



FRAGA GAB



Family Resource Agency of North Georgia

September 2011

Staff Of The Month



David Hawkins is the IT Manager at the Administrative Office.

Staff of the Month for September is David Hawkins, IT Manager at Admin.

"David has worked very hard over the summer helping the Child Development department with the "database", packet changes, lesson plans, GOLD assessment, preparing for training, creating a database for entering and tracking Child Accident / Illness / Incidents, and anything else we have thrown at him. Along with all that he has done for us, he has helped other departments, centers, classrooms and attended trainings. We value David as a great team player. He always goes above and beyond for anything that he is asked to do, and he has it completed and ready to go before you know it. Without his hard work and dedication, we would not be ready to begin this year. Thank you so much!!"



CAUGHT *in the Act*



Angie Smith, FSS at REHS, went above and beyond to continue to provide prenatal services after the summer EHS program had ended. The expectant mom's due date was during the last week in July, after the summer program ended and before the new program year started. Angie continued to have weekly contact with this mom to insure we did not lose touch with her in between program years. Angie insured postnatal services were provided within two weeks after the baby's birth and helped the mom prepare for the baby's transition into EHS. Thanks to Angie's dedication, the infant is scheduled to start at REHS this September. Thank you, Angie, for helping this family get a "head start"!



David Hawkins, IT Mgr. at Admin, is commended for his knowledge of our retirement package and for speaking up on behalf of all of us, questioning what the company charges us for their services. Even though the Valic representative wasn't able to give us a clear answer, they are now aware that someone is looking into the fees we are being charged. Hopefully we will be provided with an answer in the very near future. Way to go David!

REHS Staff and the Quality Monitors worked quickly and efficiently to insure that the REHS rooms were set up and ready to begin classes at Kids Station Learning Center. Once Angie Grayson, owner of Kid's Station gave us the ok to move in, the staff had two days to evaluate the rooms and space and decide what materials and equipment would be needed. The monitors were called on for help and they quickly came to the aid. Together, the staff and monitors rummaged through the REHS storage which was located at two different places, Mountain View and on the Ringgold High School campus. Staff and Monitors worked hard to make sure that all materials that would be needed were retrieved, loaded and unloaded the materials, and arranged and rearranged the rooms to insure that Head Start, Licensing, and NAEYC regulations and guidelines were met. Thank you so much for the hard work and dedication which paid off and the rooms were up and running on schedule! Soon we will be back at our "home center" and we will get to do the fun work all over again but it will be so worth it!

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PLEASE REMEMBER

- Are you remembering to check your email daily? This is a new change for this program year, so be sure to check your email so that you receive the important information being sent to you!



QM'S & REHS Staff, from L to R: Betsy Taggart, Brandy Young, Julie Adams, Alison Lowe, Jamie Walraven, Kelly Dodds, Sherree Lovain, and Martha



From The Director's Desk

By Rebecca Fulham, Director

The school year has started out very calmly! New for this year:

- We have Ringgold EHS operating temporarily at Kids Station (We appreciate Kids Station providing the space!);
- Most of the Catoosa centers do not open until after Labor Day to allow time to complete tornado renovations
- Valley Point is in their new center (Yea!!);
- Expansion will cease being Expansion and be part of the EHS program (Welcome!);
- Chattooga EHS property and building now belongs to FRAGA! (Chattooga County Schools sold it to us);
- Creative Curriculum Developmental Continuum is now Teaching Strategies GOLD online;
- IMIL has officially added Early Head Start and staff are attending training to get the new info; ~AND~
- We would like to welcome all of our new staff!

Hope everyone has a wonderful year!



Requirements, Certifications, Degrees, and Mandates

- All Head Start Lead teachers must have an ECE AA or equivalent by October 1, 2011.
- All Assistant Teachers/Floaters must have a CDA through the Council for Professional Recognition by September 30, 2013.
- All Center Managers must have an ECE AA or equivalent by September 30, 2013.
- 50% of Head Start Lead teachers must have an ECE BA or equivalent by September 30, 2013.

I will be selecting 10 Head Start lead teachers to receive flex time for attending college for the ECE BA. Please let me know if you are interested.

It is time to apply for the Bright from the Start Incentive! Applications must be mailed to Care Solutions by October 15th, 2011. If you have recently been awarded the CDA/AA/BA in Early Childhood Education you may be eligible for this incentive. Go to the Care Solutions website at www.caresolutions.com to download an Incentives and/or Scholarship application and to see if you meet the eligibility requirements. Questions about Incentives or Scholarships? Please give me a call or send me an e-mail. Have a great year!

