



**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:** 8/9/2017      **VisitType:** Licensing Study      **Arrival:** 9:10 AM      **Departure:** 1:55 PM

**CCLC-35243**

**Cross Roads Christian School of Paulding**

8492 Hiram Acworth Hwy. Dallas, GA 30132 Paulding County  
 (678) 574-8680 crcschool@att.net

**Regional Consultant**

Morgan Stahl  
 Phone: (770) 357-7042  
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**Mailing Address**

8492 Hiram Acworth Hwy. Suite 105  
 Dallas, GA 30157

<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.  <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.
08/09/2017	Licensing Study	Good Standing	
01/20/2017	Monitoring Visit	Good Standing	
10/21/2016	Licensing Study	Good Standing	

**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	A	Four Year Olds	1	6	C	12	C	NA	NA	Circle Time
Main	Afterschool		0	0	C	24	C	NA	NA	Not In Use
Main	B	Three Year Olds	1	5	C	12	C	NA	NA	Circle Time
Main	C	Two Year Olds	1	8	C	13	C	NA	NA	Circle Time
Main	D		0	0	C	10	C	NA	NA	Not In Use
Main	E	Infants and One Year Olds	1	3	C	8	C	NA	NA	Floor Play, Diapering
Total Capacity @35 sq. ft.: 63					Total Capacity @25 sq. ft.: 0		Building capacity limited by Playground Limitations			
Total # Children this Date: 22			Total Capacity @35 sq. ft.: 63			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	A- All Ages	21	C

**Comments**

Plan of Improvement: Developed This Date 08/09/2017

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.



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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@dec.ga.gov](mailto:CCSRefutations@dec.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://dec.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)

Rebecca Phelan, Program Official

Date

Morgan Stahl, Consultant

Date



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### Findings Report

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The following information is associated with a Licensing Study:

### Activities and Equipment

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

**Met**

**Comment**

591-1-1-.12(4) - Securing equipment discussed with center Director.

**Correction Deadline: 8/9/2017**

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

**Met**

**Comment**

No Swimming Activities Provided

### Children's Records

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

**Met**

**Comment**

Children's records requirements discussed with center director.

**Correction Deadline: 8/9/2017**

### Facility

**591-1-1-.19 License Capacity(CR)**

**Met**

**Comment**

Licensed Capacity Routinely Met

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

**Met**

**Correction Deadline: 1/20/2017**

Corrected on 8/9/2017

.25(13) - Correction of previous citation observed, please continue to monitor.

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

Technical Assistance

**Comment**

Discussed-Fluff/Redistribute Surface.

**Technical Assistance**

Please secure the border around the bottom of the fence.

**Correction Deadline: 8/9/2017**

**Food Service**

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

Technical Assistance

**Technical Assistance**

USDA guidelines for milk discussed.

**Health and Hygiene**

591-1-1-.10 Diapering Areas & Practices(CR)

Met

**Comment**

Observed-Proper Diapering

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

Met

**Comment**

Observed-Staff Remind Children Wash Hand

591-1-1-.20 Medications(CR)

Met

**Comment**

Discussed-Documentation/Procedures. An allergy action plan was provided on this date.

**Organization**

591-1-1-.16 Governing Body & License

Met

**Comment**

2017 license observed.

**Correction Deadline: 8/9/2017**

**Policies and Procedures**

591-1-1-.27 Posted Notices

Met

**Comment**

Reminder-Signs Posted/Up to Date

**Safety**

591-1-1-.11 Discipline(CR)

Met

**Comment**

Observed-Discussion/Redirection

**Technical Assistance**

591-1-1-.13(2) - Please ensure parents are dating along with their signature on field trip permission forms.

**Correction Deadline: 8/9/2017**

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

Observed-Complete Documentation

**Finding**

591-1-1-.36(3)(a-b) requires any Center that provides any type of transportation to obtain two (2) hours of state-approved or state-accepted transportation training, biannually, for the Director and for each person responsible for or who participates in the transportation of children. The training shall include, but is not limited to, a review of the transportation rules, a review of approved transportation forms and procedures, and instruction on the usage and completion of the forms and procedures. This training may be counted as part of the annual training requirements for Staff. It was determined based on review of records that the director and one additional employee responsible for transportation did not have current transportation training on file.

**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: 8/19/2017**

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<b>Sleeping &amp; Resting Equipment</b>
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**591-1-1-.30 Safe Sleeping and Resting Requirements(CR)****Not Met****Finding**

591-1-1-.30(1)(a) requires a crib that is safety approved in compliance with Consumer Product Safety Commission (CPSC) and American Society of Testing and Materials International (ASTM) safety standards be provided for each infant. It was determined based on observation that the center did not have documentation that one crib was in compliance with CPSC and ASTM standards. The consultant observed the crib to not be in use and located in an area not used for care.

**POI (Plan of Improvement)**

The Center will provide a crib that is safety approved in compliance with CPSC and ASTM safety standards for each infant.

**Correction Deadline: 8/19/2017**

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<b>Staff Records</b>
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**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 review of records that one employees hired before January 1, 2014 did not complete fingerprinting requirements by January 1, 2017.

**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. A one day letter was left at the facility on this date.

**Correction Deadline: 8/9/2017**

**Recited on 8/9/2017**

**Correction Deadline: 1/20/2017**

**Corrected on 8/9/2017**

**.09(1)(h) - Correction of previous citation observed.**

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

**Not Met**

**Comment**

Observed-50% Certified First Aid & CPR

**Comment**

Please replace expired antibacterial ointment in the center and vehicle first aid kits.

**Finding**

591-1-1-.14(2) requires a Staff member who is trained in CPR and first aid to be on the premises and on any field trip whenever any child is present, In addition, Staff who provide direct care to children must satisfactorily obtain certification in first aid and CPR by December 29, 2016 if employed prior to September 30, 2016 and within 90 days of their hire date if employed after September 30, 2016. It was determined based on review of records that one employee hired after September 30, 2016, did not obtain certification in first aid and CPR within 90 days of employment.

**POI (Plan of Improvement)**

The Center will develop a schedule to ensure there is always a staff person with current first aid and CPR training present and will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and CPR training by the specified date.

**Correction Deadline: 9/8/2017**

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**591-1-1-.33 Staff Training**

**Not Met**

**Finding**

591-1-1-.33(3) requires each staff member with direct care responsibilities to complete health and safety training at the time of employment that will count toward required annual training: Staff employed prior to September 30, 2016 will complete the training by December 29, 2016 and Staff employed after September 30, 2016 will complete the health and safety training within the first 90 days of employment. It was determined based on review of records that five employees hired prior to September 30, 2016 did not complete health and safety training by December 29, 2016. Further, one employee hired after September 30, 2016, did not complete health and safety training within 90 days of employment.

**POI (Plan of Improvement)**

The Center will develop and implement a plan to schedule and track this training for all employees based on their hire dates.

**Correction Deadline: 9/8/2017**

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**591-1-1-.31 Staff(CR)**

**Met**

**Comment**

Lead staff education requirements discussed.

**Comment**

The consultant observed staff to follow all applicable laws.

**Correction Deadline: 8/9/2017**

**Staffing and Supervision**

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

**Met**

**Comment**

Observed-Appropriate Staff:Child Ratios

**Comment**

Observed-Adequate Supervision