



**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:** 10/12/2018 **VisitType:** Monitoring Visit

**Arrival:** 9:55 AM

**Departure:** 3:00 PM

**CCLC-27866**

**Ivy League Academy**

5990 Bethelview Rd. Cumming, GA 30040 Forsyth County  
 (770) 887-7455 hemalsu@yahoo.com

**Regional Consultant**

Margaret Pringle

Phone: (404) 985-6259

Fax: (678) 913-0625

margaret.pringle@decal.ga.gov

**Mailing Address**

Same

**Quality Rated:** No

<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.
10/12/2018	Monitoring Visit	Good Standing	
07/09/2018	Complaint Closure	Good Standing	
06/20/2018	Complaint Investigation 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
Main	1L	Infants and One Year Olds	2	5	C	17	C	NA	NA	Nap,Lunch
Main	1R	Four Year Olds and Five Year Olds	2	20	C	24	C	NA	NA	Lunch,Floor Play
Main	2L	Two Year Olds	2	7	C	17	C	NA	NA	Lunch
Main	2R	Four Year Olds and Five Year Olds	2	22	C	36	C	NA	NA	Circle Time
Main	3L	Three Year Olds	1	7	C	24	C	NA	NA	Nap
Main	3R	PreK	2	18	C	26	C	NA	NA	Circle Time,TV
Main	4L	Three Year Olds	1	12	C	40	C	NA	NA	Lunch,Nap
Main	4R	Four Year Olds	2	18	C	26	C	NA	NA	Lunch
Total Capacity @35 sq. ft.: 210			Total Capacity @25 sq. ft.: 0							
Total # Children this Date: 109			Total Capacity @35 sq. ft.: 210							
			Total Capacity @25 sq. ft.: 0							

Building	Playground	Playground Occupancy	Playground Compliance
Main	PGR- A left side	30	C
Main	PGR B- Large Rear Area	95	C
Main	PGR C Right Side	38	C

**Comments**

A Monitoring visit was conducted on this date.

Plan of Improvement: Developed This Date 10/12/2018

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.

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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.al.ga.gov](mailto: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.

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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.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](mailto:qualityrated@dec.al.ga.gov)

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Venkatraman Subbarao, Program Official

Date

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Margaret Pringle, Consultant

Date



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### Findings Report

**Date:** 10/12/2018 **VisitType:** Monitoring Visit

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The following information is associated with a Monitoring Visit:

### Activities and Equipment

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

**Technical Assistance**

**Technical Assistance**

591-1-1-.12(4) - Please ensure a bungee cord or some other type of attachment is used to add additional stability to the television when placed on a cabinet for viewing.

**Correction Deadline: 10/12/2018**

**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)**

**Not Met**

**Correction Deadline: 7/9/2018**

**Corrected on 10/12/2018**

**.25(13) - Previous citation was corrected on this date.**

**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 Consultant observation that the following hazards were observed:

Rm. 4 left: hole puncher, tape dispenser, large staff scissors and a permanent marker.

Rm. 4 right: staple, electrical cords and a pair of scissors on the floor.

Rm. 3 right: phone cord accessible to the children.

Rm. 2 right: electrical cord from the radio accessible to the 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: 10/12/2018**

**Technical Assistance**

591-1-1-.25(6) - Please ensure hooks with a bag is used as cubbies for accessibility to the children in room 2 left for the two's.

**Correction Deadline: 11/11/2018**

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**591-1-1-.26 Playgrounds(CR)****Not Met****Finding**

591-1-1-.26(4) requires that playgrounds be protected from traffic or other hazards by a (4) four foot high fence or other barrier approved by this Department. Fencing material shall not present a hazard to children and shall be maintained so as to prevent children from leaving the playground area by any means other than through an approved access route. Fence gates shall be kept closed except when persons are entering or exiting the area. It was determined based on Consultant observation that the following hazards were observed on the fencing:

- Screw protrusions accessible to the children on the fence gates and corner poles on each playground.
- Rust spots on the fence gate poles and fence chain.
- A large hole measuring between four to eight inches at the bottom of the third fence panel on playground A.
- Back left corner fencing on playground B measured under four foot in height due to erosion of soil over time, it measured at three feet two inches.
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**POI (Plan of Improvement)**

The Center will routinely check the fence to determine if it is in good repair and remains at least 4 feet high, and will repair any hazards. The Center will train Staff to identify and report any fence hazards and to keep the fence gates closed when not in use. All hazards will be removed/repaired.

**Correction Deadline: 10/12/2018**

**Finding**

591-1-1-.26(6) requires that playground equipment provide an opportunity for the children to engage in a variety of experiences and shall be age-appropriate. For example, toddlers shall not be permitted to swing in swings designed for School-age Children. The outdoor equipment shall be free of lead-based paint, sharp corners and shall be regularly maintained in such a way as to be free of rust and splinters that could pose significant safety hazard to the children. All equipment shall be arranged so as not to obstruct supervision of children. It was determined based on Consultant observation that the following hazards were observed on the outside equipment:

- Rust on the swing chains.
- Chipped paint exposing rust on the red/blue/yellow structure with slides on playground B.

**POI (Plan of Improvement)**

The Center will provide a variety of age-appropriate equipment that is arranged so as not to obstruct supervision of children. Staff will check the equipment daily to ensure that the equipment is free of hazards, rust and splinters. All rust will be removed by covering with spray paint.

