



**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: 6/4/2021 **VisitType:** Licensing Study **Arrival:** 8:00 AM **Departure:** 10:00 AM

CCLC-16953

Reflections Learning Academy

4330 Ridge Road Douglasville, GA 30134 Paulding County
(770) 942-8736 katrina078@aol.com

Regional Consultant

Jennifer Bailey

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Mailing Address

3510 West Stewarts Mill Rd.
Douglasville, GA 30135

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.
06/04/2021	Licensing Study	Good Standing	
11/24/2020	Monitoring Visit	Good Standing	
09/17/2020	Complaint Closure	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
K-Bldg.2	Clubhouse	Six Year Olds and Over	1	21	C	27	C	37	C	Centers
			Total Capacity @35 sq. ft.: 27			Total Capacity @25 sq. ft.: 226				
Main	J- Toucans	Five Year Olds	1	17	C	22	C	31	C	Free Play,Nap
Main	A- Bumblebees	Infants	1	5	C	17	C	NA	NA	Floor Play
Main	B- Butterflies	Infants	1	6	C	18	C	NA	NA	Nap,Floor Play
Main	C- Grasshoppers	One Year Olds	2	7	C	17	C	NA	NA	Nap,Diapering
Main	D- Tigers	Two Year Olds	2	11	C	24	C	NA	NA	Nap
Main	E- Frogs	Three Year Olds	1	11	C	22	C	NA	NA	Nap
Main	F- Polar Bears		0	0	C	21	C	30	C	Not In Use
Main	G- Chameleons	Four Year Olds	1	9	C	21	C	30	C	Nap
Main	H- Ladybugs		0	0	C	16	C	22	C	Not In Use
Main	I- Caterpillars	Three Year Olds and Four Year Olds	1	8	C	21	C	29	C	Nap
			Total Capacity @35 sq. ft.: 199			Total Capacity @25 sq. ft.: 226				
Total # Children this Date: 95			Total Capacity @35 sq. ft.: 226			Total Capacity @25 sq. ft.: 226				


Building	Playground	Playground Occupancy	Playground Compliance
Main	2 yrs. - 4 yrs.	32	C
Main	5 yrs. - 12yrs.	224	C
Main	Inf. - 2 yrs.	29	C

Comments

An Administrative Review was conducted on June 4, 2021. Staff files, children's files, training, and background checks were all reviewed. A virtual inspection was conducted on June 15, 2021 with the Director. An in-person visit was not conducted due to the COVID-19 pandemic. Compliance with the Executive Order issued on May 28, 2021, was reviewed during the virtual inspection.

Plan of Improvement: No Plan Developed

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).

	<p>Please refer to the website, http://www.dec.al.ga.gov/CCS/RulesAndRegulations.aspx, for information regarding October 1, 2018 rule changes about Criminal Records Checks that may affect your facility. In summary,</p> <ul style="list-style-type: none">• 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
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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@dec.al.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.al.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)



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.decal.ga.gov/>
Request free technical assistance to help you earn your star rating by contacting the Quality Rated help desk at 855-800-7747 or qualityrated@decal.ga.gov

Rachel Perez, Program Official

Date

Jennifer Bailey, 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

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

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

N/A

Comment

Center does not provide swimming activities.

Children's Records

Records Reviewed: 5

Records with Missing/Incomplete Components: 0

Child # 1	Met
Child # 2	Met
Child # 3	Met
Child # 4	Met
Child # 5	Met

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

Met

Comment

Records were observed to be complete and well organized.

Facility

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

Comment

Bathrooms observed to be clean and well maintained.

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**

Comment

Center appears clean and well maintained.

Comment

Please be mindful to keep items that pose a hazard inaccessible to children.

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

Comment

Playground observed to be clean and in good repair.

Food Service

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

Comment

Discussed new revision to restricted food rule which states: Foods that are associated with young children's choking incidents, such as, but not limited to, peanuts, hot dogs, raw carrots, popcorn, fish with bones, cheese cubes, grapes and any other food that is of similar shape and size of the trachea/windpipe shall not be served to the children less than four (4) years of age. Children older than four (4) years of age may be served these foods provided that the foods are cut in such a way as to minimize choking.

Comment

Discussed revision to the written feeding plans for children under the age of 1 years old. Age-appropriate solid foods (including cereal) shall not be given to infants or children less than one (1) year of age until recommended as developmentally appropriate by the child's primary care physician and indicated in writing by the Parent(s). As soon as the feeding plan indicates that a child is ready for solid foods, the child shall be fed from individual spoons and individual containers or dishes. A child shall not be fed directly from the original baby food container if the contents are to be fed to the child at more than one (1) meal or to more than one (1) child.

