

FRAGA Gab



From The Director's Desk

By Paula Bacon, Director

I'm very excited to say that we completed *The 5 Languages of Appreciation in the Workplace* training with Admin staff, Center Managers, and Center Supervisors. In order to help increase morale and help employees feel more valued and appreciated, we have begun to roll out this training agency-wide.

In *The 5 Languages of Appreciation in the Workplace*, we will help identify the five languages of appreciation in order to:

1. Express genuine appreciation to co-workers and staff — even on a tight budget.
2. Increase loyalty with employees/volunteers in your organization.
3. Reduce cynicism and create a more positive work environment.
4. Improve your ability to show appreciation for difficult colleagues.

The feedback from our first group going through the training was very positive. 100% agreed that the training was worthwhile and increased their awareness to show appreciation more often. Some comments that were made are:

- "I think the training was right on the spot. It hit all areas we all need improvement on. I have learned a lot about myself and my coworkers."
- "It made me think before I responded and be more conscious of the other person and how my response would affect them."
- "I feel it's made a huge difference in the attitude and just all around better work atmosphere".

This training is done in four, 60-90 minute sessions and we will begin the first session on December 16 at our in-service. After that, one of our 7 certified trainers will be working with the Center Managers/Center Supervisors to finish the other 3 sessions in smaller groups during January and February. This is just another step in trying to make FRA the best place to work! We hope you enjoy it!



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

***We Build
GREAT
Children!***

Inside this issue

Quality Corner	2
Melissa's Page	2
Employee of the Month .	3
NEW! BUSTED!	3
Caught In The Act.....	4
Coach's Corner	5
CLASS Newsletter	6



QUALITY CORNER

Packet A's are still underway and we are super excited to announce the next round of T.E.M.P. top 2% of "BLAZIN' Fire Teachers. Way to go, Sherri Brown (MV), Lisa Smith and Dana Brannon (MU), Madison Cardin and Joyce Whittemore (TA), Janice Jennings and Hannah Atkinson (CE), Amy Hill and Jordan Adams (DV), Kelly Dodds (RP), and Crystal Denton (BP). This is not an easy task so we appreciate all the hard work in making our Agency shine!

Thank you to Treasure's Academy HS/EHS for submitting pictures for the Resource Website. As always, we encourage all of you to submit your ideas and activities!

~Submitted by Betsy Taggart, QM
Brandy Young, QM and Karen Mussared, QM



The October Policy Council elected their new officers. They are from left to right: Joshua Clark (Parliamentarian), Shannon Verhine (Chair), Kalei Taylor (1st Vice Chair), and Charles Brown (2nd Vice Chair). Thank you for your service to our program!



Melissa's Page

By Melissa Metcalf, Asst. Director

Elections. Each election provides an opportunity for all citizens to vote. Voting is important because it gives you a say in shaping the direction of our country — which includes Head Start! I hope everyone took the opportunity to vote because YOUR vote is important. Even when we are not in an election cycle, remember to contact your state Senators and Representatives about issues important to you!

Gratitude. There is always, Always, ALWAYS something to be thankful for. As we enter the holiday season, we are thankful for each one of our staff and our children and families and I wish everyone a Happy Thanksgiving

November Act-Of-Kindness Challenge. I challenge each of you to engage in a random act of kindness daily. Let a stranger ahead of you in the grocery line. While in a drive thru, pay for the car behind you. Encourage someone. The list goes on and on!



November Employee of the Month: Nita Thatcher



Employee of the Month for November 2016 is **Nita Thatcher, Intervention Manager at Admin:**

"Nita is very involved with NAMI and community Autism Awareness efforts. She inspires teachers and supports them in any way she can. She encourages staff and has a wonderful relationship with all service providers and LEA's. She stays up-to-date on the latest developments and research concerning Mental Health and Disabilities. She has a team player mentality. She went above and beyond helping the CMs/CSs complete Brigance and entering screenings/dates into ChildPlus.

"Nita's positive attitude and dedication to her job is always inspiring to others. She would help anyone with anything and she is always smiling. Nita goes above and beyond to make sure children are receiving quality care. She truly is an asset to our staff, our families, and to the Agency."



**You
Are
So...**



Debbie Goodrum and Maveis Brooks have been **BUSTED** for doing an **SPECTACULAR** job during circle time on Wednesday, October 26th. Debbie and Mavis engaged the children throughout the whole circle time while covering the Lesson Plan theme and vocabulary words for the week. They did activities such as a finger play for the letter of the week, hop the days of the week, asked the children to find where they lived on a map and allowed them to give the name of the state, they then asked the children to find a state that began with the letter of the week, they reviewed shapes and colors and children even knew shapes like Hexagon and Octagon.

We want to **THANK** Debbie and Maveis for doing an awesome job in the classroom. We can't wait to see who gets **BUSTED** next! *(Thank you to Karen Mussared for capturing the AWESOME!)*



Caught In The Act!



Pamela Chasteen, EHS Teacher at Whitfield HS/EHS (photo, left). Pamela is always at work on time. She is a great team player! As a new teacher to the Agency, Pamela made it very easy for me to learn most of the pare work. I enjoyed being in a classroom with her, she gave me support and encouraged me when I made mistakes.



Cheryl Baker, Payroll Specialist at Family Resource Agency of Tennessee (photo, left). Cheryl is very polite and helpful every time I call. She resets passwords, helps with Valic, etc. When she doesn't know an answer to something, she will find out who to ask. I greatly appreciate your help. Thank you Cheryl!



Maveis Brooks, EHS Teacher Floater at Whitfield HS/EHS (photo, left). Maveis is our floater that has been stuck in our HS classroom for several weeks. She has been a major contribution to that classroom. I can tell a difference in the kids, as well. She's a great teacher and a great worker.



