



Bright from the Start Georgia Department of Early Care and Learning
2 Martin Luther King Jr. Drive SE, 670 East Tower
Atlanta, GA 30334

Phone: (404) 657-5562 WWW.DECAL.GA.GOV

Date: 3/22/2018 **VisitType:** Complaint Closure from visit on 01/24/2018 **Arrival:** 8:25 AM **Departure:** 12:30 PM

CCLC-1456

Childcare Network #119

3009 West Point Road LaGrange, GA 30240 Troup County
 (706) 882-2025 cni119@childcarenetwork.com

Regional Consultant

Bridget Johnson

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bridget.johnson@decal.ga.gov

Mailing Address

Same

Quality Rated: ★ ★ ★

Compliance Zone Designation			Compliance Zone Designation - A summary measure of a program's 12 month monitoring history, as it pertains to child care health and safety rules. The three compliance zones are good standing, support, and deficient. Good Standing - Program is demonstrating an acceptable level of performance in meeting the rules. Support - Program performance is demonstrating a need for improvement in meeting rules. Deficient - Program is not demonstrating an acceptable level of performance in meeting the rules.
03/22/2018	Complaint Closure	Support	
03/15/2018	Complaint Investigation & Monitoring Visit	Good Standing	
03/01/2018	Incident Investigation & Follow Up	Good Standing	


Comments

Advisement of Potential for Repeated Rule Violations during Pending Investigations

This report shall serve as official notice of potential rule violations. These potential rule violations have been detailed in this report and discussed with you by the consultant. The department shall conduct a thorough investigation to determine if in fact the alleged rule violation(s) should or should not be substantiated. Please be aware that the investigation may take some time to be finalized to ensure fairness and accuracy. During this investigation period, any violations of an identical rule or rules will require the department to treat any and all substantiated rule violations identified in the investigation as repeated rule violation(s).

Further, from time to time the department discovers additional rule violations during the course of an investigation. If there are new rule violation(s), your consultant shall inform you of the violation(s) as soon as possible. However, as stated above, any violations of identical rule(s) will require the department to treat any and all additional rule violations identified in the investigation as repeated rule violations.

All rule violations found in relation to a complaint or incident investigation will be associated with the date the investigation was closed.



Reminder: All employees of child care programs must be fingerprinted before **January 1, 2017**. For instructions and to submit records check applications online, please visit www.decalkoala.com. You are encouraged not to wait and to complete the process as soon as possible.

O.C.G.A. Section 42.1.12(i)(2) requires Bright from the Start: Georgia Department of Early Care and Learning to notify licensed child care programs on accessing and retrieving from the Georgia Bureau of Investigation's (GBI) website a list of the names and addresses of all registered sexual offenders. Please see GBI's website located at <http://gbi.georgia.gov> to access the Georgia Sex Offender Registry.

Refutation Process:

You have the right to refute any of the citations noted in this report with which you disagree. To refute a citation(s), e-mail the following information to CCSRefutations@decals.ga.gov.

- 1) Facility name, license number and visit date
- 2) Your name, title/relationship to the facility, e-mail address & up to two phone number(s) where you can be reached
- 3) Specific rule number(s) that you are refuting, along with your concerns or questions regarding the rule citation

Refutations must be submitted to Child Care Services (CCS) within 10 business days of the completion date.

A sample form for submitting a refutation can be found at: <http://decals.ga.gov/ChildCareServices/RefutationInformation.aspx>

Your refutation will be forwarded to the appropriate CCS manager, who will follow up with you about your concerns. If you have any questions about this process, contact our office at 404-657-5562.

Bright from the Start recommends that all licensed child care providers carry liability insurance coverage sufficient to protect its clients. If you do not have this liability insurance, you are required to post a notice with ½ inch letters in a conspicuous location in the program, notify the parent or guardian of each child in care in writing, obtain their signature to acknowledge receipt and maintain this written acknowledgment on file at the program at all times while the child attends the program and for 12 months after the child's last date of attendance. (O.C.G.A. Section 20-1A-4)

I have read and understand the Rules and Regulations for Group Day Care Homes, 290-1-1. I acknowledge that the items noted in this report have been discussed with me and I have agreed to a Plan of Improvement (POI) as indicated in this report. I understand that correction of these deficiencies, while required, will not necessarily prevent DECAL from taking adverse action against this facility. I understand that if I disagree with any of the deficiencies cited, I have the right to refute them on this report or any other form that I choose to send to Child Care Services.

Kimberly Bartlett, Program Official

Date

Bridget Johnson, Consultant

Date



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Summary Report

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The following information is associated with a Complaint Closure:

Activities and Equipment

591-1-1-.03 Activities**Not Met****Finding Associated with Complaint**

591-1-1-.03(1) requires the Center to provide a daily planned program of varied and developmentally appropriate activities to promote social, emotional, physical, cognitive, language and literacy growth. Center Staff shall use a variety of teaching methods to accommodate the needs of the children's different learning styles. It was determined based on an investigation that staff members do not follow the posted schedules that are in the classrooms and are not made to follow them.

POI (Plan of Improvement)

The Center will plan a program that includes a variety of developmentally appropriate activities that are provided daily, train Staff to use various teaching methods, and monitor both.

