



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: 3/18/2021 **VisitType:** Licensing Study **Arrival:** 11:20 AM **Departure:** 12:20 PM

CCLC-33470

Pride and Joy Daycare Learning Academy II

814 Hampton Road McDonough, GA 30253 Henry County
 (770) 320-9898 info2@pandjacademy.com

Regional Consultant

April Brown

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april.brown@dec.al.ga.gov

Mailing Address
 Same

Quality Rated: ★ ★

Compliance Zone Designation			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.
03/18/2021	Complaint Investigation & Licensing Study	Good Standing	
10/15/2020	Monitoring Visit	Good Standing	
01/22/2020	Complaint Investigation & Licensing Study	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	A - 1st lft	Three Year Olds	1	12	C	21	C	NA	NA	Nap, Transitioning
Main	B - 2nd lft	Infants and One Year Olds	1	5	C	8	C	NA	NA	Nap
Main	C go thru rm. D		0	0	C	7	C	NA	NA	Not In Use
Main	D 3rd lft	Two Year Olds	1	7	C	18	C	NA	NA	Nap
Main	E 4th lft	One Year Olds	1	7	C	10	C	NA	NA	Nap
Main	F 1st rt		0	0	C	22	C	NA	NA	Not In Use
Main	G 2nd rt		0	0	C	29	C	NA	NA	Not In Use
Main	H 3rd rt		0	0	C	12	C	NA	NA	Not In Use
Main	I far back		0	0	C	15	C	NA	NA	Not In Use
Main	J lft back		0	0	C	27	C	NA	NA	Not In Use

Total Capacity @35 sq. ft.: 169

Total Capacity @25 sq. ft.: 0

Total # Children this Date: 31

Total Capacity @35 sq. ft.: 169

Total Capacity @25 sq. ft.: 0

Building	Playground	Playground Occupancy	Playground Compliance
Main	A Infants/Toddlers	23	C
Main	B 3+ Back of bldg	107	C

Comments

An Administrative Review was conducted on March 24, 2021. Staff files, children's files, training, and background checks were all reviewed. A complaint investigation was conducted on March 18, 2021 with the assistant director in absence of the director. Compliance with the Executive Order issued on February 15, 2021 was reviewed.

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/Regulations.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.

- 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

Chrystal Johnson, Program Official

Date

April Brown, Consultant

Date



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Findings Report

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The following information is associated with a Licensing Study Visit:

Activities and Equipment

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

Met

Comment

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

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

N/A

Comment

Center does not provide swimming activities at this time.

Children's Records

Records Reviewed: 5

Records with Missing/Incomplete Components: 0

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

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

Met

Comment

Parent authorizations obtained and completed on this date.

Comment

Records were observed to be complete and well organized on this date.

Facility**591-1-1-.19 License Capacity(CR)****Met****Comment**

Licensed capacity observed to be met by the center on this date.

591-1-1-.25 Physical Plant - Safe Environment(CR)**Met****Comment**

Center appears clean and well maintained on this date.

Comment

Please be mindful to keep items that pose a hazard inaccessible to children as required.

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

Discussed maintenance of resilient surface. Please fluff and redistribute as needed.

Comment

Playgrounds observed to be clean and in good repair on this date. Pictures were submitted to the Department for the licensing study review.

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

Center menu meets USDA guidelines on this date. Consultant discussed new revision to restricted food rule which states: Foods that are associated with young children's choking incidents, such as, but not limited to, peanuts, hot dogs, raw carrots, popcorn, fish with bones, cheese cubes, grapes and any other food that is of similar shape and size of the trachea/windpipe shall not be served to the children less than four (4) years of age. Children older than four (4) years of age may be served these foods provided that the foods are cut in such a way as to minimize choking.

