



**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:** 7/11/2019    **VisitType:** Complaint Investigation & Monitoring Visit POI Follow Up    **Arrival:** 12:45 PM    **Departure:** 5:10 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:** ★

<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.
07/11/2019	Complaint Investigation & Monitoring Visit POI Follow Up	Good Standing	
07/11/2019	Complaint Closure	Good Standing	
05/31/2019	Licensing Study	Support	

**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	Six Year Olds and Over	1	17	C	19	C	27	C	TV,Nap
I	B 2nd Right	Six Year Olds and Over	1	17	C	22	C	30	C	Floor Play
I	C Upstairs 1st L	Infants and One Year Olds	2	5	C	7	C	NA	NA	Floor Play
I	D Up 2nd L	Infants	1	6	C	6	C	NA	NA	Floor Play,Nap
I	E up 1st Right	Three Year Olds	1	16	NC	18	C	NA	NA	Floor Play
I	F Up 2nd Right	Two Year Olds	2	17	C	21	C	NA	NA	Floor Play
I	G Up 3rd Right		0	0	C	14	C	NA	NA	Not In Use
I	H up 4th right	One Year Olds	1	8	C	13	C	NA	NA	Transitioning,Snack
Total Capacity @35 sq. ft.:			120			Total Capacity @25 sq. ft.: 162				
II	Modular Side A	Four Year Olds	1	13	C	21	C	29	C	Floor Play
II	Modular Side B	Four Year Olds	1	15	C	21	C	29	C	Floor Play
Total Capacity @35 sq. ft.:			42			Total Capacity @25 sq. ft.: 162				
Total # Children this Date:			114			Total Capacity @35 sq. ft.: 162				
						Total Capacity @25 sq. ft.: 162				

Building	Playground	Playground Occupancy	Playground Compliance
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**Comments**

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/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.

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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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Sandy Carr, Program Official

Date

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Lajuana Williams, Consultant

Date



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### Findings Report

**Date:** 7/11/2019 **VisitType:** Complaint Investigation & Monitoring Visit POI Follow Up **Arrival:** 12:45 PM **Departure:** 5:10 PM

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The following information is associated with a Complaint Investigation & Monitoring Visit POI Follow Up:

### Activities and Equipment

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

#### Comment

Equipment and furniture observed to be properly secured, as applicable.

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

#### 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)** **Not Met**

#### 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: 7/11/2019**

Recited on 7/11/2019

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

**Not Met**

**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.

**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: 7/11/2019**

Recited on 7/11/2019

**Correction Deadline: 5/31/2019**

Corrected on 7/11/2019

**.26(9) - Previous cite corrected. Please ensure additional lattice or covering is added underneath the modular. It was discussed as well that additional tire rails required replacement on the main playground. Please ensure the indoor/ outdoor carpet is either removed or replaced.**

**Food Service**

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

**Met**

**Correction Deadline: 5/31/2019**

Corrected on 7/11/2019

**.15(2) - Previous cite corrected. Plans were observed to be posted.**

**Health and Hygiene**

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**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 were observed to remind children to wash hands. Please ensure that children wash hands at all required times.

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

**N/A**

**Comment**

The Provider currently does not dispense/administer medication.

**Policies and Procedures**

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

**Met**

**Correction Deadline: 6/5/2019**

Corrected on 7/11/2019

**.21(3) - Previous cite corrected. Please ensure fire drills are conducted monthly and all other emergency drills every six months. Please ensure drills are documented.**

## Safety

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

Met

#### Comment

Staff were observed to maintain a positive learning environment on this date.

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

Not Met

**Correction Deadline: 6/1/2019**

**Corrected on 7/11/2019**

.36(7)(c)1 - Previous cite corrected.

#### Comment

591-1-1-.36(7)(c)3. Please ensure times are noted each time the vehicle departs from the Center, arrives at the location where any child is picked up or dropped off and when the vehicle returns to the Center. Additionally on the home transportation checklist please ensure load and unload times are noted for each child beside the accounting for them entering and exiting the vehicle with a mark or symbol.

**Correction Deadline: 7/12/2019**

**Correction Deadline: 5/31/2019**

**Corrected on 7/11/2019**

.36(7)(d)2. - Previous cite corrected. Home transportation checklists for July 10, 2019 and July 11, 2019 were observed to be complete. Field trip documentation for June 13, 2019 for summer camp was observed to be complete.

## Sleeping & Resting Equipment

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

Met

#### Comment

-Please ensure that infants do not have clips or toys attached to their pacifier while sleeping in cribs.  
- Please ensure that swaddling devices are not used with a doctor's note and then only a commercial swaddling gown or sleep sack is used.

#### Comment

Discussed SIDS and infant sleeping position.

## Staff Records

**Records Reviewed: 7**

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

Staff # 1	Met
Date of Hire: 07/09/2018	
Staff # 2	Met
Date of Hire: 10/30/2017	
Staff # 3	Met
Date of Hire: 09/05/2017	
Staff # 4	Met
Staff # 5	Met

**Records Reviewed: 7**

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

Date of Hire: 11/20/2017

Staff # 6

Met

Date of Hire: 07/25/2016

Staff # 7

Met

Date of Hire: 04/30/2019

**Staff Credentials Reviewed: 6**

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

**Met**

**Comment**

Criminal record checks were observed to be complete.

**Comment**

Director provided five news files for employees hired since last visit.

**Correction Deadline: 5/31/2019**

**Corrected on 7/11/2019**

**.09(1)(h) - Previous cite corrected. It was discussed that a separation notice would be provided.**

**Correction Deadline: 5/31/2019**

**Corrected on 7/11/2019**

**.09(1)(j) - Previous cite corrected. It was determined that the staff person was no longer employed.**

**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. The proposed rules were discussed this date.

**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**

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

**Met**

**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)**

**Not Met**

**Finding**

591-1-1-.32(1) requires the Center to maintain the required Staff:child ratios as follows: under 1 year or under 18 months if not walking = 1:6; 1 year and walking = 1:8; 2 years = 1:10; 3 years = 1:15; 4 years = 1:18; 5 years = 1:20; and 6 years and older = 1:25. A Center must establish groupings of children for care with maximum group sizes as follows: under 1 year = 12; under 18 months/not walking = 12; 1 year and walking = 16; 2 years = 20; 3 years = 30; 4 years = 36; 5 years = 40; and 6 years and older = 50. It was determined based on observation that a ratio of 1:16 was maintained in the 3 year old classroom in the upstairs 1R classroom. A ratio of 2:16 was required.

**POI (Plan of Improvement)**

The Center will hire additional Staff or reschedule current Staff to meet required Staff:child ratios and will organize children into groups that meet requirements.

**Correction Deadline: 7/11/2019**

**Finding**

591-1-1-.32(4) requires that children under three years old be housed in separate physical areas from older children and cannot be mixed with older children except at specified times and circumstances. It was determined based on observation that two 5 year old children were maintained in the 2R classroom upstairs, which was 2 year old classroom, due to behavior.

**POI (Plan of Improvement)**

The Center will maintain separation of these children under three years old.

**Correction Deadline: 7/11/2019**

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

Adequate supervision observed on this date.