DECAL Thriving Child Care Business Academy

FREQUENTLY ASKED QUESTIONS

WHAT IS THE THRIVING CHILD CARE BUSINESS ACADEMY?

The DECAL Thriving Child Care Business Academy is an online platform of free training and resources to give owners and administrators the knowledge and tools to enhance their financial management skills with the goal of making their centers and family homes thriving child care businesses.

WHY IS DECAL OFFERING THIS TO CHILD CARE PROVIDERS?

DECAL believes that a stable early care and education industry made up of thriving child care businesses is important to the state's economic growth and to preparing young learners for academic success.

IS THERE A FEE TO TAKE THE CLASSES OR USE THE RESOURCES?

No. All Academy training classes and coaching sessions, as well as materials in the Resource Library, are **free**.

HOW WILL THE CLASSES HELP ME?

Through the Thriving Child Care Business Academy, owners and administrators receive training in best business management practices, much like the training they receive in best early childhood education practices. Participants can also earn state-approved training hours and stipends for completing some of the training.

WHAT KIND OF TRAINING IS OFFERED?

Child care business owners can choose live, large-group virtual training covering the basics of financial planning and management; recruiting and retaining staff; marketing; and leadership. The Academy also offers large-group Strengthening Business Practices training. Additionally, small groups of up to 10 providers can take deep dives into selected business topics using study books. Participants can also receive one-on-one coaching tailored to their specific areas of need.

WHO'S PROVIDING THE GROUP TRAINING AND INDIVIDUAL COACHING?

The training and materials offered through the Academy have been developed by Civitas Strategies, a national management consultancy, the University of Georgia Small Business Development Center at Valdosta State University (UGA SBDC), and the National Center on Early Childhood Quality Assurance (NCECQA). The training and coaching will be facilitated by approved trainers from Civitas, UGA SBDC, DECAL, and Georgia Child Care Resource & Referral agencies.

I AM RECEIVING COACHING FROM QCC WORKS. CAN I ALSO TAKE TRAINING OR COACHING THROUGH THE ACADEMY?

Yes, you can. Anyone with a GaPDS account can register for the Academy training, study groups, and coaching—although access to the study groups and coaching is limited to administrators and owners of licensed child care programs or licensed family child care providers. By the same token, providers who are comfortable receiving training or coaching from QCC Works are free to continue working with them if that's their preference. DECAL considers the Academy and QCC Works as complementary programs offering business supports for Georgia early care and learning providers. So, there's no need for providers to feel the need to choose between the Academy and QCC Works training and coaching.

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CAN CHILD CARE TEACHERS TAKE ACADEMY CLASSES?

Anyone with a GaPDS account can register for the training modules and webinars. **However, access to the study groups and coaching is limited to administrators and owners of licensed child care programs or licensed family child care providers. Additionally, only child care business owners and administrators will be eligible for study group stipends and training hours. Participants who complete a study group and receive a stipend and training hours may repeat that study group; however, they will only receive a stipend and training hours for that study group once.**

CAN COLLEGE STUDENTS TAKE ACADEMY CLASSES?

Anyone with a GaPDS account can register for the training modules and webinars. **However, access to the study groups and coaching is limited to administrators and owners of licensed child care programs or licensed family child care providers. Additionally, only child care business owners and administrators will be eligible for study group stipends and training hours. Participants who complete a study group and receive a stipend and training hours may repeat that study group; however, they will only receive a stipend and training hours for that study group once.**

WHAT'S THE TIME COMMITMENT FOR THE TRAINING?

Large-Group Training

The 24 live virtual training sessions from Civitas are one (1) hour long, offered in English and Spanish simultaneously. The four (4) virtual training sessions from UGA SBDC are two (2) hours long and offered in English only. The Strengthening Business Practices training developed by NCECQA consists of four (4), live, three (3)-hour modules offered virtually in English only.

Small Study Groups

Each small study group meets for a series of four (4), one (1)-hour live sessions conducted virtually and spread over eight (8) weeks.

Individual Coaching

Typically, these are one-time sessions lasting up to 30 minutes. Civitas will set schedules in consultation with each provider.

HOW DO PARTICIPANTS EARN STATE-APPROVED TRAINING HOURS?

All training is delivered virtually. The live large-group training sessions will be recorded and posted online for later viewing. However, only participants who successfully complete the live, large-group classes or a full small study group series will be eligible to earn training hours. **No credit hours will be given for completing recorded training sessions or individual coaching sessions. Additionally, only child care business owners and administrators will be eligible for study group stipends and training hours. Participants who complete a study group and receive a stipend and training hours may repeat that study group; however, they will only receive a stipend and training hours for that study group once.**

HOW DO PARTICIPANTS EARN A STIPEND?

Participants who successfully complete a full small study group series can earn a stipend. **Participants who complete a study group and receive a stipend and training hours may repeat that study group; however, they will only receive a stipend and training hours for that study group once.**

WHEN DOES THE TRAINING START?

New training schedules begin in October of each year and run until the end of August of the following year. Visit the Schedules and Registration section of the Academy website or search GaPDS to see schedules for specific training.

WHERE CAN I FIND THE LIST OF TRAININGS AND REGISTRATION DETAILS?

Search GaPDS to see schedules for Academy webinars. Visit the Trainings section of the Academy website to find the list of Small Study Groups offered. Visit the Schedules and Registration section of the Academy website to register for webinars, small study groups, and individual coaching.

WHERE CAN I GET MORE INFORMATION AND HELP FIGURING OUT WHAT TRAINING I NEED?

Review the Getting Started document posted in the About section on the Academy website for quick help choosing a class or resource. You can also consult the Academy Handbook, posted in the Trainings section, for more detailed information and assistance deciding what's best for you. Or email gacoaching@civstrat.com.

I'M READY TO START! WHAT SHOULD I DO?

Review the Getting Started Guide posted in the About section on the Academy website for quick help choosing a class or resource. You can also consult the Academy Handbook, also posted in the About section, for more detailed information and assistance deciding what's best for you. Then, follow the instructions on the Schedules & Registration page to search and register for the webinars you want and to register for small study groups and individual coaching.