Paula's Point Of View

By Paula Bacon, Assistant Director



Welcome back! Its hard to believe we are almost a month into the new school year for some of our classes. I know it is a year with a lot of changes, as Becca mentioned, but I'm sure that you will make a smooth transition. Here are some updates and reminders:

Educational Mandates:

- **September 30, 2010** - All EHS Teachers must have CDA. We meet this with 100% compliance.
- **September 30, 2011** - All HS Teachers must have an AA degree or higher in ECE. Currently we have 92% meeting the criteria with the remaining staff in process.
- **September 30, 2013** - 50% of HS teachers must have a BA degree or higher in ECE. We currently have 16%. In addition, All HS Assistant Teachers must have a CDA or be enrolled in the CDA or AA program. We currently have 75% meeting this mandate.

Playground Grants: We have received the funding and purchase order numbers for the Head Start Body Start grants we received for the fall. Equipment has been ordered and will be shipped for installation soon!

AWOL and Occurrences: Please remember that all AWOL hours an occurrences will now be on a 12 month revolving calendar with each instance rolling off one year from the initial date of absence. A memo was sent to every staff member and supervisor with any AWOL on the record so that you will know where you stand at this point in time.

Email: Don't forget that Agency policies state you are to check your email daily.



By Melissa Hankins, Child Development Coordinator

The new program year is off and running! I would like to say THANK YOU to all the staff for being so open to the changes and adaptations we have made this year with the assessment and lesson plan. I am really excited about the new tools and processes we have for planning and monitoring progress. Change is a constant, and how you approach change makes all the difference. I am pleased to say that our staff tackles change with a "can-do" attitude and this is what makes our program superior.



Think Pink!

By Teresa Millican, Program Coordinator

Our 2011-2012 year has begun with many new, fresh faces to welcome.

Thanks to all of you who came through my trainings during Pre-service and for your participation.

I appreciate all the wonderful staff who have come to orientation and have experienced your first few days with Family Resource Agency of North Georgia. You are welcome here, and may your career be a long, happy, and successful one with us.

Thank you for screening the children during these first weeks, and for getting the request for interventions under way as soon as possible.

Be sure to ask the Mental Health consultant any questions you have during your training with her this month.

Special Projects News

By Debbie McKissick, Special Projects Coordinator



Part of the purpose of our Staff Appreciation Day every year is to recognize those employees who have reached benchmark years of service with our agency.

The Region IV Head Start Association also realizes the contributions these seasoned staff make to individual programs and recently recognized the following people for giving 25 years of dedicated service to Head Start. They received a pin from the Association commemorating their "Silver Anniversary". Congratulations to: Gladys Bently, Linda Blevins, Quantrell Coffey, Brenda Collins, Betty Jackson, Judy Lindsey, Paula London, Maudell Wheeler, and Charlotte White.



Highlights From Kelly

By Kelly Collins, Program Coordinator

Pre-K/HS Blended Classrooms: The 2011-2012 program year is off to a great start! I'm looking forward to working with you again this year in our Pre-K/HS blended classrooms. We are excited to welcome our newest Pre-K staff: Christine Leavey, Lead Teacher at MV and Tiffany Thrasher, Assistant Teacher at MV. As a team, Christine and Tiffany offer a great combination Pre-K and HS experience.

Prenatal/Postnatal Education: This year, to better meet the diverse needs of our expectant teens, moms and dads we will be using the following new resources to supplement our existing curriculum:

- *The Stages of Labor DVD for Teens* is an easy to understand 3D animation of the labor process, real teen footage, and personal interviews with teen moms and their support people. This program leaves soon-to-be teen parents feeling confident about their upcoming birth experiences.
- *Getting Ready to be a Dad Handbook* will help new fathers cope with the responsibilities and enjoy taking care of their baby! It explains a father's rights and responsibilities, and encourages new dads to be involved in their baby's life right from the start, including participating in prenatal care and maintaining a positive relationship with the baby's mom and grandparents. It includes tips on everything from coping with crying to making a budget, and provides workbook pages that feature a develop-

ment chart and baby-care schedule.

- *Sibling Preparation...A Guide for Parents* will help families learn appropriate steps to take before and after the baby is born to help ease the older child's transition into the new role of older sibling. A baby brings many changes for the whole family and taking these steps will lay the foundation for a happy, well-adjusted family. This resource is ideal for returning expectant moms.

