



**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: 10/28/2019 **VisitType:** Licensing Study

Arrival: 10:00 AM

Departure: 3:30 PM

CCLC-23917

North Thompson Christian Learning Center

256 North Thompson Church Road Vidalia, GA 30474 Toombs County
(912) 537-2373 NTCLC@Bellsouth.net

Regional Consultant

Connie Boatright

Phone: (912) 544-9701

Fax: (912) 544-9700

connie.boatright@decal.ga.gov

Mailing Address

Same

Quality Rated: No

Compliance Zone Designation		
10/28/2019	Licensing Study	Good Standing
01/10/2019	Monitoring Visit	Good Standing
09/13/2018	Licensing Study	Good Standing

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.

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 - 1st Left	Infants	1	4	C	6	C	NA	NA	Floor Play, Feeding, Nap
Main	B - 2nd Left	One Year Olds and Two Year Olds	1	8	C	15	C	NA	NA	Nap, Lunch
Main	C - 3rd Left	Two Year Olds and Three Year Olds	1	9	C	11	C	NA	NA	Nap, Lunch
Main	D - 4th Left		0	0	C	9	C	NA	NA	Not In Use
Main	E - 3rd Right		0	0	C	12	C	NA	NA	Not In Use
Main	F - 2nd Right		0	0	C	12	C	NA	NA	Not In Use
Main	H - 1st Right		0	0	C	12	C	NA	NA	Not In Use
Total Capacity @35 sq. ft.: 77						Total Capacity @25 sq. ft.: 0				
Total # Children this Date: 21			Total Capacity @35 sq. ft.: 77			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Main	Playground - A	48	C
Main	Playground - B	40	C

Comments

This Licensing Study is the first regulatory visit for North Thompson Christian Learning Center this 2019 - 2020 fiscal year.

The center director stated no medication is administered, no field trips provided and routine transportation is provided.

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

Susan Mosley, Program Official

Date

Connie Boatright, 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-.03 Activities

Met

Comment

The consultant observed current lesson plans to be posted in all classrooms in use.

Correction Deadline: 10/28/2019

Comment

The consultant observed a variety of age appropriate activities through out the center.

Correction Deadline: 10/28/2019

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

Met

Comment

Toys , equipment and furniture was observed to be clean and in good repair.

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

Met

Comment

Center does not provide swimming activities.

Children's Records

Records Reviewed: 7

Records with Missing/Incomplete Components: 1

Child # 1

Met

Child # 2

Met

Child # 3

Met

Child # 4

Not Met

"Missing/Incomplete Components"

.08(1)-Allergies and Disabilities

Child # 5	Met
Child # 6	Met
Child # 7	Met

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

Not Met

Comment

Parent agreements observed obtained/completed.

Comment

Parent authorizations obtained/completed.

Finding

591-1-1-.08(1) requires the Center Staff to maintain a file for each child while such child is in care and for one year after that child is no longer enrolled. In order for the file to be complete, the file shall contain the following: child's name, birth date, sex, address, living arrangement, name of school if applicable; names of both Parents, home and work addresses, and home and work telephone numbers; name(s) and addresses of the person(s) to whom the child may be released including address, telephone numbers, relationship to child and to Parent(s), and other identifying information; name(s) and telephone number(s) of person(s) to contact in emergencies when the Parent cannot be reached; name and telephone number of the child's primary source of health care; and a statement regarding known allergies, physical problems, mental health disorders, mental retardation or developmental disabilities which limit the child's participation in the program. It was determined based on review of child records that one of eight child records did not have the allergy section completed.

POI (Plan of Improvement)

Center staff will develop a plan that includes how to obtain all required information for currently enrolled children and how to ensure this is done for future enrollees as well. The plan will also include how and where to maintain files for the required amount of time. The plan will be implemented and followed.

Correction Deadline: 11/7/2019

Comment

The consultant observed twenty - one children to be present and twenty - one children to be signed in.

Correction Deadline: 10/28/2019

Facility

591-1-1-.06 Bathrooms

Met

Comment

Please monitor bathrooms for necessary supplies.

