



Georgia Division of Family and
Children Services

Prevention and Community Support Section

Safe Children. Strengthened Families. Stronger Communities.

Statement of Need (SoN) FY 19

Child Abuse and Neglect Prevention

Georgia Home Visiting Program

SoN Release Date: March 6, 2018

SoN Webinar: March 20, 2018

Deadline for Application Submission: **April 20, 2018; 5:00 p.m.**

Return by U.S. Mail or Commercial Carrier: Georgia Division of Family and Children Services
2 Peachtree Street NW, 26th Floor
Suite 26-262
Atlanta, GA 30303

NO HAND DELIVERIES:

Contact: Lindsey Dale
Prevention and Community Support
Program Specialist
Phone: (404) 463-0252
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Georgia Division of Family and Children Services - Prevention and Community
Support
Child Abuse and Neglect Prevention Program
Georgia Home Visiting Program

1. OVERVIEW

1a. Introduction

The Georgia Division of Family and Children Services' (DFCS) mission is to strengthen Georgia by providing individuals and families access to services that promote self-sufficiency, independence and protect Georgia's vulnerable children.

1b. Prevention and Community Support Section

The Prevention and Community Support Section (PCS) of Georgia DFCS works in partnership with community-based organizations committed to reducing the incidence of child abuse and neglect by implementing evidence-based prevention and early intervention techniques to ensure positive outcomes for children and families.

State and federal funding provides families throughout Georgia services such as parent support programs, parent training, screening and identification tools, training opportunities, high-quality home visitation and primary and secondary child maltreatment prevention that helps local communities promote the overall health and well-being of Georgia's children, youth and families. PCS is committed to supporting quality child abuse and neglect prevention and family support programs throughout the state.

PCS staff will be available to assist you if you have questions in completing this application for contract funding. Please see the ***technical assistance contact list on page 17*** of this Statement of Need (SoN). In addition, please use the following link to register for the Child Abuse and Neglect Prevention (CANP) Georgia Home Visiting Program FY 19 SoN Informational Webinar scheduled for March 20, 2018 at 1:00 pm:

<https://attendee.gotowebinar.com/register/3454012813774493187>

1c. Child Abuse and Neglect Prevention Programs, Services and Supports

Child Abuse and Neglect Prevention - Overall Goals for this Statement of Need:

- Strengthening parenting competencies and promoting strong parent/caregiver child attachment and interaction.
- Increasing knowledge of parenting and child development that help parents and caregivers develop a realistic understanding of their child's capabilities and behaviors and implement strategies for effective parenting that builds strong healthy relationships.

- Providing access to resources that connect parents and caregivers with services and information to meet their specific needs.
- Strengthening families by increasing protective factors in children and parents and reducing risk factors.

In partnership with the Georgia Department of Public Health, this SoN is specifically designed for programs to implement the Georgia Home Visiting Program (GHV), which includes providing home visiting services to expectant parents and families with children from birth to age 5 and providing screening and family support services through First Steps Georgia.

1d. Georgia Home Visiting Program

The mission of the Georgia Home Visiting Program (GHV), sponsored by the Georgia Department of Public Health, is to provide wide-ranging support services for families and children to ensure that families have the information and support they need to provide a great start in life.

GHV is an overall effort to ensure that Georgia's families and communities can meet the needs of expectant parents and children birth to age five and their families. The system is designed to create a community culture of care, encouragement, and support for all families before and after the birth of a child.

A major service strategy in the system is evidence-based home visiting services for families needing support in providing safe, nurturing, and healthy environments for their children.

By providing communities a framework for creating a coordinated system for reaching out to all new and expectant families, and offering needed supports and services, GHV has the potential to significantly improve the well-being of Georgia's children and families.

- For more information, please visit the Georgia Home Visiting Program website: <https://www.greatstartgeorgia.org/>.

