



**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:** 4/10/2019    **VisitType:** Complaint Investigation & Monitoring Visit    **Arrival:** 11:00 AM    **Departure:** 2:45 PM

**CCLC-32940**

**Early Beginners Learning Center**

510 Main Street Thomson, GA 30824 McDuffie County  
 (706) 595-6629 earlybeginnerslearning@gmail.com

**Regional Consultant**

Valarie Musselwhite

Phone: (770) 357-9988

Fax: (678) 302-2440

valarie.musselwhite@decal.ga.gov

**Mailing Address**  
 Same

**Quality Rated:** ★ ★

<b>Compliance Zone Designation</b>		
04/10/2019	Complaint Investigation & Monitoring Visit	Good Standing
04/10/2019	Complaint Closure	Good Standing
11/29/2018	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
Bldg 1	A 2nd Right	Infants and One Year Olds and Six Year Olds and Over	2	10	NC	12	C	NA	NA	Floor Play
Bldg 1	B Front Left- 1Yr olds	One Year Olds	1	7	C	12	C	NA	NA	Lunch
Bldg 1	C Back 2yrs	Two Year Olds	1	7	C	22	C	NA	NA	Lunch,Story
Total Capacity @35 sq. ft.: 99			Total Capacity @25 sq. ft.: 0			Building @35 capacity limited by Centers Request				
Bldg 2	Back	Three Year Olds and Four Year Olds and Five Year Olds and Six Year Olds and Over	2	23	C	24	C	NA	NA	Lunch,Outside
Bldg 2	Front Room		0	0	C	29	C	NA	NA	
Total Capacity @35 sq. ft.: 53			Total Capacity @25 sq. ft.: 0							
Total # Children this Date: 47			Total Capacity @35 sq. ft.: 152			Total Capacity @25 sq. ft.: 0				

Building	Playground	Playground Occupancy	Playground Compliance
Bldg 1	Small	13	C
Bldg 2	Large Rear	112	C

**Comments**

The consultant and director discussed criminal record check rules and regulations. The consultant left a criminal record check affidavit. The consultant left a copy of the CRC email blast from the department for future reference.

Plan of Improvement: Developed This Date 04/10/2019

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.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.

#### 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.

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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Kimberly Heath, Program Official

Date

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Valarie Musselwhite, Consultant

Date



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### Findings Report

**Date:** 4/10/2019 **VisitType:** Complaint Investigation & Monitoring Visit **Arrival:** 11:00 AM **Departure:** 2:45 PM

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The following information is associated with a Monitoring Visit:

### Activities and Equipment

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

#### Comment

A variety of equipment and toys were observed throughout the center.

**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(13) requires that potentially hazardous equipment, materials and supplies be stored in a locked area inaccessible to children. It was determined based on an observation that lip balm was located in a child's book bag and accessible to children in Classroom B. It was further determined, that body lotion and baby oil were located in a child's book bag and accessible to children in Classroom C.

#### 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: 4/10/2019**

#### Technical Assistance

591-1-1-.25(3) - Please ensure all ceiling lights in restrooms are in working order.

**Correction Deadline: 4/10/2019**

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**591-1-1-.26 Playgrounds(CR)****Met****Correction Deadline: 12/14/2018****Corrected on 4/10/2019**

**.26(9) - Correction of previous citation in that the consultant observed the exposed concrete surrounding the basketball goal to be completely covered and the rain ditch filled in with sand. The consultant and director discussed ensuring the yellow picnic table remains over the exposed concrete to ensure it is covered at all times.**

<b>Food Service</b>
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**591-1-1-.15 Food Service & Nutrition****Not Met****Technical Assistance**

591-1-1-.15(3) - Please ensure all bottles are labeled with the current date.

**Correction Deadline: 4/10/2019****Correction Deadline: 12/7/2018****Corrected on 4/10/2019**

**.15(4) - Correction of previous citation in that the consultant observed all high chairs in good repair.**

**Finding**

591-1-1-.15(6)(b) requires that food and beverages be served in individual plates or bowls and with individual glasses or cups. It was determined based on an observation that a one-year-old child was observed eating from another one-year-old child's plate.

**POI (Plan of Improvement)**

The center will use individual food service items to serve food and beverages.

**Correction Deadline: 4/10/2019****Technical Assistance**

591-1-1-.15(7) - Please ensure noodles are cut into smaller pieces for younger children.

**Correction Deadline: 4/10/2019**

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**591-1-1-.18 Kitchen Operations****Not Met****Finding**

591-1-1-.18(12) prohibits children from being in the kitchen except as part of a planned, supervised learning experience. It was determined based on an observation that two children were in the kitchen while the director prepared lunch.

**POI (Plan of Improvement)**

The Center will ensure that children's access to the kitchen is restricted as required.

