

What's Inside:

- ▶ STAFF TRAINING
PAGE 2
- ▶ Rosetta Stone
PAGE.....4
- ▶ FDC CREDENTIAL
PAGE..... 6

NHSA Program of Achievement
December, 2010 - January, 2011
VOLUME # 140

The AWARE

Recruitment Time!

Concerted Services, Inc.
Child Development Services

Performance Standard: 1305.5: (a) In order to reach those most in need of Head Start Services, each Head Start program must develop and implement a recruitment process that is designed to actively inform all families with Head Start eligible children within the recruitment area of the availability of services and ensure them an opportunity for admission to the program. This process may include canvassing the local community, use of news releases and advertising, and use of family referrals and referrals for other public and private agencies. (b) During the recruitment process that occurs prior to the beginning of the enrollment year, a Head Start program must solicit applications from as many Head Start eligible families within the recruitment area as possible. If necessary, the program must assist families in filling out the application form in order to assure that all information needed for selection is completed.

Recruitment for the 2011-2012 program year has begun! Each county will participate in a Recruitment Roundup to “kick off” the process to the community. Dates for the event are as follows:

Tuesday, February 8th: Appling and Coffee;
Thursday, February 10: Clinch and Toombs;
Thursday, February 17: Charlton, Jeff Davis and Ware;
Tuesday, February 22: Bacon, Brantley and Candler; and
Thursday, February 24: Atkinson and Pierce.

Remember, recruitment is the responsibility of all staff.

Mission Statement:

To provide quality teaching and learning environments to meet the developmental needs of all children to ensure future educational success.

Vision Statement:

To be a national leader in childcare education and services.

Word of the Month:

Helpful

Providing assistance;
useful.

IMPORTANT NOTICE

The Triennial Federal Review will take place the week of February 14, 2011.



THE DREAM LIVES ON
CELEBRATING 45 Years of HEAD START

Mary Cobb Retires



Mary Cobb gives a tearful hug to Bonnie Gaskins, Director, at her surprise party.

After 39 years of service to Head Start, Mary Cobb, Quality Assurance Monitor, retired on December 31, 2010. A teacher for many years, Ms. Cobb was a mentor to many staff.

Ms. Cobb was touched in early January when she was asked to stop by the Ware County Head Start Center to find staff there to surprise her at a retirement celebration. Fellow staff members paid tribute to her for her years of dedicated service. Linda Steedley, on behalf of Ophelia Gaines, Executive Director, presented a plaque from the agency. "I hope I made a difference," stated Ms. Cobb. Yes, Ms. Cobb, you made a difference.



Save the Date - In-Service Training



On Monday, February 21, 2011, there will be a special in-service training for ALL Child Development Services staff. Training will be held at the Okefenokee Technical College in Waycross. In addition, there will be a special speaker! Additional information will be sent to the centers.

January In-Service Training

Performance Standard 1306.23 (a) *Head Start must provide pre-service training and in-service training opportunities to program staff and volunteers to assist them in acquiring or increasing the knowledge and skills they need to fulfill their job responsibilities.*

On January 3, 2011, staff participated in in-service training. All Early Head Start staff attended a special track: "Infant & Toddler Winter Conference." Held in Alma at the ABC Child Development Center, the DECAL approved conference offered three workshops: Letta Cox, Resource Specialist, presented "ITERS - Infant/Toddler Environment Rating Scale"; Jackie Flowers and Arlene Howard, Quality Assurance Monitors, presented "The Early Learning Accomplishment Profile (Early LAP);" and Norma Browder, R.N., from Babies Can't Wait, presented "Ages & Stages." In addition, several of the staff from the ABC Child Development Center were able to attend the conference.

Head Start teaching staff attended a separate track in Douglas at the Central Square Complex. DECAL approved workshops included: Shelia Lewis workshop "Respecting Culture in the Early Care Classroom" and "The Magic of Transitioning" was presented by Renee Betz; and Deborah Horton, Education Specialist, presented "Games Children Play." We want to thank Ms. Horton for being a last minute replacement for a presenter that came down with the flu bug! In addition, Donald Griffin, Transportation Specialist, conducted special training with the transportation staff, as did Joyce Mooney, Family Advocate Specialist, and Lenera Taylor, Nutrition Specialist, with the family advocate and nutrition staff, respectively.

CSI Child Development Services continues to offer a variety of workshops and training for all the staff and exceeds the 15 hours of training required by the Performance Standards.



Above, Renee Betz, puts staff through their paces during a workshop on Transitions. Below, staff do some hands-on work during the workshop on diversity.