Additional information:

1. This SoN is for implementation for expectant parents and families with children from birth to age 5.
2. Applicant will implement an evidence-based home visiting model as their major service strategy and will choose to implement Healthy Families or Parents as Teachers.
3. Applicant will also implement the First Steps Georgia component, a universal support for all expectant parents and for all families with children ages birth to five. First Steps provides screening, parent education materials, a community resource guide, and linkage to community services. **See Annex A for an overview of First Steps Georgia.**

Applications will only be considered for the effective Evidence-Based Home Visiting program models listed below:

- **Healthy Families America (See Annex B)**

Healthy Families America (HFA) proven outcomes include reducing child maltreatment, improving maternal and child health, improving parent-child interactions, promoting children's school readiness, decreasing domestic violence, increasing family economic self-sufficiency and linking families to resources. Home visits begin prenatally or within the first three months after a child's birth and continue until children are between 3 and 5 years old. Visits are offered at least weekly until children are 6 months old, with the possibility for less frequent visits thereafter. The focus of HFA services is on expectant and new parents to build strong communities, thriving families and children that are healthy, safe and nurtured. Many HFA sites offer planned group activities that provide opportunities for positive parent-child interaction, peer support and parent leadership.

— For additional information:

- <http://homvee.acf.hhs.gov/Model/1/Healthy-Families-America--HFA-sup-sup-/10/1>
- <http://www.healthyfamiliesamerica.org/>

- **Parents as Teachers (See Annex C)**

The goal of Parents as Teachers (PAT) is to provide parents with child development knowledge and parenting support and to provide early detection of developmental delays and health issues, prevent child abuse and neglect, and increase children's school readiness. The PAT model includes one-on-one home visits, monthly group meetings, developmental screenings, and a resource network for families. Parent Educators conduct the home visits using structured visit plans and guided planning tools. Local sites offer at least 24 hour-long home visits annually to higher-need families. PAT serves families for at least two years between pregnancy and kindergarten entry.

— For additional information:

- <http://homvee.acf.hhs.gov/Model/1/Parents-as-Teachers--PAT-sup-sup-/16/1>
- <http://www.parentsasteachers.org/>

Programs must address child abuse and neglect prevention. Priority will be given to programs providing Primary Prevention services (no abuse has occurred) and Secondary Prevention services (risk factors make abuse a concern, but abuse has not already occurred, and families are unknown to child protective services). Programs may not serve families with open Child Protective Services cases.

- It is required that all applicants contact the state coordinator for the evidence-based home visiting model that they propose to implement:

Healthy Families
Paige Ferrell

Healthy Families Georgia State Coordinator
Georgia Home Visiting Program
Center for Family Research, University of Georgia
(706) 201-4919
paigef@uga.edu

Parents as Teachers
Sara Jane Blackman
Georgia Parents as Teachers State Coordinator
Georgia Home Visiting Program
Center for Family Research, University of Georgia
706-202-3273
blackman@uga.edu

- It is also required that applicants contact Kate Teague, the state coordinator for First Steps:

Kate Teague
Georgia Home Visiting Community Outreach Coordinator
kate.teague@uga.edu
(706) 206-5868

2. Statement of Need (SoN) Criteria

2a. Eligible Applicants

An eligible applicant must meet **all** the following criteria:

- Be a public government entity or 501(c)(3) non-profit organization;
- Serve as the fiscal agent for the contract and the point of contact to PCS or provide a Memorandum of Understanding (MOU) with fiscal agent; and
- Be responsible, liable, and oversee all post-award reporting requirements.

2b. Contract Award Amounts

Each applicant is eligible to apply for a maximum of \$150,000 for the initial 12-month award period with a possibility of additional continuation funding.

2c. Contract Award Period

The contract award period will cover a 12-month period, from October 1, 2018 through September 30, 2019. Sites must continue FSG service delivery activities for the full contract period. All service delivery activities must begin within 90 days of the start date of the contract award.

2d. Continuation Funding

A continuation application is required annually and is funded for one-year periods with a possibility of renewal each year for 2 years, conditional on availability of PCS funds through state appropriations and federal contract awards.

Agencies are expected to seek other sources of funding to support their services on a long-term basis. The contracting of funds in one year is not a commitment to continue assistance in the future and does not guarantee future funding. Continuation funding is contingent upon organizational capacity, performance history, contractual compliance, and availability of funds.

Continuation funding will be conditional on contractors' ability to exhibit professional management of contract funds and exhibit compliance with PCS administrative and performance requirements.

2e. Strategic Results Framework

PCS Outcome Measures for CANP Georgia Home Visiting Program

Applicants must adhere to the following outcome measures, with a target population of expectant parents and families with children from birth to age 5. Annual implementation and evaluation reports will be required throughout the contract implementation period.