**Correction Deadline: 4/10/2019**

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

591-1-1-.10(4) - Please be mindful of beginning tears on diaper changing surface in Classroom A.

**Correction Deadline: 4/10/2019**

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

Proper hand washing observed throughout the center.

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**591-1-1-.20 Medications(CR)****Not Met****Finding**

591-1-1-.20(4) requires the Center to keep medication in a cabinet or container that is locked or otherwise not accessible to the children and to be stored separate from cleaning chemicals, supplies or poisons. Medications requiring refrigeration shall be placed in a leak-proof container in a refrigerator that is not accessible to the children. It was determined based on an observation that a prescription laxative and Exema cream were located in a child's book bag in Classroom B and accessible to children.

**POI (Plan of Improvement)**

The Center will train Staff on the safe and proper storage of medication and monitor to ensure that the rule is met.

**Correction Deadline: 4/10/2019**

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

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

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**591-1-1-.36 Transportation(CR)****N/A****Comment**

Center does not provide routine transportation.

<b>Sleeping &amp; Resting Equipment</b>
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**591-1-1-.30 Safe Sleeping and Resting Requirements(CR)****Met****Correction Deadline: 11/29/2018****Corrected on 4/10/2019**

.30(1)(a)3 - Correction of previous citation in that the consultant observed all cribs to have tight fitting sheets.

<b>Staff Records</b>
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**Records Reviewed: 12****Records with Missing/Incomplete Components: 1**

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Staff # 1 Met

Date of Hire: 09/22/2011

Staff # 2 Met

Date of Hire: 03/04/2019

Staff # 3 Not Met

Date of Hire: 03/06/2017

"Missing/Incomplete Components"

.33(4)-1st Yr. Training 2 Hrs. (Abuse) Missing,.33(4)-1st Yr. Training 4 Hrs. Missing

Staff # 4 Met

Date of Hire: 10/20/2004

Staff # 5 Met

**Records Reviewed: 12**

**Records with Missing/Incomplete Components: 1**

Date of Hire: 09/21/2018

Staff # 6 Met

Date of Hire: 10/01/2011

Staff # 7 Met

Date of Hire: 08/15/2018

Staff # 8 Met

Staff # 9 Met

Date of Hire: 03/20/2015

Staff # 10 Met

Date of Hire: 08/04/2017

Staff # 11 Met

Date of Hire: 10/03/2011

Staff # 12 Met

Date of Hire: 02/01/2019

**Staff Credentials Reviewed: 12**

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

**Not Met**

**Finding**

591-1-1-.09(1)(d) requires the Center to ensure that every Provisional Employee has a valid and current satisfactory Fingerprint 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 and must be supervised at all times by a Director or Employee with a valid and current satisfactory Comprehensive Records Check Determination. The Fingerprint 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 Provisional Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Fingerprint Records Check Determination is required. It was determined based on an observation that one staff hired on March 20, 2015 had a national criminal background check and was alone with children in Building 2 Classroom Back. It was further determined, that one staff hired on February 13, 2019 had a national criminal background check and was alone with children in Classroom C.

**POI (Plan of Improvement)**

IMMEDIATE CORRECTION - The Center will watch the videos to ensure that every Provisional Employee has a valid and current satisfactory Fingerprint 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 and must be supervised at all times by a Director or Employee with a valid and current satisfactory Comprehensive Records Check Determination. The Fingerprint 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 Provisional Employee has had a lapse of employment from the child care industry that lasted for 180 days (6 months) or longer, a new satisfactory Fingerprint 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 will watch the videos to ensure CRC rules are maintained.

**Correction Deadline: 4/10/2019**

**Technical Assistance**

591-1-1-.09(1)(j) - Please ensure all staff are ported electronically on Decal Koala.

**Correction Deadline: 4/10/2019**

**591-1-1-.33 Staff Training**

**Not Met**

**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 a review of records that one staff hired on March 6, 2017 did not complete the required first year training.

**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: 5/31/2019**

**Recited on 4/10/2019**

**Correction Deadline: 12/31/2018**

**Corrected on 4/10/2019**

**.33(6) - Correction of previous citation in that the consultant observed 2018 annual training.**

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

**Not Met**

**Finding**

591-1-1-.31(2)(b)2. requires teachers and lead caregivers to meet minimum academic requirements and qualifying experience at the time of employment. It was determined based on a review of records that the infant room is currently without a lead teacher in place.

**POI (Plan of Improvement)**

A teacher/lead caregiver will be hired that meets the minimum academic requirements and qualifying work experience.

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

**Staffing and Supervision**

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

**Not Met**

**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 an observation, that upon the consultant's arrival, a twelve-year-old child was in the infant room.

**POI (Plan of Improvement)**

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

**Correction Deadline: 4/10/2019**



**Comment**

Adequate supervision observed on this date.