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(13) requires that potentially hazardous equipment, materials and supplies be stored in a locked area inaccessible to children. It was determined based on observation and picture taken that a dust pan and broom was stored in the child bathroom in classroom B and accessible to the one and two-year-old children.

POI (Plan of Improvement)

The Center will identify all hazardous items and keep them in a locked area inaccessible to children. The Center will inform all Staff about hazardous items and the safe storage of those items.

Correction Deadline: 10/28/2019

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, measurement and picture taken that the following hazards was present and accessible to the one, two and three-year-old children:

---The grey, blue and red Little Tikes gym set had a four and a half foot slide with one inch of resilient surface where six inches are required.

---The standing and support floor of the grey, blue and red Little Tikes gym set had 2 one-inch cracks and 2 two-inch cracks.

---The front blue leg of the grey, blue and red Little Tikes gym and swing set had a three and a half x one inch crack.

---The standing and support floor of the grey, blue and red Little Tikes gym and swing set had a seven inch crack.

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.

Correction Deadline: 11/7/2019

Technical Assistance

591-1-1-.26(9) - The center director will ensure that all playground equipment is clean from seasonal weather.

Correction Deadline: 10/28/2019

Finding

591-1-1-.26(9) requires the playground to be kept clean, free from litter and free of hazards, such as but not limited to rocks, exposed tree roots and exposed sharp edges of concrete. It was determined based on observation and pictures taken that the one, two and three-year-old playground had two active ant beds.

POI (Plan of Improvement)

The Center will remove any litter and fix or remove hazards from the playground and will routinely monitor the playground and remove litter and hazards.

Correction Deadline: 11/7/2019

Food Service

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

Met

Comment

Center menu meets USDA guidelines.

591-1-1-.18 Kitchen Operations

Not Met

Comment

Kitchen appears clean and well organized.

Finding

591-1-1-.18(5) requires the refrigeration of all perishable and potentially hazardous foods at 40 degrees Fahrenheit or below and served promptly after cooking. Freezer temperature shall be maintained at zero (0) degrees Fahrenheit or below. It was determined based on observation, temperature measurement, and pictures taken that the refrigerator located in classroom F had perishable food stored at 57 degrees Fahrenheit when 40 degrees Fahrenheit or below is required (three avacados and three packs of grapes). Additionally, four packs of blackberries had mold on them. Additionally, a half gallon of Mayfield icecream was stored at 7 degrees Fahrenheit when zero degrees Fahrenheit is required.

POI (Plan of Improvement)

The Center will refrigerate foods as required, will train Staff on proper refrigerator and freezer temperature settings and monitor the settings. Food will be served promptly after cooking.

Correction Deadline: 10/28/2019

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

The center director stated no medication has been administered since the consultant's last visit.

Organization

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

Comment

North Thompson Christian School is currently operating with a valid and current license with Bright From The Start, Department of Early Care and Learning.

Correction Deadline: 11/11/2019

Policies and Procedures

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

Technical Assistance

591-1-1-.21(3) - The center director will ensure that dates and times of the fire and tornado drills will be thoroughly documented on the Fire / Tornado Drill Documentation Form.

Correction Deadline: 11/2/2019

591-1-1-.27 Posted Notices Met

Comment

Please make sure that all required signs are posted and up to date (Emergency Numbers, Emergency Plan, Visitor Statement, Parental Access).

Safety

591-1-1-.05 Animals Met

Comment

Center does not keep animals on premises.

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

Comment

Age-appropriate discussion and/or redirection observed.

591-1-1-.13 Field Trips(CR)**Met****Comment**

Center does not participate in field trips at this time.

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

Paperwork, checklist, permission forms, annual inspection form and proper check of the vehicle after transportation were discussed with the director.