Outcome Indicator	Performance Levels
Diagnostic Developmental Screen utilizing Ages and Stages Questionnaire (ASQ) and ASQ-SE	After having been appropriately screened with the ASQ following the prescribed intervals, at least 75% of target children whose scores are below the cutoff in any domain will be referred for further evaluation to an appropriate service provider. After having been appropriately screened with the ASQ-SE following the prescribed intervals, at least 75% of target children whose scores are above the cutoff in any domain will be referred for further evaluation to an appropriate service provider.
Child Maltreatment	At least 97% of target children will remain free from child abuse and neglect (e.g., have no substantiated cases of child abuse or neglect).
Local Collaboration	At minimum, at least one (1) new cumulative Memorandum of Understanding (MOU) will be developed with a partner organization.
Participant Numbers	A percentage of families required to be served in Home Visiting and First Steps.

- In addition to the Outcome Measures listed above, applicants will also be required to track data for all Georgia Home Visiting performance measures as outlined in **Annex D – Performance Measures**.

NOTE: Implementing programs will use the Georgia Home Visiting Program data system(s) and will follow reports in that system.

3. APPLICATION SUBMISSION INSTRUCTIONS

3a. Number of Copies

Submit **Original Application and four (4) Copies:** Application Face Sheet signed in blue ink, Program Application Narrative, Budget Worksheet and application attachments with all signature pages signed in blue ink, four (4) additional copies, and one (1) electronic copy.

Electronic Submission: The electronic copy shall be submitted on compact disc (CD) or thumb drive which will serve as the electronic submission. The electronic copy includes the Program Application Narrative in Microsoft Word format; the Budget Worksheet in Microsoft Excel format; and the Application Face Sheet and all attachments in PDF format. PCS will not accept emailed copies.

Bind the original application and copies with binder clips. The narrative portion of the application must follow the format in Section 4 – Application Narrative beginning on page 10 of this SoN. The application must be submitted in the order of the checklist provided on page 10 of this SoN.

3b. Submission Date

Applications must be postmarked By U.S. Postal Service or common carrier **on or before April 20, 2018** and must include the original signature (in blue ink) of the executive officer of the fiscal agent/applicant on the application face sheet.

Applications postmarked after that date will be classified as late and will not be considered for funding. Applicants are cautioned to request a legibly dated United States Postal Service postmark or receipt, or to obtain a legibly dated receipt from a commercial carrier.

PCS will not accept hand delivered, office-metered postmarks, faxed, or emailed applications.

Georgia Division of Family and Children Services
ATTN: CANP Georgia Home Visiting Program
2 Peachtree Street, NW, 26th Floor, Suite 26-262
Atlanta, Georgia 30303

Applicants will not receive verification from PCS regarding receipt of the application package. We ask that you do not call the office to verify receipt. Applicants wishing to verify receipt are encouraged to use a return receipt service provided by the post office or other commercial carriers.

3c. Disqualification Factors

Any application received after the April 20, 2018 deadline will be regarded as late and will not be considered for funding. It is the responsibility of the applicant to ensure the application is received by the specific deadline.

Disqualification factors for application submissions includes ANY of the following:

- Applicant is not a public government entity or 501(c)(3) non-profit organization.
- Applicant has not been in existence for at least 24 months.
- Submission fails to include the original signature of the executive officer of the fiscal agent (applicant) on the application face sheet (in blue ink).
- Submission fails to include the application program narrative, Budget, and application attachments.
- Failure to include electronic version with attachments in the correct format; narrative in Word format, Budget in Excel format, face sheet and required forms in PDF format.
- Failure to provide appropriate number of copies and format requested.
- Application lacks original signatures, where requested.

3d. Application Formatting Instructions

- Number every page submitted as part of your application
- Use type that is 12-point font size and one-inch margins
- The application narrative should be typed on white paper that is 8 ½ x 11 inches
- Include a footer with the fiscal agent's name and page number
- Adhere to page limits for the application narrative
- Applications should not be stapled or bound; use binder clips
- PCS requires that applicants restate and number each application narrative question, followed by the response

3e. Application Order

Use the table below to ensure that all requested information is included in your application in the correct order.

