

New Early Childhood Learning Center and DHS Expansion: Human Resources

Ms. Adena Walker
Chief Human Resources Officer

Board Work Session
December 9, 2025





**Student
Success in All Areas**

**The CSD Student
Experience: Preparing to
Lead a Better World**



**Building and
Sustaining an Engaging
and Inclusive Culture**

**The CSD Cultural
Experience: Connections,
Culture, and Community (C3)**



**Cultivating and
Retaining High-Quality
Professionals**

**The CSD Staff Experience:
From Hire to Retire**



**Organizational
Effectiveness and
Excellence**

**The CSD Sustainable
Experience: Future Ready
Classrooms**

Principal Hiring Timeline



Early Childhood Learning Center Principal

- Vacancy posted
- Principal interviews scheduled
- January: final candidate named

18-Month Lead Time

- 40-hour Principal requirement
- Staffing
- Submit applications for state and local program requirements
- Oversight of PL requirement
- Community partnerships
- Build relationship with families
- Internal staff compliance expectations



Regulatory Agencies Staffing Requirements

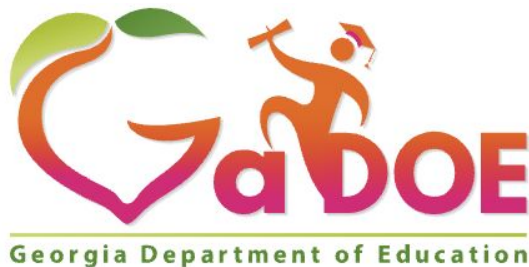


CSD Student:Teacher Ratios

Agency	Ratios
Child Care Services (Infants)	1:4 (8 Max)
Child Care Services (1–3)	1:6 (12 Max)
Bright From the Start (Pre-K)	1:10 (20 Max)
Lab School (CTAE)	1:25 (28 Max)



**Georgia Dept
of Early Care
and Learning**
BRIGHT FROM THE START



Early Childhood Classroom Financial and Staffing Impact



Personnel Costs

- Pre-K Teacher *(Year 15)*
 - \$72,280 (Salary Only)
 - \$44,912 (Benefits)
 - **\$117,192 (Total Compensation)**
- Pre-K Paraprofessional *(Year 12)*
 - \$36,514 (Salary Only)
 - \$34,340 (Benefits)
 - **\$70,854 (Total Compensation)**
- Childcare Provider (0-3) *(Year 12)*
 - \$41,701 (Salary Only)
 - \$35,873 (Benefits)
 - **\$77,574 (Total Compensation)**

Funding Sources

- Bright From the Start
- Local funding to subsidize
- Tuition



Scope and Sequence Professional Learning



Professional Learning Partnerships

- Rollins Center/Cox Campus
- Georgia Piedmont Technical College
- Atlanta Technical College

Continuing Education

- Annual 10-hour course requirement for all teachers provided through DECAL at no cost
- CPR/First Aid is mandatory for all staff
- Synchronous and asynchronous course offerings

Rollins Center
for Language & Literacy

COX Campus
www.coxcampus.org

A Program of the Atlanta Speech School



ATLANTA
TECHNICAL
COLLEGE



GEORGIA
PIEDMONT
TECHNICAL COLLEGE

Staffing and Relocation Process



Staffing Process

- Collaboration with HR for skills assessment
- Create internal application process to show interest and support an equitable transfer process
- Communication of the target dates for assigning Frasier employees to their designated Early Childhood Learning Center
- Manage internal transfer process for timely processing with HR and Finance

Internal Transfer Staff Application

Please complete the internal transfer application in order to be eligible to apply to open positions during the internal transfer process.

* Indicates required question

Last Name *

Your answer

First Name *

Your answer

Current Location *

Choose

Programming Timeline



Questions?

