

# FRAGA Gab



## *From The Director's Desk*

*By Paula Bacon, Director*

It is a very busy time now and hard to believe another school year is almost over. I just want to take this time to update you on some issues that have been discussed during our assessment of the staff turnover issue. These are some things that are currently in progress for approval:

- Increase in the wage scale for grades 6 and below;
- Increase in wages with the implementation of the COLA award plus a longevity increase;
- Elimination of the Corrective Action Plan as it currently exists and replacing with a mentoring/coaching process;
- Implementation of more technology to reduce paperwork and redundancy;
- Implementation of a mentor teacher/mentor FSS program;
- Increased training and job shadowing for orientation before entering a classroom position;
- More direct communication through video presentations on Office 365 for all employees to hear the same information across the program;
- CEO, Directors, PC presidents, and board president traveling in June to Washington DC to meet with administration to discuss the impact of the re-competition pressures and the stress it places on employees to be perfect.

We know that these things just touch the surface of hiring and retaining quality staff. However, we want you to know we are listening, we recognize and acknowledge your concerns, and we are making changes to try and address the issues to the best of our ability. It may be a trial and error period, but we are open to suggestions and comments regarding these issues. We appreciate your support and cooperation in helping to improve the quality of our services to children and families.



Family Resource Agency  
of North Georgia  
Head Start/Early Head Start  
Pre-K Program

## *We Build GREAT Children!*

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### SEE YOU NEXT YEAR!

Program calendars will be available online. Please contact your CM/CS if you have any questions. Have a great summer — the 2016-2017 program year will be here before you know it!



## QUALITY CORNER

Thank you to Cloud Springs Pre-K, and Tina Castleberry from Dade EHS for sending in ideas for the Teacher Resource Website! Please keep sending in the wonderful learning activities that you do. The more the better!

Summer health and safety visits will be happening again this year. We will use the Performance Standards Checklist, Playground Checklist, and the Classroom Safety Checklist.

All year you have worked hard to make learning fun! So now it is your turn to relax in the sun! The summer months are upon us! We hope that you all enjoy the little extra time that you will have with your families over the next couple months.

Here are a few ideas and resources for some family time fun near Chattanooga:

- Free Family Fun Night at the Creative Discovery Museum: 5/12, 6/9, 7,14, 8/11 starting at 5:30!
- Kid's eat free night at the Chattanooga Lookouts: Every Monday that they play at home! Check their schedule here:

<http://www.milb.com/promotions/index.jsp?sid=t498>

- Kids Bowl Free: 2 Free games of bowling every day. Be sure to sign up here:

<http://www.kidsbowlfree.com/>

For daily calendar events check out:

<http://www.chattanooga2.fun.com/events>  
and

<http://chattanooga2.kidscalender.net/>



## Happy Summer!

~Submitted by Betsy Taggart, Brandy Young,  
and Karen Mussared, Quality Monitors



## Melissa's Page

By Melissa Metcalf, Assistant Director

This year has flown by! I cannot believe it is May!

**Pre-K Application:** The grant application has been submitted for the 2016-2017 school year.

**Adopt-A-Center:** Great feedback about our "adopt a center" initiative. The admin staff have truly enjoyed coming to see your centers and classrooms. It is a win-win for both center level and administrative staff. It's been especially good for the Admin staff that do not work directly with the children to see how they are part of the process.

**Admin:** All departments here at Admin are working on new processes and systems to make our program better in the coming year. Some of the changes we're working on have come directly from your input. It's been a busy May already with the installation of the new printers/copiers at the centers and we're gearing up for Orientations, Transitions, the EHS Institute and Pre-Service. At Admin, the summer is anything but "a time to relax" — for us, it's time to get everything in line so we can have a successful 2016-17 program year!

**Volunteer Luncheon:** Each year, we recognize volunteers who have made great contributions to our program this year by giving of their time and energy. Our Volunteer Appreciation Event was held at Ruby Falls and it was wonderful! Phil Ledbetter was our guest speaker and we presented our volunteers with awards. Afterwards, parents and staff enjoyed lunch by Honey-baked Ham and a tour of Ruby Falls. Many said it was one of the best Volunteer Appreciation events we have had. Thank you to everyone who made it possible!

**Community Assessment:** The 2016 update is complete! Each year, the Performance Standards require us to evaluate data related to various demographics in our region (such as population, high school graduation rate, and others) in order to determine our service area's specific needs. This is an important part of how we craft our program, shaping our services to fit the needs in our communities.