Required Application Order	Maximum Page Limit (where applicable)	Applicant Checklist (Y/N)
1. Application Face Sheet (Form A) signed in blue ink		
2. Application Narrative		
A. Application Summary	1	
B. Administration	1	
C. Target Population	1	
D. Methods and Procedures	7	
E. Continuation Plan/Sustainability	1	
3. Budget Workbook (Form B)		
4. Required Forms signed in blue ink		
5. Fiscal Agent Financial Statements (A-1)		
6. Legal Agreement with Fiscal Agent (if different from applicant) (A-2)		
7. Job Descriptions for Contract-Funded Positions (A-3)		

4. APPLICATION NARRATIVE

The following information provides a description of necessary components to be contained in the narrative portion of your application. Limit the narrative to eleven (11) pages and use the outline format described in this section. The narrative is a detailed statement of the work to be undertaken and answers *who, what, when, where, why, and how* statements of the contract application. PCS requires that applicants restate and number each question followed by the response.

4a. Application Summary (1 page)

Please provide a clear and concise summary of the major points from the body of the application, including:

1. Name of evidence-based home visiting model being implemented in FY 2019.
2. Total number of families projected to be served by home visiting in FY 2019.
3. Total number of families projected to receive First Steps Georgia services in FY 2019.
4. PCS requires all applicants to state how they will incorporate at least one of the five Strengthening Families Protective Factors into their work. (See Attachment A-4 Protective Factors Core Meanings and visit <http://strengtheningfamiliesga.net/about-sfg/> for more

information) Please describe how your GHV program services will increase, at minimum, one of the Five Protective Factors for families.

4b. Administration (1 page)

1. Name the implementing agency. Provide a brief description of the implementing agency. Name the applicant and fiscal agents, if these agencies are different from the implementing agency.
2. List the agency's qualifications and experience with managing contracts.
3. Does the fiscal agent have the ability to maintain a quarterly cash flow?

4c. Target Population (1 page)

The target population is the group of participants that the services in a program are intended and designed for. Applicants must serve families with children from birth to age 5.

Provide a detailed description of the clearly defined target population to be served in the contract period, including the following:

1. Target geographic location (e.g. county, neighborhood). *Include specific information about how the target population was selected.*
2. Target group/age range
3. How many individuals will be served during the contract award period?
Please break down by the following categories: children, mothers, fathers, total families and other caregivers.

4d. Methods and Procedures (7 pages)

1. First Steps Georgia

a. Identification and Referral

i. Community Outreach:

1. Identify the community partner(s) that will provide access to families to provide FSG services.
2. Describe how this access will be provided.
3. Has confirmation been received from the partner(s) listed above of intent to participate as described?

ii. Community Collaboration:

1. Indicate the names of the community agencies with which your FSG fiscal agent plans to establish a MOU to support provision of FSG services.
2. Indicate the names of the agencies with which your agency plans to establish a clear point of contact to support provision of FSG services.

- b. Screening
 - i. Specify the method for screening families.
 - ii. Specify the location(s) in your community where FSG screens will be completed.
 - iii. Identify other potential locations for the three points of entry into your FSG services: 1) Expectant Mother; 2) Newborn; and 3) Young Child 0-5.
 - iv. Where available, describe the plan for ensuring ongoing communication between the FSG Coordinator and evidence-based home visiting program(s).
 - c. Parent Education
 - i. Describe how FSG educational materials and the community resource guide will be provided to families in your community.
 - ii. Describe the process for internal review of FSG educational materials and community resource guide and timeframe(s) for review.
 - d. Linkage
 - i. Describe plan for linking families to relevant community resources and services.
 - ii. List other services available within your organization to which FSG families may be referred.
- 2. Evidence-Based Home Visiting (EBHV) Programs
 - a. Specify the criteria for entry of families into the EBHV model being used in the community.
 - b. Describe the approach/processes/procedures that will be used to support implementation with fidelity to the chosen EBHV model.
 - c. Describe/list components of the home visiting model and resources in the community that support EBHV participant achievement for each of the following benchmarks: Improved Maternal and Child Health; Reduction in Child Injuries and Maltreatment; Improvement in School Readiness; Reduction in Domestic Violence; Improvement in Family Economic Self-Sufficiency; Coordination of Referrals for Other Resources and Supports.
- 3. Coordinated Care
 - a. Describe the plan for coordination of services between the home visiting program(s) and other service providers in the community in FY 2019, including any opportunities for regular sharing of information between agencies and method(s) to be used to confirm follow through of referrals.
- 4. Staffing

- a. Describe the primary roles and responsibilities for each contract-funded position. *Also include a job description for each position discussed (Attachment A-3).*
- b. Explain the plan for orientation and training of contract-funded staff.

