosalyn Elder
- 28 - Lisa Henderson
- 28 - Bridgette Washington
- 29 - Charlene Godfrey
- 29 - Amanda Miles
- 30 - Coty Cummings
- 30 - Marybeth McGee

Watch on POLAR



Shawnell Johnson:

I do not take shampoo and conditioner bottles from hotels, because the products are never right for my texture of hair. I have really curly hair and certain beauty products just do not work. Also, I like keeping color in my hair and certain products could fade my ombre-styled hair. But would I take it if I like the product type? I think so!



Shaketia Robinson-Hymon:

Well of course I do! I look at like this...I've already paid for it by paying for an overpriced room, so I might as well take as many items as I LEGALLY can. And honestly, I never use them! I just collect them just in case lol.





Georgia Department of Early Care and Learning

## New Chair and Vice Chair for Board of Early Care and Learning

The Board of Early Care and Learning has elected a new chair and vice chair. Susan Harper of Albany replaces Victor Morgan of Cartersville as Chair, while Dr. Jerri Kropp of Statesboro replaces Harper as Vice Chair. Morgan has served more than two terms as Chair and will continue to serve on the board. Shown L-R are Morgan, Harper, Kropp, and DECAL Commissioner Amy M. Jacobs. The next quarterly board meeting is Thursday, August 17, 2017, 9:00 AM at our offices in Atlanta.



## Board of Early Care and Learning

*Supporting and guiding the mission and vision of Bright from the Start:*

Board of Early Care and Learning

Commissioner Amy M. Jacobs and Nutrition Director Falita Flowers recently met popular Atlanta TV and radio personality Monica Pearson as guests on her radio show. The three discussed the Summer Food Service Program, the 25th birthday of Georgia's Pre-K Program and Quality Rated.

## Congratulations to the newest QUALITY RATED<sup>SM</sup> child care programs!

- Tender Years Learning Center #15, Macon ★★ ★★ Learning Adventures Preschool Academy, Cairo
- East Dublin Head Start, East Dublin ★★ ★★ Men About Change, Macon
- Burns Memorial United Methodist Church ★★ ★★ Earnestine K. James, Hephzibah
- and Preschool/DCC, Augusta ★ ★★ Montgomery Head Start, Mount Vernon
- Annette's Abc-123 Learning Center, Macon ★ ★★ ★ Legacy Academy Satellite, Duluth
- Benning Hills Head Start, Columbus ★★ ★★ Suwanee Prep Academy, Suwanee
- Charlotte's Day Care, Statesboro ★ ★★ Sonshine Kids Daycare, Patterson
- Karen Valencia, Duluth ★★ ★★ Paulding Kids University, Dallas
- Kids Haven, Acworth ★★ ★★ Bright Start Preschool #2, Ashburn
- Leaping Frogs Learning Center, Statesboro ★★ ★★ Kids Stop, Rome
- Helena Head Start, McRae ★★ ★★ Marcia J. Register, Dublin
- Crawford Head Start, Roberta ★★ ★★ Enrichment Services Program Inc. Early Head Start
- Janet D. Elder, Villa Rica ★★ ★★ at Boxwood Place, Columbus
- Cynthia L. Horne, Soperton ★★ ★★ Buford Children's Academy, Buford
- Happy Sprouts Enrichment Center, Columbus ★★ ★★ ★★ Trecisa P. Brown, Lithonia
- Anne M. Hobbs, Dexter ★★ ★★ ★★ Linda J. Yarbrough, Rentz
- Deloris H. Brown, Waynesboro ★★ ★★ ★★ Bright Beginnings Learning Center, Marietta
- Pulaski Head Start, Hawkinsville ★★ ★★ ★★ Bonita Lil Children, Macon
- Victory Day Care Center, Savannah ★ ★★ ★★ Terri C. Hancock, Tifton
- Woodlawn Preschool & Child Development, Augusta ★ ★★ ★★ Vahista V. Lavant, Savannah
- Little Blessings Daycare, Cordele ★★ ★★ ★★ Maria M. Annunziata, Dunwoody
- BellBrook Child Development Center, Lawrenceville ★★ ★★ ★★ Angel's Paradise Academy, Atlanta
- Bleckley Head Start, Cochran ★★ ★★ ★★ Rosebud Child Development Center, Grayson
- Tender Years Learning Center #11, Conyers ★★ ★★ ★★ Joyanna C. Smith, Jesup
- Buffie D. Dunn, Macon ★★ ★★ ★★ Chelsea N. White, Lilburn
- Brenda G. Murdaugh, Hinesville ★ ★★ ★★ Tender Years Learning Center #4, Macon
- Kid's Advocacy Coalition, Tift County Pre-K Center, Tift ★★ ★★ ★★ Wilcox Head Start, Rochelle

Kay Ford, Midway  
First Congressional District  
(Secretary)

Susan Harper, Albany  
Second Congressional District  
(Chair)

Kathy Howell, Carrollton  
Third Congressional District

Phil Davis, Stone Mountain  
Fourth Congressional District

Carlene Talton, Decatur  
Fifth Congressional District

Dawnn Henderson, Marietta  
Sixth Congressional District

Vacant  
Seventh Congressional District

Luann Purcell, Ed.D., Warner Robins  
Eighth Congressional District

Sheri Hooper, Gainesville  
Ninth Congressional District

Janice Gallimore, Greensboro  
Tenth Congressional District

Victor Morgan, Cartersville  
Eleventh Congressional District

Jerri Kropp, Statesboro  
Twelfth Congressional District  
(Vice Chair)

Melissa Boekhaus, MD., Mableton  
Thirteenth Congressional District

Tangela Johnson, Cohutta  
Fourteenth Congressional District



*Congratulations to all of our  
QUALITY RATED™ child care programs  
who've increased their star rating  
in May!*

★★★ Childcare Network #147, Chatsworth (2 to 3 stars)

★★★ Carolyn N. Greene, Albany (2 to 3 stars)

★★ Sweetwater Academy, Douglasville (1 to 2 stars)

★★ La Petite Academy - Lee, Lithia Springs (1 to 2 stars)

★★★ South DeKalb Child Care Academy, Decatur (1 to 2 stars)

★★★ Jesus Loves Me Daycare, Ray City (2 to 3 stars)

★★★ KinderCare Learning Center #5003, Suwanee (2 to 3 stars)

*Visit [qualityrated.org](http://qualityrated.org) to find  
Quality Rated child care programs in your area!*

**Let Us Hear  
From You!**

### **The Faces of DECAL**

*DECAL faces featured in the banner of this issue are (L-R) Abeda Hannan, Carrie Ashbee, Leslie Pettis, Shannon Williams, Emily Lankford Graham, Bentley Ponder, and Brittany Sams.*

Got a great new idea for the Agency?  
Share it through DECAL's

**Employee Suggestion Program**



Visit the Virtual  
Suggestion Box  
Now!