Teach Me Daddy

During December all pre-school classrooms participated in the “Teach Me Daddy” event. Dads, grand-dads, step-dads, whoever was the significant male in the child’s life, was invited to spend time with their child in the classroom and read the book, “Teach Me Daddy,” by Steve Parks. The story, which is about what fathers can teach their children, also talks about the special love between a child and their dad. At the end of the book the dads and their children were able to participate in several interactive activities. Every child received a hardback copy of the book to take home. Thanks to all the dads who volunteered for “Teach Me Daddy!”

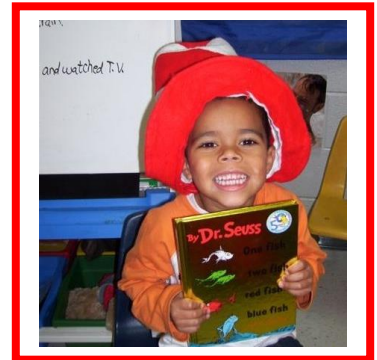


Sydney Mitcham enjoyed having her dad, Anthony Mitcham, volunteer at the Teach Me Daddy event at the Jeff Davis County site

Happy Birthday “One Fish, Two Fish, Red Fish, Blue Fish”

On January 18, 2011, all pre-school classrooms recognized and celebrated the 50th birthday of the famed Dr. Seuss book, “One Fish, Two Fish, Red Fish, Blue Fish.” Staff, parents and community volunteers were invited to read the story to the children and each classroom received a special birthday edition of book to add to their classroom library.

Children made posters, drew pictures of fish, and conducted special activities as they celebrated the joy of reading “One Fish, Two Fish, Red Fish, Blue Fish.” Thanks to all centers for planning such great events!



Gregory Snowden of Jeff Davis County Head Start holds the book, “One Fish, Two Fish, Red Fish, Blue Fish.” I liked the story,” he said with a smile.

Reading is Fundamental

Centers have been enjoying the second RIF book distribution of the program year. In keeping with the cooler weather many of the sites opted for “winter” themes. Many parent and community volunteers have been turning out for the fun activities. The children enjoyed choosing their own book to take home to add to their personal library.

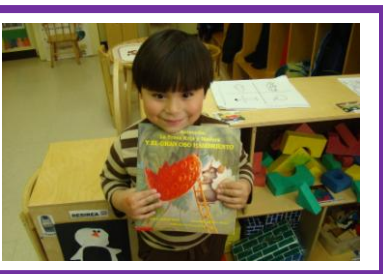
Check out the RIF web-site for information on fun activities and resources for you and your families at www.rif.org. This site has information in Spanish and a free newsletter you can sign up for!



“Clifford the Big Red Dog” made a special appearance in Coffee County! Clifford, aka Clarke,, arrived at the center ready to read. Below Zyerous Vickers and Kalynn Hollilinger show off their new books at Thrash Circle in Douglas.



“Wrap Yourself in a Good RIF Book” was the theme in Clinch County as children wrapped themselves in blankets during the event.



Emmanuel Lopez from Bacon County chose a book in Spanish so his parents can read to him.



New DECAL Commissioner Named



Bobby Cagle has been named the new Commissioner for the Georgia Department of Early Care and Learning (DECAL). Cagle currently serves as director of legislative and external affairs for the Georgia Division of Family and Children Services, where he has worked for the past five years. Prior to his service at DFCS, Cagle was the deputy director of Youth and Family Services within the state of North Carolina's Department of Social Services and has also held the position of Chief Probation/Parole Officer for the North Carolina Department of Correction in Murphy, N.C.

Cagle earned the 2010 Higher Directions Award from Georgia Empowerment and was the 1997 North Carolina Probation/Parole Officer of the Year. He earned a bachelor of arts in political science and sociology and a master's of social work from the University of North Carolina at Chapel Hill.

On Target for Reading

The GHSA is promoting the On Target for Reading Challenge. All early childhood programs, parents and the public or at home are encouraged to log in the number of books read aloud to children by center by going to the web site www.georgiaheadstart.org and going to the On Target for Reading icon.

The challenge is open to anyone in the state of Georgia and runs from September 1, 2010 to May 1, 2011. "I have been calculating the number of books based on the number of children days, number of classrooms and three read alouds per day. If your Head Start/Early Head Start center has gone beyond this number - please contact me," reports Letta Cox, Resource Specialist. Let her know if adjustments are needed. Please encourage our parents, friends and volunteers go to the web and help GHSA reach the half million books read aloud to Georgia's children!