4e. Continuation Plan/Sustainability (1 page)

Describe the program's sustainability plan that will provide for services and supports to continue and even expand without funding from PCS. *Provide information about sustainability resources that are in hand, firmly committed, or to be raised.*

1. List the current funding sources and funding amounts for the organization.
2. Provide a description of the applicant's ability to maintain adequate cash flow for the program (for a minimum of 45 days) during the entire funding period.
3. Describe fundraising plans (efforts) and estimated financial results planned through the end of the contract period.
4. List contract applications the program will submit through the end of the contract period. Please include the date, funding source, amount and how the funds would be spent toward the program.

5. BUDGET WORKBOOK

5a. Fiscal Agent Responsibilities

All applicant agencies receiving PCS funds should have an annual agency budget that derives at least 25% of its income from other federal, state, local or private funds, exclusive of PCS awards.

The applicant agency must be able to provide an adequate accounting system that should meet the following criteria as outlined below:

1. Accounting records provide information needed to identify each contract awarded (State, Federal, Local Government, and Private) to applicant by identifying the receipt of funds for each contract and the expenditure of funds for each contract award.
2. Entries in accounting records refer to subsidiary records and/or documentation which support the entry and can be readily located.
3. The accounting system provides accurate and current financial reporting information.
4. The accounting system integrates with an adequate system of internal controls to safeguard the funds and assets covered, check the accuracy and reliability of accounting data, promote operational efficiency, and encourage adherence to prescribed management policies.

Prevention and Community Support reserves the right to fund requests completely or partially depending upon total funds available and application review.

5b. Budget Workbook Instructions

Complete the attached Budget Workbook (Form B) in Excel format.

- Total contract **not exceeding \$150,000.**
- Indirect costs (administrative and infrastructure cost) **not exceeding 10% of total budget amount.** All costs must be justified in the budget narrative. Examples:
 - Pro-rated share for administrative assistance, executive administrative oversight, accounting
 - Day-to-day administrative costs related to direct service activity.
 - General operating supplies and materials.
 - Pro-rated share of office rental, utilities, telecommunications, and equipment

The Budget Workbook is an Excel workbook that contains a Budget Proposal Summary worksheet, Budget Narrative worksheet, and for reference the following are included: Allowed Cost worksheet and Un-Allowed Cost worksheet.

Complete Budget Proposal Summary worksheet. See worksheet 1 of workbook. The worksheet is a summary of cost by budget category and provides for description and justification of cost in relation to program activities.

Complete Budget Narrative worksheet. See worksheet 2 of workbook. The worksheet should provide clarity of expenses requested by budget category. For example, request for “Speaker Contracts” should describe the purpose, who is the speaker, what event is happening, and justification of cost and value added to program activities.

Allowable and Unallowable Costs: A list of allowable and unallowable costs is provided in the Budget Workbook. Examples of allowable expenses are defined under the budget categories.

1. Submit Budget Workbook with the application as Form B and submit in Excel format via flash drive.

6. APPLICATION ATTACHMENTS

The applicant is required to comply with the following as described in the SoN attachments.

Form A: Application Face Sheet: Signed by executive officer of the applicant agency and fiscal agent, if different from applicant.

Form B: Budget Workbook: Submitted in Microsoft Excel format.

Forms, Assurances, and Certifications: To certify intent to comply with all of the following, the chief executive officer of the fiscal agent must review, complete, sign in blue ink, and submit all of the following forms applicable to the fiscal agent:

1. Background Check Documentation
2. Tax Compliance Form
3. Security Immigration and Compliance Contractor Affidavit (non-profits only)
4. Certificate of Liability Insurance- Para 129 Form (non-profits only)
5. Corporate Resolution (non-profits only)
6. Vendor Management Form
7. W-9 Form

A-1: Fiscal Agent's Financial Statements: Fiscal agent must maintain compliance and eligibility to receive state funds by complying with audit of OMB Circular A-133 "Audits of States, Local Governments, and Non-Profit Institution" and requirements of O.C.G.A. 36-18-7.