**Correction Deadline: 10/22/2018**

**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 Consultant observation that the following hazards were observed on the outside play areas:

- Overgrown foliage climbing through the fencing on each playground, some with sticky briars plants and shrubs.
- Exposed tree roots observed on playground B.
- Water puddles under a swing and bottom of a slide on playground A.
- Splinter wood on the border enclosing mulch on playground B.
- Uneven surfacing between the hard and soft surfacing on playground B.
- A large hole that could cause a foot to twist if stepped down into on playground B.
- Unfluffed mulch under play structure on playground B.

**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: 10/12/2018**

<b>Health and Hygiene</b>
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**591-1-1-.10 Diapering Areas & Practices(CR)**

**Technical Assistance**

**Comment**

Staff state proper knowledge of diapering procedures.

**Technical Assistance**

591-1-1-.10(2) - Please ensure the diaper changing table is moved closer to the sink in the two's room.

**Correction Deadline: 10/12/2018**

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

**Met**

**Comment**

Proper hand washing of children and staff was discussed with the director on this date. The children were already sitting ready to eat and then down for a nap during the visit.

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

**Met**

**Comment**

Documentation for medication dispensing observed complete.

<b>Safety</b>
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**591-1-1-.11 Discipline(CR)**

**Met**

**Comment**

Age-appropriate discussion and/or redirection observed.

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

**Met**

**Comment**

Center does not participate in field trips at this time.

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

**Met**

**Comment**

Complete documentation of transportation observed.

<b>Sleeping &amp; Resting Equipment</b>
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**591-1-1-.30 Safe Sleeping and Resting Requirements(CR)**

**Not Met**

**Finding**

591-1-1-.30(4). requires that if cots and mats are stored in the children's activity room or area, they shall be stored to prevent children's access to them and to allow maximum use of play space. When storage is available and used for the storage of cots and mats that allows the cots, mats and any bedding to be stored without touching any other cots, mats or bedding, the bedding may be left on the cot or mat. When such storage is not available for the cots and mats, each child's bedding shall be kept separate from other children's bedding and stored in containers marked for individual use, such as, but not limited to, bins, cubbies, or bags. It was determined based on Consultant observation that mats were accessible to the children in each room requiring napping.

**POI (Plan of Improvement)**

The Center will store cots and mats so children do not have access to them and they don't take up play space and will store them so each child's bedding is separate from the others. A cover will be used to make the mats inaccessible in each room.

**Correction Deadline: 10/12/2018**

<b>Staff Records</b>	
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**Records Reviewed: 19**

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

Staff # 1	Met
Date of Hire: 02/04/2013	
Staff # 2	Met
Date of Hire: 09/01/2012	
Staff # 3	Met
Date of Hire: 06/01/2018	
Staff # 4	Met
Date of Hire: 08/15/2018	
Staff # 5	Met
Date of Hire: 08/01/2011	
Staff # 6	Met
Date of Hire: 08/01/2010	
Staff # 7	Met
Date of Hire: 06/05/2015	
Staff # 8	Met
Date of Hire: 06/12/2018	
Staff # 9	Met
Date of Hire: 08/01/2008	
Staff # 10	Met
Date of Hire: 01/01/2017	
Staff # 11	Met
Date of Hire: 07/23/2018	
Staff # 12	Met
Date of Hire: 08/10/2016	
Staff # 13	Met

**Records Reviewed: 19****Records with Missing/Incomplete Components: 0**

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Date of Hire: 08/20/1996

Staff # 14

Met

Date of Hire: 09/17/2018

Staff # 15

Met

Date of Hire: 04/14/2011

Staff # 16

Met

Date of Hire: 06/01/2018

Staff # 17

Met

Date of Hire: 07/31/2013

Staff # 18

Met

Date of Hire: 08/13/2007

Staff # 19

Met

Date of Hire: 09/19/2005

**Staff Credentials Reviewed: 19**

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

591-1-1-.09(1.) (b) requires the Center to ensure that every Director 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 Director 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 Consultant observation that upon opening staff information in KOALA Visit, the director lacked a current satisfactory Comprehensive Records Check Determination letter on file.

**POI (Plan of Improvement)**

The Center will ensure that the Director 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 Director 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 director completed the gemalto fingerprinting online services on this date.

**Correction Deadline: 10/12/2018**



**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 Consultant observation that upon opening KOALA visit staff information, this employee lacked a current satisfactory Comprehensive Record Check Determination letter on file.

**POI (Plan of Improvement)**

The Center will 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 employee completed the gemalto applicant fingerprinting online services on this date.

**Correction Deadline: 10/12/2018**

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**591-1-1-.09 Criminal Records Check(CR)**

**Met**

**Correction Deadline: 6/20/2018**

**Corrected on 10/12/2018**

**.09(1)(a) - Previous citation was completed and on file for each person on this date.**

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

**Met**

**Comment**

Staff observed to be compliant with applicable laws and regulations.

<b>Staffing and Supervision</b>
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**591-1-1-.32 Staff:Child Ratios and Group Size(CR)**

**Met**

**Comment**

Center observed to maintain appropriate staff:child ratios.

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

**Met**

**Correction Deadline: 7/9/2018**

**Corrected on 10/12/2018**

**.32(7) - Previous citation was corrected on this date.**