



Leading Change in Early Childhood Systems Georgia's RTT-ELC Context

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Bright from the Start: Georgia Department of Early Care and Learning
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Georgia Department of Early Care and Learning (DECAL)

- Administer:
 - Georgia's Pre-K
 - Child Care Licensing
 - Quality Rated (TQRIS)
 - Child Care Resource & Referral
 - Child Care Subsidy
 - Head Start State Collaboration Office
 - Professional Development Registry (PDR) & Training Registry
 - The Child & Adult Care Food Program (CACFP) and the Summer Food Service Program (SFSP)
- Key Grants:
 - State Advisory Council
 - Early Head Start Child Care Partnership
 - Race to the Top Early Learning Challenge

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Partners for RTT-ELC Implementation

- Existing collaborative relationships between state agency heads for governance
 - First Lady's Children's Cabinet
 - Alliance of Education Agency Heads
- Strengthened Public/Private partnerships to leverage philanthropic dollars
 - Quality Rated
- New state-to-local partnerships to support community driven innovation
 - Early Education Empowerment Zones

Process for RTT-ELC Implementation

- Built implementation teams to actively lead implementation efforts
 - Identified and convened Project Leads with ownership over program and budget outcomes
- Use data and feedback loops to drive decision-making and promote continuous improvement
 - Performance measures can serve as a way to concretely articulate the vision for the ECE system
- Established stakeholder feedback groups with defined roles
- Develop a sustainable implementation infrastructure that includes general and innovation specific capacity
 - Cultivated an innovation friendly organizational climate
 - Rededicated strong internal leaders who already had buy-in

Metz, A., Naoom, S.F., Halle, T., & Bartley, L. (2015). An integrated stage-based framework for implementation of early childhood programs and systems (OPRE Research Brief OPRE 2015 48). Washington, DC: Office of Planning, Research and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services.

Lessons Learned from RTT-ELC Implementation

- Iterative design is okay
- Build cross-agency relationships below the Commissioner level
- Coordinate and use all the TA streams available to help align initiatives
- Have and execute a communication strategy –internal and external