



**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:** 5/18/2017    **VisitType:** Licensing Study    **Arrival:** 2:00 PM    **Departure:** 4:05 PM

**CCLC-37645**

**Men About Change**

3805 Napier Avenue Macon, GA 31204 Bibb County  
 (478) 305-7552 hardnock31204@hotmail.com

**Regional Consultant**

Sondra Paster

Phone: (478) 314-5803

Fax: (478) 314-5811

sondra.paster@dec.al.ga.gov

**Mailing Address**

Same

<b>Compliance Zone Designation</b>			<b>Compliance Zone Designation</b> - 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.
05/18/2017	Licensing Study	Good Standing	
10/19/2016	Monitoring Visit	Good Standing	
05/17/2016	Licensing Study	Good Standing	

  

<b>Good Standing</b>	- Program is demonstrating an acceptable level of performance in meeting the rules.
<b>Support</b>	- Program performance is demonstrating a need for improvement in meeting rules.
<b>Deficient</b>	- Program is not demonstrating an acceptable level of performance in meeting the rules.

**Ratios/License Capacity**

Building	Room	Age Group	Staff	Children	NC/C	Max 35 SF.	35 SF. Comp.	Max 25 SF.	25 SF. Comp.	Notes
Main	Room A	Six Year Olds and Over	2	20	C	38	C	NA	NA	Snack, Supper
Main	Room B (cafeteria)	Six Year Olds and Over	2	10	C	21	C	NA	NA	Supper, Snack
Main	Room C		0	0	C	15	C	NA	NA	
Main	Room D		0	0	C	9	C	NA	NA	
Main	Room E		0	0	C	5	C	NA	NA	
Main	Room F		0	0	C	5	C	NA	NA	
Main	Room G		0	0	C	10	C	NA	NA	
Total Capacity @35 sq. ft.: 87						Total Capacity @25 sq. ft.: 0		Building capacity limited by Playground Limitations		

Total # Children this Date: 30    Total Capacity @35 sq. ft.: 87    Total Capacity @25 sq. ft.: 0

Building	Playground	Playground Occupancy	Playground Compliance
Main	playground	29	C

**Comments**

Plan of Improvement: Developed This Date 05/18/2017

Any rule violation which subjects a child to injury or life-threatening situation or any rule violations previously cited but not corrected, may result in the imposition of an adverse enforcement action. Serious or continued noncompliance may also jeopardize participation in one or more DECAL program(s).



**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](http://www.decalkoala.com). You are encouraged not to wait and to complete the process as soon as possible.



**Sign up Today!**

[www.qualityrated.decga.gov](http://www.qualityrated.decga.gov)

Any Licensed Program Eligible to Participate

**Free** Approved Training

**Free** Technical Assistance

Eligible for \$1,000 Materials Mini Grant

1, 2, 3 Star Rated Programs Receive Bonus Packages

Great Marketing Tool

Raises the Bar in Child Care

For More Information:

Email: [QualityRated@decga.gov](mailto:QualityRated@decga.gov) or Call: 855-800-7747

O.C.G.A. Section 42.1.12(j)(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@decga.gov](mailto:CCSRefutations@decga.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://decga.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)

Erwin Clowers, Program Official

Date

Sondra Paster, Consultant

Date



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

### Findings Report

**Date:** 5/18/2017    **VisitType:** Licensing Study    **Arrival:** 2:00 PM    **Departure:** 4:05 PM

**CCLC-37645**

**Men About Change**

3805 Napier Avenue Macon, GA 31204 Bibb County  
(478) 305-7552 hardnock31204@hotmail.com

**Mailing Address**  
Same

**Regional Consultant**

Sondra Paster  
Phone: (478) 314-5803  
Fax: (478) 314-5811  
sondra.paster@dec.al.ga.gov

The following information is associated with a Licensing Study:

### Activities and Equipment

**591-1-1-.12 Equipment & Toys(CR)** **Met**

**Comment**

Observed-Variety Throughout Center

**591-1-1-.35 Swimming Pools & Water-related Activities(CR)** **Met**

**Comment**

Swimming Provided off Site

**Correction Deadline: 10/19/2016**

**Corrected on 5/18/2017**

.35(3) - The director stated that swim test will be completed if any swimming field trips occur. The center had not taken any field trips involving swimming.

