



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:** Complaint Investigation Follow Up **Arrival:** 7:15 AM **Departure:** 12:10 PM

CCLC-23527

Future Leaders Christian Academy

51 Polar Rock Rd SW Atlanta, GA 30315 Fulton County
 (404) 627-4223 Corporate@futureleadersacademy.com

Regional Consultant

Lajuana Williams

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Mailing Address

2738 Tupelo St
 Atlanta, GA 30317

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.
07/23/2019	Complaint Closure	Good Standing	
07/23/2019	Complaint Investigation Follow Up	Good Standing	
07/11/2019	Complaint Investigation & Monitoring Visit POI Follow Up	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
I	A 1st Right		0	0	C	19	C	27	C	Not In Use
I	B 2nd Right	Two Year Olds and Three Year Olds and Four Year Olds and Six Year Olds and Over	2	19	C	22	C	30	C	Floor Play
I	C Upstairs 1st L		0	0	C	7	C	NA	NA	Not In Use
I	D Up 2nd L	One Year Olds	1	2	C	6	C	NA	NA	Floor Play
I	E up 1st Right		0	0	C	18	C	NA	NA	Not In Use
I	F Up 2nd Right		0	0	C	21	C	NA	NA	Not In Use
I	G Up 3rd Right		0	0	C	14	C	NA	NA	Not In Use
I	H up 4th right		0	0	C	13	C	NA	NA	Not In Use
Total Capacity @35 sq. ft.:			120			Total Capacity @25 sq. ft.: 162				
II	Modular Side A		0	0	C	21	C	29	C	Not In Use
II	Modular Side B		0	0	C	21	C	29	C	Not In Use
Total Capacity @35 sq. ft.:			42			Total Capacity @25 sq. ft.: 162				
Total # Children this Date: 21			Total Capacity @35 sq. ft.: 162			Total Capacity @25 sq. ft.: 162				

Building	Playground	Playground Occupancy	Playground Compliance
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Comments

Plan of Improvement: Developed This Date 07/23/2019

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.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,

- 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.

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.dec.al.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@dec.al.ga.gov

Sandy Carr, Program Official

Date

Lajuana Williams, Consultant

Date



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Findings Report

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The following information is associated with a Complaint Investigation Follow Up:

	Facility
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591-1-1-.25 Physical Plant - Safe Environment(CR) **Not Met**

Finding

591-1-1-.25(11) requires that floor coverings be tight, smooth, free of odors and washable or cleanable. It was determined based on observation that a section of missing tiles was observed near the downstairs restroom located at the end of the hallway.

POI (Plan of Improvement)

Floors will be maintained to be safe and sanitary. The flooring tiles were replaced while the Consultant was on site.

Correction Deadline: 7/30/2019

Recited on 7/23/2019

Finding

591-1-1-.25(3) requires the Center and surrounding premises to be kept clean, free of debris and in good repair. Hygienic measures such as, but not limited to, screened windows and proper waste disposal procedures shall be utilized to minimize the presence of rodents, flies, roaches and other vermin at the Center. It was determined based on observation that the ventilation fan above the diapering areas in the 2L classrooms upstairs was not in working order. The 2nd right sink in the downstairs hall restroom was not in working order.

POI (Plan of Improvement)

The Center will have the Center and surrounding areas cleaned, make repairs where needed, and remove all debris is removed. The Center will implement a plan to keep areas clean and in good repair that includes regular monitoring.

Correction Deadline: 8/6/2019

Recited on 7/23/2019

Finding

591-1-1-.26(8) requires climbing and swinging equipment to have a resilient surface beneath the equipment and the fall zone from such equipment must be adequately maintained by the Center to assure continuing resiliency. It was determined based on observation that inadequate resilient surface material was maintained underneath both yellow the slides on the main playground and the red climbers in that 1-2 inches of mulch was observed

POI (Plan of Improvement)

The Center will add additional resilient surfacing to the fall zones where needed and check daily, adding resilient surfacing as needed to maintain adequate resiliency. Please fluff and redistribute the mulch

Correction Deadline: 8/6/2019

Recited on 7/23/2019

Staff Records

Records Reviewed: 8

Records with Missing/Incomplete Components: 0

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

Staff Credentials Reviewed: 6

Finding

591-1-1-.09(1)(j) requires that for portability for Directors, Employees and Provisional Employees, excluding Students-in-Training, only the most recently issued determination letter is eligible for portability and must be ported electronically. A Center may accept a satisfactory Fingerprint Records Check Determination letter or a satisfactory Comprehensive Records Check Determination letter issued by the Department if the Records Check Clearance Date is within the preceding 12 months from the hire date, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed. It was determined based on the observation of staff records that a substitute staff was observed on site and his clearance letter had not been ported in decalcoala. The letter was vald and the as of date was within the last 12 months.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center will electronically port the most recent clearance letters for Directors, Employees and Provisional Employees, excluding Students-in-Training. A Center may accept a satisfactory Fingerprint Records Check Determination letter or a satisfactory Comprehensive Records Check Determination letter issued by the Department if the Records Check Clearance Date is within the preceding 12 months from the hire date, the individual has not had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, and the Center does not know or reasonably should not know that the individual's satisfactory status has changed. The program's owner or an officer/member of the corporation must view the A to Z Background Check video units pertaining to this records check rule and return the signed affidavit within one week from this visit date. The Center will review the rules to ensure all CRC rules are maintained.

Correction Deadline: 7/23/2019

591-1-1-.33 Staff Training

Defer

Defer

591-1-1-.33(3)- Training will be reviewed on the next licensing visit.

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: 6/30/2019

Defer

591-1-1-.33(4)-Training will be reviewed on the next Licensing visit.

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: 6/30/2019

Staffing and Supervision

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

Met

Correction Deadline: 7/11/2019

Corrected on 7/23/2019

.32(1) - Previous cite corrected. Appropriate ratio observed.

Correction Deadline: 7/11/2019

Corrected on 7/23/2019

.32(4) - Previous cite corrected. Please ensure at 7:30 AM sharp that all children under three years are separated and upstairs.