Comment

Please ensure the new updated infant feeding form is used. Discussed revision to the written feeding plans for children under the age of 1 years old. Age-appropriate solid foods (including cereal) shall not be given to infants or children less than one (1) year of age until recommended as developmentally appropriate by the child's primary care physician and indicated in writing by the Parent(s). As soon as the feeding plan indicates that a child is ready for solid foods, the child shall be fed from individual spoons and individual containers or dishes. A child shall not be fed directly from the original baby food container if the contents are to be fed to the child at more than one (1) meal or to more than one (1) child.

Health and Hygiene**591-1-1-.10 Diapering Areas & Practices(CR)****Met****Comment**

Staff stated proper knowledge of diapering procedures on this date.

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

Staff were observed to remind children to wash hands as required on this date.

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

Documentation for medication dispensing observed complete on this date.

Policies and Procedures

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

Comment

Program observed to have complete emergency drills on this date.

591-1-1-.29 Required Reporting **Met**

Comment

Discussed reporting requirements with the assistant director on this date.

Safety

591-1-1-.05 Animals **N/A**

Comment

Center does not keep animals on premises at this time. A Virtual Visit was conducted due to the COVID-19 pandemic.

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

Comment

Age-appropriate discussion and redirection observed on this date.

591-1-1-.13 Field Trips(CR) **N/A**

Comment

Center does not participate in field trips at this time.

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

Comment

A current and completed inspection was observed for all vehicles used in transporting children on this date. Vehicles with tag numbers ending in N7036, B9484, and B3329 were completed on January 25, 2021.

Comment

Complete documentation of transportation observed for March 8, 2021 through March 19, 2021 submitted to the Department for the licensing study review.

Sleeping & Resting Equipment

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

Comment

Discussed SIDS and infant sleeping position with the assistant director and infant staff members on this date.

Staff Records

Records Reviewed: 17

Records with Missing/Incomplete Components: 0

Staff # 1 Met

Date of Hire: 04/25/2019

Staff # 2 Met

Date of Hire: 01/23/2019

Staff # 3 Met

Date of Hire: 08/27/2018

Staff # 4 Met

Records Reviewed: 17

Records with Missing/Incomplete Components: 0

Date of Hire: 10/05/2020

Staff # 5 Met

Date of Hire: 03/18/2021 Reminder - Health & Safety training is required within 90 calendar days of hired

Staff # 6 Met

Staff # 7 Met

Staff # 8 Met

Staff # 9 Met

Date of Hire: 05/03/2012

Staff # 10 Met

Date of Hire: 09/22/2009

Staff # 11 Met

Date of Hire: 09/09/2020

Staff # 12 Met

Date of Hire: 10/17/2018

Staff # 13 Met

Date of Hire: 11/13/2017

Staff # 14 Met

Date of Hire: 12/02/2018

Staff # 15 Met

Date of Hire: 05/10/2017

Staff # 16 Met

Date of Hire: 12/08/2020

Staff # 17 Met

Date of Hire: 12/08/2020

Staff Credentials Reviewed: 13

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

Comment

Criminal record checks were observed to be complete on this date.

Comment

The assistant director provided two files for employees hired since last visit which was completed on October 15, 2020.

591-1-1-.14 First Aid & CPR**Met****Comment**

Evidence observed of 50% of center staff certified in First Aid and CPR on this date. Please ensure the two newly hired staff members complete the required first aid and cpr in person training as scheduled for April 1, 2021.

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

Documentation observed of required staff training annual training for 2020.

Comment

Documentation observed for the director who completed the required four hour nutrition training on December 16, 2016.

Correction Deadline: 4/17/2021

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

Additional cleaning and sanitizing recommendations due to the COVID-19 pandemic were discussed on this date. The program was in compliance with the Executive Order issued on February 15, 2021.

Staffing and Supervision

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

Center observed to maintain appropriate staff:child ratios on this date.

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

Adequate supervision observed on this date. Consultant discussed new revision to the supervision rule which states: Staff shall be attentive and participating with all children during mealtimes and shall be seated within an arm's length away from children thirty-six (36) months of age and younger.