Reference: <http://www.audits.ga.gov/NALGAD/nonProfitDivision.html>

Reference: https://www.audits.state.ga.us/nalgad/Audit_law_OCGA_36-81-7_effective_2004.pdf

Applicants shall submit the following:

Local Unit of Government Applicant:

Must attach to the contract application an audit from the most recently concluded fiscal year in accordance with OMB Circular A-133.

Non-Profit Applicant:

Must attach to the contract application its financial statements from most recently concluded fiscal year:

- Audit from most recently concluded fiscal year in accordance with OMB Circular A-133 "Audits of States, Local Governments, and Non-Profit Institution and requirements of O.C.G.A. 36-81-7.
- Or, if the non-profit applicant is not required to have an audit, attach to the application the following: 1) balance sheet from the most recently concluded fiscal year showing assets and liabilities, and 2) statement of financial activity from the most recently concluded fiscal year showing revenue and expenditures.

A-2: *Note: If fiscal agent is different from applicant, please provide: Legal Agreement with Fiscal Agent: Legally binding MOU between applicant agency and its fiscal agency specifying the relationship between the parties and work flow and responsibilities between the parties.

A-3: Include a job description for each contract-funded position described in the Methods and Procedures section of the Application Narrative.

A-4: Use the **Protective Factors Core Meaning** attachment to answer the Protective Factors

question of the narrative, question 4 under section 4a. Application Summary.

7. SELECTION AND CONTRACT AWARD PROCESS

PCS will review all applications received by the declared deadline to ensure all necessary worksheets and documentation are completed and included in submitted applications. The application review committee will not review incomplete applications, and PCS will not permit applicants to add information to their application after submission unless clarification or additional information is requested by PCS.

PCS will forward all eligible applications to the application review committee who will review, score and rank the applications.

Award notifications will be sent via U.S. mail and/or email. Applicants awarded funding will begin October 1, 2018 and end September 30, 2019. Communication via telephone, email, and/or fax regarding award notices is prohibited before official notification by PCS.

7a. Contract Award Agreement

PCS will offer a 12-month agreement to selected applicants that will define performance standards, process and quantitative outcomes, and an approved Budget. Contract payments will be based on the agreed upon services completed by the contractor each period.

PCS reserves the right to make changes to the proposed Budget Worksheet at the time of the contract award and will communicate any changes to the fiscal agent. PCS may negotiate all or part of any proposed budget after award of the contract agreement if funding, or program requirements so dictate.

7b. Contract Award Management Training

If an applicant is awarded a contract, it is mandatory to participate in PCS contract award management training as requested. The initial training may include Contract Reporting Training and GHV Data Management System(s) training. The trainings will take place in a central location, at the contractor's site and/or online via webinar. The timing of the trainings will be determined at a later date.

PCS will also offer several post-award training opportunities and technical assistance activities. Individual technical assistance and other supportive training activities will also be conducted for contractors.

7c. Evaluation and Reporting Requirements

PCS requires that contractors comply with and fully participate in the following components of reporting, performance and evaluation:

Reporting in Data Management System(s): By the end of each quarter, the contractor will ensure that service and participant data are reported through the prescribed online data management and reporting system(s). The contractor will be responsible and liable for reviewing all data entered into the online data management system(s) for completeness, accuracy, and compliance with PCS reporting requirements.

8. TECHNICAL ASSISTANCE

PCS asks that applicants direct all questions to the program contact below. Questions will be permitted until the date of the application submission deadline. Applicants are strongly encouraged to pose all questions as early as possible in the SoN process.

PROGRAM QUESTIONS:

Lindsey Dale
Program Specialist
Prevention and Community Support
Lindsey.Dale@dhs.ga.gov
(404) 232-1609

FINANCIAL/ADMINISTRATIVE QUESTIONS:

Regina Mobley
Budget Officer
Prevention and Community Support
Regina.Mobley@dhs.ga.gov
(404) 657-9391

Attachment A-1

Georgia Division of Family and Children Services - Prevention and Community Support
Section

Fiscal Agent Financial Statements

Attachment A-2 *Note: only if fiscal agent is different from applicant

**Georgia Division of Family and Children Services - Prevention and Community Support
Section**

Legal Agreement with Fiscal Agent

Attachment A-3

Georgia Division of Family and Children Services - Prevention and Community Support Section

Job Descriptions