Finding

591-1-1-.36(7)(c)2. requires that the driver or other designated person shall immediately document in writing, with a check or other mark/symbol to account for each child listed on the passenger transportation checklist each time a child enters and exits the vehicle. The driver or other designated staff person shall document in writing with a different mark/symbol to account for each child listed on the passenger transportation checklist who was not present on the vehicle for any reason. An explanation shall be documented in writing whenever a child is transported to a field trip site but is not present on the return trip to the Center. It was determined based on review of transportation logs and picture taken that no check or other mark/symbol was documented for each child listed as loading and unloading on October 22, 2019. Additionally, a departure time from the center North Thompson Christian Learning Center located at 256 North Thompson Church Road, Vidalia, Georgia, load time at the school Jr. Trippe Middle School located at 2200 McIntosh Street, Vidalia, Ga. and return time to the center was documented. Additionally, a signature was documented for a first vehicle and second vehicle check on this day.

POI (Plan of Improvement)

The driver/other designated person will immediately document in writing with a check/mark/symbol each time a child gets on and off the vehicle.

Correction Deadline: 10/28/2019**Finding**

591-1-1-.36(7)(d)2. requires that the second designated Staff person conduct a check of the vehicle immediately upon the completion of the first check of the vehicle. The responsible person shall physically walk through the entire vehicle; visually inspect all seat surfaces, under all seats and in all compartments or recesses in the vehicle's interior; and sign the passenger transportation checklist(s), indicating all of the children have exited the vehicle. There shall be continuous watchful oversight of the vehicle between the first check and second check. It was determined based on review of transportation logs that the second designated Staff person did not conduct a check of the vehicle immediately upon the completion of the first check of the vehicle and / or did not document the second vehicle check on October 23, 2019 from pick up location Jr. Trippe Middle School located at 2200 McIntosh Street, Vidalia, Ga. and drop off location North Thompson Christian Learning Center located at 256 North Thompson Church Road, Vidalia, Georgia.

POI (Plan of Improvement)

The Center will train Staff who are or may be involved in transporting children in how to thoroughly inspect a vehicle and properly complete transportation documentation. The Center will review and monitor.

Correction Deadline: 10/28/2019

Sleeping & Resting Equipment

591-1-1-.30 Safe Sleeping and Resting Requirements(CR)**Not Met****Finding**

591-1-1-.30(1)(a)1. requires that cribs be in good repair and free of hazards. Stack cribs and cribs with drop sides shall not be used. It was determined based on observation and pictures taken that three of four cribs in use on this date had chipping paint and accessible to the infant children.

POI (Plan of Improvement)

The Center will remove cribs that are not in good repair or that are hazardous and will always provide a crib that is in good repair and is free of hazards for each infant. Stack cribs and cribs with drop sides will not be used

Correction Deadline: 11/7/2019

Finding

591-1-1-.30(1)(a)3 requires that each crib shall have only an individual, tight-fitting sheet which is changed daily or more often as needed and prior to a change of occupant. It was determined based on observation and pictures taken that four of four cribs in use on this date was not tight fitting.

POI (Plan of Improvement)

The center will ensure that each crib has an individual, tight-fitting sheet which is changed daily or more often as needed and prior to a change of occupant.

Correction Deadline: 11/7/2019

Staff Records

Records Reviewed: 4

Records with Missing/Incomplete Components: 3

Staff # 1	Met
Date of Hire: 09/04/2018	
Staff # 2	Not Met
Date of Hire: 10/10/2006	
<u>"Missing/Incomplete Components"</u>	
.33(5)-10 Hrs. Annual Training	
Staff # 3	Not Met
Date of Hire: 02/11/2010	
<u>"Missing/Incomplete Components"</u>	
.33(5)-10 Hrs. Annual Training	
Staff # 4	Not Met
Date of Hire: 06/04/2007	
<u>"Missing/Incomplete Components"</u>	
.33(5)-10 Hrs. Annual Training	

Staff Credentials Reviewed: 6

591-1-1-.09 Criminal Records and Comprehensive Background Checks(CR)	Not Met
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Finding

591-1-1-.09(1)(a) requires that a Center ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site. It was determined based on observation, center director statement and two volunteer statements that one teacher and one bus driver / assistant teacher was providing direct care and supervision of five three-year-old children on the Montgomery County School System literacy bus at North Thompson Christian Learning Center and had not submitted both a records check application to the department and fingerprints to an authorized fingerprinting site as required.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center director will immediately ensure that every actual and potential Director, Employee and Provisional Employee of a Child Care Learning Center submit both a Records Check Application to the Department and Fingerprints to an authorized fingerprinting site as required. 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 immediately ensure the CRC rules are maintained.

