



Exemptions Newsletter Spring 2018



Did you know that the
**Georgia Professional Development
System**
for Early Childhood Educators (GaPDS)
includes the Professional Development
Registry (PDR) and training registration
for DECAL trainings?

[Click here to learn more!](#)

Professional Conferences

DECAL encourages growth for all early care and education professionals. Belonging to a professional membership organization and attending conferences can be an important part of that growth. These opportunities provide networking, learning, and exposure to the many different perspectives in the early care and education field. Here is a conference that may be of interest to you.

GEORGIA AFTERSCHOOL &
YOUTH DEVELOPMENT CONFERENCE

Setting
the
Standard

CREATING
A UNIFIED
VISION
TO SERVE
GEORGIA'S
YOUTH

September 26-28, 2018

Columbus Convention & Trade Center, Columbus, GA

Register today to take advantage of the early bird rate through **May 31, 2018**,

before the price increases.

www.afterschoolga.org

Register Now!

Click on the buttons below for additional organizations that periodically offer conferences

Georgia Child Care Association

<https://georgiachildcare.org/>

Georgia Association for the Education of Young Children

<http://gaeyc.net/conference/>

Georgia Preschool Association

<http://www.georgiapreschool.org/>

A Director's Game Plan: Ten Strategies for Coaching a Winning Team

by Pam Schiller

Child Care Exchange July/August 2000

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“A successful director is in many ways like a winning coach,” writes Pam Schiller in *Developing People in Early Childhood Organizations* (part of the Exchange Art of Leadership series). Schiller suggests using the following strategies to create a staff where “the whole team benefits and each individual player is able to blossom to full potential.”

1 Be a Good Scout

Building a winning team begins with the selection of the players... Make a list of attributes you expect to find in an employee and stay committed to not settling for less... Hire people who are versatile... Ask yourself if the candidate fits into the existing team...

2 Let Orientation Be Your Warm Up

Start with the end in mind... Employees should not have to find out about a rule by breaking it... In addition to rules and responsibilities, discuss personnel policies...

3 Offer a Training Camp

Training is critical to maintaining the team in body, mind, and spirit... Assign new team members mentors... Be sure to think of ways to reward your

mentors... Make training accessible and fun...

📌 Get Your Signals Straight

Communication is key to the game... Establish regular and frequent communication... Provide team members appropriate support for communicating effectively with parents...

📌 Use a Visible Scoreboard

Highlight each team member's personal and professional accomplishments... Recognize longevity and loyalty with a progression of awards...

📌 Consult the Team

Involve staff in the decision-making process of the center... Involve staff in setting policy

📌 Stay Focused

Coaching is continuous...

📌 Remember the Seventh-Inning Stretch

Recognize the social needs of the team... Plan for staff socials in recognition of birthdays, holidays...

📌 Be a Model

Be a model of behavior you expect from the team...

📌 Create Raving Fans

Who are your fans? The children and families you serve..."

To read the full article [click here](#).

Take a moment to update your program information to ensure parents and families can locate you in their search for Summer programming!



Click here! Questions about how to update your program information?
Call 1-877-ALL GA Kids (1-877-255-4254)

In partnership with **Quality Care for**

Children, DECAL launched a media campaign to help families make informed decisions when choosing summer care options. We hope you see or hear our public service announcements on the radio, in printed materials, on social media, or as television news features. You can help steer families looking for summer care to your program by **logging into your program's account at <https://decalkoala.com/>** and **updating** your information about the services you offer, including summer care. The information you provide through your program's DECAL KOALA account populates the fields families see when they visit www.qualityrated.org.



Welcome

Introducing the newest member of the Exemptions Unit, Ms. Shyreeta Hicks! Shyreeta has been with the Child Care Services division for 10 years. She has been a regional consultant and then later transitioned to processing exemptions and waiver/variances for two years before becoming an Applicant Services Unit consultant. Prior to joining us at DECAL, Shyreeta was a regulatory Pre-K consultant in Arkansas where she worked closely with providers to maintain compliance. The Exemptions Unit is pleased to have her join the team!



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