### Children's Records

**591-1-1-.08 Children's Records** **Met**

**Comment**

Observed-Records Complete/Well Organized

**591-1-1-.23 Parental Authorization** **Met**

**Comment**

Parent Authorizations Obtained/Completed

### Facility

---

**591-1-1-.06 Bathrooms** **Met**

**Comment**

Observation-Clean and Well Maintained

---

**591-1-1-.25 Physical Plant - Safe Environment(CR)** **Met**

**Comment**

Observation-Center Clean/Well Maintained

---

**591-1-1-.26 Playgrounds(CR)** **Met**

**Comment**

Observation-Clean/Good Repair

---

**Food Service**

---

**591-1-1-.15 Food Service & Nutrition** **Met**

**Comment**

Menu Meets USDA Guidelines

---

**591-1-1-.18 Kitchen Operations** **Met**

**Comment**

Kitchen Appears Clean/Well Organized

---

**Health and Hygiene**

---

**591-1-1-.10 Diapering Areas & Practices(CR)** **N/A**

**Comment**

The center does not provide care to children that require diapering.

---

**591-1-1-.17 Hygiene(CR)** **Met**

**Comment**

Observed-Staff Remind Children Wash Hand

---

**591-1-1-.20 Medications(CR)** **N/A**

**Comment**

The assistant director stated that medication is not given at the center.

---

**Policies and Procedures**

---

**591-1-1-.21 Operational Policies & Procedures** **Technical Assistance**

**Technical Assistance**

The consultant discussed the new emergency plan requirements with the assistant director on this date. The consultant emailed the center a copy of the sample emergency plan from the Bright from the Start website ([www.decal.ga.gov](http://www.decal.ga.gov)) which reflects the required changes.

**Correction Deadline: 5/23/2017**

---

**Safety**

---

**591-1-1-.05 Animals** **N/A**

**Comment**

No Animals Kept

---

**591-1-1-.11 Discipline(CR)****Met****Comment**Observed-Discussion/Redirection

---

**591-1-1-.13 Field Trips(CR)****N/A****Comment**No Field Trips at This Time

---

**591-1-1-.36 Transportation(CR)****Not Met****Finding**

591-1-1-.36(3)(a-c) requires the Director and each Staff person responsible for or who participates in the transportation of children to meet the following requirements: (a) complete two (2) clock hours of transportation training on or before June 30, 2015 and at least every two years thereafter. (b) Effective July 1, 2015, the Director and each Staff person who will be responsible for or participate in the transportation of children shall have completed two (2) clock hours of transportation training prior to assuming any duties related to the transportation of children and at least every two years thereafter. (c) Any transportation training completed should be state approved or state accepted training. It was determined based on observation that the director and another driver was observed to be without the two hour transportation training.

**POI (Plan of Improvement)**

The center will ensure that the director, center staff, and any person responsible for the transportation of children has completed the required transportation training.

**Correction Deadline: 5/28/2017****Finding**

591-1-1-.36(4)(a) requires an annual safety check for each vehicle. The annual safety check, completed by a trained individual, should include a check of the: tires, headlights, horn, taillights, turn signals, brake lights, brakes, suspension, exhaust system, steering, windows, windshields and windshield wipers. A copy of the annual safety check will be kept in the Center or on the vehicle and should include evidence of any repairs and/or replacements that were identified as needed on the inspection report. It was determined based on observation that the Center had an unsatisfactory annual vehicle safety inspection on file dated May 8, 2017. The inspection included deficiencies with tires, brakes and turn signals.

**POI (Plan of Improvement)**

The center will obtain the annual vehicle inspection.

**Correction Deadline: 5/23/2017****Finding**

591-1-1-.36(5)(b) requires either the driver or another Staff person present on the vehicle to have current evidence of cardiopulmonary resuscitation (CPR) and first aid. It was determined based on observation that the one of two center drivers was observed to be without updated CPR/First Aid certification on this date.

**POI (Plan of Improvement)**

The center will ensure that a person is present on the vehicle with current CPR and first aid training as required.

**Correction Deadline: 5/28/2017****Correction Deadline: 10/20/2016****Corrected on 5/18/2017**

.36(7)(c)2. - The consultant observed transportation checklist to be completed as required on this date.