Thank you, Family Service Specialists, for helping our expectant families prepare for the arrival of their new baby! I enjoyed meeting you at the Pre-natal FSS Meeting on September 1st.

NEW! Head Start Orientation: I am very excited to announce that FRA will be offering an additional orientation for new employees. In addition to Teresa facilitating an Orientation with new employees, I will be providing a "Head Start Orientation" to help new staff learn more about Family Resource Agency's mission. We will cover topics such as the History of Head Start, What Head Start Is All About, an Overview of Head Start Services and Understanding Accountability in Head Start.

Our goal is to educate our employees on the importance of Head Start and the impact we have in our communities. We want to equip staff with the necessary tools they need to adhere to Performance Standards, Program Plan and Policies & Procedures so we may continue to provide quality care for children and families.

Head Start Orientations will be scheduled based on need and dates coordinated with the employee's supervisor. Look for more information to come!

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of North Georgia**

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www.fragahs.com



**SEPTEMBER
BIRTHDAYS**

- 1 Gidget Griffin
- 1 Stephanie Mitchell
- 1 D-Juana Beavers
- 3 Alba Gonzalez
- 4 Laquita Henderson
- 4 David Hawkins
- 4 Tiffany Thrasher
- 5 Maria Pineda
- 5 Jennifer Montgomery
- 6 Tammy Young
- 6 Christy Mitchell
- 7 Connie Bates
- 7 Michelle Howard
- 10 Shannon Ramirez
- 12 Lynda O'Neill
- 12 Stephanie Crawford
- 12 Lindsey Farrow
- 13 Gina Stafford
- 14 April Shadwick
- 15 Tammie Harris
- 17 Julianna Cowan
- 17 Amy Williams
- 19 Lori Taylor Pirkle
- 19 Sherree Lovain
- 20 Whitney Patterson
- 25 Araceli Maldonado
- 27 Autumn Avery
- 28 Mary Stout
- 29 Debbie Bowers
- 29 Amy Turner
- 30 Amy Bishop
- 30 Kerie Craven

WHAT TO EXPECT

FROM YOUR QUALITY MONITOR VISIT:

PKT A : Occurs in FALL

- Classroom Observation
- Creative Curriculum Implementation Checklist (HS)
- TEMP
- The Implementation and Planning Tool (EHS)
- Performance Standard Checklist

PKT B : Ongoing / One Time A Year

- File / Notebook Checks

PKT C : (1) Full in FALL, (1) Spot-Check in SPRING

- Lesson Plan Monitoring

CLASS : FALL by CM and SPRING by QM

- Classroom Assessment Scoring System (HS Only)

QUALITY

CORNER

~ Submitted by
Betsy Taggart
and
Martha Baker,
Quality Monitors

Looking Forward
to a GREAT year!

~Betsy & Martha



Lakeview HS/Pre-K, Cloud Springs HS, Battlewood HS/EHS. It's been a busy summer but I think we're all getting settled in and glad that the students have come back.

We started off the summer cleaning and organizing our centers. Thanks to Lisa Locke, Amanda Leverett and Talysin Ridley for getting our Parent Room in shape for this next years' meetings — it looks great! A special thanks to Amanda Vanmeter from South Walker for coming over and helping, also.

We had a good time on transition day and the children all seem to be excited about coming to school. The teaching staff at all of our centers provided some interesting activities for the children and parents to share (see photo below).

We hope everyone has a great year!
~Submitted by Renee Lyons, CM.



Pioneer HS, Westside HS/EHS, Park Creek HS, Whitfield—Dalton HS/EHS.

I would like to welcome everyone back! Thanks to our wonderful Family Service Specialists: Mandy Hickman, Salud Osegueda & Luz Hernandez we are fully enrolled!

I would also like to thank Linda Williams for filling in for Luz Hernandez while she is on maternity leave. Luz had a very healthy baby boy, Aiden Xander who weighed 8 lbs 9 oz! Linda graciously came out of retirement to help us out. I would also like to welcome our new Whitfield County Special Education teacher, Joanna Scruggs and her parapro, Pat Thornton.

I also want to thank all the teaching staff at WD, WS, PI & PC for having such a positive attitude about our new on-line process of the GOLD assessment. I know it's completely new to us but everyone is really jumping in and eager to learn it. It takes a team to make a center run smoothly and that is what we have at our centers! Thanks once again for all the hard work you do every day!
~Submitted by Kaye Ralston, CM.