Margo Sommers Awards



Do you know a high school senior that was a former Head Start student? Do you know a current Head Start parent that is attending college? If you do, then please share the news about the Margo Sommers Awards.

The Georgia Head Start Association is now accepting nominations for a Head Start Parent and Student Scholarships. These two scholarships pay \$1,500 to the college for a current parent who is enrolled into college or a former student who will be attending college in the fall of 2011.

To get an application and to review the criteria, please go to www.georgiaheadstart.org, click on Director's Resources, then go to Margo Sommers scholarship information. The deadline for submission is March 30, 2011.

Learn Spanish with Rosetta Stone

A number of staff have noted that they are interested in learning Spanish. The agency has ordered the Rosetta Stone - Spanish, Level 1 for anyone interested in learning Spanish. The material contains a 4 part disk set with headphones.

Anyone interested in checking this material out for a 2-3 week period should contact Carol Clarke, Training Coordinator.



The Early Edition

Formula and Breast Feeding Storage

Performance Standards 1304.23(e)(2): For programs serving infants and toddlers, facilities must be available for the proper storage and handling of breast milk and formula.

According to the “Feeding Infants - A Guide for Use in the Child Nutrition Programs” booklet, the following should answer questions regarding the storage of formula and breast milk. This resource booklet was given to all classrooms in February, 2010.

Page 18:

- Use refrigerated bottles of fresh breast milk, kept at 40 degrees Fahrenheit or below, within 48 hours from the time they were collected. Throw out unused breast milk if not used within 48 hours. Although some suggest that fresh breast milk can be stored for longer than 48 hours, the 48-hour period assures safety.

Page 27 and 28:

- Refrigerate prepared bottles until ready to use and use them within 48 hours from the time they were prepared. Store in the back of the refrigerator (colder area).
- To prevent spoiling, do not allow prepared bottles of formula to stand at room temperature. ... Throw out prepared formula not used within 48 hours.
- Opened cans of formula should be covered, refrigerated, and used within 48 hours. Throw out formula that is not used within 48 hours.
- Throw out any unused formula left in a bottle after a feeding and rinse the bottle in cool water to remove formula. **Do not reuse** a bottle containing formula after the baby has fed from it. The mixture of formula with baby’s saliva promotes the growth of disease-causing germs.
- Clean and sanitize bottles and their parts before reusing them as described...

Remember, please inform Ms. Taylor if and when you have an infant that is receiving breast milk.



Special Events!

The Atkinson Early Head Start staff enjoy planning special activities for the children around their themes. When the class was learning about “food” the children planned a very special event -- a tea party!! Children wore their Sunday best and sat down at a specially decorated table to enjoy juice and snacks. Parents were invited to enjoy this special time with their children. What better way to learn about “barns” than being able to play in one. During the theme of “shelter” staff brought in a tent for the children. “Children learn best during active play and enjoying their learning experiences,” stated Lead Teacher, Gloria Jackson.



Children enjoyed dressing up for their “tea party.” Patience Rutledge (left) experiences that shelter comes in all kinds of forms. Right: Madison Almaonci peaks out of the barn staff created for the children.



Show Me The Money!



Shante Griffin and Leanna Crosby are all smiles as they share the news of receiving their \$1,200 FIRST Incentive.

“You are not here merely to make a living. You are here to enable the world to live more amply, with greater vision, and with a finer spirit of hope and achievement. You are here to enrich the world. You impoverish yourself if you forget this errand.”

---Woodrow Wilson

Leanna Crosby and Shante Griffin are both \$1,200 richer! They both signed up for the Bright from the Start: Department of Early Care & Learning FIRST Program that gave them the incentive for getting their First Early Childhood Educational (ECE) credential. “The program allows for any early childhood provider, that works in a licensed center, to receive these monies if they receive their first ECE credential between September 1, 2009 and July 1, 2011,” explains Bonnie Gaskins, CSI Child Development Services Director. CSI has had six staff members who have received the FIRST incentive with payments totaling \$7,200.00.

Both ladies work at the Atkinson County Head Start/Early Head Start Center. Leanna Crosby is a teacher in the Early Head Start program. She began working as a sub in 2005 and moved to a teacher when the Early Head Start program began in March, 2010. Ms. Crosby earned her Technical Certificate of Credit: Child Development Specialist. “I was so excited to receive my check,” stated Ms. Crosby. “I brought it to work to show everyone what I did.”