**Correction Deadline: 10/20/2016****Corrected on 5/18/2017**

.36(7)(d) - The consultant observed transportation checklist to be completed on this date.

## Sleeping & Resting Equipment

591-1-1-.30 Safe Sleeping and Resting Requirements(CR)

N/A

**Comment**

The center does not provide care to infants.

## Staff Records

**Records Reviewed: 11**

**Records with Missing/Incomplete Components: 7**

Staff # 2	Not Met
Date of Hire: 12/26/2014	
<u>"Missing/Incomplete Components"</u>	
.09-Criminal Records Check Missing	
Staff # 4	Not Met
Date of Hire: 11/20/2015	
<u>"Missing/Incomplete Components"</u>	
.09-Criminal Records Check Missing	
Staff # 5	Not Met
Date of Hire: 12/01/2015	
<u>"Missing/Incomplete Components"</u>	
.33(3)-1st Yr. Training - 10 hrs.	
Staff # 6	Not Met
Date of Hire: 12/12/2014	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.36(3)(a-c)-2 hrs. Transportation Training missing	
Staff # 7	Not Met
Date of Hire: 01/14/2016	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing,.36(3)(a-c)-2 hrs. Transportation Training missing,.33(3)(b)-1st Yr. Training 2 Hrs. (Abuse) Missing,.33(3)(a)-1st Yr. Training 4 Hrs. Missing	
Staff # 8	Not Met
Date of Hire: 01/26/2015	
<u>"Missing/Incomplete Components"</u>	
.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 9	Not Met
<u>"Missing/Incomplete Components"</u>	
.33(3)-1st Yr. Training - 10 hrs.	

---

**591-1-1-.09 Criminal Records Check(CR)****Not Met****Finding**

591-1-1-.09(1)(e) requires every Employee hired before January 1, 2014 have either a satisfactory Preliminary Records Check Determination or a satisfactory Fingerprint Records Check Determination on file and requires that Employees hired before January 1, 2014 that have only a satisfactory Preliminary Records Check Determination on file to obtain a Fingerprint Records Check Determination before January 1, 2017. It was determined based on observation that two staff were observed to be without a fingerprint clearances by January 1, 2017 on this date.

**POI (Plan of Improvement)**

The Center will ensure that every employee hired before January 1, 2014 has a satisfactory preliminary determination or satisfactory fingerprint determination on file and will have a plan to ensure that these employees obtain a Fingerprint Records Check Determination before January 1, 2017.

**Correction Deadline: 5/18/2017**

---

**591-1-1-.14 First Aid & CPR****Met****Comment**

Observed-50% Certified First Aid & CPR

---

**591-1-1-.33 Staff Training****Not Met****Comment**

Health/Safety training reminder

**Finding**

591-1-1-.33(3)(a)-(b) requires that training required in the first year of employment include at least four clock hours in any of the following: a) disease control, cleanliness, basic hygiene, illness detection, illness disposition and childhood injury control and b) two clock hours in identifying, reporting, and meeting the needs of abused, neglected or deprived children. It was determined based on observation that one staff hired January 26, 2016 and another staff hired on January 8, 2016 were observed to be without the first year six hours of specified training.

**POI (Plan of Improvement)**

The center will plan and schedule training and follow up to ensure that direct care staff complete the required hours of training in the required subjects.

**Correction Deadline: 6/17/2017****Finding**

591-1-1-.33(5) requires ten clock hours of annual training for supervisory and caregiver Staff, except for independent contractors, Students-in-Training and volunteers, in the subjects of early childhood education, child development or subjects related to the position. It was determined based on observation that the director and another staff were observed to be without 10 hours training for 2016.

**POI (Plan of Improvement)**

The center will plan and schedule the required 10 hours of ongoing training each year and follow up to ensure the training is completed.

**Correction Deadline: 6/17/2017**

---

<b>Staffing and Supervision</b>
---------------------------------

---

**591-1-1-.32 Staff:Child Ratios and Group Size(CR)****Met****Comment**

Observed-Appropriate Staff:Child Ratios

---

**591-1-1-.32 Supervision(CR)****Met****Comment**

Observed-Adequate Supervision