Correction Deadline: 10/28/2019

Finding

591-1-1-.09(1)(c) requires the Center to ensure that every Employee has a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present at the Center while any child is present for care or before an individual age 17 or older resides in the Center. The Comprehensive Records Check Determination must have a Records Check Clearance Date that is no older than the preceding 12 months of the hire date; provided, however, if the Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive Records Check Determination is required. It was determined based on observation, center director statement and two volunteer statements that one teacher and one bus driver / assistant teacher was providing direct care and supervision of five three-year-old children on the Montgomery County School System literacy bus at North Thompson Christian Learning Center and did not have a Satisfactory Comprehensive Fingerprint Criminal Records clearance determination letter on file. Additionally, the Montgomery County School System teacher and bus driver / assistant teacher was not supervised by anyone.

POI (Plan of Improvement)

IMMEDIATE CORRECTION - The Center director will immediately ensure that every Employee has a valid and current satisfactory Comprehensive Records Check Determination on file prior to being present at the Center while any child is present for care or before an individual age 17 or older resides in the Center. The Comprehensive Records Check Determination must have a Records Check Clearance Date that is no older than the preceding 12 months of the hire date; provided, however, if the Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Comprehensive Records Check Determination is required. 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 director will immediately ensure the CRC rules are maintained.

Correction Deadline: 10/28/2019

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

Met

Comment

Complete first aid kits observed in center and on vehicles.

591-1-1-.33 Staff Training

Not Met

Finding

91-1-1-.33(5) requires that every calendar year after the first year of employment, all supervisory and caregiver Personnel, except independent contractors, Students-in-Training and volunteers shall attend ten (10) clock hours of diverse training which is task-focused in on-going health, safety and early childhood or child development related topics and which is offered by an accredited college, university or vocational program or other Department-approved source. The annual ten (10) clock hours of training shall be chosen from the following fields: child development, including discipline, guidance, nutrition, injury control and safety; health, including sanitation, disease control, cleanliness, detection and disposition of illness; child abuse and neglect, including identification and reporting, and meeting the needs of abused and/or neglected children; and business related topics, including parental communication, recordkeeping, etc.; provided however that such business related training shall be limited to no more than two (2) of the required ten (10) clock hours of training. Records of completion of such training shall be maintained, as required by these rules. It was determined that the following staff members did not have the required annual training:

- One staff member hired 10-10-2006 had two annual training hours for 2018 where ten hours are required.
- One staff member hired 03-26-2012 had no annual training hours for 2018 where ten hours are required.
- One staff member hired 02-11-2010 had no annual training hours for 2018 where ten hours are required.
- One staff member hired 06-14-2007 had no annual training hours for 2018 where ten hours are required.
- One staff member hired 08-01-2015 had no annual training hours for 2018 where ten hours are required.

POI (Plan of Improvement)

The Center will plan and schedule the required 10 hours of annual training each year and follow up to ensure the training is completed.

Correction Deadline: 11/27/2019

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)

Met

Comment

Discussed combining children of mixed ages.

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

Not Met

Finding

591-1-1-.32(7) requires that children be supervised at all times and that the persons supervising in the child care area be alert, able to respond promptly to the needs and actions of the children being supervised, as well as the actions of the chaperones and Students-in-Training, and provide timely attention to the children's actions and needs. It was determined based on observation, the center director's statement and two staff / volunteer statement that a teacher and a bus driver / assistant teacher was providing direct care and supervision of five three-year-old children on the Montgomery County School System literacy bus at North Thompson Christian Learning Center and did not have a Satisfactory Comprehensive Fingerprint Criminal Records clearance determination letter on file. Additionally, the Montgomery County School System teacher and bus driver / assistant teacher was not supervised by anyone.

POI (Plan of Improvement)

The Center will train Staff and monitor to ensure they are providing supervision and watchful oversight to the children at all times.

Correction Deadline: 10/28/2019