Hope everyone has a SAFE,  
FUN and RELAXING summer!!



### May Employee of the Month:



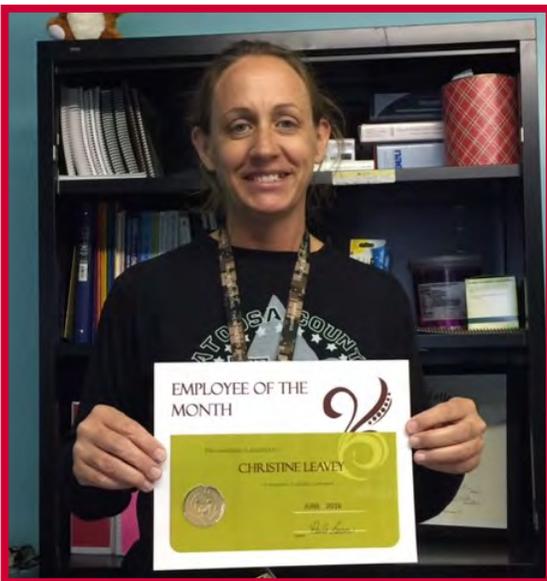
Employee of the Month for May 2016 is... Kim Davis, Food Service Asst/Custodian at South Walker HS/EHS/Pre-K:

*"Kim goes above and beyond to assist staff any way she can throughout the center. She was given many tasks to complete and figure out in a short amount of time. She has taken up the challenge and kept our center clean and in good repair at all times.*

*"Thank you, Kim, for always being able to be counted on, even in the early hours of the morning."*



### June Employee of the Month:



Employee of the Month for June 2016 is... Christine Leavey, Teacher at Mountain View HS/EHS/Pre-K:

*"Christine has had so many changes this year with assistant teachers and she has handled it well. She is also 2nd-in-Charge at the center and can be counted on in that capacity when needed.*

*Christine is a great role model for other staff at the center. She enjoys what she does and it shows in her work ethic and with the children in her classroom."*



## THANK YOU

*For every lesson taught and every hand held  
For every laugh shared and every tear wiped away  
For celebrating every milestone and staying with every challenge  
For every moment and every day building great children and families  
Thank you! Our success is because of you.*



## Caught In The Act!



**Margaret McClure, Ringgold Primary HS:** Margaret has helped out so much with the collaboration of Head Start and Ringgold Primary School's activities. Since we are located in the elementary school, it is imperative that we do all we can to set forth a positive atmosphere. Margaret has stepped into this position and made a truly positive impact.



**South Walker Staff (photo above):** Recently, a fire extinguisher accidentally discharged at South Walker. The contents of the fire extinguisher made its way through the building and the entire center needed to be evacuated. The staff handled the situation like pros, staying calm and keeping the children safe and comforted. Great job working as a team and ensuring the safety of the children!

**Alba Gonzalez, Whitfield HS (photo at right):** Alba is constantly helping each classroom with whatever we need. She is always doing extra work that doesn't even pertain to her on a daily basis. Many teachers in our center run to her when they need something and she stops and does whatever she can to help. What would we do without you?!



**Kim Cordell, Battlewood HS/EHS (on left in photo, left with CM Laura Hughes):** Kim goes above and beyond her duties as a Floater at Battlewood HS/EHS. Kim has come in many times with clothes, shoes, or whatever is needed to give to a child in need. If she can't purchase it, she will find it somewhere and get it to the child's family. The dedication and love for our children shows every day in her work and her efforts to go beyond what is required.

**Rebecca Lembke, South Walker HS/EHS/Pre-K (photo at right):** April 12th was an exciting day at South Walker! While the children were in the gym, a fire extinguisher was knocked off the wall and began to spray as it hit the floor. Rebecca thought and acted quickly, opening the gym door and kicking the fire extinguisher out into the hallway so that it didn't spray on the children in the gym. Because she was able to think fast and act to protect the classroom, none of the children were touched by the fire extinguisher powder.



## More Caught In The Act!

**Tiffany Langston, South Walker HS/EHS/Pre-K (photos at right):** Tiffany dedicated several hours of her time recently to attend the North Georgia Autism Awareness walk in Ringgold, GA. She arrived early and was out spreading the word about Head Start's comprehensive services. Thank you, Tiffany for working to support autism awareness in our community! She's definitely to be counted among these superheroes for her commitment to Head Start and Autism Awareness.



