FAMILY CHILD CARE PRE-SERVICE TRAINING REQUIREMENTS

An **Explore-FCC*** Practical Help Bulletin

What is included in this bulletin?

If you are exploring becoming a Family Child Care Learning Home (FCCLH), before you apply for a license, you will need to complete 10 hours of training in 5 preservice training topics. In this bulletin you will learn:

> **Why are there 5 preservice training areas?**
> **Why are ten hours required?**
> **Who is responsible that you take the right courses-you, the trainer, or DECAL?**
> **How do I find the training?**
> **Can training be broken into one (1) or two (2) hours for the topic area?**
> **Is there a charge for the training?**
> **Is there financial assistance to help with paying for training?**
> **Is pre-service training face to face or virtual?**
> **How far in advance can I take the training?**
> **Where can I see the list of the 5 competency topics and the ECE and ADM standards?**

Why are there 5 preservice training areas? Bright from the Start: Georgia Department of Early Care and Learning (DECAL) is "responsible for meeting the child care and early education needs of Georgia's children and their families." In an effort to ensure that Family Child Care Learning Home (FCCLH) providers understand their roles and responsibilities and are prepared to provide high quality early care and education to the children and families in their programs, DECAL developed a set of 5 Workforce Knowledge and Competency areas in which FCCLH providers should obtain training, prior to obtaining a license for care. In addition, there are also 9 Workforce Knowledge and Competency areas for Program Administrators /Educational Leaders, several of which are applicable to FCCLH providers, since there is a dual role of both administrator and teacher.

In developing requirements for Pre-Service Training for FCCLHs DECAL organized the training around 5 Topic Areas. They are: 1: Early Learning Standards and Developmentally Appropriate Practices, 2: Communication, 3: Professional and Leadership Development, 4: Business Management, and 5: Advocacy for the Parents, Children, and Staff in the Family Child Care Learning Home.

Topic Areas are then divided into standards related to Early Childhood Education (ECE) or Administration (ADM) and for each of these, there is a numbered statement of standards. For example, Topic Area 3 Communication lists 3 ECE standards and 1 ADM standard (for the complete list see Appendix).

Why are ten hours required? Each topic area identifies standards (a skill or knowledge that ideally, you should obtain to work effectively with children, parents, and the community and to manage your FCCLH). It is not possible to obtain these standards all at once. For example, in Competency Area 1: Early Learning Standards and Developmentally Appropriate Practices, there are 10 ECE standards. Instead of DECAL saying you must take preservice training on all ten standards, you have the option to choose which standard you would like to obtain your two hours of training in under this topic. After you receive your license, you will have opportunities to take training on additional standards.

To say it differently, DECAL determined that 2 hours of training in each of the 5 topics (10 hours total) is enough pre-service training to provide you with the foundational knowledge and skills necessary to begin your FCCLH. In addition, they gave you some freedom to choose which standards and which training you would like to start with. So, as you begin, you can decide which standards are most important to you and hopefully find a training session that most meets your interests or needs.

NOTE: While DECAL reviews training content to ensure that standards are met, titles of trainings are determined by the individual trainer and not DECAL. It is up to you to ensure that the training you are taking meets your needs. Carefully review the detailed description of the training to identify exactly which standards are addressed prior to registering.

Who is responsible for ensuring that you take the right courses- you, the trainer, or DECAL? It is your responsibility to make sure you complete at least2 hours of training in each of the five topic areas. Each topic area has several competencies listed to fulfill the area. It is up to the potential provider to know which competency standards the training address before registering for the training

How do I find the training? Training can be found on the Georgia Professional Development System website at https://gapds.decal.ga.gov/. Training opportunities are listed by title and each training description includes a statement of which competency standards will be met. Be sure to review the full description to ensure you're taking the correct competency standards. Some trainers have created courses or bundled courses called "FCCLH Pre-Service Training Course" – these courses are a minimum of 10 hours and contain at least 2 clock hours on each of the 5 topic areas and would be the simplest way for you to obtain these hours.

There are also training sessions listed on the six Georgia Child Care Resource & Referral (CCR&R) agencies' websites. A CCR&R offers ways for providers and potential providers to reach their training and professional needs and goals. To find

Child Care Resource and Referral Agencies, go to
www.decal.ga.gov/documents/attachments/FY19CCR&RContactInformation.pdf

Can training be broken into one (1) or two (2) hours for the topic area? Yes.
Within the topic area, each person will need two (2) hours of DECAL-approved training.
Example: Topic Area 1: Early Learning Standards and Developmentally Appropriate
Practices.

There could be an approved training entitled "Teaching Using the Environment;
Competency: ECE1:2" and the training hours are listed as two (2) hours. If you took that
course, you would fully meet the requirement for two (2) hours in topic area 1.
                                    OR
You could take two, one (1) hour courses and meet the requirement for two (2) hours in
Topic Area 1. For example, you could take **both** "Using the Classroom to Plan
Appropriate and Responsive Learning Experiences"; Competency: ECE1.2 for 1 (one)
training hour and "Using the GELDS"; Competency 5.2 for 1 (one) training hour. By
taking both one (1) hour trainings you meet the requirements of two (2) hours for Topic
Area 1.

Is there a charge for the training? Some trainers may charge for training but there are
several free training opportunities. Training can be done by public sectors such as
DECAL staff, Child Care Resource & Referral (CCR&R) staff, or by a private individual
trainer. The cost of the training varies from free to personal trainers combining the 10-
hour pre-service pieces in one package, and starting costs being around $75.00 or
more. It is up to you to find training that both meets your needs and your budget.