Shante Griffin is a floater/bus monitor for the Head Start classrooms and earned her Early Childhood Education Diploma. She has been with the program since February, 2010. “Ms. Crosby told me how she returned to school to earn her credential in time for the FIRST incentive and she inspired me to do the same thing,” noted Ms. Griffin.

Ms. Crosby received her credential through Wiregrass Technical College and Ms. Griffin received her credentials through Okefenokee Technical College. Both are continuing their education at their respective schools and report how proud they are of their accomplishments.

“I am so proud of these ladies for continuing their education,” noted Ophelia Gaines, Executive Director. “We recognize the dedication of these staff members as they balance work, home life and school.”

Family Development Credential

A number of family advocate staff are currently attending the Family Development Credential (FDC) training program. The FDC is a strength based program that teaches front line family workers to empower their families while working with skill and heart. Staff attend 90 hours of interactive classroom instruction; 10-30 hours of individual advisement and skill practice; development of a portfolio; and take an FDC exam.

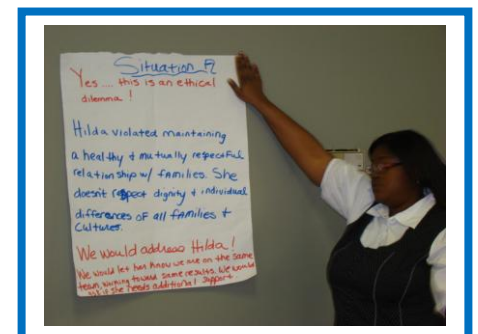
The program is sponsored by Temple University with Sheltering Arms being the lead agency in Georgia. CSI staff members and certified FDC instructors Carol Clarke and Joyce Mooney are conducting the training. The sessions are over a seven month period. They are being held at Grace Episcopal Church in Waycross who has donated the space for the training.

Staff currently attending the FDC training are: Jessica Bacon, Rollace Burton, Brittney Coleman, Jessica Crews, Ashli Davis, Lakeisha Edwards, Patricia Jordan, Tracy Lomax, Diane Moore and Jennifer O’Driscoll. Staff from Southwest Georgia Community Action Council are also attending, they are: Elizabeth Arrington, Teresa Bishop, Linda Harvey, Bertha Bruce and Rose Smith.

Portfolio advisors include: Gail Aldrich, Lykesa Bridges and Angela Carr, Letta Cox, Yolanda Daniels, Reba McCullar, Belinda Reynolds and Anita Young.



Above Brittney Coleman, Tracy Lomax and Patricia Jordan work on a small group project. Below is Lakeisha Edwards, as she presents an ethical dilemma for family service workers.



Resource Information

Insurance Change

CSI staff are reminded that their medical group coverage has changed for staff that are eligible and participate in the health insurance program. Any questions regarding the change should be directed to Human Services Director, Bryan Singleton. Claims should be sent to: EDI/ENVOY# 37272; Wells Fargo Third Party Administrators, Inc.; PO Box 71489; Newnan, GA 30271-1489. To Verify Benefits: 888-295-4864 or 770-683-1050. Pre-Certification: 800-385-3939
Pre-Certification Requirement: All admissions must be reported to Wells Fargo Third Party Administrators, at 1-800-385-3939. Emergency admissions must be reported within 48 hours. Failure to pre-certify will result in reduced benefits.

Personnel Policy & Procedures

CSI staff are reminded that the Personnel Policies are available on line. Your center manager has the directions and password to access the system.

Scholarship & Incentive Program

If you work in a DECAL licensed site and are receiving Scholarships or Incentives you MUST register with the Professional Development Registry to continue receiving the incentives/scholarships. Their web-site is: <http://dec.al.ga.gov>. Please feel free to contact Carol Clarke, Training Coordinator, should you have any questions.

All staff that are attending school are reminded that they are **REQUIRED** to provide documentation of what program/classes they are currently taking as well as copies of their quarter or semester course class grades to Carol Clarke, Training Coordinator.

Concerted Services, Inc. Mission:

To empower people to become self-sufficient by instilling hope through advocacy, partnerships, and services that promote economic and family stability.

Concerted Services, Inc. Vision:

Concerted Services, Inc. will become Southeast Georgia's leader in helping people achieve self sufficiency.



Concerted Services, Inc.
A Part of your Community at the
Heart of your Community

Ophelia K. Gaines, Executive Director
Bonnie Gaskins, Child Development Services Director
Editors: Letta Cox, Resource Specialist &
Carol Clarke, Training/Literacy Coordinator
P.O. Box 1965/2100 Riverside Avenue
Waycross, Georgia 31502
(912) 285-6083 or 1-800-477-8275