Season Dills, Food Services Worker at Whitfield HS/EHS (photo, left). Season should be recognized for going the extra mile and helping the children/staff at VP. She gives the teachers a much needed break and the children LOVE her. She does a lot more than just serve food. She is like a ray of light at the end of the tunnel. We all love her and are very thankful for her!



Tiffany Edgerton, Center Manager at South Walker HS/EHS/Pre-K (photo, left). Tiffany is a great Center Manager. She is always willing to step in and help the classroom staff, kitchen staff, or any other staff that are in need. It is not unusual to come to our center and find her in the kitchen or in the classroom helping out. All of the children at our center LOVE Tiffany! T hey always want a hug, or a hello from her. I am proud to nominate Tiffany because I feel that she truly deserves to be recognized.



Kaye Fitzgerald, Center Manager at Dalton Heritage HS/Pre-K, Park Creek HS, Pioneer HS (photo, left). Kaye has kept a positive outlook on things, while being short staffed. If we have an issue, Kaye does her best to solve it as soon as possible. She steps in when needed to make sure her staff are able to take a quick break. Kaye has a heart of gold and treats all of her staff fairly.





Amanda Pippin, EHS Teacher Floater at South Walker HS/EHS/Pre-K (photo, left). *Amanda has been filling in for many open positions at our center since last school year. She has gone above and beyond her duties as a Floater. She has helped teachers that are missing assistants/co-teachers with cleaning, organization, and paperwork. With the many life events that she has gone through in the last year, she shows up each day and is ready to help wherever she is needed. Your center LOVES you!*



Lilly Tipton, Family Service Specialist at Treasure's Academy (photo, left). *Lilly goes above and beyond in her job duties as well as caring for each individual child and family. She has helped my teachers out so much since coming to Treasure's. She is truly a blessing in all of our lives.*



Greg Cargile, Maintenance Specialist at Whitfield HS/EHS (photo, left). *While Greg was at the Admin office, we had 4 trash cans that needed to be picked up by the CM at Whitfield. The CM said that she would have someone get them. Without hesitation, Greg loaded up the trash cans and took them to the Centers for her. It is a blessing to see this kind of work environment and the heart people have for others. I feel Greg should be recognized for his kindness towards others.*



Maria Ortega, Center Supervisor at Whitfield-Dalton HS/EHS (photo, left). *About 2 months ago I had a needle stuck in my foot. Last week, I was complaining to Maria of the pain in my foot. She told me that I needed to go see a doctor. On Tuesday morning, Maria was waiting for me to take me to the doctor. We found out that some of the needle was still in my foot and I needed to get it removed. Maria then drove me to the Foot Doctor, where they were able to remove it. She was there to support me during the procedure, picked up my prescription, and stayed with me until my husband was able to take care of me. I am just so grateful to have a Center Supervisor that cares so much about me. If it was not for Maria, I would have not gone to the doctor.*



Coach's Corner

By Sara Davis, Mentor/Coach

Why are **Don't** and **No** words we have to avoid with our children?

Good question. The words **Don't** and **No**, although they seem to the point, are ineffective ways to communicate and meaningless attempts at behavior management. As a teacher your goal is to see children in your classroom succeed in all endeavors. Being an effective communicator is crucial to succeeding in this goal.

Using the power of attention is an excellent way to get your point across in a positive, meaningful way that will ensure great results and a more peaceful environment in your classroom. What you focus on, you get more of. Try this: **"Greg, sit on your spot with your hands in your lap and your eyes looking forward just like this."** By telling a child what you want them **TO** do rather than what **NOT** to do is much more effective. Children naturally want to do well and be good. Often times they simply are not sure exactly what you expect from them. Be consistent, be clear, and stay positive!



**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



VISIT US ONLINE AT:
www.fragahs.com



The Fire Department and Smokey the Bear paid a special visit to Rock Spring HS/EHS for their on-site field trip.



CLASS Newsletter
By Nadine Talbot, CLASS Specialist



October has flown by, now we are off to a wonderful November! CLASS observations are in full swing and I am so impressed with your classroom interactions!

This month we are further discussing the Emotional Support Domain.

Indicators for **Positive Climate** are:

- Relationships: Behavioral Markers are: Physical proximity, shared activities, peer assistance, matched affect and social conversation. Remember these are not checklists!
- Positive Affect: Behavioral Markers are: Smiling, Laughter, Enthusiasm.
- Positive Communication: Behavioral Markers are: Verbal affection, Physical Affection, and Positive Expectations.
- Respect: Behavioral Markers for Respect are: Eye Contact, Warm, Calm Voice, Respectful Language and Cooperation and/or Sharing.

Indicators for **Teacher Sensitivity** are:

- Awareness: Behavioral Markers are: Anticipates problems and plans appropriately, Notices lack of understanding and/or difficulties.
- Responsiveness: Behavioral Markers are: Acknowledges emotions, provides comfort and assistance, and provides individualized support.
- Addresses Problems: Behavioral Markers are: Helps in an effective and timely manner, helps resolve problems.
- Student Comfort: Behavioral Markers are: Seeks support and guidance, freely participates and takes risks.

Indicators for **Regard for Student Perspectives** are:

- Flexibility and Student Focus: Behavioral Markers are: Shows flexibility, incorporates students' ideas, follows students' leads.
- Support for Autonomy and Leadership: Behavioral Markers are: Allows choice, allows students to lead lessons, gives students responsibilities.
- Student Expression: Behavioral Markers are: Encourages student talk, elicits ideas and/or perspectives.
- Restriction of Movement: Behavioral Markers are: Allows movement, is not rigid.