Is there financial assistance to help with paying for training? Unfortunately, under
normal circumstances, there are no funds available to pay for training. But if you live in
one of the United Way of Greater Atlanta's 13 counties and are enrolled in the PFCCAG
Explore-FCC project, there are some limited funds to reimburse your training costs.
Please see the "More About Us" section below.

Is pre-service training face to face or virtual? Training is delivered in a variety of
ways. There are options for face-to-face training, live scheduled virtual training,
prerecorded virtual training, and "work at your own pace" 24 hours a day virtual training.
A list of training sessions can be found on the GaPDS site.

How far in advance can I take the training? Pre-Service Training must be taken
within 12 months before submitting your Family Child Care Learning Home Applicant
Packet.

**Where can I see the list of the 5 Topic Areas and the associated list of ECE and
ADM standards?** The website is:
https://www.decal.ga.gov/documents/attachments/FCCLHFiveTrainingAreas.pdf

That is the source of the most current information. The list in the following Appendix is
current as of the time of this publication.

*More About Us-We Are Here to Help

The **Explore-FCC** project is available to provide coaching and other support to individuals in Greater Atlanta seeking to open a Family Child Care Learning Home (FCCLH). **Explore-FCC** serves the 13 counties greater Atlanta area with priority on zip codes with low or very low scores on Child Well-being measures established by United Way of Greater Atlanta. **Explore-FCC** helps individuals who are in the early stage of exploring family child care as a career, as well as those applying for a license to open an FCCLH home. The **Explore-FCC** project is operated by the Professional Family Child Care Alliance of Georgia (PFCCAG) and funded by United Way of Greater Atlanta and Joseph B. Whitehead Foundation. For more information and, to see if you qualify for one-on-one coaching, visit the "Start Your Business" section of the PFCCAG Website: https://www.pfccag.org/start.

We're here to be of service as you travel this journey of opening a Family Child Care Learning Home.

APPENDIX

Information gathered from:
Applicant's Guide to Licensing for Family Child Care Learning Homes: Bright from the Start:
Georgia Department of Early Care and Learning: Family Child Care Learning Home (ga.gov)
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❖ **Competency Topic Area 1: Early Learning Standards**
At least two (2) hours from the competency areas below is required

ECE 1.1: Using knowledge of young children's characteristics, cultural and linguistic
backgrounds, and their needs to plan appropriate and responsive learning
experiences
ECE 1.2: Using knowledge of the multiple influences on development and learning to create
inclusive and responsive learning environments
ECE 1.3: Using developmental knowledge to create healthy, respectful, supportive, and
stimulating learning environments and relationships
ECE 1.4: Creates emotionally and physically safe environments for children
ECE 5.1: Utilizing the GELDS as a framework for growth and development
ECE 5.2: Utilizing content knowledge in the GELDS Physical Development and Motor Skills
domain, selects, implements, and evaluates developmentally appropriate activities for
each and every child, taking into consideration cultural context, home language, and
individual needs
ECE 5.3: Utilizing content knowledge in the GELDS Social and Emotional Development domain,
selects, implements, and evaluates developmentally appropriate activities for each and
every child, taking into consideration cultural context, home language, and individual
needs
ECE 5.4: Utilizing content knowledge in the GELDS Approaches to Play and Learning domain,
selects, implements, and evaluates developmentally appropriate activities for each
and every child, taking into consideration cultural context, home language, and
individual needs
ECE 5.5: Utilizing content knowledge in the GELDS Communication, Language, and Literacy
domain, selects, implements, and evaluates developmentally appropriate activities for
each and every child, taking into consideration cultural context, home language, and
individual needs
ECE 5.6: Utilizing content knowledge in the GELDS Cognitive Processes and General
Knowledge domain, as well as all sub-domains, selects, implements, and evaluates
developmentally appropriate activities for each an

Competency Topic Area 2: Communication
At least two (2) hours from the competency areas below is required

ECE 2.1: Fostering family engagement in the child's educational experiences
ECE 2.2: Developing partnerships with families
ECE 2.3: Utilizing community resources
ECE 3.3: Sharing, reporting, and communicating assessment, observation, or
developmental screening data while maintaining supportive and respectful
family partnerships

ECE 4.1: Developing positive relationships with each and every child
ECE 4.3: Intentionally planning and preparing a learning environment that nurtures each and every child's initiative, encourages active exploration of materials, supports engagement with activities, and encourages interactions with others

Competency Topic Area 3: To market the program to parents and the community.
At least two (2) hours from the competency areas below is required

ECE 6.1: Engages in professional and ethical behavior
ECE 6.2: Demonstrating a commitment to ongoing professional learning
ECE 6.3: Building collaborative relationships
ADM 7:   To foster good community relations and to influence child care policy that affects the program

Competency Topic Area 4: Business Management
At least two (2) hours from the competency areas below is required

ADM 1: To develop and maintain an effective organization
ADM 5: To maintain and develop the facility and equipment
ADM 8: To practice responsible fiscal management

Competency Topic Area 5: Advocacy for the Parents, Children, and Staff in the Family Child Care Learning Home.
At least two (2) hours from the competency areas below is required

ECE 3.3: Sharing, reporting, and communicating assessment, observation, or developmental screening data while maintaining supportive and respectful family partnerships
ADM 7: To foster good community relations and to influence child care policy that affects the program