Correction Deadline: 3/22/2018

Policies and Procedures

591-1-1-.29 Required Reporting**Not Met****Finding Associated with Complaint**

591-1-1-.29(1) requires the Director or designated person-in-charge to report or cause to be reported suspected incidents of child abuse, neglect or deprivation to the to the local County Department of Family and Children Services in accordance with state law. It was determined based on an investigation that the center Director was made aware of an alleged incident in which a teacher roughly grabbed a child and pulled them to the ground resulting in bruises to the child's arm and failed to report the incident to the local Department of Family and Children Services.

POI (Plan of Improvement)

The Center will develop a procedure so everyone knows how and when to report incidents of suspected child abuse, neglect or deprivation to the County Department of Family and Children Services and will follow-up to make sure they are reported as required.

Correction Deadline: 3/22/2018

591-1-1-.11 Discipline(CR)**Not Met****Finding Associated with Complaint**

591-1-1-.11(2) requires that Personnel not: physically or sexually abuse a child or engage or permit others to engage in sexually overt conduct in the presence of any child enrolled in the Center; inflict corporal/physical punishment upon a child; shake, jerk, pinch or handle a child roughly; verbally abuse or humiliate a child which includes, but is not limited to, the use of threats, profanity or belittling remarks about a child or his family; isolate a child in a dark room, closet or unsupervised area; use mechanical or physical restraints or devices to discipline children; use medication to discipline or control children's behavior without written medical authorization issued by a licensed professional and given with the parent's written consent; restrict unreasonably a child from going to the bathroom; punish toileting accidents; force-feed a child or withhold feeding a child regularly scheduled meals and/or snacks; force or withhold naps; allow children to discipline or humiliate other children; or confine a child for disciplinary purposes to a swing, highchair, infant carrier, walker or jump seat. It was determined based on an investigation that a child was inappropriately disciplined when a staff member grabbed a one-year-old child roughly by the arm and jerked them to the ground when redirecting the child. The child sustained bruises to the left arm as a result of the inappropriate discipline. Professional medical attention was not obtained.

POI (Plan of Improvement)

The Center will take immediate action to ensure the action/conduct has ceased; train/review appropriate child guidance techniques with center staff; and have a system in place to monitor and identify inappropriate actions.

Correction Deadline: 3/22/2018**591-1-1-.24 Personnel Records****Not Met****Finding Associated with Complaint**

591-1-1-.24(1) requires the center to maintain a personnel file on the Director, all Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance, and other Support Staff for the duration of the term of employment plus one calendar year, and it shall contain the following: identifying information to include: name, date of birth, social security number, current address and current telephone number; employment history; as applicable to the position held: evidence of education and qualifying work experience; evidence of all training required by these rules which shall include: title of training, date of training, trainer's signature, location of training and number of clock hours obtained; a statement completed by the staff member that the information provided is true and accurate; any other records required by these rules; and as applicable to the position held, evidence of required orientation including date and signature of person providing the orientation. It was determined based on an investigation that the facility did not have a complete personnel file for a staff member who was no longer employed at the facility as of December 8, 2017. The center Director was only able to supply the employee's phone number, documentation of orientation form, and a copy of the employee's satisfactory background check.

POI (Plan of Improvement)

The Center will secure required information for all Personnel. The Center will ensure that complete information is in the personnel file for all Directors, Employees, Provisional Employees, Personnel, Staff, Students-in-Training, Volunteers, Clerical, Housekeeping, Maintenance and other Support Staff.

Correction Deadline: 3/5/2018

Finding Associated with Complaint

591-1-1-.31(2)(b)2. requires teachers and lead caregivers to meet minimum academic requirements and qualifying experience at the time of employment. It was determined based on an investigation that staff members are allowed to work in the classroom as lead teachers without having the required education credential allowing them to do so.

POI (Plan of Improvement)

A teacher/lead caregiver will be hired that meets the minimum academic requirements and qualifying work experience.

Correction Deadline: 3/22/2018

Staffing and Supervision

Finding Associated with Complaint

591-1-1-.32(2) requires the Center maintain Staff:child ratios in mixed-age groups based on the age of the youngest group of children that includes more than twenty percent of the total number of children in the mixed-age group. It was determined based on an investigation that two staff members cared for 24 children at 4:15 p.m. on December 6, 2017, when an alleged incident occurred at the facility. Attendance sheets revealed there were three one-year-olds, seven two-year-olds, two three-year-olds, two Pre-K children, six Head Start children, and four afterschool children being cared for by the two staff members.

POI (Plan of Improvement)

The Center will provide adequate staff when there is a mixed-age group.

Correction Deadline: 3/5/2018

Finding Associated with Complaint

591-1-1-.32(4) requires that children under three years old be housed in separate physical areas from older children and cannot be mixed with older children except at specified times and circumstances. It was determined based on an investigation that 24 children ranging from one-year-old to school-age were housed in the same classroom on December 6, 2017, prior to the last hour of the day.

POI (Plan of Improvement)

The Center will maintain separation of these children under three years old.

Correction Deadline: 3/5/2018