



**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:** 9/18/2018    **VisitType:** Licensing Study    **Arrival:** 11:35 AM    **Departure:** 3:50 PM

**CCLC-3228**

**Memorial Day School Day Care**

6500 Habersham Street Savannah, GA 31405 Chatham County  
 (912) 352-9302 ptrusis@memday.org

**Regional Consultant**

Kesha McNeal

Phone: (866) 359-1672  
 Fax: (866) 359-7490  
 kesha.mcneal@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.
09/18/2018	Licensing Study	Good Standing	
04/24/2018	Complaint Investigation & Monitoring Visit	Good Standing	
04/24/2018	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
I	27		0	0	C	12	C	NA	NA	
I	44	Three Year Olds	2	16	C	21	C	NA	NA	Transitioning, Nap
I	46	One Year Olds	2	15	C	15	C	NA	NA	Diapering, Transitioning, Nap
I	47	Two Year Olds	1	10	C	13	C	NA	NA	Nap, Transitioning
I	48	Infants	2	8	C	13	C	NA	NA	Feeding, Transitioning, Nap, Floor Play
I	49	Infants and One Year Olds	2	8	C	13	C	NA	NA	Feeding, Floor Play, Nap, Transitioning, Diapering
I	Room 28		0	0	C	10	C	NA	NA	
			Total Capacity @35 sq. ft.: 97			Total Capacity @25 sq. ft.: 0				
II	11		0	0	C	13	C	NA	NA	
II	13		0	0	C	11	C	NA	NA	
II	14		0	0	C	11	C	NA	NA	
II	16		0	0	C	14	C	NA	NA	
II	17		0	0	C	11	C	NA	NA	

II	20	Two Year Olds	1	9	C	9	C	NA	NA	Nap, Transitioning
II	21	Three Year Olds	1	9	C	9	C	NA	NA	Nap, Transitioning
II	22		0	0	C	10	C	NA	NA	
II	23		0	0	C	9	C	NA	NA	
II	24		0	0	C	9	C	NA	NA	
II	25		0	0	C	9	C	NA	NA	
II	26		0	0	C	10	C	NA	NA	
Total Capacity @35 sq. ft.: 125			Total Capacity @25 sq. ft.: 0							
III	12		0	0	C	11	C	NA	NA	
III	18		0	0	C	13	C	NA	NA	
Total Capacity @35 sq. ft.: 24			Total Capacity @25 sq. ft.: 0							
Total # Children this Date: 75			Total Capacity @35 sq. ft.: 246			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
I	Lg. Playground	184	C
I	Sm. Playground	18	C

#### Comments

The center director stated that no new staff has been hired since the last visit.

The center does not conduct transportation, or field trips, but does not administer medications.

The consultant left a copy of the upcoming background check requirements.

Plan of Improvement: Developed This Date 09/18/2018

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.state.ga.us/CCS/RuleAndRegulations.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](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.

---

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)

---

Pam Trusis, Program Official

Date

---

Kesha McNeal, Consultant

Date



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

### Findings Report

**Date:** 9/18/2018 **VisitType:** Licensing Study

**Arrival:** 11:35 AM

**Departure:** 3:50 PM

**CCLC-3228**

**Memorial Day School Day Care**

6500 Habersham Street Savannah, GA 31405 Chatham County  
(912) 352-9302 ptrusis@memday.org

**Mailing Address**  
Same

**Regional Consultant**

Kesha McNeal

Phone: (866) 359-1672  
Fax: (866) 359-7490  
kesha.mcneal@decal.ga.gov

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.

**Comment**

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

**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: 0**

Child # 1	Met
Child # 2	Met
Child # 3	Met
Child # 4	Met
Child # 5	Met
Child # 6	Met
Child # 7	Met

---

**591-1-1-.08 Children's Records****Met****Comment**

Parent agreements observed obtained/completed.

**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)****Technical Assistance****Technical Assistance**

591-1-1-.25(3) - Please ensure that the Center and surrounding premises to be kept clean, free of debris and in good repair. On this date the consultant observed chipping paint on the green wall in room 46.

**Correction Deadline: 9/18/2018**

---

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

Discussed maintenance of resilient surface. Please fluff and redistribute.

**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 the consultant's observation that six out of eight swings had rusted swing chains on the playground accessible to children.

**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.

**Correction Deadline: 9/28/2018**

---

**Food Service**

---

---

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

Center menu meets USDA guidelines.

---

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

Kitchen appears clean and well organized.

---

**Health and Hygiene**

---

---

**591-1-1-.07 Children's Health****Not Met****Finding**

591-1-1-.07(5) requires Center Staff to not permit children to wear around their necks or attach to their clothing pacifier or other hazardous items. It was determined based on the consultant's observation that pacifier were attach to children's clothing in classroom 48.

**POI (Plan of Improvement)**

The Center will instruct Staff regarding this safety requirement.

**Correction Deadline: 9/18/2018**

---

**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.

---

<b>Policies and Procedures</b>
--------------------------------

---

---

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

591-1-1-.21(1)(p) - Please ensure that the center has an updated written plan for handling emergencies, including but not limited to severe weather, loss of electrical power or water and death, serious injury or loss of a child, a threatening event, or natural disaster which may occur at the Center; to have in place procedures for evacuation, relocation, shelter-in-place, lock-down, communication and reunification with families, and continuity of operations. The plan must apply to all children in care and include specific accommodations for infants and toddlers, children with disabilities, and children with chronic medical conditions and shall include assurance that no Center Personnel will impede in any way the delivery of emergency care or services to a child by licensed or certified emergency health care professionals.