**Sue Stephens, Chattooga HS/Pre-K (no photo):** We have a special needs child in Pre-K who is very easily upset during transitions. This child has a special bond with Sue and she is always happy to help during transition times. Thanks, Sue!

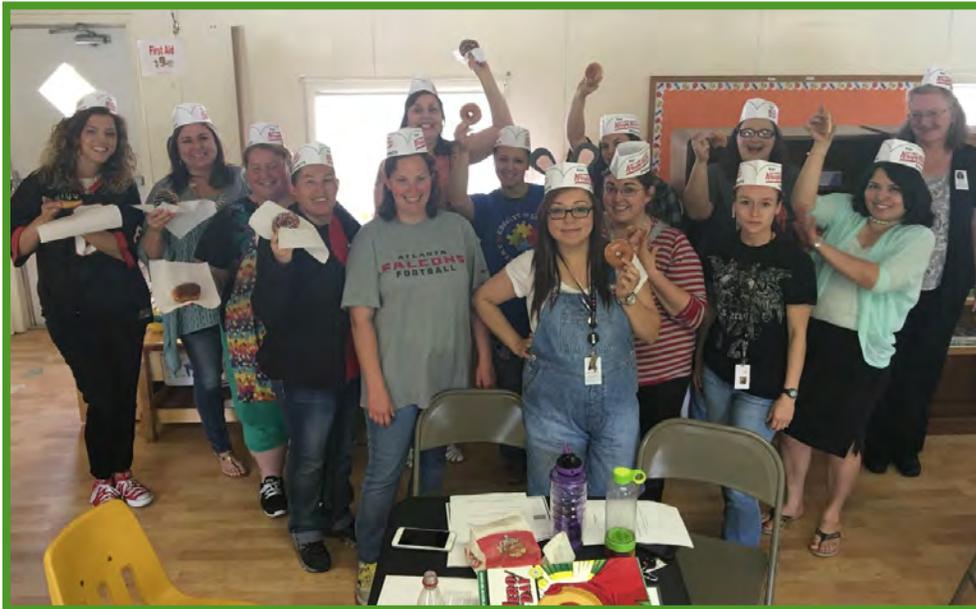


Who are these eagle-eyed observers? The Center Managers and Center Supervisors recently underwent CLASS Reliability Training at the Administrative Office earlier in May. For two days, they participated in CLASS Observer Training. Here they are wearing their CLASS lenses.



Have A  
GREAT





The *Adopt-A-Center* initiative is well underway — and being a team-member at FRAGA has its perks! Here, the Dalton Heritage, Park Creek, and Pioneer staff enjoy a little afternoon “sugar high” from Administrative Assistant Nicole Guthrie. She didn’t warn them that they had to wear the hats to get a donut though. Aren’t they good sports?



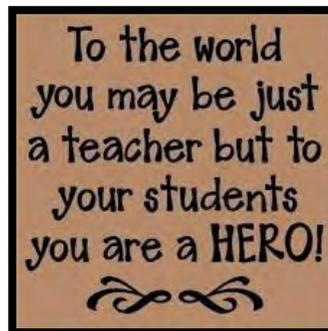
### **Child Development News**

*By Michelle Howard, Child Dev Manager*

It's hard to believe that the end of the year is right around the corner! This year has flown by.

With the new *Adopt-A-Center* that the admin office has put in place, I had the opportunity to visit one of our CCP sites, CNI-MU, a couple weeks ago. The teaching staff were very receptive and it was nice to just be there to interact with and get to know the staff. I look forward to more visits in the near future!

With the end of yet ANOTHER school year approaching we would to say THANK YOU for all that you do for our children and our families. Your efforts and energies in the classrooms and centers do not go unnoticed and we would not be the GREAT program that we are without you. I hope everyone has a fun and safe summer!



### **Family Resource Agency of North Georgia**

403 Chickamauga Ave, Ste 201  
Rossville, GA 30741

Phone: 706-861-0105  
Fax: 706-861-3627

**ENROLLMENT:**  
[enrollment@fragahs.com](mailto:enrollment@fragahs.com)



**VISIT US ONLINE AT:**  
[www.fragahs.com](http://www.fragahs.com)