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

Comment

Kitchen appears clean and well organized.

Health and Hygiene

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

Comment

Proper diapering procedures observed.

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

Comment

Proper hand washing observed throughout the center.

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

Comment

Documentation for medication dispensing observed complete.

Policies and Procedures

591-1-1-.21 Operational Policies & Procedures

Met

Comment

Program observed complete emergency drills

Safety

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

Met

Comment

A Virtual Visit was conducted due to the COVID-19 pandemic. Discipline was not directly observed during the virtual walk through. Regulations regarding proper discipline were discussed with the Director on this date who stated redirection is used.

591-1-1-.13 Field Trips(CR)

Not Evaluated

Comment

Center does not participate in field trips at this time.

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

Technical Assistance

Comment

A current/completed inspection was observed for three vehicles used in transporting children this date.

Technical Assistance

591-1-1-.36(7)(c)3. - Discussed ensuring that load/unload times and arrival departure times are documented appropriately.

Correction Deadline: 6/5/2021

Correction Deadline: 11/25/2020

Corrected on 6/4/2021

.36(7)(d)1. - Previous citation corrected on this date in that first checks were observed to be signed for and documented.

Correction Deadline: 11/24/2020

Corrected on 6/4/2021

.36(7)(d)2. - Previous citation corrected on this date in that second checks were observed to be signed for and documented.

Sleeping & Resting Equipment

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

Met

Comment

Pleasant naptime environment observed. Observed staff place infants on their backs in the crib.

Staff Records

Records Reviewed: 24

Records with Missing/Incomplete Components: 0

Staff # 1

Met

Date of Hire: 10/12/2020

Staff # 2

Met

Records Reviewed: 24**Records with Missing/Incomplete Components: 0**

Date of Hire: 06/01/2021

Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 3

Met

Date of Hire: 11/19/2020

Staff # 4

Met

Date of Hire: 06/03/2019

Staff # 5

Met

Date of Hire: 03/07/2021

Staff # 6

Met

Staff # 7

Met

Date of Hire: 04/26/2021

Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 8

Met

Date of Hire: 03/04/2019

Staff # 9

Met

Date of Hire: 05/03/2021

Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 10

Met

Date of Hire: 12/28/2020

Staff # 11

Met

Date of Hire: 03/04/2021

Staff # 12

Met

Date of Hire: 05/17/2010

Staff # 13

Met

Date of Hire: 03/13/2021

Staff # 14

Met

Date of Hire: 05/07/2021

Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 15

Met

Staff # 16

Met

Date of Hire: 02/18/2019

Staff # 17

Met

Date of Hire: 10/08/2012

Records Reviewed: 24

Records with Missing/Incomplete Components: 0

Staff # 18 Date of Hire: 05/27/2020	Met
Staff # 19 Date of Hire: 11/17/2020	Met
Staff # 20 Date of Hire: 03/02/2020	Met
Staff # 21 Date of Hire: 05/21/2010	Met
Staff # 22 Date of Hire: 08/19/2020	Met
Staff # 23 Date of Hire: 07/25/2019	Met
Staff # 24 Date of Hire: 09/09/2020	Met

Staff Credentials Reviewed: 8

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

Comment

Criminal record checks were observed to be complete.

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

Comment

Evidence observed of over 50% of center staff certified in First Aid and CPR. 4 staff are scheduled to complete-please ensure they are placed in the file.

591-1-1-.24 Personnel Records Met

Correction Deadline: 3/16/2020

Corrected on 6/4/2021

.24(1) - Previous citation corrected on this date. Consultant discussed staff files with the Director who stated that all staff have a file onsite before beginning work. Additionally, Director described the new hire process in regards to orientation and ensuring that all documentation is on file.

591-1-1-.33 Staff Training Met

Comment

Documentation observed of required staff training.

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

Comment

Discussed that all lead staff must enroll in an approved education program within 6 months of hire and complete degree within 18 months.

Comment

Staff observed to be compliant with applicable laws and regulations.

Staffing and Supervision

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

Center observed to maintain appropriate staff:child ratios.

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

Discussed new revision to the supervision rule which states: Staff shall be attentive and participating with all children during mealtimes and shall be seated within an arm's length away from children thirty-six (36) months of age and younger.

Comment

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