**Correction Deadline: 9/23/2018**

---

<b>Safety</b>
---------------

---

---

**591-1-1-.05 Animals****Met****Comment**

Center does not keep animals on premises.

---

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

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

---

**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)****Met****Comment**

Center does not provide routine transportation.

## Sleeping & Resting Equipment

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

**Met**

**Comment**

Pleasant naptime environment observed.

**Correction Deadline: 4/24/2018**

**Corrected on 9/18/2018**

**.30(4) - Previous citation observed corrected.**

## Staff Records

**Records Reviewed: 18**

**Records with Missing/Incomplete Components: 2**

Staff # 1	Met
Date of Hire: 05/05/2017	
Staff # 2	Met
Date of Hire: 07/19/2004	
Staff # 3	Met
Date of Hire: 08/01/2017	
Staff # 4	Met
Date of Hire: 04/02/2012	
Staff # 5	Met
Date of Hire: 09/16/2016	
Staff # 6	Met
Date of Hire: 01/23/2012	
Staff # 7	Met
Date of Hire: 06/07/2007	
Staff # 8	Met
Date of Hire: 08/29/2014	
Staff # 9	Not Met
Date of Hire: 02/06/2017	
<u>"Missing/Incomplete Components"</u>	
.33(4)-1st Yr. Training 2 Hrs. (Abuse) Missing,.33(4)-1st Yr. Training 4 Hrs. Missing,.14(2)-CPR missing,.14(2)-First Aid Missing	
Staff # 10	Met
Date of Hire: 01/13/2017	
Staff # 11	Met

**Records Reviewed: 18****Records with Missing/Incomplete Components: 2**

---

Date of Hire: 02/24/2018

Staff # 12

Met

Date of Hire: 05/26/2016

Staff # 13

Not Met

Date of Hire: 04/23/2018

"Missing/Incomplete Components"

.14(2)-CPR missing,.14(2)-First Aid Missing,.33(3)-Health &amp; Safety Certificate

Staff # 14

Met

Date of Hire: 01/28/2008

Staff # 15

Met

Date of Hire: 10/01/2004

Staff # 16

Met

Date of Hire: 10/30/2014

Staff # 17

Met

Date of Hire: 12/12/2016

Staff # 18

Met

Date of Hire: 08/11/2014

**Staff Credentials Reviewed: 18**

---

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

Consultant requested to view all Criminal Record checks for employees hired after last visit. Director stated that there have been no new hires since last visit

**Comment**

Criminal records checks were observed to be complete.

**Correction Deadline: 4/24/2018****Corrected on 9/18/2018**

.09(1)(i) - Previous citation observed corrected in that all staff had a Satisfactory Records Check Determination.

**591-1-1-.14 First Aid & CPR****Not Met****Comment**

Complete first aid kits observed in center and on vehicles.

**Comment**

Evidence observed of 50% of center staff certified in First Aid and CPR.



**Finding**

591-1-1-.14(2) requires a Staff member who is trained in CPR and first aid to be on the premises and on any field trip whenever any child is present. In addition, Staff who provide direct care to children must satisfactorily obtain certification in first aid and CPR by December 29, 2016 if employed prior to September 30, 2016 and within 90 days of their hire date if employed after September 30, 2016. It was determined based on the consultant's review that two staff members hired after September 30, 2016 did not complete fire aid and CPR training within 90 days.

**POI (Plan of Improvement)**

The Center will develop a schedule to ensure there is always a staff person with current first aid and CPR training present and will develop and implement a plan to ensure all staff members have satisfactorily completed first aid and CPR training by the specified date.

**Correction Deadline: 10/18/2018**

---

**591-1-1-.33 Staff Training****Not Met**

**Correction Deadline: 4/24/2018**

**Corrected on 9/18/2018**

**.33(2) - Previous citation observed corrected.**

**Finding**

591-1-1-.33(4) requires all Staff who provide any direct care to children, except independent contractors, Students-in-Training and volunteers, to obtain ten (10) clock hours of training or instruction in child care issues from an accredited school or Department-approved source. At least six (6) of the clock hours must be divided as follows: four (4) clock hours of training in any of the following topics: disease control, cleanliness, basic hygiene, illness detection, illness disposition and childhood injury control and two (2) clock hours of training in identifying, reporting and meeting the needs of abused, neglected or deprived children. It was determined based on the consultant's review that a staff member did not complete four (4) clock hours of training in any of the following topics: disease control, cleanliness, basic hygiene, illness detection, illness disposition and childhood injury control and two (2) clock hours of training in identifying, reporting and meeting the needs of abused, neglected or deprived children.

**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: 10/18/2018**

**Correction Deadline: 5/10/2017**

**Corrected on 9/18/2018**

**.33(5) - Previous citation observed corrected.**

---

**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.

<b>Staffing and Supervision</b>
---------------------------------

---

**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**

Adequate supervision observed on this date.

