



**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:** 7/23/2019    **VisitType:** Monitoring Visit    **Arrival:** 12:00 PM    **Departure:** 2:45 PM

**CCLC-1584**

**Akers Academy (Cumming)**

124 N. Corners Parkway Cumming, GA 30040 Forsyth County  
 (770) 888-4788 frankakers@akersacademy.com

**Regional Consultant**

Mandi Sloan

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mandi.sloan@dec.al.gov

**Mailing Address**

Same

**Quality Rated:** ★ ★

| <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.<br><br><b>Good Standing</b> - Program is demonstrating an acceptable level of performance in meeting the rules.<br><b>Support</b> - Program performance is demonstrating a need for improvement in meeting rules.<br><b>Deficient</b> - Program is not demonstrating an acceptable level of performance in meeting the rules. |
|------------------------------------|------------------|---------------|--|
| 07/23/2019                         | Monitoring Visit | Good Standing |  |
| 01/28/2019                         | Licensing Study  | Good Standing |  |
| 08/28/2018                         | Monitoring Visit | 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                            | 1L        | Five Year Olds and Six Year Olds and Over            | 1                               | 9        | C    | 33                              | C            | 47         | C            | Lunch                          |
| Main                            | 1L Center | Six Year Olds and Over                               | 2                               | 6        | C    | 20                              | C            | 29         | C            | Transitioning, Field Trip      |
| Main                            | 1R        | Infants and One Year Olds                            | 3                               | 8        | C    | 22                              | C            | NA         | NA           | Feeding, Floor Play, Diapering |
| Main                            | 2L Back   | One Year Olds and Three Year Olds and Four Year Olds | 2                               | 12       | C    | 26                              | C            | NA         | NA           | Nap                            |
| Main                            | 2L Front  | Four Year Olds                                       | 1                               | 11       | C    | 22                              | C            | NA         | NA           | Nap                            |
| Main                            | 2R        | One Year Olds and Two Year Olds                      | 2                               | 4        | C    | 22                              | C            | NA         | NA           | Nap                            |
| Main                            | 3R        | Two Year Olds  | 2                               | 9        | C    | 26                              | C            | NA         | NA           | Nap                            |
| Total Capacity @35 sq. ft.: 171 |           |  |                                 |          |      | Total Capacity @25 sq. ft.: 194 |              |            |              |                                |
| Total # Children this Date: 59  |           |  | Total Capacity @35 sq. ft.: 171 |          |      | Total Capacity @25 sq. ft.: 194 |              |            |              |                                |

| Building | Playground       | Playground Occupancy | Playground Compliance |
|----------|------------------|----------------------|-----------------------|
| Main     | LF Side Rear     | 175                  | C                     |
| Main     | Playground RT FT | 25                   | C                     |

**Comments**

The purpose of today's visit is to conduct a Monitoring Visit.

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).



Please refer to the website, <http://www.dec.state.ga.us/CCS/Regulations.aspx>, for information regarding October 1, 2018 rule changes about Criminal Records Checks that may affect your facility. In summary,

- New records checks will be required to be completed if a staff member experiences a six month break in service from the child care industry
- New clearance is required at least once every five years
- Any staff member solely responsible for supervising children will be required to have completed a comprehensive background clearance
- All staff members are required to have completed at least a national fingerprint based clearance check
- Any staff member with only the national fingerprint based clearance, must be under constant and direct supervision of a staff member with a satisfactory comprehensive records check clearance
- Facilities are required to use DECAL KOALA for Criminal Records Checks, including to verify portability of an employee

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.

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#### 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.state.ga.us](mailto:CCSRefutations@dec.state.ga.us).

- 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.state.ga.us/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.

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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)



#### Important New Deadlines:

Your program must be Quality Rated by December 31, 2020 in order to continue to receive Childcare and Parent Services (CAPS).

Get started today! Sign up by completing a short online application: <https://qualityrated.dec.state.ga.us/>  
Request free technical assistance to help you earn your star rating by contacting the Quality Rated help desk at 855-800-7747 or [qualityrated@dec.state.ga.us](mailto:qualityrated@dec.state.ga.us)

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Frank Akers, Program Official

Date

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Mandi Sloan, Consultant

Date



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### Findings Report

**Date:** 7/23/2019 **VisitType:** Monitoring Visit **Arrival:** 12:00 PM **Departure:** 2:45 PM

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The following information is associated with a Monitoring Visit:

### Activities and Equipment

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

**Comment**

A variety of equipment and toys were observed throughout the center.

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

**Comment**

Center does not provide swimming activities.

### Facility

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

**Comment**

Licensed capacity observed to be routinely met by center.

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

**Correction Deadline: 1/28/2019**

**Corrected on 7/23/2019**

**.25(3) - Citation is corrected on this date as the torn screens have been removed from exterior windows.**

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

**Correction Deadline: 1/28/2019**

**Corrected on 7/23/2019**

**.26(4) - Previous citation is corrected on this date as no wires were observed on the playground fence.**

**Correction Deadline: 1/28/2019**

**Corrected on 7/23/2019**

**.26(9) - Previous citation is corrected on this date as peeling paint was not observed on the play structures.**

## Health and Hygiene

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

Met

#### Comment

Staff state proper knowledge of diapering procedures.

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

Met

#### Comment

Staff stated proper knowledge of hand washing procedures.

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

Met

#### Comment

Documentation for medication dispensing observed complete.

## Safety

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

Met

#### Comment

Age-appropriate discussion and/or redirection observed.

### 591-1-1-.36 Transportation(CR)

Met

#### Comment

Complete documentation of transportation observed.

## Sleeping & Resting Equipment

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

Met

#### Comment

Pleasant naptime environment observed.

## Staff Records

Records Reviewed: 15

Records with Missing/Incomplete Components: 1

|                          |     |
|--------------------------|-----|
| Staff # 1                | Met |
| Staff # 2                | Met |
| Staff # 3                | Met |
| Staff # 4                | Met |
| Staff # 5                | Met |
| Staff # 6                | Met |
| Date of Hire: 07/18/2019 |     |
| Staff # 7                | Met |
| Staff # 8                | Met |

**Records Reviewed: 15**

**Records with Missing/Incomplete Components: 1**

|                          |         |
|--------------------------|---------|
| Staff # 9                | Met     |
| Staff # 10               | Met     |
| Staff # 11               | Met     |
| Staff # 12               | Met     |
| Staff # 13               | Met     |
| Staff # 14               | Met     |
| Staff # 15               | Not Met |
| Date of Hire: 03/13/2019 |         |

"Missing/Incomplete Components"

.33(3)-Health & Safety Certificate

**Staff Credentials Reviewed: 6**

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**591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)** **Met**

**Comment**

Criminal record checks were observed to be complete.

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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 two of 26 employees past their first 90 days of employment did not possess the required health and safety training.

**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: 8/22/2019**

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

**Comment**

Staff observed to be compliant with applicable laws and regulations.

**Staffing and Supervision**

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

**Comment**

Discussed combining children of mixed ages. Consultant observed parental permission for one, two-year-old child who was housed with nine, three-year-old children and one, four-year-old child.

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

**Comment**

Staff observed to provide direct supervision and be attentive to children's needs.

